University Medical Center of Southern Nevada
Special Meeting
Governing Board Human Resources and Executive Compensation Committee
Monday, June 27, 2022

UMC ProVidence Suite
Trauma Building, 5th Floor
800 Hope Place
Las Vegas, Clark County, Nevada
Monday, June 27, 2022
2:30 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 2:30 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 (via WebEx)
Laura Lopez-Hobbs (via WebEx)
Renee Franklin (via WebEx)
Barbara Fraser – Ex-officio (via WebEx)

Absent:
None

Others Present:
Mason Van Houweling, CEO
Kurt Houser, Chief Human Resources Officer
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 June 13, 2022. *(For possible action)*

Member Hobbs noted a grammatical error in paragraph one in agenda Item 4.

FINAL ACTION:

A motion was made by Member Hobbs that the minutes be approved as amended. 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 Review and recommend for approval by the UMC Governing Board, and ratification by the Hospital Board of Trustees, the salary plan cost of living adjustment ("COLA") for Fiscal Year 2023 and Fiscal Year 2024, effective July 1, 2022, to the current Collective Bargaining Agreement between UMC and the Service Employees International Union, Local 1107; and recommend approval of the same percentage increases in the salary range for non-bargaining unit employees, excluding management plan employees, physicians, physician assistants, nurse practitioners, and those employees covered by a separate collective bargaining agreement; and direct staff accordingly. *(For possible action)*

DOCUMENTS SUBMITTED:
- Attachment 1 – Summary of Changes
- Attachment II – Tentative Agreement
- Attachment III – COLA Fiscal Impact FY23 and FY24
- Attachment IV – Salary Plan for FY23
- Attachment V – Salary Plan for FY24

DISCUSSION:

Mr. Houser provided the Committee with a review of the COLA summary, merit, and the the budgeted fiscal impact. All eligible employees will receive the agreed upon benefits.

After 6 negotiating sessions, the parties reached an agreement for the following:

FY2023:
- A 3% COLA
- A 1 year, 1 time 1% increase to the employees' annual merit
- A $1000 retention bonus

FY2024:
- A 3% COLA
- A $750 retention bonus

The COLA increase will go before the UMC Governing Board on July 29th and then to the Board of County Commissioners for full approval at their meeting on July 19th. Payments for the increase will be retroactive to July 1, 2022.

<u>FINAL ACTION</u>:

A motion was made by Member Franklin that the agreement be approved and make a recommendation to the Board of Hospital Trustees to ratify the salary plan cost of living adjustments ("COLA") for Fiscal Year 2023 and Fiscal Year 2024 as recommended. Motion carried by unanimous vote.

<u>SECTION 3. EMERGING ISSUES</u>

ITEM NO. 5 Identify emerging issues to be addressed by staff or by the UMC Governing Board Human Resources sand Executive Compensation Committee at future meetings; and direct staff accordingly*. (For possible action)*

<u>Discussion:</u>

Chair Ellis would like a future discussion regarding salary grades and ranges and the fiscal impact of annual salary increases.

A special HR Committee meeting will be held on August 29th to review 2022 organizational goals for all Committees.

<u>COMMENTS BY THE GENERAL PUBLIC</u>:

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 2:41 p.m. Chairman Ellis adjourned the meeting.

Approved: August 29, 2022
Minutes Prepared by: Stephanie Ceccarelli