

**University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
Monday, March 18, 2024**

UMC ProVidence Suite
Trauma Building, 5th Floor
800 Hope Place
Las Vegas, Clark County, Nevada
Monday, March 18, 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)
Laura Lopez-Hobbs
Bill Noonan, Ex-Officio (via WebEx)

Absent:

None

Others Present:

Mason Van Houweling, Chief Executive Officer (WebEx)
Ricky Russell, Chief Human Resources 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 February 26, 2024. (For possible action)

A change was made to clarify the motion made for 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 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 & Non-Physician Provider Traditional Compensation Plan

DISCUSSION:

Mr. Russell reviewed changes to the physician compensation plan.

The substantive change to the compensation plan are to add the classification of Hospitalist to the compensation plan. The revised plan will be effective April 1st and will cover existing and future employees within the identified classifications listed.

Chair Ellis asked how the rates compare to the primary care and quick care physicians. Mr. Russell responded that the primary and quick care physicians are hired in at a flat rate. There was continued discussion regarding the credentialing process for physicians.

The Committee was informed that the term date for the current hospitalist contract will be the end of June.

UMC is seeking to employ approximately 20 providers to provide 24/7 shift coverage; this is not on-call coverage.

FINAL ACTION:

A motion was made by Member Hobbs to approve the revisions to the Physician Compensation Plan, and send to the Governing Board for approval. Motion passed with a unanimous vote.

ITEM NO. 6 Receive and make a recommendation for approval by the Hospital Board of Trustees, the revisions to the Critical Labor Shortage Resolution in accordance to NRS 286.523, for University Medical Center of Southern

Nevada to employ retired public employees to fill positions for which there is a critical labor shortage; and take action as deemed appropriate. (For possible action)

DOCUMENTS SUBMITTED:

- Resolution
- Position List

DISCUSSION:

Mr. Russell explained the resolution is being renewed for an additional 2-years, allowing retirees in the Nevada PERS System to return to work without affecting the hour requirement or compensation provision of their retirement plan. This program began primarily due to critical staffing needs during the COVID-19 pandemic.

There are approximately 17 retirees working at UMC. Retirees are allowed to return to work at UMC after 90-days with hour and compensation limitations. This provision will allow those employees to return to work without an hourly limitation/restriction, which could affect the employee's PERS retirement.

Mr. Conway explained that UMC is applying for this exception, which is permitted under statute, and the application is pending acceptance through the PERS program.

A list of the job classifications allowed to return under this provision was provided.

The Committee would like to know more information regarding this process and how contributions into the pension program are calculated for employees who return to work in per diem employee or full time status. They would also like to know how this process affects the employees' retirement status, contributions and if there are potential changes while in retirement.

FINAL ACTION:

A motion was made by Member Franklin to approve the Resolution and recommend for approval to the Board of Hospital Trustees for approval. Motion passed with a unanimous vote.

SECTION 3. EMERGING ISSUES

ITEM NO. 7 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:

The Committee would like to discuss UMC's recruitment and development process to help fill the critical need positions.

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 12:25 p.m. Chairman Ellis adjourned the meeting.

Approved: May 20, 2024

Minutes Prepared by: Stephanie Ceccarelli