

what's happening

Maine Medical Center
Portland, Maine 04102

Vol. 15, No. 5

August 31, 1983

Compensation goes far beyond "cash"

Every October when market and merit increases are reflected in our paychecks, we see the spendable, bankable results of MMC's compensation package. There is another side to the compensation coin, however, that is not reflected in a paycheck. But it's an important side and it's as significant in value as the check we receive each week.

The other side of MMC's compensation program is *employee benefits*. In Fiscal Year 1984, in fact, the hospital will spend over \$6.3 million in benefit programs for its employees. Employee Benefits Manager Jill Johnson explains the program generally:

"Each year, when employees receive pay increases, the value of certain benefits also increases to keep pace with your wages. For example, *short and long term disability benefits* are designed to pay you 60% of your wages if you are disabled. When your wages increase, so does the value of the benefit, since it will be paid at 60% of your new rate of pay.

"The same is true of the *pension benefit*. As your wages increase, so does the amount the hospital contributes to the pension trust fund to provide you a benefit upon your retirement. This year MMC will be putting almost \$3 million into the fund to build protection for your retirement.

"As we in health care know, *health insurance* is a protection none of us wants to be without. In the past policy year, our Blue Cross/Blue Shield and Major Medical programs paid claims totalling \$1,972,980 for employees and their dependents. Without such coverage, the dollars needed to pay those claims would have come out of employees' pockets instead.

"Another tremendous advantage to our regular employees who carry our health insurance [or its equivalent] is



CHAIRMAN OF THE MMC BOARD OF TRUSTEES James L. Moody, Jr., was one of many, many people to bid a formal farewell to retiring MMC Associate Vice President Edward McGeachey and his wife Yvette at a reception August 22. Mr. McGeachey is retiring after 30 years of service to MMC, and after years of service to other agencies in the area. Dozens of his colleagues and friends from MMC and the Greater Portland community came to wish him well.

the *Employee Write-Off benefit*. If you receive your care at Maine Medical Center, you will not be required to pay for charges remaining after your insurance has paid its benefits. It gives our employees a great sense of security to know that such protection is provided.

"Our newest employee benefit, the *Dental Assistance Plan*, has been off and running since October of 1982 and has already paid out over \$225,000 in benefits. Employees have been happy with the plan and almost everyone has used it and enjoyed its benefits.

"Of course, our other benefits such as *life insurance, educational assistance, and worker's compensation*, as well as our *pharmacy privileges* and the *Employee Health Office* round out

BENEFITS, page 2

MMC Campaign tally \$9 Million and rising

Vincent B. Welch, Esq, Chairman of the Maine Medical Center Capital Campaign "To Meet the Need," has announced that total gifts and pledges received thus far toward the Campaign total \$9,252,000. "The response of individuals, businesses, and organizations has been absolutely tremendous and is indicative of the wonderful generosity of the people in Portland and surrounding areas," Welch said. "Everyone, it seems, has recognized the need for the expansion and renovation project at the hospital and is endorsing the total effort with their time, talents, and gifts.

"However," Welch cautioned, "our minimum goal is \$11,200,000, and

CAMPAIGN, page 2



AMONG THE 70 YOUNG PEOPLE who favored MMC with their volunteer help this summer were (left) Jason Brown, a sophomore at Cape Elizabeth High School, and Stacey Gray, a freshman at Deering High School, and (right) Sue Foden, an eighth grader at Cape Elizabeth Junior High School.

More Marketplace

—Cont'd from page four

WANTED ROOMMATE: Non-smoking female to share 1 st fl. apt. in Portland. Call Debbie at 772-4484 after 5:00 PM.

WANTED ROOMMATE: Mature non-smoking female wanted to share furnished apt. on Revere St. LR, KT, 3 BRs, pantry, hardwood floors. Available approx. 2nd week Sept. Rent 1/3 of \$350/mo. plus 1/3 of util. and phone. Call 772-0726.

WANTED: Non-smoking lady to share my home. For information call 772-5960 evenings.

WANTED: Disabled female needs personal care attendant. Some weekdays. Will train. Car necessary. 10-20 hrs. per week. Call Anne 772-7933 evenings.

WANTED: Someone to care for infant three days a week. Starting around Nov. 1. Must be non-smoker. If interested, please call Betsy or David at 797-0339.

WANTED: Need someone to care for my two children ages 9 and 12, approx. 17-20 hours every other week. 6:30-8:30 AM Fri., and 3:00-5:30 PM Mon., Tues., Fri. Car necessary, located in Cape Elizabeth. Salary negotiable. Call 799-1885.

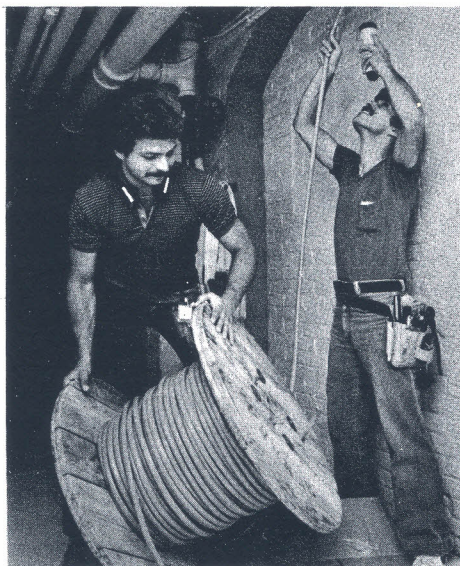
WANTED: Small house on Peak's Island. Call 774-1037 or 774-0299.

HOUSE CLEANING: Reliable, experienced woman. Local references furnished. Everything from dirty refrigerators to dusty baseboards. Will also clean offices. Call Sparkles Service evenings after 6 PM, 773-3079. Will clean only in the Portland area.

PHOTOGRAPHY: Weddings, groups, children, home scenes. Call Don Brown, 865-6071 eves.

All
in the MMC Family
are invited to a
FAREWELL COFFEE
for
**FATHER
EDWARD THOMPSON**

9:30—11:30 AM
Thursday, September 8
Cafeteria Conference Room A



CABLE INSTALLERS wrapped up their work last week, and MMC's new telephone system is one step closer to completion. Installation of phones will begin shortly, and an intensive employee education effort will precede and follow the changeover. (A/V Photo)

BENEFITS, from page one —

our program to provide a comprehensive package of benefits to protect and assist our employees.

"A common method used to compare employee benefits costs among employers nationally is to state them as a percentage of payroll. In 1981, the last year for which national figures are available, the nationwide average for hospitals was 31%. Maine Medical Center started keeping score in 1982, and our figure was 36%, or an average of \$5,479 for each full time employee compared to a \$4,533 national average for 1981. We feel we have a benefit package to be proud of."

The Employee Benefits Office will be conducting a series of workshops again this year to further explain the details of our benefits package. Schedules will be announced in What's Happening and by departmental memos. In addition, periodic announcements about our various benefit plans will be displayed on the bulletin boards near the cafeteria.

CAMPAIGN, from page one —

there is still much to do. Based on the progress to this point, I'm confident the Campaign will be a total success." He indicated that as the campaign pushes ahead toward the goal, he believes many more people will when asked respond as generously as others have already done.

Edward C. Andrews, Jr., M.D., President of Maine Medical Center, said of the announcement, "I'm overwhelmed and extremely pleased with this report. Perhaps those of us closely associated with the Hospital appreciate this outpouring of support more than anyone. Although extremely thankful," he added, "we are acutely aware that we still have a long way to go. We want to give everyone the opportunity to participate in this program. Reaching the goal is our objective, of course, but it is my fervent hope to eventually exceed the \$11,200,000 goal by millions of dollars. After all, every dollar we raise saves \$3.50 in future patient costs. This is a tremendous incentive for us all—especially those yet asked to contribute—to give generously for the benefit of others in the years ahead."

Chairman Welch and President Andrews both agreed that the catalyst in the Campaign thus far was the outstanding performance of Maine Medical Center's Employees and Medical Staff. Both groups set national records in giving and thus set the tone for everyone else.



**When you
find out how
well it works, you'll
want to give again.**

Weight program to begin at MMC soon

The first official programming of the MMC Employee Health Promotion Program begins next month, with in-house weight control programs offered in afternoon and early morning sessions. Sponsored by MMC, the programs will be lead by Barbara Footer, MS, RD, a consulting dietician and nutrition educator in the Portland area.

The program consists of eight weekly one-hour meetings. The first meeting is to develop an individual weight-loss goal to be reached by the end of the program, and subsequent sessions will use guided group discussion to help participants explore principles of nutrition, behavior change strategies, and exercise plans. A private weigh-in at each meeting will help participants

monitor their progress.

A modest fee will be charged for the program, tied to a financial incentive to meet the weight-loss goal. Those participants meeting their goals will receive 50% of the \$40 registration fee as a rebate on completion of the program. \$10 of the fee is payable on registration, the balance at the first class.

Two schedules are offered: Mondays, 5:30—6:30 PM, September 12—October 31, or Tuesdays, 7:30—8:30 AM, September 13—November 1. Participants must choose either the morning or evening program; switching back and forth is not possible. Registration is on a first-come, first-served basis, and closes Wednesday, September 7. Call Personnel's Office of Training and Development at x2824 or x2106 to register.

Coffee Shop to "cover" Cafeteria

The Coffee Shop will remain open until 9:00 PM Thursday, September 8, while the MMC Cafeteria is closed for the monthly Medical Staff meeting. Sandwiches, soup, salad plates, dessert, and beverages will be available.

The late hours are an experiment, conducted at the suggestion of MMC administration acting on employee requests. The experiment *may* be repeated during future Medical Staff meetings, if the volume of business in the Coffee Shop warrants it.

EAC News

Tickets are still available for the Red Sox—Detroit baseball game on Saturday, September 17. Bus and ticket price is \$18. Call Art Stevenson, RP 172.

Marketplace

FOR RENT: Furnished 4½ room house. Mussel Cove, Falmouth Foreside (Sept.-June). Fireplace and oil heat. Attractive setting. Ideal for couple. \$400/mo. + util. Sec. dep., references requested. No pets. Call 781-3059 or (617) 363-5108.

FOR RENT: 4½ sunny, recently renovated rooms, bow window, hardwood floors, off-street parking. Cat negotiable. 1 mo. rent for sec. dep. References. \$310/mo. + util. Call 774-4543 anytime. Occupancy date: Labor Day.

FOR RENT: Furnished home on beach. Year-round \$350, or Sept-June \$275. Washing machine, fireplace, nice location. 3 BR. References & dep. Ferry Beach, Saco. 20 min. to Portland. Call Linda, 1-282-4838. Heidi 1-284-8539.

FOR RENT: Woodfords, Ocean Ave. area. Well insulated, 3 BR, LR, DR, KT. On first floor. Off-street parking. Close to all conveniences and schools. Washer-dryer hookup. \$375/mo. + util. Lease and sec. dep. Call 773-0769. Available Sept. 1. No pets.

FOR RENT: available immed.: 2 1BR totally renovated efficiency apts. Great for 1 or 2 people. Near MMC. \$285/mo. + util. Call Russell Turner at 774-2526.

FOR RENT: 2 BR furnished home on shore of Thomas Pond, So. Casco, available from Nov. 1 to agreed upon date in Spring. \$250/mo. + util. Call 1-655-7054.

FOR RENT: 2 BR house near MMC. No pets. No smoking. \$450 mo. + util. (Available Nov. 1-April 30). Call 772-2968.

FOR RENT: Gracious 5 BR Victorian, lovely DR, hardwood floors. Fireplaces, 1½ baths, walk to MMC. \$750/mo. heated. Call 775-1910.

FOR RENT: Bed and Breakfast. Tasteful, restored Victorian townhouse, close to MMC on Carlton Street. Call 775-1910.

FOR RENT: Pleasant room in lovely home near MMC and Law School. Parking, KT, laundry privileges. \$50/w. Call 775-1546 after 2:00 PM.

FOR RENT: Horse Farm. Furnished 2 BR with fireplace in master BR, fully equipped KT with Jen-air grill, wood stove in family room. 2 car garage, 8 box stall barn, pasture, riding ring. \$500/mo. + util. No house pets. Call 929-5772.

FOR SALE: Lovely Garrison home, wooded landscape, 4 BR, 1½ baths, large barn board family room with fireplace. Mid 80's. Owner moving. Call 883-5355.

FOR SALE: by owners: 1st class complex on Frye Island, Sebago Lake. Over 3.5 acres with 500+ feet of shore frontage, including private sandy beach. Large double A-frame unit sleeps eight with additional outdoor kitchen, including a built-in gas grill. Separate guest unit (potential rental income) also sleeps eight. Double deck shore building 18 X 18 feet includes BR, additional shower bath building. Garage/workshop 16 X 40 feet and other fine features. Priced to sell at \$155,000. Call 207/892-7740 during evenings.

FOR SALE: 2-pc. plaid colonial living room set. Asking \$100 or reasonable offer. Child's indoor Little Tyke slide. Asking \$15 or reasonable offer. Call 773-5844.

FOR SALE: 1982 Ford Escort 2-door hatchback, 4-speed, rustproofing. Only 16,000 miles, exc. condition, Asking \$5,000. Call 934-5332 after 6:00 PM.

FOR SALE: 1971 Olds Cutlass, very good condition. Little rust. Like new interior. 99,000 miles. \$1,500 firm. Call Jim at 773-7674.

FOR SALE: Nava helmet, red, medium, full-face, new, \$75. Call Sue at 773-3848.

FOR SALE: Braided rugs, one 9 X 12, stairway rug, and some small rugs. In need of repair, will sell reasonably. Also children's pool table, 7 X 3½. Call 773-0066 evenings.

FOR SALE: Bell & Howell 430 autoloader Super 8 movie camera with tripod. Bell & Howell 346 Super 8 autoloader movie projector. Minette super 8 movie viewer/editor. Call 883-5355.

what's happening

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.

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FOR SALE: 1971 swing keel, trailerable Venture 25, complete with mooring, dingy and other accessories. Owner moving. Call 883-5355.

FOR SALE: Twin bed, including mattress and box spring. In good condition. Call 775-1472 evenings.

FOR SALE: Bricks. Orange water-fired bricks (cleaned and unbroken) from old house. Ideal for rebuilding old fireplace. 25¢ each or best offer. Call 772-1830.

FOR SALE: Women's Fuji 12-speed. Excellent condition. One year old. Asking chicken feed. Please call Jill at 773-8534.

FOR SALE: 1980 Yamaha 250 motorcycle. Good condition. Call 797-5761 after 5:00 PM.

FOR SALE: 1972 Starcraft pop-up trailer. Sleeps 8. Asking \$800 or best offer. Call 775-2143.

FOR SALE: Fiberglass canoe from Sears, used only a few times. \$225 or best offer. AMF "minifish" sunfish sailboat, \$850 or best offer. 1972 Saab 99, 4-speed, rebuilt engine. Very reliable, \$1,400 or best offer. Call 799-3892.

APT. SALE: Quality clothing, books, plants, shoes, Maytag ringer and much more. Call evenings before 9:00 PM or stop by on Thursday, Sept. 1 between 10:00 AM and 5:00 PM at 61 Brackett Street, Portland. 774-2815.

SWAP: 2 love seats and chair to match. Herculon plaid, 4 mo. old, exc. condition. Would like to swap for 2 small hide-a-beds in good condition. Call 774-7938.

WANTED: Female would like to share apt. on Western Prom with male and female roommates or female roommate. Please call 775-1541 after 6:00 PM.

WANTED ROOMMATE: Female roommate to share apt. with same. For more information call 934-4564.

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