University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
October 21, 2014

UMC Conference Room I/J
Trauma Building, 5th Floor
800 Rose Street
Las Vegas, Clark County, Nevada
Tuesday, October 21, 2014
3:00 p.m.

CALL TO ORDER

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, October 21, 2014, at the hour of 3:00 p.m. The meeting was called to order at the hour of 3:04 p.m. by Chair Laura Lopez-Hobbs and the following members were present, which constituted a quorum of the members thereof:

Committee Members:

Present:
Laura Lopez-Hobbs, Chair
Renee Franklin
Harry Hagerty

Others Present:
Lisa Logsdon, Deputy District Attorney
John Espinoza, Chief Human Resources Officer
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 September 23, 2014. [For possible action]

FINAL ACTION: A motion was made by Renee Franklin 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 Recommend approval of the UMC Human Resource Policies Manual to the UMC Governing Board. [For possible action]

DOCUMENTS SUBMITTED:
- Human Resources Policies - Summary of Revised and New Policies
- Human Resources Policies No. 1-18

DISCUSSION: John Espinoza, Chief Human Resources Officer, provided the background and a brief overview of the revised Human Resources Policies Manual. He noted that the most significant change to the policies was the At-Will Employment Policy. Previously, the CEO could designate up to 10% of eligible management positions as "at will". The new policy allows the CEO to designate all employees covered by the UMC Management Compensation Plan as "at will". It is the intent of the CEO to recruit for all future management positions as "at will", and to "grandfather" existing managers who were not appointed "at will". There was discussion about the At Will Policy, including the coordination with employment contracts, public sector employees' rights to their jobs, potential effects on management recruitment, the definition of management and their right to organize, as well as the intent to make all management positions at will through attrition. Renee Franklin wished for the record to note that she believes that making all management positions "at will" is the direction the hospital should go.

FINAL ACTION: A motion was made by Renee Franklin to approve the Human Resources Manual and to recommend approval by the Governing Board. Motion carried by unanimous vote.

ITEM NO. 5 Recommend approval of the Equal Opportunity/Affirmative Action Plan to the UMC Governing Board. [For possible action]

DOCUMENTS SUBMITTED:
- UMC Equal Opportunity/Affirmative Action Plan

DISCUSSION: John Espinoza, Chief Human Resources Officer, reported that the Clark County Office of Diversity provides support to UMC in promoting equal employment opportunity and diversity in all areas of the hospital. The UMC Affirmative Action Plan has been updated, to ensure it remains consistent with the recently revised County Affirmative Action Plan.

FINAL ACTION: A motion was made by Renee Franklin to approve the Equal Opportunity/Affirmative Action Plan and to recommend approval by the Governing Board. Motion carried by unanimous vote.

ITEM NO. 6 Discuss human resources issues that will impact the hospital strategic plan and take action as deemed appropriate. [For possible action]

Items 6 and 7 were addressed simultaneously.

ITEM NO. 7 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]

- Chair Lopez-Hobbs requested that staff provide an educational overview of the state statute as it relates to organized labor and unions. Additionally, following October open enrollment, Mr. Espinoza will provide an update on the current number of employee union members.

- Chair Lopez-Hobbs suggested moving the frequency of the Human Resources and Executive Compensation Committee meetings to bi-monthly. The other members were in agreement with bi-monthly meetings. The Chair requested that Committee members submit a list of topics that they'd like to spend time learning about, and also suggested that there may be some subjects that she could engage outside speakers for at no cost. Renee Franklin suggested that something related to culture change would be timely and helpful to the Committee.

- John Espinoza reported that Mercer should complete the management component of the salary survey within the next week. Results will be distributed to Committee members for their review.

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): Prabha Iyengar-Cox commented on the At Will policy.

There being no further business to come before the Committee at this time, at the hour of 4:09 p.m. Chairman Lopez-Hobbs adjourned the meeting.

APPROVED: January 27, 2015