# **Human Resources**

#### 2023 Pride Report



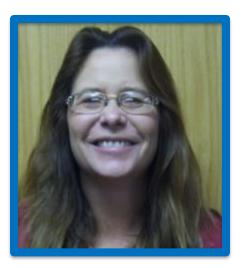












- •11 + years
- •BA Business Administration





•8 months

Medical Administrative Assistant Certification







An Affiliate of **MERCYONE** 

Davis County HOSPITAL & CLINICS

- ●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 ?**



