

Human Resources

2023 Pride Report



HR Team



HR Team



- 11 + years
- BA - Business Administration



HR Team

- 8 months
- Medical Administrative Assistant Certification



HR Team



- 15 years
- PHR, SHRM-CP
- BA – HR/Business



Recruiting

- Challenges-
 - *Unemployment rate lowest in 50 + years
 - Retirements
 - Metropolitan area
- Employee Referral
- Sign on Bonus/Retention Incentives
- Flexible schedule when can offer



Benefits

- 72 % participate in health insurance benefits
 - 3 different health insurance plans
 - Dental, Vision, Life
 - IPERS
 - 6.29 % member & 9.44 % employer



Performance Management

- 30 and 90 day check in
- Quarterly Rounding
- Saba/Halogen



Compensation

- Iowa Hospital Association Wage Survey
 - Mid summer participate in survey
 - October receive results
 - Approximately 90 positions/titles



Employee Engagement Surveys

- Iowa's Top Workplaces- Des Moines Register
 - 5 out of the 6 past years
 - March 12- 26 2023
 - September results
 - Recruiting tool
- Press Ganey Survey – Mercy
 - end of May



Workers' Compensation

- Iowa- employer directs medical care
- WC Insurance Company



Exit Interview

- Exit Interview Questionnaire – Saba/Halogen
- Gather information from departing employee
- Share information about continuation of benefits
- Collect hospital property-keys, badges



Questions ?

