University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
October 21, 2019

UMC ProVidence Suite
Trauma Building, 5th Floor
800 Hope Place
Las Vegas, Clark County, Nevada
Thursday October 21, 2019
3:00 p.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 3:00 a.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
Laura Lopez
Renee Franklin
Barbara Fraser

Absent:
None

Others Present:
Mason VanHouweling, Chief Executive Officer
Tony Marinello, Chief Operating Officer
Jennifer Wakem, Chief Financial Officer
James Conway, Assistant General Counsel
Kurt Houser, Chief Human Resources Officer
Terra Lovelin, Board Secretary

SECTION 1. OPENING CEREMONIES

ITEM NO. 1 PUBLIC COMMENT

Chair Ellis asked if there were any persons present in the audience wishing to be heard on any item on this agenda.

No comments

ITEM NO. 2 Approval of minutes of the regular meeting of the UMC Governing Board Human Resources and Executive Compensation meeting on September 9, 2019. *(For possible action)*

FINAL ACTION: A motion was made by Member 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 Member Lopez-Hobbs that the agenda be approved as recommended. Motion carried by unanimous vote.

SECTION 2. BUSINESS ITEMS

ITEM NO. 4 Discuss and recommend for Governing Board approval the Human Resources and Executive Compensation Committee's Fiscal Year 2020 CEO performance objectives; and direct staff accordingly. *(For possible action)*

DOCUMENTS SUBMITTED:
- HR Goals for FY2020

DISCUSSION: A discussion ensued regarding which goals should be included from the list of seven that Mr. VanHouweling and staff provided.

The employee engagement survey was discussed and staff felt that a goal of 50% completion for the survey was a great goal.

Mr. VanHouweling added that the team can accomplish all the goals listed if they would like to incorporate them all.

Member Lopez-Hobbs commented that the goals are great but seem very general.

Chair Ellis agreed with Member Lopez-Hobbs but feels good with putting forth these goals for approval. He suggested in the next HR committee meeting that staff could go through each goal and add specifics and measurable marks.

Mr. VanHouweling suggested that at each HR meeting staff could provide updates to each of the goals to show that they are being addressed and accomplished.

FINAL ACTION TAKEN: A motion was made by Member Franklin to approve the Human Resources and Executive Compensation Committee Fiscal Year 2020 CEO performance objectives and make a recommendation to the Governing Board to approve the objectives. Motion carried by unanimous vote.

ITEM NO. 5 Discuss and recommend for Governing Board approval the Fiscal Year 2020 CEO performance objectives; and direct staff accordingly. *(For possible action)*

DOCUMENTS SUBMITTED:
- None submitted

DISCUSSION: A discussion regarding percentages ensued and the committee agreed with the same percentages from last year.

Audit and Finance 25%
Strategy 25%
HR 20%
Clinical Quality 30%

FINAL ACTION TAKEN: A motion was made by Member Lopez-Hobbs to approve the FY2020 CEO performance objectives and make a recommendation to the Governing Board to approve the objectives. 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)

Chair Ellis commented that we need to look at the entire weighing process of the CEO goals for 2021. He would like to discuss a different scoring system and Member Lopez-Hobbs and staff agreed.

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.

No public comment

There being no further business to come before the Committee at this time, at the hour of 3:25 p.m. Chairman Ellis adjourned the meeting.

Approved: January 27, 2020
Minutes Prepared by: Terra Lovelin