

Delta County Memorial Hospital
Weekly Administration Communication
from Rhonda Katzdorn, Executive Director – Human Resources
Friday, January 15, 2021

DCMH Employees and Medical Staff,

2020 was a hard year for most of us. Despite the ups and downs, there were many positive changes that kept all of us thinking, changing and adapting in our jobs and personal lives. I know that I had more deliveries from Amazon, ordered more take out, and started shopping for my groceries online versus in-store. Although sometimes difficult, change is actually an opportunity for us all to build and strengthen our knowledge, patience and behavioral habits. 2020 was a long year for all, but we are 14 days into 2021 and still have a chance to start anew.

Everything begins with getting clarity on what you really want most and with identifying what our core values are. Once we do that - we can start brainstorming our long-term and short-term goals so that they align with those core values. This is true in both our professional and personal lives.

Along with identifying values and goals, I find it most helpful to create a “stop doing this list.” This can help you get rid of the things you don’t need or want in your life, to free up the physical and mental space for the things that you do want in your life. Rid your life of “energy vampires”...the people or things that take your energy away and leave you feeling exhausted.

This year, resolve to figure out what you want. Brainstorm and align your goals professionally and personally and decide what and who you need to give up along the way to help you get there.

For the Human Resources Department, the New Year has offered us an opportunity to set some resolutions and goals for our employees in 2021.

We recently sent out an Employee Satisfaction Survey and had 339 total responses out of 645 total current employees. At a quick glance, it’s positive, but as we review the survey more in-depth, we will identify common concerns and overall areas where improvement and growth are needed. The results of the survey will be provided to you next week.

Employee COVID-19 cases averaged about 25 employees out at a time during the period of November 4th to the present. We are seeing our numbers slow down, and today the total number of employees out at a time is averaging 9. Keep up the good work!

Coming the week of February 15th we are going to begin scheduling - ALL employee meetings. Please watch for more details on dates and times.

In the past, the HR department hasn't been able to provide employees with statistics on what happens in our department, but with our new system, this information is easier to provide to all of you. With that being said, I would like to share a few numbers with you today.

- o 47 open positions --- 26 Full Time and 21 PRN
- o Since July 14th (date of the new system), we have received a total of 1597 applicant profiles for open positions
- o Just last week, we received 75 applications for our open positions
- o We started 28 new employees in the month of December
- o Currently, we have 26 new employees in the pre-screening, on-boarding process to be started in the next couple of weeks

"Just as your car runs more smoothly and requires less energy to go faster and farther when the wheels are in perfect alignment, you perform better when your thoughts, feelings, emotions, goals and values are in balance."

-Brian Tracy

I am hopeful that 2021 is going to be an exciting year! Thank you all for your hard work and dedication to our organization,

Rhonda Katzdorn
Executive Director, Human Resources

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