



Leaders Helping Leaders



Membership Matters

a publication for members of Oregon Medical Group Management Association



Letter from the President

Christi Siedlecki, MSN, RN, FACMPE

Coronavirus. There. I said it.

Isn't this the topic we are all faced with and overwhelmed with, right now? People are frightened, guidelines are changing, and resources are short. We are all busy handling the quickly evolving situation while dealing with stressed out staff, patients, and providers. We are probably all tired of talking about coronavirus, but it is a topic we cannot get away from.

The message I want to give to you is one of support and encouragement during this time of crisis in the healthcare community. Let's all take a collective breath and support everyone impacted. Take the extra moment it takes to look at this situation from all the different people coming at us. I believe everyone is doing their best to sort out new facts, implement new guidelines, manage tight resources, and deal with anxiety. When we face our challenges from the perspective that everyone is doing their best, it somehow makes it easier to feel more patient, doesn't it?

One of the things I appreciate most about all of you is the way you support of one another. This is clearly a time we need each other most. But you already know that. I have experienced, first hand, the way we can all rely on one another. More than anything, I want to thank you for that.

This crisis will be over before we know it, and we will all face the next one. Together.

Speaking of together...and coronavirus...

The OMGMA Conference Planning Committee did a great job planning this year's OMGMA conference! We were so looking forward to attending an amazing event with you all. Given the current, indefinite prohibitions on large gatherings, it was impossible for us to continue planning to host our conference in early June.

The OMGMA Education Committee will explore options to provide education and resources to our members later in the year as we see how the situation unfolds.

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We hope you have been able to participate in some of the free webinars we have been able to coordinate specific to the COVID-19 crisis. Webinars are available on-demand along with some links to state resources at: <https://statemgma.m3solutionsllc.com/>

If we have not addressed all of your immediate questions or concerns please contact the OMGMA Office at: main@omgma.com | 971-373-1477

Stay well,
Christi Siedlecki, MSN, RN, FACMPE
President, OMGMA
CEO, Grants Pass Clinic



Oregon MGMA Career Center - Job Posting

Oregon MGMA welcomes anyone with a job opportunity in medical group practice to post a position on our website.

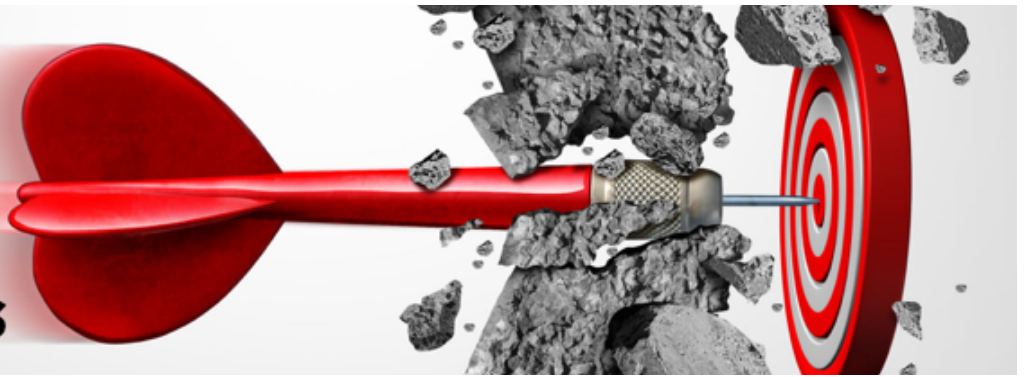
Available positions may be posted by members and non-members. The job post will be emailed once to all OMGMA members and will be posted on the website for 30 days. The job post will need to be re-purchased and re-posted on the website after 30 days.

There is a posting fee of \$50. The job post will be posted and emailed when payment has been received and the post has been approved.

Current jobs posted at [www.omgma.com / Career Center](http://www.omgma.com/CareerCenter)

- **Practice Administrator – Full Time**
- **Practice Administrator – Full Time**
- **Clinic Director – Full Time**

The 8 Keys to Leading in a Crisis



Leadership is the rudder for organizations during a crisis.

Your reactions and decisions will be more important than ever while the crisis scales up, peaks, and eventually normalizes.

Err on the side of safety with your decisions.

If you are deciding between two reactions, choose the one that is safer. People first, profits second.

Your organizational culture will bond and galvanize your team in this crisis.

This is when an inclusive, transparent, trusting and communicative culture is most crucial.

You will need to manage your biases.

Two kinds of biases can arise from crisis and lead to bad choices; “intervention bias” is the urge to overreact, and “abdication bias” causes one to avoid responsibility and tough choices.

Select a lean “crisis team” of department heads, executives and team influencers.

This is your first tier of communication and your decision-making focus group. Leverage them to “pressure test” your decisions during crisis.

Build a decision schedule.

You will need to manage the timing of decisions in a sequence that aligns with new information as it gradually arrives.

These are the moments of truth where loyalty can be cemented.

Where can you exceed expectations with employees and customers in this crisis?

Take very good care of yourself.

Your leadership will be more important than ever as the crisis scales up and then down.

- Tracy Spears & Wally Schmader
Founders | Exceptional Leaders Lab
ExceptionalLeadersLab.com

ACMPE

Committee Update

ACMPE ADVANCEMENT

For OMGMA Members who are pursuing certification and testing here are a couple recent updates:

- MGMA National is offering an on-line ACMPE prep course at no charge each quarter. The current session runs from April 8 to June 3rd and the summer session runs from July 8 to September 2nd. It's not too late to jump into the current session as they are recorded and thus self-paced. To review the 8 session agenda [click here](#).
- On demand testing is active; YAY! Exam purchasing will be open throughout the year and can be scheduled within 24 hours and sit for the exam within 48 hours of receiving the notice to schedule. [Click here](#) to review on demand testing FAQs.

Are you a CMPE seeking Fellowship or a national MGMA Student Member?

ACMPE scholarship and grant applications are open!

\$30,500 in scholarship funds will be awarded this year. All MGMA student members pursuing non-clinical careers in healthcare are encouraged to apply for scholarships.

All board-certified members seeking Fellowship are invited to apply for an [ACMPE grant](#). Five \$1,000 grants are available this year.

Visit MGMA's [scholarship page](#) for more details. Applications close for scholarships and grants on May 22.

Donna Duval, FACMPE

Oregon MGMA ACMPE Forum Representative
Allcare Health
acmperep@omgma.com



Committee Updates

Nomination Committee

If you are looking for an avenue to increase your knowledge and work with Elite Colleagues wishing to influence the Healthcare industry this is the opportunity you are seeking. We look forward to receiving your application to join the Oregon MGMA Board of Directors. Applications will be accepted until August 7th. Eligibility includes 3 years + active membership with Oregon MGMA- credit is given for other State MGMA membership. Oregon MGMA needs your unique talent and the service is VERY rewarding. If you have specific questions please do not hesitate to contact me, Kathy Brown at kbrown@orthosportsmed.org or Mindy Zaubi, our association Executive Director at main@omgma.com

Kathy Brown, CMPE, CPPM

Immediate Past President, Oregon MGMA
Orthopedic & Sports Medicine Center of Oregon



Scholarship Committee

Available to Members Only - FELLOW (FACMPE) SCHOLARSHIP

The Oregon Medical Group Management Association (OMGMA) is offering two (2) scholarships up to the amount of \$1,000 each to current OMGMA Member(s) to assist in attending the MGMA National Conference the actual year the FACMPE designation is earned. Applicants must meet all required qualifications stipulated in the Fellow (FACMPE) Scholarship Policy.

This scholarship is non-transferable and may only be awarded to an OMGMA Member one time.

The deadline for submitting this scholarship application and supporting materials is between July 1st and September 1st. Scholarship winners will be announced by October 1st. Application and criteria can be found at www.omgma.com/ Membership / Members Only (you must be logged in) .

The MGMA National Medical Practice Excellence Conference is scheduled for October 18-21, 2020 in San Antonio, Texas.

Janet Mossman, FACMPE

Secretary, Oregon MGMA
Pacific Family Medicine

Committee Updates

Partner/Exhibitor Committee

I can speak personally to the impact the Partners and Sponsors of Oregon MGMA have had on improving my skills as a practice manager. I have established long-term relationships with so many of them over the years. Even if I did not have an immediate need for their services, when the time came, I knew I had a contact I could trust. I never would have known about these companies or services had I not taken the time to visit with them at an Oregon MGMA conference.

When faced with bringing on or replacing a solution in your practice, it takes so much time to research different vendors, learn about their products, and meet with them to assess the impact they can have on your practice. One of the helpful member benefits of Oregon MGMA is access to Partners and vendor supporters through the online Partners Place Directory and networking in person at OMGMA events and conferences. It's like speed dating for your practice partners!

OMGMA has Partners and Sponsors which represent each of the domains of practice management. I encourage you to take advantage of OMGMA's network to meet and learn more about these industry professionals and discuss the needs of your practice, even before you know you might need to add or replace one of your products or solutions.

Remember there may come a day when they have the solution your practice has been looking for!

Jenna L. Wiltfong, CMPE

Director, Oregon MGMA
Willamette Surgery Center



Membership Committee Update

Sharing the value of membership one member at a time...

Last year at our annual OMGMA Conference, I spoke to a packed conference hall enlisting each member to help OMGMA grow in the coming year. Even though OMGMA remains very strong, OMGMA membership, not unlike other associations, has seen its membership decrease in recent years of budget constraints and time allowances. I explained that as the Membership Chair, I had limited access to medical group managers in Oregon who were not currently in the room. We discussed what an amazing value our OMGMA membership is. I asked each member in attendance to share OMGMA emails and information with peers who were not already members. I likened this approach to a kind of 'grassroots' membership drive.

Now, I would like to expound on this theory, and I kindly request the OMGMA membership readers (you) take a moment to share this current newsletter along with an introductory email to any clinic administrator, manager, or supervisor you believe would benefit from our association.

Let me add a list of reasons why you would want to share this news. OMGMA is always on the leading edge of changing times in healthcare management. We are a very active group of professionals who are engaged, and members only pay \$100 per year for dues. What a tremendous value!

Members have unlimited access to the OMGMA.com website. Access to the career center postings of open positions throughout the country as well as in Oregon State. Provide discounted rate to attend conferences. Free attendance to Manager Time Out (MTO) workshops held throughout the Oregon on a regular basis that bring emerging leaders together with industry experts to network and learn. Free attendance to very informative monthly webinars covering education credited information that would count towards CME. The webinars remain on demand on the OMGMA website for access to timely topics for review. Newsletters packed full of information covering leading edge information on vital healthcare management topics. Member lists to connect with your peers within your own specialty to share ideas and mentor privately. And let's not forget the SAIF worker's comp discount that clinics realize for recognition of being an active member in OMGMA. Some clinics save thousands of dollars annually with this single discount. OMGMA, where networking brings together innovative thinkers to transform healthcare one topic at a time. I look forward to serving you as we look to growth within our association in this upcoming year.

Warmest regards,

Janet Mossman, FACMPE
Secretary, Oregon MGMA
Pacific Family Medicine

OREGON MGMA MEMBER Benefits

- **Education** – offered through annual conferences, monthly webinars, our online education library, Managers Time Out meetings (MTOs) and email communications.
- **Networking** – interact and build relationships with other healthcare executives in our state who face similar responsibilities and challenges.
- **Career Center** – review available positions from across Oregon and post your open positions.
- **Legislative updates** – to keep informed on issues that face our healthcare community.
- **Mentors** – New to medical group administration? OMGMA provides mentoring opportunities for those looking to increase their knowledge and skill set.
- **Worker's Compensation insurance discount** – through SAIF Corporation (if your group qualifies).
- **Certification through ACMPE** – using the education, support and resources provided by fellow OMGMA members who have been through the process.
- **Opportunities** – to interact and connect with industry suppliers offering emerging products and services to help you find solutions to changes in the industry.
- **Continuing Education Credit Hours** – through our monthly webinars and conferences.

Welcome New OMGMA Members

Craig Alpard
Salem Gastro - Salem
Executive Director
Member Type: Active Member
Join Date: 2/18/2020

Jeremy Ball
IT Group NW - Tigard
Member Type: Partner
Join Date: 2/27/2020

Lucas Coulson
IT Group NW - Tigard
Member Type: Partner
Join Date: 2/27/2020

Travis Davis
PayneWest Insurance, Inc. - Bend
Sales Executive
Member Type: Partner
Join Date: 4/13/2020

Kimberley Duval
Professional Office Services, Inc. - Vancouver
Regional Territory Manager
Member Type: Partner
Join Date: 2/14/2020

Leif Ergeson
PayneWest Insurance, Inc. - Yakima
Healthcare Specialty Practice Director
Member Type: Partner
Join Date: 4/13/2020

Anna Ewert
Primary Care West - Salem
Member Type: Active Member
Join Date: 1/14/2020

Kelly Gannon
CNA Healthcare - Portland
Underwriting Director
Member Type: Partner
Join Date: 1/15/2020

Jeremy Gilman
RxVantage - El Segundo
Co-Founder and CMO
Member Type: Partner
Join Date: 1/20/2020

Stephen Hammond
IT Group NW - Tigard
Member Type: Partner
Join Date: 2/27/2020

Welcome New OMGMA Members

Kim Magness**Housecall Providers, LLC - Portland**

Sr. Business Manager

Member Type: Active Member

Join Date: 1/30/2020

Nicole McOmber**Jones & Roth - Eugene**

Partner & Shareholder

Member Type: Partner

Join Date: 1/16/2020

Martin Miles**Summit Spine /****Comprehensive Neurosurgical Consultants - Portland**

Practice Administrator

Member Type: Active Member

Join Date: 1/15/2020

Barbra Nault**Studebaker Nault, PLLC - Bellevue**

Member Type: Partner

Join Date: 1/14/2020

Rob Nestell**Professional Credit - Springfield**

Senior Account Executive

Member Type: Partner

Join Date: 3/6/2020

Joseph Page**Oregon State University - Corvallis**

Member Type: Student

Join Date: 1/28/2020

Michael Reis**UMIA Insurance, Inc. - Salt Lake City**

Business Development Consultant West/Southwest Region

Member Type: Partner

Join Date: 2/27/2020

Lana Richmond**CDI/epic Imaging - Beaverton**

Senior Director of Operations

Member Type: Active Member

Join Date: 2/21/2020

Paula Smith**CareOregon - Portland**

Primary Care Innovation Specialist

Member Type: Active Member

Join Date: 1/9/2020

Jason Steeprow**South Tabor Family Physicians - Portland**

Administrator

Member Type: Active Member

Join Date: 1/31/2020

Karissa Stults**OnePeak Medical - Medford**

Member Type: Active Member

Join Date: 3/13/2020

Yolanda Suarez**Dermatology Clinic, PC - Salem**

Office manager

Member Type: Active Member

Join Date: 2/11/2020

Andy Tucknott**PayneWest Insurance, Inc. - Corvallis**

Sales Executive

Member Type: Partner

Join Date: 4/13/2020

Cynthia Tyhurst**UMIA Insurance, Inc. - Salt Lake City**

Retention and Acquisition Analyst

Member Type: Partner

Join Date: 2/27/2020

Jessica Weber**Consultant - Grants Pass**

Member Type: Active Member

Join Date: 2/26/2020

Jennifer Winter**Hope Orthopedics of Oregon - Salem**

Business Office Manager

Member Type: Active Member

Join Date: 2/3/2020



Employee Benefits during COVID-19 pandemic: Touching on Waiving Eligibility Requirements & Offering a Special Mid-year Enrollment Windows

Waiving Eligibility Requirements:

Some health insurance issuers and group health plans are waiving certain eligibility requirements (for example, active employment or hours of service) to provide coverage to employees who would otherwise lose eligibility because they have been furloughed or laid off or had their hours reduced.

Employers that want to make these eligibility changes should take the following steps:

- ☑ To avoid any unintended liability, employers with fully insured health plans should **obtain their issuer's written approval before making any changes in plan eligibility requirements**. For self-insured health plans, employers should obtain this prior approval from their stop-loss carriers.
- ☑ **Review the plan's documents** to determine whether the plan's eligibility rules need to be updated to include these revised eligibility requirements; and
- ☑ **Communicate the changes to employees**. To do this, employers can provide an SMM.

In addition, as a compliance reminder, employers that are subject to the Affordable Care Act's (ACA) employer mandate rules (or employer shared responsibility rules) and using the look-back measurement method to determine full-time employee status for plan eligibility should continue to follow the same general rules that applied before the COVID-19 outbreak. Under these rules, all paid leave must be taken into account and special rules apply for certain types of unpaid leave, including FMLA leave, and for rehired employees. Federal agencies have not issued any special guidance about the ACA's employer mandate rules in light of the COVID-19 outbreak.

Offering a Special Mid-year Enrollment Window

Due to the COVID-19 health crisis, some health insurance issuers and group health plans are offering a special mid-year enrollment window to allow employees who did not elect coverage during their regular enrollment period to sign up for coverage. To avoid any unintended liability, employers that want to offer this additional enrollment opportunity should get written approval from their health insurance issuers (or stop-loss carriers for self-insured plans) before making this change.

In addition, employers must consider the tax rules for premium payments under Internal Revenue Code (Code) Section 125 and should take certain steps to implement the special enrollment window.

Section 125 Rules for Pretax Premiums

If an employer allows employees to pay their health insurance premiums on a pre-tax basis, it must comply with the irrevocability rules of Code Section 125. Under these rules, employees must make their pre-tax elections before the first day of the plan year (or period of coverage), and those elections must be irrevocable until the beginning of the plan year. This means that, as a general rule, an employee who does not elect health plan coverage during open enrollment cannot later elect this coverage during the plan year and pay for it on a pre-tax basis.

The IRS has [identified](#) some limited circumstances when employees can change their pre-tax elections during the plan year (called mid-year election change events). The IRS, however, has not issued any guidance that would allow employees to change their pre-tax elections due to the COVID-19 pandemic. Whether an employee's COVID-19-related election change would satisfy any of the IRS' current rules for mid-year election change events is unclear and may depend on the specific facts involved.

For example, the IRS currently allows mid-year election changes when any of these events occurs:

- A change in employment status (such as an unpaid leave of absence or a change in worksite) if the change affects eligibility for coverage under the health plan;
- A significant change in health plan coverage; and
- A HIPAA special enrollment event (for example, marriage or birth of a child).

Many employees are experiencing employment changes due to the COVID-19 outbreak, but not all these changes impact eligibility for coverage. Also, it is not clear whether the health plan changes made by the [Families First Coronavirus Response Act](#) (FFCRA) (for example, mandatory coverage of COVID-19 testing without cost-sharing) would be a significant change for a health plan. Further, a special mid-year enrollment window for the COVID-19 pandemic is not covered under HIPAA's special enrollment rules.

Due to this uncertainty, employers should work with their tax and legal advisors to determine whether employees who enroll during the special enrollment window may pay their premiums on a pre-tax basis. Employers may allow employees to enroll in coverage during the special enrollment window and pay for coverage on an after-tax basis until the next plan year, but this tax treatment should be communicated to affected employees in advance because it may be unexpected.

Action Steps

Employers that want to implement this special enrollment opportunity should:

- ☑ **Determine whether newly enrolled employees' premiums will be paid on a pre-tax or after-tax basis.** Employers that allow employees to pay their premiums on pre-tax basis will need to consider whether newly enrolled employees can make pre-tax premium payments under the Section 125 rules (described above).
- ☑ **Review plan documents to determine if plan amendments are necessary.** Some plan documents may not require updating because they refer to the plan's enrollment opportunities in general terms. Plan documents that include more detail, such as describing the plan's initial enrollment period for newly eligible employees and annual open enrollment period, may need to be updated.
- ☑ **Communicate the special mid-year enrollment window to employees.** Employers should notify eligible employees as soon as possible about the special mid-year enrollment window and explain the relevant details, including the length of the window, the process for electing coverage, the effective date for coverage and the tax rules for premium payments (that is, pre-tax or after tax).

Article submitted by:

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OMGMA News

Upcoming Events

Save the dates for our 2020 Monthly Member Webinar Series

Registration information at www.omgma.com / Events

Wednesday, May 12
Tuesday June 9
Tuesday, July 14
Tuesday, August 11
Tuesday, September 1
Tuesday, October 13
Tuesday, November 10
Tuesday, December 8



Access our available on-demand member webinars! Sign-in at www.omgma.com with your username/password and proceed to the Members ONLY/Member Webinars and On Demand Library page for free viewing of previously recorded webinars and handouts



State MGMA COVID-19 Action Center

Visit the State MGMA COVID-19 Action Center for the latest information and education on the COVID-19

situation: https://statemgma.m3solutionsllc.com/site_home.cfm.

If you have a COVID link or resource you would like to share and have added to the Action Center to help your fellow members, please email: main@omgma.com