

Serving
Together

For employees: Transitioning to UI Health Care

Jan. 3, 2024



**Denise
Jamieson, MD, MPH**
University of Iowa Vice President
for Medical Affairs and Dean,
Carver College of Medicine



**Bradley
Haws, MBA**
Chief Executive Officer,
UI Hospitals and Clinics



**Emily
Blomberg, MHA**
Chief Operating Officer,
UI Hospitals and Clinics

Executive Integration Team



Denise Jamieson

University of Iowa Vice President for Medical Affairs and Dean, Carver College of Medicine



Bradley Haws

Chief Executive Officer, UI Hospitals & Clinics



Emily Blomberg

Chief Operating Officer, UI Hospitals & Clinics



Deborah Berini

Chief Integration Officer and Interim Chief Administrative Officer, UI Health Care



Lee Carmen

Associate Vice President for Information Systems, UI Health Care



Joe Clamon

Associate Vice President for Legal Affairs and Interim Chief Growth Officer, UI Hospitals & Clinics



Mark Henrichs

Associate Vice President for Finance and Chief Financial Officer, UI Health Care



Kimberly Hunter

Chief Nurse Executive, UI Hospitals & Clinics



Douglas Van Daele

Vice Dean for Clinical Affairs and Executive Director, UI Physicians



Jana Wessels

Associate Vice President for Human Resources, UI Health Care

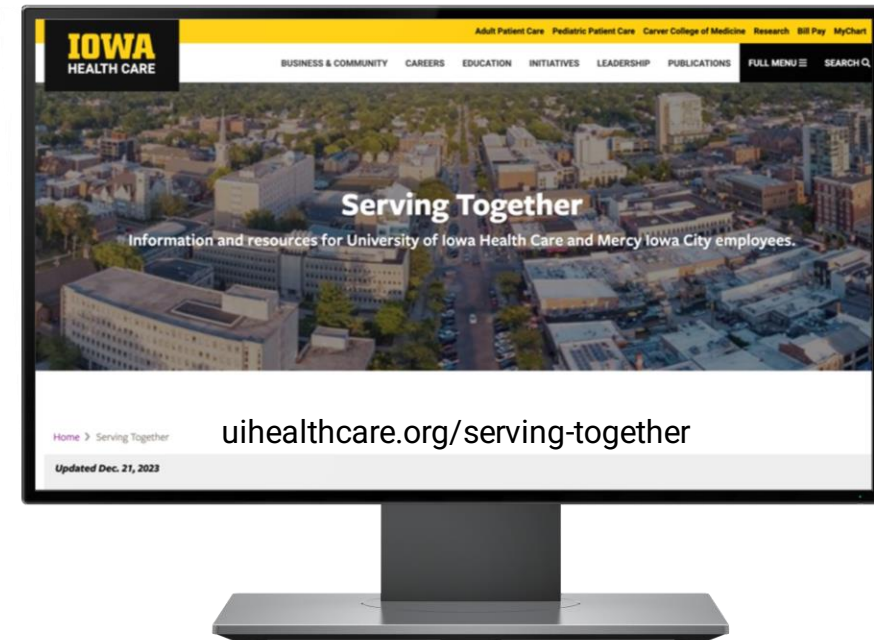


Theresa Brennan, MD

Chief Medical Officer, UI Hospitals & Clinics

Progress so far

- Transition team formed and working daily to plan for Day 1 – expected Jan. 31
- Informational meetings for Mercy Iowa City employees and providers and “Serving Together” employee information website launched
- UI jobs portal launched with nearly **100% staff participation**
- New name under UI Health Care brand announced: University of Iowa Health Care Medical Center Downtown
- Additional executive leadership support announced to help with transition



Welcome!



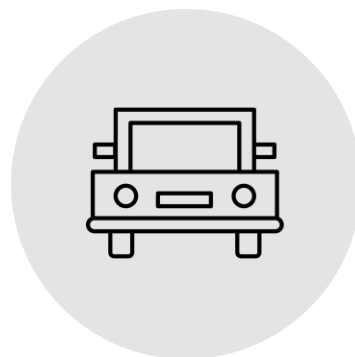
Deborah Berini

- Named Chief Integration Officer and Interim Chief Administrative Officer
- Start date: Jan. 2
- Reports to Emily Blomberg, Chief Operating Officer of UI Hospitals & Clinics
- Will lead management and integration of Mercy Iowa City
- Will also provide onsite leadership at downtown campus and support ongoing operations after transaction is complete

Transitions as you become part of the University



Benefits



Parking



Monthly Pay



Public Institution
Salary Transparency

What to expect this week/month

Jan. 2-8: Employment agreements sent via email
(Please respond within three calendar days)

Jan. 3-8: UI Health Care Human Resources
open office hours

Mid-January: Benefits enrollment

Jan. 31: Mercy Iowa City employees welcomed to
UI Health Care

What to expect for Day 1

Patient Care

There won't be a noticed difference in patient care on Day 1. Patients will continue to go to the same locations where they've been receiving care

Stability

Biggest focus initially will be stability and maintaining continuity for employees and patients

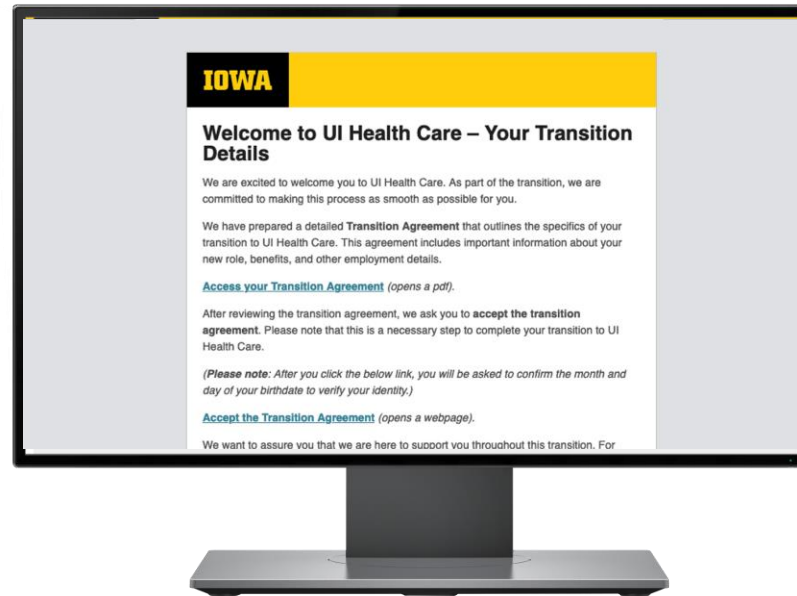
Welcome Activities

Activities will be planned to welcome you into the university and UI Health Care.

What to expect in your employment agreement

What to expect:

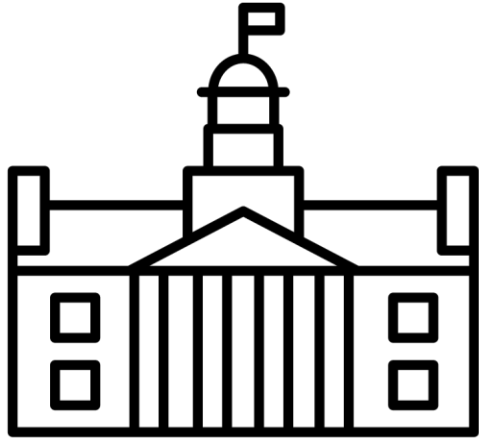
- Base compensation and benefits overview
- Position alignment with university classification structure
- Standard probation period
- Vacation transfer
- Start date: Jan. 31



What not to expect:

- Supervisor/reporting structure
- Location
- Work schedule information

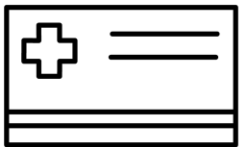
Compensation



- Transparency is fundamental as a public institution
- Our methodology:
 - We look at several factors
 - Compensation falls within UI pay ranges to ensure consistency and equitable pay
- Base pay is one element of total compensation

Our total compensation package

UI Health Care is committed to offering a **robust** benefits package



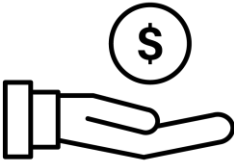
Health care



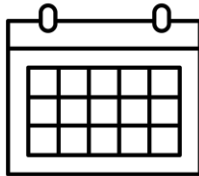
Retirement plans



\$90 monthly
general benefit
credit



University
retirement
contributions



Vacation and
sick leave



Nine paid holidays



Professional development opportunities
for long-term stability and success

Example: Base pay vs. total compensation

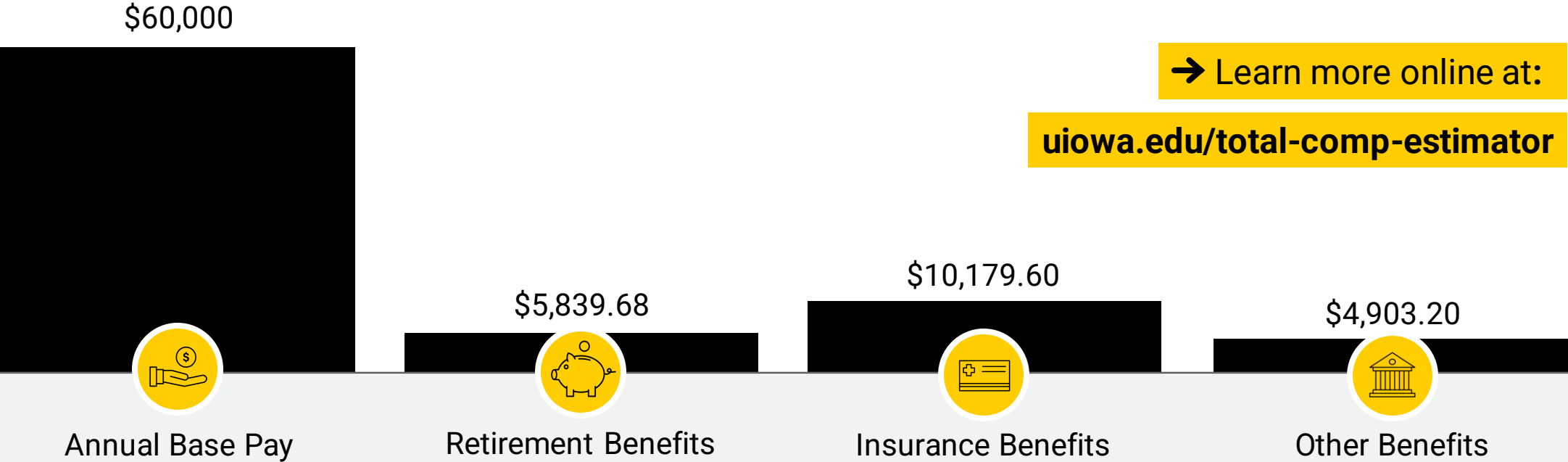
\$60,000

Annual base pay



\$80,922

Total annual compensation estimate



*For illustrative purposes only. Individual total compensation will be based on specific benefit selections.

Questions related to your employment agreement?

UI Health Care HR will be onsite and available by Zoom to answer **individual** questions:



Wednesday, Jan. 3

- 9 a.m. to noon
- 12:30 to 4:30 p.m.



Thursday, Jan. 4

- 8 a.m. to noon
- 12:30 to 4:30 p.m.



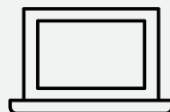
Friday, Jan. 5

- 8 a.m. to noon
- 12:30 to 4:30 p.m.



Monday, Jan. 8

- 8 a.m. to noon
- 12:30 to 4:30 p.m.



To set up a virtual meeting:

Call Taylor Baker (Mercy HR) at 319-339-3572

Next steps

- Review your employment agreement
- Questions?
 - Attend an HR session/schedule a virtual meeting by calling 319-339-3572
 - Email healthcare-HR@uiowa.edu
 - Visit uihealthcare.org/serving-together for updates and FAQs
- Respond to employment agreement within three calendar days
- Agreement will initiate onboarding activities and benefits enrollment in the coming weeks

Serving
Together

Questions?