

**University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
Monday, November 15, 2021**

UMC ProVidence Suite
Trauma Building, 5th Floor
800 Hope Place
Las Vegas, Clark County, Nevada
Monday, November 15, 2021
2:00 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 2:01 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 (WebEx)
Laura Lopez-Hobbs
Renee Franklin (WebEx)
Barbara Fraser – Ex-officio

Absent:

none

Others Present:

Mason Van Houweling, Chief Executive Officer (Via WebEx)
Kurt Houser, Chief Human Resources Officer
Anna Caputo, Manager, Equal Opportunity Program
Ricky Russell, Director Human Resources
James Conway, Assistant General Counsel
Stephanie Ceccarelli, Board Secretary

SECTION 1. OPENING CEREMONIES

ITEM NO. 1 PUBLIC COMMENT

Chairman Ellis asked if there were any persons present in the audience wishing to be heard on the item listed 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 21, 2021. (For possible action)

FINAL ACTION:

A motion was made by Member Hobbs that the minutes be approved as presented. Motion carried by unanimous vote.

ITEM NO. 3 Approval of Agenda (*For possible action*)

FINAL ACTION:

A motion was made by Member Hobbs that the agenda be approved as recommended. Motion carried by unanimous vote.

SECTION 2. BUSINESS ITEMS

ITEM NO. 4 Discuss UMC's COVID-19 Vaccination Policy and any updates regarding UMC's requirements under the new CMS rule for mandatory vaccines; and take action as deemed appropriate. (*For possible action*)

DOCUMENTS SUBMITTED:

- Vaccine Policy Update

DISCUSSION:

Mr. Houser, Chief Human Resources Officer, provided the following update regarding UMC's vaccine mandate:

In mid-September, the policy was approved which required staff to be fully vaccinated or receive an accommodation by November 1st. This requirement was effective September 1st for all new hires.

In early October, there were approximately 650 unvaccinated staff members, with 180 having submitted an accommodation request. The hospital has provided education to all departments with low vaccine acceptance. Mr. Houser provided statistics of terminations, resignations and outstanding accommodation requests.

Anna Caputo, Equal Opportunity Program Manager, provided an update on the process regarding the remaining medical exemption requests and the religious accommodations requests that have been submitted. There is no cost to the employee for the testing.

There was continued discussion regarding the mandatory requirements at other area facilities.

FINAL ACTION:

None

ITEM NO. 5 Receive an update regarding RN staffing and recruiting; and take action as deemed appropriate. (*For possible action*)

DOCUMENTS SUBMITTED:

- RN Hiring Actions Slide

DISCUSSION:

Ricky Russell, Director of Human Resources, provided an overview of the nurse hiring actions from October 2021 to present.

There have been 72 RNs hired, benefited and per-diem. Applications are still being received and reviewed for qualifications.

To date, NSI has assisted in recruiting 9 new hires. Interviewing continues, with the goal to fill 40 core positions, as well as, hiring for the centralized resource pool. Conversations ensued regarding screening requirements for qualified applicants and staffing turnover.

FINAL ACTION:

None

ITEM NO. 6 Receive an update regarding FY2020 and FY2021 Market Adjustment changes; and direct staff accordingly. (For possible action)

DOCUMENTS SUBMITTED:

- Market Adjustment Slide

DISCUSSION:

Mr. Houser shared the results of the market adjustment survey. He stated that we are competing in a robust job market. Salary increases have occurred in job classifications such as medical staff, physicians, PAs and NPs, as well as in various departments including public safety and lab since February 2021. The costs associated with these job classifications were shared. Other increases for critical care nursing and compression increases are in progress.

A conversation ensued regarding the ongoing labor shortages, high supply costs and other expenses affecting the hospital.

SECTION 3. BUSINESS ITEMS

ITEM NO. 7 Identify emerging issues to be addressed by staff or by the UMC Governing Board 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.

SPEAKERS(S): None

There being no further business to come before the Committee at this time, at the hour of 2:40 p.m. Chairman Ellis adjourned the meeting.

Approved: January 31, 2022

Minutes Prepared by: Stephanie Ceccarelli