



# TSCS Newsletter

Taylor's Special Care Services, Inc.

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TSCS Leadership and Management team (September 2013)

## **TSCS Wins a Distinguished Award:** **101 Best and Brightest Companies to Work For™:**

In early September, TSCS was informed that it has been selected as one of the *101 Best and Brightest Companies to Work For™* in Metro Detroit Region. The award is given to only 101 companies that have demonstrated exceptional commitment to human resource practices and employee enrichment.

The independent research firm evaluates each company's entry based on key measures in various categories which include, compensation, benefits and employee solutions; employee enrichment, engagement and retention; employee education and development; recruitment, selection and orientation;

employee achievement and recognition; communication and shared vision; diversity and inclusion; work-life balance; community initiatives; strategic company performance and the best of the best small business.

*"The selection, recognition and awarding of this year's 101 companies allows our organization to showcase their best practices. The honorees have clearly demonstrated why each of them would be an ideal place for employees to work.*

*Companies that capitalize on their greatest resource—their employees—know how to attract and retain top talent,"* said Jennifer Kluge, MBPA president.

The 101 winners will be celebrated at a luncheon on Wednesday, October 30 in



**TSCS is the Award Recipient of the 101 Best and Brightest Companies to Work For™ in Metro Detroit Region**



*The competition identifies, evaluates and honors organizations that display a commitment to excellence in their human resource practices and employee enrichment and helps to create meaningful change that improve costs, operations and efficiencies.*

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**Simon Pop, MBA**  
**Chief Operating Officer**

Dearborn, MI. The winning 101 companies also compete for 12 elite awards, one granted for each category. Also, an overall winner that has excelled in all categories will be honored with a “Best of the Best Overall” award.



## **Affordable Care Act**

### **Exchange Notices:**

As previously reported, before October 1<sup>st</sup>, TSCS will send out a notice to all employees with information about the company’s health plan and eligibility for it. At the least, the notice will include the following:

- The existence of the Marketplace
- A description of services provided by the Marketplace
- Contact information for the Marketplace
- Information about whether the employer-sponsored plan covers at least 60% of allowable claims
- The fact that the employee may be eligible for help to purchase coverage from the Marketplace if the employer plan does not meet certain requirements
- A statement that if the employee purchases health coverage through the Marketplace, they may lose the tax-free contributions from the employer (if any) toward coverage offered through the employer’s plan.



## **Detroit-Wayne County Community Mental Health Agency (DWCCMH)**

### **Becomes an Authority:**

The Detroit-Wayne County Community Mental Health Agency becomes an authority as of October 1, 2013. The new name is *Detroit Wayne Mental Health Authority*.

Michigan Legislature passed a law that was signed by the Governor on December 28, 2012, requiring that the Agency be dissolved and an Authority be created. The goal is for the Authority to become more efficient and function more independently.

As an Authority, Detroit Wayne is allowed the ability to develop their own policies and procedures to better serve persons with mental illness, developmental disabilities and substance use disorders. The Authority is financed through Medicaid funds, State General Funds, and a variety of grants.

As part of this transition process, the Authority will be holding four (4) town hall meetings on the following dates:

- *September 26, 2013:* Community Living Services (35425 Michigan Ave., Wayne, MI)
- *October 3, 2013:* Northwest Activity Center (18100 Meyers Rd., Detroit, MI)
- *October 10, 2013:* Guidance Center (19401 Northline Rd., Southgate, MI)
- *October 17, 2013:* Northeast Guidance Center (2900 Conner, Detroit, MI)

## **State Updates:**

### **Governor Signs Medicaid Expansion Bill:**

Governor Rick Snyder signed in September the Medicaid expansion bill. It is Public Act 107 of 2013. This major public policy change is expected to provide Medicaid coverage to approximately 325,000 persons in the 2013-14 fiscal year and over 400,000 persons in subsequent fiscal years. The expanded Medicaid coverage applies to individuals living at up to 133% of the Federal Poverty Level (FPL).

The effective date of Public Act 107 is the 91<sup>st</sup> day after final adjournment of the 2013 Regular Session of the Michigan Legislature. Therefore, this Medicaid expansion bill will be implemented in late March or early April. MALA reports the lack of immediate effect for the bill has been controversial. The Snyder Administration estimates that the state of Michigan will lose about \$7 million every day that the expansion is delayed past January 1, 2014.

### **HIPAA Compliance:**

#### **Deadline:**

September 23 is the deadline for covered entities and business associates to comply with the regulations under the new Omnibus HIPAA Rule.

TSCS is conducting research and working to update its policies and procedures in order to comply with these complex regulations.