



FALL 2014 CONFERENCE NEWSLETTER

Published October 7, 2014

Welcome to the 2014 CHAMPS/NWRPCA Fall Conference: Practice Transformation – Fulfilling the Promise

CHAMPS and the Northwest Regional Primary Care Association (NWRPCA) **welcome you to Denver, Colorado and the 2014 Fall Primary Care Conference!** In these four days of exceptional presentations and networking opportunities, we invite you to celebrate and take inventory of health center accomplishments and progress through the sharing of success stories, refreshing new perspectives, and solid strategies for leading change. Use this occasion to strengthen connections with old friends, cultivate new relationships, and renew your enthusiasm and commitment to providing care for the medically underserved!

To our Health Center peers from Region VIII, Region X, the Western Clinicians Network, and from across the nation – thank you for joining us!

CHAMPS Leadership and Networking Events

CHAMPS Annual Board of Directors Meeting

Monday, 10/20, 5:15 – 6:45 pm, Molly Room

Welcome Reception

Monday, 10/20, 6:30 – 8:30 pm, Augusta Room

Dialogue with NACHC

Tuesday, 10/21, 6:00 – 7:00 pm, Lawrence A

NWRPCA/CHAMPS Fall 2015 Conference Planning

Wednesday, 10/22, 7:30 – 8:20 am, Welton Room

Roundtable Lunches

Monday, 10/20, 12:00 – 1:30 pm
Clinicians, Board of Directors

Wednesday, 10/22, 12:00 – 1:00 pm
Chief Executive Officers, Chief Financial Officers, Chief Operating Officers, Human Resources, Outreach and Enrollment

Opening and Closing Speakers

Be sure to attend these events to hear from our federal partners, experience renowned speakers, and possibly take home a fabulous raffle prize!

Opening Plenary, Tuesday, October 21, 8:30 – 10:30 am, Confluence Ballroom

- ★ **Michael Lovdal**, Partner at Oliver Wyman
- ★ **Dan Hawkins**, Senior Vice President of Public Policy and Research, National Association of Community Health Centers
- ★ **Jim Macrae**, Deputy Associate Administrator, Bureau of Primary Health Care

Closing Plenary, Wednesday, October 22, 3:30 – 5:00 pm, Confluence Ballroom

- ★ **Julian Perez**, MD, Physician at Sea Mar Community Health Center

Inside this Issue:

- ★ HHS Funding to Health Centers
- ★ Region VIII Awardee at NACHC CHI
- ★ CHAMPS 2014 Salary Survey Report, 2014 Medical Staffing Report, and 2013 UDS Summary

HHS Awards Mental Health Services, PCMH and ACA Funding

This summer, Health and Human Services (HHS) Secretary Sylvia M. Burwell announced three grant awards to support health centers. In July, she announced \$54.6 million in grants to support health centers in establishing or expanding behavioral health services. In August, she announced \$35.7 million for patient-centered medical home (PCMH) facility improvements. In September, she announced \$295 million in Affordable Care Act Funding (ACA) to increase access to primary care at health centers. Congratulations to all the Region VIII grantees receiving awards!

Visit www.hhs.gov/news/press/2014pres/09/20140912a.html to read the mental health funding news release.

Visit www.hhs.gov/news/press/2014pres/08/20140826a.html to read the PCMH funding news release.

Visit www.hhs.gov/news/press/2014pres/09/20140912a.html to read the ACA funding news release.

Region VIII Health Center Leader Honored at the NACHC CHI



Each year the National Association of Community Health Centers (NACHC) recognizes exemplary leaders from across the nation. This past August, a long-time Region VIII community health center staff member was honored at the NACHC Community Health Institute (CHI) held in San Diego, CA.

Paul Melinkovich, MD (retired, pictured at left) from Denver Community Health Services in Colorado received the **2014 Samuel U. Rodgers Achievement Award** for exemplifying excellence in clinical leadership. Dr. Melinkovich's first encounter with the community health center movement occurred when he volunteered as a medical student in Seattle, WA. This passion continued as he moved to Denver for residency and then in his first job working at Denver Health's Clinic – Hyde Park. In 1992, he became the Medical Director of two school-based health centers loosely affiliated with Denver Health that over the next ten years grew to 15 school-based health centers. In 2006, Dr. Melinkovich became the CEO and Medical Director of Denver Community Health Services and has grown the network to serve an additional 50,000 patients over the last seven years.

Dr. Melinkovich, CHAMPS thanks you for your long-serving leadership in Region VIII!

CHAMPS 2014 Salary Survey Report

CHAMPS thanks the 51 organizations that participated in the **CHAMPS 2014 Region VIII Health Center Salary, Benefits, and Turnover Survey!** The data from these health centers has been analyzed and presented in a written report providing a regional snapshot of salary and benefits structures and workforce trends across the Mountain/Plains states, including:

- ★ **NEW** Job Description Summaries for every title in the report, which were implemented to ensure health centers both reported their data under the most appropriate positions, and are utilizing the most appropriate data when referring to the report
- ★ Base salary data for each position title (average, median, and percentiles) with average dollar amount of benefits and average benefits as a percentage of average salary
- ★ Data breakdowns for all titles by three annual budget ranges
- ★ Data breakdowns for Administrative and Clinical Leadership Team and Clinical Team employees by years of service, number of service sites, annual budget range, and location
- ★ Data breakdowns for select support staff employees by years of service
- ★ Comparisons of 2014 Region VIII salary data with historical Region VIII data, as well as with other current state, regional, and national surveys
- ★ **NEW** section of information about additional pay (bonuses, incentives, differentials, overtime)
- ★ **NEW** section of information about health center benefits packages (insurance, retirement programs, days off, and additional benefits)
- ★ Recruitment metrics and trends, including point-in-time vacancy data for executive-level administrators, provider staff, and mid-level clinicians
- ★ Retention metrics and trends, including turnover data for all staff

Written copies of the report are being distributed to CHAMPS members in October 2014. Members also have access to an electronic copy of the report on the Members Only section of the CHAMPS website. Visit www.CHAMPSonline.org/ToolsProducts/PublicationsMedia/Publications.html#salary for more information and to order a copy. Contact andrea@CHAMPSonline.org with questions.

Also Available!

- ★ **NEW 2014 CHAMPS Region VIII Health Center Medical Staffing Report**, a companion to the 2014 salary survey report, providing staffing ratios relating to Medical Provider and Medical Support employees (Members Only credentials required for download)
- ★ **CHAMPS 2013 Region VIII BPHC Uniform Data System (UDS) Summary** with a **NEW** focus on medical provider productivity

Visit www.CHAMPSonline.org/ToolsProducts/PublicationsMedia/Publications.html for additional information about these and other CHAMPS publications.