

Leaders Helping Leaders



Membership Matters

a publication for members of Oregon Medical Group Management Association

Message from the President - December 2021

Janet Mossman, FACMPE

A very warm hello to our membership and partners. I am pleased to inform you that your Oregon Medical Group Management Association (OMGMA) Board has been very busy serving you, our membership actively, but often remotely and behind the scenes. We are always trying to improve our offerings and focus on the best way to outreach. Your Board of Directors are always engaged in learning and sharing resources with other managers and directors throughout the state. I am so proud to be part of such an amazing, dedicated group of professionals who protect access to first rate healthcare in Oregon by staying abreast of new updates and requirements of healthcare deliveries.

OMGMA is looking into the new year and will continue to engage our members and partners mostly remotely by offering monthly webinars. Our in-person offerings in 2022 will be our annual conference in May, a joint effort again with Washington State MGMA. We will have three Manager Time Out (MTO) meetings in the outlier areas of the state to reach members who have less access to professional training and networking. Our first meeting will be held in Astoria, Oregon on March 17. Be on the lookout for additional information. All these offerings are eligible for ACMPE CE credit.

Thankfully we have had access to some great online platforms over the past-two years. However, in 2022 we are planning to return to several in-person meetings. We will be placing safety first and require proof of COVID vaccinations. While placing safety first, our Board of Directors are dedicated to returning to face-to-face learning in response to many requests to rub elbows and the ability to chat with peer's one-on-one at these events. We understand it will be a little tricky planning in-person activities during COVID while trying to predict variants. We remain dedicated to safe and educational events

Hope to see you there.



2021-2022 Board of Directors

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The Oregon MGMA membership committee is providing all Active Members with the opportunity to gift free annual membership to an emerging healthcare leader or colleague in Oregon.



Oregon MGMA Give One Program

Give the gift of professional support, resources, education and networking in the coming year through Oregon MGMA membership.

We know the last 2 years have been challenging for our members and their practices. Oregon MGMA would like to spread some goodwill and cheer with our **Give One Program**.

Give One Program criteria:

- All Oregon MGMA Active Members, current in their membership may gift annual Active membership to an emerging healthcare leader or colleague. There is no limit to how many you can gift.
- The Gift Recipient must be a new member and must not have held membership with Oregon MGMA within the past 2 years.
- The Gift Recipient must meet Oregon MGMA [Active Member criteria](#).
- Gift Recipient must [apply for Oregon MGMA Active Membership](#) between December 15, 2021 – February 28, 2022.
- Gift Recipient will have full Active Membership rights, privileges and accesses.
- Gift Recipient's free membership will extend 365 days from date of application.

Give One Program redemption instructions:

- Gift Recipient can [apply for Oregon MGMA Active Membership here](#).
- Gift Recipient **must enter** the name of the Oregon MGMA member gifting them free membership in the Referral By box during the application process.
- Gift Recipient must enter discount code: **GIVEONE22** during the application process
- Gift Recipient's membership will be reviewed and approved if all criteria outlined above is met

Please share this flyer with an emerging leader or colleague in Oregon and give them the gift of Oregon MGMA Membership in 2022.



Committee Corner

Partner/Exhibitor Committee

Heidi Snyder, MHA

Committee Chair



OMGMA is proud to support all of our 31 Partner organizations that supports both Oregon MGMA and our medical community. Please make sure to visit our OMGMA website and explore our [Partners Program page](#) for more information and recommended services.

Our Partners are unique in that they are here to support healthcare clinics and organizations as strategic partners, not just vendors. Our Partners work to get to know each client and their unique challenges, developing long lasting relationships for advice and support. They are here to help us solve our complex issues, or just provide curbside advice. Our Partners strive to ensure we have quick and easy access to them by providing account representation. They also ensure they are leading experts in areas their area of services, understanding regional and national trends to help collaborate with us and bring new innovation and ideas.

Please plan to reach out to talk to our Partners for where you may have strategic plans or needs immediately or over the next three years. It is never too early to begin developing relationships for when a need arises.

If you have feedback that you would like to provide as a Partner or as an Oregon MGMA member for support and services, please email Heidi Snyder at snyderheidi13@gmail.com.

Oregon MGMA 2021 Partners

Aledade

IT Group NW

PayneWest Insurance, Inc.

Allscripts

Jones & Roth

**Physicians Insurance
A Mutual Company**

Automated Accounts

Kidder Mathews

ProAssurance

Brown & Brown Northwest

**MagMutual Insurance
Company**

Professional Office Services

CNA Healthcare

**Medical Answering Service
of Oregon**

RxVantage

Collect Northwest

Med-X Staffing Services

Studebaker Nault, PLLC

DBS Health Information

Molvi CPA LLC

The Doctors Company

First Interstate Bank

Moss Adams, LLP

The Keane Insurance Group

GSNA

Norcal Group

The Partners Group

HealthMark Group

Paymerang

UMIA Insurance, Inc.

**HUB International Insurance
Services**

Committee Corner

ACMPE Committee Donna Duval, FACMPE Committee Chair



END OF THE THREE-YEAR CYCLE - EXTENDED

As we have had many challenges with COVID-19 and many educational events have been cancelled or postponed, the ACMPE Certification Commission has elected to extend the 2019-2021 Continuing Education and Volunteer Hours deadline to March 31, 2022.

All Fellows, alongside the 50 hours of continuing education, are required to meet six hours of volunteer hours in the same three-year cycle. This has also been extended to March 31, 2022.

DIGITAL BADGING

With our digital badges via Credly, CMPEs, Fellows, and Certificate holders can share their achievements on various platforms such as:

- LinkedIn
- Facebook
- Twitter
- Zip Recruiter
- Email Signatures
- Personal Websites

Helpful links to learn more about digital badges:

- [MGMA Credly Home Page](#)
- [MGMA Digital Badges – More Information](#)
- [Credly Support](#)

LEARN IT. EARN IT. SHARE IT.

WHAT IS AN MGMA DIGITAL BADGE?

Digital credentials enable the sleek rich recognition, communication, and tracking of achievement. Organizations use Credly to issue portable and secure credentials that empower earners, make outcomes and skills more transparent, and gain actionable data and insights about how and where those credentials are being used.

- Portable
- Data Rich
- Verified
- Engaging



ACMPE BOARD CERTIFICATION PREPARATION COURSE

Registration includes seven self-study session modules; and one quarterly live question and answer session that is also available as a recording in-between; and one exam that allows you to claim continuing education credit. You must attend all sessions to claim ACMPE and CEU credit.

The ACMPE Board Certification Preparation Course is designed to help healthcare professionals prepare for the ACMPE exams. This comprehensive course helps examinees identify content necessary to meet board certification standards, including financial management, regulatory compliance, organizational governance and departmental operations management and transformative healthcare delivery. To best prepare applicants for the examinations, topics are reviewed from the perspective of a variety of healthcare settings, including hospitals and ambulatory care settings.

Sessions 1 through 7 are self-study modules:

- Session 1: Overview
 - Session 2: Operations Management Review
 - Session 3: Financial Management Review
 - Session 4: Human Resources Management Review
 - Session 5: Transformative Healthcare Delivery
 - Session 6: Risk and Compliance Review
 - Session 7: Organizational Governance Review
 - Session 8: Board Certification Preparation
- Live Question-and-Answer Session held quarterly or recorded between live sessions at 1:00-1:30 PM ET (12 PM CT, 11 AM MT, 10 AM PT)

Committee Corner

Legislative Committee

Rachel O'Brien, MBA, BS, RN
Committee Chair



Debra Bartel, FACMPE, CRHCP
Committee Member-State



Christi Siedlecki, MSN, RN, FACMPE
Committee Member - National



State Advocacy

Oregon Paid Family & Medical Leave Insurance

Governor Kate Brown signed HB 2005 into law on August 9, 2019 –establishing OR PFMLI. The new law creates an insurance program to cover paid leave, funded by payroll tax on employers and employees, with a focus on making the program work well for workers and business based on robust public input. Some of the main points addressed are as follows:

- Employee Leave time funded will be 12 weeks of combined paid medical, family or safe leave (an additional 2 weeks paid leave for leave related to pregnancy), 4 weeks of combined unpaid leave once paid leave has been exhausted, for a total of 16 weeks of combined paid and unpaid leave (18 for pregnancy-related condition).
- Premium amounts are not yet established, but will not exceed 1% of wages and are capped at the Social Security maximum.
- Employers pay 40% of the premium cost and employees pay 60%.
- Contributions begin on January 1, 2023. Benefits will be available to employees starting September 3, 2023.

SEQUENCING & TIMING OF RULEMAKING

Two rounds of informal draft rules posted in 12/20 and 1/21

- Formal rulemaking to occur 9/2021–9/2022. Rules will be released in five batches and will follow a formal process:
 - Draft rules published and reviewed in Rules Advisory Committee Meetings
 - Draft rules filed with the Secretary of State and made available for public comment submission for approximately 30 days
 - Two public hearings per batch
 - Finalization of rules

Batch 1 of draft rules reviewed during public Rules Advisory Committee meeting on 9/29/21. Draft rules can be viewed here. Topics reviewed:

- Wages, Contributions, Employer size, Assistance grants, Self-employed, Outreach plan

Batch 2 –Equivalent Plans

Batch 3 –Benefits Administration

Batch 4 –Appeals

Batch 5 –Miscellaneous Rules

Who is covered?

Employees that have contributed to the OR PFMLI fund. Received at least \$1,000 of wages from Oregon employment during the qualifying period. Earned wages from multiple employers will cause an employee to qualify for benefits.

Employers that have at least one employee in the state or Oregon or Self-employed or tribal government employers are not covered, but, can opt in.

Continued on next page...

Committee Corner

What is coverage for:

- Care for family member's serious health condition (any relation by blood, marriage, or close affinity)
- Bonding after birth
- An employee's own serious health condition
- To seek medical or legal aid, relocation, or services related to domestic violence, stalking, harassment or sexual assault.

If an employee is receiving Worker' compensation benefits or Unemployment benefits they will be excluded from the program benefits.

Employers may apply to the Director of the Employment Department for approval of their own paid leave plan –this is known as an “equivalent” plan.

This is a high-level overview and there is a more thorough presentation you can view at this [link](#).

In short, there is time to review the proposal and decide if it is more beneficial for your practice to opt-in to this new program or adjust your current PTO policies to serve as an “equivalent” plan. More to come as this unfolds

A special thank you to Jenna Wiltfong for helping to draft this summary.

Federal Advocacy

I'm sure most of us agree complying with regulations can be complex and very time consuming. MGMA's Government Affairs team is always working to identify our biggest burdens in order to focus their advocacy efforts on our behalf. Oregon MGMA is fortunate to have a place at the table at MGMA's Government Affairs Council, giving Oregon Practice Managers a strong voice at the federal level. Whenever you have concerns you would like MGMA's Government Affairs team to address, please reach out to us at: govtaffairs@mgma.org

According to practices surveyed by MGMA in this year's regularity burden survey, prior authorizations are the number one regulatory burden impacting medical practices, with 88% of respondents listing prior authorizations as very or extremely burdensome. MGMA continues to urge legislators to reduce the overall volume of prior authorizations, waive prior authorizations with risk-based contracts or alternative payment models, require payers to be transparent with their processes, and increase automation and efficiency when prior authorizations are needed. In October, 2021, MGMA supported the introduction of S.3018, the companion version of H.R. 3173, the Improving Seniors' Timely Access to Care Act of 2021. S.3018 is sponsored by Senators Roger Marshall, MD (R-KS), Kyrsten Sinema (D-AZ) and John Thune (R-SD). Removing dangerous barriers to the timely delivery of necessary patient care, S.3018 would simplify administrative processes and remove onerous prior authorization requirements for medical practices, allowing physicians to focus on their primary goal of treating patients. MGMA looks forward to working with Congress to expedite the passage of this critical legislation.

COVID-19 workplace mandates and Medicare quality payment programs were tied for second place in this year's regulatory burden survey, with 71% of respondents indicating those issues are very or extremely burdensome. While we, in Oregon, still fall under state level OSHA and COVID-19 vaccine mandates, a federal judge halted the implementation of federal COVID-19 mandates as well as those of 10 states. Oregon was not a plaintiff in the case, so Oregon's vaccine mandates are not halted.

MGMA continues to advocate for relief when it comes to Medicare quality programs, most recently asking CMS to hold quality benchmarks at pre-pandemic levels, to allow us time to recover from the added challenges we have faced in the past two years. Of course, this update would not be complete without addressing upcoming Medicare payment cuts. On December 2, 2021, MGMA released a statement indicating the need to support physician practices as they continue to battle this long pandemic. The Government Affairs team will not let up on their work to convince Congress the cuts will have a significant negative impact on millions of Medicare patients.

Feel free to email comments, questions or requests to the OMGMA Legislative Committee at: advocacy@omgma.com

Committee Corner

Conference Planning Committee



www.pnwmgmaconf.com

The Conference Planning Committee is excited to announce Oregon MGMA is partnering with Washington State MGMA again to hold the Pacific Northwest MGMA Conference, IN PERSON, May 17-19, 2022 at the Holiday Inn - Columbia Riverfront, Portland, Oregon (formerly Red Lion on the River Jantzen Beach).

The hotel is completing a total renovation inside and out. Vaccination requirements will be in place for all attendees. We are looking forward to seeing everyone in person again.

Sponsorship opportunities are now available. Please contact Mindy Zaubi at main@pnwmgmaconf.com if you are interested. [A call for concurrent session speakers is open through January 7, 2022.](#) Please consider applying.



*Janet Mossman, FACMPE
Committee Chair - Oregon*



*Pam Colburn, FACMPE
Committee Member - Oregon*

Committee Corner

Membership Committee

Rondyann Gerst
Committee Chair



The Oregon Medical Group Management Association welcomes new members to join the growing number of professionals dedicated to the administration of medical group practices in our state. Now more than ever it's important to connect with peers in the field, and OMGMA can help you do that! OMGMA is a vital resource for healthcare professionals and medical group managers throughout the state, and through educational programs, mentoring, advocacy, and networking, our members attain the professional growth, support and development needed to thrive in their roles.

The many benefits of OMGMA membership include:

- Participation in statewide conferences with a mix of medical practice leaders in one location.
 - Participation in our regularly scheduled webinars on current topics to benefit your practice.
 - Participation in educational outreach to all geographical areas of Oregon in Manager Time Out Meetings.
 - Receive certification through the American College of Medical Practice Executives (ACMPE) using the education, support and resources provided to you as a member.
 - Receive periodic legislative updates to keep informed on issues that face the healthcare community.
 - Advocacy both locally and nationally to help shape the future of our health care delivery system.
 - New to medical group administration? OMGMA provides many mentoring opportunities for those looking to increase their knowledge and skill set.
 - Discount for Worker's Compensation insurance through SAIF Corporation (if your group qualifies).
- [Click here for more information.](#)
- Online Career Center if you are looking for work - or - if you are looking to fill a position in your organization.

Jamie O'Hollaren
Committee Member



You can find out more about [OMGMA membership information here](#). We look forward to having you join our wonderful organization!

The Oregon MGMA Career Center

Oregon MGMA welcomes anyone with a job opportunity in medical group practice to post a position on our website. There is a posting fee of \$50 for 30 days.

Check out current [job postings online](#)

Deputy Director of Clinical Operations, Corvallis, Oregon
Clinic Manager, Yakima, Washington
Practice Administrator, Portland, Oregon
+ five more...



Holiday Feature

We hope this Holiday Feature brings you a little cheer at the end of the year.

Submitted by Director & Membership Committee Chair, Rondyann Gerst

Merry Cranberry Margarita Recipe

These delicious Mistletoe Cranberry Margaritas are just the thing to spice up any party!

They are very easy to decorate. Make them adorable with sugared cranberries, a frosty salt sugar rim and a fresh mint leaf for holiday color. These taste amazing.

Ingredients

- 1/3 Cup cranberry juice
- 2 oz. silver tequila
- 1/2 oz. triple sec
- 1/2 oz. lime juice
- 1/2 oz. Simple syrup
- 1 cup cubed ice (more as needed)

Instructions

1. Combine ice, tequila, triple sec, cranberry juice, and lime juice in blender.
2. Blend until smooth.
3. Add more ice if necessary to your desired consistency.
4. Pour the margarita mixture into the rimmed glass and top with fresh sugared cranberries and mint leaves or rosemary. (recipe for garnishes in notes section)

Tips:

1. Chill the glasses 30 minutes in the fridge before decorating the rim, this will help the sugar and salt stick better.
2. Rim the glass and set aside before making the margarita.
3. Sugar the cranberries last(recipe below). The sugar tends to dissolve on the cranberries if left out too long before garnishing which means you won't get the cute snowy effect.

For the sugared cranberries:

- 1/2 c. whole cranberries
- 1/4 c. granulated sugar, divided

1. Make sugared cranberries by putting 1/4 cup lime juice in a bowl and putting the fresh cranberries in it. Roll the cranberries around until they are covered in lime juice.
2. Drain out lime juice and sprinkle sugar on top of cranberries until they are liberally coated.
3. Use as garnish as desired.



Submitted by Director and Social Media/Technology Committee Chair, Charleen Hall

Every year, the day after Thanksgiving, my family goes out with the kiddos and hunts for Christmas Trees..

The tradition is that the adults get a tree and the kids get a tree (the only rule is you have to be able to cut it down and carry it out yourself) and yes that means generally there are two trees in each household (if there are kids that live there)

Every year is a different Tree hunting experience.. From tree farms to train rides, some just out in the country, some have fire pits and hot cocoa, it is usually an all day event and the kids (and adults) absolutely love it.



Holiday Feature

Submitted by Director, Jamie O'Hollaren

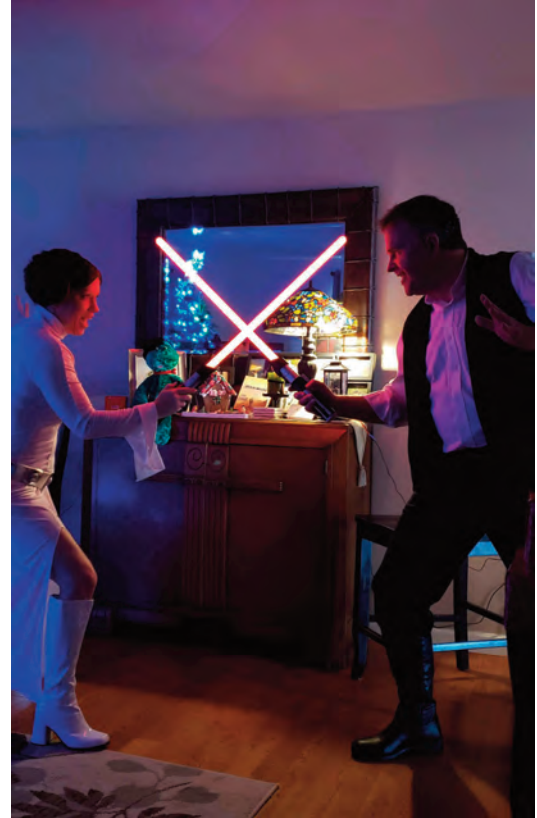
Sweet Cinnamon Quick Bread

Ingredients

- 1/3 cup white sugar
- 2 teaspoons ground cinnamon
- 2 cups all-purpose flour
- 1 tablespoon baking powder
- 1/2 teaspoon salt
- 1 cup white sugar
- 1 egg, beaten
- 1 cup milk
- 1/3 cup vegetable oil

Directions

- Preheat oven to 350 degrees F (175 degrees C). Lightly grease a 9x5 inch loaf pan. In a small bowl, mix together 1/3 cup sugar and 2 teaspoons cinnamon; set aside.
- In large bowl combine flour, baking powder, salt and remaining 1 cup sugar. Combine egg, milk, and oil; add to flour mixture. Stir until just moistened.
- Pour half of the batter into pan. Sprinkle with half the reserved cinnamon/sugar mixture. Repeat with remaining batter and cinnamon/sugar mixture. Draw a knife through batter to marble.
- Bake in preheated oven for 45 to 50 minutes, or until a toothpick inserted into center of the loaf comes out clean. Let cool in pan for 10 minutes before removing to a wire rack to cool completely. Wrap in foil and let sit overnight before slicing.



Submitted by Secretary and Scholarship Committee Chair, Jenna Wiltfong

Every year my husband, Mike and I pick a movie theme for Christmas. We don't tell the kids what movie, so it's a surprise on Christmas day. We have decorations from the movie and wear costumes for the characters in the movie. Sometimes we get costumes for the kids. The food we eat usually has something to do with the movie theme as well. In order to open presents you have to correctly answer trivia questions about the movie. There are also cash prizes for correct answers. It's always a lot of fun and is a way to make an event out of gift opening. In the past we have done movies like, Princess Bride, Star Wars, Nacho Libre etc.! Here are a couple photos from years past.