

Fretzpark Homes, Inc.'s Quarterly News and Views



Fretzpark Homes, Inc.

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July-September 2016

Kelly's Korner

Hot! Hot! Hot! Those are the words that come to mind as I think of Oklahoma summers, and this one has proven not to be any different. Most days, just staying cool can seem to be an accomplishment. However, I hope that you find fun and enjoyment this summer despite the heat.

The past few months I have never been as proud to be in charge of such a wonderful company with outstanding staff members. I have seen them actually perform miracles on a daily basis, and love these individuals unconditionally. In May, 2016 one of our service recipients graduated high school, and it was a huge accomplishment for him. Azon came to FPH on an emergency basis in 2014, and he was not happy about it. He cussed, he fussed, and he did everything in his power to ensure that staff did not get too close to him. Once again, the amazing FPH staff kept pushing through Azon's stubbornness and loving him even when he didn't want to be loved. Now,

two years later, he is thriving in his environment. He is calm, interacts in a caring manner with his roommates, and continues to receive the love and support from FPH staff. It was beautiful to see all of the wonderful things that people shared at his graduation party, to see his face on a cake for his high school graduation, and to visibly see the hard life of a young man finally turning into some peace and positivity. Memories like this are what makes everything we do on a day to day basis worth it, and I am grateful for the opportunity to watch these amazing things happen.

FPH staff and service recipients, have already taken a trip to Arbuckle Wilderness, and White Water Bay, in which they all had a great time feeding the animals, and who doesn't love to swim in all that water. The fun doesn't stop there. In July some individuals are traveling to Branson, while others

will visit the Aquarium in Jenks.

As many of you are aware the budget for Oklahoma is in disarray, and although the budget crisis (this time) did not directly affect our loved ones, they are not EVER out of the woods of their services being cut and/or eliminated. I once again encourage all of you to talk to your Senators and House of Representatives so that they know they have a person with disabilities living in their ward, and educate them on what exactly the services provide. I know that I continue to harp on this issue, and that I may be preaching to the choir but I feel as though this is an issue that is everlasting and only those of us who clearly understand can paint a picture for those who clearly do not! **PLEASE DO NOT ALLOW THIS TO HAPPEN TO OUR LOVED ONES! DO YOUR PART!!**

Happy Birthday!

July

Kathy Upton 7/1
Kimberly Hunt 7/2
Janna Melton 7/10
Paula Ponce 7/21
Oyediran Oyerinde 7/22
Victoria Ware 7/23
Hendam Hesham 7/30

August

Bonnie Sayadeth 8/1
Quatama Jackson 8/5
Kelly Silla 8/7
Tracie Perry 8/7
Heather Caudle 8/22
Catherine Price 8/24
Rasaq Ogunsakin 8/26

September

Diane Thompson 9/9
Maxine Johnson 9/10
Lori Arnold 9/10
Latasha Rogers 9/22

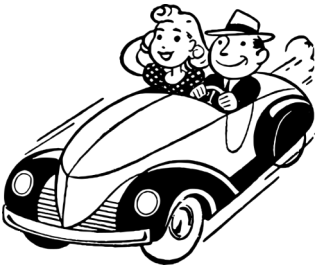
Inside this issue:

KELLY'S KORNER	1
3RD QTR BIRTHDAYS	1
RECIPE OF THE QUARTER	2
TIMESHEET ISSUES	2
FPH POLICY	3
FRETZPARK'S Q AND A	3



FPH 4th Annual End of Summer Pool Party!!

The end of summer Pool Party at Pelican Bay in Edmond has been scheduled for August 28th from 5pm-8pm. The concession stand will be open to purchase food-bring cash to pay for your snacks. SnoCones will be available to all of those attending the party at no cost. This event is open to all Clients, Guardians, Staff members and immediate family members. You will be receiving your reminder/invitation the beginning of August in the mail. There will be new t-shirts this year being given out to staff and clients...more information to come!



Let's Talk About Timesheets!

1. If your timesheet is illegible, and your PC or HR is unable to read it, you will be called to the office to redo it. If you have any questions on how to fill out your timesheet, please get with your House Manager, PC or with Bonnie in HR. They will be glad to help you.
2. If your total time at the bottom of the timesheet does not add up or if you do not sign your timesheet in the appropriate space, you will be called to the office to make the necessary corrections.
3. Do not PRE-fill out your timesheets. Fill out your timesheet every single time you work. If you PRE-fill out your timesheet and you don't work all of the hours listed on your timesheet, you will be called to the office to make the corrections.

Just remember: If the timesheets have been submitted to the office for processing and you are contacted to correct or sign your timesheet, you will be required to make the necessary corrections in the office. Timesheets will not be sent to the Payroll Department for payment until corrections have been made.

Medication-Heat and Sun Protections Overheating

The body needs to maintain a relatively consistent temperature to function properly, about 98.6 degrees Fahrenheit. Some medications, like antipsychotics, may impair the body's ability to regulate temperature which can lead to elevated body temperature and medical emergencies of hyperthermia, heat exhaustion or heat stroke. Other medications may increase urination, decrease thirst, or decrease sweating which may increase risk of dehydration. It is important to take precautions during hot or humid weather and during physical activity to reduce the risk of excessively elevated body temperature.

Strategies for Protection

- Talk to the prescribing physician and pharmacist if you have concerns.
- During the head of the day, try to keep cool by avoiding overexertion, keeping windows or shades shut, or by moving to cooler rooms.
- Use air-conditioned vehicles for transport. Eat regular meals, drink plenty of fluids, and avoid coffee, tea or alcohol.
- Dress in loose-fitting, light colored clothing. Take periodic rests in air-conditioned areas and seek shade during outdoor activities.



NOTES FROM THE TRAINING COORDINATOR

- Employees need to fax or bring a copy of their training certificates and/or In-Service sheets to the office once their training is completed.
- Employees need to make sure that FPH receives an updated copy of their auto insurance once it has been renewed, insurance company has changed, or whenever they get a new vehicle.
- Employees must bring in a copy of their new Driver's License once it has been renewed. Without a current copy on file, employees will be pulled from the schedule until this has been taken care of.
- If employees are unable to attend trainings or in-services for any reason, they **MUST** contact their PC and/or Training Coordinator.

TORNADO SEASON IS HERE!

A tornado is a violently rotating column of air extending from the base of a thunderstorm to the ground. Tornadoes can happen anytime of the year but prime conditions occur in Oklahoma from late March and can go through as late as August. During tornado season it is important to be prepared!



Know the Difference between:

Tornado Watch and a Tornado Warning

Watch: Tornadoes are possible in and near the watch area. Review and discuss your emergency plans, and check supplies and your safe room. Be ready to act quickly if a warning is issued or you suspect a tornado is approaching. Acting early helps to save lives.

Warning: A tornado has been sighted or indicated by weather radar. Tornado warnings indicate imminent danger to life and property. Go immediately to your safe place (underground to a basement, storm cellar or an interior room such as a closet, hallway or bathroom).

Fretzpark Homes Employee Referral Program

Do you happen to know someone that is in need of a job and working with developmentally disabled individuals would be a good fit for them? Send them to the office to fill out an application. Make sure they know to put your name down as someone that referred them and if they are hired, you will be compensated.

After their first full week on the job, you will receive a direct deposit posted to your payroll account in the amount of **\$50**.

After their first 90 days of employment with FPH, you will receive an additional Direct deposit to your payroll account in the amount of **\$100**.

If you have any questions regarding the Referral Program, Please contact Human Resources!

FPH Question and Answer Section:

Q: How many hours per week do I need to work in order to receive medical, dental, and life insurance benefits?

A: For Medical and Dental Insurance, employees must be scheduled to work a total of 24 hours per week in order to qualify for benefits. For Company paid Term Life Insurance, employees must be scheduled to work 30 hours per week.

If you have any questions regarding your Health, Dental, and/or Life Insurance benefits, please do not hesitate to contact Human Resources via email or phone call. bonnie@fretzpark.org or 405-521-8232

****FPH Policy Reminders****

Any scheduled training classes such as MAT, CPR/FA, College of Direct Support, etc., that employees are scheduled to attend and miss for any reason will pay the fees that are charged to FPH. Missed class fees that are assessed by the different training locations are typically \$35. If you miss 2 or more classes, not only will you be assessed the fees, you will be taken off of the schedule until the training is complete. Please notify Jamesetta Lewis, Training Coordinator, if you will be unable to attend scheduled training.



Providing superior, quality residential services to people with developmental disabilities and their families.

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Fretzpark Homes is dedicated to providing superior, quality, residential service to people with developmental disabilities and their families.

In attempting to achieve our goal, we offer a variety of opportunities for the individuals to exercise their right as a productive citizen both in the home and community. These opportunities include measurable training in daily living skills, an assortment of community involvement, creative activities within the home, and the chance to give back to the same community that gives to them.

This Months Contributors

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Your generous donations go to help our residents enjoy independent living. Consider making a donation today. Please contact Fretzpark Homes for ways to donate.

Making a Difference!

We're on the Web!
www.fretzpark.org

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