



PASCO PICAYUNE



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"Another fresh new year is here . . .
 Another year to live!
 To banish worry, doubt, and fear,
 To love and laugh and give!

This bright new year is given me
 To live each day with zest . . .
 To daily grow and try to be
 My highest and my best!

I have the opportunity
 Once more to right some wrongs,
 To pray for peace, to plant a tree,
 And sing more joyful songs!"
 William Arthur Ward

A positive attitude may not solve all your problems, but it will annoy enough people to make it worth it.

-Herm Albright-

STORIES NEEDED ASAP!!!

Family Voices is spearheading a bill that will go to a legislative committee in January. If passed, this bill will provide respite funding for families who have individuals with special needs.

Family Voices needs:

Short one page stories that may include the issues listed below.

- Stories about respite from different groups (foster, adoptive, special needs).
- Families who are willing to share their stories with the committee of legislators please either send them or fax them.

We will make a book and this will help the legislators make an informed decision on whether to support this bill.

We need this information by **January 10th**. We are asking you to contact/ask families you know if they can write down how respite would help them or has helped them. If you are a family member and can write down a story, please do that. We would like to

have one or two representatives from your organization. Some ideas for your letter:

- What would you do if you had a reliable, consistent amount of money for in home or out of home respite? (go back to work, take a promotion, knowing you had after school care, help sibs with homework, plan more outings, get groceries, etc)
- If you have received respite funding or services, what have you done with the time?
- Is there a problem with having inconsistent or too little assistance or none at all?
- How would you or your family benefit from respite?
- Have you spent money on expensive therapies when all you needed was a break?
- Share with us your great story demonstrating a great outcome of having respite?
- What does respite cost your family?

We want to let the legislators understand that the families would benefit in many ways to respite and that the state would

in the end save money. They need to understand these things:

- Why is it needed?
- Who needs respite?
- What is respite?
- How does it differ from baby-sitting?

Please provide contact information for each family and if they are available during the day to provide testimony.

Thank you for your time! Please send your replies to:

Janis De Baca, Co-facilitator CRC
 Fax 303-338-8871
 Cell 720-231-5268
jdebacahcp@aol.com



STARTING 2010 ON THE RIGHT FOOT!

Have you made a new year's resolution to get back into shape? Has an old favorite pair of jeans been beckoning you from the closet? Has *The Biggest Loser* inspired you to become more active and fit? Well then, here's an easy way to kick off 2010...joining PASCO's Virgin HealthMiles. It's fun, easy to do, motivational and profit-

able. By simply attaching the Go Zone (pedometer) to your hip and walking you accumulate steps, which in turn become HealthMiles (think Airline Miles). These HealthMiles can be redeemed for gift certificates, checks to favorite charities, or good old-fashioned cash. Since beginning the program in April, 2009 the hundred or so PASCO participants have

taken a whopping 92,919,454 the equivalent to roughly 31,000 miles. In doing all of this walking, \$8,301.69 has been awarded to Virgin Health-Mile members. The cost of the program is \$4.00 a month for PASCO employees. If interested please contact Juana Rodriguez at Juana@pascohh.com or (303) 233-3122.



FROM THE DIRECTOR - BARRY ROSENBERG

Laura, Damian and I recently received the non-scheduled employee/parent CNA evaluation. While we all were pleased with the overall results of the annual survey, there were naturally some problems/issues that perhaps need to be addressed. I guess I need to say that while 90% of the employees give us great reviews, we tend to look at the 10% that did not. It is not like our cup is 90% empty, but it may more akin to human nature.

The first problem seems to stem from our health insurance provider, Kaiser-Permanente. As some of you may remember, Kaiser was the first health insurance provider had back in 1993. About seven years later we were able to get onto a program that enabled us to choose from five major health insurance providers – United, PacifiCare, Kaiser, BC/BS and one other, who's name I no longer remember. While the majority of PASCO employees chose Kaiser, many others went with the other providers. Unfortunately this particular plan fell apart and there were only two insurers were willing to participate. And then, we had to pick just one insurer (Kaiser or BC/BS). PASCO gave each employee who was getting health insurance through us the opportunity to vote on the plan they wanted. Kaiser won handily. Based upon some negative comments about Kaiser, I think we need to meet with our Kaiser Representative and Insurance Broker to and get some answers to questions participants have regarding services. Steve will announce such a meeting and Kaiser participants will be notified in advance about it. Also, as the Health Care Reform legislation progresses

through Congress, I will try to arrange a meeting with the two above Representatives to see how you and PASCO will be impacted. It may take some time for the dust to settle, however, when it does, I think it would be good to know the good, bad and perhaps some of the ugly of this momentous legislation.

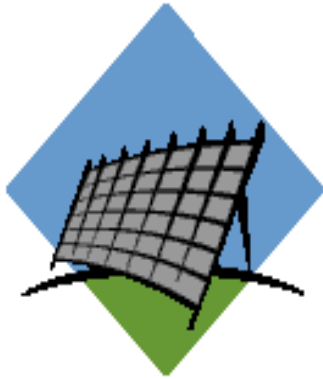
A less major problem as reflected in the survey had to do with our on-call system. As I believe everyone knows, PASCO provides back-up services to all clients/consumers getting CNA services. This is available to children, however, there are some unique issues affecting the actual delivery of on-call services. I believe the overwhelming number of parents are veritable experts in caring for their kids. They can do the CNA routine almost blindfolded (and with love). It has been very rare that we get a call from a parent CNA to get back-up. I believe the major concern is training and the unfamiliarity of the potential CNA with the child. Also, working with adults is far different than working with children. Nonetheless, PASCO does want to provide back-up and are hoping parents who need this service will contact Laura or Pat to see how we can best provide it.

Lastly, there were concerns about the 'aesthetics of the office building'. For sure our office will not be featured in "Better Homes and Gardens", but is, I believe, quite functional. When we bought the building some ten years ago, our concerns were accessibility, proximity to major bus corridors and ease of parking. While I am not insensitive to the comments expressed about our office, I don't think we will be mak-

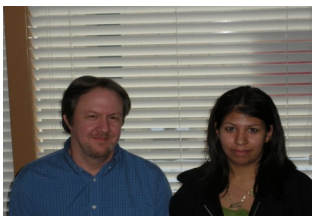
ing any changes in the not-too-distant future. As some of you who have visited our office recently may know, PASCO recently installed a solar system that has reduced our carbon footprint significantly and enabled us to receive a Silver Award with the Colorado Department of Public Health and Environment.

While the Great Recession is abating somewhat, there will be a further cut to Medicaid on July 1, 2010. The State is actually not trying to make cuts to Medicaid, but if sales tax revenues and a potential lawsuit initiated by K-12 advocates happen, we may see more cuts. Lastly, one of the reasons that our cuts have been relatively modest has to do with the infusion of Federal Funds to the Colorado Medicaid program. There is a formula of federal-state matches that give more federal funds to poorer states and fewer funds to wealthier states. Colorado, a wealthier state, had a roughly 50-50% match. As a result of the President's stimulus package the ratio was more roughly 63% federal to 37% state. Had this money not been available we would have been looking at massive cuts. The problem now is how the federal government will get back to the original match. If we go from a 63% federal match to a 50% match, there will be major problems with our Medicaid program. However, many policy wonks are thinking there will be a gradual reduction in the formulas so Colorado and every other state does not "fall off the cliff" regarding state funding for Medicaid. Nonetheless, PASCO is putting more money into savings so if the rates do go down, we will persevere.

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"PASCO is putting more money into savings so if the rates do go down, we will persevere."



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

H. R. CORNER

Hello everyone! Juana and I would like to thank you all for another great year and we are looking forward to 2010.

Attention C.N.A.'s, we are in the middle of C.N.A. license renewal and have about 300 processed so far (all Colorado C.N.A. licenses issued before 10/1/2009 will expire 1/31/2010). If you have already asked us to do this, for you, the license renewal fee of \$20.00 should be com-

ing out of the 1/4/09 check.

If you have not already asked us to renew for you and would like us to do this, please email steven@pascohh.com or juana@pascohh.com or call and we will get it done in the next couple of weeks.

If you have renewed your license yourself, please email or call so that we can pull the updated license off line as the state does not notify us of your renewal.

If you still have not turned in

your 2009 Continuing Education Units or CEU's (you know who you are), it is imperative that you do so ASAP.

We will notify you as soon as the 2010 CEU's are available. Thanks in advance for another great year!

Steve and Juana



2009 IN A BRIEF

Seems like only yesterday we were digging out our bunkers, stocking up on cases of Dinty Moore Chili, and constructing crude water purification systems made with Velcro and plastic, in preparation for the dreaded Y2K...a place where computers and electric can-openers would become obsolete. Now the "Noughty-oughts", "Zeroes" "Zips", or the "Uhh-Uhhs" are kaput, over, finished. Another year passes, and now we bravely head into the Ten's/Teens. Shucks... Where does the time go?

PASCO had a busy 2009. We tested, and tested, and continue to test our new computer system P.A.S.S. (Payroll and Scheduling System), with it finally it became "live" in

July (to mostly critical acclaim). Though not perfect, we feel it is a really amazing tool, which can integrate many different functions in the office. We completely redesigned our website (www.pascohh.com) while adding hundreds of informative resources, contacts and a really neat calendar. There were troubles with our phone lines, copy machines, toilets and a mildly disruptive bank change, but we also had a great (not too hot) picnic in June and most successful holiday party to date in December. We worked with Colorado legislators for equitable treatment at the capital, and successfully provided back-up and on-call all 365 days last year. We finally joined Facebook (page six) and also installed solar panels at our office in Lakewood. We sent many new parents

through C.N.A. training at convenient locations. CPR classes ran without a hitch on a regular basis. Payroll (Caryl, Holly and Stephanie) had another wildly successful year in providing correct checks, and wonderful customer service, while Steve and Juana in H.R. continued to raise the bar high in answering questions and helping with yearly particulars. Amy and Dora in scheduling provided that no client went without an aide (and vice-versa). Lastly it is the aides in the field, or attendants working with their family members who did a remarkable job under sometimes difficult situations, and who continue to be the backbone of this organization. All the pieces worked together in 2009 to make PASCO an amazing success! We look forward to the new decade, and enjoy the opportunity to serving you. Thanks.

CPR Classes

- *January 16th
- *January 30th
- February 19th
- *Feb. 20th
- *Feb. 27th
- *March 13th
- *March 20th

*Denotes Saturday Class, Instructed by Zoe Broughton.
Call (303) 233-3122 to confirm start times.



Community Choice Act (CCA) A Community-Based Alternative

For decades, people with disabilities, both old and young, have wanted alternatives to nursing homes and other institutions when they need long term services. Our long term care system has a heavy institutional bias. Every state that receives Medicaid MUST provide nursing home services, but community based services are optional. Sixty seven (67%) percent of Medicaid long term care dollars pay for institutional services, while the

remaining thirty three (33%) must cover all the community based waivers, optional programs, etc . Families are in crisis. When support services are needed there are no real choices in the community. Whether a child is born with a disability, an adult has a traumatic injury or a person becomes disabled through the aging process, they overwhelmingly want their attendant services provided in their own homes, not nursing homes or

other large institutions. People with disabilities and their families will no longer tolerate being forced into selecting institutions. It's time for Real Choice. The Community Choice Act provides an alternative and will fundamentally change our long term care system and the institutional bias that now exists. Building on the Money Follows the Person concept, the two million Americans currently residing in
Continued "CCA" Page 6

The Community Choice Act provides an alternative and will fundamentally change our long term care system and the institutional bias that now exists.

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Last year, Damian and I were involved in legislative reform, designed to seek parity in rate increases with other long-term care providers, particularly nursing homes. Nursing homes get automatic increases in their rates, through legislation, even during the hard times, while we get cuts! There are many similarities between the "hands-on" employees (CNA's and Nurses) working in home health and nursing homes and I believe there should be total parity in rate increases and, when necessary, decreases. We are looking at finding one of more legislators to introduce legislation that will achieve parity between similar providers.

Recently my wife, Lee was approached by a group that was putting

together "digital stories". They wanted to have Lee talk about her experiences with our daughter, Zeva, who died of a terminal disease back in 1995. Basically the "digital story" consisted of three minutes of audio and about 25 photos. I would like to offer each client (and parent) to likewise tell their story. The story would be yours to keep (DVD) and used, with your permission, for legislative testimonies that would enhance funding for services now and in the future. Please let me know if you are interested in doing such a story. I hope you had a great holiday and New Year and I hope the best is yet to come.



Old friends: (From left) Manuel, Barry and Terry.

IN THE TRENCHES

By Carrie Sonneborn, PhD

WHO TO CALL FOR YOUR FREE ENERGY AUDIT BASED ON WHAT COUNTY YOU LIVE IN:

Clear Creek / Park or Summit. Call Northwest Colorado Council of Governments: 1-800-332-3669

Gilpin / Boulder / Larimer. Calls Longs Peak Energy Conservation: 1-800-200-9006/720-864-6401

Arapahoe / Adams / Broomfield. Call Arapahoe County Weatherization Division: 303-636-1982

Jefferson / Denver. Call SunPower: 303-382-1514

As a parent with a child with a disability I often feel like only another parent of a child with a disability will understand what I'm going through and what I need. The best analogy I can think of are soldiers who have served in battle together. Few words or explanation are needed to explain that experience to each other; the bond is there forever. Hence the title of this column, which may seem curious or unnecessarily dramatic. Here we plan to offer practical contacts and information that may help you in your own day-to-day 'battles'.

Need Help with Energy Costs?

As the weather gets colder many of us are eying our energy bills with concern. Here are two programs that may help you with your energy expenses this winter - and beyond.

Low-Income Energy Assistance Program (LEAP)

LEAP is designed to help low-income households with home heating costs. The program provides those on a low-income with giving financial assistance to cover *some* of their monthly heating bill during colder months, from November to April. It only covers *part* of the monthly bill, not the entire cost of home heating. The program is inactive during the months of May through October. This assistance is paid directly to Xcel (or whatever company provides your heating).

There is a simple application form that becomes available on November 1 each year. Applications are accepted through April 30th and you have to apply each heating season that you want assistance. To be eligible for LEAP, you must pay home heating costs to a utility company, fuel dealer, or as part of your rent. Additionally, your household must meet the program income guidelines (Included on graph).

An application can be obtained

via one of the following sources:

- Call 1-866-HEAT-HELP (1-866-432-8435) and ask to have one mailed to you Online at the state's LEAP Web site: <http://www.cdhs.state.co.us/leap/>
- Visit the LEAP office in the Jefferson County Human Services Building at 900 Jefferson County Parkway, Golden, CO 80401
- Applications are also available at all Jefferson County libraries, senior centers, WIC offices, Works offices, charitable organizations and the Jeffco Action Center.

Completed applications should be mailed to the Jefferson County Human Services Building located at 900 Jefferson County Parkway, Golden, Colorado 80401.

If you don't live in JeffCo check your county's website for locations where you can obtain an application and where to mail it. **Weatherization Program**

This is another great program that will save you money. Residents are automatically eligible for these free energy efficiency services if they are currently receiving financial assistance from any of the following programs:

- Temporary Assistance for Needy Families (TANF)
- Old Age Pension (OAP)
- Supplemental Security Income (SSI)
- MEDICAID
- Low Income Energy Assistance Program (LEAP)

Eligibility can also be determined by annual household income. You can use the Federal Poverty Level guideline chart below to see if you qualify

FPL Guidelines

# of Persons	Annual Household Income
1	\$21,660.00
2	\$29,140.00
3	\$36,620.00
4	\$44,100.00
+1	\$7,480.00

This program is a partnership between local agencies, the U.S. Department of Energy, and the Governor's Energy Office (GEO), which offers Colorado's low-income residents the opportunity to access free cost-effective energy efficiency services such as weather stripping around doors and windows, adding insulation to your attic and walls and even a new energy efficiency refrigerator.

Colorado residents can apply for these services by requesting a free home energy audit (See the agency to contact below). A home energy audit is a custom evaluation of the most appropriate cost-saving measures. The free audit determines which of these measures will best improve the home's energy efficiency and result in the highest possible energy savings. The benefits of this free program include lower energy costs, a more comfortable living environment, improved health and safety, the reduction in fossil fuel emissions, slowing climate change and aiding in the preservation of our many depleted natural resources for future generations.



Household Size	Monthly Income
1	\$1,604.00
2	\$2,159.00
3	\$2,714.00
4	\$3,269.00
5	\$3,824.00
6	\$4,379.00
7	\$4,934.00
8	\$5,489.00
Each Additional Person:	\$555

LEAP Income Guidelines

BE A HERO TO A HERO

As the number of severely wounded soldiers transitioning back to civilian life is expected to quadruple over the next 5 years, Freedom Service Dogs (FSD), a Colorado-based non-profit, specially trains dogs rescued from shelters and pairs them with disabled service members who have physical and psychological needs that are the result of their sacrifices for our country. Freedom Service Dogs are essential companions – helping expand the physical capabilities for veterans and lower the dramatic suicide and depression rates routinely found in returning service members.

The need for Freedom Service Dogs to assist service members and veterans is not only severe and immediate—it's growing. Scores of veterans home from conflicts in Iraq, Afghanistan, the Gulf War, Vietnam and more, are waiting for life-changing assistance from specially trained Freedom Service Dogs who help stabilize them when they walk, find their keys and switch on the lights, and provide comfort when battle nightmares can't be stopped.

"When a soldier returns home with significant life-altering wounds, it is our duty to help

them rejoin the lives they left behind however possible," says Janice Jacobs, director of the Denver Veterans Affairs Regional Office, who has seen the difference a Freedom Service Dog can make in the lives of veterans. "FSD and their certified Freedom Service Dogs are instrumental in ensuring that disabled soldiers can live a life filled with the same freedoms that they gave their all to protect for others."

Wounded warriors receive Freedom Service Dogs at no charge—and the impact the dogs have on their lives is priceless. The process, however, is not. In fact, identifying, training and matching a Freedom Service Dog with a service member or veteran with disabilities costs approximately \$25,000 and takes seven to nine months.

The story of Ian, one of Freedom Service Dog's transformed clients, is not unusual despite being remarkable. A newly returned Iraq veteran, he was injured when an insurgent threw a hand grenade into his unit's Humvee. The 19-year-old Humvee driver unsuccessfully tried to deflect the live grenade, but as it fell inside the vehicle, he heroically sacrificed his body to save the others and was killed instantly. Ian, the most severely injured of the four soldiers who survived,

suffers from traumatic brain injury and shrapnel wounds to his face, arms and legs, severe mobility problems that normally would have him rely on a wheelchair.

But Clark, his Freedom Service Dog, helps keep him walking and motivated to live a full, active life. Ian is married with two children, is a full-time college student and has a rewarding job with an appreciative major real estate firm. Because of Clark, Ian declares, "I feel like I can do more of the things I did before I was injured."

Communities, businesses, families and individuals can all make contributions that matter and help Freedom Service Dogs continue to make a difference for those who have served us all. They did their duty, its time for us to do ours.

www.freedomservicedogs.org/
(303)922.6231
2000 West Union Avenue
Englewood, Colorado 80110



Freedom Service Dogs

Macaroni & Cheese

- 3 T BUTTER
 - ¼ cup FLOUR
 - 1 cup MILK
 - 8 oz cubed VELVEETA
 - 2 cups cooked MACARONI
 - ½ cup shredded CHEDDAR CHEESE
 - 6 crushed RITZ crackers
 - 1 T melted BUTTER
- Heat oven to 350* or crock pot to low.
- Melt 3T butter, add flour, and whisk until blended.
- Whisk in milk slowly and cook 2 minutes or until thickened.
- Add Velveeta and cook 3 minutes or until melted.
- Stir in macaroni.
- Pour into casserole dish or crock pot.
- Sprinkle cheddar cheese over macaroni mixture.
- Mix melted butter with crackers and sprinkle over top.
- Bake for 20 minutes or low for 1 to 2 hours.

Angela Davis Parent CNA

Chicken Chili

- 3 whole chicken breasts
- 1 c. chopped onion
- 1 med. chopped green pepper
- 2 minced garlic cloves
- 2 Tbs. vegetable oil
- 2 cans stewed tomatoes
- 2 cans pinto beans
- 2/3-3/4 c. picante sauce
- 1 lg. can tomatoes
- 1 tsp. chili powder
- 1 tsp. ground cumin
- ½ tsp. salt

Cook chicken, onion, green peppers and garlic in oil. Add remaining ingredients and simmer 20 minutes.

Give this recipe a try, I don't think you'll be disappointed

Lori Wightman- Parent CNA

DIRECTOR OF NURSING CORNER

A very special "Thank You!!" to all the parents and clients who patiently gave us extra time to get our charts ready for the New Year.

The appointments made with the nurse for your update is MANDATORY, per Medicaid rules and regulations. We realize that making and keeping these appointments is another item added to your already overfilling days, however, if we are not compliant with these rules, we cannot continue to

provide the Home Health services. We certainly do not want any interruption in your services and or employment but it will be necessary to discharge services if we do not have the appropriate paperwork completed in the time frame mandated by Medicaid.

You and your primary nurse will need to make your next appoint-



Laura Gilbert & Pat Lankford
PASCO's Directors of Nursing

ment at the time of your visit. This is being instituted to assist you and the nurse in avoiding scheduling conflicts, and to give advance notification.

Have a great 2010!!!!



Personal Assistance Services of Colorado (PASCO)

6015 West 16th Ave
Lakewood, Colorado 80214
U.S.A.

Phone: 303-233-3122
Fax: 303-233-1478

Check out our new
Website at
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.

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in nursing homes and other institutions would have a choice. In addition, people would not be forced into institutions order to get out on community services; once they are deemed eligible for the institutional services, people with disabilities and their families will be able to choose where and how they receive services. Instead of making a new entitlement, the Community Choice Act, makes the existing entitlement more flexible.

The Community Choice Act establishes a national program of community-based attendant services and supports for people with disabilities, regardless of age or disability. This bill would allow the dollars to follow the person, and allow eligible individuals, or their representatives, to choose where they would receive services and supports. Any individual who is entitled to nursing home or other institutional services will now be able to choose where and how

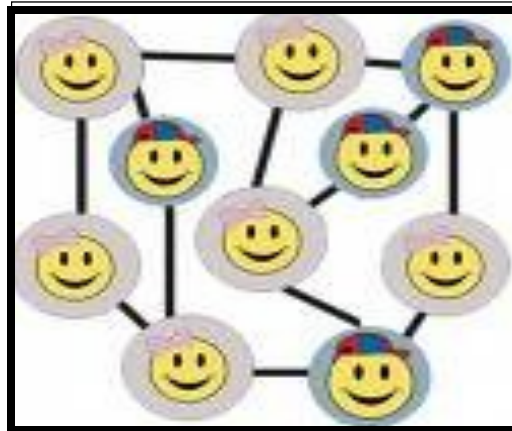
Oftentimes PASCO employees

(particularly parents) ask for more social interaction with other PASCO parents, whether a picnic in the park, a pot-luck dinner, or a "day at the zoo", to get to know one another. We understand that the annual holiday party and summer picnic do not provide an adequate amount of time to meet others in similar situations. Many parents tell us that the

C.N.A. training is a wonderful opportunity to make new friends (as well as learn the "art" of hand washing). So the question becomes where to begin? How can people meet each other, and connect with one another, without PASCO divulging names, phone number or email ad-

dresses? The short term an-

"fan" simply login and search



Friends meeting friends meeting friends...Facebook

Personal Assistance Services of Colorado. On our Facebook page, you can post links to helpful resources, find other PASCO employees, begin social "networking". As we start brainstorming ideas for official PASCO functions this is a wonderful way to "meet" others.

swer we came up with is a Facebook page. Facebook for those not in the know is an exponentially growing computer social networking site. It allows people to reconnect with friends and acquaintances, and meet new people. To find us and become a