

what's happening

Maine Medical Center
Portland, Maine 04102

October 24, 1984

Wage, salary study is underway at MMC

A project to study Maine Medical Center's wage and salary administration program began last week. In a meeting with Department Heads and Supervisors October 17, and in a letter distributed to all employees October 18, president Edward C. Andrews, Jr., M.D., announced the study:

"This is one of the most important things we will do this year," he said. "The Medical Center's reputation for excellence in patient care and in service has been built by its employees. One of the keys to maintaining this reputation is our ability to recruit and keep highly qualified people. To do this, we must have a wage and salary program that is internally equitable and externally competitive."

Dr. Andrews said the study is meant to ensure that we are meeting these objectives. The salary for each position must be fair in relation to other jobs at Maine Medical Center and must be competitive with the salaries paid at similar institutions within the appropriate labor markets.

The study is not meant to be a cost containment measure, he said: "No one's current rate of pay will be cut as a result of this project, and no one's job will be eliminated as a result of this project."

The study will move through at least four major phases on its way to completion by April or May of 1985, and MMC employees will be directly involved along the way.

To help with the study, MMC has retained the services of The Sullivan Group, Inc., a personnel management consulting firm headquartered in Detroit. According to MMC Vice President for Employee Relations Ron Baril, the firm is well qualified and has conducted similar studies in over 100 institutions.

"They have had a lot of hospital experience and worked with many large hospitals," he said. "They've already dealt with many of the issues we will be considering." Baril listed a number of institutions for which The Sullivan Group has conducted similar studies; included were Tufts-New England Medical Center and Johns Hopkins, Brigham and Women's, and Yale-New Haven hospitals.

The last hospital-wide review of MMC's pay program and pay policies was done in 1976. Sullivan Group representative Tim Cotter told people at last week's meeting that a pay system review should not be viewed as a great upheaval. "A lot has changed since MMC's review eight years ago: technology has changed, skills have changed, the markets have changed. A review of a pay system is an on-going process, and every organization should periodically review its wage and salary program."

MMC's Compensation Manager Margaret Boulos and her staff are coordinating the study and assisting everyone involved. Informational meetings, to accommodate all employees on all shifts, will be held to answer any questions employees might have about the study. Ms. Boulos also said she and

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No matter what it takes. . .



Set your clocks *back* one hour at
2:00 AM, Sunday, October 28

Vol. 16, No. 13

Social Services has new department head

Pamela A. Taylor has joined Maine Medical Center as Director of the Department of Social Services. Formerly Director of Social Work at Mid-Maine Medical Center in Waterville, Ms. Taylor assumed her MMC duties on October 15.

"I'm totally impressed with the competence and professionalism of the (department's) staff," Ms. Taylor said last week. "And after just a few days here, I can see what a tremendous job they've done of educating the institution as to the nature of their work."

"It's clear the administration and nursing staff have been very supportive of the Social Services people - and Tad Runge



PAMELA A. TAYLOR

has done a terrific job as acting director," she said.

Associate Vice President for Administrative Affairs Tad Runge has acted as director of the department since the retirement last year of Associate Vice

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THE SOCIAL SERVICES STAFF threw a thank-you party for Associate Vice President for Administrative Services Tad Runge, to acknowledge his work as their acting director over the past year. From left: Al Bergman, Ginny Andreason, Stephen Jenteel, Julie Schirmer, Susan Soule, Tad Runge, Tim Ackerson, Lynn Lagerstrom, Jeannie Coughlin, Sadie Hawkins, Betsy Van Betuw, Louise Robbins, Becki Darling, and JoAnne Asherman. (A/V Photo)



THE FRIENDS OF MAINE MEDICAL CENTER elected officers at their Annual Meeting last week. Serving during the 1984-1985 term will be, from left: 1st vice president Mrs. John Fulda; president Mrs. Harold Fralich; corresponding secretary Mrs. James E. Gagan; assistant treasurer Mrs. Alan Leathers; treasurer Mrs. Donald E. Nicoll; 2nd vice president Mrs. F. Paul Frinsko; and recording secretary Mrs. Joseph J. Wagnis. (A/V Photo)

TAYLOR, from page one _____
President for Risk Management Edward J. McGeachey.

Vice President for Nursing Judith T. Stone, RN, chaired the search that led to Ms. Taylor's appointment. "It's of interest to note that we conducted a national search, interviewing candidates from within Maine and as far away as Colorado," Ms. Stone said. "It was enthusiastically agreed that Pam Taylor possessed the attributes not only to lead Social Services, but also to integrate positively into the MMC community."

Before joining Mid-Maine Medical Center in 1980, Ms. Taylor was for two years Mental Health Supervisor of the Pleasant Point Reservation Health Center in Perry, Maine. She developed and implemented mental health and substance abuse services for that comprehensive community health center.

She has been the Chief Clinic Social Worker for the New Hampshire Division of Public Health Service Program on Alcohol and Drug Abuse, administering and supervising outpatient services in 19 communities and hospitals; and she has been Regional Director for the Lake Regional Office of Child and Family Services of New Hampshire in Laconia.

Ms. Taylor received her Master's Degree in Social Work in the area of casework from the University of Hawaii School of Social Work. She graduated from Colby College with a major in sociology.

The 1983-1984 president of the Maine Chapter, Society for Hospital Social Work Directors, she is the 1981-1984 chairperson of the Committee on Inquiry for the Maine Chapter, National Association of Social Workers, is a member of the Academy of Certified Social Workers, and is in the NASW Register of Clinical Social Workers.

New Employees

LAUNDRY: Kim Seng Ky Meach

FOOD SERVICES: Deborah A. Musial

PERSONNEL: Eleanor M. Seager

NURSING: Shirley L. Ala, Denise L. Carpenter, Jane B. Christensen, Rose M. Corriveau, Helen M. Cyr, Brien C. Davis, Lori S. Gardiner, Deborah L. Gerwien, Nancy N. Gordon, Kathryn R. Hegarty, Carol M. Jordan, Bonnie M. Jean, Tamara L. Jetton, Jean M. Merritt, Janet A. Smith, Cheryl Ann Shank, Ann B. Waitt

OR: Catherine Cummings, Kenna L. Small
DEPT. OF MEDICINE: Kim M. Davis

STUDY, from page one _____ others in the Personnel Department are always available to answer questions (at ext. 2350) and will visit any department whose employees are not able to attend one of the scheduled open meetings.

The meetings are scheduled as follows: Tuesday, October 30, at 10 AM in Classroom 3; Wednesday, October 31, at 9 AM in Classrooms 3 and 4; Thursday, November 1, at 2 PM in Classroom 4; and Friday, November 2, at 7:30 AM in Classrooms 3 and 4.

EAC News

The EAC's next Boston bus trip is set for Saturday, December 8. The bus will leave MMC at 8:00 AM, and leave Boston at 6:00 PM. Tickets are \$12 each. See Bev Cookson in the Cafeteria for reservations.

Thanks...

To Emergency, R4, ICU, SCU personnel and to all the fine gals from the Cafeteria; To all the kind and sympathetic persons who were so helpful in our need of prayers in our great loss of Mr. Rudolph Joseph Levesque, Jr., II; we thank you for your assistance and unforgettable kindness.

The Levesque Family

Please Note

The Enablers/Intervention Alcoholism films scheduled for October 31 and November 15, 11:30 AM – 1:00 PM, have been cancelled.

Maine Medical Center, along with everyone else, will return to Eastern Standard Time on Sunday, October 28, at 2:00 AM. At that time, clocks throughout the hospital will be set back one hour.

When the clocks are moved back, employees who are scheduled to work a full shift actually work nine hours. These employees will be paid for the full nine hours. Part-time employees who work the extra hour will be paid for all hours actually worked. All appropriate pay differentials will apply to hours worked. Employees who work the extra hour in addition to their full-time (40 hour) schedule during the week will be paid for one hour of overtime.

Time now to plan on next estate seminars

The Maine Medical Center Deferred Giving Committee announces two estate planning seminars, open to the public without charge, on a first-come, first-served basis. Because seating will be limited, admission will be by advance reservation and numbered ticket.

Saturday, January 19, 1985 9:30 AM – 2:00 PM, "The Elements of Estate Planning," presented by a panel of local experts. **Tuesdays, March 12, 19, and 26, 1985 6:30 – 9:30 PM**, Seminar series XV, presented by Terry D. Mayo.

Those wishing further information are invited to write or call the MMC Development Office, 22 Bramhall Street, Portland, Maine 04102, 871-2669.

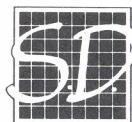
File outstanding medical claims

All employees who have outstanding medical claims that were incurred before October 1, 1984 should file them as soon as possible. Submitting these claims now will result in a more prompt determination and payment, says Employee Benefits Manager Don Sedenka, as the Benefits Office handles the change from the Unionmutual Major Medical Plan to Blue Alliance Major Medical.

If you need major medical claim forms or want help in completing a claim, don't hesitate to contact the Employee Benefits Office at ext. 2973.

Coffee to honor long service to MMC

The November Employee Service Award Coffee for 1984 will be held on Tuesday, November 13, 9:30 – 11:00 AM, in Classrooms 3 & 4. Employees will be recognized for 5 to 35 years of service to MMC, attained from August 1 and December 31, 1984.



Continuing Education

Nursing Staff Development

- *Congenital Heart Defects*, Jane Connor, RN
Tuesday, October 30
8:00 AM and repeated at 3:00 PM
Conference Room R9
1 CERP requested

Nursing scholarship applications open

The Scholarship Committee of the Department of Nursing is now taking applications for scholarships. Any Maine Medical Center employee currently enrolled in an accredited nursing program is eligible to apply. Information and applications are available in the Office of the Vice President for Nursing, and deadline for application is November 1.

For further information call Lois Bazinet, RN, at ext. 2397.



A RADIOLOGY RETIREMENT PARTY provided lots of good wishes and fond farewells for Betty Cannell who has retired after 30 years with Maine Medical Center. She was most recently the Receptionist for Ultrasound. (A/V Photo)

Marketplace

FOR RENT: Unfurnished 1 BR apt. overlooking Fore River on outer Congress St. Bath, KT, LR and parking for 2 cars. \$350/mo. plus utils. 6 mo. lease and sec. dep. Call 761-0637.

FOR RENT: Bright and lovely 4 room apt. Off-street parking, private entrance. \$450/mo. plus utils. Call 772-6018 or 774-0299.

FOR RENT: Avail. Nov. 1, newly remodeled and insulated 2 or 3 BR apt. on 1st floor. Washer/dryer hookup, parking, carpet and hardwood floors. \$425/mo. plus utils. Lease, sec. dep., and refs. required. Call 772-4208 after 6 PM.

FOR RENT: Nice area in So. Portland. LR, KT, BR, and bath. Heat, hot water, parking included. \$335-350/mo. Sec. dep. and refs. required. No pets. Call 774-0831 between 6-8 PM.

FOR RENT: Douglass St. in Portland. 5 room apt. on 3rd floor. Newly redecorated. Sunny. Sec. dep. required. \$300/mo. plus utils. Call 774-7682 after 6 PM.

FOR RENT: 1 and 2 BR apts. Completely renovated in West End. Off-street parking, southern exposure, thermal shutters. 2 apts. are handicapped accessible (not applicable under Section 8 housing). Avail. Nov. 1. Call 625-4451.

ROOMMATE WANTED: To share sunny 2 BR apt., MMC area, view of the harbor. Must be non-smoker, responsible. \$212.50/mo. plus lights and gas stove (minimal). Call 773-7784 for more info.

ROOMMATE WANTED: Looking for a young lady to move in Nov. 1. To be clean, to help in household chores; willing to share apt. and monthly expenses. \$172.50/mo. non-smokers. Call Cindy Gossom at 761-1594 from 5-9 PM.

ROOMMATE WANTED: Mature roommate to share quiet 6 room apt. on Falmouth St. near USM. Call 775-6310 between 8-10 AM or after 7 PM.

ROOMMATE WANTED: Female to share large 3 BR apt. in Portland. Carpeted, laundry facilities, and parking. Heat and hot water included. \$163/mo. plus elec. Call 772-6801.

ROOMMATE WANTED: Professional female for house on water in So. Freeport. Call 865-4357 eves.

HOUSEMATE WANTED: Female to share house in nice neighborhood ¾ mi. from MMC or USM. No pets. 2nd floor, private use. \$300/mo. plus ½ utils. Call 774-4930 after 7 PM weekdays, all day Sat. and Sun.

FOR SALE: 1983 Dodge window van. 5 passenger, 6 cyl., standard, 11,000 miles. Excellent condition. 3-year warranty left. \$9,000. Call 799-6741.

FOR SALE: 1978 Subaru DL with 5-speed, front wheel drive, 72,000 miles, new muffler system, stereo cassette and tape deck, snowtires. \$1,850 or best offer. Call 797-8155 or 797-3784 and leave message.

FOR SALE: 1980 Datsun 210, 4-dr., 5-speed, 45,000 miles. \$3,400. Call 761-2545 after 4 PM.

FOR SALE: 1983 Volvo DL, dark green 4-door sedan with standard trans., p.s., p.b., 30,000 miles. Asking \$11,000. Call 846-6226 before 11 AM and after 6 PM.

FOR SALE: 1979 Mercury Monarch in excellent condition with 31,000 miles, automatic. \$4,000. Call 775-3363.

FOR SALE: 1976 Harley-Davidson 125cc motorcycle in very good condition. Asking \$395. Call 772-7143.

FOR SALE: Sears-o-pedic full-size sleep set with frame in excellent condition. \$300 or best offer. Call 829-5035 after 6 PM.

FOR SALE: Jotul 602 enamel woodstove. Needs repair, \$100. Call 846-9504.

FOR SALE: AKC show quality Collie puppies. Shots, eyechecked and wormed. Both parents have been shown and are on the premises. For sale to good homes only. Call 727-3304.

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WHAT'S HAPPENING is published every Wednesday at Maine Medical Center, Portland, Maine for members of the Hospital community and for friends of the institution throughout Maine and northern New England. Comments, questions and suggestions may be addressed to Public Information Office, MMC, Portland, ME 04102. Barbara Burns, Editor.

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FOR SALE: Fisher woodstove (Grandpa Bear model). Heats 14,000 cubic ft. Burns 10-12 hrs. Wood length up to 22 inches. Used 3 seasons. Sells new for \$700; asking \$350. Call Chris at 772-5434 after 6 PM. Weekends call 793-8531.

FOR SALE: Sears Kenmore programmable microwave. Best model, like new. Asking \$300. Call 772-7892 between 10 AM - 5:30 PM.

FOR SALE: Gas space heater with 50,000 BTU gas input per hr. Brown, 32 in. wide - 22 in. deep - 31 in. high. Chrome stove pipe and collar included. Like new. Asking \$175. Call Roger after 5 PM at 282-3044.

FOR SALE: Black vinyl recliner in good condition. Asking \$90. Call 774-1047 after 9 PM.

FOR SALE: Baby articles: walker, booster seat, etc. Call 772-7143.

FOR SALE: Winter tires, G7814 in excellent condition. Only used 1 winter. Call 775-5907 after 4 PM.

WANTED: Donation of used Teddy Bears for Christmas giving to children and elderly by Teddy Bear Club. Call 799-2327.

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Maine Medical Center
Portland, Maine 04102

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Morphology

PUTT'S LAW

Technology is dominated by two types of people:

- 1) *Those who understand what they do not manage.*
- 2) *Those who manage what they do not understand.*