

Colorado Foot & Ankle Society

Newsletter March 2011

A publication of the Colorado Podiatric Medical Association

Issue sponsored by Chris Kolker, Certified Financial Planner

Continuous Membership: Recognition by APMA

Two of our members, **David Garcia, DPM**, and **Hugh Murray, DPM**, were recently recognized by APMA for 25 years of continuous membership. Dr. Garcia practices at 7730 N. Union Blvd., Suite 104 in Colorado Springs, and Dr. Murray is at 14991 E. Hampden Ave., Suite 170 in Aurora. In 2010, **John McGarry, DPM**, was recognized for 25 years and **Keith Gilchrist, DPM**, for **50 years** of continuous membership. Dr. McGarry practices at 950 E. Harvard, Suite 300, Denver. Thank you for your years of support to Colorado—you are the important foundation for our educational programs and gains in our scope of practice.

New and Returning Members

CFAS welcomes new member **Nathan Hunt, DPM**, and welcomes back **Anna K. Webber, DPM**, **Chrystal Berg, DPM** and **Kerry Berg, DPM**. Dr. Hunt recently completed a fellowship at Scott and White Memorial Hospital, after residency at Loyola University Medical Center in IL. He joined the Orthopaedic and Spine Center of the Rockies. 2500 East Prospect Road, Fort Collins. Last year he co-authored four articles on diabetic foot care and procedures and in 2011 has co-authored an article on limb salvage in diabetes for *Plastic Reconstructive Surgery*.

Dr. Webber returned to Colorado from Chicago and is practicing with Eric Jaakola, DPM, at the Diabetic Foot & Wound Center, 4600 Hale Parkway, Suite 440, Denver. Dr. Chrystal Berg was a member while a resident at the Northern Colorado Podiatric Residency Program and is now at Denver Health Medical Center, 777 Bannock St., Denver.

Dr. Kerry Berg, who rejoined last fall, practices at 5390 N. Academy Blvd, Suite 150 in Colorado Springs. Two doctors in residency, **Morgan Jerabek, DPM**, and **Evie Marie Plummer, DPM**, also joined last fall. Dr. Jerabek is at Eastern Colorado Medical Center in Denver, and Dr. Plummer is at Northern Colorado Medical Center.

Income Tax Information

CFAS members may deduct 80 percent of their Colorado dues on their 2010 taxes. APMA engages in certain restricted lobbying activities; therefore 95% of your APMA dues are deductible.

APMA PAC Report by Bill Hineser, DPM

I would first like to thank all of you who donated to the 2010 campaign. Though we did not reach our goal we were close and Colorado made a good showing.

We already have contributions from Drs. **Robert Anderson, Kerry Berg, James Davis, James Griffin, Daniel Macfarlane, Brian Maurer, Frederick Mechanik, Jeff Mechanik, Bill Montross, Tom Savage, Michael Schneider, Greg Stillwell and Erik Thelander.**

As the last year was critical for medicine, so is 2011. If the new budget proposal is followed regarding the “Doc Fix” it looks like we will hold the present fee schedule but there will not be any increase for about 3 years. This will give them time to fix the Sustainable Growth Rate (SGR) formula.

Over the next few years we will move into a situation where The Affordable Care Act has set into motion various experiments in reimbursement. The one that seems to be the most predicable is the ACO (Accountable Care Organizations). We need to be sure we are included in these groups. Many of these are coming from hospitals, PPOs and combinations of the two.

If we do not fix the Medicaid problem this may hinder us in other areas as Medicaid itself is growing to include more than just the very poor.

As you can see it is important to keep our foot in the door politically. This means keeping the APMA PAC viable with your contributions. I ask that each of us hold up our end of the job with a contribution to the PAC. Don't leave it to “the other guy” to take care of your profession.

Meet Your Congressional Rep in your Home Town: March 21-April 30

From APMA: Congress has set a goal to increase constituent interaction at home. Members of Congress are likely to be in their home districts meeting with constituents during the weeks of March 21-26, April 18-23 and April 25-30 as well as most Mondays and Fridays during the year. APMA recognizes that constituent contact is the most effective tool for reaching Members of Congress to help them recognize the training and scope of podiatric physicians and for knowing our issues. **APMA will coordinate the scheduling of your Congressional visit—but you need to register for this event. APMA will set up the meeting for you.**

To participate in the 2011 APMA Home District Lobbying Event go to www.apma.org/lcregistration. You will be contacted as soon as an appointment has been made. You'll be provided with meeting materials, training on visit protocol and a brief bio of the member of Congress with whom you'll meet. Encourage your partners and colleagues to join you! You can register online (www.apma.org/legconf) or contact APMA's Legislative Advocacy staff at advocacy@apma.org

Secrets of Success: Dismissing Employees Is Never An Easy Thing To Do

Whether it's because they fail to meet your expectations...or the position has been eliminated, or due to an internal conflict, firing an employee is never pleasant and it can potentially turn your business upside down. To make matters worse...when all things are considered, it is extremely costly! It's true that most states follow some form of the "at will" doctrine, but you should be aware of the exceptions and variations that exist with regard to this. If ever in doubt, checking with an employment attorney is always in your best interests and generally speaking, before making the decision to dismiss them from your employ, here are some helpful guideless to keep in mind:

1. Think things through. Is this a last resort? Is there a chance you could improve this employee's performance?

2. Be sure you follow company policy re: your disciplinary process, written reviews, etc.

3. Be sure you have adequate documentation concerning poor work performance (including specific verbal warnings);

4. Is your decision a valid one? Be sure you have "non-discriminatory legal reason" to fire;

☞ Please email lynn@soshms.com for a list of questions you can and cannot ask

If it is apparent that dismissing your employee is the best option, take note of these practical suggestions to help with the actual face-to-face encounter in an appropriate manner...

1. Be brief – terminate in the first 7-10 minutes;
2. Don't chit-chat – be direct – Don't postpone the inevitable;
3. Be prepared for emotional outbreaks (anger, crying, etc);
4. Listen...But do not become defensive or argumentative;
5. Stay focused and repeat the main message...Don't allow yourself to be distracted by their offer to change or make things better;
6. Don't attempt humor – While you might want to soften the blow, it's not funny to them;
7. Don't blame the employee – What's done is done...his/her "lousy job" is not the focus anymore;
8. Don't say you understand – Sympathize but don't empathize – you don't *really* know what they are feeling;
9. Don't offer to help – It contradicts your actions;
10. Don't agree to "think about it" – Make a clean break;
11. Make no reference to age, sex or race, even casually.

After the actual dismissal takes place, it's important to take care of a few additional details:

1. Informing co-workers. Don't pretend it didn't happen. Instead say something like "despite repeated warnings ..." to give them reassurance that they won't be next; followed by "out of respect for employee's privacy..." explaining the reason for not revealing details. It is also strongly recommended to avoid disparaging words about the employee. It is non-professional and also a deterrent to employee morale.

2. Dealing with reference calls from future potential employers. Keep the call short. "She did work here, she no longer works here." Stick to dates & salary confirmation; beware of any potential for liability involving defamation of character.

Finally, here's a checklist of "things to do":

1. Collect keys, any office properties, office handbooks, employee manuals, computer disks, etc.
2. Change any internal passwords assigned to this employee to prevent any outside access
3. Pay employee any accumulated wages and benefits due them and complete any necessary forms (vacation, sick days, bonus, etc.)
4. Conduct exit interview for purposes of learning, awareness and improvement.

Ms. Homisak, President of SOS Healthcare Management Solutions, has a Certificate in Human Resource Studies from Cornell University School of Industry and Labor Relations. She is the 2010 recipient of Podiatry Management's Lifetime Achievement Award and recently inducted into the PM Hall of Fame.

Annual Meeting 2011, Oct. 21-22

An APMA Coding Seminar will be included in our annual educational program this year. Although the schedule is not final, our plans are to present this half day coding segment on Friday afternoon so that staff may attend with doctors. In addition, a full day program for staff is being planned. More details will be available in our next issue.

We will return to the Inverness Hotel and Conference Center in Englewood for our 2011 Educational Meeting. Joining our list of speakers is Michael McGlamry, DPM, from Atlanta and Edgardo Rodrigues, DPM, of Chicago. With great assistance from Dr. Fred Mechanik, other top speakers include Drs. Alan Banks, Mary Beth Crane, William Li, Bryan Markinson, Richard Quint, and James Wang. If you have contact with a potential exhibitor (new and returning) please contact one of these Board Members: Drs. Sachs, Sol and Thelander. If you've heard a great speaker, please contact me at rivenrent@yahoo.com

Clint Holland, DPM, Education Chairman

Member Benefits: UPS Discounts

CFAS has entered into an agreement with UPS to provide members with discounts for using UPS which claims "delivery of more packages overnight on time in the US than any other carrier, including FedEx." Enroll by going to www.savewithups.com/enroll but call Executive Director Anne-marie Zuccarelli (303-881-8837) to **get our promo code for your enrollment**. You can schedule pick up by calling (800) PICK-UPS or click on shipping tab at ups.com.

Percent of discount varies with type of service (letter size for next day air discount is 16% for the minimal monthly user which increases to 18% for spending over \$100 per month; 2nd day air discount is 12% for minimal monthly user). If you use the discount, please give us your feedback. We are also looking at a discount program for the Coding Institute (not APMA) but publisher of coding books, newsletters, etc. So call Anne-marie before placing an order.

Nominating Committee

In keeping with our newly adopted by-laws, the following members have accepted positions on the nominating committee: Drs. **Ben Marble** of Pueblo and **Ronda Ammon** of Colorado Springs, both CFAS Members –at- Large join with Dr. **Nick Sol** of Colorado Springs to form our nominating committee for 2011. There will be at least three director positions open. Bringing new members to the Board is what keeps our organization renewed, invigorated and going forward. Perhaps you served a number of years ago or you are retired from active practice—your experience and ideas are of great value. The Board meets quarterly and conducts business, gathers opinions, by email and phone in between.

This Newsletter is published for the members of the Colorado Foot & Ankle Society (also known as Colorado Podiatric Medical Association). Web Site: www.colopma.org
For assistance and additional information contact our officers, directors or Executive Director, Anne-marie Zuccarelli at 303-881-8837 or maxamz@aol.com