University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
October 17, 2017

UMC ProVidence Suite
Trauma Building, 5th Floor, Providence Room
800 Hope Place
Las Vegas, Clark County, Nevada
Tuesday, October 17, 2017
1:30 p.m.

CALL TO ORDER

The University Medical Center Governing Board Human Resources and Executive Compensation Committee met at the location and time listed above. The meeting was called to order at the hour of 1:32 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
Robyn Caspersen
Renee Franklin
Harry Hagerty – Via phone

Absent:

Others Present:
Mason VanHouweling, Chief Executive Officer
James Conway, Assistant General Counsel
John Espinoza, Chief Human Resources Officer
Terra Lovelin, Board Secretary

SECTION 1. OPENING CEREMONIES

ITEM NO. 1 PUBLIC COMMENT

Chair Jeff Ellis asked if there were any persons present in the audience wishing to be heard on any item 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 September 19 2017. *(For possible action)*

FINAL ACTION: A motion was made by Member Caspersen 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 Member Hagerty that the agenda be approved as amended. Motion carried by unanimous vote.

SECTION 2. BUSINESS ITEMS

ITEM NO. 4 Receive a report from the CEO regarding his performance and accomplishments and recommend a merit increase percentage to the Governing Board for approval. *(For possible action)*

DOCUMENTS SUBMITTED:
- Executive Summary

DISCUSSION: Mr. VanHouweling presented a summary of accomplishments starting back on July 1, 2016 and going forward to June 30, 2017.

A positive income of $21.9 million dollar for FY17 close and an operating margin of 3.4% was achieved. UMC was recognized for the Cashman Good Government Award for being a good steward of tax payer dollars.

UMC's market share improved to number three at 10.2%. We specifically targeted five service lines including: cardiac services, nephrology, general medicine and orthopaedics.

UMC expanded Quick and Primary Care Service Lines:
-Southern Highlands opened, Blue Diamond is opening November 9 and Centennial is on track to open the first quarter of FY18.

We have created great relationships with Culinary Health Fund, Nellis/VA and Dignity.

The direct admit process has been restructured so this has helped us with the ED throughput and a decrease in diversion hours.

Other notable accomplishments include: Master Plan, UNLV School of Medicine partnership, successful launch of Epic in Ambulatory Care Centers, and across the board HCAHPS improvement in FY16 to FY17 and a successful partnership with the Las Vegas Golden Knights.

Mr. VanHouweling was recognized as the State's Spokesman for ACA support, both with local media, state of Nevada and in D.C.

Chair Ellis said that Mr. VanHouweling should receive somewhere between 8 to 10 percent and the rest of the committee agreed and suggested a 9% merit increase.

Member Hagerty commented that the merit recommendation Chair Ellis suggested fits the performance he has seen.

FINAL ACTION TAKEN: A motion was made by Member Franklin to approve a 9% merit increase for Mr. VanHouweling, and make a recommendation to the Governing Board to approve the motion. Motion carried by unanimous vote.

ITEM NO. 5 Review the feedback received from Governing Board subcommittees regarding the CEO performance accomplishments based on the performance objectives established by the Governing Board and recommend a bonus percentage to the Governing Board for approval. *(For possible action)*

DOCUMENTS SUBMITTED:
- None submitted

DISCUSSION: This was removed from the agenda and will be placed on a future agenda, at a meeting to be held next week.

FINAL ACTION TAKEN: A motion was made by Member Caspersen to approve and make a recommendation to the Governing Board to approve the agreement. Motion carried by unanimous vote.

ITEM NO. 6 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)

None

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.

There being no further business to come before the Committee at this time, at the hour of 2:05 p.m. Chairman Ellis adjourned the meeting.

Approved: May 21, 2018
Minutes Prepared by: Terra Lovelin