



PASCO PICAYUNE



INSIDE THIS ISSUE:

<i>Nursing Corner</i>	2
<i>Directors Corner</i>	2
<i>Family Voices</i>	3
<i>Shout Out</i>	3
<i>Human Resources</i>	3
<i>Legislation</i>	4
<i>Events</i>	5
<i>Health</i>	6
<i>Food</i>	7

GO WEST, YOUNG LADY. BY STEPHANIE WILLIAMS

Growing up in Tennessee, I wanted what most people want—a job, my own place and the basic freedom to live my own life. Not once did it ever occur to me that anything would stop me, not even Cerebral Palsy. It was during college, however, that I discovered that these simple goals might be much harder to accomplish than I ever realized. Like many states, Tennessee does not provide adequate services for people with disabilities who want to live independently. In the back of my mind during my college years, I feared what would happen to me once I graduated and vocational rehabilitation stopped paying for my CNA services. Whenever I expressed my concerns to family or friends, they would always tell me not to worry so much because there had to be some way for me to live on my own.

answer I had been looking for. However, this answer was not to be found in Tennessee. I would have to travel 1100 miles to Colorado in order to get the independence I so desperately wanted. One day when I was trying to find resources which would allow me to live independently in Tennessee, I made a call to the Memphis

the country. The company provided in-home care for people like me who wanted to live independently. It sounded too good to be true, so I called this company to make sure it was real. Not only was it real, but it would soon exceed all of my expectations and show me just how awesome home health care can be. The company of course is PASCO. PASCO were and still are willing to help me whenever needed. The office staff does whatever they can to make sure that I get all the care that I need. The CNAs are very dedicated to their job; they are among the best CNAs I've ever had. I am and always will be incredibly grateful to everyone at PASCO for helping me get to where I am today. Now I am able to live my life the way that I want. It is because of PASCO that I am able to live in my own apartment, have a job, and finally have my freedom.



Stephanie, adjusting to life in Colorado as a reindeer.

As it turned out, my family and friends were right. There was indeed a way for me to live independently and it was the

Center for Independent Living. They told me that there was a company in Colorado that actually moved people there from all over



**Holiday Party--
Saturday, December
3rd
at El-Jebel**

**Summer
Picnic
Monday, June
13th
at Morse Park
in Lakewood**

SENATE BILL 170 -- WE NEED YOUR HELP!

The Senate Health and Human Services Committee acted with bipartisan support Thursday to pass a bill moving toward greater parity in the reimbursement rates for long-term care facilities while giving the legislature the flexibility to balance competing needs. SB11-170 is sponsored by Senator Irene Aguilar (former PASCO Parent C.N.A.) and helps restore equity in Medicaid payment to all providers and

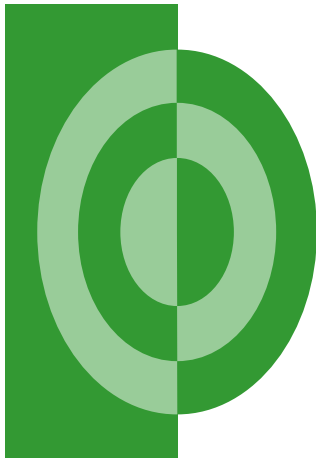
in budgeting for essential services during times of economic crisis. The bill will move on for a vote before the entire Senate. "Senate Bill 170 is about equity," Senator Aguilar said in her opening remarks before the committee. "It is about coming together as a state and looking at all possible areas for savings. In times of famine, there are no sacred cows."

Medicaid providers are reimbursed on a fee basis, and the Department of Health Care Policy and Finance's provider reimbursement rates have been reduced by approximately 5.5% since the economic downturn began. On average, the Medicaid daily census in nursing facility care is about 1.8% of the total Medicaid caseload.

Continued "SB-170" Page 4



Laura Gilbert & Pat Lankford
PASCO's Directors of Nursing



NURSING CORNER-- LAURA GILBERT & PAT LANKFORD

Nursing Corner

Hello everyone, we hope you're all doing well, and looking forward to spring. We've been very busy changing over the files, and are making sure that we have all the correct forms signed for the new year. Please don't get frustrated if we ask for a form that you might have turned in (as the end of year-beginning of new-year is a little hectic.) In addition, if your child has a doctor through Children's Hospital, we are working with the special needs clinic to improve communication.

Please let your doctors know if you are changing meds, not giving a med, or adding something to the medical profile.

We continue to hire new

nurses as we continue to grow. You might meet one of them when they are shadowing your primary nurse.

It is still flu season and many kids, aides, nurses are sick. Remember that good hand washing helps in the spread of germs!



Feel free to call Pat or Laura

DIRECTORS CORNER: BARRY ROSENBERG

I hope everyone received the executive summary following the last evaluations. The results were fantastic and we are so proud of all our employees from the office staff, to the nursing staff, to the field staff.

There were 4 areas that showed a need for improvement

- 1) **People wanted the parties on a weekend so that more kids could come to the party without missing school.** We are going to have the Holiday Party next year on a Saturday (Saturday December 3rd...put it in your calendars).
- 2) **There concerns about the new Dental Plan.** Upon investigation, we felt like it was a better program and we needed to clarify "how to use" the dental insurance verses the dental insurance itself. We

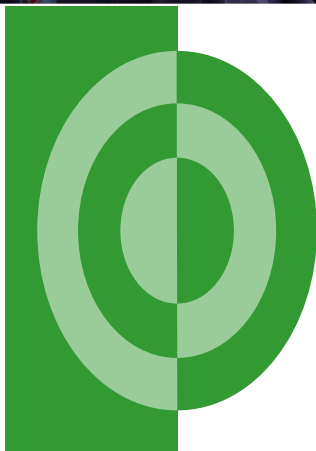
will add further questions on next years evaluation to ensure that people are satisfied with the dental benefit. Sometimes the initial change of a new insurance plan can be an adjustment, but we feel confident with Solera. Please look at Dental Q & A on last page of this very Picayune.

- 3) **The office building (a bit on the funky side)** Some people do not like the location, the building itself, etc... We moved to our office in 1996 from downtown Denver. We picked an area that would be off of a major bus-line and not too far from the city centre. We continue to do small updates but prefer to put money into benefits and our employees (bonuses, profit-sharing and the like) verses a NEW building or a MAJOR remodel. (We did price on out

last year- YIKES!)

We had a small number of responses of people who felt like they could not make a complaint without fear of retaliation. This seemed the most egregious PASCO misstep, and we took this very seriously. While we felt the questions were worded rather ambiguously, (double-negatives, three different questions and subjects blended together) we want to remind everyone that PASCO strives for improvement and without hearing from you we cannot fix or address any concerns, complaints, etc.... We are correcting the question on the evaluation for next year and will be adding an additional question to make sure everyone feels like they can voice a grievance at anytime.

Overall the evaluations highlighted the strengths of PASCO and its wonderful staff. We will continue to improve and are very thankful for your honest feedback and overall participation.



Family Voices Colorado: Now Helping with Medicaid and CHP+ Enrollment

As a health care worker, you know how important it is to have access to quality, affordable health care when you need it. But if you don't have employer-sponsored insurance, and can't afford to buy a private plan for yourself or your family, you may be worried about being uninsured. Good news! Colorado recently made its public health insurance programs, Medicaid and Child Health Plan Plus (CHP+), available to more families, including some who may have been told in the past that they made too much money to qualify. Family Voices Colorado, a statewide health care advocacy organization with a focus

on families of children with special health care needs, recently received funding to spread the word about the new eligibility guidelines and to help more families apply for these programs. We are available to come and present to community groups or organizations, and as a Certified Application Assistance Site, we can also work directly with you to fill out the application and verify your identification and citizenship/residency documents. Beyond the application, we offer education on managed care options, help understanding your benefits if you enroll, assistance with the renewal process to make sure that there is no lapse in coverage, and help find-

ing a Medical Home to make sure that you and your children are cared for by health professionals who will coordinate all aspects of your health care needs. At Family Voices we understand that enrolling in and navigating Medicaid and CHP+ can be difficult, and we are here to help. Call us today at 303-733-3000 to learn more or to schedule an appointment.



Findings

- Doctors found that women's brain cells, when threatened with starvation, act conservatively and survive, whereas men's brain cells eat themselves and die.
- Florida was threatened with colonization by such non-native cockroaches as the lobster roach, the Madagascar hissing cockroach, the orange-spotted roach, and the Turkestan cockroach, while off the state's western coast, a crab was spotted riding a pink meanie jellyfish.
- Scientists still could not say why zebras have stripes.
- Cows with names produce 3.4 percent more milk than nameless cows.
- By impersonating red-ant queens, parasitic butterflies trick the worker ants into serving them.
- A Viennese chemist concluded that bellybutton fluff is a combination of clothing fibers, sweat, dust, and fat wicked into the navel by body hairs; if one shaves one's belly, explained the scientist at the conclusion of a three-year study, the fluff will not appear.
- In Hawaii, a woman found a \$5 bill inside a coconut.
- Researchers found that domestic cats use special "soliciting purrs," which contain urgent high-pitched cries, to get humans to do their bidding.
- Tasmanian wallabies were getting high on opium poppies and creating crop circles with their lopsided hopping.

PICAYUNE SHOUT OUT--WALMART--STEPHANIE WILLIAMS

Since moving to Colorado, I am enjoying my newly acquired independence. Recently I discovered that everyone's favorite store, Walmart, provides a way for its customers with disabilities to shop as independently as possible with the help of assistant shoppers. These assistants are available upon request at Customer Service. The assistant follows the customer around the store and

helps with getting any items requested. They even help with the much-dreaded check-out process and will carry bags to the customer's car. Before my discovery of these excellent helpers, my grocery list was at the mercy of the person being sent to the store for me. Happily, now that I can shop for myself, I will never again get any kind of ice cream other than Ben

& Jerry's "Half Baked." And that my friends, is the way the world should be!

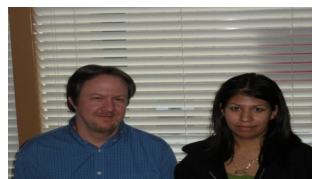


HUMAN RESOURCES CONNECTION

Greetings to you all from the HR department, we hope this newsletter finds you well. There are a few things we wanted to touch on this time around. The 2011 CEU's/ Continuing Education Units are available under the Online Forms tab in PASS. Please print the last pages of the chapters, complete those quizzes and send them in to the HR department. The other thing Juana and I have been working on is get-

ting everyone, Nurses, C.N.A.'s, P.C.P's, IHSS Providers and Respite Providers, current with their files so if there is anything you know you need, make sure and get it taken care of as soon as possible. TB and OSHA are yearly requirements and you must keep your CPR up to date as well and employees that claim mileage, we need a copy of your insurance each time it renews. If you are not sure what is needed or need help logging in to the PASS system

to check, please call. Please remember, the PASS system is for all employees regardless if you submit your timesheets on the telephone or the web.



Steve and Juana —PASCO's Winning H.R. Team.

"SB-170" From Page 1

This population is allotted approximately 20.0% of the Department's budget, due in part to the fact that nursing facility payment rate methodology are set in statute. Nursing facilities are reimbursed on a **cost basis** with mandated annual rate increases. Cost based reimbursement is at full cost while other providers, who receive **fee based** reimbursement, receive approximately 69% of cost.

"When setting its budget, because of the statutes, the Department must first set aside full reimbursement for nursing facilities before setting rates and priorities for all other services," Senator Aguilar explained. "This interferes with the Joint Budget Committee's responsibility to set the Department's appropriation and interferes with the Executive Branch's responsibility to manage provider reimbursement rates through normal administrative processes."

The bill amends 25.5-6-202, leveling

the playing field in regard to Medicaid payment to all providers by allowing the JBC to determine the allowable General Fund increase in per diem rates.

The bill passed on a 5-4 vote with Senators Irene Aguilar, Morgan Carroll, Joyce Foster, Kevin Lundberg, and Ellen Roberts in favor and Senators Betty Boyd, Linda Newell, Shawn Mitchell and Jean White opposed.



Last Thursday, February 24th I had the opportunity to testify on Senate Bill (SB) – 170, a bill designed to seek parity in funding for long-term care providers. I have enclosed a copy of the press release from SB-170's sponsor, Senator Irene Aguilar, MD. Senator Aguilar is a parent of a teenager with a developmental disability and a champion of disability related issues. I have also included my testimony. It is my understanding that SB-170 will be heard in the Colorado Senate this coming Friday, March 4th.

Over the last few years home health and community based services have taken approximately 5.5% in cuts, while nursing homes have not had cuts. Nursing homes have had special legislation that gave them automatic increases over the years. While they have not gotten these increases due to the severity of the economy, they have not, like home health and home and community based services, gotten cuts. I believe that despite philosophical differences, long-term care providers, particularly nursing homes and home health agencies, do very, very similar work and should be subject to rate increases and decreases, based upon the state of the economy. I think the grassroots effort by home health agencies and independent living centers surprised many observers who assumed the nursing home lobby would defeat the bill in Committee. Fortunately, by a 5-4 vote, we prevailed and SB-170 has been moved forward. I believe each step of the legislative process will present obstacles, but with support from you, I believe we can win and be on a level playing field with our nursing home providers insofar as rate issues.

CONTACT YOUR STATE SENATOR TODAY!

It is therefore vital that you contact your State Senator in support of SB-170; which will take the Nursing Home pay raise statute out of the Colorado state constitution.

It is therefore vital that you contact your State Senator in support of SB-170; which will take the Nursing Home pay raise statute out of the Colorado state constitution. If you are unsure of who your State Senator or State Representative is, I would suggest you go on the link below (<http://www.colorado.gov/apps/maps/neighborhood.map>) to find out who they are. If you cannot access your Senator or Representative this way, you may wish to call your County Elections Commission or Colorado Secretary of State's office to get these names.

Below are the names, phone numbers and emails of your State Senators. I will get the State Reps once we get the bill out of the Senate. You can also get information about the bill, the phone numbers and email addresses of your State Rep and Senator by going to: <http://www.leg.state.co.us>. Should you have any questions, please email me at barry@pascohh.com. If you are unsure of who your State Senator or State Representative is, I would suggest you go on the link below (<http://www.colorado.gov/apps/maps/neighborhood.map>) to find out who they are. If you cannot access your

Senator or Representative this way, you may wish to call your County Elections Commission or Colorado Secretary of State's office to get these names. Below are the names, phone numbers and emails of your State Senators. I will get the State Reps once we get the bill out of the Senate. You can also get information about the bill, the phone numbers and email addresses of your State Rep and Senator by going to: <http://www.leg.state.co.us>. Should you have any questions, please email me at barry@pascohh.com

Recently (see page one, and above) some important legislation was voted through committee, and will be heading to the state senate. As things move quickly at the capitol, PASCO, along with a cadre of similar agencies have been working tirelessly to alert everyone on contacting their respective state senators, as the bill (SB-170) will be voted on, on Friday March 4. Facebook (along with Twitter @pascohh) can help get the required information to a large group of followers (as we have been witness to on a world stage in northern Africa). This is one very important, and key piece to Facebook; creating, disseminating (pertinent) information (to), and maintaining social networks. While much of the content on Facebook is fun and addictive, the intended purpose is coming together, and creating a virtual community. Sure, *Farmville* is good at combating boredom, but it is the tip of the iceberg (like buying a computer for the opportunity to play *Minesweeper*) as to how Facebook can be properly utilized. Most PASCO employees work from home, and see other employees very infrequently (picking up a check, picnic, Holiday party) and often times feel lonely and isolated. Our yearly survey oftentimes reflects people's desires to have more interaction with other employees going through similar life experiences. While PASCO has a couple of events planned to get employees together, Facebook can bring people together online. Furthermore, as PASCO is extremely sensitive to HIPAA, we will not give out personal information, so again Facebook can act as a bridge to meeting others. So please, if you are on Facebook already, add/Like PASCO (Personal Assistance Services of Colorado), and if you are hesitant to sign up (FREE) it might just be a good way to keep in touch with PASCO, and might even reintroduce you to childhood friends.

6TH ANNUAL
PEOPLE TO KNOW 2011

What: Event to raise awareness and funds for The Chanda Plan Foundation, whose Improve the quality of life for people with physical disabilities through education & programs to access integrative therapies. This event will offer an evening of empowerment through messages and music. Also includes a buffet style meal [Chipotle](#), cash bar, silent auction, live auction and dessert by [Avenue Grill](#).

Tickets: \$60 in advance and \$70 at the door.

Where: [EXDO EVENT CENTER](#)
1399 35th Street, Denver, CO 80205

When: Thursday, April 21, 2011
from 5:30PM - 9:30PM

Attire: Cocktail Attire

Music: Something Underground

Keynote: Matthew Sanford
"It took a devastating car accident, paralysis from the chest down, and dependence on a wheelchair before I truly realized the importance of waking both my mind and my body."

Matthew Sanford has inspired and enhanced the lives of thousands by sharing the fundamental importance of the mind-body relationship. For him, connecting mind and body is not just a health strategy; it is a movement of consciousness that can change the world. He works on a variety of fronts to spread his message: public speaker, author, nationally recognized yoga teacher and founder of Mind Body Solutions. Matthew has been featured on NBC's *Today Show* and in *People* magazine.

For more information, please visit our website:



2011 People To Know Keynote speaker: Matthew Sanford

http://www.thechandaplanfoundation.org/event-2_6th-annual-people-to-know.html
or view the attached poster below. If you cannot attend, please consider making a monetary donation (https://www.blacktie-colorado.com/online_sales/nonprofit_donation.cfm?id=1617)

SUMMER CAMP--CHRISTY KOPP (PASCO PARENT C.N.A)

Although it is cold outside now is the time to sign up for summer camp. I wanted to take the time to get you acquainted with the Easter Seals of Colorado Rocky Mountain Village program. Our daughter Kayla, 12 has attended for 2 years and has really enjoyed the experience. I would be willing to talk to any PASCO families who have questions about the programs that Easter Seals offers. I will highlight only those in which we have directly participated:

If you are ready for camping:

Rocky Mountain Village in Empire Colorado is regarded as one of the top Easter Seals camps in the country. The camp is fully accessible and used by more than 800 children and adults with disabilities. Campers enjoy swimming, fishing, outdoor

cooking, day trips, arts and crafts, sports and recreation, dances, music, drama, horseback rides and zip line. If you are not quite ready for a whole week of camping the Rocky Mountain Village offers Respite Weekends. Go up to camp on Friday and return on Sunday. Four R&R weekends are offered a year with various activities planned such as skiing and slumber parties. This is the perfect option to ease into camp.

For these two options you can go on the website at co.easterseals.com or call RMV camp at 303 569 2333.

For a every now and again Saturday option there is Discovery Club, A full

day of fun and activities.

The clubs are run from October -May in Highlands Ranch, Boulder, Fort Collins and Lakewood. From 10-4.

All clubs are staffed with medical professionals and trained volunteers. Care is provided for kids who need assistance with mobility, eating and other care needs.

Please call Nancy Hansen at 303-233-1666, x237 for more details or to RSVP.

Hope that you can get out and recreate while your kiddos are taken care of this spring and summer. They will have fun and you can too.



*Rocky Mountain
Village in Empire
Colorado is regarded as
one of the top Easter
Seals camps in the
country.*

TENNESSEE-COLORADO CONNECTION

For a number of years, PASCO has worked closely with MCIL (Memphis Center for Independent Living) to aid people with disabilities in getting services to keep them in the community, and out of nursing-homes. Unfortunately, for many people the cost of this independence means leaving Tennessee and going west to Colorado, as funding, services, providers, and legislative support is sadly lacking in the "Volunteer State." There have been

numerous successful transitions to Colorado with the help of this modern day "Underground Railroad*."

For many people making this brave move, the very idea of independent living, or belonging to a "community" was a very foreign concept. Days spent languishing in nursing homes counting overhead tiles and struggling to thrive emotionally took huge tolls on

their mental health. By coming to Colorado and becoming productive citizens, the move can best be analogized as a butterfly emerging from the chrysalis. Hopefully there will come a day when all states can treat all their citizens with equality, dignity, and a fair opportunity.

*For more information on Tennessee-Colorado modern day "Underground-Railroad" go to <http://newmobility.com/articleView.cfm?id=11164&srch=underground%20railroad>





How does HealthMiles work?



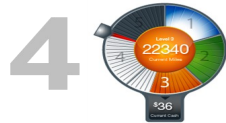
1 Enroll online by clicking the link sent via email



2 A GoZone pedometer is sent to you



3 Get active & engage with the program



4 Earn Miles which convert to HealthCash



5 Spend HealthCash on gift cards at over 50 retail partners OR Cut a check to yourself or charity



6 Earn rebate cash back at over 500 retailers when you shop online with your own cash

PASCO employee participants have taken almost **250 Million Steps** and earned over **\$22,000** in cash rewards

April 1, marks the new year in PASCO's Virgin Healthmiles program. A chance for a fresh start in an addicting and very beneficial program. As a PASCO employee, you can now join Virgin HealthMiles; where getting active and fit means getting great stuff! HealthMiles provides motivation, feedback, gadgets, tracking, challenges, prizes, more energy, feeling better, looking great... and rewards. PASCO employee participants have taken almost **250 Million Steps** and earned over **\$22,000** in cash rewards

Here's what you get

- a secure, personalized LifeZone website to easily manage all of your data in one place
- a fun & easy platform to create and run your own personal challenges
- chances to win big prizes
- articles and videos on the latest health and fitness topics
- real-time feedback, motivation and support to reach your goals

- a logbook to enter & monitor your health stats: weight, body fat, blood pressure
- a platform that integrates other tracking data from leading device manufacturers
- rebates when you shop at our Rebate Center

Call or email Juana or Damian to enroll, or with any questions.



15 WAYS TO STRETCH YOUR FRUIT & VEGETABLE BUDGET

1. Calculate an appropriate **Healthy Food Budget for your family, based on USDA's Low-Cost Food Plan.** This easy-to-use calculator, offered by Iowa State's University Extension, helps to create a budget for what is a reasonable amount to spend to feed your family healthy meals (www.extension.iastate.edu/foodsavings/fooddollar/).
2. **Cook enough for several meals and freeze leftovers.**
3. Create a **meal Plan** for the week that uses similar fruits

4. **Buy fruits and vegetables in season.**
5. **Grow your own.**
6. **Mix it yourself. 100% juice** from frozen concentrate.
7. **Minimize waste**, by buying only the amounts your family will eat.
8. **Learn basic food math.** Taking the time to make a food budget before grocery trips can make food buying decisions easier. Simple food math can help you decide if

9. **Enjoy the comforts of home more often.** Eating at restaurants can increase the amount you spend on food.
10. **Be creative!** To get the most out of your purchase, enjoy your fruits and vegetables in different ways.
11. **Homemade soup** is a healthy and tasty way to use vegetables.
12. Look for sales and deals on fruits and vegetables at the grocery store or through coupons.

13. **Cut your fruit and vegetables at home.** Pre-cut produce can cost much more than whole fruits and vegetables
14. **Don't shop hungry.** Eat a healthy snack, such as an apple, before going to the store so that you stick to your budget and avoid spending money set aside for fruit and vegetables on less healthy temptations.
15. **Canned fruits and vegetables** will last a long time and can be a healthy addition to a variety of meals. Choose canned vegetables that have no added salt and fruit that is canned in 100% fruit juice.



HELP WITH FOOD ALLERGIES--SARAH CARRASCO

For many of us, adding a long list of allergies to our already complicated lives sounds impossible. My son, David, is nine years old and was diagnosed with food allergies at age four. He has autism and has sensory issues pertaining to food and barely ate as it was. I thought that feeding him would be next to impossible given his allergies to oat, wheat, soy, rice and nuts. I spent a solid year walking up and down grocery store isles, looking for food he could and would eat. It was less than exciting but after a while I figured it out and want to share some allergy-friendly foods with other families.

Obviously, a vegetarian diet of fruit and veggies would be ideal but since David likes neither, it was not an option. If your child will eat fruits and veggies, consider yourself lucky and feed them as much as you can! If not, you share my dismay and need other ideas, and here they are:

Bob's Red Mill products are a life saver, made with bean flower, these products are the least expensive (and delicious) option for children with severe allergies. They make bread, cakes, cookies, pizza crust and a host of other kid-favorites. Another great alternative is to use Outside the Breadbox, pre-made baked goods. They are available at Vitamin Cottage or you can place orders with the company itself. They are a gluten, nut and wheat free bakery which primarily uses rice flour. My son cannot have their products, given his rice allergy, but many people love their products and even order wedding or birthday cakes from them! Being from an Italian family, cutting pasta out was like torture until I found Quinoa pasta, which he can have! My Italian mother

almost had a heart attack when I told her 'No more home made pizza for David', as an alternative, we use the Bob's Red Mill bread mix, let it rise, and make his pizza crust with that.

Another issue for children are birthday parties and family gatherings. I have gotten in the habit of making David baked goods and freezing half the batch. When there is a party, I bring him cake, cookies and his favorite, bacon and he seems to forget about the other food in the room. I take food everywhere with us and have started to host family parties in an effort to control the food as much as possible.

Feeding a child who has allergies is hard but not impossible. I have a list of helpful links pertaining to diet on my website,

www.theautismhelpbook.com

Good luck!



Being from an Italian family, cutting pasta out was like torture until I found Quinoa pasta, which he can have!



Hamburger Rice Hotdish—Jennifer Fletcher

(This is super easy and yummy! It takes about 10 min to prep, 35-45 to bake)

1# ground beef

1 can cream of mushroom soup + 1 can of water

1 cup rice (NOT minute rice)

some onion (either 1/2 small onion or some dried)

dashes soy sauce

Brown ground beef (you could do this ahead of time, and freeze it).

Drain.

Put in baking dish with rice, onion, soup, and a can of water, and a few dashes of soy sauce.

BREAKFAST BUNDT CAKE-LINDA DARLING (PASCO C.N.A)

1. Bundt cake pan sprayed well with cooking oil evenly packed all around)

2. Pour 8 beaten eggs into Bundt pan 5. add approx 2 cups shredded

3. add 1 1/2 cups diced ham (can use sauc or bacon) cheese and sprinkle all around evenly

4. add pre-cooked shredded potatoes (about 2 cups or until its 6. Place pop open biscuits all around the top covering ever inch of it



Not Your Everyday Bundt Cake

(can cut smaller pieces to close in holes)

7. Cook at 350 degrees for 55 min...

Turn over onto plate while hot .

Can serve with sour cream or hot sauce...

Personal Assistance Services of Colorado (PASCO)

6015 W. 16th Ave
Lakewood, CO 80214

(303) 233-3122
(303) 233-1478
EMAIL: damian@pascohh.com

www.pascohh.com



Personal Assistance Services of Colorado (PASCO) is certified under Medicare, Medicaid, and the Medicaid Home and Community Based Services (HCBS) program to provide personal assistance services to children and adults with severe disabilities. PASCO was incorporated in 1991 and began providing services to persons with disabilities on January 1, 1992.

PASCO's mission is to provide personal assistance services, promoting independence and safety to clients and/or their families. PASCO continuously strives for client and employee satisfaction. The foundation of PASCO is CHOICE. To the maximum extent possible, PASCO works to accommodate the needs and wants of each consumer/client.

PASCO provides services in the following counties: Adams, Arapahoe, Boulder, Broomfield, Clear Creek, Denver, Douglas, Gilpin, Jefferson, Larimer, Park & Weld.

PASCO Mid-Year Dental Q&A

Solera Insurance & Financial Services Inc. is pleased to have partnered with Cherry Creek Benefits and PASCO to offer dental and vision benefits to PASCO employees. As you know, PASCO changed their dental and vision plans last year. It is not uncommon for employees to have questions regarding the changed benefits or accessing the benefits. Below are some common questions that employees ask regarding changed dental and vision benefits.

What do I have to provide to my dentist to access the new dental benefits?

Since your dental benefits have changed, it is necessary to inform your dental provider of the change. This allows your dental provider the information that they need to verify benefits, invoice for services and contact the insurance company regarding your dental care. You should have received a dental benefit ID card shortly after open enrollment last August. Be sure to have your dental provider make a copy of your ID card.

Can I go to my current dentist or do I have to change dentists to use this insurance?

You can continue to receive care from your current dentist and will not be forced to change dentists. The new dental plan features two different levels of dental coverage. As an employee, you can choose the best plan design for your unique dental care needs. Each plan's dental provider features are outlined below:

Dental Option 1 – This plan features the DenteMax network of providers and requires that you receive dental care services from DenteMax providers. DenteMax has more than 1,500 dentists in Colorado and more than 100,000 nationwide that have contracted with this network. The previous dental plan also used a network, but a different network. Your dentist may be in the DenteMax network. If your dentist is in the DenteMax network, you will notice no change. Locating a participating dentist is quite simple in most areas across the front range.

Dental Option 2 – This plan allows you to receive dental care from any dentist in the US. There are no network restrictions, so you can choose any dentist that you feel is best for

How many cleanings can my family get each year under this dental insurance plan?

This dental insurance plan is based upon two cleanings per year (one cleaning every six months) for all enrolled in the plan. This is consistent with preventive dental care recommendations from the American Dental Association to promote good oral health.

My dentist's office told me that they do not accept this plan. Is this right?

The PASCO dental plan features two plan designs. Plan 2 is an indemnity plan, which means you can see any dentist in the United States! Your dentist accepts Plan 2 because they just simply bill the insurance company for services. This billing information is printed on the back of your ID card that you will receive after enrollment. Plan 1 has more limitations with respect to dentists, which is why it is less expensive. Plan 1 uses the DenteMax network of dental providers. Approximately 1,500 dentists in Colorado accept the DenteMax network, however, not all dentists in Colorado are contracted with DenteMax. If your dentist is one of the 1,500 dentists in Colorado that accepts the DenteMax network, you can receive services from that provider with either Plan 1 or Plan 2. If your dentist does not accept the DenteMax network, you can receive services from him/her with Plan 2.

Are there waiting periods that I must satisfy before using this plan?

As with virtually all dental plans, Madison does require a waiting period for major procedures only. Madison waives this waiting period for any employee that is covered under the prior dental plan as of 7/30/2010 and has been covered under the existing plan for the past twelve (12) consecutive months.

What does 90th U&C mean?

Plan 2 is an indemnity plan, which means that if you have purchased this plan, you can receive dental care from any dentist in the US. Because the plan does not restrict you to network dentists, the plan must establish a payment level, which is what 90th U&C indicates. 90th U&C means that the carrier pays dentists at the rate that 90 out of 100 dentists in the area accept. This is a payment level that is better than most dental plans. If your dentist charges more than the 90th U&C, then you can be billed by your dentist for amounts above the 90th U&C, which is referred to as "balance billing".

How can I avoid balance billing?

The best way to avoid balance billing is to use a dentist in the DenteMax network or to always confirm charges before you receive services. Your dentist can very easily get a pre-authorization, which will outline the rates that the carrier will pay for every service your dentist is recommending. We recommend always getting a pre-authorization for all dental procedures before allowing your dentist to provide dental services. This provides you with an estimate of your financial responsibility for any dental services provided before the work is completed.

I require extensive dental care, what is the maximum benefit offered under this dental plan?

PASCO's new dental plan features two plan designs with two different levels of coverage:

- Dental Option 1 – This plan offers \$1,000 of annual dental coverage as well as \$1,000 of lifetime benefit for orthodontia coverage. This is the same level of coverage in the previous dental plan, but provides a considerably lower premium than the previous plan.
- Dental Option 2 – This plan offers \$1,500 of annual dental coverage as well as \$1,000 of lifetime benefit for orthodontia coverage. This is 50% more coverage than the previous dental plan, but features a lower cost than the previous dental premiums for most employees.

What is my cost for this dental insurance plan?

PASCO generously pays 73% of the cost of your dental and vision insurance premiums for all employees that qualify for dental and vision benefits. Please refer to the plan design outline for specific costs, which are provided on a "monthly cost" basis as well as a "per paycheck cost" basis. Keep in mind that your portion of any premium cost is paid with pre-tax dollars, which provides more value for you.

I have not received my dental card yet, how can I get one?

Your HR department can order new cards for you.

	Dental Option 1	Dental Option 2
Dental Coverage	\$1,000 per year	\$1,500 per year
Choice of Dentist	DenteMax Providers (1,500 in CO)	Any Dentist
Cost of Dental Plan	Lower cost	Higher cost

Who do I contact for assistance with my dental plan?

Claims Questions: Contact IHC Health Solutions at 800-227-7620

DenteMax Provider Questions: Contact DenteMax at 800-752-1547

General Questions: Contact Solera Insurance at 720 279-7400