University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
Monday, March 14, 2022

UMC ProVidence Suite
Trauma Building, 5th Floor
800 Hope Place
Las Vegas, Clark County, Nevada
Monday, March 14, 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
Barbara Fraser – Ex-officio (via WebEx)

Absent:
None

Others Present:
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
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 January 31, 2022. *(For possible action)*

FINAL ACTION:

A motion was made by Member Franklin 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 and approve the M-Plan revisions for recommendation to the Governing Board; and take action as deemed appropriate. *(For possible action)*

DOCUMENTS SUBMITTED:

- Draft UMC Management Compensation Plan
- Draft UMC Management Compensation Plan (Tracked Changes)

DISCUSSION:

Mr. Houser, Chief Human Resources Officer, reminded the Committee that the M-Plan was presented at the last meeting, and per the request of the Committee, it was brought back with the recommended changes.

The compensation plan was last updated in 2016. The desire of the HR Committee was to readjust the bonus plan format for M-Plan employees to also include the CEO.

The following revisions were highlighted:

- Addition of M-Plan Category “01” which is a “contracted C-Suite level employee”.
- Annual evaluation and updated bonus structure
- Clean up and aligning language to other Human Resources/CBA plans and policies, such as insurance updates for M-Plan employees and EIB payouts.

The Committee voiced concern regarding language that allowed authority for the CEO to add new classifications to the bonus plan. There should be an approval process before other classifications are added to the bonus plan.

Ms. Pitz asked if going back to the original language, which stated, “shall be determined by the Chief Executive Officer”, would be more clear. She suggested that the line would read, The Chief Executive Officer shall determine the M-Plan category to which each classification of employee is assigned within these enumerated M-Plan categories.

FINAL ACTION:

A motion was made by Member Franklin that the M-Plan revisions be approved and recommended to the Governing Board for approval. Motion carried by unanimous vote.

ITEM NO. 5 Discuss amendment to UMC's CEO contract to coincide with the recommended M-Plan revisions; and take action as deemed appropriate. *(For possible action)*

DOCUMENTS SUBMITTED:

- Fourth Amendment

DISCUSSION:

Mr. Houser, stated that this amendment to the CEO contract will now point back to the revised M-Plan document, which was discussed in the previous agenda item.

Chairman Ellis will communicate with all other board members to make them aware of the changes that will occur with the M-Plan and CEO contract.

FINAL ACTION:

A motion was made by Member Franklin that the CEO contract amendment be approved and recommended to the Governing Board for approval. Motion carried by unanimous vote.

ITEM NO. 6 Receive an update on the C-Suite market comparison; and take action as deemed appropriate. *(For possible action)*

DOCUMENTS SUBMITTED:

- None

DISCUSSION:

Mr. Houser reminded the Committee a Mercer Study was commissioned to update the market adjustments for all classifications. Since February 2021, market adjustments have been completed for over 1,200 employees in various classifications in order to be competitive within the industry, locally and nationally. Because of these recent adjustments, the Committee requested to also look at the C-Suite Market adjustment data.

The C-Suite Market Competitive Comparison for 2020 was reviewed. Salary percentages by position were broken down by base salary, bonuses, short term incentives and total remuneration. The discussion continued regarding PERS ranking and long term retirement plans within the market comparison.

FINAL ACTION:

None

ITEM NO. 7 Receive an update on SEIU contract negotiations; and take action as deemed appropriate. *(For possible action)*

DOCUMENTS SUBMITTED:

- None

DISCUSSION:

Mr. Houser reminded the Committee that the COLA was negotiated last year for one year. SEIU has exercised the option to reopen negotiations for cost of living allowances. The reopener for negotiations will begin in April, which is for the next 2-years of the contract.

FINAL ACTION:

None

ITEM NO. 8 Receive an update regarding RN hiring; and take action as deemed appropriate. *(For possible action)*

DOCUMENTS SUBMITTED:

- CEO Goals

DISCUSSION:

Ricky Russell, Director of Human Resources, provided an update on RN hiring. Since January 1, 2022, there has been a total of 84 new RN hires, 49 of which are full and part-time and 35 per diem. There has been a total of 33 RNs that have termed.

To date, NSI has assisted in recruiting 45 new hires. There are approximately 32 vacant RN positions to fill. There was continued discussion regarding staff retention and tracking employee separations and termination codes.

FINAL ACTION:

None

SECTION 3. BUSINESS ITEMS

ITEM NO. 9 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)*

1. 501 Engineering contract is still being negotiated.
2. UMC in the newspaper regarding instituting mandatory overtime. SEIU and Nursing leadership have been meeting regarding mandatory overtime issues. This issue will be assessed weekly to determine if overtime is required by department.

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 2:54 p.m. Chairman Ellis adjourned the meeting.

Approved: June 13, 2022
Minutes Prepared by: Stephanie Ceccarelli