

**University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
November 17, 2015**

UMC Conference Room I/J
Trauma Building, 5th Floor
800 Rose Street
Las Vegas, Clark County, Nevada
Tuesday, November 17, 2015
9:00 a.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, November 17, 2015, at the hour of 9:00 a.m. The meeting was called to order at the hour of 9:06 a.m. by Chair Laura Lopez-Hobbs and the following

SECTION 2. BUSINESS ITEMS

ITEM NO. 4 Receive a report on Human Resources metrics for the second and third quarters of 2015, including any departmental trends: and direct staff accordingly. (For possible action)

DOCUMENT SUBMITTED: Turnover and Vacancy Rates 2015 and 2014

Chair Lopez-Hobbs stated she was not aware that UMC was unfreezing positions. She said the committee was caught by surprise at this. She isn't in a position to fully trust everything that is happening.

Mr. Espinoza stated that when the decisions were made and reductions were occurring, the add backs were always going to occur; it was just a matter of when.

Chair Lopez-Hobbs asked what the Workforce Planning Committee is

DISCUSSION: Aaron Stagg, Manager of Organizational Development and EAP went over usage statistics with regards to the Communication Portal on the UMC Intranet.

A new tab labeled, Employee Education has been added and this has caused an increase in attendance. There were over 10,171 hits (access to the portal) with an average of 109 a day. One of the concerns they have is how to bridge the gap between those employees that do not have immediate access to computers, like EVS workers and Food Services workers.

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Ms. Leising noted that we are under market when it comes to our critical care nurses.

Mr. Espinoza noted that we have 23 nurses that are 65 or older. We have 999 nurses as of the time the report was run.

Chair Lopez-Hobbs requested more information on the critical care position and pay.

DISCUSSION: Doug Spring, Director of Human Resources Operations explained the electronic tools that UMC and the employees are currently using and a new proposed system that he hopes will be used in the future.

Systems currently in use:

-SAP: Employee data including demographics dates of employment actions, compensation, salary deductions, benefits, payroll information and tracking of EEO complaints.

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-This will cut down on travel for ambulatory personal and be more convenient for nurses when they have to take their tests.

This new system will cost UMC about \$150,000 a year and we have received approval from Finance that we can fund it starting the last quarter of this fiscal year with implementation around April. The County does have to take this to the Board of Commissioners for approval for additional licenses. Mr. Spring mentioned that UMC will need to purchase about 5000 licenses. Each individual that uses that system must have a license.