



UMC Human Resources and Executive Compensation Committee Meeting

Monday, March 10, 2025 2:00 p.m.

UMC Trauma Building - Providence Suite - 5th Floor

Las Vegas, NV 89102

AGENDA

University Medical Center of Southern Nevada
UMC GOVERNING BOARD
HUMAN RESOURCES AND EXECUTIVE COMPENSATION COMMITTEE
March 10, 2025 2:00 p.m.
800 Hope Place, Las Vegas, Nevada
UMC Trauma Building, ProVidence Suite (5th Floor)

Notice is hereby given that a meeting of the UMC Governing Board Human Resources and Executive Compensation Committee has been called and will be held at the time and location indicated above, to consider the following matters:

This meeting has been properly noticed and posted online at University Medical Center of Southern Nevada's website <http://www.umcsn.com> and at Nevada Public Notice at <https://notice.nv.gov/>, and at University Medical Center 1800 W. Charleston Blvd. Las Vegas, NV (Principal Office)

- The main agenda is available on University Medical Center of Southern Nevada's website <http://www.umcsn.com>. For copies of agenda items and supporting back-up materials, please contact Stephanie Ceccarelli, Board Secretary, at (702) 765-7949. The Human Resources and Executive Compensation Committee may combine two or more agenda items for consideration.
- Items on the agenda may be taken out of order.
- The Human Resources and Executive Compensation Committee may remove an item from the agenda or delay discussion relating to an item at any time.
- Consent Agenda - All matters in this sub-category are considered by the Human Resources and Executive Compensation Committee to be routine and may be acted upon in one motion. Most agenda items are phrased for a positive action. However, the Committee may take other actions such as hold, table, amend, etc.
- Consent Agenda items are routine and can be taken in one motion unless a Committee member requests that an item be taken separately. For all items left on the Consent Agenda, the action taken will be staff's recommendation as indicated on the item.
- Items taken separately from the Consent Agenda by Committee members at the meeting will be heard in order.

SECTION 1. OPENING CEREMONIES

CALL TO ORDER

1. Public Comment

PUBLIC COMMENT. This is a period devoted to comments by the general public about items on **this** agenda. If you wish to speak to the Committee about items within its jurisdiction but not appearing on this agenda, you must wait until the "Comments by the General Public" period listed at the end of this agenda. Comments will be limited to three minutes. Please step up to the speaker's podium, clearly state your name and address and please **spell** your last name for the record. If any member of the Committee wishes to extend the length of a presentation, this will be done by the Chair, or the Committee by majority vote.

2. Approval of minutes of the regular meeting of the UMC Governing Board Human Resources and Executive Compensation Committee meeting on November 18, 2024.
(For possible action)
3. Approval of Agenda. (For possible action)

SECTION 2. BUSINESS ITEMS

4. Receive an educational update regarding the Public Employees' Retirement System of Nevada (PERS) Program; and direct staff accordingly. *(For possible action)*
5. Review and discuss the FY25 YTD Turnovers & Hires report; and direct staff accordingly. *(For possible action)*
6. Review and discuss the CHRO Updates; and direct staff accordingly. *(For possible action)*
7. Review and discuss the revisions of the Physician & Non-Physician Provider Traditional Compensation and Benefits Plan; and take action as deemed appropriate. *(For possible action)*

SECTION 3. EMERGING ISSUES

8. Identify emerging issues to be addressed by staff or by the UMC Governing Board Human Resources and Executive Compensation Committee at future meetings; and direct staff accordingly. *(For possible action)*

COMMENTS BY THE GENERAL PUBLIC

A period devoted to comments by the general public about matters relevant to the Committee's jurisdiction will be held. No action may be taken on a matter not listed on the posted agenda. Comments will be limited to three minutes. Please step up to the speaker's podium, clearly state your name and address and please **spell** your last name for the record.

All comments by speakers should be relevant to the Committee's action and jurisdiction.

UMC ADMINISTRATION KEEPS THE OFFICIAL RECORD OF ALL PROCEEDINGS OF UMC GOVERNING BOARD HUMAN RESOURCES AND EXECUTIVE COMPENSATION COMMITTEE. IN ORDER TO MAINTAIN A COMPLETE AND ACCURATE RECORD OF ALL PROCEEDINGS, ANY PHOTOGRAPH, MAP, CHART, OR ANY OTHER DOCUMENT USED IN ANY PRESENTATION TO THE BOARD SHOULD BE SUBMITTED TO UMC ADMINISTRATION. IF MATERIALS ARE TO BE DISTRIBUTED TO THE COMMITTEE, PLEASE PROVIDE SUFFICIENT COPIES FOR DISTRIBUTION TO UMC ADMINISTRATION AND LEGAL COUNSEL.

THE COMMITTEE MEETING ROOM IS ACCESSIBLE TO INDIVIDUALS WITH DISABILITIES. WITH TWENTY-FOUR (24) HOUR ADVANCE REQUEST, A SIGN LANGUAGE INTERPRETER MAY BE MADE AVAILABLE (PHONE: 765-7949).

**University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
Monday, November 18, 2024**

UMC ProVidence Suite
Trauma Building, 5th Floor
800 Hope Place
Las Vegas, Clark County, Nevada
Monday, November 18, 2024
2:00 p.m.

CALL TO ORDER

The University Medical Center Governing Board Human Resources and Executive Compensation Committee met at the time and location listed above. The meeting was called to order at the hour of 2:00 p.m. by Chair Jeff Ellis and the following members were present, which constituted a quorum of the members thereof:

Committee Members:

Present:

Jeff Ellis, Chair (via WebEx)
Laura Lopez-Hobbs
Renee Franklin (via WebEx)
Bill Noonan, Ex-Officio (via WebEx)

Absent:

None

Others Present:

Mason Van Houweling, Chief Executive Officer (WebEx)
Ricky Russell, Chief Human Resources Officer
Tony Marinello, Chief Operating Officer
Jennifer Wakem, Chief Financial Officer
James Conway, Assistant General Counsel
Stephanie Ceccarelli, Board Secretary

SECTION 1. OPENING CEREMONIES

ITEM NO. 1 PUBLIC COMMENT

Chairman Ellis asked if there were any persons present in the audience wishing to be heard on the item listed on this agenda.

None present.

ITEM NO. 2 Approval of minutes of the regular meeting of the UMC Governing Board Human Resources and Executive Compensation meeting on September 24, 2024. (For possible action)

FINAL ACTION:

A motion was made by Member Hobbs that the minutes be approved as recommended. Motion carried by unanimous vote.

ITEM NO. 3 Approval of Agenda (*For possible action*)

FINAL ACTION:

A motion was made by Member Hobbs that the agenda be approved as recommended. Motion carried by unanimous vote.

SECTION 2. BUSINESS ITEMS

ITEM NO. 4 Review and discuss the FY25 YTD Turnovers & Hires report; and take action as deemed appropriate. (*For possible action*)

DOCUMENTS SUBMITTED:

- Turnover/Hire Statistics

DISCUSSION:

Ricky Russell, Chief Human Resources Officer, provided a high level overview of the turnovers and hires statistics through October FY2025.

Ongoing per diem turnover has been a challenge. Approximately 69% of turnover is voluntary. The top 3 turnover departments in RN departments are CRP, ED and CCU. Overall, the top 3 turnover departments are CRP/OR, EVS and 2 South.

There have been 432 hires total, including per diem and full time employees. UMC has approximately 4,846 employed at the hospital.

The Committee would like to see a data comparison of prior year statistics for employee data.

FINAL ACTION:

None

ITEM NO. 5 Review and discuss the CHRO Updates; and take action as deemed appropriate. (*For possible action*)

DOCUMENTS SUBMITTED:

- None

DISCUSSION:

Mr. Russell provided the following HR updates:

HR Goals Update: Three of the five goals are on track and are being met.

Mr. Russell reviewed challenges associated with the goal related to employee turnovers. If the current trend is maintained, we would meet the all employee turnover, but not the RN turnover rates. The leadership team is working on

implementing strategies to reduce per diem turnover rates. Mr. Russel next described the challenges related to the annual review dates and how those dates were calculated. As of October 15, 2024, employee annual reviews are now based on hire date and not classification date. The team is evaluating the data to make sure it is being calculated appropriately. An update on this goal will be provided at the next meeting. There was continued discussion regarding the process of annual review dates.

Performance Management and Succession Planning: Contract with the new performance management and succession planning vendor, Cornerstone, is in the process of being finalized. Implementation of the new vendor system will begin shortly after the contract has been fully executed.

Statistics will be available during the first quarter of 2025 from Absence Plus, UMC's new leave of absence tracking vendor. Updates will be provided at the next meeting.

CBA Contract: The CBA contract has been approved and the final draft is now with union representatives for review. Once the document has been finalized, it will go to the Board of Trustees for final approval. COLA increases have been received and the 1.5% scheduled increase will be paid out on November 29th.

Employee Surveys: The next employee survey through Press Ganey is scheduled to be May 2025.

Employee Retirement: HR celebrated the retirement of a 34 year employee, Cindy Arnold. Congratulations!

FINAL ACTION:

None

ITEM NO. 6 Review and discuss changes to various HR policies and procedures regarding references to Compensation Plans, authority to change various economic and non-economic benefits and practices to non-union represented classifications, time card exception form submission timelines; and make a recommendation for approval by the UMC Governing Board; and take action as deemed appropriate. *(For possible action)*

DOCUMENTS SUBMITTED:

- Various HR Policies

DISCUSSION:

Mr. Russell reviewed the changes to various HR policies and procedures. The following changes will be effective on or around January 1, 2025. The majority of changes are related to differentiating non- union represented classifications from the union represented classifications. These changes give staff the ability to adjust policies as needed.

- **HR Policies:**

- At-Will Employment – This added the term “physician compensation plan” and any modification or change to an at-will employee can only be done by the CEO.
- Availability To Work – added may establish different attendance and tardy requirements to non-exempt/non-represented employees.
- Definitions – Defines contractual or policy interpretation questions regarding anniversary dates and illegal drugs.
- Employee Labor Relations Program – Clarification regarding when employee probationary period ends and language regarding employee lay-offs/recall opportunities.
- Employee Records Program – disciplinary actions shall remain on file permanently for non-represented employees.
- Meal and Rest Periods – a change to timecard would need to be within 24 hours of incident.
- Performance Review Program – identifies that the current date of hire is the performance evaluation date, unless otherwise specified.
- Position Classification & Compensation Plans – CEO, CHRO or designee may make discretionary changes to non-union represented classification compensation plans. Promotion and demotion language changed to reflect the current CBA.
- Recording Time Through Electronic Time Clocks – aligns to the meal and rest break policy.
- Requisition for Personnel – Manager must stay within established staffing standards
- Recruitment and Selection Program – adds in language regarding staffing standards and timely re-certifications.

- **HR Procedures:**

- Educational Development Program – Added language stating failure to comply with completing annual mandatories an employee would be subject to discipline if the mandatories are not complete by June 30th.
- Employment Eligibility Verification – outlines the process for verifying immigration documentation.
- Performance Evaluation Program – the change redefines the annual review dates.
- Requisition for Personnel

Policies are reviewed by staff every 2 years.

FINAL ACTION:

A motion was made by Member Hobbs to approve the amendments to the policies and procedures recommend approval to the UMC Governing Board for approval. The motion carried by unanimous vote.

ITEM NO. 7 Review and discuss the revisions of the Physician & Non-Physician Provider Traditional Productivity Compensation and Benefits Plan, which includes modest changes; and make a recommendation for approval by the UMC Governing Board; and take action as deemed appropriate. (For possible action)

DOCUMENTS SUBMITTED:

- Physician/Non-Physician Comp Plan – Redlined
- Physician/Non-Physician Comp Plan - Clean

DISCUSSION:

Ricky Russell, Chief Human Resources Officer, provided a review of the changes related to the Physician and Non-Physician Provider Traditional Compensation and Benefits Plan, which are as follows:

1. Update the Administrative Leave Days language to accrue on first year of hire, and then annually awarded each year after. Also, strengthen the language on intended uses for ALD's.
2. The revised plan is anticipated to be effective on or January 1, 2025, and will cover existing and future employees within the identified classifications.

Mr. Russell explained that the leave days are prorated during the first year of hire.

The committee commented on the significant number of vacation days received by the physicians per year. Staff explained that they are on an on call schedule and are available 24/7, therefore they are not able to take the traditional holiday days off. Mr. Marinello added that the ALD time is use it or lose it. There was continued lengthy discussion regarding the ALD time received by physicians.

FINAL ACTION:

A motion was made by Member Franklin to approve the amendments to the compensation agreement and recommend approval to the UMC Governing Board for approval. The motion carried by unanimous vote.

ITEM NO. 8 Review and discuss the revisions of the Physician & Non-Physician Provider (wRVU) Productivity Compensation and Benefits Plan, which includes modest changes; and make a recommendation for approval by the UMC Governing Board; and take action as deemed appropriate. (For possible action)

DOCUMENTS SUBMITTED:

- w(RVU) Physician/Non-Phys Comp Plan – Redlined
- w(RVU) Physician/Non-Phys Comp Plan – Clean

DISCUSSION:

The following changes were made to the Physician and Non-Physician Provider (wRVU) Productivity Compensation and Benefits Plan:

1. Two new classifications were added: General Surgeon and Trauma Surgeon.

2. Update the Administrative Leave Days “ALD” language to accrue on first year of hire, and then annually awarded each year after. Also, strengthen the language on intended uses for ALD’s.
3. FMV compensation rates were added for general surgeon and trauma surgeon and the differentiation between board certified and board eligible.
4. The revised plan is anticipated to be effective on or January 1, 2025, and will cover existing and future employees within the identified classifications.

FINAL ACTION:

A motion was made by Member Hobbs to approve the amendments to the compensation agreement and recommend approval to the UMC Governing Board for approval. The motion carried by unanimous vote.

ITEM NO. 9 Review and discuss the Sixth Amendment to the CEO’s Employment Agreement; and make a recommendation for approval by the UMC Governing Board; and take action as deemed appropriate. *(For possible action)*

DOCUMENTS SUBMITTED:

- CEO employment agreement

DISCUSSION:

Mr. Russell detailed the changes to the employment agreement.

The primary changes to the agreement include extending the term of the agreement and bonus pay out for one additional year, through December 2029. The agreement amends the base salary compensation to be consistent with the M-Plan.

Mr. Conway, UMC Assistant General Counsel, confirmed that the goal is to align the contract more closely to the management compensation plan (M-Plan).

Mr. Van Houweling thanked the Board for their consideration of the extension of his contract.

FINAL ACTION:

A motion was made by Member Franklin to approve the amendment to the contract agreement and recommends approval to the UMC Governing Board for approval. The motion carried by majority vote.

SECTION 3. EMERGING ISSUES

ITEM NO. 10 Identify emerging issues to be addressed by staff or by the UMC Governing Board Human Resources and Executive Compensation Committee at future meetings; and direct staff accordingly. *(For possible action)*

Discussion:

None

COMMENTS BY THE GENERAL PUBLIC:

At this time, Chair Ellis asked if there were any persons present in the audience wishing to be heard on any items not listed on the posted agenda.

SPEAKERS(S): None

There being no further business to come before the Committee at this time, at the hour of 3:00 p.m. Chairman Ellis adjourned the meeting.

Approved:

Minutes Prepared by: Stephanie Ceccarelli

**UNIVERSITY MEDICAL CENTER OF SOUTHERN NEVADA
GOVERNING BOARD
HUMAN RESOURCES AND EXECUTIVE COMPENSATION
COMMITTEE
AGENDA ITEM**

Issue: Education - Public Employees' Retirement System of Nevada Program (PERS) update	Back-up:
Petitioner: Kendrick Russell, CHRO	Clerk Ref. #
Recommendation: That the Human Resources and Executive Compensation Committee receive an educational update regarding the Public Employees' Retirement Program of Nevada (PERS) Program; and direct staff accordingly. <i>(For possible action)</i>	

FISCAL IMPACT:

None

BACKGROUND:

The Committee will receive an educational update on the PERS program.

Cleared for Agenda
March 10, 2025

Agenda Item #



The **Highest Level of Care** in Nevada

Human Resources and Executive Compensation Committee

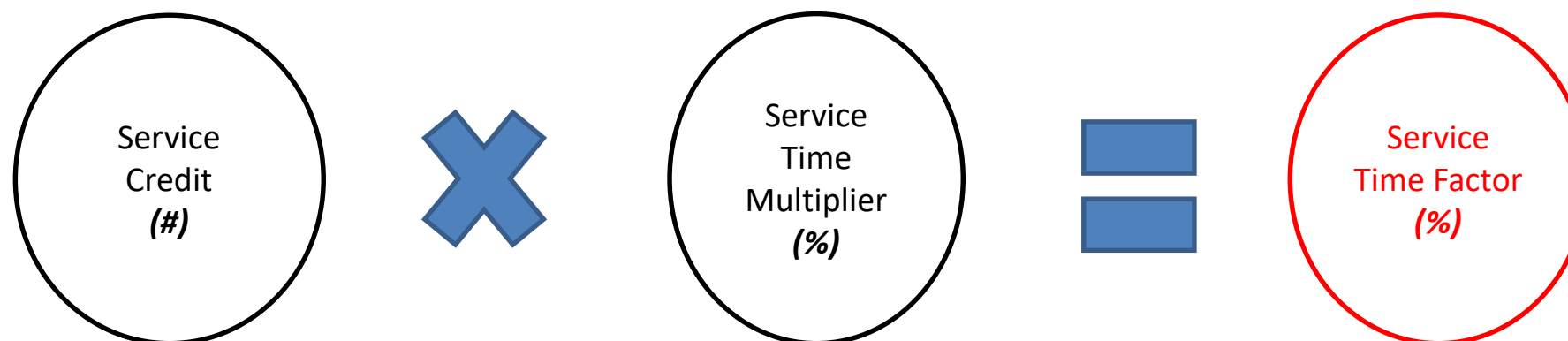
Educational Update: Nevada PERS

March 2025

Information and calculation examples are for demonstration purposes only and are not intended as a guarantee/confirmation of any benefit. It is provided based on our current interpretation of the NV PERS policies, which may change over time. The presenter is not an NV PERS Employee, nor are they a registered or certified financial planner (or equivalent). Information is not intended and should not be relied on as any form of contract, guarantee, promise, etc. Please refer to NV PERS for specific questions.

Benefit Formula

Calculating Service Time Factor Percentage



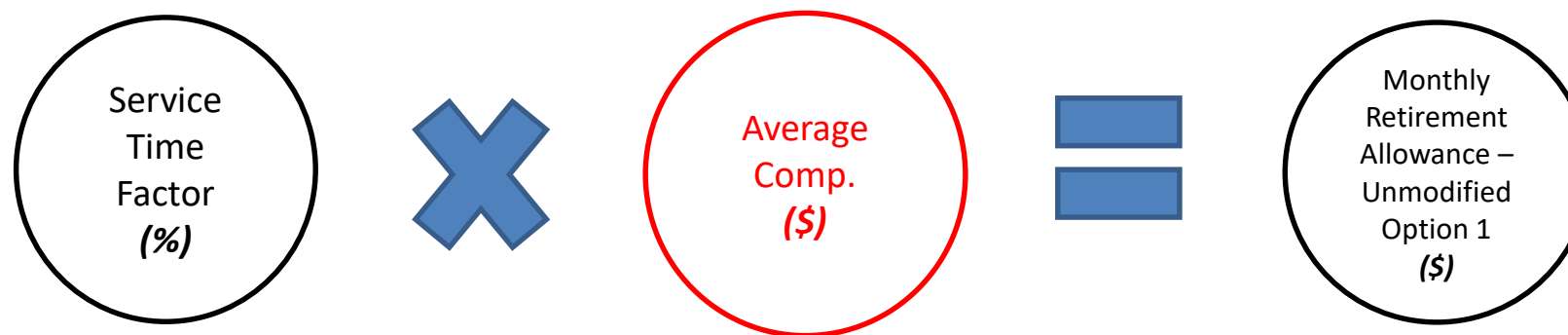
Total number of years, months, and days of credit earned in the system (max reportable credit is tied to base periods – pay periods). Full-time equivalent (FTE) status is not relevant.

Percentage based on NV PERS Entry Date

Percentage based on service credit and the multiplier. The maximum factor is 75%. The percentage will be used in the second half of the benefit formula

Benefit Formula

Determining Average Compensation



- Monthly average of the highest 36 consecutive months of NV PERS eligible earnings. For UMC, that amount is multiplied by the employer-paid factor(s) for the respective periods that cover the highest 36 consecutive month period
 - The monthly reportable wages for employees above the compensation cap (based on their NV PERS entry date) are determined by the following formula - yearly cap / 26 pay periods / employer-paid factor X number of pay periods during the specific month.
 - Example:
 - A full-time employee works for 10 years. The highest 36 consecutive month average over that 10-year period is \$10,000 (June 2021 – May 2024). Assuming the employer-paid factor remains static at 1.18 from June 2021 – May 2024, the average compensation would be \$10,000 X 1.18 or \$11,800.

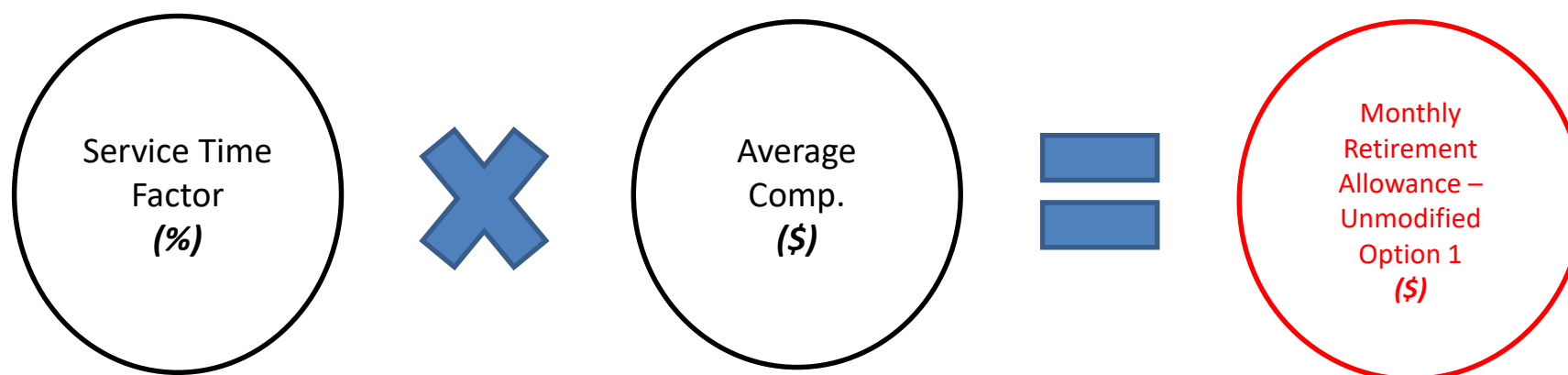
Average Compensation Caps

Calendar Year	NV PERS Entry Date		
	Pre July 1996	July 1996 - June 2015	Post June 2015
2025	\$520,000	\$350,000	\$258,041
2024	\$505,000	\$345,000	\$245,754
2023	\$490,000	\$330,000	\$232,559
2022	\$450,000	\$305,000	\$221,136
2021	\$430,000	\$290,000	\$215,616
2020	\$425,000	\$285,000	\$211,970

- NV PERS entry date prior to 7/1/15, the cap is set by NRS 286.535.
- NV PERS entry date on or after 7/1/15, the cap is determined by Senate Bill 406

Benefit Formula

Calculating Service Retirement Allowance



- Option 1 is the retiree's benefit if no beneficiary is selected. Option 1 is modified (penalty) if the employee draws their pension before meeting the benchmarked service and age requirements based on their NV PERS entry date.

Benefit Rules – Based on NV PERS Entry Date

Pre 1/1/2010	1/1/2010-6/30/2015	After 7/1/2015
Service Time Multiplier		
2.5% (prior to 7/1/2001) 2.67%(after 7/1/2001)	2.5%	2.25%
Service/Age Requirement	Part-time employee vesting based on calendar year, not actual hours worked	
5 years of service credit at 65 10 years of service at age 60 30 years of service at any age	at age 65 at age 62 at any age	at age 65 at age 62 at age 55 33.3 years at any age
Service/Age Penalty	Penalty is deducted from Option 1 service retirement allowance amount	
4% per year	6% per year	
Purchase Credit	Cost is a percentage of current average compensation based on age	
Counts towards service requirement	Counts	Does not count*

Example # 1 - Unmodified Option 1

NV PERS Entry Date AFTER July 1, 2015

- Assumptions:

- Full-Time (1.0 FTE) Employment and Worked to FTE Status
- 5 Years of Service Credit
- Wage above Cap Each Year (e.g., Hospitalist)
- Average Compensation (May 2022 – April 2025) - \$16,886.49
- Meets Service and Age Requirements for NV PERS entry date

- Calculation:

- $5 \text{ (service credit)} \times 2.25\% \text{ (service time multiplier)} = 11.25\% \text{ (service time factor)}$
- $11.25\% \text{ (service time factor)} \times \$16,886.49 \text{ (avg. comp.)} = \$1,899.73/\text{Month Unmodified Service Retirement Allowance}$

**The hypothetical example above is not intended for decision-making purposes, and should not be relied on as any form of contract, guarantee, promise, etc. Please refer to NV PERS for specific questions.*

Example # 2 - Unmodified Option 1

NV PERS Entry Date BETWEEN January 1, 2010 – June 30, 2015

• Assumptions:

- Full-Time (1.0 FTE) Employment and Worked to FTE Status
- 15 Years of Service Credit
- Wage Below Cap Each Year
- Average Compensation (May 2022 – April 2025) - \$9,833.33 (\$300,000 / 36 X Employer Factor)
- Meets Service and Age Requirements for NV PERS entry date

• Calculation:

- $15 \text{ (service credit)} \times 2.50\% \text{ (service multiplier)} = 37.50\% \text{ (service time factor)}$
- $37.50\% \text{ (service time factor)} \times \$9,833.33 \text{ (avg. comp.)} = \$3,687.50/\text{Month Unmodified Service Retirement Allowance}$

**The hypothetical example above is not intended for decision-making purposes, and should not be relied on as any form of contract, guarantee, promise, etc. Please refer to NV PERS for specific questions.*

Example # 3 - Modified Option 1

NV PERS Entry Date BEFORE January 1, 2010

- **Assumptions:**
 - Full Time (1.0 FTE) Employment and Worked to FTE Status
 - 29 Years of Service Credit
 - Wage Below Cap Each Year
 - Average Compensation (May 2022 – April 2025) - \$9,833.33 (\$300,000 / 36 X Employer Factor)
 - Does Not Meet Service and Age Requirements for NV PERS entry date – 58 Years Old
- **Calculation:**
 - 29 (service credit) X 2.67% (service factor) = 77.43% (service time factor) BUT Maximum is 75.00%
 - 75.00% (service time factor) x \$9,833.33 (avg. comp.) = \$7,375.00/Month as Unmodified Service Retirement Allowance
 - **Penalty – 4% X 2 Years = 8% OR -\$590.00**
 - \$7,375.00 – \$590.00 = \$6,785.00/Month Modified Service Retirement Allowance

** The hypothetical example above is not intended for decision-making purposes, and should not be relied on as any form of contract, guarantee, promise, etc. Please refer to NV PERS for specific questions.*

More Information?

- **Website:** www.nvpers.org
- **YouTube:** https://youtu.be/_0U5apPUd7s?si=GuwL4cZrDpoDRXMK.

**UNIVERSITY MEDICAL CENTER OF SOUTHERN NEVADA
GOVERNING BOARD
HUMAN RESOURCES AND EXECUTIVE COMPENSATION
COMMITTEE
AGENDA ITEM**

Issue: FY25 YTD UMC Turnovers & Hires update	Back-up:
Petitioner: Kendrick Russell, CHRO	Clerk Ref. #
Recommendation: That the Human Resources and Executive Compensation Committee review and discuss the FY25 YTD Turnovers & Hires report; and take action as deemed appropriate. <i>(For possible action)</i>	


FISCAL IMPACT:

None

BACKGROUND:

UMC monitors turnovers and hires monthly, and reports the data to the hospital leadership team. This data is reported to the Human Resources and Executive Compensation Committee at least once per quarter.

FY2025
Turnover / Hires

		July '24	Aug '24	Sept '24	Oct '24	Nov '24	Dec '24	Jan '25	Feb '25	Mar '25	Apr '25	May '25	Jun '25	FY2025 TOTALS
	TERMINATIONS / TURNOVER													
All Employee (Includes RN)	FT/PT	33	38	33	32	44	27	40						247
	Per-Diem	43	47	24	20	38	34	33						239
	Total All Terms	76	85	57	52	82	61	73	0	0	0	0	0	486
	Voluntary Turnover FT/PT	0.58%	0.67%	0.59%	0.59%	1.14%	0.37%	0.57%						4.51%
	YOY Comparison	0.61%	0.58%	0.86%	0.57%	0.63%	0.65%	0.82%	0.69%	0.41%	0.43%	0.51%	0.39%	7.15%
	All Per-Diem Turnover %	4.42%	4.99%	2.48%	2.05%	4.11%	3.75%	3.72%						25.52%
	YOY Comparison	4.54%	3.59%	4.02%	3.28%	3.83%	4.18%	4.29%	4.43%	4.98%	4.49%	3.09%	3.54%	48.26%
RN Only	FT/PT	11	11	6	7	8	4	9						56
	Per-Diem	21	14	10	5	8	11	8						77
	Total RN Terms	32	25	16	12	16	15	17	0	0	0	0	0	133
	Voluntary Turnover FT/PT	0.78%	0.78%	0.17%	0.25%	0.68%	0.26%	0.43%						3.35%
	YOY Comparison	0.53%	0.52%	0.35%	0.43%	0.35%	0.61%	0.79%	1.15%	0.17%	0.26%	0.26%	0.35%	5.77%
	All Per-Diem Turnover %	5.25%	3.83%	2.87%	1.43%	2.40%	3.40%	2.53%						21.71%
	YOY Comparison	3.76%	4.22%	1.47%	1.97%	3.66%	3.21%	3.37%	4.55%	5.05%	3.65%	2.65%	2.71%	40.27%
Turnover: Voluntary Turnover: Does not include retirement, death, LT end, VOL in Leiu of term, or PRN RN Turnover & Data: Includes RN bedside acute care, RN ambulatory, Charge RN - does not include case management, nurse navigator, management, APPs, LPNs, educators, nurse auditor, etc.														
TERM TYPE														
All Employee FT/PT	Voluntary	66.66%	68.4%	69.7%	71.8%	54.50%	51.90%	55.0%						63%
	Involuntary	0.00%	10.5%	9.0%	6.30%	4.50%	7.40%	12.5%						7%
	Fail Prob	12.12%	10.5%	12.1%	9.3%	4.50%	7.40%	12.5%						10%
	Retirement	15.15%	10.5%	9.0%	12.5%	9%	11.10%	17.5%						12%
	Other (layoff/etc)	6.00%	0.0%	0.0%	0%	27%	22.20%	0.50%						8%

FY2025
Turnover / Hires

		July '24	Aug '24	Sept '24	Oct '24	Nov '24	Dec '24	Jan '25	Feb '25	Mar '25	Apr '25	May '25	Jun '25	FY2025 TOTALS	
HIRES															
All Employee (Includes RN)	FT & PT	90	33	69	41	17	9	30						289	
	PRN/PD	50	51	37	61	11	9	15						234	
	Total All Hires	140	84	106	102	28	18	45	0	0	0	0	0	523	
	Net Hire Ratio	1.84%	0.98%	1.86%	1.96%	0.34%	0.29%	0.62%						7.89%	
RN Only	FT & PT	5	6	30	10	5	0	1						57	
	PRN/PD	7	13	7	13	4	0	3						47	
	Total RN Hires	12	19	37	23	9	0	4	0	0	0	0	0	104	
Employee Count Data				Bedside RN Count Data <i>(Included in all EE data)</i>					RN - YTD Top 3 Departments Turnover (#) (FT/PT/PRN)				ALL - YTD Top 3 Depart. Turnover (#) (FT/PT/PRN)		
Total EEs				Total RNs					CRP (15)				EVS (27)		
PT/FT	3828			FT/PT	1176				ED (10)				Case Mgmt (23)		
P/D	887			P/D	316				OR/CCU_CVCU (9)				CRP / OR (21)		
Total	4715				1492										

**UNIVERSITY MEDICAL CENTER OF SOUTHERN NEVADA
GOVERNING BOARD
HUMAN RESOURCES AND EXECUTIVE COMPENSATION
COMMITTEE
AGENDA ITEM**

Issue: CHRO Update	Back-up:
Petitioner: Ricky Russell, CHRO	Clerk Ref. #
Recommendation: The Human Resources and Executive Compensation Committee review and discuss the CHRO Updates; and take action as deemed appropriate. <i>(For possible action)</i>	

FISCAL IMPACT:

None

BACKGROUND:

CHRO Updates

Cleared for Agenda
March 10, 2025

Agenda Item #

- FY25 - Organizational Goals – HR
- Performance Review System Update
- UKG Update
- HR Staff Update
- Misc.

**UNIVERSITY MEDICAL CENTER OF SOUTHERN NEVADA
GOVERNING BOARD
HUMAN RESOURCES AND EXECUTIVE COMPENSATION
COMMITTEE
AGENDA ITEM**

Issue: Revise the Physician & Non-Physician Provider Traditional Compensation and Benefits Plan	Back-up:
Petitioner: Kendrick Russell, CHRO	Clerk Ref. #
Recommendation: That the Human Resources and Executive Compensation Committee review and discuss the revisions of the Physician & Non-Physician Provider Traditional Productivity Compensation and Benefits Plan; and take action as deemed appropriate. <i>(For possible action)</i>	

FISCAL IMPACT:

None

BACKGROUND:

The substantive changes to this Compensation Plan include, revised pay information for Anesthesiology - Physician Pay Grades/Ranges and Additional Compensation, to reflect new compensation rates that are consistent with updated Fair Market Valuation (FMV) rates. (See page 8, Appendix 1). The revised plan is anticipated to be effective on or about April 1, 2025, and will cover existing and future employees within the identified classifications.

Cleared for Agenda
March 10, 2025

Agenda Item #

2025

**PHYSICIAN AND NON-
PHYSICIAN PROVIDER
TRADITIONAL
COMPENSATION AND
BENEFITS PLAN**



**UNIVERSITY MEDICAL CENTER OF
SOUTHERN NEVADA**

**PHYSICIAN AND NON-PHYSICIAN PROVIDER
TRADITIONAL COMPENSATION
AND BENEFITS PLAN**

Revision Effective Date: April 1, 2025
Original Implementation Date: July 1, 2023

Mason Van Houweling - Chief Executive Officer

**UNIVERSITY MEDICAL CENTER OF SOUTHERN NEVADA ("UMC")
PHYSICIAN AND NON-PHYSICIAN PROVIDER TRADITIONAL COMPENSATION AND BENEFITS
PLAN (the "Compensation Plan")**

Compensation Plan and Employees Covered

This Compensation Plan identifies the compensation and benefits structure for Physician and Non-Physician provider employees in the following classifications:

<ul style="list-style-type: none">• Medical Director, Anesthesiologist	<ul style="list-style-type: none">• Medical Director, Radiologist
<ul style="list-style-type: none">• Anesthesiologist - Obstetric, General/OR, Pediatric, CVT, Trauma	<ul style="list-style-type: none">• Certified Registered Nurse Anesthetists (CRNA)
<ul style="list-style-type: none">• Radiologist – Diagnostic, Interventional, Neurointerventional	<ul style="list-style-type: none">• Radiology APP
<ul style="list-style-type: none">• Medical Director, General Medicine Hospitalist• General Medicine Hospitalist	<ul style="list-style-type: none">• Hospitalist APP
<ul style="list-style-type: none">• Medical Director, Emergency Physician• Emergency Physician	

Such employees will be referred to as "employee" or "employees" in this document. This document replaces all previous communications regarding Physician and Mid-Level compensation and benefits under an existing compensation model or an employee's offer of employment letter; provided however, the terms and conditions of the employee's at-will employment agreement, if any, shall control in the event of a conflict between the two documents.

University Medical Center retains the rights to add, modify, or eliminate any compensation or benefit contained within this plan document with the final approval of the UMC Governing Board and/or in accordance with the terms and conditions of the employee's contract for employment.

Fair Labor Standards Act (FLSA) Exemption:

Employees covered by this plan document are not authorized overtime compensation under the FLSA due to their professional exemption.

At-Will Employment:

All employees covered by this plan document are considered At-Will and will serve at the pleasure of the Chief Executive Officer.

Voluntary Resignation:

All employees covered by this plan document are encouraged to provide a minimum of sixty (60) days notice of a voluntary resignation.

Compensation and Benefits

Compensation:

During the term of employment, Physicians and Non-Physician Providers shall be eligible for a compensation package at a rate consistent with the pay ranges listed in the Appendices, as may be amended from time to time. The Appendices further sets forth a compensation package that will not exceed the 75th percentile (or 90th percentile when factors such as shortages or otherwise hard-to-fill positions justify) based upon national and regional physician and midlevel compensation survey benchmarks (e.g., Sullivan Cotter, MGMA).

Unless modified by the provisions of this Compensation Plan and/or at-will employment agreement, employees will be granted the same benefits provided through the Human Resources Policies and Procedures.

The employee's base salary shall be re-evaluated bi-annually (i.e., every other year), consistent with the methodology set forth above.

The CEO (or designee) may authorize bonuses (e.g., sign-on, relocation, etc.), subject to existing UMC Human Resources Policies and Procedures, and provided it is consistent with fair market value.

Work Schedules:

All full & part-time Physicians and Non-Physician Providers are salaried, exempt employees, while per-diem are hourly, non-exempt employees. Work schedules are determined based on a designated Full Time Equivalent (FTE) status. Employees designated as less than a 1.0 FTE are eligible for salary and benefits prorated based on FTE status. Employees are expected to be available to work their full, designated FTE status.

Unless otherwise set forth on the applicable service line Appendix, Employee's work schedules will be set by the Medical Director or designee or as set forth in any at-will employment agreement or signed offer letter. Generally, it is anticipated that full time employees will work a minimum of fifteen (15) shifts per month, while part-time will work a minimum of seven (7) shifts per month.

Extra Shift/Hours Compensation:

In the event an employee works in excess of their regular and on-call shifts he or she shall be entitled to the additional shift compensation set forth in the Appendices. Additionally, in the event an employee is required to stay over a scheduled shift more than two (2) hours, the employee will receive additional hourly compensation consistent with their regular hourly rate of compensation for hours above and beyond the scheduled shifts. **Example:** Employee works 12.5 hours in a 10-hour scheduled shift will entitle such employee to two and one half hours of additional pay at the next regularly scheduled pay period.

With the exception of per-diem status employees, any excess time less than the two-hours over the scheduled shift does not entitle the employee to any additional hourly compensation.

On-Call Coverage:

Physicians and Non-Physician Providers, who provide on-call coverage, may receive additional shift compensation at the rates set forth in the Appendices, for on-call coverage over and above a pre-determined amount, as set forth by the Medical Director, or in the employee's offer of employment letter or At-Will contract for employment. An employee who is on unrestricted call, who is called to return to the facility to perform work, will receive callback pay consistent with the rates set forth in the Appendices.

Annual Evaluations:

Employee performance will be evaluated on an annual basis. The annual evaluation cycle shall be based on fiscal year (July 1 - June 30). All Compensation Plan employees shall have a common review date of September 1st unless otherwise established by the CEO. Employees under this Compensation Plan are not subject to merit or cost of living increases as their compensation is subject to bi-annual (i.e., every other year) fair market value reviews consistent with the terms of this Compensation Plan and their employment agreement.

Consolidated Annual Leave (CAL) / Administrative Leave Days (ALDs):

The Chief Executive Officer (or designee) shall determine if a Physician Provider classification covered by this Compensation & Benefits Plan will:

1. Accrue CAL in accordance with the hospital's standard human resources policies & procedures; or,
2. Participate in the ALD program as defined below.

Physicians

Physician Providers in a classification designated to participate in the ALD program will not accrue CAL as set forth in the hospital's Human Resources Policies and Procedures. Instead, each part-time or full-time Physician Provider under this Compensation Plan designated as such shall receive Administrative Leave Days (ALDs).

Appropriate use of ALDs include sick days, and leave of absences. ALDs do not roll over year to year, may not be converted to compensation, transferred to other ineligible classifications or statuses, nor are they paid out upon separation of employment. Requests to use ALDs shall be submitted to the Medical Director (or designee) over the service line.

ALDs will be awarded on a pro-rated basis upon the first year of hire. Thereafter, the employee will receive their allotment of ALDs each January 1st. Eligible employee's under this Compensation Plan will receive ALDs as follows:

Employment Status*	# Regularly scheduled shifts per month	# of ALDs
Part-Time	Up to 14	7
	15-19	15
Full-Time	Up to 19	15
	20+	30

* an Employee's employment status is determined by UMC Human Resources and is set forth in the applicable offer letter/contract of employment.

An employee's time-off may differ in accordance with their at-will employment agreement. Physicians accruing CAL upon final approval and implementation of this September 1, 2023 Compensation Plan will retain any accrued CAL time and will be required to exhaust such time prior to the use of any ALDs. CAL accrued prior to implementation of this September 1, 2023 Compensation Plan may not be converted to compensation, nor is it paid out upon separation of employment.

Non-Physician Providers

Full & part-time Non-Physician Providers (e.g., CRNAs) under this Compensation Plan will continue to accrue and use CAL consistent with the hospital's Human Resources Policies and Procedures.

Extended Illness Bank (EIB):

Eligible employees under this Compensation Plan will accrue Extended Illness Bank (EIN) as set forth in hospital's Human Resources Policies and Procedures. The rules governing the use of EIB leave time shall be consistent with those set forth by Human Resource Policies and Procedures.

Miscellaneous Leaves:

Miscellaneous Leaves, such as jury/court duty, military leave, bereavement leave, family leave, etc., are administered in accordance with Human Resources Policies and Procedures.

Group Insurance:

UMC provides medical, dental, and life insurance to all eligible employees covered by this plan. To be eligible for group insurance, an employee must occupy a regular budgeted position and work the required hours to meet the necessary qualifying periods associated with the insurance program.

Employees will have deducted each pay period an approved amount from their compensation for employee insurance, or other elected coverages. Amounts are determined by UMC and approved by the UMC Governing Board. Rules governing the application and administration of insurance benefits shall be consistent with those set forth by Human Resource Policies and Procedures.

Retirement:

Employees are covered by the Nevada Public Employees Retirement System. UMC pays the employee's portion of the retirement contribution under the employer-pay contribution plan in the manner provided for by NRS Chapter 286. Any increases in the percentage rate of the retirement contribution above the rate set forth in NRS 286.421 on May 19, 1975, shall be borne equally by UMC and the employee in the manner provided by NRS 286.421. Any decrease in the percentage rate of the retirement contribution will result in a corresponding increase to each employee's base pay equal to one-half (1/2) of the decrease. Any such increase in pay will be effective from the date the decrease in the percentage rate of the retirement contribution becomes effective. Retirement contribution does not include any payment for the purchase of previous credit service on behalf of any employee.

Continuing Medical Education (CME):

UMC will pay a \$2,500 CME stipend (Stipend), less appropriate withholdings each calendar year in January, for a qualified employee upon the employee's execution of UMC's CME Stipend Attestation form. The Stipend is available to a UMC employed licensed independent provider including, but not limited to, physician, nurse practitioner, physician assistant, CRNA, and dentist. At its sole discretion, UMC may identify other independent providers that qualify for the Stipend. Qualified employees may also request up to 40 hours of paid release time each calendar year to attend CME related activities. Approval of such time is at the sole discretion of UMC leadership.

All training, travel, and lodging must be pre-approved by the Chief Operating Officer, Medical Director, and such other person(s) as may be required by the COO and Medical Director pursuant to the hospital's training and travel policy. In the event an employee is on leave or FMLA, the employee is not eligible to take CME release time.

Conflict of Interest:

Physicians are expected to comply with applicable Medicare and Medicaid and other applicable federal, state, and/or local laws and regulations, as-well-as, hospital policies and procedures and Medical and Dental Staff Bylaws. In so doing, it is emphasized that each employee must refrain from using his/her position as a UMC employee to secure personal gain and/or endorse any particular product or service. This includes seeking or accepting additional employment or ownership in a business outside UMC that represents a conflict of interest as defined in the Ethical Standards Policy.

The referral of patients to individuals or practices which compete with or do not support UMC is considered a conflict of interest. However, it is understood that patients have the right to choose where to be referred upon full disclosure by the attending physician of all relevant information. All referrals must go through the UMC Referral Office where they will be processed accordingly.

All other provisions of the conflict of interest policy shall be as defined and described in the Human Resources Policy and Procedures Manual titled Ethical Standards and the UMC Medical and Dental Staff Bylaws.

Professional Standards:

Quality and safe patient care and the highest professional standards are the major goals of UMC and its facilities. To that end, UMC agrees to make every reasonable effort to provide a work environment that is conducive to allowing employees to maintain a professional standard of quality, safe patient care, and patient confidentiality. Employees shall be required to conduct themselves in a professional manner at all times.

UMC is a teaching facility. To that extent, physician employees may be required to supervise or co-sign medical records for mid-level providers or residents who are in a recognized residency program, such as the UNLV School of Medicine Residency Program.

UMC shall provide interpretive services in designated exam rooms. Physician employees are required to use the interpretive services provided through UMC.

No Physician employee shall unreasonably and without good cause fail to provide care to patients. Any patient complaint received in writing shall be administered pursuant to UMC Administrative Policy, as modified from time to time. The employee shall be required to meet with the Patient Advocate and/or the Medical Director so that a response, if any, may be prepared. The affected employee shall receive a copy of any written response. If any discipline is administered, just cause standards and the appropriate sections of the Human Resources Policies and Procedures Manual shall apply.

All Physicians will follow the UMC Code of Conduct for Corporate Compliance. This includes completing a Medicare Enrollment Application – Reassignment of Medicare Benefits (CMS-855R) form.

UMC is an equal opportunity employer and will not tolerate discrimination on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity or expression, and/or genetic information in employment. In accordance with state and federal laws, the UMC Governing Board is committed to an Equal Opportunity, Affirmative Action and Sexual Harassment Policy to prohibit unlawful discrimination.

Pursuant to Nevada Revised Statutes Chapter 41, UMC will indemnify an employee whose acts or omissions are within the course and scope of their employment and will thereafter continue to cover (without cost to the employee) the employee under the hospital's self-funded insurance policy. As such, each employee is covered for professional liability and general liability purposes, in accordance with Chapter 41 of the Nevada Revised Statutes, by the certificate of insurance and statement of indemnification.

Appendix 1*

Anesthesiology - Pay Grades/Ranges & Additional Compensation

Position	Base Salary Range ¹	Additional Work Shift Rate ⁵	Additional On-Call Shift Rate ²	Call-Back Rate ³	Per-Diem Rate ⁴
SPECIALTY – Anesthesia					
Medical Director	\$524,160-\$744,640	N/A	N/A	N/A	N/A
General / OR	\$468,000-\$673,920	EEs regular hourly rate	\$36.00 p/h.	EEs hourly rate if on-call and called back to facility	\$327.00 p/h
Pediatric	\$468,000-\$673,920		\$35.00 p/h.		\$327.00 p/h
Trauma	\$491,400-\$707,616		\$38.00 p/h.		\$343.00 p/h
OB	\$468,000-\$673,920		\$36.00 p/h.		327.00 p/h
CVT	\$515,840-\$678,080		\$40.00 p/h.		\$329.00 p/h
CRNA	\$162,240-\$235,040		\$17.00 p/h.		\$140.00 p/h

*Appendix 1 may be amended from time to time, with Board approval, to reflect new employment physician specialties based upon compensation rates that are consistent with FMV.

¹ Based on years of experience

² On-call unrestricted shifts in excess of the number required per agreement – **note:** If an employee is placed on a restricted call shift (i.e., where employee is required to be onsite) the employee will be paid at their standard base hourly rate of pay.

³ EE must be on an On-call shift and called to return to facility to perform work

⁴ Applicable only to those hired into a per-diem classification

⁵ See extra shift/hours on page 2 of this document

Appendix 2*

Radiology - Pay Grades/Ranges & Additional Compensation

Position/Specialty	Base Salary Range ¹	Additional Work Shift Rate ⁵	Additional On-Call Shift Rate ²	Call-Back Rate ³	Per-Diem Rate ⁴
SPECIALTY – Radiology					
Medical Director	Based on specialty ⁶	N/A	N/A	N/A	Based on specialty ⁶
Diagnostic Radiologist	\$477,179 - \$706,867	EEs regular hourly rate	\$41.67 p/h	EEs hourly rate if on-call and called back to facility	\$294 p/h
Interventional Radiologist	\$511,856 - \$761,311		\$41.67 p/h		\$336 p/h
Neurointerventional Radiologist	\$497,909- \$725,609		\$58.33 p/h		\$338p/h
APP	\$122,667 - \$154,050		\$13.00 p/h		\$67 p/h

*Appendix 2 may be amended from time to time, with Board approval, to reflect new employment physician specialties based upon compensation rates that are consistent with FMV.

¹ Offers are based on years of experience.

² On-call unrestricted shifts in excess of the number required per agreement – **note:** If an employee is placed on a restricted call shift (i.e., where employee is required to be onsite) the employee will be paid at their standard base hourly rate of pay.

³ EE must be on an On-call shift and called to return to facility to perform work

⁴ Applicable only to those hired into a per-diem classification

⁵ See extra shift/hours on page 2 of this document

⁶ The Medical Director will be hired under their specialty classification range. They will receive additional compensation based on the number of hours they are expected to work as a Medical Director for that month. Generally, this will be set at 20 hours per month, and the hourly rate will range from \$303-\$395 based on specialty.

Appendix 3*

Hospitalist - Pay Grades/Ranges & Additional Compensation

Position	Base Salary Range ¹	Additional Work Shift Rate ⁵	Additional On-Call Shift Rate ²	Call-Back Rate ³	Per-Diem Rate ⁴
SPECIALTY – General Medicine					
GM Medical Director	\$306,000 - \$358,368	N/A	N/A	N/A	N/A
GM Hospitalist	\$285,000 - \$327,767	EEs regular hourly rate	N/A	EEs hourly rate if on-call and called back to facility	EEs Hourly Rate plus 15%
GM APP	\$126,040- \$147,841		N/A		

*Appendix 3 may be amended from time to time, with Board approval, to reflect new employment physician specialties based upon compensation rates that are consistent with FMV.

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⁵ See extra shift/hours on page 2 of this document

Appendix 4*

Emergency Medicine - Pay Grades/Ranges & Additional Compensation

Position	Base Salary Range ¹	Additional Work Shift Rate ⁵	Additional On-Call Shift Rate ²	Call-Back Rate ³	Per-Diem Rate ⁴
SPECIALTY – Emergency Medicine					
EM Medical Directors	\$315,732-\$486,303	EEs regular hourly rate	N/A	N/A	N/A
(FT) EM Physician	\$315,732-\$437,672				PT EEs Hourly Rate plus 15%
(PT) EM Physician (1456 hrs.) **	\$207,452-\$323,983				
EM APP	\$109,652-\$177,252				

*Appendix 4 may be amended from time to time, with Board approval, to reflect new employment physician specialties based upon compensation rates that are consistent with FMV.

**Part-time employment is determined to be 1456 hours /0.7 FTE (182 8-hour shifts annually).

¹ Based on years of experience

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⁴ Applicable only to those hired into a per-diem classification

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2025

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<ul style="list-style-type: none">• Radiologist – Diagnostic, Interventional, Neurointerventional	<ul style="list-style-type: none">• Radiology APP
<ul style="list-style-type: none">• Medical Director, General Medicine Hospitalist• General Medicine Hospitalist	<ul style="list-style-type: none">• Hospitalist APP
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Conflict of Interest:

Physicians are expected to comply with applicable Medicare and Medicaid and other applicable federal, state, and/or local laws and regulations, as-well-as, hospital policies and procedures and Medical and Dental Staff Bylaws. In so doing, it is emphasized that each employee must refrain from using his/her position as a UMC employee to secure personal gain and/or endorse any particular product or service. This includes seeking or accepting additional employment or ownership in a business outside UMC that represents a conflict of interest as defined in the Ethical Standards Policy.

The referral of patients to individuals or practices which compete with or do not support UMC is considered a conflict of interest. However, it is understood that patients have the right to choose where to be referred upon full disclosure by the attending physician of all relevant information. All referrals must go through the UMC Referral Office where they will be processed accordingly.

All other provisions of the conflict of interest policy shall be as defined and described in the Human Resources Policy and Procedures Manual titled Ethical Standards and the UMC Medical and Dental Staff Bylaws.

Professional Standards:

Quality and safe patient care and the highest professional standards are the major goals of UMC and its facilities. To that end, UMC agrees to make every reasonable effort to provide a work environment that is conducive to allowing employees to maintain a professional standard of quality, safe patient care, and patient confidentiality. Employees shall be required to conduct themselves in a professional manner at all times.

UMC is a teaching facility. To that extent, physician employees may be required to supervise or co-sign medical records for mid-level providers or residents who are in a recognized residency program, such as the UNLV School of Medicine Residency Program.

UMC shall provide interpretive services in designated exam rooms. Physician employees are required to use the interpretive services provided through UMC.

No Physician employee shall unreasonably and without good cause fail to provide care to patients. Any patient complaint received in writing shall be administered pursuant to UMC Administrative Policy, as modified from time to time. The employee shall be required to meet with the Patient Advocate and/or the Medical Director so that a response, if any, may be prepared. The affected employee shall receive a copy of any written response. If any discipline is administered, just cause standards and the appropriate sections of the Human Resources Policies and Procedures Manual shall apply.

All Physicians will follow the UMC Code of Conduct for Corporate Compliance. This includes completing a Medicare Enrollment Application – Reassignment of Medicare Benefits (CMS-855R) form.

UMC is an equal opportunity employer and will not tolerate discrimination on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity or expression, and/or genetic information in employment. In accordance with state and federal laws, the UMC Governing Board is committed to an Equal Opportunity, Affirmative Action and Sexual Harassment Policy to prohibit unlawful discrimination.

Pursuant to Nevada Revised Statutes Chapter 41, UMC will indemnify an employee whose acts or omissions are within the course and scope of their employment and will thereafter continue to cover (without cost to the employee) the employee under the hospital's self-funded insurance policy. As such, each employee is covered for professional liability and general liability purposes, in accordance with Chapter 41 of the Nevada Revised Statutes, by the certificate of insurance and statement of indemnification.

Appendix 1*

Anesthesiology - Pay Grades/Ranges & Additional Compensation

Position	Base Salary Range ¹	Additional Work Shift Rate ⁵	Additional On-Call Shift Rate ²	Call-Back Rate ³	Per-Diem Rate ⁴
SPECIALTY – Anesthesia					
Medical Director	\$524,160- \$744,640 \$486,720- \$763,360	N/A	N/A	N/A	N/A
General / OR	\$468,000- \$673,920 \$451,360- \$640,640	EEs regular hourly rate	\$36.00 33.74 p/h.	EEs hourly rate if on-call and called back to facility	\$327.00 324 p/h
Pediatric	\$468,000- \$673,920 \$476,320- \$640,640		\$35.00 33.74 p/h.		\$327.00 324 p/h
Trauma	\$491,400- \$707,616 \$473,928- \$672,672		\$38.00 35.42 p/h.		\$343.00 340 p/h
OB	\$468,000- \$673,920 \$451,262- \$641,076		\$36.00 33.74 p/h.		\$327.00 324 p/h
CVT	\$515,840- \$678,080 \$473,928- \$672,672		\$40.00 35.42 p/h.		\$329.00 340 p/h
CRNA	\$162,240- \$235,040 \$203,840- \$253,760		\$17.00 13.07 p/h.		\$140.00 127 p/h

*Appendix 1 may be amended from time to time, with Board approval, to reflect new employment physician specialties based upon compensation rates that are consistent with FMV.

¹ Based on years of experience

² On-call unrestricted shifts in excess of the number required per agreement – **note:** If an employee is placed on a restricted call shift (i.e., where employee is required to be onsite) the employee will be paid at their standard base hourly rate of pay.

³ EE must be on an On-call shift and called to return to facility to perform work

⁴ Applicable only to those hired into a per-diem classification

⁵ See extra shift/hours on page 2 of this document

Appendix 2*

Radiology - Pay Grades/Ranges & Additional Compensation

Position/Specialty	Base Salary Range ¹	Additional Work Shift Rate ⁵	Additional On-Call Shift Rate ²	Call-Back Rate ³	Per-Diem Rate ⁴
SPECIALTY – Radiology					
Medical Director	Based on specialty ⁶	N/A	N/A	N/A	Based on specialty ⁶
Diagnostic Radiologist	\$477,179 - \$706,867	EEs regular hourly rate	\$41.67 p/h	EEs hourly rate if on-call and called back to facility	\$294 p/h
Interventional Radiologist	\$511,856 - \$761,311		\$41.67 p/h		\$336 p/h
Neurointerventional Radiologist	\$497,909- \$725,609		\$58.33 p/h		\$338p/h
APP	\$122,667 - \$154,050		\$13.00 p/h		\$67 p/h

*Appendix 2 may be amended from time to time, with Board approval, to reflect new employment physician specialties based upon compensation rates that are consistent with FMV.

¹ Offers are based on years of experience.

² On-call unrestricted shifts in excess of the number required per agreement – **note:** If an employee is placed on a restricted call shift (i.e., where employee is required to be onsite) the employee will be paid at their standard base hourly rate of pay.

³ EE must be on an On-call shift and called to return to facility to perform work

⁴ Applicable only to those hired into a per-diem classification

⁵ See extra shift/hours on page 2 of this document

⁶ The Medical Director will be hired under their specialty classification range. They will receive additional compensation based on the number of hours they are expected to work as a Medical Director for that month. Generally, this will be set at 20 hours per month, and the hourly rate will range from \$303-\$395 based on specialty.

Appendix 3*

Hospitalist - Pay Grades/Ranges & Additional Compensation

Position	Base Salary Range ¹	Additional Work Shift Rate ⁵	Additional On-Call Shift Rate ²	Call-Back Rate ³	Per-Diem Rate ⁴
SPECIALTY – General Medicine					
GM Medical Director	\$306,000 - \$358,368	N/A	N/A	N/A	N/A
GM Hospitalist	\$285,000 - \$327,767	EEs regular hourly rate	N/A	EEs hourly rate if on-call and called back to facility	EEs Hourly Rate plus 15%
GM APP	\$126,040- \$147,841		N/A		

*Appendix 3 may be amended from time to time, with Board approval, to reflect new employment physician specialties based upon compensation rates that are consistent with FMV.

¹ Based on years of experience

² On-call unrestricted shifts in excess of the number required per agreement – **note:** If an employee is placed on a restricted call shift (i.e., where employee is required to be onsite) the employee will be paid at their standard base hourly rate of pay.

³ EE must be on an On-call shift and called to return to facility to perform work

⁴ Applicable only to those hired into a per-diem classification

⁵ See extra shift/hours on page 2 of this document

Appendix 4*

Emergency Medicine - Pay Grades/Ranges & Additional Compensation

Position	Base Salary Range ¹	Additional Work Shift Rate ⁵	Additional On-Call Shift Rate ²	Call-Back Rate ³	Per-Diem Rate ⁴
SPECIALTY – Emergency Medicine					
EM Medical Directors	\$315,732-\$486,303	EEs regular hourly rate	N/A	N/A	N/A
(FT) EM Physician	\$315,732-\$437,672				PT EEs Hourly Rate plus 15%
(PT) EM Physician (1456 hrs.) **	\$207,452-\$323,983				
EM APP	\$109,652-\$177,252				

*Appendix 4 may be amended from time to time, with Board approval, to reflect new employment physician specialties based upon compensation rates that are consistent with FMV.

**Part-time employment is determined to be 1456 hours /0.7 FTE (182 8-hour shifts annually).

¹ Based on years of experience

² On-call unrestricted shifts in excess of the number required per agreement – **note:** If an employee is placed on a restricted call shift (i.e., where employee is required to be onsite) the employee will be paid at their standard base hourly rate of pay.

³ EE must be on an On-call shift and called to return to facility to perform work

⁴ Applicable only to those hired into a per-diem classification

⁵ See extra shift/hours on page 2 of this document

**UNIVERSITY MEDICAL CENTER OF SOUTHERN NEVADA
GOVERNING BOARD
HUMAN RESOURCES AND EXECUTIVE COMPENSATION
COMMITTEE
AGENDA ITEM**

Issue: Emerging Issues	Back-up:
Petitioner: Ricky Russell, Chief Human Resource Officer	Clerk Ref. #
Recommendation: That the Human Resources and Executive Compensation Committee identify emerging issues to be addressed by staff or by the UMC Governing Board Human Resources and Executive Compensation Committee at future meetings; and direct staff accordingly. <i>(For possible action)</i>	

FISCAL IMPACT:

None

BACKGROUND:

None