



Special points of interest:

- * In the Spotlight
- * Important Dates to Remember
- * Grassroots 2010
- * New HR Director

Inside this issue:

In the Spotlight	2
Staff Development News	2
Important Dates to Remem-	2
RSH Grassroots 2010	3
Valentine's Day Crossword	3
Valentine Basket Raffle	3
Valentines Day Traditions	3
Pay for Performance In-	4
New HR Director	4
RSH Retirements	4
Food Drive	4

SUPERINTENDENT'S MESSAGE

What a month it has been with the cold and snow and then the ice. As I write this on Monday, February 7th, we are getting a little more snow; and then I have heard the weather forecasters say another cold spell is coming before we have any indication of a break in this now 2 month old weather pattern. This does play havoc with our budget as well as everyone's schedules with cancellations of schools, etc. Well enough of the weather.

We are certainly pleased to have April Craig join the hospital. I know she has briefly shared her background

with many of you via email, and we are updating our internet website to reflect her joining the hospital. This position is so critical to the success of the organization. I am pleased to have April on board to help us through our transition and beyond.

Speaking of the transition, our plan is progressing overall quite well. We are in a delicate balancing act as we accept transfers from Logansport, new admissions, discharging the MR/IDD patients into community placements, and

coordinating the downsizing of 417 and subsequent movement into RTC and 416. I appreciate the feedback and comments from the town meetings, and once again I want to thank all of you for your combined efforts over the last 4-5 months. I hope within the next couple of months we should be getting real close to completing many of the elements mentioned above.

Stay warm.

Jeff Butler



In the Spotlight

Elizabeth (Sissy) Lloyd

By Jessica Dalbey



In the spotlight for RSH this month is Elizabeth (Sissy) Lloyd. Sissy was one of the first people that I met when I started working here. She was so nice and welcoming that I felt like that needed to be recognized, and that everyone needed to know a little more about this great lady.

Sissy is a Richmond native and has been employed at RSH since 1982. Sometimes it is hard to track Sissy down as she works in three different areas of the hospital. One day she may be driving the laundry truck, the next she could be working in the canteen or warehouse. You may even see her working on the

units as an attendant – a very busy lady!!! Sissy started her career at RSH in the original food service area. An interesting fact, at that point in time dietary workers and attendants were required to wear all white. Needless to say, Sissy has seen a lot of changes. When you ask Sissy about her career at RSH, she says it has been a good place to work.

Sissy is the proud mother of four sons that have blessed her with 7 grandchildren whose ages range from 7 to 21. When Sissy has spare time, she enjoys visiting her family in Chicago.

Sissy's hobbies include walking, reading, and working in her yard. Retirement plans: traveling and possibly taking a cruise.

Thanks Sissy!

*Be not afraid
of going
slowly, be
only afraid
of standing
still.*

Please send us some suggestions for whom you would like to see featured in the Spotlight!

Staff Development News

by Diane Mustard

Recertification in Bridge Building and

One-man CPR

Dates: Feb. 10 and 25

Time: 7:30 a.m. to 3:45 p.m.

Location: Staff Development

Time: 3:30 to 6:30 p.m.

Location: Staff Development

Evening recertification for Bridge Building

Dates: Feb. 24

Time: 3:30 to 7:00 p.m.

Location: Staff Development

Recertification in Professional CPR

Dates: Feb. 10 and 25

Time: 12:15 to 3:45 p.m.

Location: Staff Development

*Annual recerts are scheduled during your birth month.

Evening recertification for One-Man CPR

Dates: Feb. 4

Time: 3:30 to 6:30 p.m.

Location: Staff Development

Train the Trainer Classes

Monday, Feb. 21 & 22

8 a.m. to 4 p.m. in the

CTC Conference Center

Bridge Building trainers will be receiving their yearly recertification training.

Evening recertification for Professional CPR

Date: Feb. 17

Important Dates to Remember

Valentine Day Flower Sale - Coffee mugs and small vase carnations arrangements will be for sale on Monday, Feb. 14th in the AIT lobby and the RTC canteen. Proceeds go into the Recreation Fund.

Chili Cook-off/Minute to Win Event - Tuesday, Feb. 22nd 1 to 3 p.m. in the CTC complex.

"Evening with Roxie" Program - Tuesday, Feb. 22, 2 p.m. in the CTC training center.

"Hoosiers Helping Hoosiers" Food Drive - RSH will be participating in the Statewide Food Drive from Feb. 1st through Feb. 25th sponsored by the First Lady Daniels. Drop off boxes will be in the AIT lobby, RTC Mail room and the Admin. Building. See flyer on page 4.

RSH Grassroots 2010

First of all, a “Big Thank You” to all the employees who supported the Grassroots fund raisers in 2010. By doing so it allowed us to provide several events for employees and family members to participate in at no cost to them.

Just to let everyone know our 2010 fund raisers consisted of a May flower sale, golf tournament, several holiday baskets full of goodies, pictures by Stephanie, Texas Roadhouse nights out and gift cards, Halloween candy jar count, \$100 gift card sled, and shirt sale.

The proceeds from the above gave us the opportunity to have a family night at the Municipal Pool, the drawing each month for a \$25 birthday gift card, picture taking with Santa, and purchase \$1,000 worth of \$25 gift cards for door prizes that were drawn at the Employee Recognition Dinner in December. An additional \$1,500 worth of gift cards were purchased for employees with ten, fifteen, twenty, twenty-five, and thirty-five years of service with RSH.

Without your continued support during 2010, the events list above would not have been possible. Should you have any suggestions on fund raisers or activities for 2011, please let a Grassroots member know. We’re here for the employees and are open for your suggestions.

We’re looking forward to having another successful year and being able to provide as much if not more in 2011.

Your Grassroots Committee

- Linda Gregory, Rehab
- Kathy Tuggle, Recovery & Transition
- Terri Ogle, Hope & Recovery
- Penny Sams, Dietary
- Mike Lowden, Nursing
- Carmie Kitchen, Staff Development
- Debbie Lanman, Admissions
- Peggy Layne, Nursing
- Beth Thompson, Nursing
- Jeff Butler, Administration

Valentine's Day

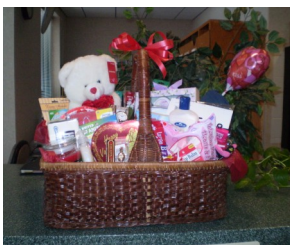
Find and circle all of the words that are hidden in the grid. The remaining letters spell a popular Valentine's Day item.

```

P I H S D N E I R F D I P U C A L
V D H S U R C A C F B A L E N D O
N Y N T I A E A S O L C T O Y M V
S R N E N S N L Y E H O I E R I E
T L E D I D S F A O N T W S A R B
R E Y S L R R E C T C T L E U E I
A W S E R I F O N A I A I C R R R
E E S E E E L L R D S O O M B S D
H J C N S A V T R O N U N T E D S
T G D N T O T O P I P O A S F N A
E N Y E A A R O L L G C F E H I T
E I S D U M R B E L O V E D B I G
W L O D R P O A F F E C T I O N P
S R E M A L F R R E N T R A P A R
E A Y C N A F O R E V E R L I K E
R D R O T I U S D N O I T O V E D
    
```

- | | | | |
|------------|----------|------------|--------------|
| ADMIRER | COUPLE | FLOWERS | LOVERS |
| ADORE | CRUSH | FONDNESS | PARTNER |
| AFFECTION | CUPID | FOREVER | PROPOSAL |
| ATTRACTION | DARLING | FRIENDSHIP | RELATIONSHIP |
| BEAU | DATE | GIFT | RESTAURANT |
| BELOVED | DEAR | GIRLFRIEND | ROMANCE |
| BOYFRIEND | DEVOTION | HEARTS | ROSES |
| CANDLES | FANCY | JEWELRY | SENTIMENT |
| CANDY | FEBRUARY | LIKE | SUITOR |
| CHOCOLATES | FLAME | LOVEBIRDS | SWEETHEART |

Valentine Basket



This wonderful Valentine basket can be viewed at the RTC mail-room then the Credit Union before the February 10th drawing. Chances are \$1.00 each or 6 chances for \$5.00. All proceeds go into the Grassroots Employees Fund. Tickets are available from the Grassroots members mentioned

above, at the Credit Union, and the Switchboard. Lots of gifts for everyone in the family.

Thanks for your support, and good luck!

Valentine's Day Traditions in the USA

Valentine's Day was brought to the United States in the nineteenth century by British settlers. By 1847, Esther Howland had made the first mass-produced commercial Valentine card in the United States. By the twentieth century, the giving of chocolates and other gifts became popular in the US. As the century progressed, roses and other tokens of affection became popular, and in the 1980s jewelry companies began promoting Valentine's Day as an occasion for giving and receiving fine jewelry and engagement rings. Today Valentine's day has become a largely commercialized phenomenon in the US. Stores stock Valentine's day-themed plush animals, snacks, gifts, cards, and many other products to capitalize on the on the holiday's popularity. Some people choose not to celebrate the holiday because of the large amount of commercialism that surrounds the day.

Pay for Performance Increase (PFP)

The Pay for Performance increases will be included on the pay check dated 2/23/11.

PFP increases will be as follows:

- Does Not Meet Expectations ~ **No increase**
- Meet Expectations ~ **\$500**
- Exceeds Expectations ~ **\$750**
- Outstanding ~ **\$1000**

Employee's receiving the PFP will have their increases broken down to an hourly rate. See example below: (These calculations will be the same for Part-Time Employees.)

\$500 PFP increase divided by 26 pays per year = \$19.23 per pay

\$19.23 divided by 75 hrs per pay = **\$0.26 hourly increase**

\$750 PFP increase divided by 26 pays per year = \$28.85

\$28.85 divided by 75 hrs per pay = **\$0.39 hourly increase**

\$1000 PFP increase divided by 26 pays per year = \$38.46

\$38.46 divided by 75 hrs per pay = **\$0.51 hourly increase**

**These hourly rates may fluctuate by a penny either way. Should you have any questions regarding the increase please contact the payroll office.*

Sherry Asher
RSH Payroll Office

RSH Retirements



Linda Murphy
16 Years of Service



Rosemary Disbro
35 Years of Service

Thanks to all who came to my retirement party., for all the good wishes, and a big thank you to my co-workers. I will miss the people around here. I've found a lot of good friends since working here at RSH. God bless everyone.

New Human Resources Director for RSH



On January 24th, April Crag became our new Human Resources Director here at RSH. Please introduce yourself to April when you see her, and wish her luck with her new job.

Welcome April and we're glad you're here.



Attention
Indiana State Employees!
Sponsored by the
Office of First Lady Cheri Daniels

Hoosiers
Helping Hoosiers
food drive

Suggested Shopping List

- Canned meat, fruits and vegetables
- Canned soups
- 100% fruit juices
- Peanut butter and jelly
- Kid-friendly foods: macaroni, cereal, applesauce cups and healthy snacks

February 1-25

Collections will benefit area food banks and pantries.