

Chiefs' Chatter

News & Notes from Senior Leadership

JANUARY 2023

CaroMont Health Board of Directors Appoint New Chair, Officers

During its November meeting, the CaroMont Health Board of Directors appointed Mr. Jeffrey Cash to the position of Chair for the 17-person volunteer Board.

A lifelong resident of Cherryville, Mr. Cash was inspired to pursue a life of service by watching his uncle serve as a volunteer firefighter. While job opportunities took him to both Rock Hill and Shelby, Mr. Cash returned to Cherryville to join the fire department in 1981, serving as a fireman before being named Fire Chief at just 25 years old. In 2019, he was named City Manager and remained in that role until he retired in 2021. Cash now provides expert consultation on fire safety and protection across the region.

"I am honored to serve as Chair of the CaroMont Health Board of Directors," said Cash. "CaroMont Health is an incredible healthcare system focused on putting patients first. My fellow Board members and I take seriously the charge to serve our community, and we look forward to continuing to support the work of such an incredible team of healthcare professionals."

The Board of Directors and CaroMont Health Senior Leadership Team thank Mr. Barry Pomeroy for his service to the Board from January 2004 to November 2009 and January 2016 to December 2022, and Mr. Gus Anthony from January 2014 to December 2022.

CaroMont Health Board of Directors Officers



Jeffrey Cash
Board Chair



Timothy Efird, II
Vice Chair



Rev. Dr. Pearl Burris-Floyd
Secretary



David Payseur, Jr.
Treasurer;
Former Chair 2020-2022

The CaroMont Health Board of Directors provides corporate governance, strategic guidance, and fiduciary oversight for the health system and its entities. To view all members of the CaroMont Health Board of Directors, please visit caromonthhealth.org/about-us/leadership/.

Our Commitment to Equity, Inclusion and Putting Care First

Insights into the Diversity, Equity and Inclusion (DEI) Survey



Late last year, all CaroMont Health employees and providers were invited to participate in a survey to assess our current corporate climate as it relates to Diversity, Equity and Inclusion (DEI). Talent Dimensions, a third-party consultant and survey provider, administered the confidential survey and provided survey results in aggregate so no individual responses were shared.

The survey received more than 1,800 responses from employees and providers across the organization and provided valuable insight into individual and shared experiences at CaroMont Health.

KEY SURVEY FINDINGS

- CaroMont Health's commitment to DEI was rated positively by most survey participants.
- Gender, race, ethnicity, role in the organization and education level affect how employees experience the environment at CaroMont Health.
- Age and generation have minimal impact to employee experiences at CaroMont Health.
- CaroMont Health has opportunities to create a more equitable environment and offer more inclusive development opportunities.

We encourage you to view these insights as meaningful feedback and valuable opportunities to support our team of more than 4,500 unique individuals. With this information, we now have a better understanding of how to build and improve programs to support all employees and ensure they feel heard, understood and appreciated.

As a next step in this process, several opportunities will be offered in the coming weeks:

CaroMont Health University classes focused on providing opportunities for the entire team at CaroMont Health to learn and grow.

Training for frontline leaders to support them as they undertake critical work to improve their areas.

Training based on career roadmaps to support equitable career growth.

These classes and programs are just the beginning of our commitment to create CaroMont's culture of belonging. The comfort of our similarities often brings us together, but it is the appreciation of our differences that fuels growth, innovation and connection. Thank you for choosing to be part of the CaroMont Health team. We are better because you are here.

Reminder: Base Salary Increase Effective January 19

As a reminder, the last stage of the FY23 base salary increases will go into effect this week. For all eligible employees*, the additional 1.5% increase will be reflected in your paycheck beginning January 19, 2023.

This brings the total base increase for FY23 to 4.5%. While these adjustments can never truly capture the gratitude we have for the more than 4,500 people who make up the CaroMont Health team, we hope it helps show how much we value you and the work you do to care for patients. Thank you for your unwavering commitment to compassion, accountability, reliability, excellence and safety, and thank you for always choosing to care first.



*Base salary increase eligibility: Employees who are PRN or other positions with a flat rate of pay, providers with a contract or letter of agreement, or employees who have received a Suspension or Final Written Warning for performance or behavior in Fiscal Year 2022 are not eligible for base salary increases. Any employee who is at the max of their respective pay range will receive a lump sum cash payment as opposed to a rate change.

Employee Assistance Programs and Services

The COVID-19 pandemic has been challenging for even the most resilient individuals. Even though the worst is behind us, it's still important to make time to care for your mental and physical health.

The Employee Assistance Program (EAP) from McLaughlin Young is available for you and your family members for professional and supportive services, such as counseling and financial planning. For more information or to make an appointment, call 800.633.3353 or [click here](#) for more details.

Additionally, Public Safety has observed an increase in domestic violence incidents among patients and CaroMont Health employees over the past year. If you or someone you know is a victim of domestic violence, help is available:

HOPE UNITED

704-862-6783 | 24/7 Crisis Hotline 704-852-6000

Hope United provides resources to victims of domestic abuse including legal, housing and financial assistance. They also have counselors standing by who will visit CaroMont Regional Medical Center 24/7.

NATIONAL DOMESTIC VIOLENCE HOTLINE

1.800.799.SAFE (7233) | Text "START" to 88788

Taking care of others begins with taking care of yourself. If you are struggling, don't be afraid to tell someone and seek help.