



## President's Message

by Bob Glowacki



Dear CAPOW members,

Recently, Joint Finance passed a mandate to form a Task Force to evaluate the fiscal health of ICF/MRs. I respect the work and the challenges faced by these providers. Their future is unclear as is their service role in the long-term service system. The mandate did make me ask myself, 'Why is it that there is so

much concern for ICFs and similar concerns about state institutions like Southern Center, as if those are the only questions involved in the long-term care system?' Is there still a bias or dare I say, discrimination, against adults with disabilities? Little is asked about the community supports needed to give adults with disabilities the greatest independence and community inclusions they can achieve. How about asking how can we retain and recruit the caring and dedicated direct care professionals needed to make community placements successful? Where are the funding questions about community placement or living wage for staff? Questions not asked because we continue to fail in setting the agenda in Madison.

As we head into summer, CAPOW is developing topics and issues facing our provider community. We need to use our meetings to raise new questions and make suggestions to our legislators and funders.

We will ask Care Wisconsin, Inc. and Community Care, Inc. to join us for a discussion on rate setting. With our discussion with the Management Care Organization, I'd like your input. What would you like us to ask? What are your concerns? Are there standards and measures that are used in setting rates that you want to know more about? How are standards set for compensation of direct care staff?

Are there Legislators you would like to hear from? Let me know his or her name and some questions you would like answered. Maybe there are some positions you want clarification on? We can raise similar questions to those we direct at managed care organizations.

So please contact me or another CAPOW Board Member. These meetings will be open to the general provider community and the better our questions, the more we learn, the more we move the dialogue of independence and community integration forward in Wisconsin.

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## Lobbyist's Report:

### Working For You "Under the Dome"

by Ramie Zelenkova



Last week the Joint Committee on Finance (JFC) wrapped up committee work on AB 75, the 2009-11 Biennial Budget Bill. The full Legislature must act on the bill before sending it to Governor Doyle before any of the JFC recommended proposals become law.

#### Highlights To-Date:

The Joint Finance Committee recommended further cuts to Medicaid, an additional \$157.1 million. With the additional cuts, the Department of Health Services will be forced to reduce Medicaid expenditures by approximately \$585.5 million over the 2009-11 biennium. One large reform being considered is the elimination of managed care in Milwaukee County. The Department will be meeting with provider groups at the end of June to discuss proposed reductions and program reforms.

In addition to looming reductions in the Medicaid program, JFC also recommended several other proposals that would impact providers and consumers. In an effort to better manage MA related transportation costs, and to capture additional federal funds, JFC approved Governor Doyle's recommendation to contract with an entity to manage common carrier and specialized medical vehicle transportation for MA and BadgerCare Plus recipients. Duties of a transportation manager would include educating consumers about available transportation services, verifying MA eligibility, authorizing transportation services in the most cost effective way, identifying the most appropriate mode of transportation for consumers, and tracking utilization.

JFC action also included prohibiting DHS from exercising its authority to transfer a resident from Southern Wisconsin Center to a less restrictive setting without explicit written approval and consent for the transfer. Specific to Family Care, the committee lengthened the transition period for Family Care benefits from 24 months to 36 months for all managed care organizations that implement the Family Care benefit on or after January 1, 2008. Clarification on the property tax exemption for low-income and senior housing and the creation of a new MA benefit "Community Recovery Services" that counties can elect to participate in to provide home and community-based services to certain MA recipients with mental illnesses were



## The Pleasure Principle

by Robert Evans Wilson

The Un-Comfort Zone

Swing and miss. "Strike Two." cried the umpire. I threw one more pitch right in at the player's wrists. He swung hard, but the ball just dribbled right back to the pitcher's mound. I picked it up and gently tossed it to the first baseman for the out.

As the batter turned back toward the dugout, his team captain stepped out and screamed, "Darrell, you've got to get over your fear of this guy!"

The words poured like sweet honey into my ears.

It was the third time I had gotten him out that night including two strike outs. I had completely shut down the best hitter on the best team in the league. It was the most fun I'd had in weeks.

No, I wasn't throwing heat. Quite the contrary, I'm talking about slow-pitch recreational softball for the over-thirty crowd.

But, I was totally into it. Once a week I stood on the mound under the lights with everyone's eye on me. Despite the butterflies in my stomach, I can't image anything more exciting (OK, maybe skydiving!).

And, I was totally motivated! I spent several hours each week tossing balls in my driveway. I set up an area with a pitcher's rubber and home plate laid out to the exact dimensions of those on the playing field. After I mastered the two standard softball pitches, I developed two of my own. The best was a softball version of the knuckleball. A spin-less ball that baffled batters the first time they saw it, but even when they did hit it - they could never get any distance on it.

I have friends who are obsessed with golf; others with tennis. None of them have a clue what drives me to play softball. But, then again, I don't get why they play golf or tennis.

What motivates me to play softball or for that matter my friends to play golf and tennis? That's easy... it's fun! It is all about having fun... pleasure is very motivating. We all seek some pleasure in life. It's what keeps us going. And, for those pursuits that we enjoy, we are never too tired; we always seem to find time and energy for them. It comes to us easily. If only we could find that kind of relaxed energy for work.

What is it that you can't wait to do everyday? Is it a hobby? A sport? Sigmund Freud described that driving creative spirit as the Pleasure Principle. But, he also spoke of a contrasting principle that existed to put the brakes on our desire called the Death Instinct. Thankfully that theory has been disproved,



## Upcoming Meetings

### Next Teleconference

**Date:** Wednesday, June 24

**Time:** 12:00 pm - 2:00 pm

**Topic:** Budget wrap-up & Fall meetings

however, it's still very true that "all work and no play makes Jack a dull boy." Not only dull. Where happiness is absent - health is often absent too.

I look forward to work every day. I have clearly followed the advice of my father who encouraged me to find a job I enjoyed so that I would never "work" a day in my life. In her book *Do What You Love, The Money Will Follow: Discovering Your Right Livelihood*, Marsha Sinetar tells us to do the same thing. But, what should you do if you're not happy in your work? Make changes! That may be easier said than done. So, if you can't change your job, then change your work environment.

It's a well-known fact that employees who enjoy their work are more productive. This is so true that people frequently turn down better paying jobs to stay with one that is fun. There are many ways to make your workplace more fun. Authors Dave Hemsath and Leslie Yerkes in their book offer us *301 Ways to Have Fun at Work*. Every company is different so it will be up to you to discover what you can do to make your place of business more fun. But, if you want to motivate your staff - I always say, "Give them something to laugh about!"

*Robert Evans Wilson, Jr. is a motivational speaker and humorist. He works with companies that want to be more competitive and with people who want to think like innovators. For more information on Robert's programs please visit [www.jumpstartyourmeeting.com](http://www.jumpstartyourmeeting.com).*

### Under the Dome *continued from previous page*

also recommended by the committee. The committee also approved the Wisconsin Quality Home Care Authority, which gives independent direct care workers the ability to unionize.

The Assembly is expected to take up the budget bill this week. There is some speculation about changes to the Joint Finance version of the budget bill. Some Assembly Democrats are voicing their concerns about various provisions including liability reform, an oil franchise fee, auto insurance reform, and regional transit authorities. The Assembly needs at least 50 votes to pass the budget bill before sending it to the

Senate. Democrats control the Assembly 52-46 with one independent, Representative Jeff Wood. One Democrat, Representative Bob Ziegelbauer, has already indicated that he is a likely "no" vote without drastic changes to the bill.

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