

# brain teaser

## Two Trains

Trains traveled from Foodletown to Myerville all day, always on the same track, always going non-stop, always going the same speed. The noon train took 80 minutes to complete the trip, but the 4PM trip took an hour and 20 minutes. Why?

Submit your answers to woodsm@yhrc.org for the Christmastime drawing.

Contact Jody at [yhrc@yhrc.org](mailto:yhrc@yhrc.org) to find out more information about our EAP programs and how we can assist you in helping your employees and reducing your costs.

## saving money (cont. from pg. 2)

Two types of employer sponsored programs can help employers reduce costs:

- Comprehensive workplace programs that incorporate wellness and substance abuse education components (as we have partnered with Luk in that past to provide) and
- Employee assistance programs (EAPs) that provide substance abuse screening and treatment referral. (We are the EAP for Smith Dairy, Gerstenslager, Buckeye Container and more...)

For example:

- Xerox workers who participated in a wellness program and limited their alcohol consumption enabled the company to reduce its costs for both healthcare and health insurance over four years, achieving a 5:1 return on investment.
- ChevronTexaco found that 75% of employees who entered the company EAP with alcohol problems were able to retain their employment, saving the company the cost of recruiting and training new employees.
- Gillette saw a 75% drop in inpatient substance abuse treatment costs after implementing an EAP.

Providing comprehensive health insurance benefits for substance abuse treatment including screening, counseling, therapy and aftercare can also help employers save money.

GUIDING INTO



THE FUTURE

# CompassRose

QUARTERLY NEWSLETTER OF YOUR HUMAN RESOURCE CENTER

## events

First, a giant THANK YOU to Chipotle for their catering of our July staff meeting. The food was delicious - thanks!

Keep your calendars open - Amish Health and Safety

Day, which is now

coordinated by YHRC

through our acquisition of the Safe Communities grant, is

**August 10!** Contact

Suzanne Snyder for more details.

September 2010 is the 21st

Annual National Alcohol and Drug Addiction Recovery

Month. See inside for details.



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## buprenorphine update by mark leinbach, msw, llsw-s, lcdc-iii

The Holmes County office of YHRC is currently offering help for those struggling with Opioid Detoxification. YHRC has partnered with Dr. D.J. McFadden through the Holmes County Health Clinic to offer medically supervised help for consumers. Due to the withdrawal symptoms from opiates, such as sweating, restlessness, bone or joint aches, runny nose, tremors, yawning, anxiety, nausea, and increased pulse rate, this collaboration allows Holmes County residents an aid in their recovery. The medication is called Suboxone and is a opioid partial agonist. While there is potential for abuse and dependence with Suboxone, the risk is lower compared with full opioid agonists (i.e. heroin, methadone, etc...) For individuals to be eligible for this program, they must attend an initial assessment through our office. If deemed appropriate by a clinician through our office, they will be scheduled an appointment with Dr. McFadden. He will confirm an diagnosis of dependence, evaluate their need for Suboxone, set ground rules for use, and do a brief history and physical. An individual needs to be in early stages of withdrawal to begin use of Suboxone. If they are still using an opiate when Suboxone is taken, it could induce severe acute withdrawal symptoms. There are also some dangers if individuals are taking a class of medications called benzodiazepines along with Suboxone. (cont. pg. 3)

levy is to the community's well-being. The service cuts have been significant over the past two years because of the decrease in state funding for mental health and substance abuse services. At the same time service demand has increased due to the number of people being out of work or suffering financial setbacks in their lives.

As an agency and partner in the mental health system, we have made every effort to continue to provide services as needed to citizens of our community. We have managed to maintain our satellite offices in Orrville and Rittman by utilizing what small reserves the agency has. We believe these satellite offices in Orrville, Rittman and Millersburg are imperative to the well-being of Wayne and Holmes Counties. We have worked closely with our partners in the community to find ways to reduce costs and to increase services by conjoint efforts.

Our staff have not received raises for the past three years. I am extremely grateful for the dedication of these staff who place the welfare of our clients over personal needs. Many of these staff could obtain employment in other counties where the financial situation is not as dire but instead they have chosen to serve our two-county system. They are to be sincerely complimented on this decision.

In November the Mental Health Levy may once again be placed on the ballot. It is extremely important that this levy pass in order that the quality of services to citizens of Wayne and Holmes Counties have come to expect can be maintained.



family solutions

## board of directors

- James B. Patterson, *President*
- Cpt. Charles Hardman, *Vice President*
- Blake Stone, *Secretary*
- Tim Breiner, *Treasurer*
- Georgia Taylor
- Jeff Ullom

## director's report

by robert zeh, phd

In May of this year the Mental Health & Recovery Services Board once again ran a Mental Health Recovery Services levy. Unfortunately, this levy did not pass. The community needs to understand how critical the passage of an additional mental health

CompassRose SFY10 QTR 4



## your human resource center

2587 Back Orrville Road  
Wooster, Ohio 44691  
330.264.9597  
800.721.YHRC (toll free)  
330.264.0946 (fax)  
yhrc@yhrc.org (email)

186 West Jackson Street  
Millersburg, Ohio 44654  
330.674.4608  
330.674.7757 (fax)  
www.yhrc.org (website)

51 North Main Street  
Rittman, Ohio 44270  
330.927.2244  
330.927.2255 (fax)

119 East Market Street  
Orrville, Ohio 44667  
330.682.4800  
330.682.3798 (fax)



check out our facebook pages:

www.facebook.com/pages/Wooster-OH/Your-Human-Resource-Center/119793776891 and/or Wayne-County-Safe-Communities/169963058234 Millersburg-OH/Holmes-County-Safe-Communities/335818410044

Program and Capital Campaign Your contribution is tax deductible! Want a receipt?

Your Human Resource Center Project:  Cookbook (\$10)  Intervention  As Needed

Amount \$\_\_\_\_\_ payment:  one time  semi-annual  quarterly  monthly

Paying by:  Check  Cash  MasterCard  Visa

Account # \_\_\_\_\_ Expires \_\_\_\_\_ Name on Card \_\_\_\_\_

Signature \_\_\_\_\_

Full Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Daytime phone \_\_\_\_\_

Please send gift to: Your Human Resource Center, c/o Kevin Bowen, 2587 Back Orrville Road, Wooster, Ohio 44691



# between the lines

Join the voices of recovery: now more than ever!

Recovery month is about educating individuals about the effectiveness of treatment and the possibility of recovery. During Recovery month, we will celebrate people's endeavors in recovery and emphasize that the severe stress of life makes us all susceptible to substance use disorders.

But... we need your help. We are looking for ideas for events to host during Recovery month.

Please visit [www.recoverymonth.gov](http://www.recoverymonth.gov) to find examples of activities and contact Mark Woods ([woodsm@yhrc.org](mailto:woodsm@yhrc.org)) or Beth McCreedy ([mccreadyb@yhrc.org](mailto:mccreadyb@yhrc.org)) to collaborate on activities.

Examples of successes from the past include: television and radio public service announcements, video screenings and material dissemination.

Planning toolkits are available from SAMHSA, but we have some, including POSTERS if you are interested. Contact Mark Woods ([woodsm@yhrc.org](mailto:woodsm@yhrc.org)) for more details.

yhrc: family solutions

## save your company money by assuring access to substance abuse treatment - samhsa issue brief #1

By investing in substance abuse treatment, employers can reduce their overall costs.

Substance use disorders cost the nation an estimated \$276 billion a year, with much of the cost resulting from lost work productivity and increased healthcare spending. Given that 76 percent of people with drug or alcohol problems are employed, employers have a major stake in ensuring that employees have access to substance abuse treatment.

### How substance use disorders impact employers

A substance use disorder refers to misuse of, dependence on or addiction to alcohol or other drugs. Alcohol is by far the most widely used drug in the United States: 11% of workers have a problem with alcohol. About 20.4 million people used illegal drugs in 2006 and 7 million used prescription drugs non-medically. Most drug users are employed: of the 17.9 million illicit drug users aged 18 or older in 2006, 13.4 million (74.9%) were employed either full or part time. Substance abuse imposes a variety of costs on employers:

#### Increased healthcare and insurance costs

- Healthcare costs for employees with alcohol problems are twice those for other employees.
- People who abuse alcohol or other drugs are 3.5 times more likely to be involved in a workplace accident than other workers.

#### Reduced productivity

- Employees who use drugs, consume alcohol at work, or drink heavily away from work are more likely than others to exhibit job withdrawal behaviors, such as spending work time on non-work-related activities, taking long breaks, leaving early, or sleeping on the job.
- Employees who drink heavily off the job are more likely to experience hangovers that cause them to be absent from work; show up late or leave early; feel sick at work; perform poorly; or argue with their coworkers.

#### More turnover

- People with alcohol or other drug problems were more likely than others to report having worked for three or more employers in the previous year.

Prevalence of Past-month Substance Use Among Full-time Workers (Ages 18—64) in 2002—2004, By Industry (Rates of Use in %)			
Industry	Est. Pop. (000s)	Past Month Heavy Alcohol Use	Past Month Illicit Drug Use
Manufacturing	16946	9.5	6.5
Health/Social Srv.	13326	4.3	6.1
Retail	10831	8.8	9.4
Construction	1067	15.9	13.7
Professional	7508	7.1	8.0
Finance/Insur.	5795	6.9	6.8
Transportation	5094	8.6	6.2
Wholesale	3928	11.5	8.5
Information	2821	10.4	11.3

### Investing in treatment can save employers money

When workers with substance use disorders get treatment both employers and employees benefit through:

- Better employee health and lower total healthcare costs over time,
- Less absenteeism, - Improved job performance,
- Reduced costs associated with disability and worker's compensation, and
- Fewer accidents and less corporate liability.

(cont. pg. 4)



(continued from pg. 1)

A number of consumers have been through this program in Holmes County and report benefits in early stages of their recovery. An individual must be actively engaged in counseling to qualify for use of Suboxone as well. An individual is seen in more intensive treatment earlier on to help monitor withdrawal symptoms and provide encouragement and support. The use of Suboxone will be up to six days at the discretion of Dr.

McFadden. Consumers can be scheduled quickly with one of our clinicians and be referred to Dr. McFadden usually within several days. The consumer will be asked to return to the Holmes County Health Clinic to take Suboxone in front of Dr. McFadden. Random drug screens may be administered by our office or The Health Clinic to monitor an individual's abstinence from drugs of abuse.

Most individuals who come to our

office end up paying very little or nothing for the cost of counseling services. At this point, we have been able to provide opiate detoxification at no cost to consumers who meet eligibility requirements.

As with any addiction, an individual usually benefits from ongoing engagement in treatment services and self-help groups.

In Wayne County, please contact the office as referral to another provider will be made.

For more information, or to find a physician near you, check out [www.suboxone.com](http://www.suboxone.com)

#### COULD TREATMENT HELP YOU?

Watch real stories from people who've worked to turn their lives around »



Sign up for e-mails that can help you understand your options »

#### Why Choose SUBOXONE?

SUBOXONE is a narcotic medication indicated for the treatment of opioid dependence, available only by prescription, and must be taken under a doctor's care as prescribed. It is illegal to sell or give away your SUBOXONE.

Opioid dependence isn't just physical. It also affects the way you feel and how you act. That's why successful treatment takes more than medication alone.\*

Get the support you need to reach your treatment goals:

- ✓ Only SUBOXONE offers the Here to Help® Program, shown to help patients stay committed to their medication-assisted treatment. When you stay in treatment, you are less likely to misuse opioids—and may also increase your opportunity for treatment success†
- ✓ Only SUBOXONE comes with free one-on-one support

#### READY FOR TREATMENT?

See what treatment is like: Watch the video »

Find a doctor near you who is certified to treat opioid dependence »



# recognition

CONGRATULATIONS are in order for **Beth McCreedy**, Prevention Supervisor and Therapist who passed her independent social worker licensure exam on 07/08/10! Way to go Beth!

In May, **Mark Woods**, Development & Quality Improvement Officer, was honored by two organizations. First, the Substance Abuse and Mental Health Services Administration (SAMHSA) named him one of the **25 Pioneers of Smoking Cessation** in the country. For help quitting, call to schedule an appointment with Mark. Second, Mark was named to the Bazelon Center for Mental Health Law's **Leadership 21 Initiative**. The goal of this group is to engage the next-generation of citizen-leaders to promote civil rights and human dignity for people with mental health disorders. Mark was also the employee of the month in February for getting the lobby speaker system operational.

Other Employees of the Month honored in recent months are outlined below. **Amber Harp** (Support Staff - Wooster; March) for her assistance with the newsletter and new agency brochure and for her overall cooperative attitude. **Keith Waggoner** (Youth Leader; April) was honored for his work leading the FIAT group's trip to the PRIDE conference in Louisville and in particular for helping one of the female youth deal with some emotional trouble. **Anita Musser** (WIA Program Coordinator; May) was selected for the honor for her dedication to the WIA program and her creative ideas. Finally, **Mark Leinbach** (Therapist; June) was honored for leading training supervision for agency Social Workers and for his work on the Holmes County Children's Trust Fund Project.

