

# In Touch With



PrimeCare Medical  
Winter 2007

## Welcome Aboard!

Please join us in welcoming our newest members of the PrimeCare Medical Management Team!

**Lisa Smith, RN**

Health Service Administrator,  
Cumberland County Prison

**Hollie Gibson, RN**

Health Services Administrator, In-  
dustrial Home for Youth

**Karen Murphy, RN**

Health Services Administrator,  
Chester County Prison

**Carolyn Terrasi, RN**

Health Services Administrator,  
York County Prison

**Denise Jemiola, RN**

Health Services Administrator,  
Luzern County Juvenile Facility

**Bonnie Stone, LPN**

Health Services Administrator,  
York County Juvenile Center

**Cecelia Janiscewski, RN**

Health Services Administrator,  
Northern Regional Jail

**Vonda Preston, RN**

Health Services Administrator,  
Jefferson County Prison

**Robin Roper, RN**

Health Services Administrator,  
Eastern Regional Jail

**Debbie Shawver, LPN**

Health Services Administrator,  
Vicky Douglas Juvenile Center

PrimeCare Medical, Inc. had many notable events in the twentieth year of the corporation. We brought on five new contracts, increased our PCM family to over 725 employees, signed a contract for electronic medical records, installed automated time clocks at several facilities, and presented a Pandemic Flu presentation to the Wardens Association in October of 2006. For the second year in a row, PrimeCare Medical, Inc. was named one of the top fifty fastest growing companies in central Pennsylvania by the Central Penn Business Journal.



PrimeCare Medical celebrated in style, October 28, 2006, at the Harrisburg Holiday Inn with a black tie gala which was attended by clients, employees and friends of the Corporation. During this event, Carl A. Hoffman, Jr., D.O., CCHP, President was presented with a proclamation from Governor Rendell. The Dauphin County Commissioners declared November 8, 2006 "PrimeCare Medical Day" in Dauphin County. All of this could not have taken place without the hard work and dedication of PrimeCare Medical's employees and supporters.

## PrimeCare Medical Awarded contracts at Schuylkill & Jefferson County

Schuylkill County Prison was the first facility of 2006, PCM started the contract May 1, 2006. Warden Eugene Berdanier operates a very well run a 240 bed County Jail in Pottsville, Pennsylvania. Kelly Rhoads, LPN and Kelly Ehrich, MBA have been essential in the success of this facility bringing years of experience and leadership. The staff has had its challenges, but continues to excel.

Jefferson County Prison contract was awarded October 1, 2006, which is a smaller Facility in Brookville, Pennsylvania, housing seventy-six (76) inmates. Vonda Preston, RN, Health Services Administrator was hired shortly after PrimeCare Medical took over and has been very successful in the smooth operation of this facility.

# Keep up the great work!

## Recently Accredited Facilities

South Western Regional Jail  
Eastern Regional Jail  
Northern Regional Jail  
Western Regional Jail

Ohio County Correctional Facility  
Pike County Jail  
Northampton County Prison  
Monroe County Prison

Berks County Prison  
Cumberland County Prison  
Centre County Prison  
Blair County Prison

## Congratulations!

The following personnel successfully passed the CCHP on February 4 and August 5 of 2006:

**Kathy Nicholson, CCHP**, Regional Coordinator, West Virginia Juvenile Facilities  
**Dee Hedrick, CCHP**, Health Services Administrator, Tygart Valley Regional Jail  
**Debbie Ritchie, CCHP**, Health Services Administrator, Donald R Kuhn Juvenile Center  
**Renea Christianson, CCHP**, Health Services Administrator, Tiger Morton Juvenile Center  
**Mike Long, CCHP**, Health Services Administrator, Southern Regional Juvenile Detention Center  
**Jennifer Mroz, CCHP**, Physician Assistant, Eastern Pennsylvania  
**Paula Dilman, CCHP**, Nurse Practitioner, Berks County Prison  
**Dr. Enos Martin, CCHP**, Physiatrist, Pennsylvania  
**Jennifer Ditman, CCHP**, Health Services Administrator, Western PA-Child Care  
**Donna Venesky, CCHP**, Health Services Administrator, Shaffner Youth Center  
**Jim Yanick, CCHP** Registered Nurse, Dauphin County Prison  
**Marcy Hoffman-Schlegel, CCHP**, Jr. VP of Human Resources (Personnel), Corporate  
**Robert Nichols, CCHP**, Psychologist, Corporate  
**Sandra Ulerick, CCHP**, Director of Risk Management, Corporate



## Centre County Honorable Mention for Employee of the Year

Cathy Holderman, LPN, was awarded with an Honorable Mention for Employee of the Year at the Centre County Prison in State College, Pennsylvania.

Cathy is the day shift LPN at the Centre County Prison, a 200 bed adult correctional institution. She has been employed with PrimeCare Medical since February 2005. In addition to working as a staff nurse at the prison, Cathy assists the rest of the Medical Department by rolling her sleeves up and helping with anything other tasks that need done.

Health Services Administrator Dawn Rider says "she has been here since the start, making her a great asset to the Medical Department. Cathy has gone through our transition into the new jail and we couldn't have done it without her."



## York County Prison & York County Juvenile

PrimeCare Medical Inc. was awarded the York County Prison contract on October 1, 2006. The York County Prison is a co-ed adult detention center housing in upwards of 2,500 inmates at any given time. York County is one of the largest holding facilities for Immigrations and Naturalization Services (INS) in the Country. With a staff in excess of sixty (including: Nurses, Mid-levels, Providers, and Support Staff) this facility is not just any other County Prison.

Lead by Carolyn Terrasi, RN, Health Services Administrator and with the support of Kelly Ehrich, MBA, CCHP, Regional Manager, PrimeCare Medical has been very happy with the operations of this new facility. Warden Hogan and Deputy Warden Thomas are always supportive and available to PCM.

York County Juvenile is a thirty-six (36) bed detention center including shelter is overseen by Wayne Bear, Director. This is PCM's fifth juvenile facility in Pennsylvania. Bonnie Stone, LPN, Health Services Administrator, with her contagious smile brings leadership to the medical department.

## Featured Facility

### Pike County Correctional Facility



The Pike County Correctional Facility has been a valued member of the PrimeCare Medical family since January 1998. The current facility was constructed in 1995 and currently houses approximately 265 inmates.

The medical Department is lead by Patricia Bunting, RN, CCHP, Health Services Administrator. Mrs. Bunting is responsible for managing a great team of full time, part time and per diem RNs and LPNs. The facility director is Dr. Sprague, with Dr. Turnberg and Dr. Kalteski providing psychiatric and dental services respectively.

Pike County, through the leadership of Ms. Bunting, earned its initial accreditation through the National Commission on Correctional Healthcare (NCCCHC) in 1997 and has successfully passed their third re-accreditation audit in 2006 with a remarkable compliance rating of 100% of all standards. The facility is also in the process of pursuing accreditation through the American Correctional Association (ACA).

picture removed for security purposes

Mrs. Bunting equates the facility's success to the "nearly non existent staff turnover". She also explains that it is "the attitude, work ethic, and teamwork between the PrimeCare Medical staff in Pike County that really holds this facility together."

Other recent commendable achievements include perfect scores received on both the facilities annual D.O.C. inspections and Immigration and Customs Enforcement Inspections. The Pike County Correctional Facility and Warden Craig Lowe were also recently recognized by earning the Angel of Mercy award, due to their innovative management style and level of rehabilitation programs to reintegrate inmates back into the community

# Promotions

Derek Hughes, BS, CCHP, Director of Operations joined the corporate staff on a full time basis in June of 2004, after interning here in the summer of 2003. An honors graduate of Shippensburg University, Derek has a Bachelor of Science degree in Business. He is currently working towards his Masters Degree in Business Administration (MBA) from Eastern University.

Brent Bavington, MBA, CCHP, Junior Vice President of Operations and Recruitment. He is a graduate of Slippery Rock University with a B.S. in Information Technology with a Minor in Marketing. He received a Masters Degree in Business Administration (MBA) from Eastern University in St. David's, PA. He oversees the recruitment and hiring process, which involves the supervision of two (2) full time recruiters, placing advertisements in a variety of media, attending job fairs, receiving all job inquires, conducting interviews, and reviewing all new hires. He sees that staffing needs are met at all of PrimeCare Medical, Inc. facilities. Brent has operational supervision of Adams County Correctional Facility, Cambria County Prison, Blair County Prison, and Centre County Prison. He also supervises the Corporate Network Administrator in all technological needs of the Corporation.

Marcy Hoffman-Schlegel, MHRM, Junior Vice president of Human Resources oversees HR operations on a daily basis. She reviews all disciplinary action and terminations, in conjunction with the Vice Presidents and President of the Company. She maintains all personnel files of each employee in the Company and also maintains all Company benefits, excluding the 401K Plan. She holds a Bachelors Degree in Applied Behavioral Science from Penn State University. She recently received her Masters Degree in Human Resources Management from St. Francis University.

Todd Haskins, RN, CCHP, Vice President of Operations for PrimeCare Medical, Inc., oversees operations and clinical operations at several of our Pennsylvania facilities and serves as a member of the Utilization Review Committee. Mr. Haskins has been a Registered Nurse since 1989 after attending the State University of New York at Alfred. He is currently pursuing his BSN degree from Eastern University.

# Spotlight on Policy



Policy Name: **Employee Referral Bonus Program**

Number: PCM -C-25

Positions Eligible for Program: Full-time, part-time and per diem registered nurses and licensed practical nurses.

Bonus Amounts: \$500.00 for a full-time nursing position (40 hours per week); \$350.00 for part-time or per diem (less than 40 hours per week).

Referral Process: In order to be eligible for the ERBP, PCM employees must refer to a candidate not presently working for PCM using the PCM Employee Referral Form. This form must be completed and submitted to the Human Resources Department by the referring PCM employee, prior to the candidate's initial job interview with PCM. Employee Referral Bonus Forms will be distributed to each contract site and are available from the Human Resources Department. The Applicant must provide in writing at the initial job interview, the name of the PCM employee who has referred them to PCM. To qualify for the ERBP, applicants may not have been employed by PCM during the past twelve (12) months. In the event two referrals accompany a single applicant, the applicant will choose the referring employee.

For further information and details please review the Employee Referral Bonus, PCM-C-25.

## How to Document When "Use of Force" is Applied

Use of Force is defined as a means in which security physically attempts to gain control of an aggressive and/or uncooperative inmate. Use of Force may be used to manage a dangerous or potentially dangerous situation and can be implemented if an inmate presents a potential for self harm or harm to others. Use of force should only be used if all other measures have been exhausted.

As health care providers it is essential that we assess, treat, document, and formulate a plan of care that provides the best treatment possible for the respective inmate.

In the event that Use of Force is initiated, Medical personnel is required to complete required documentation, for which it is imperative to include all information, both subjective and objective, surrounding the event. Documentation should occur on the following forms: Facility Extraordinary Occurrence Form (or respective facility form), PCM Incident Reporting Form, Inmate Medical Record. If any injuries are noted, a thorough assessment shall be completed by a licensed medical provider and an appropriate plan of care must accompany such documentation. If a non licensed provider is the first to respond to a Use of Force situation and notes any injuries, a licensed medical provider shall

Debbie Shawver, LPN the HSA at Vicky Douglas Juvenile Detention Center correctly answered our trivia question from the Spring issue. A hunger strike flow sheet is to be started after a total of 9 meals are missed.

If you paid close attention to the last issue, you won't have any trouble answering this issue's trivia question! PrimeCare Medical was incorporated in what year? Good luck!

Don't forget to call in or send your answer to Rachel or Amy by February 15, 2007, when we will draw the name of our next winner!

be contacted immediately to complete a thorough assessment of the inmate. For any Use of Force situations in which inmate injuries are identified, the shift supervisor shall also be contacted immediately so that further evaluation and documentation can be completed. The responding licensed medical provider is responsible to initiate and carry out care plans which would include treating any immediate needs the inmate may have. The plan of care may include the following: a phone call for orders or referral from the Physician/PA/CRNP; initiation of any restrictions that become applicable as a result of incident; referral to a mental health provider. All documentation should read "like a book" from beginning to end. **Remember: If it's not documented, it didn't happen!**

