University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
Monday, June 13, 2022

UMC ProVidence Suite
Trauma Building, 5th Floor
800 Hope Place
Las Vegas, Clark County, Nevada
Monday, June 13 2022
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 2:00 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
Renee Franklin (via WebEx)
Barbara Fraser – Ex-officio (via WebEx)

Absent:
None

Others Present:
Mason Van Houweling, CEO
Kurt Houser, Chief Human Resources Officer
Ricky Russell, Director Human Resources
Jennifer Wakem, Chief Financial Officer
Susan Pitz, General Counsel
James Conway, Assistant General Counsel
Tony Marinello, COO (via WebEx)
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 March 14, 2022. *(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 Franklin that the agenda be approved as recommended. Motion carried by unanimous vote.

SECTION 2. BUSINESS ITEMS

ITEM NO. 4 Discuss Specialty Care Physician and Non-Physician Provider Compensation and Benefits Plan; and take action as deemed appropriate. *(For possible action)*

DOCUMENTS SUBMITTED:
- None Submitted

DISCUSSION:

Mr. Houser, Chief Human Resources Officer, stated that we have over 100 employed providers, including Nurse Practitioners and Physician Assistants, working in the hospital and ambulatory locations. This plan that is being developed will enable UMC to provide a compensation plan should there be more physicians hired in the future, as well as update the current compensation structure.

Susan Pitz, General Counsel explained the purpose behind implementing this compensation design and how it would benefit the hospital. As we continue to contract with physician groups, rates keep increasing.

Federal law requires that hospitals ensure that rates are fair market valued and commercially reasonable. Appraisal opinions consider both of these aspects when determining rates.

UMC would like to develop an "at-will" employment contract structure and the compensation structure would be based on RVUs (Relative Value Unit). She continued the discussion by explaining how this structure being developed for UMC's compensation plan.

Chair Ellis asked if we are currently using the RVU schedule for current providers. It was explained that they are not currently under an RVU compensation model.

The discussion continued regarding pro-fee billing and potential of transferring current providers into this new model. The Committee also wanted to know how the RVU model compares to the current compensation structure, as well as the potential impact it would have on Medicaid reimbursements.

The Committee agreed that this is a worthwhile endeavor and encouraged moving forward with this model.

FINAL ACTION:
None

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

DOCUMENTS SUBMITTED:
- June 2022 YTD Statistics

DISCUSSION:

Ricky Russell, Director of Human Resources, provided an update on June RN hiring. To date, there has been a total of 526 employee hires and 187 new RN hires. Termination statistics were provided, with a breakdown of the percentages of voluntary, involuntary and retirement resignations.

Departments hired at or above their RN staffing standards was discussed.

The centralized resource pool is growing. There are currently 18.1 FTEs for critical care RNs and 27.1 FTEs for medical/surgical RNs.

There was continued discussion regarding the nursing staffing crisis in the market.

FINAL ACTION:
None

ITEM NO. 6 Receive an update on Contract Negotiations for Local 501 (engineers) and Local 1107 (SEIU); and direct staff accordingly. *(For possible action)*

DOCUMENTS SUBMITTED:
- None

DISCUSSION:

Mr. Houser stated that the Local 501 contract negotiations have been ongoing for approximately 18 months. There are 9 of 36 Articles still remaining to negotiate for the 35 engineers. Meetings are held with leadership every Tuesday and progress is being made.

A tentative agreement has been reached for the Article 14 SEIU salary, COLA negotiations. The ratification vote by the Union will take place on Friday, June 17^{th}. A special meeting of the HR Committee will be scheduled for approval, and then it will be presented to the Governing Board and Board of County Commissioners. The effective date is July 1, 2022 upon approval by the BCC.

Next, Mr. Houser provided the details of the agreement:

For FY 2023, eligible employees will receive a 3% increase and one-time retention bonus of $1000.00 and a one-time additional 1% merit increase.

For FY 2024, eligible employees will receive a 3% COLA increase and a one-time retention bonus of $750.00.
No other articles are being amended at this time.

Mr. Van Houweling thanked Mr. Houser, labor staff and the union stewards for participating in the reopener negotiations.

FINAL ACTION:

None

ITEM NO. 7 Discuss Fiscal Year 2023 HR and Executive Compensation Goals; and take action as deemed appropriate. *(For possible action)*

DOCUMENTS SUBMITTED:
- HR Proposed FY2023 Goals

DISCUSSION:

Mr. Houser discussed the following items with the Committee as proposed FY 2023 Goals for the HR Committee:

1. Organizational Development –
    - Working with department leaders and through the support of our E/LR team, ensuring all departments are executing their employee engagement action plans that translate into an overall increase of at least three (3) points to the UMC Engagement Indicator Score. Additionally, an overall UMC participation increase of at least three (3) percent.
2. Recruitment –
    - Decrease the Average Time to Hire metric to 65 days.
3. E/LR –
    - Successfully deliver at least five (5) Employee/Labor Relations leadership training's (e.g., conducting investigations, writing disciplines, etc.).
4. HRIS/Comp/WorkComp/Benefits –
    - Transition salary grades A08 through C43 to our standard 0-20 years of experience hire-in rate structure.
    - Implement a revised Transitional Duty (aka light duty) program.
5. EEO –
    - Plan & hold a Diversity Fair that provides an educational learning experience for our employees.

The Committee would like to discuss the topic of salary range adjustments at a future meeting.

The Committee commented that these are very good goals. There was continued discussion regarding providing online education for all staff on diversity and inclusion.

FINAL ACTION:

None

SECTION 3. EMERGING ISSUES

ITEM NO. 8 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)*

All are invited to attend the Impact Awards which will be held at the Westgate Hotel on Wednesday, June 15th at 12:00 pm**.**

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 3:04 p.m. Chairman Ellis adjourned the meeting.

Approved: June 27, 2022
Minutes Prepared by: Stephanie Ceccarelli