



WESTERN MISSOURI
MEDICAL CENTER

EXPERIENCE THE WMMC DIFFERENCE

WELCOME PACKET | 2023



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Welcome to WMMC!

WMMC has been proud to serve this community since 1963. We treat over 250,000 patients annually, which includes 21,000 patients in our Emergency Department alone. This commitment to our community is a testament to the importance of a robust healthcare system in Johnson County. One of my proudest moments is when WMMC received a five-star overall hospital quality rating from the Centers for Medicare & Medicaid Services (CMS), the highest rating a hospital can achieve! In fact, we're one of only 14 hospitals in Missouri to achieve this rating. Not only did we receive this rating, but we did so while caring for sicker patients. In a time when Kansas City hospitals were at full capacity, we rose to the challenge to support one another. We brought on essential specialists, recruited heavily for nurses, and our nurses advanced their skillset to care for the more critically ill patients.

Our hospital could remain a "rural" healthcare facility, but that is not what our community needs. Our community deserves advanced care right here, which is why we work diligently to bring the best providers, employees, and services to this community.

Despite the changes and challenges that come with expanding services, our focus has remained the same: to make every employee, patient, and their loved ones feel like family. I am proud of our team and know they are honored to serve this community.

I look forward to meeting you and hope that you will come to know and love what makes WMMC different.



Darinda Dick
President/CEO



About WMMC

Western Missouri Medical Center (WMMC) is a not-for-profit hospital located in the heart of Johnson County, Missouri. With state-of-the-art technology, board-certified providers, highly trained staff and a beautiful, modern facility, we're proud to be your partner for health (and employer), closer to home.

WMMC is a fully-accredited acute care county medical center. We pride ourselves in emergency care, obstetrics, orthopedic and general surgery, family healthcare, internal medicine, outpatient clinics, ambulatory care, rehabilitation services, and more. Inpatient services include medical, surgical, intensive, obstetrics, orthopedic, pediatric, and skilled nursing care, as well as a wide range of therapeutic and diagnostic outpatient services.

WMMC was founded in 1963 as Johnson County Memorial Hospital. After over 20 years of expansion and growth, we became Western Missouri Medical Center in 1986. In the years since, WMMC has continued to expand our services and bring many new specialties to the community, allowing area residents to receive quality care without the drive to a larger city. In 2016, WMMC joined forces with local providers to establish an Integrated Community Care Model. These partnerships enhance care coordination and allow for patient record integration.

WMMC has significantly expanded to bring innovative healthcare closer to home. Over the years, it has welcomed numerous physicians, partnered with other health organizations, and purchased new technology and equipment to bring advanced care to our region. The medical center is embedded into the community with participation in health fairs, screenings, support groups, seminars and classes, various task forces, projects, teams, committees, and wellness initiatives. WMMC has had years of glowing reports from our auditors complimenting our financial stability and resources. Our roots continue to grow deep as we work to leave a lasting legacy for Warrensburg and the surrounding communities.

Leadership Team



Darinda J. Dick

President/Chief
Executive Officer



Renee Twenter

Chief Operating Officer



Dean Ohmart

Vice President of Financial
Services/Chief Financial Officer



Jennifer Koepke

Vice President of Patient
Care Services/Chief
Nursing Officer



Tara Carlyle

Strategy &
Development Executive



Lacey Bredehoeft-Fiene

Assistant Chief
Financial Officer

Mission, Vision, Values

Mission

WMMC's mission is to work as one to serve our community with excellence and compassion.

Vision

Our vision is to create a legacy of commitment to exceptional patient and employee experiences.

Values

- Compassion: Care delivered with kindness, with respect, and without judgment.
- Collaboration: Build and nurture meaningful relationships to work together.
- Courage: Advocate for the best interest of our patients, employees, community and WMMC.

Standards of Behavior

We strive to fulfill our mission by expecting all employees to embrace our Values and adopt our Standards of Behavior:

- We believe each and every department and individual adds value to our organization and is accountable for its success.
- We need to rejoice in the accomplishments of our co-workers, always recognizing them for a job well done.
- We believe that by living and following these values and behaviors, we will be proud of and take ownership in WMMC, making our work fun while exceeding the expectations of those we serve.

One Culture

One Team. One Purpose. One WMMC.

The WMMC One Culture Program was officially formed in 2022. The mission of One Culture is to cultivate a positive, fulfilling work environment that values employees, recognizes outstanding work, and promotes growth through empowerment.

Guiding Principles:

- Celebrating and recognizing outstanding employee behavior
- Developing and growing employee skill sets
- Proactive and cohesive hospital-wide communication
- Empowering employees to function with integrity and to challenge the status quo
- Building relationships centered around respect, empathy, and inclusivity
- Fostering consistent, hospital-wide employee engagement



Annual Recognition Banquet 2022

Benefits

Health Insurance

Full and part-time employees are eligible to participate in the WMMC benefit plans on the first of the month after hire

- Medical insurance is through Blue Cross Blue Shield
 - You have a choice of three plans:
 - Base Plan
 - Buy-Up Plan
 - HSA (with employer contribution)
 - Coverage options for employee only, employee + children, employee + spouse, or family
 - Special Network level offers additional savings for services at WMMC
 - Labs & Diagnostic Imaging services are covered at 100% for individuals on insurance through WMMC when the services are performed at WMMC (read fees subject to deductible and co-insurance, for the buy-up and base plan)
- Dental insurance is through Sun Life
 - Coverage options for employee only or family
 - \$1,500 annual allowance per person; \$1,500 lifetime for orthodontics
- Vision insurance is through VSP
 - Coverage options for employee only, employee + 1, or family
- Wellness discount for medical premiums where you can save \$520 annually on medical insurance (\$20 per paycheck)

Other Insurance

- Supplemental insurance offered by Aflac
- Optional Short-Term Disability – 60%
- Optional Long-Term Disability – 60%
- Basic life insurance in the amount of one-time annual salary up to \$50,000
- Voluntary life insurance options for employee, spouse, and dependent children
 - Up to \$500,000/employee; Up to \$250,000/spouse; Up to \$20,000/children
- "Cancer Guardian" cancer screen for family
- Discounted pet insurance through SPOT

Benefits (continued)

Retirement

- 403B, 403B Roth, 457, and 457 Roth options
- Employer match paid annually on a progressive scale up to 5%

Paid Time Off (PTO)

- PTO hours earned per pay period and are available for use immediately

Legal Assistance

- Legal Shield
- ID Shield

Flex Spending

- Flexible Spending (non-taxed) is offered through WageWorks
 - Dependent Care
 - Medical

Mental Health/Counseling

- Employee Assistance Program (EAP) offers free counseling sessions for employees and their immediate family members
 - Services are offered in person, virtually or by text message
- Wellness apps
- Rejuvenation Room – a room dedicated to relieving stress with two massage chairs
- Jessie & Thomas – we have two beautiful Golden Retrievers that stop by as “emotional support dogs” for employees! This is a free service offered through a local church and is part of our volunteer program
- We have a Spiritual Care Advisor onsite who is available for employees

Physical Health

- Gym fees and race/marathon registration reimbursement (up to \$120/year)
- The Rehab Services gym at the hospital is available to all employees and may be used outside of your scheduled hours
- Discounted gym memberships available

Benefits (continued)

Employee Discounts at WMMC

- Café Discount – 20% off in the café as an employee! We have a great café that offers a variety of healthy (and comfort food) options. You can receive an extra 5% off in the café when you sign up to donate as little as \$1/pay period to the WMMC Foundation
- ReDefine Medical Spa – 50% off 1 package (up to \$3,000 value, once/year) 20% off all services and 10% off all products (excludes neurotoxins and filler)
- Wishing Well Gift Shop – Employees receive 20% off during Hospital Week
- Pharmacy – Our retail pharmacy offers lower-priced items and payroll deduct

Employee Relief Fund

- WMMC employees are eligible for employee relief funds (ERF) which are grants available up to \$1,000 through the WMMC Foundation's Employee Giving Committee. These funds are available through contributions made by WMMC employees and assist our teammates in a time of need or emergency situation

Misc. Benefits

- Jeans Days – Employees can wear jeans every Friday if paired with a WMMC-branded shirt or sports shirt
- Referral bonuses are offered on hard-to-recruit positions
- Annual Raise – We have an annual raise each year, typically between 2 – 3% that is built into the budget and given to all eligible employees
- Turkeys, Hams, & Cheesecake – Each year WMMC employees can select one of the three items to take home for a holiday meal

Community Benefits

- See the "Bringing the Benefits to You" flyer for discounts offered exclusively to our employees from local businesses and organizations

Hear from WMMC

We asked our staff why WMMC is their employer of choice, and here are some of their responses:

"WMMC has made me want to better myself and continue my education so I can be an even better asset to the organization."

"I feel supported and empowered as a nurse. It truly is like working with family!"

"A local choice that provides career growth and a sense of purpose while also feeling like a family."

"I love the people I work with, the patients we're able to help, and am thankful for the little things that show I am appreciated."

"Every decision starts with how we can best serve our community."

"I am able to provide one-on-one outpatient care with a population I am passionate about and am well-supported by a team of multidisciplinary coworkers."

"WMMC is like a big family. All departments work together to provide the best care."

"I feel like I am given the tools and support I need to be successful and help my team be successful."

"There is never a day your feelings, opinions, or questions go unnoticed. I wake up every day proud to be an employee of WMMC!"

"It's rewarding to be a part of an organization that is not only committed to offering quality services that are vital to the community, but is also committed to constantly evolving and improving the quality of those services."

"Employee-focused CEO, active leadership, motivation of team ethic and up to date treatments for patients."

Contact Information

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 **WMMC.com/Careers**

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