



Our Community

Lawton is the fifth largest city in the state. It serves as the prominent shopping, medical, recreational and educational center for the region. Most people want the conveniences of a large city, but also want the advantages of living in a small town. Lawton combines the best of both worlds, offering an excellent quality of life. The people are friendly and helpful and the crime rate is low - advantages often found in a small town. Yet, Lawton is the educational, cultural, and medical hub of Southwest Oklahoma, offering all the advantages of the big city!

Geography

Lawton is located on I-44 and provides convenient access to Oklahoma City—only 90 miles northeast of Lawton, and the Dallas/Fort Worth Metroplex—only 2 1/2 hours to the southeast.

Lawton flows southward into a flat plain with the Wichita Mountains serving as a dramatic backdrop to the north. Thousands of tourists visit the Wichita Mountains Wildlife Refuge each year to explore an area full of roaming wildlife, romantic history, picturesque scenes, and the towering splendor of the mountains. Located north of Lawton are two lakes, both which are fed by streams from the Wichita Mountains. Lakes Lawtonka and Ellsworth are both great for a variety of water sports such as swimming and boating.

Our Hospital

Comanche County Memorial Hospital is a 283-bed, not-for-profit regional referral center in Southwest Oklahoma. You will be a part of a dedicated team of healthcare professionals with the resources, training and expertise to provide patients with the most advanced, comprehensive medical care. The hospital has won numerous awards for high quality care and service.

Our Schools

An outstanding public, primary, and secondary school system, Lawton Public Schools has twenty-seven elementary schools, four middle schools and three high schools.

The Great Plains Area Vocational-Technical School provides a variety of business, technical, industrial, health and other high demand educational programs.

Cameron University is a four-year university. One of Oklahoma's seven regional universities, Cameron offers Associates, Bachelors and Masters degree programs. The University of Oklahoma offers a BSN and Masters degree program and Western Oklahoma State College offers an ADN Program—both on the Cameron University campus.

There are also several private schools in the area and numerous smaller school districts within a few miles of Lawton that offer a variety of educational opportunities for all ages from kindergarten to 12th grade.

Our Vision

To earn the trust, loyalty and respect of those we serve through healthcare leadership and excellence.

Our Mission

To provide safe, compassionate and innovative healthcare which exceeds expectations.

Our Organizational Priorities

- Improve Communication
- Treat Everyone with Respect
- Improve Responsiveness & Attention to Patients & Their Families
- Improve Teamwork
- Enhance the Hospital Experience

Our Principles of Caring

- Put Patients First
- Provide a Safe Environment
- Respect Dignity
- Prepare and Educate
- Exceed Expectations
- Do All Things Well
- Anticipate Needs
- Communicate Openly & Honestly
- Listen
- Promote Mutual Trust
- Provide Exemplary Service



Recruiting Department • P.O. Box 129
Lawton, Oklahoma 73502

580.510.7068 • recruiting@ccmhhealth.com

www.ccmhhealth.com

Nursing Opportunities

Become Part of Our Team



Comanche County Memorial Hospital wants you to know that you are valued as a whole person, not just as an employee.

We provide benefits that meet your needs and the needs of your family on a personal and individual basis.

Benefits

- Flexible Scheduling
- Job experience credit
- Flexible health plans
- Non-contributory retirement plan
- 457(b) plan
- Incentive Program
- Differentials for weekends, nights, & holidays
- A Paid Time Off plan that rewards longevity
- Novice to Expert Training (NET)
- Extensive nursing orientation
- Life insurance
- Nurse Tech Program
- Education program
- Long and short term disability insurance
- Family and individual dental & vision plan
- Flex spending accounts for medical & childcare
- Clinical Pathway

Evening/night shift differential is paid for hours worked between 3:00 p.m. and 8:00 a.m. when at least four hours are worked between these times.

Holiday shift differential is paid for hours worked between 12:00 a.m. (Midnight) and 11:59 p.m. on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

Weekend shift differential is paid for hours worked between 11:00 p.m. Friday and 11:00 p.m. Sunday (48 hours).

All hourly employees receive evening/night shift, holiday shift and weekend shift differential pay to compensate for the inconvenience of working such hours.

	Evening/ Night	Weekend	Holiday
NA	2.00	2.50	4.50
CNA	2.00	2.50	4.50
LPN	3.00	3.50	6.50
RN	3.00	3.50	6.50

Differential Pay

Educational Reimbursement

Educational Reimbursement provides up to \$3,000 reimbursement for new graduates who have recently received certification or licensure in a high need area at CCMH. The new employee agrees to a one year commitment at CCMH starting on an agreed upon date. The new graduate will submit the proper documentation and the reimbursement will be paid on a future payroll check.

Education Incentive Program

The Education Incentive Program is designed to help students with the expense of tuition and book fees. Eligibility is based on the program of study and if the position is considered to be a critical need. Applications for the program are available in the Recruiting Department at the hospital. The maximum amount of funds available is \$8,000 with the option to get an additional \$4,000 to obtain an advanced degree.

In return for the funds, the individual agrees to work as an employee of CCMH in the identified position as follows:

- 6 months\$2,000 or less in funds
- 12 months\$2,001 - \$4,000 in funds
- 18 months\$4,001 - \$6,000 in funds
- 24 months\$6,001 - \$8,000 in funds

The education Incentive will be paid to the student at the beginning of each semester and will continue as long as the student remains enrolled in the program.

Education Assistance

Call Pay

As a service organization, CCMH must be able to satisfy patient requests day or night. For the hospital to ensure this service, it is necessary to have a number of employees on an "on-call" basis.

On-call rates are paid at the rate of \$1.50 per hour for hourly employees while on "on-call" status. To receive this rate, employees are required to carry an electronic pager or leave a telephone number where they may be reached.

Paid Time Off

CCMH has established an employee program of Paid Time Off which is used for holidays, vacations and sickness. This simply means any time an employee misses work, they may use PTOs to make up for this time.

Months of Employment	Earning Rate for Each 8 Regular Hours Worked Per Pay Period
0 to 18 months	0.50 hours
18 to 60 months	0.75 hours
60 to 120 months	1 hour
120 and above	1.25 hours

Wage and Salary Procedures

New employee's starting salary is based upon prior job knowledge and experience, skill and education. All employees may be hired at a starting rate for each year of appropriate job experience they have up to a maximum of paygrade.

Holidays

CCMH recognizes the following holidays:

- New Year's Day
- Independence Day
- Thanksgiving Day
- Memorial Day
- Labor Day
- Christmas Day