Three Sets of Twins Born on the Same Day at FMC

Three sets of twins were born on the same day at Fairfield Medical Center on Thursday, June 20. Pictured (from Left): Luke Mayse, Logan Mayse, Mackenzie Robinson, Grace Robinson, Grayson Thresher and Jocelyn Thresher.

Luke Mayse was born at 9:36 a.m. and Logan Mayse was born at 9:37 a.m. They were delivered by Dr. Suzanne M. Barnhart.

Mackenzie Robinson was born at 3:43 p.m. and Grace Robinson was born at 3:50 p.m. They were delivered by Dr. J. Scott Delong

Grayson Thresher was born at 8:10 p.m. and Jocelyn Thresher was born at 8:33 p.m. They were delivered by Dr. James F. Guenther.

When It Comes to Babies. We Deliver!

Congrats to Chaplain Volunteer

Tammy Dyer, chaplain volunteer, recently completed her Associate of Arts in Christian ministry at Ohio Christian University. Pictured (from left): FMC Chaplain Gregory Schmalfeldt with Tammy at her graduation.

FMC Partnering with ACS for Research

FMC Participates at United Way Day of Action

In Loving Memory

Dale Buck, Fairfield Medical Center volunteer, passed away on Sunday, June 23. In his seven years of being a volunteer, Dale served as a Café greeter, in Marketing and with the Cookie Cart.

Friends of the Library 5K

FMC recently participated in the Friends of the Library 5K at Buckeye Lake. Pictured (from left): Steve Anderson, chief of police, Pam Reed, director, Mark Sedor, manager, Carolyn Gilliam, manager, and Cindy Steen, director.
Message from Mina

We as an organization spend a tremendous amount of time in meetings. Do we need to? Do they add value by sharing important information? Does everyone in attendance need to be there? Do the people scheduled to attend show up and are they prepared? Do they contribute to our providing outstanding care to our patients and their families? Are they required for our accreditation or some other regulatory purpose? Do they help grow our business? If not, why are we having them? Is this the best use of our time? We are going to be asking for feedback about time spent in meetings and the value created from that time. Please think about this. Thanks!

Have a safe and happy 4th of July. Special thanks to those of you who are here that day for our patients and their families.

President and CEO

FMC Mileage Reimbursement Rate

Effective Monday, July 1, the rate at which Fairfield Medical Center reimburses employees for mileage driven in personal vehicles for work related purposes will be 47.5¢ per mile. The reimbursement rate will be examined quarterly and will be set according to the following costs for gasoline based on the AAA state average:

- $2.51 - $3.00 per gallon 45¢ per mile
- $3.01 - $3.50 per gallon 47.5¢ per mile
- $3.51 - $4.00 per gallon 50¢ per mile
- $4.01 - $4.50 per gallon 52.5¢ per mile

Employee Solutions Program

In last week’s Monday Morning, the Message from Mina column included information about the current initiative to improve the hospital’s bottom line by $10 million. This will include many suggestions by all Fairfield Medical Center team members to reduce costs and increase revenues. Because those are the same goals as the Employee Solutions Program (ESP), that program has been discontinued. Staff members are eligible for quarterly bonuses if FMC achieves both financial and patient satisfaction goals so everyone will benefit from these great suggestions.

HR Corner

PAY FOR PERFORMANCE:

In January, employees received a letter from Mina Ubbing announcing the 2013 Pay-for-Performance program. This program will not be directly tied to an individual employee’s performance appraisal and base rate of pay. Beginning, July 1, there will be two types of pay for performance for employees (excluding chiefs, directors and managers) and these are listed below:

• The first is the Key Contributor Award that will be awarded quarterly beginning July 2013 by Senior Leadership. This award is based on nominations from managers and supervisors. This program will define outstanding performance and its measurement across the entire organization. The chief officers will receive, support and present the nominations for review and will make the final decision on granting the award and the amount of award, from $500 to $2,500. Nomination forms are available on the Intranet under the Human Resources tab.

• The second is the Quarterly Incentive Program in which employees will receive an incentive award for achievement of financial and patient satisfaction goals. These goals are:

1. Financial Performance:
   Achievement of 1.6 percent total margins less investments
2. Patient Satisfaction:
   Weighted average of overall rating of care

These goals are based on a rolling six-month average of performance. Both goals must be met for the incentive bonus to be paid. All full-time, part-time and contingent employees will receive the same lump sum amount. You have received monthly updates on our quarterly incentive program. The first six-month period for the incentive payment began on Jan. 1 and ends June 30. Performance for that period will be reported in July and the first award payment is eligible for payment in August. IF the financial and patient satisfaction performance remains the same as or improves over the May report, the incentive award will be paid. The success of this pay-for-performance program depends upon our working together, allowing us to focus our energy and efforts on two of the most critical goals we have and to give us the opportunity to recognize and reward individual performance that achieves outstanding outcomes.

Your questions on this program may be directed to a member of your leadership team or to a member of Human Resources.

RETRIEVAL STRATEGIES FOR WOMEN WORKSHOP:

Valic will be here on Wednesday, July 10 to present Retirement Strategies for Women Workshop from 11 a.m. to noon in Assembly Room 1. To register, visit my.valic.com/seminar, call Neal Bechant at (614) 403-0432 or contact FMC’s HR department.

REMINDER:

As always, please be sure to check your bi-weekly paystub and follow up with HR with any discrepancies.

Tour the Cancer Resource Center

Share in the festivities at the Cancer Resource Center. Tour Fairfield Medical Center’s newest community resource designed specifically for cancer patients, cancer survivors, their families and friends. Also, make sure to meet our FMC Coordinator Janice Novotni and the wonderful staff of volunteers. Allow us to share with you the many non-clinical resources available at the Cancer Resource Center. Don’t forget to register for the Apple iPad that will be awarded to one lucky visitor! Drawing will be held on July 11 during the monthly presentation. The Cancer Resource Center is located at 616 Forest Rose Ave., hours are Monday 8 a.m. - 8 p.m., Tuesday – Friday 8 a.m. - 5 p.m. and some Saturdays.
**Kings Island Tickets**

Did you work the weekend of the Fairfield Medical Center Family Day at Kings Island? If you clocked in anytime from Friday, June 21 at 6 p.m. to Sunday, June 23 at 4 p.m., you are eligible for discounted good any day tickets to Kings Island. The tickets will be $21.50 each. The ticket limit will be six tickets per person and will be valid from July 8 to Aug. 5. We will communicate via email to those who clocked in during the stated time frame. You will be provided instructions on how to purchase your tickets from the Kings Island website. You can contact Bob Williams at robertw@fmchealth.org with any questions.

**Patient Safety Award Nominees**

It is time again to start nominating individuals for the quarterly patient safety award. The Fairfield Medical Center Quarterly Patient Safety Award recognizes employees for their contributions to the Patient Safety Program. This award honors those who go the extra mile to provide a safer environment for our patients. **Eligibility:** Any hospital employee, physician, student or volunteer may be nominated. **Nomination Procedure:** Please complete the Patient Safety Award Nomination form and return it to Eric Brandt. Contact Eric Brandt at ext. 8489 with any questions. Second quarter nominations will be taken until July 15.

**Volunteer at the Perry County Fair**

Volunteers are needed for the Fairfield Medical Center booth at the Perry County Fair to take place July 15-20 between the hours of 5 - 9 p.m. Monday through Friday and 11 a.m. - 9 p.m. Saturday. There will be a different healthcare theme each day and corresponding handouts for fair-goers. Those who volunteer for a minimum of a two-hour shift will receive a free fair pass. Those who volunteer for at least two shifts will receive two free fair passes. In addition, anyone who volunteers for at least two shifts will qualify for a drawing for a week-long fair pass. Those who volunteer for a minimum of a two-hour shift will receive a free fair pass. There will be other door prizes in the drawing as well. To be considered for the drawing, volunteers must sign up by noon Friday, July 5. Interested individuals can sign up by stopping in the Marketing department or contacting Ann Cly at ext. 8007 or emailing anncl@fmchealth.org.

**Mark Your Calendars for the Festival**

The Fairfield Medical Center Lancaster Festival night concert, Bruce in the USA (A Bruce Springsteen Tribute Band), is scheduled for Wednesday, July 24. Concert starts at 7:30 p.m. Please join us at the FMC tables. Tickets are available for purchase in Human Resources. Adult lawn seats are $12 and children are $5. For questions or more information, please call ext. 8017.

**Walk in the July 4th Parade!**

Fairfield Medical Center team members and their families are invited to walk with FMC in the July 4th parade. Parade walkers will be given fitTOGETHER T-shirts to wear. FMC will have a float and walkers will be given items to hand out to parade watchers. Parade participants will assemble at 9 a.m. at the fairgrounds and the parade will begin at 10 a.m. Please contact Ann Cly in the Marketing department at ext. 8007 or anncl@fmchealth.org to sign up!
We Are the Difference!

A STEMI patient began having chest pain and called 911. Pleasant Township EMS providers arrived and performed a 12-lead EKG that was consistent with ST elevation and a STEMI alert was announced. En-route to Fairfield Medical Center, the patient went into cardiac arrest and had to be defibrillated four times prior to arrival. A normal rhythm returned. Upon arrival to Fairfield Medical Center's Emergency Department doors, the patient required advanced life support including CPR and defibrillation. Dr. John Hazlip and Dr. Jeremy Buckley were awaiting EMS arrival. After continued resuscitation, the patient regained a pulse and was taken to the Cardiac Cath Lab suite for a heart catheterization. Immediately upon arrival to the Cath Lab suite, the patient lost a pulse and required numerous rounds of CPR, defibrillations and ACLS medications all occurring during the left heart cath procedure to open the artery. After almost 45 minutes of intermittent pulses, CPR, etc., the artery was opened and the patient regained a pulse with hypotensive blood pressure. The case was discussed with Dr. Doug Pope, Dr. Michael Falkenhain and Dr. Christian Tencza. Hypothermia protocols were initiated and the patient was admitted to the ICU. The ICU staff was well prepared for receiving this critical patient. During the next hours, the patient was weaned off blood pressure medications and was gradually warmed. The patient awoke alert and oriented, unable to remember the events of the previous 24-48 hours. The patient remained hospitalized with continued critical care needs prior to discharge from our Progressive Care Unit. During the patient’s hospital stay, it is apparent the commitment pre-hospital personnel and FMC employees share in providing excellent care to our patients who need it the most. Without the teamwork of all employees who have touched and cared for this patient, this individual would not have been able to walk out our doors. Thank you so much and great save team! ~Rhonda L. Wells, R.N. C.C.P.C., Chest Pain Center Coordinator

Bedside Charges

A Six Sigma Bedside Charges team was convened after it was determined that there was not a standardized, accurate process for capturing and entering bedside procedures charges. Fairfield Medical Center wants to maximize reimbursement for charges and expenses we provide to our patients. This is so we can appreciate their cost of care as well as ensure favorable reimbursement and give our customers, our patients, confidence in our billing practices.

• Why is this project important? This project is important to the sustainability of our organization (potential additional revenue of $498,120.19 yearly based upon baseline data).

• What is our problem? Baseline data from March 1-Sept. 1, 2012, found a 71.6 percent of accuracy of billed daily charges compared to services ordered. This impacts our ability to capture all of the expenses we provide to our patients so that we can appreciate the cost of their care as well as ensure favorable reimbursements.

• What is our goal? Increase our accuracy of billed daily bedside charges and bedside procedures charges from 71.6 to 95 percent.

While working through the DMADV process, it was determined that McKesson had options for an electronic solution and the process has begun to define and implement this solution. In the interim, the team has worked diligently to develop a method to bridge this gap temporarily. They are implementing a manual process to capture as many daily bedside charges as possible with a pilot scheduled to roll out on Third Med./Surg., ICU and PCU as it has been determined that these units have the most bedside procedures in the patient tower. The unit clerks on these units will be the “Champions” of this manual process and training for all nurses and unit clerks will begin June 18 in anticipation of the “go live” date for the pilot of July 1-30. The results of the pilot will be audited weekly by the team for accuracy. After the pilot, the team will examine the success of the project and the method for adaptation for the rest of the patient tower.

Team Members are:
Celeste Schmelzer, Six Sigma Black Belt and Project Leader Darlene Mahaffey, Green Belt Carri McMillan, Yellow Belt Cindy Burdo, Yellow Belt Heather Fausnaugh, Yellow Belt Debbie McCafferty, Yellow Belt Ellen Burchett, Yellow Belt Jackie Perry, Yellow Belt Marji Hendrickson, Yellow Belt Katie Stevens, Yellow Belt Mike Shaffer, Yellow Belt Nicole Lobo, Yellow Belt Vicki Goodin, Yellow Belt Bob Travis, Yellow Belt Patricia Holmes, Yellow Belt Pam Bauer, Yellow Belt Sky Gettys, Champion

Providers:
Jordan Hatem
Michael Smith
Chad Mathias
Brian Malone

ED Staff:
Julie Courtright
Philip Whetstone
Colleen Justus
Cindy Reynolds
Carol Murdock
Nichole Jones
Dr. John Hazlip

Cath Lab Staff:
Dr. Jeremy Buckley
Misty Altier
Deserae Belcher
Abby Swisher
Candace Hurley

Pharmacy:
Bryce Lifer

ICU/PCU Staff:
Dr. Christian Tencza
Dr. Douglas Pope
Dr. Michael Falkenhain
Dr. Leon Hughes
Dr. Andrew Tewheues

Silvana Lesnoff-Caravaglia, R.N.
Tracy Williams, unit clerk
Kaellee Parkerson, R.N.
Kathy Thompson, R.N.
Kimberly Croxford, R.N.
Cole Carpenter, N.A.
Valerie Shaw, R.N.
Kimberly LaPorte, R.N.
Cathy Lockhart, R.N.
Tonya Dillard
Jamie Wade, N.A.
Mary Campbell, N.A.
Timothy King, N.A.

Respiratory Therapy Staff:
Mike Shaffer, R.T.
Robyn Yost, R.T.
Kevin Chapman, C.R.T.
Alisha, R.T. Tech
Angie Stevenson, R.T.
Lori Lucas, C.R.T.

VIR Staff:
Dr. Krishna Mannava
Becky Keyes, R.N.
Kelly Kidd, R.N.
Josh Williams, R.T.

Cath Lab Recovery:
Lori Myers, N.A.
Karen Kemmerer, R.N.
Vintage Ohio Wine Festival

Join us for a trip to the Vintage Ohio Wine Festival Aug. 3 at Lake Metroparks Farmpark in Lake County. The bus will be leaving Lancaster on Aug. 3 at 9 a.m. We will depart from the festival at approximately 9 p.m. Must be 21 years or older to attend. Ticket price is $46 per person. Payment is due at the time of registration.

Your ticket includes:
• Transportation on bus
• Admission to the festival
• 25 wine tasting tickets
• Souvenir wine glass

Options available:
May purchase “Meet the Winemaker” experience. For an additional $15, festival visitors will be able to talk directly with the winemakers, sample 10 premium wines and receive a plate of light appetizers in an exclusive area reserved just for them. There is plenty of scrumptious food, cooking school demonstrations, three stages of live music entertainment, artisans and shopping. Seats are limited and are available on first come first served basis. Refer to Fairfield Medical Center Intranet for registration form and release of liability form. For more information, contact Jennifer Dicken at ext. 8345 or jenniferd@fmchealth.org.

Proud to Work at FMC

Dear all, I unfortunately suffered an ankle injury while running trails with my husband on Saturday. My husband took me to our Emergency Department on Saturday evening. I was very reluctant, but fearful of a fracture so I came. I was absolutely overwhelmed by the professionalism and kindness that I received in our ED. Within 30 minutes of meeting the triage nurse, Joann, I had an X-ray of my ankle. Carol, the tech was wonderful! Dr. Orlousky, was so attentive and polite. Tammy, the R.N. discharging me, was thorough in her education and showed such concern and care for me. Thank you FMC ED. I hope I get a survey so I can score you with high marks. Please keep up the great work.

Sincerely,
Jodie Hildenbrand, M.S.N., C.N.L., R.N.
5th Med/Surg Clinical Nurse Leader

In Loving Memory (cont.)

giving more than 1,500 hours of service. He was also a member of the Volunteer Council. A memorial service will be held in the Tranquillity Garden on Wednesday, July 10 at 1 p.m. Through the FMC Foundation, a brick at the North Entrance will be dedicated in Dale’s memory. If you would like to contribute, please contact Heidi Reed at (740) 687-8109 or heidire@fmchealth.org.

FMC Partners with ACS (cont.)

The kick-off breakfast for the American Cancer Society CPS-3 Research Study was held on June 26. Fairfield Medical Center is partnering with the ACS and other community groups/organizations in recruiting participants in a study that has the potential to protect future generations from getting cancer. You can help us save lives! More information will be coming. There will be a cafeteria display July 22-25 and information will be in a future paycheck stub. For more information, contact Joyce Cox at (740) 687-8863 or Ivy O'Neal at (740) 687-6889.

Healthy Hydration in the Summer Heat

Hydration is important all year long, especially during these hot summer months. The body is made up of 60-70 percent water and up to 11 cups can be lost a day. Replenishing your water supply is a vital part of staying healthy. Water regulates body temperature, flushes wastes out of the body and protects organs and tissues. During these scorching hot summer months, it is important to remember to stay hydrated. Although the amount of water a person needs a day differs between individuals, the Institute of Medicine determined that an adequate intake for men is roughly 13 cups of total fluid a day and the adequate intake for women is about 9 cups each day. Active individuals need even more, particularly if they’re exercising. You can meet your body’s water needs over the course of a day through a variety of fluids and foods including smoothies, tea, soups, fruits and vegetables, and of course regular water.
Birthdays

Tae Kwon Do • Mondays beginning July 1 • 6 – 7:30 p.m. • Health & Wellness Services (in the Kroger shopping center) • Dr. Kolli will be instructing this eight-week session with a fee of $55. Adults and children ages 5 and up are welcome!

Ostomy Support Group • Thursday • July 11 • 6 – 7 p.m. • Fairfield Medical Center • This support group is for anyone who has an ileostomy, colostomy or urostomy. No fee to attend. For more information, call (740) 689-6430.

FMC Blood Drive • Thursday • July 18 • 10 a.m. – 5 p.m. • Fairfield Medical Center • To schedule an appointment, call Amy Reedy at ext. 8443. Receive a Columbus Zoo buy-one-get-one-free coupon and enter to win free Marathon gas and a weekly drawing for Zoornezi Bay tickets.

FMC Bike Race & Decorating Contest • Friday • July 26 • 6 p.m. • Join us in front of Standing Stone National Bank as children take to the street to compete in a bike decorating contest and sprint-style race as part of the Lancaster Festival. Registration begins at 5:30 p.m. This event is free and open to children ages 10 and under. Please note a parent or guardian must accompany the child to the race to sign the liability release form, and riders must wear a helmet. Sponsored by Fairfield Medical Center and Standing Stone National Bank. If you have any questions, call (740) 687-8007.

Community Healthfest • Saturday • Aug. 3 • 9 a.m. – 1 p.m. • Fairfield Christian Church • Join us for free screenings such as blood pressure checks, cholesterol and glucose checks; spinal screenings; childhood immunizations; and much more. There will also be free school supplies (while supplies last), entertainment and information provided by local community organizations and services. Questions? Call (740) 687-8007.

Healthy Weigh for Life • Aug. 7 – Sept. 25 • Fairfield Medical Center • This eight-week program is taught by a registered diettian and personal trainer. Each class will consist of both nutrition education and exercise. A two-month pass to the Cardiac Rehab Gym is included. The cost is $180 total for the nutrition and exercise program, which can be divided into three installments of $60. All classes are held from 5:30 – 8 p.m. each Wednesday. For more information, call (740) 687-8468. Space is limited and pre-registration is required.

Snider Heart & Lung 5-mile Run (and walk) • Saturday • Aug. 24 • 9 a.m. • Fairfield Medical Center • Join us to support FMC’s cardiovascular rehabilitation services. Cardiopulmonary rehabilitation is a physician-ordered secondary prevention program that meets three times a week for eight to 12 weeks. Some patients do not have insurance or have high co-pays per session. Many patients are not able to participate because of this high cost.

Proceeds from the event go toward helping these patients pay for rehab. There is a $25 entry fee if you register before the day of the race or $30 the day of. Registration begins at 8 a.m. and the race begins at 9 a.m. For more information on how to register, contact Kelly Marion at (740) 687-8951 or Kelly@fmchealth.org. We will see you at the finish line!

3rd Annual Nursing Research Expo: “Preventing Patient Care Nightmares with Evidence Based Practice” • Friday • Sept. 13 • Presented by Nursing Research Council • If you would like to submit an evidence-based poster, please contact Marilyn Hargett at marilynha@fmchealth.org or Teresa Ryan at teresa@fmchealth.org. Please put “2013 Research Expo Call for Posters” in the email subject line. Posters are open to all disciplines.

TWIG 12 Gift Shop Inventory Sale July 19 – 30. Enjoy 20 percent off of items $2 or more. Sale does not apply to books, magazines, candy, flowers and balloons. This is a great time to pick up items for the upcoming holidays. The gift shop will be closed July 31 for inventory and reopen Aug. 1.

Oxygen for the Soul

“I have held many things in my hands, and I have lost them all. But whatever I have placed in God’s hands, that I still possess.”

~Martin Luther King

(Farewell to the Chaplain’s Thought of the Week is not intended to be an endorsement of any particular religion, but rather serves as an avenue for our FMC chaplains to provide weekly inspiration.)
Project BRIGHT construction will be broken into phases that will begin in July. The facility will be completed in early 2015.

**July**
- Construction fencing will be put up.
- Utilities will be moved.
- Pavilion canopy will be removed.

**August**
- Chemotherapy and Dr. Singh and Dr. Saha’s offices will be relocated to the medical office building at 214 Harmon Ave., between the main hospital and the Pavilion. There will be parking spaces by the building dedicated specifically for chemotherapy patients.
- Underground construction will begin.
- Valet parking services will start Aug. 19 and will be located just outside of the South Entrance.

**September**
- Ground will be broken early in the month.
- A temporary main entrance will be open behind the coffee bar in the South Entrance.
- The entrance near Human Resources and the café will be closed during construction.

If you have questions about Project BRIGHT, submit them to marketing@fmchealth.org.