



UMC Human Resources and Executive Compensation Committee Meeting

Monday, July 14, 2025 2:00 p.m.

UMC Trauma Building - Providence Suite - 5th Floor

800 Hope Place

Las Vegas, NV 89102

AGENDA

University Medical Center of Southern Nevada
UMC GOVERNING BOARD
HUMAN RESOURCES AND EXECUTIVE COMPENSATION COMMITTEE
July 14, 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 special meeting on May 12, 2025.
(For possible action)

3. Approval of Agenda. (For possible action)

SECTION 2. BUSINESS ITEMS

4. Receive an educational update on the various Compensation Statements that employees have access to annually; and take action as deemed appropriate. *(For possible action)*
5. Review and discuss the close out of the FY25 Turnovers & Hires report; and take action as deemed appropriate. *(For possible action)*
6. Review and discuss the CHRO Updates; and take action as deemed appropriate. *(For possible action)*
7. Review and discuss the FY25 Organizational Goals specific to the Human Resources and Executive Compensation Committee; and take action as deemed appropriate. *(For possible action)*
8. Review and discuss the proposed Preliminary FY26 Organizational Goals specific to the Human Resources and Executive Compensation Committee; and take action as deemed appropriate. *(For possible action)*
9. Review and discuss the revisions to the Physician & Non-Physician Provider (wRVU) Productivity Compensation and Benefits Plan; and recommend for approval by the UMC Governing Board; and take action as deemed appropriate. *(For possible action)*

SECTION 3. EMERGING ISSUES

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)*

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, May 12, 2025**

UMC Providence Suite
Trauma Building, 5th Floor
800 Hope Place
Las Vegas, Clark County, Nevada
Monday, May 12, 2025
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 Laura Lopez-Hobbs and the following members were present, which constituted a quorum of the members thereof:

Committee Members:

Laura Lopez-Hobbs (WebEx)
Renee Franklin (WebEx)
Dr. Donald Mackay (WebEx)

Absent:

Bill Noonan, Ex-Officio (Excused)

Others Present:

Mason Van Houweling, Chief Executive Officer
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

Chair Lopez-Hobbs 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 March 10, 2025.
(For possible action)**

FINAL ACTION:

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

SECTION 2. BUSINESS ITEMS

ITEM NO. 4 Receive an educational update on select employee benefits and practices by employee group, and overview of some employee demographics; and take action as deemed appropriate. (For possible action)

DOCUMENTS SUBMITTED:

- Benefits and Demographics Presentation

DISCUSSION:

Ricky Russell, Chief Human Resources Officer, provided a high-level overview of benefits and employee demographics. The various employment groups shown in the matrix were management, physician groups, union, and non-represented employees. The benefit classifications for each group were also displayed.

Most employee groups receive Consolidated Annual Leave (CAL), except for engineers and certain physician compensation plans. CAL is used for holidays, vacations, sick time, and leaves of absence. Mr. Russell explained that engineers and physicians receive separate annual leave allowances. Most paid holiday plans are included within the CAL structure and can be rolled over from year to year. The discussion continued with a review of administrative leave days, floating holidays, merits, COLA, longevity, etc.

Chair Lopez-Hobbs asked if there are minimum days to use from the CAL bank. Mr. Russell explained that although there are no minimum days, the limit in the CAL bank is 320 hours. Annual reviews are based on focal dates or anniversary dates, depending on employee group category. He added that management receives annual incentive bonuses but does not get COLA increases.

Longevity is available based on employee group and hire date. The discussion continued regarding exceptions for employees to receive longevity. Approximately one-third of employees currently still receive longevity.

The Committee likes this presentation and feels it will be helpful in future discussions.

Mr. Russell next reviewed the employee demographics overview of the employee population, which included employee totals, tenure, and percentages of employee groups.

The average tenure for employees at UMC is 7 years overall, with RNs averaging 8 years and physicians 3 years. The Committee would like to see the overall tenure comparison without per-diem classifications.

Mr. Russell continued the discussion by providing a breakdown of employee age ranges and base salary compensation rates by classification. The compensation rates did not include benefit costs.

Employees range in age between 20 and 87 years. The average age for all employees is 45 years, the age for RNs is 43, and the average for physicians is 48. The average age for retirement is 62 to 70. There are currently approximately 200 employees eligible for retirement. Lastly, Mr. Russell reviewed the statistics related to gender and race categories.

FINAL ACTION:

None

ITEM NO. 5 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 April FY2025.

Overall voluntary turnovers for April was .40%, consistent with year-over-year tracking. Year-to-date turnover is 6.07% and overall RN turnovers was at 4.64%. The per-diem turnover rate was 37% and for RN per-diems it was 34%.

Member Mackay asked if there were exit interviews. Mr. Russell responded that exit interviews are available to employees via online or in person. The Committee would like to review this data at a future meeting. There was continued discussion regarding the possible analysis of departments with high turnover rates.

Departments with the highest RN turnover rates are CRP, ED/CCU/CVCU, and the OR. Overall, the departments with high turnover are CRP, EVS, and care/case management; management will continue to monitor exit surveys of departments with high turnover rates. The committee would like to see how care management turnover correlates to other hospital metrics, including length of stay, patient satisfaction, employee satisfaction, and quality scores. The discussion continued regarding employee retention statistics.

FINAL ACTION:

None

ITEM NO. 6 Review and discuss the CHRO Updates; and direct staff accordingly. (For possible action)

DOCUMENTS SUBMITTED:

- PowerPoint

DISCUSSION:

Mr. Russell provided the following HR updates:

FY25 - Organizational Goals – HR Update

A full update of all goals will be provided at the July meeting. To date, three of the five goals are on track and are being met.

Mr. Russell reviewed the challenges associated with the goals related to reducing overall per-diem turnovers and RN turnover rates, and completion of annual reviews.

Cornerstone Performance Management System Update: The system went live on May 1st. The system is more robust, has more flexibility, and will incorporate compensation and succession planning systems in the future. This will allow staff more efficiency.

Bi-Annual Employee Engagement Survey: The survey launches on May 13th. The goal is to reach 76% participation. The survey will be open for approximately 2 to 3 weeks. Once the results are received, they will be shared with the departments.

Misc: COLA and merit bonuses will be received in July. The COLA is 3% plus a 1.5% salary schedule increase. There will be a PERS decrease of 1.625% in July.

FINAL ACTION:

None

ITEM NO. 7 Review and discuss the revisions of the Policies and Procedures, as they relate to the Governing Board Human Resources and Executive Compensation Committee; and take action as deemed appropriate. *(For possible action)*

DOCUMENTS SUBMITTED:

- Governing Board Policies and Procedures

DISCUSSION:

Minor stylistic adjustments were made to the policies and procedures. The purposes and responsibilities of the HR committee will align with those of the other committees.

FINAL ACTION:

A motion was made by Member Mackay to approve the amendments to the Policies and Procedures and recommend approval to the UMC Governing Board for approval. The motion was carried by unanimous vote.

SECTION 3. EMERGING ISSUES

ITEM NO. 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)*

Discussion:

The Committee discussed to following:

An example of the benefit statements and compensation package that is communicated or mailed to employees.

Mr. Van Houweling announced that UMC was ranked in the Becker's Hospital Review as one of 150 Top Places to Work for Hospitals, Health Systems, and Healthcare Companies. Congratulations!

Nurses Week was last week, Hospital Week starts Wednesday and the Ribbon Cutting will be held on Friday, May 16th.

COMMENTS BY THE GENERAL PUBLIC:

At this time, Chair Lopez-Hobbs 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 time of 2:56 p.m. Chair Lopez-Hobbs 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: Educational Update – UMC EE Compensation Statements	Back-up:
Petitioner: Kendrick Russell, CHRO	Clerk Ref. #
Recommendation: The Human Resources and Executive Compensation Committee will receive an educational update on the various Compensation Statements that employees have access to annually; and take action as deemed appropriate. <i>(For possible action)</i>	

FISCAL IMPACT:

None

BACKGROUND:

Employees have access to two compensation statements on an annual basis. This discussion reviews the two templates.

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Cleared for Agenda
July 14, 2025

Agenda Item #



2025 Total Compensation Statement





“Thank you
for supporting
and leading the
continued evolution
of Nevada’s most
sophisticated health
care system.”

MESSAGE FROM MASON

Dear [REDACTED],

As we begin the next chapter in UMC's rich history, I would like to thank you for supporting and leading the continued evolution of Nevada's most sophisticated health care system. We have nearly completed our project to fully transform UMC's flagship hospital campus, positioning our team for continued success in the coming years. Together, we have made incredible progress in elevating the level of care available in Southern Nevada. Your work continues to have a profound impact on the community we serve, and UMC is proud to invest in your future.

Please take a moment to review this document, which offers detailed information for your records focused on your total compensation and shows you an overall view of the investment made to you as a UMC employee. If you have any questions about this document, our Human Resources team is available to assist you at 702-383-3784.

Thank you again for taking extraordinary care of our patients!

Mason Van Houweling
UMC CEO

Date of Hire:

11/17/2021

ABOUT YOUR STATEMENT

Most of the information shown on this statement illustrates your benefits and their value to you based on the salary, service and coverage you had on December 31, 2024. Therefore, the information contained in this statement may vary slightly due to various reasons, including but not limited to any salary increases you may have received recently, CAL or EIB usage, or any changes you have made to your benefits coverage since that time. The information is not intended as a guarantee of future compensation, benefits, or coverage, and is not a contract or agreement of ongoing employment. While care has been taken to ensure this statement is accurate, the possibility of error always exists. The availability and amounts of your actual benefits will always be governed by the official plan documents or contracts. All programs and benefits are subject to change and/or termination by the organization.

If you have any questions about this statement or need more information about your benefits in general, please contact the Human Resources Department at 702-383-3784.

You are encouraged to log in to your ESS account to view your paycheck, detailed benefits information, and an abbreviated year-to-date compensation statement, available 24 hours a day, seven days a week at:

<https://erpportal.co.clark.nv.us/irj/portal>

YOUR PERSONAL INFORMATION

If you believe any part of this data is incorrect, notify the Human Resources Department at 702-383-3784.

MANDATED BENEFITS

Mandated benefits are composed of Workers' Compensation and Unemployment Compensation. UMC covers the full cost of Workers' Compensation. For on-the-job accidents or illnesses, Workers' Compensation pays all medical bills and contributes a portion of your earnings if you cannot work.

You and UMC share equally in contributions to the Medicare Programs. These federal programs may provide an income in the event of your disability; pay a benefit to your survivors if you die; and/or at your retirement, pay a pension to you and your spouse for life and provide medical coverage at retirement age. UMC covers the full cost of Unemployment Compensation, which pays an income if you become unemployed through no fault of your own.

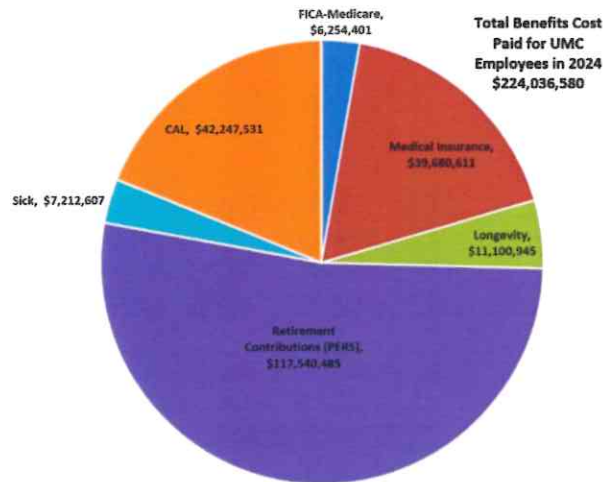
2024 TOTAL COMPENSATION OVERVIEW

Your total compensation includes your base pay and benefits. While your base pay is immediately visible, the value of your employee benefits may often be overlooked. The company's contributions to your medical, dental and vision insurance, NV PERS, and a variety of other benefits make up a large part of your total compensation. This estimate includes UMC's cost for your benefits based on your elections and payroll data as of December 31, 2024.

	UMC Cost	Your Cost
Direct Compensation		
Gross Compensation as of December 31, 2024	\$97,942.89	\$ 0.00
2022 Annualized Health & Welfare Benefits		
Medical, Dental, & Vision Plan	\$ 0.00	\$ 0.00
Basic Life Insurance and Accidental Death & Dismemberment (AD&D)	\$11.28	\$0.00
Supplemental Life Insurance		
Employee	\$ 0.00	\$ 0.00
Spouse	\$ 0.00	\$ 0.00
Child(ren)	\$ 0.00	\$ 0.00
Supplemental AD&D	\$ 0.00	\$ 0.00
SUBTOTAL	\$ 11.28	\$ 0.00
PERCENTAGE	100%	0%
Retirement Benefits		
Public Employee Retirement System (Nevada PERS)	\$32,465.56	\$ 0.00
Total Value of Your Compensation & Benefits	\$130,419.73	\$ 0.00
Social Security Tax Savings of 6.2% - Increase to Net Take Home Pay	\$6,072.46	\$ 0.00

PAY & BENEFITS

For each dollar earned in 2024, approximately \$0.59 is added on average for the value of benefits provided by UMC. In other words, each dollar earned is really worth \$1.59 in total compensation. As you can see in the chart below, UMC makes a large investment every year in you as employees. In 2024, \$224,036,580 was invested in benefit programs on behalf of all UMC employees.



2024 BENEFIT LEVELS

Because we know how important UMC's highly competitive benefits are to you, below is an outline of your benefit levels and balances as of December 31, 2024.

PLAN	COVERAGE LEVEL
HEALTHCARE PLAN NAME	Waived
MEDICAL	Waived Coverage
DENTAL	Waived Coverage
VISION	Waived Coverage
BASIC LIFE & AD&D	Employee only
SUPPLEMENTAL LIFE	
EMPLOYEE	-
SPOUSE	-
CHILD(REN)	-
SUPPLEMENTAL AD&D	-

CAL & EIB – BALANCES AS OF 12/31/24

PAID TIME OFF	NUMBER OF HOURS
CAL	52.95
EIB	.00
EIB2	84.50

RETIREMENT (NV PERS AND EMPOWER)

Whether your retirement is several years away or just around the corner, it makes sense to make plans for the future. Because UMC is a local government employer, employees participate in NV PERS, the Public Employees' Retirement System. In addition, employees can elect to participate in the Empower voluntary deferred compensation 457(b) or Roth investment plans. If you'd like more information about these plans, please contact Empower at 702-249-7186.

PUBLIC EMPLOYEES' RETIREMENT SYSTEM (NV PERS)

UMC contributes through the Employer Pay Plan (ER Paid or EPC) 33.50% of your base pay and other qualifying earnings each pay period into the Public Employees' Retirement System toward your pension plan. Effective July 21, 2025, the contribution rate paid by UMC will increase 3.25% to 36.75%.

IMPORTANT: Effective July 21, 2025, there will be a 1.625% NV PERS adjustment decrease to your hourly pay rate due to the contribution rate increase. Under Nevada law, the total contribution rate change must be equally divided between the employee and UMC.

WHAT IS NV PERS?

The Public Employees' Retirement System (NV PERS) is a tax-qualified defined benefit plan created by the Legislature as an independent public agency to provide a reasonable base income to qualified employees who have been employed by a public employer and whose earning capacity has been removed or has been substantially reduced by age or disability.

WHAT IS A DEFINED-BENEFIT PENSION PLAN?

This is a retirement plan that provides eligible employees a set benefit at retirement. This type of plan is different from a defined contribution plan, such as a 401 (k) or 457 (b) plan, in which the employee must contribute into the plan for the retirement benefit.

RETIREMENT CALCULATOR

The NV PERS pension plan is designed to provide monthly benefit payments at retirement. As a defined benefit program, the amount you receive upon retirement is determined by NV PERS and is a set formula based on your age and years of service.

For more information, your personal NV PERS status and detailed calculators, please visit: nvpers.org.

For questions on contributions and benefit terminology, please visit: nvpers.org/faq.

ANNUAL STATEMENTS:

Each year, every active, contributing member of the retirement system receives a statement regarding the amount of contributions the employer has made on their behalf to the pension fund. The statement reflects the total contributions made as of December 31 of the preceding year.

OTHER BENEFITS OFFERED BY UMC

For additional details about all of the programs outlined below, please go to the UMC Intranet Human Resources page.

No Social Security Deductions

UMC employees have a higher net take home pay! Because UMC pays the full NV PERS contribution of 33.5% (Effective July 21, 2025: 36.75%) of your annual salary, we do not participate in Social Security. This is equivalent to a 6.2% higher take home pay.

Empower

This organization offers a full range of products and services, including our 457(b) deferred compensation and Roth retirement plans. This allows for retirement contributions to be made pre-tax or post-tax from payroll deductions into a qualifying account. Please contact 866-816-4400 for questions regarding a new or existing account.

Guardian and Trustmark

Both plans offer a full range of insurance products for your needs. For information about how to enroll or speak with a plan representative contact the HR Benefits Department at 702-383-3784.

Discounts

UMC team members receive discounts for shopping, entertainment, wellness and more! Participating businesses include T-Mobile, the NOW Massage and Caesars Palace, just to name a few. UMC also recently launched a partnership with Wellhub, providing large discounts on a network of gyms and other wellness resources for your family. To learn more about UMC employee discounts, visit the Human Resources Page on the UMC Intranet.

Employee Assistance Program (EAP)

UMC currently partners with the Employee Assistance Group (ESG) to provide EAP services to our employees. Counseling services are available for employees and their immediate family members 24 hours a day. The first three counseling sessions are available at no cost to you. There are a wealth of other available resources available to our employees through ESG. Please visit theEAP.com or call 1-800-252-4555.

In-Service Education

UMC offers both clinical and non-clinical training to UMC employees. All classes can be searched and requested via Success Factors, which is located in your ESS account. You can access ESS from the intranet home page or main website under the Employee Access page located on UMCSN.com. Please click on the "E-Learning" tab to access Success Factors once logged in to ESS.

Tuition Reimbursement

Provides financial assistance of up to \$2,000 for tuition or \$500 for certification annually per fiscal year to qualified UMC employees desiring to advance their formal education or enhance their professional development. The tuition reimbursement application and details are available on the UMC Intranet by accessing the "Select a Popular link" drop-down menu and selecting "Tuition Reimbursement."

Café @ UMC

Benefitted UMC employees can simply scan their badge for a payroll deduction to purchase items in the cafe. Employees also receive a 25% discount at the Café @ UMC.

Annual UMC Impact Awards

UMC employees are honored each year for 10, 15, 20 and 25+ years of service.



Scan this code to access your
statement online via your
Employee Self Service (ESS)



2025 TOTAL COMPENSATION STATEMENT

Total Compensation Statement



NAME:	RUSSELL KENDRICK A	Administrator	Human Resources
PERSONNEL NO:	XXXX	Telephone	
PERSONNEL AREA:	3000		
PERSONNEL SUBAREA:	3002		
COST CENTER:	3000865000		
LOCATION CODE:	U01	Date	07/07/2025

Personnel number XXXX	Employee name RUSSELL KENDRICK A		
Entry date 03/15/2021	Personnel area Human Resources	Personnel subarea Employee Svcs	
Employee group Permanent Full-Time	Employee subgroup Management Plan 1	Payroll area UMC	Work contract
Pay scale type UMC	Pay scale area M Plan	Pay scale group	Pay scale level 01
Organizational unit UMC_HUMAN RE	Position CHIEF HR OFFICER	Cost center Human Resources	Capacity utilization level 100.00%

Total Compensation Statement



RUSSELL KENDRICK A, period from 01/01/2024 to 12/31/2024

1. Total Gross Earnings

1.1. Wages

Total amount	xUSD
<hr/>	
Total:	xxUSD

2. Benefits Paid by Employer

2.1. Health plans

Clark Cnty EPO -UMC Mgmt Employer's Contribution	xxUSD
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2.2. Insurance plans

Long Term Dis - UMC Mgmt Employer's Contribution	xxUSD
Basic Life - UMC Mgmt Employer's Contribution	xxUSD

2.3. Savings plans

PERS Retirement - Regular Employer's Contribution	xxUSD
<hr/>	
Total:	xxUSD

3. Employment Taxes

3.1. Medicare

TX ER Medicare Tax	xxUSD
<hr/>	
Total:	xxUSD

Total Compensation Statement



RUSSELL KENDRICK A, period from 01/01/2024 to 12/31/2024

Total Compensation: xxUSD

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

Issue: FY25 Close Out - UMC Turnovers & Hires update	Back-up:
Petitioner: Kendrick Russell, CHRO	Clerk Ref. #
Recommendation: The Human Resources and Executive Compensation Committee will review and discuss the close out of FY25 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.

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Cleared for Agenda
July 14, 2025

Agenda Item #

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	39	40	29	38	40	33	31	37	36	427
	Per-Diem	46	46	25	31	41	38	34	36	32	37	25	40	431
	Total All Terms	79	84	58	70	81	67	72	76	65	68	62	76	858
	Voluntary Turnover FT/PT	0.86%	0.67%	0.86%	0.75%	1.12%	0.39%	0.55%	0.66%	0.53%	0.39%	0.58%	0.95%	8.31%
	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 %	4.86%	4.72%	2.49%	3.18%	4.44%	4.19%	3.83%	4.19%	3.79%	4.57%	3.02%	4.97%	48.25%
	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	9	9	4	8	13	6	6	12	10	105
	Per-Diem	21	13	10	6	9	12	8	18	13	9	11	16	146
	Total RN Terms	32	24	16	15	18	16	16	31	19	15	23	26	251
	Voluntary Turnover FT/PT	0.95%	0.78%	0.17%	0.25%	0.68%	0.26%	0.43%	0.86%	0.34%	0.09%	0.70%	0.87%	6.38%
	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 %	5.80%	3.75%	2.87%	1.55%	2.70%	3.70%	2.53%	6.04%	4.45%	3.20%	4.12%	6.35%	47.06%
	YOY Comparison	3.76%	4.22%	1.47%	1.71%	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%	62.5%	60.0%	50.00%	61.10%	53.00%	60%
	Involuntary	0.00%	10.5%	9.0%	6.30%	4.50%	7.40%	12.5%	17.5%	13.3%	20.00%	19.40%	11%	11%
	Fail Prob	12.12%	10.5%	12.1%	9.3%	4.50%	7.40%	12.5%	2.5%	3.30%	10.00%	0.00%	5.50%	7%
	Retirement	15.15%	10.5%	9.0%	12.5%	9%	11.10%	17.5%	15.0%	16.66%	20.00%	19.40%	25.00%	15%
	Other (layoff/etc)	6.00%	0.0%	0.0%	0%	27%	22.20%	0.50%	2.5%	6.66%	0.00%	0.00%	5.50%	6%

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	16	27	23	37	33	425		
	PRN/PD	50	51	37	61	11	9	15	13	11	19	33	45	355		
	Total All Hires	140	84	106	102	28	18	45	29	38	42	70	78	780		
	Net Hire Ratio	1.84%	0.98%	1.86%	1.96%	0.34%	0.29%	0.62%	0.40%	0.69%	0.66%	0.83%	0.97	107.47%		
RN Only	FT & PT	5	6	30	10	5	0	1	1	0	0	13	6	77		
	PRN/PD	7	13	7	13	4	0	3	2	1	3	0	2	55		
	Total RN Hires	12	19	37	23	9	0	4	3	1	3	13	8	132		
Employee Count Data				Bedside RN Count Data (Included in all EE data)				RN - YTD Top 3 Departments Turnover (#) (FT/PT/PRN)				ALL - YTD Top 3 Depart. Turnover (#) (FT/PT/PRN)				
Total EEs				Total RNs				CRP (36)				CRP (47)				
PT/FT		3785		FT/PT		1144			ED (14)				EVS (34)			
P/D		805		P/D		252			OR/CCU_CVCU (12)				Care Management (31)			
Total		4590				1396										

**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

- Employee Engagement Survey Update
- MPLAN/Physician/APP Annual Review Process Launched
- COLAs/Salary Schedule Increases/PERS Decrease Processed
- E/LR Analyst Vacancy
- Misc.

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

Issue: FY25 Organizational Goals – Human Resources	Back-up:
Petitioner: Kendrick Russell, CHRO	Clerk Ref. #
Recommendation: The Human Resources and Executive Compensation Committee will review and discuss the FY25 Organizational Goals specific to Human Resources; and take action as deemed appropriate. (<i>For possible action</i>)	

FISCAL IMPACT:

None

BACKGROUND:

Five (5) FY25 Organizational Goals were assigned under Human Resources. These specific goals and any applicable preliminary supporting evidence, achievement, or missed opportunities will be reviewed. Final approval of achievement or missed opportunities will occur in August 2025.

[Type here]

Cleared for Agenda
July 14, 2025

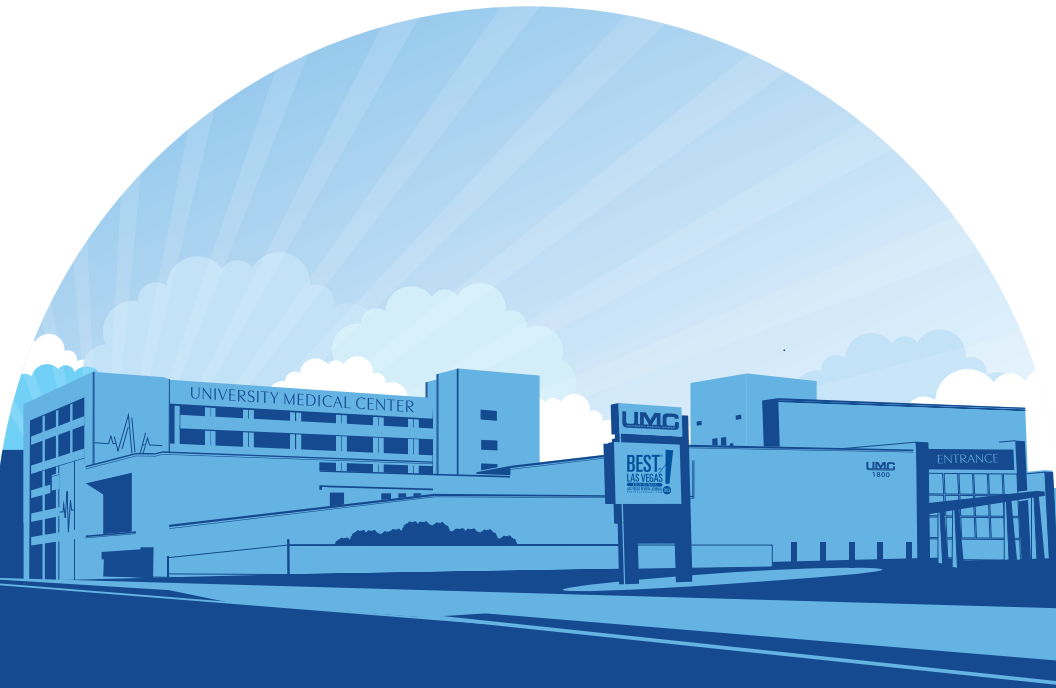
Agenda Item #

Preliminary Suggested Outcomes
FY 2025
UMC Organizational Goals ~ Human Resources

Goal	UMC Suggested Outcome	Notes / Supporting Evidence
In conjunction with the Employee Experience department, design and implement a new employee onboarding experience, which includes a new employee onboarding guide, revision of the existing new hire orientation, and revision of the existing 1st year check-in survey process	Met	<ul style="list-style-type: none"> • See the enclosed onboarding guide • 1st year check in - https://www.surveymonkey.com/r/FY25_1styear • Orientation changes included: <ul style="list-style-type: none"> ○ Re-evaluated the order and time allotted for presenters based on feedback. Check-in starts at 7:15. NHO is now from 7:30 am – 4:30 pm ○ The slides were updated and include new pictures of the hospital, etc. ○ Added music during welcome and breaks for a more upbeat environment. ○ Update the welcome and the history slides with current information. ○ Added IT Security to the agenda ○ Having a welcome team greeting new hires to improve the flow of the check-in process and make it more interactive. ○ The week before the new hires receive an email (in the future, hopefully a text) with a reminder and instructions for orientation. ○ All the recruiters are trained and have facilitated a NHO. We now partner with Experience to facilitate the upcoming orientations. ○ Updating the QR code for the orientation survey. ○ Revised catering request and resulted in cost savings with healthier choices.
By February 1, 2025, design a plan to automate internal transfers/onboarding using NeoGov, SAP, and other systems, with implementation by June 30, 2025.	Met	As of June 2025, all internal classification transfers are now processed through our NeoGOV ATS.
For FY25 reduce per-diem turnover from the FY24 All Employee (48.26%) & RN (40.27%) categories by at least 2% each.	Did not meet	<p>See included FY25 Turnover & Hires Report</p> <ul style="list-style-type: none"> • All EE P/D T/O - Did not meet <ul style="list-style-type: none"> ○ Goal = 46.26% ○ Result = 48.25% • RN P/D T/O – Did not meet <ul style="list-style-type: none"> ○ Goal = 38.27% ○ Result = 47.06%

From September 1, 2024 through June 30, 2025, no more than 10% of the total eligible Annual Reviews due will be issued to an employee more than 60 days after due date.	Met	458 of the 4,600 annual reviews were past due for more than 60 days. This equates to 9.96%.
With the support of clinical education and the DEI Committee implement the distribution of cultural competence materials and applicable resources during NHO and to P/D hires.	Met	In September of 2024, we began to update the new hire materials to include: a review of the very basics of cultural competence (always providing interpreter services, increasing your cultural awareness of other groups, and practicing empathy and humility); discussion of the Nevada law requiring cultural competence training for healthcare workers; and then later, referral to the Harvard Implicit Association Tests which demonstrate possible implicit biases in a scientific way. We have since added additional slides to include reference to cultural competence case studies on various issues, and a review of the resources available at the Georgetown University National Center for Cultural Competence website. Based on feedback, for the coming months we have also added for distribution to new hires a resource sheet with QR codes that employees can access at their discretion for additional learning.

New Employee Onboarding Guide



Welcome to the Team!

Compassion | Accountability | Integrity | Respect



New Team Member: Highlight Guide

SECTION 1: WELCOME TO UMC!

WELCOME LETTER FROM CEO	1.
MISSION, VISION AND VALUES	2.
UMC ADMINISTRATION & SENIOR LEADERSHIP TEAM	2.
MY COMMITMENT TO ICARE	3.

SECTION 2: TIPS FOR SUCCESS

PARKING	4.
TIMEKEEPING	4.
HOW TO NAVIGATE UMC INTRANET	5.
EMPLOYEE SELF SERVICE (ESS)	6.
DIRECT DEPOSIT/PAYROLL	7.
HEALTH AND LIFE BENEFITS	8.
EMPLOYEE ASSISTANCE PROGRAM	9.

SECTION 3: TRAINING AND DEVELOPMENT

30-60-90 DAY PLAN	10.
TRAINING	11.

SECTION 4: IMPORTANT POLICIES AND PROCEDURES

DRESS CODE	13.
MEAL PERIOD	14.
ATTENDANCE	14.
MEDIA, SOCIAL MEDIA, BLOGS AND POSTINGS	17.

SECTION 5: GENERAL INFORMATION

PHONE DIRECTORY	18.
HOSPITAL MAP	19.
EMPLOYEE ENGAGEMENT AND WELLNESS PROGRAMS	20.
FREQUENTLY ASKED QUESTIONS	22.

A Letter From Our CEO



Welcome to UMC! We are thrilled to have you join our team, and I want to personally extend a warm welcome to our hospital family.

At UMC, we are deeply committed to providing compassionate, high-quality care to our patients and creating a supportive environment for our staff. You will play a vital part in helping us achieve our mission of excellence in health care.

UMC is home to Nevada's only Level I Trauma Center, Verified Burn Center and Transplant Center. Our skill, expertise and state-of-the-art technology surpass those of all other hospitals in Nevada.

Beyond our unique service lines, it's people just like you who truly make UMC the best in class! As you get acclimated during the onboarding process, know that you are joining a team of experts who will help you succeed and quickly feel like an important part of our team. We were all new to UMC at some point, and we remember the questions and curiosity that come with a new experience. Feel free to reach out to your coworkers and leaders as you learn to navigate our complex organization.

During onboarding, you will be introduced to UMC's Mission, Vision and Values, all centered on our patient, staff and physician experience. You will learn about ICARE, UMC's framework for expressing our values. From that coaching, you will understand the expectations for every interaction you have with a patient or a colleague. It's UMC's unique way of helping everyone who comes through our doors feel welcome and well cared for.

Your skills, dedication and passion will contribute to our success, and I have no doubt you will make a meaningful impact on our patients and community.

Thank you for choosing UMC as the next step in your career. We are excited about the journey ahead and look forward to supporting you every step of the way.

Sincerely,

Mason Van Houweling
Chief Executive Officer
UMC

The UMC Difference

As an academic medical center with a rich history of providing life-saving treatment in Southern Nevada, UMC serves as the anchor hospital of the Las Vegas Medical District, offering Nevada's highest level of care to promote successful medical outcomes for patients.

Mission, Vision and Values

Our Mission: to serve our community by providing patient-centered care in a fiscally responsible and learning-focused environment.

Our Vision: to be the premier academic health center.

Our Values:

COMPASSION



ACCOUNTABILITY



INTEGRITY



RESPECT



UMC's Executive Team



Mason Van Houweling
Chief Executive Officer



Tony Marinello
Chief Operating Officer



Danita Cohen
Chief Experience Officer



Kendrick Russell
Chief Human Resources Officer



Susan Pitz
General Counsel



Debra Fox
Chief Nursing Officer



Frederick Lippmann
Chief Medical Officer



Jennifer Wakem
Chief Financial Officer

My Commitment to ICARE

I have the power to improve someone's moment, outcome, recovery and life!

My actions and behaviors have a direct impact on how our patients, colleagues and physicians feel and talk about UMC. Therefore, I commit to using the principles of ICARE in every interaction:

I – **Identifying** myself by name, position and title; and identifying customers by their preferred name:

- Greet my “customers” with words of welcome, such as “Hello! Good morning!”
- Share a smile, make eye contact and use open body language
- Look the part by dressing professionally with my name badge

C – **Communicating** why I am in the area, what I am going to do, and explaining how long it will take and the expected outcome:

- Sit down at eye level whenever possible
- Set expectations for the visit — inform patients and colleagues how long it will take and what can be expected (pain, waiting, etc.)
- Use basic language that is easily understood
- Share any information/findings as appropriate

A – **Asking** permission to enter the room, conduct an exam, clean the room or speak in front of others:

- Maintain dignity when you are examining or helping
- Offer choices whenever possible

R – **responding and Bonding** is an expectation that every UMC team member will contribute to the patient experience by acknowledging the needs of our patients:

- Leave my name and phone number on the whiteboard
- Work as a team to manage issues and concerns
- Act with urgency
- Anticipate needs
- Follow up and check back
- Manage expectations — let the person know what I can and can't do. If I can't do something, I will not just state “policy”
- Give clear instructions and explanations of next steps
- Form bonds with patients by prioritizing their needs

E – **xiting** every conversation by asking, “Is there anything else I can do 4-U?”:

- Promote colleagues and other team members by letting your customers know they are “well taken care of” by excellent physicians, nurses, etc.

Employee Parking Permit Reminder

All UMC employees who park on campus must have their vehicles registered through the iParq system and display their parking permit stickers on their vehicles. Parking permit stickers must be placed on the left side of the rear window or the left side of the windshield.

Vehicles belonging to employees that do not have the iParq parking permit displayed or are parked in patient/visitor areas will be cited, booted and/or towed at the owner's expense.

Register Your Vehicle

To register your vehicle and receive your parking permit, please visit <https://umcsn.thepermitstore.com/purchase.php> and follow the instructions. You will also need to confirm your home mailing address, as your parking permit will be mailed to your home.

Get a Replacement Permit

If your vehicle is already registered with iParq, but you've misplaced your parking permit sticker, please call UMC Public Safety at 702-383-2286.

If you have any questions about employee parking permits, please call Public Safety at **702-383-2286**.

Clock In and Clock Out



- Dial 1670
- Enter PRNR#
- Press [1] to go to the Main Menu
- Press [1] to Clock in
- Press [2] to Clock out

Important:

- Listen to the Voice
- Confirm you are clocking in
- **Press [8]** to access the Personal Options Menu
- **Press [3]** to record your name

Navigating the Intranet

UMC Intranet

The screenshot shows the UMC Intranet homepage. At the top, a navigation bar includes links for Regulatory Readiness, UMC Email, SDS Info, Applications, Forms & Docs, Education Portal, Policies & Procedures, and IT Support. Below this is the UMC logo and the text 'children's Hospital Intranet'. A search bar labeled 'Select a Popular Link' is present. A secondary navigation bar lists various departments and services. The main content area features a 'Mason's Message' section, a large banner for 'THE MOST ADVANCED MEDICINE IS HERE', and a 'UMC DIRECTORY SEARCH' section. At the bottom, there are sections for 'UMC MOST NEWS AND ANNOUNCEMENTS', 'QUICK LINKS', and 'SCHEDULES AND CONTACTS'. Numbered callouts (1-11) point to specific features: 1. Policies & Procedures link; 2. IT Support link; 3. Select a Popular Link dropdown; 4. Human Resources link; 5. UMC Directory Search; 6. Employee Self-Service link; 7. Team UMC link; 8. myPage link; 9. Use An Interpreter link; 10. Café@UMC Menu link; 11. Employee Parking Permits link.

1. **Policies & Procedures** – Access to company and departmental policies and procedures
2. **IT Support** – Submit requests for IT support and services
3. **Select a Popular Link** – Quick access to frequently used links, such as ICARE nominations, Team UMC, Café menu, etc.
4. **Human Resources** – Explore HR resources, including Health and Life Benefits, Recruitment, Leave/Worker's Comp, Classification/Compensation and HRIS
5. **UMC Directory Search** – Locate colleagues within the organization
6. **Employee Self-Service** – Manage direct deposits, update personal information, review paystubs, modify W4 tax withholdings, access benefits overview, and access Success Factors for annual mandatories and competencies
7. **TeamUMC** – Access the TeamUMC Employee Store, submit Employee of the Month Nominations and more
8. **myPage** – View your timecard
9. **Use an Interpreter** – Requests for an Interpreter
10. **Café@UMC Menu** – View the daily Café menu calendar
11. **Employee Parking Permits** – Find information about parking permits

Employee Self Service (ESS)

To access your Employee Self Service (ESS) System and Success Factors Learning Management System (LMS), navigate to:

<https://erpportal.co.clark.nv.us/irj/portal>

Please note that the Success Factors application can only be accessed while on UMC premises.

Log in with your user name (usually the first/last name initials and PRNR).

Password - First-time users will receive an email from Clark County to your UMC email. If you do not receive this email from the County within three weeks, please contact: **ITAdmin@clarkcountynv.gov**.

Contact IT Support at **702-383-2227** to reset password for a locked account.

ESS can be used for the following tasks: set up direct deposit, change address, access paystubs, make changes to W-4 tax withholding, access benefits overview and access Success Factors.

The screenshot shows the login interface for the Clark County Enterprise system. On the left, there is a 'Welcome' section with a logo for Clark County Enterprise and UMC. The logo features a circular emblem with 'Clark County' and 'Enterprise' text, and a star. Below the logo, the text 'CLARK COUNTY ENTERPRISE' is displayed. To the right of the logo, there is a 'DISCLAIMER' section. The disclaimer text reads: 'To prevent unauthorized access of your data on the Internet, be sure to close your browser after you have logged off from your myEnterprise Self Service session. I understand that by entering this website that I will be accessing my confidential employment information. I acknowledge that I am accessing my personal information and understand that I must protect access by not sharing my user identification or password with anyone. I understand that the County will not be liable for breach of access caused by my actions or omission in keeping my user identification or password secure. I acknowledge and will adhere to the necessary system requirements as identified on the Help tab.' Below the disclaimer, there are two input fields for 'User' and 'Password', each with an asterisk indicating they are required. A 'Log On' button is positioned below the password field. At the bottom of the page, there are three links: 'Need to reset your password? click here', 'Need assistance with ESS, SAP or password reset? click here', and 'Need to review System Requirements? click here'. A red text notice at the very bottom states: 'ESS (Employee Self Service), SAP and ERP Portal will be down for maintenance every Saturday from 8:00 PM until approximately 8:00 AM Sunday morning.'

Welcome

CLARK COUNTY ENTERPRISE

DISCLAIMER

To prevent unauthorized access of your data on the Internet, be sure to close your browser after you have logged off from your myEnterprise Self Service session.

I understand that by entering this website that I will be accessing my confidential employment information. I acknowledge that I am accessing my personal information and understand that I must protect access by not sharing my user identification or password with anyone. I understand that the County will not be liable for breach of access caused by my actions or omission in keeping my user identification or password secure.

I acknowledge and will adhere to the necessary system requirements as identified on the Help tab.

User *

Password *

Log On

Need to reset your password? [click here](#)

Need assistance with ESS, SAP or password reset? [click here](#)

Need to review System Requirements? [click here](#)

ESS (Employee Self Service), SAP and ERP Portal will be down for maintenance every Saturday from 8:00 PM until approximately 8:00 AM Sunday morning.

Direct Deposit | Payroll

PAYROLL FAQs

Q. Do I need to clock out for lunch?

A. Yes, all hourly employees must clock out and back in for their lunch period. See Meal Period Policy V-66 for additional details.

Q. Does UMC have a rounding rule when clocking in and out?

A. UMC uses the seven (7) minute rounding rule for calculating hours worked. If you clock in 7 minutes or less before the beginning of your shift, the hours will round to your scheduled start time. If you clock in 7 minutes or less after the beginning of your shift the hours will round to your scheduled start time; however, according to the Tardy Policy, you will be late. The 7-minute rounding rule is for pay practices only.

Q. When is payday?

A. UMC employees are paid bi-weekly on Friday. Pay periods end on Sunday night at 10:30 p.m. Payroll checks are distributed to a department designee on Friday. [Please see the link to the Payroll Schedule](#), located on the Finance Department's intranet page, under the Documents tab.

Q. Where is the Payroll Department located?

A. Payroll is located on the 4th floor of the Trauma Center, Suite 401. We are open Monday through Friday from 7 a.m. until 4:30 p.m. The Payroll phone number is 702-383-2225.

Q. When and how will I receive my first paycheck?

A. Your first check will be a physical check since you do not yet have Direct Deposit. You should receive your first check approximately three weeks after your start date. Your department timekeeper or manager can provide more information about this. Please refer to the Payroll Schedule for pay dates. Any questions regarding your paycheck should be directed to your department timekeeper and/or Payroll, x2225.

Q. How do I sign up for direct deposit?

A. Three (3) weeks AFTER your start date, a link will be emailed to you from the Clark County (not UMC) Employee Self Service (ESS) portal to complete a Direct Deposit Authorization Request. There are no forms to fill out in HR. If you do not receive this email from the County within three weeks, please contact ITAdmin@clarkcountynv.gov. Once you establish direct deposit, you can make changes by logging on to ESS.

Direct Deposit | Payroll

PAYROLL FAQs CONTINUED

Q. What do I do if my payroll check is not correct?

- A.** You will need to take your pay stub to your manager or the person responsible for managing time cards in your department and explain that you feel there is a discrepancy. Once the error has been identified, you will need to make a copy of your pay stub to submit it with a payroll correction. The department will be required to submit the correction, a copy of the time card report and your pay stub to the Payroll Department. If we receive this no later than 1 p.m. on Wednesday following payday and the adjustment is in excess of \$100, you can elect to receive a correction check on Friday from 7 a.m. to 4:30 p.m. These checks will not be direct deposit. All corrections received after the Wednesday deadline will be processed with regular payroll checks the following week.

Health and Life Benefits

Your online Benefits Enrollment packets are available for you upon hire or transfer into a benefited position. You will receive benefit material, which includes benefit information (i.e., health plan options, supplemental life insurance options, and other misc. plans).

UMC offers two health plan options: Clark County Self-Funded (PPO) and Exclusive Provider Organization (EPO).

To access plan information, please log on to the UMC intranet.

Benefits Enrollment Forms

Packets are informational only. Forms must be completed in full and returned to Human Resources.

You must sign up for your health insurance no later than two weeks before it takes effect (ex: effective date 6/1 – sign up before 5/15). Bring all appropriate documentation (certified marriage certificate, children's birth certificate, social security numbers, etc.).

If you elect to pretax your health insurance payroll deduction, you cannot delete/drop a dependent unless you have a "qualifying event" (divorce, eligibility of other coverage, etc.). However, it is important that you speak to a benefits representative if these events occur in order to assist you with your change.

24 / 7 Employee Assistance Access

ONLINE REGISTRATION STEP-BY-STEP INSTRUCTIONS



1. Log on to www.HealthCareEAP.com
2. Click **Employee & Family Login**
3. If you've already created a User Name and Password, simply enter that information in the appropriate boxes.
If you have not registered, complete steps 4-5.
4. Click on **REGISTER**
5. Fill out the Registration Form and create your own User Name and Password, then click **REGISTER**.
You only need to register once.

GETTING HELP IS SIMPLE

JUST CALL **800.252.4555** 24/7 TO REACH
A PROFESSIONAL COUNSELOR OR VISIT
WWW.HEALTHCAREEAP.COM

COUNSELING BENEFITS

Help with personal issues from relationships to stress and substance abuse.

WORK/LIFE BENEFITS

Assistance for other personal, financial and legal issues.

SELF-HELP RESOURCE BENEFITS

Access a vast collection of self-help tools and articles.

PEAK PERFORMANCE COACHING

One-to-one telephonic personal & professional coaching.

LIFESTYLE SAVINGS BENEFITS

Get negotiated discounts and deals for wellness, shopping, travel & more.

PERSONAL DEVELOPMENT & TRAINING BENEFITS

Over 8,000 eLearning opportunities to grow in your work, life, and career.

WELLNESS BENEFITS

Coaching, information, and resources to improve your overall wellness.

HOW DOES THE EAP WORK?

Getting the help you need is simple. Call the EAP 24 hours a day, 7 days a week to reach a professional counselor via our toll-free number or log on to our website to access other benefits.

www.HealthCareEAP.com

MORE BENEFITS FOR YOU

Your EAP provides access to more problem-solving solutions and life enhancement benefits than any other EAP. And nearly 99% of those who use the EAP are satisfied with the experience.



What to Expect in Your 1st Year

We're excited to have you on board. This page outlines key periods of your first year and what you can expect as you grow in your role.

First 30 days: Learning & Integration

- Begin initial job training and shadowing. Tip: Ask questions, take notes and get comfortable with your workplace
- Learn policies, processes and workflows
- Get familiar with the Employee Self Service system and complete competencies
- 30-Day Survey. We welcome feedback!
- Build relationships

First 60-90 days: Performance & Feedback

- Continue hands-on training and gradually take ownership of tasks
- Participate in a 30/60/90-day performance check-in and survey
- Attend team meetings and cross-functional events

Month 6: Growth & Contribution

- Momentum: Probationary performance period
 - o Contribute to projects and goals
 - o Participate in workshops or learning modules
 - o Provide input and share new ideas

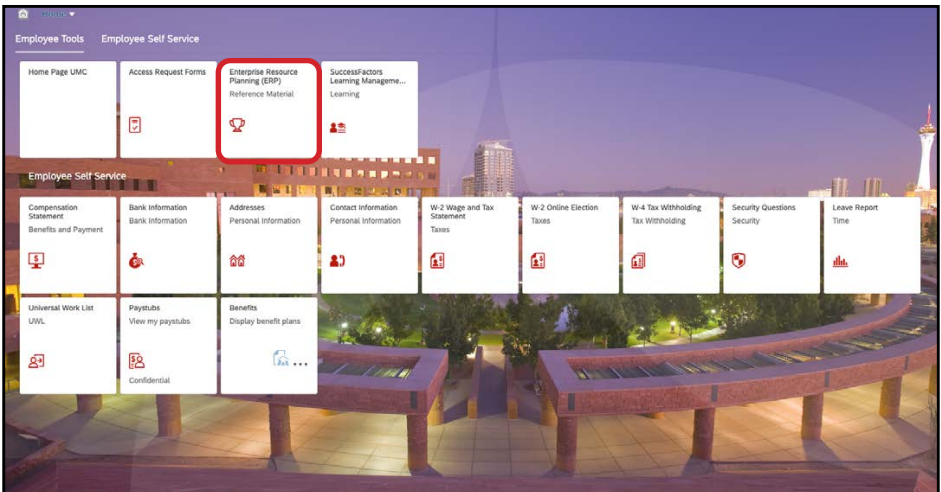
Month 12: Anniversary & Annual Review

- Celebrate your first work anniversary!
- Complete annual competencies
- Share goals with your leader and review your performance evaluation
- Reflect, celebrate and plan your next steps

Training

UMC is committed to supporting health care services by delivering timely, relevant and accessible training and education. These programs are tailored to meet the diverse needs of employees, fostering their ability to perform confidently in their roles.

To access training opportunities, along with annual mandatory modules, log in to Success Factors, located in Employee Self Service (ESS).



If you want to learn more about Learning and Development, please contact:

Johnathan Dublin, MBA
Learning and Development Specialist
Human Resources
702-383-7813
johnathan.dublin@umcsn.com

Training

The Clinical Education department at UMC helps health care professionals gain the skills and knowledge they need to provide top-quality care. Through training and ongoing learning, we ensure that employees are prepared to excel in their roles.

To explore more resources, visit the [Education Portal](#) page on the UMC intranet or contact the Clinical Education Department at 702-383-7800.

UMC
UNIVERSITY MEDICAL CENTER

INTRANET

Today's Date and Time is: 3/26/2025 1:35:38 PM

HOME | MYPAGE | EDUCATION | FEEDBACK | SEARCH

Education Portal

New Performance Evaluation
Did you know UMC updated the Performance Evaluation Form?
Education for Managers can be requested or reviewed on the Manager Dashboard
Questions?
Talk to your supervisor

SUCCESS FACTORS LOGIN

eLearning - Help Documents

- Success Factor Launching and Class Sign Up Instructions
- Success Factor Manager Tools: Prividing an Employee Education Record
- Success Factor Handbook
- Adobe Sign Instructions to Get Started and Send
- Adobe Sign Instructions - Signer
- Adobe Sign Instructions - Workflow

Training Videos

- Fresh in Five: Move to Your Groove
- Breaker Leadership Seminar
- URS&A Training for Pharmacy Residents
- LPA Cohort A1 Gap Analysis Presentation
- RX_Epic Training for Pharmacists

Quick Links

- Education and LMS Administration Request Form
- Employee Development

Contacts

Rene Del Rosario
Principal Trainer
O: 702.671.1017
Rene.DelRosario@umcsn.com

Ruth Olsen-Cumbers, BSN, RN
Clinical Instructor
O: 702.207.8833
Ruth.Olsen-Cumbers@umcsn.com

CLINICAL EDUCATION

Epic

ORGANIZATIONAL DEVELOPMENT

Policies & Procedures

Here is a quick overview of some important policies available on the UMC intranet.

Dress Code

Personal appearance is a direct reflection of the professionalism of the organization and its services. Clothing or personal hygiene that creates a health and/or safety hazard or is disruptive to other employees, patients or the public will not be permitted. The best and most efficient control has to come first from the employee's own judgment. This policy applies to all UMC employees, contracted employees, medical staff and volunteers.



Dress Code Supplement Jeans on Fridays

Approved UMC apparel only

To ensure that you and your colleagues may continue to wear jeans on Fridays, please, ensure you follow the expectations below.

- **Jeans can only be worn if accompanied by approved UMC branded wear, which includes any collared shirt purchased from the TeamUMC Store. Jeans can only be worn on Fridays, unless otherwise approved for a specific day/event by UMC Administration.**
- No faded jeans or jeans with any holes, fraying edges or other signs of excessive wear.
- Jean length must be below the ankle but not touching the floor.
- Jeans/shirts must cover all areas below/above waist — no midriff showing.
- When wearing a UMC-approved logo apparel jacket with jeans, an approved UMC branded shirt with a collar must be worn underneath jacket.
- **Athletic shirts (without collars) are not authorized for work wear or when wearing jeans.**
- Please adhere to the above rules so we may continue with the privilege of wearing jeans to work on Fridays.

Policies & Procedures

UMC/Union Agreements

Fast link: [Employee & Labor Relations](#) or please follow these simple steps:

Step One:

Go to the Intranet and click on Human Resources.



Step Two:

Go to Employee & Labor Relations under Human Resources



Step Three:

Select the appropriate agreement

Current Agreements

- [UMC/SEIU Agreement 2024-2028](#) **NEW!**
- [UMC/501 Agreement 2020 - 2026](#)

Meal Period and Breaks:

(UMC/SEIU Article 16, number 4 and 5)

Hourly employees receive not more than one (1) uninterrupted meal period of a minimum of 30 minutes for shifts of eight (8) continuous hours or more. Meal periods are neither time worked nor time on pay status. Hourly employees receive two fifteen (15) minute rest periods for eight (8) and/or ten (10) continuous hours, and three (3) fifteen-minute rest periods for twelve (12) continuous hours.

Attendance and Tardy

(UMC/SEIU Article 37 and 38)

Hourly classifications represented by the union should review these articles for compliance with CBA language. An employee may clock in seven (7) minutes prior to start of the scheduled shift, however, cannot clock out prior to end of the scheduled shift.

For hourly classifications not represented by the Union, please refer to the HR Policy to determine your attendance requirements.

Policies & Procedures

Other Important Policies

Please follow these easy steps.

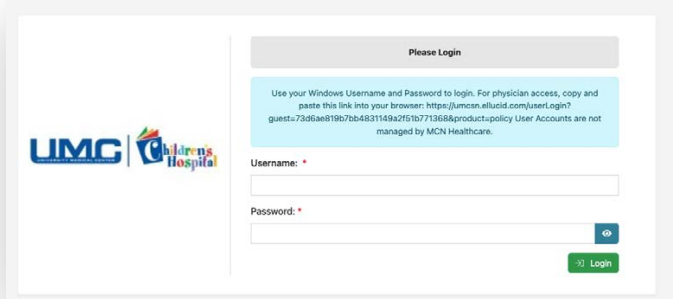
Step One:

Go to the Intranet and click on Policies & Procedures.



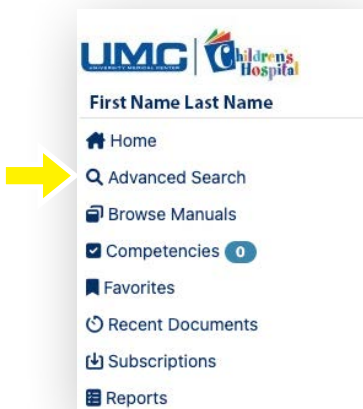
Step Two:

Please log in.



Step Three:

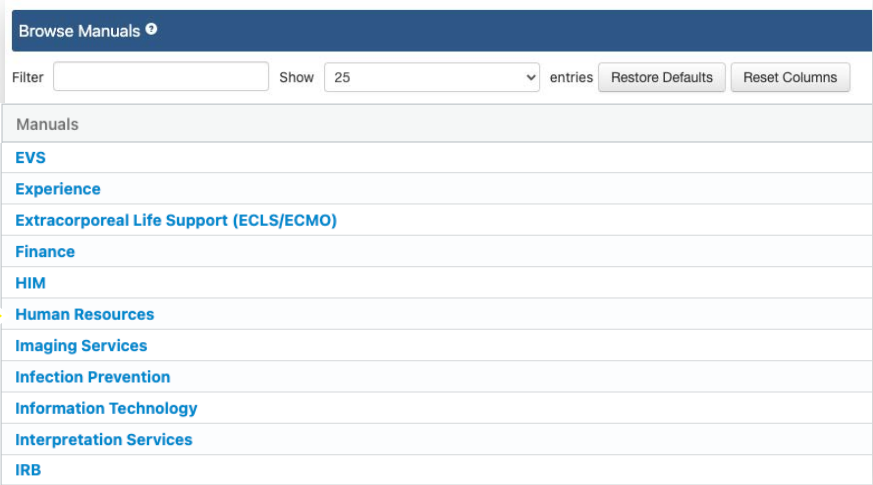
You can either browse manuals or advanced search.



Policies & Procedures

Step Four:

Click on Human Resources.



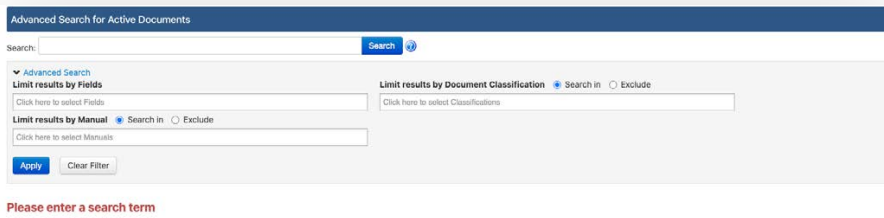
Browse Manuals ⓘ

Filter Show 25 entries Restore Defaults Reset Columns

Manuals
EVS
Experience
Extracorporeal Life Support (ECLS/ECMO)
Finance
HIM
Human Resources
Imaging Services
Infection Prevention
Information Technology
Interpretation Services
IRB

Step Five:

Search by name.



Advanced Search for Active Documents

Search: Search ⓘ

▼ Advanced Search

Limit results by Fields Click here to select Fields

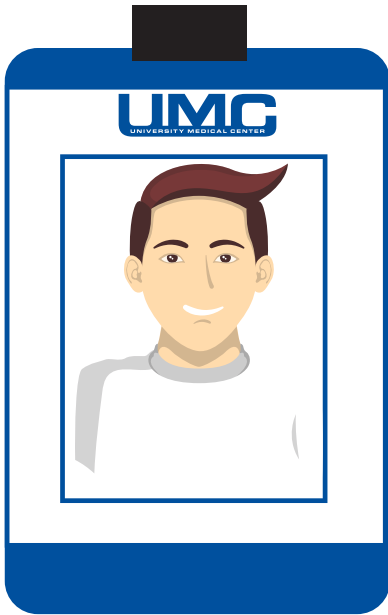
Limit results by Manual ☒ Search in ☐ Exclude Click here to select Manuals

Apply Clear Filter

Limit results by Document Classification ☒ Search in ☐ Exclude Click here to select Classifications

Please enter a search term

Policies & Procedures



UMC Badge Policy

Always wear your employee or physician ID badge when entering, exiting and while inside the building.

Media, Social Media, Blogs and Postings:

Only UMC's Chief Executive Officer and Chief Experience Officer, or their designees, are authorized to provide public information about UMC via media outlets, websites and social media.

Only the Chief Experience Officer or designee is permitted to post or disclose Protected Health Information via traditional media, website, blog or social media, and only with a valid authorization acquired from the patient. Inappropriate posting or disclosure of Protected Health Information will be viewed as a violation of UMC policy and will be subject to disciplinary action, including termination.

Unauthorized filming or photography, especially on personal devices, on UMC's campus is strictly prohibited.



Phone Directory

For key phone numbers, please see the directory below or use the UMC Employee Directory, available on the intranet.



INTRANET

HOME | MYPAGE | EDUCATION | FEEDBACK | SEARCH

Today's Date and Time is: 6/9/2025 4:55:46 PM

Directory Search

First Name:

Last Name:

Nick Name:

Search Name

Reset

[Show Advanced Search](#)

Search Results

Click on any headers to sort

Full Name	Last Name	First Name	Nick Name	Cost Center	Title	Phone	Cell	Pager
-----------	-----------	------------	-----------	-------------	-------	-------	------	-------

Key Contacts:

Main Phone Number	702-383-2000
Public Safety	702-383-1810
Human Resources	702-383-3784
Payroll	702-383-2225
IT Support Center	702-383-2227
Safety Hotline	2111
Security Emergency	2777

EMERGENCY PREPAREDNESS

1. Non-Emergency Security: call 1810
2. Call 5 from any hospital phone for most situations requiring Emergency Response on-campus.
3. Call: 702-383-2000 (press 0) using a cell phone, this will bypass recording and connect to PBX Operator.
4. Call 911 from a "red phone" at most UMC off-site locations, if provided (or 911 from office phone).
5. Review and memorize the emergency codes on your badge card

CULTURAL AND LINGUISTIC SERVICES

- UMC On-Site Spanish Interpreters and Video Remote Interpreting (VRI) for Sign Language: xTALK, x8255 or 702-207-8255
- Telephonic Interpreter/Language Line: Speed-dial 789 or 8789 Over 200 languages available.
- For on-site American Sign Language (ASL), dial 702-610-4722

EMERGENCY CODES

EMERGENCY DIAL "5" | OFF CAMPUS: 9-911

CODE BLUE	CARDIAC ARREST
CODE RED	ACTUAL FIRE
CODE GRAY	COMBATIVE/VIOLENT PERSON
CODE PINK	INFANT/ PEDIATRIC ABDUCTION
CODE BLACK	BOMB THREAT
CODE PURPLE	LOCKDOWN
CODE GREEN	ALL CLEAR
CODE ORANGE	HAZARDOUS MATERIAL SPILL
CODE WHITE	STROKE
CODE SILVER	ACTIVE SHOOTER
CODE STEMI	ACUTE STEMI (HEART ATTACK)
CODE CRIMSON	OB HEMORRHAGE

Non-Emergency (ex: shuttle, escorts, car assists)

Dial: 1810 or 702-383-1810



Employee Engagement

UMC Pulse Magazine

Stay informed with The Pulse Magazine, your go-to source for the latest UMC news, employee highlights and upcoming events.

Check out success stories, wellness tips and important updates all in one place!



Recognition Programs

Nominate a colleague who exemplifies the ICARE principles of Identifying, Communicating, Asking, Responding and Bonding, or Exiting.

As a gesture of our appreciation for how you exemplify ICARE, you have the opportunity to win \$50 ICARE Cash!



Employee of the Month

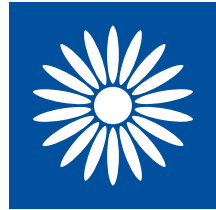
At UMC, we celebrate employees who go above and beyond! Each month, we recognize an outstanding team member for their dedication, hard work and positive impact displaying the ICARE principles.



Employee Engagement

DAISY Award

UMC is proud to be a DAISY Award Partner, recognizing one of our nurses with this special honor every month. The DAISY Award is an international program that rewards and celebrates the extraordinary compassionate and skillful care given by nurses every day.



UMC Employee Discounts

As a UMC employee, you have access to exclusive discounts on a variety of services such as shopping, entertainment, wellness and more!



Wellhub

We are excited to introduce Wellhub a wellness platform that provides UMC employees with access to a network of gyms, studios, online classes, wellness apps and more!



TeamUMC Store

Show your UMC pride! The TeamUMC Store offers branded apparel, accessories and more.



Frequently Asked Questions

Q. When is my Hospital Orientation?

- A.** All benefited, full-time and part-time employees attend General Hospital Orientation. All other training date information (if applicable to your classification) is on the Mandatory Orientation Notice, which is available through NeoGov. NOTE: HR does not determine the training dates for EPIC (IT Dept.), CPO (Clinical Education) or Alaris Pump (IT Dept.). Limited-term new hires DO NOT ATTEND General Hospital Orientation.

Q. What is EPIC Training?

- A.** EPIC is a electronic medical record system that stores patient data. All nurses and applicable clinical classifications are required to attend EPIC Training.

Q. What is Clinical Orientation?

- A.** Some positions are required to attend additional training such as Care Provider Orientation or Surgical Services Orientation. For Care Provider Orientation, all Nursing (including CNAs), Patient Attendant, Respiratory Therapy and Medical Assistant classifications should have a date listed on their Mandatory Orientation Notice. All new employees hired into clinical positions for one of the Surgical Services units will attend Surgical Services Orientation.

Q. What is Alaris Pump Training?

- A.** This is infusion pump (IV) training. All RNs and Respiratory Therapists require this training.

Q. When does my insurance start?

- A.** Medical Insurance starts first of the month following 15 days of employment (e.g., if you start date is on 6/11 the insurance will start on 7/01. If your start date is on 6/25, your insurance will start on 8/01).

Q. Who should I contact if I have questions about my benefits?

- A.** For any questions about Health and Life Benefits, please contact our Benefit Specialist. The contact information can be found on the Intranet, under Health & Life Benefits.

Q. How do I get my badge?

- A.** Your badge is obtained during your first week of hire. Contact your manager to inquire whether you are to obtain it before or after reporting to your department on your first day.

Q. How do I clock in?

- A.** Dial 1670 and enter your PRNR. Press 1 to go to Main Menu. Press 1 to clock in or 2 to clock out.

Frequently Asked Questions

Q. How do I get computer access?

- A.** All our new hires who attend the Epic training will receive their computer access during the training. New hires who do not need to attend the Epic training will receive their login information in an email sent to the email address that was used throughout their onboarding process.

Q. How do I access intranet?

- A.** The UMC intranet should be the default home page on your web browser. If needed, type <https://umcintranet> into the address bar from any UMC computer.

Q. When do I get paid?

- A.** Please see the link to the Payroll Schedule on [page 7](#).

Q. When and how will I receive my first paycheck?

- A.** Your first check will be a physical one since you do not yet have Direct Deposit. You should receive your first check approximately three weeks after your start date. Your department timekeeper or manager can provide more information about this. Please refer to the Payroll Schedule for pay dates. Any questions regarding your paycheck should be directed to your department timekeeper and/or Payroll, at x2225.

Q. How do I sign up for direct deposit?

- A.** Three (3) weeks AFTER your start date, a link will be emailed to you from the Clark County (not UMC) Employee Self Service (ESS) portal to complete a Direct Deposit Authorization Request. There are no forms to fill out in HR. If you do not receive this email from the County within three weeks, please contact: ITAdmin@clarkcountynv.gov. Once you establish Direct Deposit, you can make changes by logging on to ESS.

Q. How do I request time off?

- A.** Please contact your department manager to inquire about the process of requesting time off.

Q. What is on the Café menu today?

- A.** [Click here](#) to view the menu or access the UMC Intranet and use the "Select a Popular Link" drop-down menu.

Q. How can I view my Timecard?

- A.** Please click the link to [Timecard](#).



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

Issue: FY26 Organizational Goals – Human Resources	Back-up:
Petitioner: Kendrick Russell, CHRO	Clerk Ref. #
Recommendation: The Human Resources and Executive Compensation Committee will review and discuss the proposed Preliminary FY26 Organizational Goals specific to the Human Resources and Executive Compensation Committee; and take action as deemed appropriate. <i>(For possible action)</i>	

FISCAL IMPACT:

None

BACKGROUND:

The committee will review the proposed FY26 Organizational Goals for Human Resources.

[Type here]

Cleared for Agenda
July 14, 2025

Agenda Item #

Preliminary Suggested Goals

FY 2026

UMC Organizational Goals ~ Human Resources

Goal
<ul style="list-style-type: none"> • Reduce 1st year turnover (FT/PT/PD) by at least 1.0%. <ul style="list-style-type: none"> ○ Total hires in 2024 = 780 ○ 1st year T/O (FT/PT/PD) = 152 terms or 19.49% • Research and recommend to the UMC Executive Team the implementation of a grievance tracking system by January 1, 2026. • Utilizing the Lean Six Sigma trained UMC employees, identify and implement process improvement initiatives that lead to at least \$250,000 in savings to the organization in FY26. • No later than March 1, 2026, redesign the existing Leadership Bootcamp curriculum to include at least 50% professional development content, and lead the first revised curriculum no later than June 30, 2026. • Offer at least one professional development opportunity each quarter of FY26 for all employees to help enhance their soft skills and prepare for career advancement.

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

Issue:	Revise the Physician & Non-Physician Provider Productivity (wRVU) 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 (wRVU) Productivity Compensation and Benefits Plan; and recommend for approval by the UMC Governing Board; and take action as deemed appropriate. (<i>For possible action</i>)		

FISCAL IMPACT:

Estimated to be \$400,000 based on historical compensation and production.

BACKGROUND:

The substantive changes to this Compensation Plan are:

1. Add the following existing classifications (page 1)
 - Pediatrics – Neonatal
 - Pediatrics – Hospitalist
 - Pediatrics – Neonatal Nocturnist
 - Pediatrics/Neonatal APP
2. Update the Administrative Leave Days “ALDs” language to accrue on the first year of hire/entry to the plan and modify the number of ALDs a full-time employee is eligible to receive. (page 4 & 5)
3. Revised the section title **On-Call Trauma Coverage** to **On-Call Unrestricted Coverage** and removed reference to Trauma in the content of the section. (page 4)
4. Added the section **Extra Shift Compensation**. (page 4)
5. Added Appendix 1(cont.), which identifies the newly added classifications, salary ranges, etc. (page 10)
6. The revised plan is anticipated to be effective on August 1, 2025, and will cover existing and future employees within the identified classifications.

Cleared for Agenda
July 14, 2025

Agenda Item #

2025

**PHYSICIAN AND NON-
PHYSICIAN PROVIDER
PRODUCTIVITY
(wRVU) COMPENSATION
AND BENEFITS PLAN**

Style Definition: Comment Text



UNIVERSITY MEDICAL CENTER

PHYSICIANS AND NON-PHYSICIAN PROVIDER PRODUCTIVITY (wRVU) COMPENSATION AND BENEFITS PLAN (the "Productivity Plan")

Effective Date: ~~January~~August 1, 2025

Mason Van Houweling - Chief Executive Officer

Productivity Plan and Employees Covered:

This Productivity Plan identifies the compensation and benefits structure for Physician employees in the following classifications:

- Orthopedic Physician (Non-Surgeon)
- Orthopedic Trauma Surgeon
- Orthopedic Surgeon
- Transplant Surgeon
- Hepatologist
- General & Trauma Surgeon
- Nurse Practitioner/Physician Assistant (Ortho)
- Nurse Practitioner/Physician Assistant (Transplant)
- Nurse Practitioner/Physician Assistant (Hepatology)

Physician	
General & Trauma Surgeon	Hepatologist
Orthopedic Physician (Non-Surgeon)	Orthopedic Trauma Surgeon
Orthopedic Surgeon	Pediatrics Hospitalist
Pediatrics - Neonatal	Pediatrics - Neonatal Nocturnist
Transplant Surgeon	
APP	
Ortho - Nurse Practitioner/Physician Assistant	Hepatology - Nurse Practitioner/Physician Assistant
Transplant - Nurse Practitioner/Physician Assistant	Pediatrics/Neonatal APP

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Such employees will be referred to as "employee" or "employees" in this document. This document replaces all previous communications regarding Physician and ~~Mid-Level~~Non-Physician compensation and benefits under a productivity compensation model; provided however, the terms and conditions of the ~~employee's~~employee's at-will physician employment agreement 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. ~~In the event of a conflict between this compensation plan and the employee's employment contract, the terms of this Productivity Plan will control provisions set forth herein.~~

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.

Compensation and Benefits:

Base Salary: During the term of employment, Physicians and Non-Physician Providers shall receive a base salary at a rate consistent with the pay grades listed on Appendix 1, as may be amended from time to time. These pay grades have been assigned an Annual wRVU Threshold and a wRVU compensation rate, listed therein, which have been determined through a third party independent fair market valuation. The total cash compensation for employees (i.e., a base salary not to exceed the 50th percentile, bonus and/or productivity compensation) has been determined to be fair market value and commercially reasonable for the services provided. Appendix 1 further sets forth a total cash compensation maximum cap that will not exceed the 75th percentile (or 90th percentile when factors such as shortages or otherwise hard to fill positions justify).

The Annual wRVU Threshold, wRVU compensation rate and maximum cap will be calculated by using a blended average median work RVU data from ~~MGMA's and SullivanCotter's~~ annual surveys for national respondents conducted by nationally-recognized healthcare valuation specialists (e.g., AMGA, Gallagher, MGMA and SullivanCotter) in the applicable practice specialty. This production incentive payment will be paid quarterly, ~~based on after the pre-rated Annual wRVU Threshold has been met (which may be pro-rated based on an employee's entry into this compensation plan)~~. Unless modified by the provisions of this compensation and benefits plan, employees will be granted the same benefits provided through the Human Resources Policies and Procedures Manual.

The Annual wRVU Threshold and wRVU compensation rates shall be re-evaluated on a bi-annual basis consistent with the methodology set forth above.

Productivity Compensation:

After such time as the Annual wRVU Threshold has been met, Provider will receive certain productivity compensation for personally-performed wRVU above the Annual wRVU Threshold, subject to the applicable maximum. Productivity compensation shall be paid quarterly, in the subsequent month following the quarterly calculation and then in accordance with the customary payroll practices of UMC. Appendix 1 sets forth the rate for the wRVU productivity compensation amount that will be paid above the Annual wRVU Threshold. All terms and conditions of the Provider's employment contract shall apply with respect to productivity compensation, including but not limited to terms related to Provider's failure to meet ~~his or her~~their Annual wRVU Threshold. Providers must be employed at the time of payout to receive his/her bonus.

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Appeal: Any employee who has a dispute regarding ~~his or her~~their productivity compensation may forward in writing an appeal within thirty (30) days from receipt and/or determination of said compensation to the ~~Chief Operating Officer~~Practice Plan Administrator, or ~~his or her~~their designee. The appeal will be reviewed by the ~~CEO~~Chief Operating Officer and a recommendation presented to the Chief Human Resources Officer.

The decision of the Chief ~~Operating Officer and Chief~~Human Resources Officer is final.

Annual Quality Incentive Bonus:

Quality metrics are established and set forth in the Provider's employment agreement. Physicians can earn up to \$20,000 annually as a quality bonus incentive. Nurse practitioners and physician assistants can earn up to \$10,000 annually for a quality incentive bonus.

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On-Call ~~Trauma~~Restricted Coverage:

Applicable Physicians who provide on-call restricted coverage to the Hospital and/or its Level 1 trauma center, may receive additional shift compensation over and above a pre-determined amount consistent with the employee's contract for employment.

On-Call Unrestricted Coverage:

Applicable Physicians who provide on-call unrestricted coverage may receive additional shift compensation as set forth by the employee's contract for employment.

Extra Shift 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 employee's contract for employment (e.g., 14 shifts).

Per-Diem Employees:

Per-diem employees under the classification of service lines set forth on the various Appendices to this Productivity Plan, shall not receive any additional compensation over and above their hourly rate of pay set forth therein.

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 Productivity Plan employees shall have a common review date of September 1st unless otherwise established by the CEO.

Work Schedules:

All Physicians, Nurse Practitioners and Physician Assistants are salaried, 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. Each employed physician will also be provided a Clinical FTE (CFTE) status in ~~his or her~~their employment contract, which shall designate the dedicated time spent providing ~~his or her~~their professional services. The difference between a physician's CFTE status and the FTE shall be utilized on administrative and/or teaching time, and the Annual wRVU Threshold shall be prorated accordingly.

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

Physicians

Physician Providers under this Compensation Plan do 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 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 FTE 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-entry into this plan~~. Thereafter, the employee will receive their allotment of ALDs each January 1st. Eligible employees under this Compensation Plan will receive ALDs as follows:

Employment Status	# of ALDs
Part Full-Time	15
Full Part-Time	30 pro-rata based on FTE status

~~Employee's time off~~An employee's ALDs may differ in accordance with ~~his or her at-will employment agreement terms in place prior to August 1, 2025~~. Physicians ~~accruing who have accrued CAL upon final approval and implementation of the July 1, 2023 Compensation~~prior to participating in this Productivity Plan will retain any accrued CAL time, and will be required to exhaust such time prior to use of any ALDs. CAL accrued prior to implementation of this ~~July 1, 2023 Compensation~~Productivity Plan may not be converted to compensation, nor is it paid out upon separation of employment.

Non-Physician Providers

Full ~~&and~~ part-time Non-Physician Providers under this ~~Compensation~~Productivity Plan will continue to accrue and use CAL consistent with the hospital's Human Resources Policies and Procedures.

Extended Illness Bank (EIB):

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. shall be administered in accordance with Human Resources Policies and Procedures.

Group Insurance:

UMC provides medical, dental and life insurance to all 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~~may 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~~may 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.

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Continuing Medical Education (CME):

UMC will pay a \$2,500 CME stipend (Stipend), less appropriate withholdings each January for qualified employee upon the employee's execution of UMC's CME Stipend Attestation form. To qualify for the Stipend, the employee must be in an eligible classification. The Stipend is available to a UMC employed licensed independent provider including, but not limited to, physician, nurse practitioner, physician assistant, and dentist. At its sole discretion, UMC may identify other independent providers that qualify for the Stipend.

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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.

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In the event an employee is on leave or FMLA, the employee is not eligible to take CME.

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 allow 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.

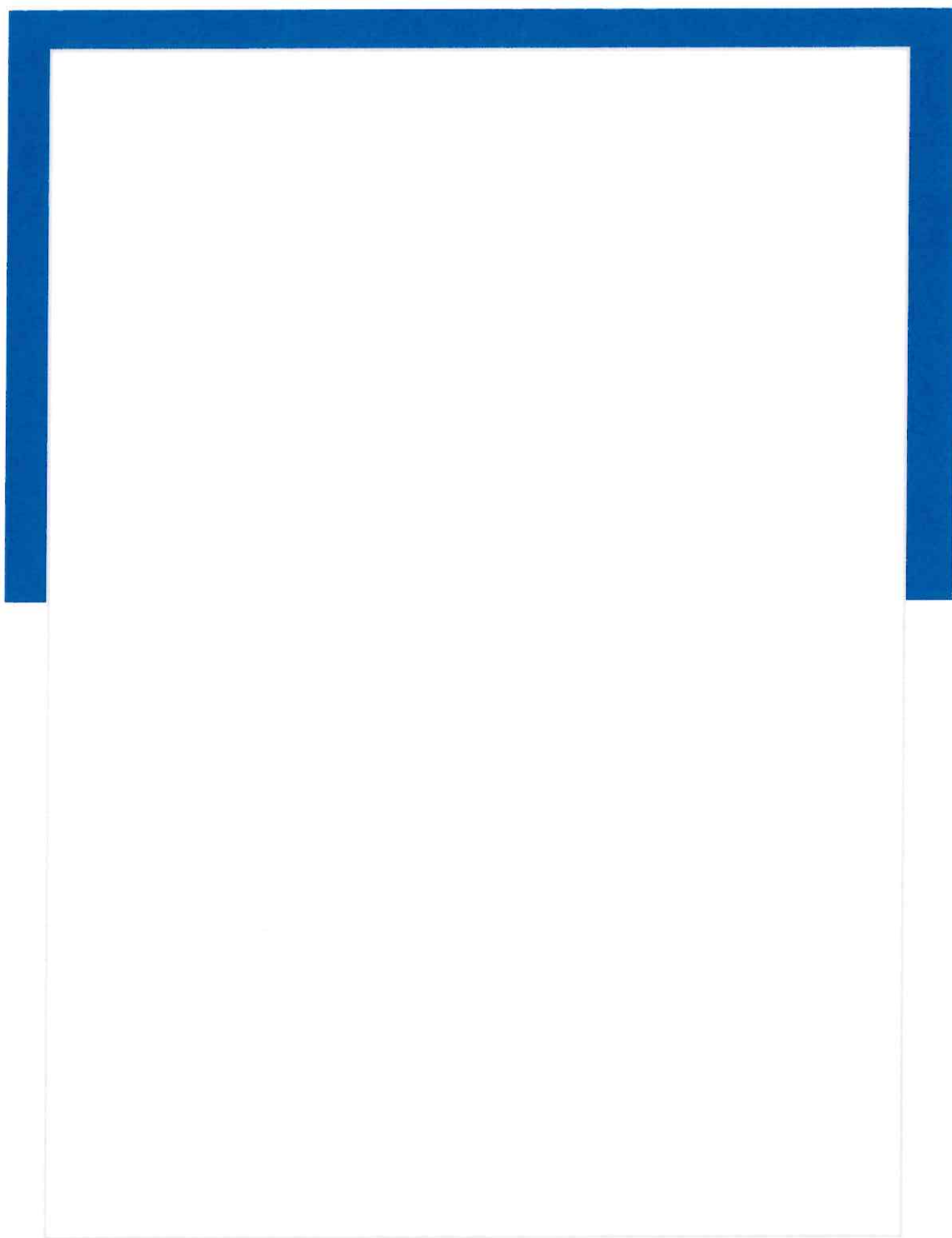
UMC shall provide interpretive services in designated exam rooms. Physician employees are required to use the interpretive services provided through UMC.

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 ~~his or her~~their employment and will thereafter continue to cover (without cost to the employee) and provide each employee with a statement of indemnification and certificate of insurance issued by UMC, as needed as evidence of insurance coverage provided for all employees 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 *
Pay Grades and Annual wRVU Threshold

Position	Base Salary Range	wRVU Threshold	wRVU Rate	Max TCC
SPECIALTY – ORTHOPEDICS				
<i>Experienced/Board Certified</i>				
Trauma Surgeon	\$554,841.75 - \$652,755.00	9,525	\$80.33	\$933,726.00
Ortho Specialty	\$484,618.15 - \$570,129.00	10,992	\$71.23	\$933,726.00
Ortho Sports	436,667.95- 513,727.00	9,766	\$72.37	\$908,081.00
Ortho – Medical	\$288,398.20 - \$339,292.00	6,642	\$67.94	\$698,839.00
<i>New Hires/Board Eligible</i>				
Trauma Surgeon	\$443,873.40 - \$522,204.00	7,620	\$80.33	\$933,726.00
Ortho Specialty	\$387,694.52 - \$456,111.20	8,794	\$71.23	\$933,726.00
Ortho Sports	349,334.36- 410,981.60	7,813	\$72.37	\$908,081.00
Ortho – Medical	\$230,718.56 - \$271,433.60	5,314	\$67.94	\$572,000.00
NP/PA	\$124,181.60 - \$146,096.00	2,117	\$69.70	\$168,104.00
SPECIALTY – TRANSPLANT				
<i>Experienced/Board Certified</i>				
General Transplant Surgeon	\$368,504.75 - \$433,535.00	5,295	\$87.74	\$686,149.00
<i>New Hires/Board Eligible</i>				
General Transplant Surgeon	\$294,803.80 - \$346,828.00	4,236	\$87.74	\$686,149.00
NP/PA	\$122,620.15- \$144,259.00	3,059	\$44.36	\$163,682.00
SPECIALTY – HEPATOLOGY				
<i>Experienced/Board Certified</i>				
Hepatology	\$386,553.65 - \$454,769.00	5,316	\$97.83	\$642,751.00
<i>New Hires/Board Eligible</i>				
Hepatology	\$309,242.75 - \$363,815.00	4,253	\$97.83	\$642,751.00
NP/PA	\$122,620.15 - \$144,259.00	3,059	\$44.36	\$163,682.00
SPECIALTY – SURGERY				
<i>Experienced/Board Certified</i>				
General Surgery	\$355,987.65 - \$499,670.00	6,847	\$72.23	\$627,184.00
Trauma Surgery	\$387,628.90 - \$530,200.00	6,208	\$88.11	\$640,380.00
<i>New Hires/Board Eligible</i>				
General Surgery	\$284,789.95- \$399,736.00	5,478	\$72.23	\$627,184.00
Trauma Surgery	\$310,102.95- \$424,160.00	4,966	\$88.11	\$640,380.00

*Appendix 1 may be amended from time to time, with Board approval, to reflect new employment physician specialties based upon wRVU rates and Annual wRVU Thresholds that are consistent with the terms of this Productivity Plan.

Appendix 1 (Cont.)*
Pay Grades and Annual wRVU Threshold

<u>Position</u>	<u>Base Salary Range</u>	<u>Per-Diem Rate¹</u>	<u>wRVU Threshold</u>	<u>wRVU Rate</u>	<u>Max TCC</u>
<u>SPECIALTY – Pediatrics</u>					
<u>Experienced/Board Certified (5+ years of experience)</u>					
Pediatrics	\$187,629.00 -	\$1,454/shift	2,426	\$100.90	\$325,000.00
Hospitalist	\$251,949.00				
Pediatrics – Neonatal	\$254,403.00 - \$367,202.00	\$2,118/shift	7,222	\$51.97	\$500,000.00
<u>New Hires/Board Eligible (<5 years of experience)</u>					
Pediatrics	\$150,103.20 -	\$1,454/shift	1,941	\$100.90	\$325,000.00
Hospitalist	\$201,599.00				
Pediatrics – Neonatal	\$203,522.00 - \$293,762.00	\$2,118/shift	5,778	\$51.97	\$500,000.00
APP	\$109,789.00- \$142,711.00	\$823/shift	2,628	\$50.20	\$160,500.00

*Appendix 1 may be amended from time to time, with Board approval, to reflect new employment physician specialties based upon wRVU rates and Annual wRVU Thresholds that are consistent with the terms of this Productivity Plan.

¹Per-Diem rate applicable only to those hired into a Per-Diem classification. The Per-Diem rate is based upon a 12-hour on-site shift.

2025

**PHYSICIAN AND NON-
PHYSICIAN PROVIDER
PRODUCTIVITY
(wRVU) COMPENSATION
AND BENEFITS PLAN**



UNIVERSITY MEDICAL CENTER

PHYSICIANS AND NON-PHYSICIAN PROVIDER PRODUCTIVITY (wRVU) COMPENSATION AND BENEFITS PLAN (the "Productivity Plan")

Effective Date: August 1, 2025

Mason Van Houweling - Chief Executive Officer

Productivity Plan and Employees Covered:

This Productivity Plan identifies the compensation and benefits structure for Physician employees in the following classifications:

•

Physician	
General & Trauma Surgeon	Hepatologist
Orthopedic Physician (Non-Surgeon)	Orthopedic Trauma Surgeon
Orthopedic Surgeon	Pediatrics Hospitalist
Pediatrics - Neonatal	Pediatrics - Neonatal Nocturnist
Transplant Surgeon	
APP	
Ortho - Nurse Practitioner/Physician Assistant	Hepatology - Nurse Practitioner/Physician Assistant
Transplant - Nurse Practitioner/Physician Assistant	Pediatrics/Neonatal APP

Such employees will be referred to as "employee" or "employees" in this document. This document replaces all previous communications regarding Physician and Non-Physician compensation and benefits under a productivity compensation model; provided however, the terms and conditions of the employee's at-will physician employment agreement 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.

Compensation and Benefits:

Base Salary: During the term of employment, Physicians and Non-Physician Providers shall receive a base salary at a rate consistent with the pay grades listed on Appendix 1, as may be amended from time to time. These pay grades have been assigned an Annual wRVU Threshold and a wRVU compensation rate, listed therein, which have been determined through a third party independent fair market valuation. The total cash compensation for employees (i.e., a base salary not to exceed the 50th percentile, bonus

and/or productivity compensation) has been determined to be fair market value and commercially reasonable for the services provided. Appendix 1 further sets forth a total cash compensation maximum cap that will not exceed the 75th percentile (or 90th percentile when factors such as shortages or otherwise hard to fill positions justify).

The Annual wRVU Threshold, wRVU compensation rate and maximum cap will be calculated by using a blended average median work RVU data from annual surveys for national respondents conducted by nationally-recognized healthcare valuation specialists (e.g., AMGA, Gallagher, MGMA and SullivanCotter) in the applicable practice specialty. This production incentive payment will be paid quarterly, after the Annual wRVU Threshold has been met (which may be pro-rated based on an employee's entry into this compensation plan). Unless modified by the provisions of this compensation and benefits plan, employees will be granted the same benefits provided through the Human Resources Policies and Procedures Manual.

The Annual wRVU Threshold and wRVU compensation rates shall be re-evaluated on a bi-annual basis consistent with the methodology set forth above.

Productivity Compensation:

After such time as the Annual wRVU Threshold has been met, Provider will receive certain productivity compensation for personally-performed wRVU above the Annual wRVU Threshold, subject to the applicable maximum. Productivity compensation shall be paid quarterly, in the subsequent month following the quarterly calculation and then in accordance with the customary payroll practices of UMC. Appendix 1 sets forth the rate for the wRVU productivity compensation amount that will be paid above the Annual wRVU Threshold. All terms and conditions of the Provider's employment contract shall apply with respect to productivity compensation, including but not limited to terms related to Provider's failure to meet their Annual wRVU Threshold. Providers must be employed at the time of payout to receive his/her bonus.

Appeal: Any employee who has a dispute regarding their productivity compensation may forward in writing an appeal within thirty (30) days from receipt and/or determination of said compensation to the Practice Plan Administrator, or their designee. The appeal will be reviewed by the Chief Operating Officer and a recommendation presented to the Chief Human Resources Officer.

The decision of the Chief Human Resources Officer is final.

Annual Quality Incentive Bonus:

Quality metrics are established and set forth in the Provider's employment agreement. Physicians can earn up to \$20,000 annually as a quality bonus incentive. Nurse practitioners and physician assistants can earn up to \$10,000 annually for a quality incentive bonus.

On-Call Restricted Coverage:

Applicable Physicians who provide on-call restricted coverage to the Hospital and/or its Level 1 trauma center, may receive additional shift compensation over and above a pre-determined amount consistent with the employee's contract for employment.

On-Call Unrestricted Coverage:

Applicable Physicians who provide on-call unrestricted coverage may receive additional shift compensation as set forth by the employee's contract for employment.

Extra Shift 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 employee's contract for employment (e.g., 14 shifts).

Per-Diem Employees:

Per-diem employees under the classification of service lines set forth on the various Appendices to this Productivity Plan, shall not receive any additional compensation over and above their hourly rate of pay set forth therein.

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 Productivity Plan employees shall have a common review date of September 1st unless otherwise established by the CEO.

Work Schedules:

All Physicians, Nurse Practitioners and Physician Assistants are salaried, 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. Each employed physician will also be provided a Clinical FTE (CFTE) status in their employment contract, which shall designate the dedicated time spent providing their professional services. The difference between a physician's CFTE status and the FTE shall be utilized on administrative and/or teaching time, and the Annual wRVU Threshold shall be prorated accordingly.

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

Physicians

Physician Providers under this Compensation Plan do 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 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 FTE 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 entry into this plan. Thereafter, the employee will receive their allotment of ALDs each January 1st. Eligible employees under this Compensation Plan will receive ALDs as follows:

Employment Status	# of ALDs
Full-Time	15
Part-Time	pro-rata based on FTE status

An employee's ALDs may differ in accordance with employment terms in place prior to August 1, 2025. Physicians who have accrued CAL prior to participating in this Productivity Plan will retain any accrued CAL time, and will be required to exhaust such time prior to use of any ALDs. CAL accrued prior to implementation of this Productivity Plan may not be converted to compensation, nor is it paid out upon separation of employment.

Non-Physician Providers

Full and part-time Non-Physician Providers under this Productivity Plan will continue to accrue and use CAL consistent with the hospital's Human Resources Policies and Procedures.

Extended Illness Bank (EIB):

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. shall be administered in accordance with Human Resources Policies and Procedures.

Group Insurance:

UMC provides medical, dental and life insurance to all 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 January for qualified employee upon the employee's execution of UMC's CME Stipend Attestation form. To qualify for the Stipend, the employee must be in an eligible classification. The Stipend is available to a UMC employed licensed independent provider including, but not limited to, physician, nurse practitioner, physician assistant, and dentist. At its sole discretion, UMC may identify other independent providers that qualify for the Stipend.

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.

Conflict of Interest:

Physicians are expected to comply with applicable Medicare and Medicaid and other applicable federal, state and/or local laws and regulations, 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 allow 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) and provide each employee with a statement of indemnification and certificate of insurance issued by UMC, as needed as evidence of insurance coverage provided for all employees 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 *

Pay Grades and Annual wRVU Threshold

Position	Base Salary Range	wRVU Threshold	wRVU Rate	Max TCC
SPECIALTY – ORTHOPEDICS				
<i>Experienced/Board Certified</i>				
Trauma Surgeon	\$554,841.75 - \$652,755.00	9,525	\$80.33	\$933,726.00
Ortho Specialty	\$484,618.15 - \$570,129.00	10,992	\$71.23	\$933,726.00
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SPECIALTY – TRANSPLANT				
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SPECIALTY – SURGERY				
<i>Experienced/Board Certified</i>				
General Surgery	\$355,987.65 - \$499,670.00	6,847	\$72.23	\$627,184.00
Trauma Surgery	\$387,628.90 – \$530,200.00	6,208	\$88.11	\$640,380.00
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Appendix 1 (Cont.)*
Pay Grades and Annual wRVU Threshold

Position	Base Salary Range	Per-Diem Rate ¹	wRVU Threshold	wRVU Rate	Max TCC
SPECIALTY – Pediatrics					
<i>Experienced/Board Certified (5+ years of experience)</i>					
Pediatrics Hospitalist	\$187,629.00 - \$251,949.00	\$1,454/shift	2,426	\$100.90	\$325,000.00
Pediatrics – Neonatal	\$254,403.00 - \$367,202.00	\$2,118/shift	7,222	\$51.97	\$500,000.00
<i>New Hires/Board Eligible (<5 years of experience)</i>					
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**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