University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
Monday, May 11, 2026

Emerald Conference Room
Delta Point Building, 1st Floor
901 Rancho Lane
Las Vegas, Clark County, Nevada
Monday, May 11, 2026
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 2:01 p.m. by Chair Laura Lopez-Hobbs and the following members were present, which constituted a quorum of the members thereof:

Committee Members:

Laura Lopez-Hobbs
Renee Franklin (Teams)
Dr. Donald Mackay
Dr. John Fildes
Bill Noonan (Teams)

Absent:
None

Others Present:
Tony Marinello, Chief Operating Officer
Ricky Russell, Chief Human Resources Officer
Rosalind Bob, Director of Human Resources
James Conway, Assistant 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 March 9, 2026. *(For possible action)*

FINAL ACTION:
A motion was made by Member Fildes 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 Mackay that the agenda be approved as recommended. Motion carried by unanimous vote.

SECTION 2. BUSINESS ITEMS

ITEM NO. 4 Review and discuss the FY26 YTD Turnovers & Hires report; and take action as deemed appropriate. *(For possible action)*

DOCUMENTS SUBMITTED:
- PowerPoint Presentation

DISCUSSION:

Mr. Russell reviewed the turnover and hires report totals for year-to-date June FY2026.

- Voluntary turnover for FT/PT was 4.94%. Per-dem statistics are not included in this total. The first-year voluntary turnover rate averaged 15.26%, which is consistent with national trends. Management continues to monitor this statistic.
- Voluntary turnover for RNs sits at 3.51%.
- Approximately 66% of employee terminations were voluntary, followed by 20% for retirement and 4% failed probation.
- The top three overall 1st year turnovers by departments were food services with 25 turnovers, EVS with 8 turnovers, and case management with 7 turnovers. He noted that these were primarily per-diem employees. Management continues to monitor the root cause for the turnover rates. A discussion ensued regarding the root cause of per diem turnovers, the increase in retirement rates, and radiology turnovers.

- There were 40 new hires, 10 of whom were RNs. Total hires for the year was 341. Mr. Russel noted that not all turnovers are being backfilled.
- There are still about 4,494 in the employee population, which includes 1,360 RNs, 115 APPs, and 264 physicians.

FINAL ACTION:

None

ITEM NO. 6 Review and discuss the CHRO Updates; and take action as deemed appropriate. *(For possible action)*

DOCUMENTS SUBMITTED:
- PowerPoint Presentation

DISCUSSION:

Mr. Russell reviewed the following CHRO updates:

- **IUOE Local 501 CBA Bargaining Update** – Negotiations continue. Administration is awaiting a response from the Union to a counteroffer. Meetings will resume on Thursday of this week. Negotiations are nearing a resolution, with discussions ongoing regarding COLA and CAL/Annual Leave. The team is optimistic that a resolution will be reached in June.
- This agreement affects 33 employees.
- **CEO & Chief's Succession Planning Launch** – The succession planning has launched for directors and above. They will have 60 days to go through the initial process, review, and calibration. The goal is to be complete in early September.
- **Revised Leadership Bootcamp** – The bootcamp launched last Friday. The team is awaiting feedback from those who have attended the new classes.
- **Misc.** – M-Plan Performance Management launches in June for Managers and above.
- **FY26 Org Goals – HR – Status Update** – All goals are currently on track to be met. Mr. Russell expressed concern about meeting the first-year turnover goal. The team hopes to at least show improvement over prior-year turnover rates.

Member Fildes inquired about the reasons for employee departures. Mr. Russell responded that participation in the exit survey is low, making it difficult to determine why employees leave the organization. There was further discussion about departmental data that may help staff determine the reasons for employee exits.

FINAL ACTION:

None

SECTION 3. EMERGING ISSUES

ITEM NO. 6 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)*

Final Action:

The Committee would like to receive an update on some of the Lean Six Sigma projects.

A discussion ensued regarding the goal related to first-year turnover rates.

Member Mackay asked staff if they were aware of the reasons why first-year turnover rates are higher. Mr. Russell responded that they have tracked or received sufficient exit data to determine the cause for the high turnover rates. There was continued discussion on turnover, and the committee would like a more in-depth review of this measure should it be considered as a goal in the future.

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 time of 2:36 p.m. Chair Lopez-Hobbs adjourned the meeting.

Approved: June 13, 2026
Minutes Prepared by: Stephanie Ceccarelli