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THE MONITOR

THE CAMBRIDGE HOSPITAL

1493 CAMBRIDGE STREET
CAMBRIDGE, MASS.

CAMBRIDGE, MASSACHUSETTS 02139

LESLIE N. H. MacLEOD

DIRECTOR

Roberto Garcia
Community Relations

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UTILIZATION REVIEW

Dorothy Drummon of the Massachusetts Department of Public Health, and Ann Ludlow, Utilization Review Associate of Blue Cross, Inc., recently surveyed Cambridge Hospital's compliance with patient care requirements. Miss Drummon sought to determine extent of conformity to rules and regulations for hospital care of patients. She found the Utilization Review Committee functioning properly and without deficiencies. She commends Margaret Mickle, Utilization Review Coordinator, and Susan Barnowski, Secretary to the Patient Care Evaluation Committee, for such effective work performed, especially in the area of studies relative to patient care. Miss Ludlow was also pleased to find accurate accounting of physician certifications which require doctors to document explanations for admitting patients and subsequent lengths of stay. Congratulations to the Utilization Review Committee and Hospital Staff.

APPOINTMENT

City Manager, James L. Sullivan, has appointed Dr. Francis Comunale, Director of Anesthesiology and Respiratory Care at Cambridge Hospital, as Acting Commissioner of Health and Hospitals for the City of Cambridge. The action responds to pressing health care needs in Cambridge while search for a permanent commissioner continues. Dr. Comunale, a graduate of Tufts University and Boston University Medical School, brings a history of leadership and service to this position. He has served as the Chairman of Cambridge Hospital's Executive, Formulary, and Research Committees, and is President-Elect of the Staff. He performed a surgical internship and residency in Anesthesia at Boston City Hospital, and is presently Assistant Clinical Professor of Anesthesia at Harvard Medical School. He sees state hearings, restaurant inspection and possible reorganization of the Health Department as absorbing much of his time. He hopes to tour the Neighborhood Clinics and take necessary steps for swine-flu inoculations. Compliance with new utilization review procedures and on-going medical audits will also receive much attention. Dr. Comunale looks forward to working with Hospital Director, Leslie MacLeod, and other hospital staff. A vote of confidence to Dr. Comunale!

PUBLICATION

Dr. Lee Macht, Director of Clinical Services for the Department of Psychiatry and Associate Professor of Psychiatry for Harvard Medical School at Cambridge Hospital, has recently completed work on a book he has edited, entitled: Neighborhood Psychiatry. It is to be published this fall by Lexington Books. Dr. Macht,

along with co-editors Donald J. Scherl of Children's Hospital and Steven Sharfstein of the National Institute of Mental Health, highlights the importance of mental health services in neighborhood centers, the public policy relative to health and human services, the history of community mental health, and program models. Dr. Macht cites his experience in Cambridge as a motivating factor in documenting observations of dynamics concerning Community Mental Health Services. Congratulations to Dr. Macht!

PENSION PLANS

Recently, representatives of companies offering pension plans have visited Cambridge Hospital in order to recruit persons interested in contributing to such plans. Saving money to take care of future needs is a worthwhile investment, especially for retirement. A review of federal labor statistics suggest that women would most benefit from investing into a pension plan because they average less income (including social security and other sources) after age 65 than men. The federal government for the period 1968-1974 reports that the average income per year for men 65 years and older is over \$4,000 and a bit over \$2,000 for women. In view of this information and the rising cost of living, a pension plan would provide necessary additional income. However, anyone who desires to participate in a pension plan should review carefully what investment entails. City employees are presently participating in a mandatory pension plan. (Seven percent (7%) of employees' annual salary is deducted as a contribution to the City Plan if employed after January 1, 1975. All others have five percent (5%) deducted.) Upon retirement, a formula consisting of years of service, average annual wage of the last three work years, and age is used to determine rate of income. There is no overhead costs deducted for participating in the City Plan. There is no charge if an individual, upon terminating employment before retirement age, withdraws the amount contributed to the pension. Other types of pension plans may require deductions for initial overhead costs and termination before retirement age. Besides government and union pension plans, there are individual retirement accounts, keough plans, and tax-sheltered annuities. Tax-sheltered annuities are those now being offered to employees. Participation in this plan allows for a federal income tax abatement, but not a state income tax abatement.

Participants should also be concerned with how pension plans survive. That is, what is done with the money you contribute? How is this money managed? Are there additional hidden costs to you? What will inflation do to your pension dollar? Finally, pensions as well as social security is based on present day workers contributing to a fund that provides income for those presently retired. As the number of retirees increase, so will the need for more workers who contribute to retirement funds. With a decrease in population growth, there will be an additional burden placed on the future wage-earner to support these retirement funds. Investing in the future is important, but the person who wants to participate in a pension plan should observe closely what resources will be available to take care of his or her future needs. If you have any questions regarding optional pension plans, contact the Personnel Office.

SECURITY

Northeastern University's School of Law Enforcement and Criminal Justice is now providing security guards for Cambridge Hospital. The individuals are participants in Northeastern's Co-op Program where students study part of the year and work for the remaining time. Already the guards have received compliments for being sharp, courteous, and efficient. They are under the guidance and supervision of Harry Fleming, Director of Security. He states that security is everybody's job and the guards help facilitate the process. Many thanks go to Mr. Fleming for sacrificing many vacation days to assist the new guards' adjustment to the hospital environment.



City of Cambridge

IN CITY COUNCIL

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The Monitor.

In City Council,

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