

**University Medical Center of Southern Nevada  
Governing Board Human Resources and Executive Compensation Committee  
Monday, January 22, 2024**

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UMC ProVidence Suite  
Trauma Building, 5<sup>th</sup> Floor  
800 Hope Place  
Las Vegas, Clark County, Nevada  
Monday, January 22, 2024  
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)  
Renee Franklin (via WebEx)

**Absent:**

Laura Lopez-Hobbs (Excused)

**Others Present:**

Mason Van Houweling, Chief Executive Officer (WebEx)  
Ricky Russell, Chief Human Resources Officer  
Tony Marinello, Chief Operating Officer  
Jennifer Wakem, Chief Financial Officer  
Rosalind Bob, Human Resources Director  
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 November 13, 2023. (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 Franklin that the agenda be approved as recommended. Motion carried by unanimous vote.

**SECTION 2. BUSINESS ITEMS**

**ITEM NO. 4 Review and discuss the Chief Human Resource Officer Updates; and take action as deemed appropriate. (For possible action)**

DOCUMENTS SUBMITTED:

- None

DISCUSSION:

Ricky Russell, CHRO, reviewed the following updates:

First, Mr. Russell provided a brief review of the organizational goals specific for HR. He focused on the goal to identify and create a career pathway growth plan, which is anticipated to be met by the end of June. He added that all of the other goals are on target at this time and should be met.

Official notice has been received from SEIU to begin bargaining negotiations for a new contract. Bargaining teams have been identified and the first bargaining session will be held on February 15<sup>th</sup>. The expiration of the current contract is June 30<sup>th</sup>.

New RFPs were put out and have been awarded for background check, drug screening and 3<sup>rd</sup> party FMLA administrator and are in the process finalization and integration. A newer RFP will be out for a new performance review system. The intranet will be rebuilt and will be more user friendly and streamlined.

Ongoing recruitment in HR to backfill a recruiter role. Hope to have this filled in the next 30 days.

FINAL ACTION:

None

**ITEM NO. 5 Review and discuss the FY24 year-to-date Turnovers & Hires; and take action as deemed appropriate. (For possible action)**

DOCUMENTS SUBMITTED:

- Turnover and Hire Data

DISCUSSION:

Mr. Russell highlighted statistics of the year to date FY2024 staffing hires and terminations.

All employee turnover sits at 3.95% through December 31, 2023 for voluntary turnovers. RN voluntary turnover is at 2.72%. Historically turnovers increase in the spring.

The number of hires in December was 79 and a total of 632 in the last 6 months. Considering the category of term types, full-time and part-time was approximately 57% voluntary, 8% involuntary, 11% were failed probation and about 22% were retirement.

Overall UMC employees approximately 4,600 employees, 3,700 of which are full or part-time employees and 960 per diem employees. There are about 1,500 RNs with 1,146 being full or part-time and 374 per diems.

There was continued discussion regarding the retirement trends.

FINAL ACTION:

None

**ITEM NO. 6 Receive and discuss the previously requested information regarding demographics of UMC employees; and take action as deemed appropriate. (For possible action)**

DOCUMENTS SUBMITTED:

- Employee Demographics PowerPoint

DISCUSSION:

Mr. Russell presented information regarding demographics for UMC employees. The break down was categorized by ethnicity/race, gender, age, and years of service. UMC employs approximately 72 percent female and 28 male employees. About 33% are Asian, followed by 26% White and 17% each for Black/African American and Hispanic/Latino.

A range of ages was discussed next. Approximately 78% of employees are in the 30-59 age range and about 9% are in the 60's.

Mr. Russel continued, adding 55% of employees have been at UMC less than 5 years, 22% have been employed between 5-10 years and 15% between 11-19 years, 7% between 20-29 years and 1% over 30 years. Per diems were included these statistics, as this could impact department efficiencies.

A slide was presented giving a high level overview on eligible retirement data. The example showed employees 62 and older with 5-years of service, which is about 6.8% of all employees and 6.9% of RNs. The slide provided a breakdown of employees based on their classification as director, manager, all physicians and ambulatory physicians that would fall into this retirement category.

There was continued discussion regarding the PERS eligibility for per diem employees. Mr. Russell responded that they are not eligible unless they work above the threshold hours for the year. Ms. Wakem added that these hours are monitored by the payroll department.

FINAL ACTION:

**ITEM NO. 7 Receive and discuss the revisions to the Physician & Non-Physician Provider Traditional Compensation Plan; and make a recommendation for approval by the UMC Governing Board; and take action as deemed appropriate. (For possible action)**

DOCUMENTS SUBMITTED:

- Physician and Non-Physician Provider Traditional Compensation and Benefits Plan

DISCUSSION:

The following substantive changes to this Compensation Plan were reviewed. Mr. Russell commented that there are other changes that will be added in the future, due to other classification that are being considered to be added to this plan. The changes today are related to Radiology.

1. The revised plan will be effective February 1, 2024, and will cover existing and future employees within the identified classifications.
2. Language change to “compensation package”
3. Language change to clarify base salary changes would be re-evaluated “every other year”
4. A paragraph was added to memorialize the CEO’s authority to award bonus’
5. Revision to the Radiology Appendix 2

A lengthy discussion ensued regarding payment of relocation and sign-on bonuses. The Committee would like to consider the topic of relocation packages at a future meeting.

Rates have been updated to be reflective of potential full range for an experienced hire. Mr. Russel reviewed the four rate changes. The discussion ensued regarding the rates and compensation package.

FINAL ACTION:

A motion was made by Member Franklin that the changes to the physician compensation plan be approved as presented. Motion carried by unanimous vote.

**SECTION 3. EMERGING ISSUES**

**ITEM NO. 8 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)**

Discussion:

Special meeting within the next 30 days.

**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 2:43 p.m. Chairman Ellis adjourned the meeting.

**Approved: February 26, 2024**

**Minutes Prepared by: Stephanie Ceccarelli**