



UMC Human Resources and Executive Compensation Committee Meeting

Monday, March 18, 2024 2:00 p.m.

Trauma Building - Providence Suite - 5th Floor

Las Vegas, NV 89102

AGENDA

University Medical Center of Southern Nevada
UMC GOVERNING BOARD
HUMAN RESOURCES AND EXECUTIVE COMPENSATION COMMITTEE
March 18, 2024 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 February 26, 2024. *(For possible action)*

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

SECTION 2. BUSINESS ITEMS

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)*
5. Review 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)*

SECTION 3. EMERGING ISSUES

6. 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
Special Meeting
Monday, February 26, 2024**

UMC ProVidence Suite
Trauma Building, 5th Floor
800 Hope Place
Las Vegas, Clark County, Nevada
Monday, February 26, 2024
11:30 a.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

Absent:

None

Others Present:

Mason Van Houweling, Chief Executive Officer
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 January 22, 2024. (For possible action)

FINAL ACTION:

A motion was made by Member Franklin that the minutes be approved as presented. 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 Fifth Amendment to the CEO's Employment Agreement; and make a recommendation for approval by the UMC Governing Board; and take action as deemed appropriate. (For possible action)

DOCUMENTS SUBMITTED:

- CEO Employment Agreement

DISCUSSION:

Ricky Russell, CHRO, reviewed substantive changes to the CEO Employment agreement:

This amendment will extend the length of the Employment Agreement to December 31, 2028, which will result in an additional 24 months of PERS service credit. The estimated fiscal impacts were discussed. The CEO must be employed by UMC at the time of the PERS credit. Other changes include language changes to the Change in Control of management, ownership or control of UMC hospital. There was lengthy discussion regarding what would trigger the change of control.

Chair Ellis asked what the financial ramifications would be of change of control.

Ms. Pitz stated that although change of ownership could trigger a change of control, this could also refer to a management change of control. This language would mirror an early termination provision included in the contract. A lengthy discussion ensued regarding various scenarios that could trigger a change of control, as well as the employee and hospital rights.

The change of control provision included in contract are to protect the organization and employee, ensure a smooth change of management if necessary and gives the employee the right to terminate. Negotiations in terms would occur if there were a change in control to take place.

Ms. Pitz commented that the intent of this language is to give mutual rights and the employee has the right to give 45-days' notice. If the employee left the organization, there would be a breach and upon breach of the contract he would have a non-compete.

Member Hobbs inquired of the benefit to the entity with this provision as written. A discussion ensued on whether such a provision benefits the entity and the members' support of the provision.

Ms. Pitz provided options the Committee could consider before moving it forward for approval to the Governing Board.

Member Hobbs wanted to insure that this compensation package is reasonable for this classification and added that overall compensation would be a consideration when discussing the total compensation and bonus package in the future.

The Committee would like to review the Mercer data in reference to the competitive compensation package overall and will consider this when making bonus recommendations in the future.

Ms. Pitz concluded the discussion by listing minor language clean up in the agreement.

FINAL ACTION:

A motion was made by Member Hobbs to approve the employment agreement with the change or removal of the change of control provision. The motion passed with a 2 to 1 majority vote.

Mr. Van Houweling thanked the Committee for their time and consideration during this discussion.

ITEM NO. 5 Review and discuss the creation of the new Remote Work Policy and make a recommendation for approval by the UMC Governing Board; and take action as deemed appropriate. (For possible action)

DOCUMENTS SUBMITTED:

- Remote Work Policy

DISCUSSION:

Mr. Russell reviewed the remote work policy.

This new policy sets the structure for a remote work classification option at UMC for full or hybrid remote work. A draft remote worker agreement document was attached.

The policy also sets forth the process of budgeting for equipment, as well as expenses that would and would not be covered in the event that this option is implemented in the future. Employees will be required to live within Clark County. Discussions continue regarding how the remote work schedule will be structured and the classifications that would participate.

It was clarified that this policy will be in place if it is needed. There was continued discussion regarding the benefits of this option in the future.

FINAL ACTION:

A motion was made by Member Hobbs that the changes to the remote work policy be approved as presented. Motion carried by a majority vote.

ITEM NO. 6 Receive and discuss the change to the HR procedure for Disciplinary Hearing Process, and make a recommendation for approval by the UMC Governing Board; and take action as deemed appropriate. (For possible action)

DOCUMENTS SUBMITTED:

- Disciplinary Hearing Process Policy

DISCUSSION:

UMC is making changes to the HR procedure for Disciplinary Hearing Process for non-represented employees, effective on or around March 1, 2024. The purpose of the policy is to set forth the procedure for administering pre-termination and post-termination hearings for those employees not covered by the CBA.

Substantive changes include:

- Removing language of going to the process of disciplinary suspension.
- Replacing the gender specific language with gender neutral language
- Changing the hearing office from County Manager (or designee) to reference the UMC CEO or a designee.

FINAL ACTION:

A motion was made by Member Hobbs that the changes to the disciplinary hearing process policy be approved as presented. Motion carried by unanimous vote

ITEM NO. 7 Review and discuss the revisions to various HR policies and procedures regarding references to Administrative Leave Days and Compensation Plans; and make a recommendation for approval by the UMC Governing Board; and take action as deemed appropriate. (For possible action)

DOCUMENTS SUBMITTED:

- Policies and Procedures - Various

DISCUSSION:

UMC has made changes to physician compensation plans by implementing administrative leave days. Mr. Russell noted that previously, the policies only referenced consolidated annual leave (CAL). The only changes are to references to various compensation plans and the concept of administrative leave days. As a result, UMC is making modest changes to the following HR policies and procedures, to make them consistent with the other agreements.

- **HR Policy: Employee Leave Program**
- **HR Policy: Payroll and Salary Reduction Policy for Non-Union Exempt**
- **HR Procedure: Payroll and Salary Reduction for Non-Union Exempt Employee**
- **HR Policy: Performance Review Program**
- **HR Procedure: Performance Evaluation Program**
- **HR Policy: Position Classification & Compensation Plans**

FINAL ACTION:

A motion was made by Member Hobbs that the changes to the various policies and procedures discussed be approved as presented. Motion 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:

1. Discussion with the County regarding insurance plan processes and benefit renewals.
2. Mercer data for executive team and the compensation spread

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 12:23 p.m. Chairman Ellis adjourned the meeting.

Approved:

Minutes Prepared by: Stephanie Ceccarelli

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

Issue: Revise the Physician & Non-Physician Provider Traditional Compensation Plan	Back-up:
Petitioner: Ricky Russell, HR Director	Clerk Ref. #
<p>Recommendation:</p> <p>That the Human Resources and Executive Compensation Committee 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)</p>	

FISCAL IMPACT:

Unknown

BACKGROUND:

The substantive changes to this Compensation Plan are:

1. Add the classification of Hospitalist to the Compensation Plan (see page 1 & Appendix 3)
2. The revised plan will be effective April 1, 2024, and will cover existing and future employees within the identified classifications.

UNIVERSITY MEDICAL CENTER OF SOUTHERN NEVADA

PHYSICIAN AND NON-PHYSICIAN PROVIDER TRADITIONAL COMPENSATION AND BENEFITS PLAN

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

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

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

Fair Labor Standards Act (FLSA) Exemption:

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

At-Will Employment

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

Voluntary Resignation

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

Compensation and Benefits:

Compensation

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

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

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

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

Work Schedules:

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

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

Extra Shift/Hours Compensation:

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

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

On-Call Coverage:

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

Annual Evaluations:

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

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

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

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

Physicians

Physician Providers in a classification designated to participate in the ALD program will not accrue CAL as set forth in the hospital's Human Resources Policies and Procedures. Instead, each part-

time or full-time Physician Provider under this Compensation Plan designated as such shall receive Administrative Leave Days (ALDs). Appropriate use of ALDs include sick days, 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 1st 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 time-off may differ in accordance with their at-will employment agreement. Physicians accruing CAL upon final approval and implementation of this September 1, 2023 Compensation Plan will retain any accrued CAL time and will be required to exhaust such time prior to the use of any ALDs. CAL accrued prior to implementation of this September 1, 2023 Compensation Plan may not be converted to compensation, nor is it paid out upon separation of employment.

Non-Physician Providers

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

Extended Illness Bank (EIB):

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

Miscellaneous Leaves:

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

Group Insurance:

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

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

Retirement:

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

Continuing Medical Education (CME):

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

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

Conflict of Interest:

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

The referral of patients to individuals or practices which compete with or do not support UMC is considered a conflict of interest. However, it is understood that patients have the right to choose where to be referred upon full disclosure by the attending physician of all relevant

information. All referrals must go through the UMC Referral Office where they will be processed accordingly.

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

Professional Standards:

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

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

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

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

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

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

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

Appendix 1*

Anesthesiology - Pay Grades/Ranges & Additional Compensation

Position	Base Salary Range ¹	Additional Work Shift Rate ⁵	Additional On-Call Shift Rate ²	Call-Back Rate ³	Per-Diem Rate ⁴
SPECIALTY – Anesthesia					
Medical Director	\$486,720- \$763,360	N/A	N/A	N/A	N/A
General / OR	\$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
Pediatric	\$476,320- \$640,640		\$33.71 p/h.		\$324 p/h
Trauma	\$473,928- \$672,672		\$35.42 p/h.		\$340 p/h
OB	\$451,262- \$641,076		\$33.71 p/h.		\$324 p/h
CVT	\$473,928- \$672,672		\$35.42 p/h.		\$340 p/h
CRNA	\$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.

¹ Based on years of experience

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

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

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

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

Appendix 2*

Radiology - Pay Grades/Ranges & Additional Compensation

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

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

¹ Offers are based on years of experience.

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

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

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

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

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

Appendix 3*

Hospitalist - Pay Grades/Ranges & Additional Compensation

Position	Base Salary Range ¹	Additional Work Shift Rate ⁵	Additional On-Call Shift Rate ²	Call-Back Rate ³	Per-Diem Rate ⁴
SPECIALTY – Hospitalist					
Medical Director	\$306,000 - \$358,368	N/A	N/A	N/A	N/A
Hospitalist	\$285,000 - \$327,767	EEs regular hourly rate	\$TBD ⁶ p/h.	EEs hourly rate if on-call and called back to facility	\$TBD ⁶ p/h
APP	\$TBD ⁶		\$TBD ⁶ p/h.		\$TBD ⁶ p/h

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

¹ Based on years of experience

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

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

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

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

⁶ TBD – data is still being finalized by our FMV compensation valuations vendor and will be provided at the next HR and Executive Compensation Committee

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

Issue: NVPERS Critical Labor Shortage Request	Back-up:
Petitioner: Ricky Russell, HR Director	Clerk Ref. #
<p>Recommendation:</p> <p>That the Human Resources and Executive Compensation Committee review 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. <i>(For possible action)</i></p>	

FISCAL IMPACT:

Unknown

BACKGROUND:

On June 2, 2020, the Hospital Board of Trustees ratified a resolution pursuant to NRS 286.523 to employ retired public employees to fill positions for which there was a critical labor shortage. The critical labor shortage was not expected to last more than two (2) years. However, due to the continuing critical labor shortage that University Medical Center of Southern Nevada is still experiencing, this new resolution will extend the critical needs designation for certain healthcare positions by an additional two (2) years.

RESOLUTION

WHEREAS, on June 2, 2020, the University Medical Center of Southern Nevada Board of Hospital Trustees ratified a resolution, pursuant to NRS 286.523, for University Medical Center of Southern Nevada to employ retired public employees to fill positions for which there was a critical labor shortage due to the emergency that was declared by the Governor of the State of Nevada and the Manager of the County of Clark in response to the rapid spread of the COVID-19 virus; and

WHEREAS, on May 17, 2022, the University Medical Center of Southern Nevada Board of Hospital Trustees ratified a resolution, pursuant to NRS 286.523, for University Medical Center of Southern Nevada to continue to employ retired public employees to fill positions for which there was a critical labor shortage and because University Medical Center of Southern Nevada personnel were at increased risk for exposure to COVID-19 and would be isolated and unable to work when exposed; and

WHEREAS, University Medical Center of Southern Nevada continues to experience difficulty in filling various positions as there is a critical shortage of trained personnel with the qualifications of healthcare experience and patient care; and

WHEREAS, the critical shortage of these personnel with the qualifications of healthcare experience and patient care has continued, and is expected to continue, even though the declaration of the COVID-19 public health emergency has concluded; and

WHEREAS, a list of the positions for which there is a critical shortage is attached to this Resolution as Attachment "1"; and

WHEREAS, employment of healthcare workers who are currently NVPERS retirees but who are critically needed to maintain the health and safety of the Southern Nevada community would provide an immediate resource of trained personnel for critical positions; and

WHEREAS, NRS 286.523 provides that the governing body of an employer which desires to employ a retired public employee to fill a position for which there is a critical labor shortage must make certain determinations and findings regarding the need for such reemployment so that the retirement benefits of such personnel are not jeopardized.

NOW, THEREFORE, the University Medical Center of Southern Nevada Board of Hospital Trustees finds and resolves as follows:

1. University Medical Center of Southern Nevada continues to experience difficulty in filling various positions as there is a critical shortage of trained personnel with the qualifications of healthcare experience and patient care.
2. Training for these positions is extensive and complex, and there is insufficient time to recruit and train new personnel for these positions to meet the existing need and demand.
3. Due to similar demands placed on all neighboring governmental entities, it is difficult for personnel to be borrowed from other governmental entities to fill these positions.

4. The effective date of the critical need designations for certain healthcare positions at University Medical Center of Southern Nevada is not expected to last more than two additional years.

PASSED, ADOPTED AND APPROVED this _____ day of April, 2024.

UNIVERSITY MEDICAL CENTER OF
SOUTHERN NEVADA BOARD OF HOSPITAL
TRUSTEES

BY: _____
WILLIAM MCCURDY II, Chair

Attest:

LYNN MARIE GOYA, Clerk

Attachment # 1

To maintain the health and safety of the Southern Nevada community in response to these ongoing challenges, UMC has requested that it be authorized to utilize healthcare workers who are currently Nevada Public Employees' Retirement System ("NVPERS") retirees but who are also critically needed to assist UMC staffing for our patients. As such, UMC requested from NVPERS that any retirees who are chosen to fill the following positions be exempt from the 90-day waiting period, the cap of hours worked, and the cap on earnings:

- Advanced Practice Registered Nurse (*including Nurse Practitioner*)
- Certified Nursing Assistant
- Clinical Lab Technologist
- Clinical Nurse Specialist
- Clinical Instructor
- Hospitalist
- Infectious Disease Physician
- Nurse Navigator
- Pharmacist (*including Clinical Specialist*)
- Primary Care Physician
- Registered Radiology Technologist (*including Senior*)
- Registered Nurse
- Respiratory Care Practitioner (*including Advanced*)
- Specialty Imaging Technologist (*including Senior*)
- Sr. Respiratory Therapist
- Staff Physician (*including Specialty Staff Physician*)

**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. #
<p>Recommendation:</p> <p>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></p>	

FISCAL IMPACT:

None

BACKGROUND:

None