

FIRST FRIDAY FACTS

YOUR EMPLOYEE NEWSLETTER

DECEMBER 2020



“ WE’RE EVOLVING AS AN ORGANIZATION, BUT ONE THING HAS AND WILL ALWAYS REMAIN CONSISTENT - YOUR HEALTH IS OUR FIRST PRIORITY ”

Tri-State Team



Once more I’m pleased to report that we had a positive operating margin for October: \$226,222 vs. a budgeted operating margin of \$274,984. Year-to-date (YTD)—through October—the operating margin is \$152,408 vs. a budgeted YTD operating margin of (\$20,435). We are now ahead of YTD which is a good indicator. We continue to monitor key operational metrics, as well as quality and customer service benchmarks; everything is trending well. Despite the COVID-19 spike and its impact on staffing, everyone has continued to step up in a big way. Great job!

COVID-19: With the surge continuing at local, state, and national levels, please be diligent about wearing a mask, washing your hands frequently, and social distancing from others. These important practices are required in our workplace, but probably even more important outside of work—we need to be extra vigilant until a vaccine is developed and available. Unfortunately, the response to COVID-19 has become political. It’s not a political issue, nor is it a constitutional issue (infringement of rights); it’s a medical issue. Yes, the guidelines have changed and will continue to change as more is learned about the virus. At the end of all the debate, it’s really simple: If you care about your loved ones, friends, neighbors, co-workers, and even strangers, wear your mask. As we learn more about the vaccine distribution and who is eligible to receive it first (e.g. front line workers), we’ll share that information with you.

For those who participated in this year’s Festival of Trees events, a hearty thank you. D’Lynn, Katrina, Andrew, and the Trustees did a great job on this virtual event and it turned out very well. Special thanks to Mat and his team for putting together a great grab-n-go dinner, one of the options for this event; it was a terrific meal.

As you’ll see in another section of First Friday Facts, there are three finalists for the CEO position who will be on-site for interviews the week of December 7. Be sure to read that section for a full update.

Be safe, stay healthy, and happy holidays!

- Don Wee, CEO

> Idaho Rural Health Heroes Award

Congratulations to Tri-State Clearwater Medical for receiving the 2020 Idaho Rural Health Heroes Clinic Award. Nominations for this award point to examples of service and dedication to those who call rural Idaho home. The Tri-State Clearwater Medical staff focus on providing quality primary care and are committed to learning best practices. A dozen staff members have cumulatively earned 287 CME credits through ECHO, Idaho’s professional development program since 2018. Two staff members have attended MAT Waiver Training. Others engage with specialists around the state for feedback on difficult patient cases. As a result, the clinic’s rural patients get high-quality health care without leaving their home communities.

Great work Tri-State Clearwater Medical!

> Coming soon!

Tri-State Clearwater Medical Aesthetics will be re-opening a new location with a brand new name!

We are excited to announce that AQUAVIA Aesthetics will be opening at a new location on January 4, 2021! Even though the name and location are changing, you can still expect the same high-end services you are used to receiving from your aesthetics team. AQUAVIA Aesthetics will be located at 302 5th Street in Clarkston, where Behavioral Health was previously located. Follow us on Facebook to stay up-to-date with the changes happening, information on their new website launch, and some exciting virtual events and promotions happening later this month!

A message from the Tri-State Board Chair and Vice Chair: *Tri-State Memorial Hospital CEO Search Status*

The executive recruitment process for Tri-State Memorial Hospital's new CEO is moving into the final stages. After the extensive networking and marketing campaign was completed, reaching hundreds of healthcare executives, there were 64 potential candidates evaluated based on the guidelines of the profile developed with input from key stakeholders.

Mark Madden, Executive Vice President, Managing Principal, at Cejka Search, and his team identified 14 of the top qualified candidates for initial interviews. In this group, 11 were selected for second and third interviews. These interviews led to the identification of six finalists that Madden formally presented to the Succession Committee on October 27. The Succession Committee's evaluation focused on successful rural, critical access hospital leadership experience, and skills related to vision, strategy, growth, innovation, financial performance, culture, and community "fit."

After evaluation and discussion, the committee selected the five top candidates for initial on-site interviews that took place November 12 and 13. After the completion of these interviews the committee evaluated each candidate in 22 key areas. After the evaluation, the results were tabulated and reviewed. On November 18, the committee met to discuss the results and the members provided their individual assessments and opinions. After the discussion the committee selected the top three candidates to return for second interviews. These interviews will include the full Board of Directors and additional key stakeholders. The second round of interviews will take place December 7, 9, and 10.

Cejka Search and Tri-State Memorial Hospital's Succession Committee will continue to provide updates during these final steps of the search process, which is expected to continue for another four to six weeks. The goal is for the new CEO to start by early spring.

Sincerely,

Steve Claassen, *Board Chair*
Mike Martin, *Vice Chair*

ATTENTION:

OUR COVID-19 HOTLINE IS BACK IN SERVICE!

On November 30, the Tri-State Memorial Hospital COVID-19 hotline officially began retaking calls. The COVID-19 hotline was created to best serve our community who may have questions or concerns regarding COVID-19.

- **COVID-19 Hotline External Phone #: 509.769.2215**
- **COVID-19 Hotline Extension for Transfer: 2216**
- **COVID-19 Hotline Hours: Monday - Friday from 7:00 am - 5:00 pm, and Saturday, from 8:00 am - 5:00 pm**

REMINDER:

PATIENT & VISITOR GUIDELINES*

To protect our patients, providers, employees, staff, and the community, the following visitation guidelines are in effect:

- **Visitation only allowed for admitted Inpatients.**
 - Only one visitor is allowed with each patient unless special arrangements have been made.
 - Once a visitor leaves the hospital, they will not be allowed to re-enter the same day.
 - A visitor is only allowed to visit a patient once per day.
 - Visitors under the age of 18 are not allowed.
 - Visiting Hours are listed below:
Monday - Friday, 8:30 am - 7:00 pm
Saturday, 10:00 am - 4:00 pm
- Visitors are not allowed to accompany patients to any Outpatient appointment or the Emergency Department unless special arrangements have been made.
- Everyone will be screened for COVID-19 prior to entry, this includes a small questionnaire and a temperature check.
- Wash or sanitize your hands before entering and leaving a patient's room.
- Masks are required at all times.
- Cover your coughs and sneezes with a tissue or your elbow.
- Maintain social distancing of 6 ft or more.

**Please refer to Policy Stat for all visitor guideline information.*

Department Spotlight

RADIOLOGY

The Tri-State Memorial Hospital Radiology Department consists of thirty-six staff members, one director, and three radiologists. The three radiologists include John Mannschreck, MD; John Whitaker, MD; and Mark Peterson, MD. Tri-State Radiology is located in the main hospital building and has the capability to perform x-ray, CT scans, ultrasound, mammography, DEXA, and MRI exams. There are also x-ray rooms located at Family Practice Lewiston, Clearwater Medical, and Minor Care Center. In 2019, Tri-State Radiology performed 35,858 exams and are on track to perform the same amount in 2020! Tri-State Radiology receives help from Phoenix Radiology group on a limited basis. These providers include Paul Sanchirico, MD; Gregory Spurling, MD; Michael Burtis, MD; and Dallen Ashby, MD.



PICTURED LEFT TO RIGHT, BACK ROW- Marissa Azevedo, Radiology RN; Mark Peterson, MD, Radiologist; Cara Hibbard, Radiology Tech; Alexis Schlee, Radiology Tech; Tyson Cranston, MRI Tech; Ashley Rimmelpacher, Ultrasound Tech; Ivy Gwost, Ultrasound Tech; Amy Betts, Scheduler; John Fairley, Director; Carolyn Peavey, Registration

PICTURED LEFT TO RIGHT, FRONT ROW- Tracie Elliot, Scheduler; Erin Clovis, Radiology Tech; Karla Long, Radiology Tech; Staci McKay, Radiology Tech; Kenzie Manning, Receptionist; Jessica Johnsen, Registration

NOT PICTURED- Christy Adamson, Mammography Tech; Emma Barker, Radiology Tech; Lorraine Bell, MRI Tech; Heather Bergamo, Ultrasound Tech; Christine Biging, Ultrasound Tech; Pam Braun, Radiology Aide; Kathy Brooks, MRI Tech; Jennifer Clovis, Mammography Tech; Kelsey Gonzales, Radiology Tech; Jackie Heimgartner, Radiology Tech; Carrie Holmes, Mammography Tech; Shelley Hutson, Ultrasound Tech; Kellie Lundin, Radiology Tech; Megan Mahaffie, Radiology Tech; Rob Maves, Ultrasound Tech; Kent Peach, Radiology Tech; Jordan Peters, Radiology Tech; Kristine Poxleitner, Radiology Tech; Janae St. John, Mammography Tech; Tammy Simons, Registration; Dave Williams, Radiology Tech; Kristin Wilson, Ultrasound Tech; Adam Wischmeier, Radiology Tech; John Mannschreck, MD, Radiologist; John Whitaker, MD, Radiologist

DID YOU KNOW?

In 2019, Tri-State Radiology performed:



6,287
CT exams



17,936
x-rays



5,171
ultrasounds



**a monthly average
of 2,988 exams**



HOLIDAY CHEER



Shared Governance Ugly Sweater Contest

Shared Governance will be hosting their annual Ugly Sweater Contest December 13 – 19, 2020! To enter the contest, you must submit a photo of yourself wearing your UGLIEST holiday sweater to klopez@tsmh.org no later than midnight on Saturday, December 19. The picture must include the entrant's name and their department. The photos will be on display outside of the 1221 Campus Café, along with a voting box! The earlier you submit your photo, the more time you have to accrue votes. 1st, 2nd, & 3rd place winners will receive a prize and be announced on Wednesday, December 23, 2020.

Food Train

The Asotin County Food Bank is chugging into town from December 7 - December 18. This fun event allows departments to bring their creativity to life by creating "train cars" to fill with non-perishable food donations. The train will start lining up outside of Administration Monday, December 7, 2020! We encourage you to participate by helping fill the train.

Coloring Sheets

To help Tri-State Employees get into the holiday spirit, the Tri-State Executive team will be hosting a coloring sheet competition! Pick one of the three coloring sheets, make it your own, and then submit it to Marketing via the mailroom! Coloring sheets will be hung in the hospital's main hall, and all coloring sheets must be submitted by Wednesday, December 16, 2020, to be included in the voting process. An email with instructions on how to vote for your favorites will be sent at a later date! 1st, 2nd, and 3rd place winners will receive a gift card and be announced on Wednesday, December 23, 2020. Happy coloring! [Click here for coloring sheets.](#)

TRI-STATE HOSPITAL FOUNDATION

W.H.A.T. CLUB UPDATE

Thank you to each employee who decided to invest in Tri-State Memorial Hospital and its mission to provide the best healthcare in the Lewis-Clark Valley! In total, employees have pledged \$37,000, with 37% of our employees joining W.H.A.T. Club! Several employees have also taken advantage of the PTO donation option available this year. It is never too late to join; **YOU make the difference!**

The W.H.A.T. Club Committee will be meeting to discuss future projects and how best to impact the hospital in 2021! If you would like to participate in this committee, please contact Katrina Sharp at the Foundation via ext. 3890. If you cannot participate in the committee but would like to give input and suggestions, feel free to share them with your department's W.H.A.T. Club representative or email the Foundation at foundation@tsmh.org. Thank you again for partnering with your fellow employees by your donations to the W.H.A.T. Club!

Together We Help Achieve Tomorrow!



Festival of TREES

Tri-State Hospital Foundation would like to sincerely thank Tri-State Memorial Hospital employees for the time, effort, and support given during the 2020 Festival of Trees holiday celebration. Your above and beyond efforts made the Festival of Trees a success, and we are so grateful! This year's Festival of Trees raised over \$150,000 to support Tri-State Memorial Hospital. These funds will allow the hospital to continue benefiting our community through its many programs and services.

A total of 18 departments showcased their creativity and competitive spirit by donating 17 baskets & three wreaths to be auctioned at the Gala celebration. A total of \$3,871 was raised in this effort!

The baskets that sold for the most money and our 2020 department winner is the Admissions Department! They sold two baskets for a combined amount of \$329 - way to go!

We stood together.

We united with our global community on #GivingTuesday by giving back and showing our strength!

GIVING
TUESDAY



During this unprecedented time, Tri-State Hospital Foundation joined the #GivingTuesday movement in support of Tri-State Memorial Hospital & Medical Campus. This global movement took place on Tuesday, December 1, 2020. We encouraged our community to recognize and support our local healthcare heroes by making an end-of-year donation by December 31, 2020. As we practice social distancing, we remain connected through kindness and generosity, even without physical proximity. We believe the health and wellness of our community is essential. We have encouraged community members to visit www.TriStateHospital.org/givingtuesday to give and to write notes of encouragement for Tri-State Employees. Stay tuned for these wonderful messages!