University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
August 19, 2014

UMC Conference Room I/J
Trauma Building, 5th Floor
800 Rose Street
Las Vegas, Clark County, Nevada
Tuesday, August 19, 2014
3:00 p.m.

The University Medical Center Governing Human Resources and Executive Compensation Committee met in Conference Room I/J, UMC Trauma Building, 5th Floor, Las Vegas, Clark County, Nevada, on Tuesday, August 19, 2014, at the hour of 3:00 p.m. The meeting was called to order at the hour of 3:10 p.m. by Chair Laura Lopez-Hobbs and the following members were present, which constituted a quorum of the members thereof:

CALL TO ORDER

Committee Members:

Present:
Laura Lopez-Hobbs, Chair (by phone)
Renee Franklin
Harry Hagerty (by phone)

Others Present:
Lisa Logsdon, Deputy District Attorney
John Espinoza, Chief Human Resources Officer
Doug Spring, Director of Human Resources Operations
Brenna Leising, Manager, Recruitment and Retention
Cindy Dwyer, 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 any item on this agenda.

Speaker(s): None

ITEM NO. 2 Approval of minutes of the regular meeting of the UMC Governing Board Human Resources and Executive Compensation meeting on July 22, 2014. [For possible action]

DISCUSSION: None.

FINAL ACTION: A motion was made by Harry Hagerty 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 Renee Franklin that the agenda be approved as recommended. Motion carried by unanimous vote.

SECTION 2. BUSINESS ITEMS

ITEM NO. 4 Receive an update on the contract for compensation market survey; and direct staff accordingly. [For possible action]

DISCUSSION: John Espinoza, Chief HR Officer has received the CEO market data from Mercer and will brief Committee members individually. Chair Lopez – Hobbs will review the information with the Board Chair. Mercer is continuing to work on the requested market survey data, and will provide each component as it is completed.

ACTION TAKEN: No action taken

ITEM NO. 5 Receive a report on employee benefits; and direct staff accordingly. [For possible action]

DOCUMENTS SUBMITTED: Employee Compensation and Benefits

DISCUSSION: Mr. Espinoza provided the Committee with an overview of various benefits provided to hospital employees, including compensation, premium pay, paid leave, insurance benefits, and PERS (retirement) contributions.

Chair Lopez-Hobbs inquired how much the County pays annually in insurance premiums for UMC staff. Staff will provide that information at a later date.

ACTION TAKEN: No action taken

ITEM NO. 6 Receive a report on staff turnover by age band and eligibility to collect retirement; and direct staff accordingly. [For possible action]

DOCUMENTS SUBMITTED: Terms FY14 – Years of Service

DISCUSSION: John Espinoza presented a report on FY2014 staff by years of service. Turnover included retirements, voluntary and involuntary terminations, with specific reasons for separation listed in the report. 55.1% of terminations were in the 0-4 year band and not vested in PERS. One-fourth of those in the 0-4 year band were involuntary terminations for failing to pass probation. In noting the number of involuntary terminations in the 5-9 year band, Member Franklin noted that those numbers are indicative of management setting and enforcing standards of behavior, noting that as years of service accrue it can be increasingly difficult to address.

ACTION TAKEN: No action taken

ITEM NO. 7 Receive a schedule of staff pay increases and decreases over past ten years; and direct staff accordingly. [For possible action]

DOCUMENTS SUBMITTED: Comparison of Management to Union Increases

DISCUSSION: Mr. Espinoza presented a report on pay increases and decreases for both management and Union-covered for the period FY2004 through FY2014. Pay changes include merit increases, bonuses, COLA, and PERS contribution increases. The impact on base salary for management was a 23% increase over ten years, and for employees a 52% increase in base salary. Employees may receive another 4% when the Fact Finder's decision is received. John Espinoza commented that the elimination of COLA increases for management created some of the market salary issues we are currently experiencing with management compensation.

ACTION TAKEN: No action taken

ITEM NO. 8 Discuss human resources issues that will impact the hospital strategic plan and take action as deemed appropriate. [For possible action]

DISCUSSION:

John Espinoza mentioned that staff continues to update the Human Resources Policies and Procedures that will eventually come to this Committee for review at a future meeting.

Committee Member Hagerty stated that he had recently met with UNLV Medical School Planning Dean Atkinson, who was describing Kansas University Hospital's turnaround and their ability to bring in specialty practice groups over a number of years. Member Hagerty inquired of Mr. Espinoza about UMC's experience and how such groups have been accepted by staff in the past and the staff's desire to accommodate the desires and needs of someone from the outside. Mr. Espinoza responded that overall our physicians have a very favorable opinion of our nursing staff, who tend to be among the most experienced and tenured in the community. He did indicate that perhaps the response to ancillary staff having to operate dated equipment might be different.

ACTION TAKEN: No action taken

ITEM NO. 9 Identify emerging issues to be addressed by staff or by the Human Resources and Executive Compensation Committee at future meetings; and direct staff accordingly. [For possible action]

DISCUSSION: No emerging issues identified.

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.

SPEAKER(S): None

There being no further business to come before the Committee at this time, at the hour of 4:05 p.m. Chairman Lopez-Hobbs adjourned the meeting.

APPROVED:

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Laura Lopez-Hobbs, Committee Chair

ATTEST:

Cindy Dwyer
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Cindy Dwyer, Board Secretary