



# UMC Human Resources and Executive Compensation Committee Meeting

Monday, May 20, 2024 2:00 pm

UMC Trauma Building Providence Suite 5th Floor

Las Vegas, NV 89102

## AGENDA

**University Medical Center of Southern Nevada**  
UMC GOVERNING BOARD  
HUMAN RESOURCES AND EXECUTIVE COMPENSATION COMMITTEE  
May 20, 2024 2:00 p.m.  
800 Hope Place, Las Vegas, Nevada  
UMC Trauma Building, ProVidence Suite (5<sup>th</sup> 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 March 18, 2024. *(For possible action)*

3. Approval of Agenda. *(For possible action)*

## SECTION 2. BUSINESS ITEMS

4. Review and discuss the FY24YTD Turnovers & Hires, and direct staff accordingly. *(For possible action)*
5. Receive an update from the Chief Human Resource Officer; and direct staff accordingly. *(For possible action)*
6. Review and discuss the revision of the Physician & Non-Physician Provider Traditional Compensation Plan and make a recommendation for approval by the UMC Governing Board; and take action as deemed appropriate. *(For possible action)*

## SECTION 3. EMERGING ISSUES

7. 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, March 18, 2024**

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

**CALL TO ORDER**

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

**Committee Members:**

**Present:**

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

**Absent:**

None

**Others Present:**

Mason Van Houweling, Chief Executive Officer (WebEx)  
Ricky Russell, Chief Human Resources Officer  
Jennifer Wakem, Chief Financial Officer  
Rosalind Bob, Human Resources Director  
Susan Pitz, General Counsel  
James Conway, Assistant General Counsel  
Stephanie Ceccarelli, Board Secretary

**SECTION 1. OPENING CEREMONIES**

**ITEM NO. 1 PUBLIC COMMENT**

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

None present.

**ITEM NO. 2 Approval of minutes of the regular meeting of the UMC Governing Board Human Resources and Executive Compensation meeting on February 26, 2024. (For possible action)**

A change was made to clarify the motion made for Item 4.

FINAL ACTION:

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

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

FINAL ACTION:

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

**SECTION 2. BUSINESS ITEMS**

**ITEM NO. 4 Review and discuss the revisions to the Physician & Non-Physician Provider Traditional Compensation Plan; and make a recommendation for approval by the UMC Governing Board; and take action as deemed appropriate. (*For possible action*)**

DOCUMENTS SUBMITTED:

- Physician & Non-Physician Provider Traditional Compensation Plan

DISCUSSION:

Mr. Russell reviewed changes to the physician compensation plan.

The substantive change to the compensation plan are to add the classification of Hospitalist to the compensation plan. The revised plan will be effective April 1<sup>st</sup> and will cover existing and future employees within the identified classifications listed.

Chair Ellis asked how the rates compare to the primary care and quick care physicians. Mr. Russell responded that the primary and quick care physicians are hired in at a flat rate. There was continued discussion regarding the credentialing process for physicians.

The Committee was informed that the term date for the current hospitalist contract will be the end of June.

UMC is seeking to employ approximately 20 providers to provide 24/7 shift coverage; this is not on-call coverage.

FINAL ACTION:

A motion was made by Member Hobbs to approve the revisions to the Physician Compensation Plan, and send to the Governing Board for approval. Motion passed with a unanimous vote.

**ITEM NO. 6 Receive and make a recommendation for approval by the Hospital Board of Trustees, the revisions to the Critical Labor Shortage Resolution in accordance to NRS 286.523, for University Medical Center of Southern**

**Nevada to employ retired public employees to fill positions for which there is a critical labor shortage; and take action as deemed appropriate. (For possible action)**

DOCUMENTS SUBMITTED:

- Resolution
- Position List

DISCUSSION:

Mr. Russell explained the resolution is being renewed for an additional 2-years, allowing retirees in the Nevada PERS System to return to work without affecting the hour requirement or compensation provision of their retirement plan. This program began primarily due to critical staffing needs during the COVID-19 pandemic.

There are approximately 17 retirees working at UMC. Retirees are allowed to return to work at UMC after 90-days with hour and compensation limitations. This provision will allow those employees to return to work without an hourly limitation/restriction, which could affect the employee's PERS retirement.

Mr. Conway explained that UMC is applying for this exception, which is permitted under statute, and the application is pending acceptance through the PERS program.

A list of the job classifications allowed to return under this provision was provided.

The Committee would like to know more information regarding this process and how contributions into the pension program are calculated for employees who return to work in per diem employee or full time status. They would also like to know how this process affects the employees' retirement status, contributions and if there are potential changes while in retirement.

FINAL ACTION:

A motion was made by Member Franklin to approve the Resolution and recommend for approval to the Board of Hospital Trustees for approval. Motion passed with a unanimous vote.

**SECTION 3. EMERGING ISSUES**

**ITEM NO. 7 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 would like to discuss UMC's recruitment and development process to help fill the critical need positions.

**COMMENTS BY THE GENERAL PUBLIC:**

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

SPEAKERS(S): None

There being no further business to come before the Committee at this time, at the hour of 12:25 p.m. Chairman Ellis adjourned the meeting.

**Approved:**

**Minutes Prepared by: Stephanie Ceccarelli**

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

<b>Issue:</b> <b>FY24 YTD UMC Turnovers &amp; Hires update</b>	<b>Back-up:</b>
<b>Petitioner:</b> <b>Ricky Russell, CHRO</b>	<b>Clerk Ref. #</b>
<p><b>Recommendation:</b></p> <p><b>That the Human Resources and Executive Compensation Committee review and discuss the FY24YTD Turnovers &amp; Hires, and direct staff accordingly. <i>(For possible action)</i></b></p>	

**FISCAL IMPACT:**

Unknown

**BACKGROUND:**

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



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

<b>Issue:</b> CHRO Update	<b>Back-up:</b>
<b>Petitioner:</b> Ricky Russell, CHRO	<b>Clerk Ref. #</b>
<p><b>Recommendation:</b></p> <p><b>The Human Resources and Executive Compensation Committee receive an update from the Chief Human Resource Officer; and take action as deemed appropriate. <i>(For possible action)</i></b></p>	

**FISCAL IMPACT:**

Unknown

**BACKGROUND:**

The committee will receive HR updates from the Chief Human Resource Officer.

Cleared for Agenda

May 20, 2024

Agenda Item#

**5**

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

<b>Issue:</b> <b>Revise the Physician &amp; Non-Physician Provider Traditional Compensation Plan</b>	<b>Back-up:</b>
<b>Petitioner:</b> <b>Ricky Russell, CHRO</b>	<b>Clerk Ref. #</b>
<b>Recommendation:</b>  <b>That the Human Resources and Executive Compensation Committee review and discuss the revision of the Physician &amp; Non-Physician Provider Traditional Compensation Plan; and make a recommendation for approval by the UMC Governing Board; and take action as deemed appropriate. (For possible action)</b>	

**FISCAL IMPACT:**

Unknown

**BACKGROUND:**

The substantive changes to this Compensation Plan are:

1. Add the classification of Medical Director, Associate Medical Director, Emergency Medicine, Emergency Medicine Physician, Emergency Medicine APP, PICU Hospitalist, PEDS Hospitalist, and provide appropriate pay information to the Compensation Plan (see page 1 & Appendix 3)
2. The revised plan will be effective June 1, 2024, and will cover existing and future employees within the identified classifications.

Cleared for Agenda

Agenda Item #

# UNIVERSITY MEDICAL CENTER OF SOUTHERN NEVADA

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

June 1, 2024

Mason Van Houweling –  
Chief Executive Officer (“CEO”)

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

**Compensation Plan and Employees Covered:**

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

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

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

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

**Fair Labor Standards Act (FLSA) Exemption:**

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

**At-Will Employment**

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

**Voluntary Resignation**

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

**Compensation and Benefits:**

**Compensation**

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

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

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

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

### **Work Schedules:**

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

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

### **Extra Shift/Hours Compensation:**

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

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

### **On-Call Coverage:**

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

### **Annual Evaluations:**

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

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

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

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

Physicians

Physician Providers in a classification designated to participate in the ALD program will not accrue CAL as set forth in the hospital's Human Resources Policies and Procedures. Instead, each part-time or full-time Physician Provider under this Compensation Plan designated as such shall receive Administrative Leave Days (ALDs). Appropriate use of ALDs include sick days, holidays, and leave of absences. ALDs do not roll over year to year, may not be converted to compensation, 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 upon hire and thereafter each January 1<sup>st</sup> of the following calendar year. Employees under this Compensation Plan will receive ALDs as follows:

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

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

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

Non-Physician Providers

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

**Extended Illness Bank (EIB):**

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

**Miscellaneous Leaves:**

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

**Group Insurance:**

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

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

**Retirement:**

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

**Continuing Medical Education (CME):**

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

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

**Conflict of Interest:**

Physicians are expected to comply with applicable Medicare and Medicaid and other applicable federal, state, and/or local laws and regulations, as-well-as, hospital policies and procedures and Medical and Dental Staff Bylaws. In so doing, it is emphasized that each employee must refrain from using his/her position as a UMC employee to secure personal gain and/or endorse

any particular product or service. This includes seeking or accepting additional employment or ownership in a business outside UMC that represents a conflict of interest as defined in the Ethical Standards Policy.

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

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

### **Professional Standards:**

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

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

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

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

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

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



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

**Appendix 1\***

**Anesthesiology - Pay Grades/Ranges & Additional Compensation**

Position	Base Salary Range <sup>1</sup>	Additional Work Shift Rate <sup>5</sup>	Additional On-Call Shift Rate <sup>2</sup>	Call-Back Rate <sup>3</sup>	Per-Diem Rate <sup>4</sup>
<b>SPECIALTY – Anesthesia</b>					
<b>Medical Director</b>	\$486,720- \$763,360	N/A	N/A	N/A	N/A
<b>General / OR</b>	\$451,360- \$640,640	EEs regular hourly rate	\$33.71 p/h.	EEs hourly rate if on-call and called back to facility	\$324 p/h
<b>Pediatric</b>	\$476,320- \$640,640		\$33.71 p/h.		\$324 p/h
<b>Trauma</b>	\$473,928- \$672,672		\$35.42 p/h.		\$340 p/h
<b>OB</b>	\$451,262- \$641,076		\$33.71 p/h.		\$324 p/h
<b>CVT</b>	\$473,928- \$672,672		\$35.42 p/h.		\$340 p/h
<b>CRNA</b>	\$203,840- \$253,760		\$13.07 p/h.		\$127 p/h

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

<sup>1</sup> Based on years of experience

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

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

<sup>4</sup> Applicable only to those hired into a per-diem classification

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

**Appendix 2\***

**Radiology - Pay Grades/Ranges & Additional Compensation**

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

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

<sup>1</sup> Offers are based on years of experience.

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

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

<sup>4</sup> Applicable only to those hired into a per-diem classification

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

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

**Appendix 3\***

**Hospitalist - Pay Grades/Ranges & Additional Compensation**

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

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

<sup>1</sup> Based on years of experience

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

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

<sup>4</sup> Applicable only to those hired into a per-diem classification

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

**Appendix 4\***

**Emergency Medicine - Pay Grades/Ranges & Additional Compensation**

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

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

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

<sup>1</sup> Based on years of experience

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

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

<sup>4</sup> Applicable only to those hired into a per-diem classification

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

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

<b>Issue:</b> <b>Emerging Issues</b>	<b>Back-up:</b>
<b>Petitioner:</b> <b>Ricky Russell, Chief Human Resource Officer</b>	<b>Clerk Ref. #</b>
<p><b>Recommendation:</b></p> <p><b>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></b></p>	

**FISCAL IMPACT:**

None

**BACKGROUND:**

None