

SNAP SHOT



Presidential Ramblings

About this time of the month I start to think about a topic for my monthly article. As a professional, I want to get my article to our newsletter editor without her having to remind me. Then it hit me. What is professionalism? Below are 10 traits I consider important as a professional.

1. **Competence.** You're good at what you do and have the skills and knowledge to do your job well. If you are lacking in certain areas, take classes or seek out others to help you gain the knowledge you don't have. In our office attorneys and staff are willing to share their knowledge so that the whole team succeeds.
2. **Reliability.** People can depend on you to show up on time and have your work completed when it is supposed to be ready. If something is taking longer than anticipated, if possible, seek assistance from co-workers in order to make that deadline, or speak with the attorney and explain why the assignment is taking longer than anticipated. Sometimes attorneys have an unrealistic expectation as to when something can be completed, and unless you talk to them about the assignment and what it entails, they have no idea the deadline is unreasonable.
3. **Honesty.** You tell the truth and are upfront about where things stand. Do not lie to your boss. If you mess up on something, admit it, but at the same time, have a solution to fix the mistake.
4. **Ethical.** You are known for your high moral code. You keep client matters confidential and you bill your clients fairly, without inflating your billable hours.
5. **Respect Others.** Treat all people as if they matter. People are more willing to go out of their way to help those who treat them well. This includes file clerks; runners; people who repair your office equipment; and support services - such as copy services, messenger services, and court reporters.

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GENERAL MEETING **SNAP Calendar 2012**

SNAP General Meetings Every Third Tuesday at Noon (see flyer)

Palais de Jade @ 960 Moana Lane

April 17, 2012:

Speaker: David Sarnowski, NCJD

Topic: Judicial Misconduct.

May 18, 2012:

SNAP & LAD's Annual Seminar

June 19, 2012:

Elections

Speaker: Thoran Towler, Labor Commissioner

Officers and Chairpersons

President: Susan Sunday, ACP

1st VP/Education: Melissa Paschal, CP

2nd Vice President/Membership/Job Bank:
Amy Hodgson, ACP

Treasurer: Erin Tieslau, CP

Parliamentarian: Susan Davis, CLA, PLS

Secretary: Linda Palmer

NALA Liaison: Anna Buchner

Student Liaison: Bobbie Munoz

Activities/Social Chair: Jessica Bradshaw

Newsletter & Web Site Editor: Lynda Traves

[http://www.facebook.com/groups/
154903284632632/](http://www.facebook.com/groups/154903284632632/)

Yummy of the Month

Ham and Beans

Submitted by Susan Sunday

1 lb. navy beans, soaked overnight in water
 6 slices bacon
 ½ large onion, diced
 2 cups ham, diced
 1 tsp. minced garlic
 3 cans low sodium chicken broth
 1 large bay leaf
 1 tsp. pepper
 2 Tbsp. dried parsley

1. Drain the navy beans.
2. In a large skillet fry the bacon until crisp. Remove from the skillet and crumble. Drain the bacon grease from the pan.
3. Add the onion, garlic, and ham to the pan and sauté until browned.
4. Add the beans, bacon, ham/garlic/onion mixture, chicken broth, bay leaf, pepper, and parsley to the crock pot.
5. Turn on low and cook for 8-12 hours.

(I like to do steps 2 and 3 the night before and then put it all together the next morning before I leave for work.)

Tibit of the Month

This is the list of items for Jessica Done who is stationed at Bagram Airfield, Afghanistan with the 485th Military Police Company.

SNAP has agreed to adopt her through Web of Support. Please bring your items to the meetings and SNAP will mail them to her.

Some things about your soldier:

Birthday July 7th
 Likes all holidays especially Christian holidays
 Likes Chips Ahoy cookies and Jolly Rancher hard candies
 Any kind of chewy candy bar or protein bar
 Herbal teas and Gatorade
 Has access to microwave and coffee pot
 Likes Mary Higgins Clark books
 Readers Digest and Shotgun News magazines
 Brain teaser puzzles
 Has a CD and DVD player
 Uses AAA and AA batteries
 Crest toothpaste and waxed floss

Sulfate free Loreal or natural scent mint shampoo and conditioner
 Cocoa Butter face lotion and body cream
 Visine Preservative eye drops
 Tide laundry soap and Febreze
 Manicure and pedicure kit
 Allergic to dairy products
 Vanilla scented or cinnamon room deodorizers

Her note* Feet in boots get really hot and tired so any thing to keep them soft and nice;))

These are some items put on her questionnaire...just so you have any idea...my fact sheet is attached to answer some questions you might have....

Any questions just let me know.....
 Anna Buchner
 NALA Liaison

Insurance

Medical Billing Fraud

a.k.a. »The Rockholt Report«

Volume 2

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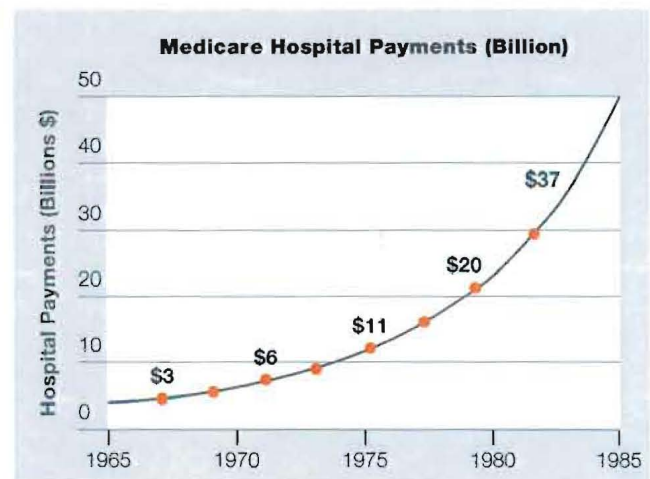
Purpose and Evolution of Diagnosis Related Groups

Mary McLean, BS, Bioengineering, Tami Rockholt, RN, BSN

Imagine that someone you know is bitten by a poisonous snake and rushes into the emergency room at the local hospital. Fortunately, anti-venom is in stock and administered immediately, and the patient is discharged home several hours later. Imagine that this patient is covered by Medicare for the services received at the hospital. It has actually turned out to be a pretty good day! The hospital classifies the case by the Diagnosis Related Group (DRG) system and requests Medicare reimbursement for services incurred. The reimbursement rate depends on the DRG and is regulated throughout the country to avoid overpaying.

What would happen to the healthcare industry if hospitals chose and regulated their own reimbursement rates from Medicare, Workers' Compensation, health insurance providers, and other payer organizations? Honesty would be a problem. These organizations would be unsustainable due to overpayment for fraudulent reimbursement requests. Medicare and other payer organizations would go bankrupt, or taxes would skyrocket to compensate. Before 1983, Medicare saw an exponential increase in hospital payments, as shown below, due to the cost-based reimbursement system used at the time.

So, how does the healthcare industry regulate reimbursement rates for hospital services provided? Robert Fetter and John Thompson of the Yale School of Public Health developed the DRG system in the late 1970s. It was designed to be a reference of diagnoses and hospital services, and their respective average prices. Advocates for the system argued that assigning standard prices would restrain practitioners from requesting fraudulent reimbursements. Implementation trials began in



1980 in New Jersey, and in 1983 the system was imposed nationwide. Author Rick Mayes wrote in 2007 that the DRG system is "the single most influential postwar innovation in medical financing..."

The DRG system is used to classify patients and hospital products provided, such as anti-venom administration. Categories are based on ICD diagnoses, patient age and sex, hospital services provided, and other indicators. They can be even further specified by grouping into an additional Major Diagnostic Category (MDC) system. Patients are generally assigned a DRG upon discharge, and the majority of these

assignments are based on principle diagnosis. Alternatively, they can be based on the specific surgery or procedure performed. The patient's original assignment can be modified due to unforeseen complications and co-morbidities, such as infections of surgical sites during recovery.

Medicare, preferred provider and health maintenance organizations, health insurance providers, and Workers' Compensation are payer organizations that reimburse hospitals at a rate predetermined by the specific DRG assigned. The DRG categories are usually comprised of patients requiring similar levels of clinical care and hospital resources. Thus, it normally makes sense that hospitals should be reimbursed a flat rate based on the DRG classification. However, because every patient is unique, sometimes the actual services provided are quite varied between them. The amount reimbursed to the hospital is often unrepresentative of the charges incurred. Extreme cases of exceptionally high costs are deemed outliers, and the hospital can apply for additional reimbursement.

Is the DRG system adequate for the ever-evolving healthcare industry? Payers and hospitals require increasingly sophisticated, precise classification of patients and services provided. New diagnoses and procedures are constantly developed. Though the original DRG system has been updated throughout the past three decades by the former Health Care Financing Administration (currently the Centers for Medicare and Medicaid Services), it has become insufficient for the highly specific purposes of many users.

To remedy the problem, more precise and applicable subsystems have branched off from the original DRG to accommodate the needs of different areas of industry. Subsystems developed and used in the United States are shown below.

DRG System	Acronym
Medicare	CMS-DRG and MS-DRG
Refined	R-DRG
All Patient	AP-DRG
Severity	S-DRG
All Patient, Severity-Adjusted	APS-DRG
All Patient, Refined	APR-DRG
International-Refined	IR-DRG

To learn more about the classification guidelines, history and design of the Diagnosis Related Group system, see the annually updated DRG Definitions Manual published by the CMS. A great free online resource can also be found by following the link below.

<http://oig.hhs.gov/oei/reports/oei-09-00-00200.pdf>

Diagnosis Related Groups and Personal Injury

Tami Rockholt, RN, BSN

Reviewing large hospital bills with hundreds of line items can be a time consuming task and since there are no Usual and Customary fees available for many of the line items, coming up with a reasonable cost for the treatment can be difficult.

However, if you have a copy of the final summary bill on the UB-04 form, the DRG code at discharge is entered in box number 71 which is labeled PPS Code. In many instances this code can be the key to coming up with a good number for the reasonable cost of the hospital stay. Some states capture the total charges when the patient is discharged, arranged by DRG. The link to this data for the State of California is included below.

<http://www.oshpd.ca.gov/HID/Products/PatDischargeData/PivotTables/Top25DRGs/default.asp>

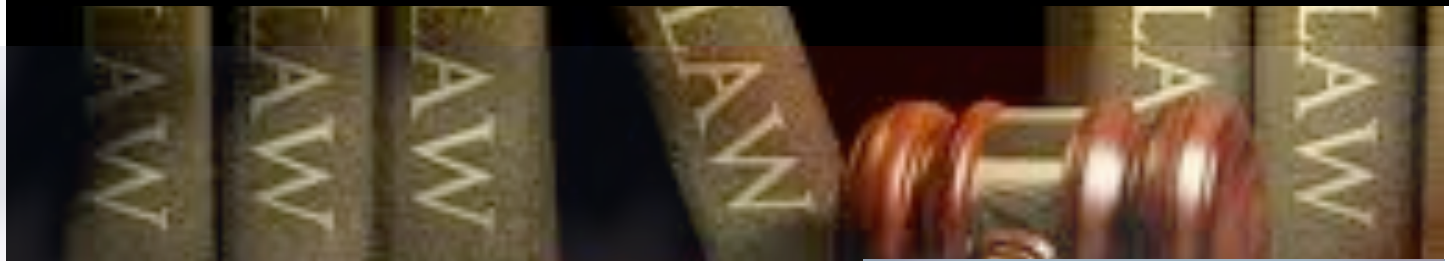
Meet us at

We look forward to seeing some of you at:

Insurance Fraud Management Conference
March 25-28

Northern California Fraud Investigators Association
April 4-6

INFORM will have a booth at both conferences and Tami is speaking at **NCFIA** on Thursday morning.



Hello SNAP Members!

I am the Chairman of the Nominations and Elections Committee for SNAP's 2012-2013 elections.

As you know, SNAP elections are held every year in June. I know it's a little early, but I would like everyone to start thinking about holding a SNAP Executive Committee position. Volunteering, especially for a non-profit organization, is extremely rewarding.

As SNAP has given so much to its members over the years, wouldn't it be nice to give something back? As you know, SNAP has provided quality, educational speakers each month at its general meetings, as well as the Annual Seminar. As you also know, SNAP provides its members with hours and hours of CLE at a very lost cost. Ask not what your SNAP organization can do for you; ask what you can do for SNAP!

Article 9 of our bylaws state that, "The President shall appoint a Nominations and Elections Committee chairperson at least sixty (60) days prior to the annual meeting of the Association to present a slate of officers to the membership at least thirty (30) days prior to election." In order to hold a position on the SNAP board, you must have certain qualifications. If you would like to review those qualifications, please review the bylaws located at www.snapreno.com. If you would like more information regarding the Executive Committee positions, they are also attached herewith as well.

Become a valuable team player and learn some great leadership skills!

If you're still not sure if holding an executive committee position is right for you, feel free to contact any one of our current board members. Their contact information is also listed on SNAP's website at www.snapreno.com.

Amy Hodgson (Second Vice President), Bobbie Munoz (Student Liaison), and I will be contacting you in the near future to inquire about your interest in holding an executive committee. So you can look forward to hearing from us personally!

Susan Davis, CLA, PLS
(775) 786-6868

Washoe County Law Library

75 Court Street, Room 101, Reno, NV

(775) 328-3250

<http://www.co.washoe.nv.us/lawlib/hoursloc.htm>

Nevada Legal Resources

Class at Washoe County Law Library

http://www.co.washoe.nv.us/index/display_outreach.html~details=8895

Washoe Legal Services

299 South Arlington Avenue
Reno, NV 89501

Telephone: (775) 329-2727

Fax: (775) 324-5509

Free legal services in Washoe County, Nevada

<http://washoelegalservices.com/>

State of Nevada Bar

<http://www.nvbar.org/>

SNAP BOARD POSITION DESCRIPTIONS

President

The President is responsible for SNAP. The president puts in on average about six to eight hours a month. The president sets up the agendas for the monthly executive committee meetings and the general membership meetings. The president oversees all committee work but is a nonvoting member of the committees.

First Vice President

The By-Laws State:

Article 10.1.A EDUCATIONAL PROGRAMS COMMITTEE (First Vice President is chairperson): This committee shall coordinate and organize educational events for the benefit of the membership, such as CLA preparatory courses for SNAP, panel discussions, legal education seminars, and any other educational-related activities. The chairperson shall appoint the members of this standing committee.

This position requires attendance at two monthly meetings, the Executive Committee Meeting and the SNAP Luncheon. Arranging for monthly speakers at the luncheons requires calling and e-mailing people of interest, coordinating their availability with the monthly luncheons, and obtaining their personal information and background for the newsletter. The months where there are no luncheon meetings, there are other activities, such as the annual seminar, elections, and the Christmas party.

This position is also responsible for arranging the SNAP Annual Seminar. This involves working with the President to secure a location for the seminar, arranging for qualified speakers, submitting the paperwork to obtain the CLE credits, and catering.

The amount of time spent each month can vary from 3-6 hours.

Second Vice President

The position in a nutshell: MEMBERSHIP. The second vice president has created a spreadsheet which has all of our current membership information, including if the member wishes to be in our job bank. As applications come in, the second vice president reviews them to see if they meet the qualifications as specified in our bylaws. If they qualify for membership, the second vice president prepares and mails their membership card with a letter welcoming them to SNAP. The second vice president then adds their information to our member database, and e-mail the updated database to our newsletter editor and website manager, so they receive all notifications of upcoming meetings and events.

Additionally, the second vice president is in charge of the job bank. As the second vice president is notified of positions available, the second vice president, in turn, notifies the members who are in the job bank. The second vice president also e-mails our newsletter editor with the opening, so it can be added to our newsletter.

The average time spent doing the duties for the Second Vice President position is approximately 2 hours per month, except at the beginning of the fiscal year, when the second vice president creates the member database, and is responsible for creating and mailing the new membership cards to our renewing members.*

Treasurer

The treasurer's duties entail the following:

1. Attend the general meeting and pay the restaurant bill
2. Attend the executive committee meeting
3. Pay bills and mail payments (usually average one or less per month)

4. Balance the checkbooks (general account and scholarship account)
5. Prepare the monthly treasurer's report and e-mail to newsletter editor
6. Make deposits at the bank (once to twice a month)
7. Review and respond to e-mails from board members

Not including attending meetings and going to the bank, on the average, the treasurer spends about 1 hour to 1.5 hours doing the treasurer's duties.

Recording Secretary

The recording secretary is responsible for attending the monthly Executive Committee meeting and the monthly General Membership meeting. Both meetings generally last about an hour and the secretary is responsible for recording what is discussed at the meetings. Any motions that are made will be recorded, as well as the vote on the motion. The minutes will be typed and presented to the Executive Committee members for approval and recommended corrections will be made. The Executive Committee will approve the minutes from the Executive Committee meetings. Minutes from the General Membership meetings are presented to the General Membership at the monthly meeting for approval. (It takes about 45-60 minutes altogether for each set of meeting minutes to be prepared, emails to be sent to Executive Committee members, corrections to be made, and the final set of minutes to be prepared for approval.)

The recording secretary is also responsible for responding to e-mail confirmations for the General Membership meeting and preparing a sign-in sheet for the General Membership meeting from either these confirmations or mail confirmations that have been received in the mail. The checks and/or money that have been received as payment need to be copied with each payment annotated with whom the payment is for. Checks, cash, and a copy of the sign-in sheet will be given to the Treasurer. The sign-in sheet is given to the NALA Liaison. (This takes about 45 minutes all together.)

NALS Liaison

In conjunction with the duties outlined in the Bylaws, estimated time spent each month on those duties is as follows:

- Reporting on a quarterly basis SNAP's activities – This entails attending Executive Committee and General Meetings so the liaison is familiar with what our Association is doing. Time spent at meetings and preparing the report equals about 2.5 hours monthly.
- Represent SNAP at the NALA Annual Convention – This is a once a year event and typically entails five days (including travel but not including networking and socializing).
- The NALA liaison is the recipient of NALA news for SNAP, and that information is typically assembled in the liaison's report for the *SNAPShot*. The time for preparing a monthly report is typically less than 30 minutes.
- The duties as listed in the Bylaws are a fair description of the requirements of the position. One can devote more or less time to the position as desired.

Overall, the time devoted to the position is approximately three hours per month, including responding to emails and messages.

Parliamentarian (Appointed by President)

Advise the president and board of parliamentary procedures. The parliamentarian does not vote. Spends about two hours a month.

Annual Seminar

Friday, May 18, 2012

Sierra Nevada Association of Paralegals
and the Legal Assistants Division
of the Nevada State Bar

Explore the Nevada Supreme Court, Legislature, Senate, and Assembly

Listen to Nevada Supreme Court Oral Arguments of future precedent-setting cases.

Supreme Court Justice James Hardesty will discuss paralegal ethics and delicate issues surrounding the unauthorized practice of law.

During our tour of the Nevada Supreme Court Law Library, learn about legal research and standardized forms.

LCB Director, Lorne Malkiewich, will discuss politics and lead our tours of the Legislature, Senate and Assembly.

Schedule of Events

8:15 a.m.	Check in by the giant swing at GSR*
8:45 a.m. to 9:45 a.m.	Bus transportation to Carson City
10:00 a.m. to 12:00 p.m.	Supreme Court oral arguments
12:15 p.m. to 1:15 p.m.	Lunch at High Sierra Brewing (included)
1:30 p.m. to 2:30 p.m.	Ethics: Justice Hardesty presentation
2:45 p.m. to 3:30 p.m.	Supreme Court Law Library
3:45 p.m. to 4:45 p.m.	Legislature, Senate, and Assembly
5:00 p.m.	Transportation back to Reno (GSR*)

Registration (includes 5 CLE Credits and Lunch)

Name: _____

Cell Phone Number: _____

Firm Name: _____

Email: _____

Registrations must be received by April 27, 2012

\$110 Members \$125 Non-members \$95 Students

Email questions to Melissa Paschal: snapmelissa@att.net

**Please mail your check payable to SNAP with this completed registration form to:
SNAP, P.O. Box 2832, Reno, Nevada 89505-2832**

*Grand Sierra Resort (GSR), 2500 East 2nd Street, Reno.
Park by the giant swing to load on the comfortable coach bus.

SNAP and LAD recommend lodging at GSR for out-of-town guests.

Justice James W. Hardesty is a native Nevadan having been born and raised in Reno, Nevada. He has been married for 40 years to his wife, Sandy, who is a retired high school teacher. Together they have two children and five grandchildren.



Justice Hardesty attended the University of Nevada, Reno where he obtained a Bachelor of Science degree in accounting in May 1970. While attending the University of Nevada, Reno, he

was elected President of the Student Body and was named outstanding senior graduate. After graduating from the University of Nevada, Reno, Justice Hardesty enrolled in the University of Pacific McGeorge School of Law where he obtained his J.D. in May 1975.

Upon graduating from McGeorge School of Law, Justice Hardesty returned to the Reno/Sparks area and entered private practice as a sole practitioner. He remained in private practice from 1975 through 1998. He received the highest rating of AV by Martindale-Hubbell, a nationally recognized publication of lawyer ratings.

In November 1998, Justice Hardesty was elected District Court Judge for the Second Judicial District Court of Washoe County, Reno, Nevada. He took the bench in January 1999 where he served through December 2004. In November 2001, while serving as a District Court Judge, he was elected by his fellow judges to serve as Chief Judge of the Second Judicial District Court, a position to which he was reelected in November 2003. He received the highest ratings on judicial performance in the Second Judicial District Court by the Washoe County Bar Association. Justice Hardesty also served as President of the Nevada District Judges Association in 2003.

In November 2004, Justice Hardesty was elected a Supreme Court Justice for the Nevada Supreme Court. He was sworn in on January 3, 2005. Justice Hardesty served as Chief Justice of the Nevada Supreme Court in 2009. Justice Hardesty has been a guest lecturer on numerous legal topics, including, case management, settlement, evidence, trial and appellate practice, and water law, for the National Judicial College, State Bar of Nevada, Professional Education Systems, Inc., the Association of Defense Counsel and the Nevada Trial Lawyers Association. In addition, he guest lectures annually to the Media Law students at the Donald W. Reynolds School of Journalism, University of Nevada, Reno. He is the author of several articles on libel, privacy and government issues.

As a District Court Judge and as a Nevada Supreme Court Justice, he has served on various Supreme Court Commissions including: the Nevada Supreme Court Task Force to create a Business Court in Nevada, the Nevada Supreme Court Task Force studying the Multi-Jurisdictional Practice of Law, the Nevada Supreme Court Commission on Judicial Funding, and the Nevada Supreme Court Committee to Implement Recommendations of the Jury Improvement Commission. Justice Hardesty currently co-chairs the Nevada Supreme Court Bench-Bar Committee, the Nevada Supreme Court Access to Justice Commission, and the Commission on Statewide Juvenile Justice Reform, and is vice-chair of the Nevada Legislature's Advisory Commission on the Administration of Justice. He also chaired the Nevada State-Federal Judicial Council from 2009 thru May 2011.

Lorne J. Malkiewich received his B.A. from the University of Notre Dame and his J.D. from McGeorge School of Law. He also attended the Harvard Kennedy School of Government's Program for Senior Executives in State and Local Government. He has been a member of the State Bar of California since 1981 and the State Bar of Nevada since 1982. He has been employed by the Legislative Counsel Bureau since 1981, first as Deputy Legislative Counsel for the Legal Division, and he has been the Director of the LCB since 1994.



Christine Timko, Supreme Court Law Librarian, will lead our tour of the Nevada Supreme Court Law Library. Ms. Timko has a Master of Library and Information Science degree from Brigham Young University and a Bachelor of Fine Arts from the University of Nevada, Reno. She worked as a paralegal and funding specialist for attorneys who specialized in estate planning, before working for the Nevada



Supreme Court Library as the Assistant Law Librarian. One of her first projects working for the Nevada Supreme Court Library was making standardized divorce forms available on the Internet. She was promoted to Law Librarian in July of 2011.

Speaker Biographies

David F. Sarnowski is the General Counsel and Executive Director of the Nevada Commission on Judicial Discipline.

The Commission is an independent Constitutional body that investigates judicial misconduct, violations of the Code of Conduct and disabilities of all Nevada judges. He serves at the pleasure of the Commission.

Mr. Sarnowski is also responsible for the administration of the Standing Committee on Judicial Ethics and Election Practices, which was created by the Nevada Supreme Court. He was born and raised in Hawthorne, Nevada and graduated from Mineral County High School in 1970.

Mr. Sarnowski is a 1974 graduate of the University of Santa Clara, California (B.A., History) and a 1981 graduate of the University of Santa Clara Law School (Juris Doctor Degree).

He also holds a master's degree in Strategic Studies from the United States Army War College, Carlisle Barracks, Carlisle, Pennsylvania. He served as General Counsel to the Nevada Industrial Commission and State Industrial Insurance System from 1981 to 1984. He served as a Deputy Attorney General from 1984 to 1989. He was appointed Chief Deputy Attorney General in the Criminal Justice Division in 1989 and served in that assignment until March 2002, when he was selected for his present post. He is admitted to practice in the State of Nevada, the United States District Court for the District of Nevada, the Ninth Circuit Court of Appeals, the Tenth Circuit Court of Appeals, and the United States Supreme Court.

He has litigated several cases in the United States Supreme Court and has argued three times before the high court. He has served as an instructor for classes sponsored or conducted by the Nevada Supreme Court, the State Bar of Nevada, the National Judicial College, the Association of Government Attorneys in Capital Litigation, the Nevada District Attorney's Association, the Nevada Attorney General, and for various Peace Officer Standards and Training organizations.

He was commissioned through the Reserve Officers Training Program as a Signal Corps lieutenant and served in the Regular Army of the United States as a commissioned officer from 1974 to 1978. During that time, he graduated from Airborne and Ranger school and was assigned to United States Army Europe. He was a member of the United States Army Reserve and Nevada National Guard from 1978 to 2004 when he retired. He was a commander at the platoon, company and battalion levels, and holds the permanent rank of Colonel.

SNAP General Meeting Luncheon Tuesday, April 17 at Noon

SPEAKER: Lorne Malkiewich, Director of the Legislative Counsel Bureau

TOPIC: What happens between sessions.

PLACE: Palais de Jade
960 Moana Lane
Reno NV

COST: \$18.00 – Members & Guests \$15.00 – Student Members

Name: _____

Office: _____

Phone/Email: _____

Member

Student

Guest

Menu - Chinese Family Style

Please mail your reservation form and payment to:

SNAP, P.O. Box 2832, Reno, NV 89505-2832

**ALL RESERVATIONS WITH PAYMENT MUST BE RECEIVED
BY FRIDAY, April 13, 2012**

**RSVP via
Email to Jessica Bradshaw: jessica@kavlaw.com
Or Evite**