University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
Monday, March 10, 2025

UMC ProVidence Suite
Trauma Building, 5th Floor
800 Hope Place
Las Vegas, Clark County, Nevada
Monday, March 10, 2025
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 Laura Lopez-Hobbs and the following members were present, which constituted a quorum of the members thereof:

Committee Members:

Present:
Laura Lopez-Hobbs
Renee Franklin
Dr. Don Mackay (via WebEx)
Bill Noonan (via WebEx)

Absent:
None

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
James Mumford, Labor and Employee Leave Coordinator
Susan Pitz, General Counsel
Stephanie Ceccarelli, Board Secretary

SECTION 1. OPENING CEREMONIES

ITEM NO. 1 PUBLIC COMMENT

Chair Lopez-Hobbs 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 18, 2025. ***(For possible action)***

FINAL ACTION:

A motion was made by Member Franklin that the minutes be approved as recommended. 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 Receive an educational update regarding the Public Employees' Retirement Program of Nevada (PERS) Program; and direct staff accordingly. (For possible action)

DOCUMENTS SUBMITTED:

- PowerPoint

DISCUSSION:

Ricky Russell, Chief Human Resources Officer, introduced James Mumford, Labor and Employee Leave Coordinator, who provided a high-level overview of the PERS system. This benefit is available to full and part-time employees. Mr. Russell noted that the information provided in this educational update is strictly informational. UMC staff members are not PERS employees; therefore, any specific requests for information regarding a PERS account should be obtained directly through the PERS system.

Mr. Mumford provided a high-level overview of the PERS benefit, including the benefit formula, average compensation caps, and benefit rules.

The benefit formula begins with a calculation of the percentage of service time. An employee's service credit multiplied by their service time equals the service time percentage factor. The maximum service time factor for all employees is 75%. To determine the average compensation, the service time factor is multiplied by the average compensation amount. This is the monthly average of the highest 36 consecutive months of NV PERS eligible earnings. For UMC, that amount is multiplied by the employer-paid factors for the respective periods that cover the highest 36 consecutive months.

A snapshot of the average compensation caps by entry date and calendar year was shown. PERS benefit rules are based on the employee's PERS entry date, which falls into three date categories: pre-2010, January 2010 through June 2015, and post-July 2015. The discussion continued regarding service/age requirements, service/age penalties, and purchase credits.

Lastly, Mr. Mumford reviewed and discussed with the Committee three examples of benefit calculations and compensation amounts based on the PERS entry date tier. A lengthy discussion ensued regarding other benefit calculation options and beneficiary options.

FINAL ACTION:

None

ITEM NO. 5 Review and discuss the FY25 YTD Turnovers & Hires report; and direct staff accordingly. *(For possible action)*

DOCUMENTS SUBMITTED:

- Turnover/Hire Statistics

DISCUSSION:

Ricky Russell, Chief Human Resources Officer, provided a high level overview of the turnovers and hires statistics through January FY2025.

Mr. Russell included the turnover information and the year over year comparison for all full and part-time, and per diem employees, as well as RNs. The voluntary turnover for January was 0.57% compared to the previous year, which was 0.82%.

January YTD for voluntary turnover is 4.51%, RN turnovers was 3.35%.
Terminations by type showed 55% were voluntary, 12.5% were involuntary and retirements were up to 17.5%. Overall, there were a total of 40 turnovers.
Mr. Russell added that there has been an improvement in the turnover rates.

There were 45 total hires for January, including 15 per diem and 30 full-time employees. However, volumes decreased slightly, so hires were reduced slightly.

As of January, there were 4,715 employees. Nursing departments with the highest turnover rates were CRP, ED and OR. Overall departments with the highest turnover rates were in EVS, case management and CRP.

Chair Lopez-Hobbs asked the process of monitoring and investigating excessive turnover in a department. Mr. Russell responded that the team will work with the department head, review exit survey data and work with the department to identify and resolve the issue.

FINAL ACTION:

None

ITEM NO. 6 Review and discuss the CHRO Updates; and direct staff accordingly. *(For possible action)*

DOCUMENTS SUBMITTED:
- PowerPoint

DISCUSSION:

Mr. Russell provided the following HR updates:

FY25 Organizational Goals – HR Goals Update: The five goals are on track to being met. Mr. Russell reviewed challenges associated with the goals related to tracking employee performance reviews and employee turnovers.

Performance Review System Update – Moving to the Cornerstone Management System. This will go live on May 1st. This will be three modules that will be implemented within this year the compensation and succession planning modules will be implemented at later dates this year. The Committee would like to see a presentation on the program at a future meeting when it is implemented.

UKG Update – Kronos is in the process of being updated to a more efficient UKG platform. The go-live is planned for August 1st. This will allow one universal system platform for clock-in, scheduling and productivity.

HR Staff Update – A new leadership development position has been implemented. A candidate has been selected for this position.

A Continuous Improvement Specialist – Lean Six Sigma Master Black Belt - has been added to staff. Approximately 50 employees have been trained to be certified Lean Six Sigma Green Belts. This will help process improvement throughout the organization.

Employee Survey – the employee survey with Press Ganey will be coming in May.

The Committee would like a high-level presentation on the status of the new employee orientation process and onboarding guide.

FINAL ACTION:

None

ITEM NO. 7 Review and discuss the revisions of the Physician & Non-Physician Provider Traditional Compensation and Benefits Plan; and take action as deemed appropriate. ***(For possible action)***

DOCUMENTS SUBMITTED:
- Physician/Non-Physician Comp Plan – Redlined
- Physician/Non-Physician Comp Plan - Clean

DISCUSSION:

Ricky Russell, Chief Human Resources Officer, provided a review of the changes related to the Physician and Non-Physician Provider Traditional Compensation and Benefits Plan, which are as follows:

1. Every other year, there is a review of the FMV physician classifications. There was a change to the anesthesia provider classifications. The valuation reviews the benefit load, the burden of shifts, and the pay rate. There were adjustments to the base salary ranges, on-call shift rates, and per diem shift rates for these classifications.

2. The revised plan is anticipated to be effective on or April 1, 2025, and will cover existing and future employees within the identified classifications.

Chair Lopez-Hobbs would like to receive a high-level report or presentation at a future meeting regarding the physician shift schedules based on specialties.
There was a lengthy discussion regarding the physician schedules.

FINAL ACTION:

A motion was made by Member Franklin to approve the amendments to the compensation agreement and recommend approval to the UMC Governing Board for approval. The 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:

Retirement - Update regarding the average tenure of UMC employees.

COMMENTS BY THE GENERAL PUBLIC:

At this time, Chair Lopez-Hobbs 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 3:20 p.m. Chairman Lopez-Hobbs adjourned the meeting.

Approved: May 12, 2025
Minutes Prepared by: Stephanie Ceccarelli