University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
Monday, May 2, 2023

UMC ProVidence Suite
Trauma Building, 5th Floor
800 Hope Place
Las Vegas, Clark County, Nevada
Tuesday, May 2, 2023
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 (via WebEx)

Absent:
None

Others Present:
Ricky Russell, Chief Human Resources Officer
Tony Marinello, Chief Operating Officer
Jennifer Wakem, Chief Financial Officer
Chris Jones, Executive Director of Support Services
Rosalind Bob, Human Resources Director
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 March 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 2023 Fiscal YTD Turnovers & Hires, and take action as deemed appropriate. *(For possible action)*

DOCUMENTS SUBMITTED:
- PowerPoint Presentation

DISCUSSION:

Ricky Russell, CHRO, updated the Committee with the year to date 2023 staffing turnovers and hires. A slide was presented showing a breakdown from July FY2023 through March FY2023 by terminations, hires and term type.

Through March year to date, there have been 374 turnovers, which equals 11.1% for the year. We are projecting ending the year with a total turnover of approximately 13%-14%, which is at the national average. Mr. Russell added that there has been a slight uptick over prior months. There was a total of 90 terminations for the month, including per diems. There were 52 full-time terms, which included 7 RNs.

There was a total of 131 hires for the month, including per diems. There was a total of 37 bedside RN hires.

Termination type was approximately 73% voluntary, 14% involuntary, 5% were failed probations and 6% were retirement.

Chair Ellis asked if the hire percentage is higher than the terminations for FT/PT employees. Mr. Russell confirmed that there have been more hires than terminations this year. The Committee would like to also see a percentage of the FT/PT hires, as seen in the terminations.

FINAL ACTION:
None

ITEM NO. 5 Review and recommend for approval by the UMC Governing Board the revisions to the Structured Return to Work Program Policies and Procedures; and take action as deemed appropriate. *(For possible action)*

DOCUMENTS SUBMITTED:
Structured Return to Work Program Policies and Procedures

DISCUSSION:

One of the goals for this year is to revise the Return to Work Program. Based on market comparison, HR has seen some opportunities for improvement in the policy and is proposing changes to the Structured Return to Work Program policy/procedure, to be effective on or around June 1, 2023. A few of the substantive changes include:

- Combining the HR Policy #14 & HR Procedure #10 into one comprehensive document
- Creating a process for Transitional Duty & Modified Duty, clearly identifying each paths
- Identifying process for Occupational Injury or Illness verses Non-Occupational Injury or Illness.
- Adding the Central Operations Office into the mix for assigning employees to transitional duty. This will assist in finding assignments for transitional employees.

There are approximately 14-15 employees currently on worker's comp.

FINAL ACTION:
A motion was made by Member Hobbs to approve and make a recommendation to the Governing Board to approve the policy revisions. Motion carried b unanimous vote.

ITEM NO. 6 **Review and recommend for approval by the UMC Governing Board the new Anesthesia Physician & Non-Physician Provider Compensation Plan; and take action as deemed appropriate. *(For possible action)***

DOCUMENTS SUBMITTED:
Anesthesia Physician and Non Physician Provider Compensation Plan

DISCUSSION:

In later 2022, UMC began to hire Anesthesia Physician & Non-Physician Providers because of their contracted service ending. To date more than 43 Physicians & Non-Physician providers have been hired. The work on an appropriate compensation and benefits plan (Plan) for these classifications has been completed.

Substantive change has been made from the structure of time off leave from the Consolidated Annual Leave (CAL) to the Admin Leave program, due to unique scheduling for this classification. A breakdown of the time off schedule based on the specialty was shown. There was continued discussion regarding the quantity of days off provided for each classification. The time cannot be cashed out and must be used or will be lost.

A specialty manager will be in place to monitor the schedule tracking. Administration will be reviewing the process and make revisions when necessary. The Plan will be effective July 1, 2023, and will cover existing and future employees within these classifications.

FINAL ACTION:
A motion was made by Member Hobbs to approve and make a recommendation to the Governing Board to approve the amendment. Motion carried b unanimous vote.

ITEM NO. 7 Review and recommend for approval by the UMC Governing Board the amended Productivity wRVU Physician & Non-Physician Provider Compensation and Benefits Plan; and take action as deemed appropriate. *(For possible action)*

DOCUMENTS SUBMITTED:
Productivity wRVU Physician and Non Physician Provider Agreement

DISCUSSION:

UMC is proposing to make the following change to the Productivity wRVU Physician & Non-Physician Provider Compensation and Benefits Plan:

This amendment will strike the existing Consolidated Annual Leave language and add new language allowing the CEO to designate if a Physician Provider classification covered by this Plan will participate in the standard UMC Consolidated Annual Leave program, or the Administrative Leave Days program.

FINAL ACTION:
A motion was made by Member Franklin to approve and make a recommendation to the Governing Board to approve the amendment. Motion carried by unanimous vote.

ITEM NO. 8 Review and recommend for approval by the UMC Governing Board the amended Primary and Urgent Care Physician and Non-Physician Provider Compensation and Benefits Plan; and take action as deemed appropriate. *(For possible action)*

DOCUMENTS SUBMITTED:
Primary and Urgent Care Physician Agreement Amendment

DISCUSSION:

UMC is proposing to make the following change to the Primary and Urgent Care Physician and Non-Physician Provider Compensation and Benefits Plan. The following three changes have been proposed:

On page 3:

- Change quarterly not to exceed amounts to reflect new incentive plan for Quick Care.
- Clarification to the language regarding supervision of non-physician providers stipend
- Added non-physician provider under minimum performance threshold

On page 6

- Replaced CME language with new CME Stipend process language. This goes from a reimbursement model, to a flat stipend which will be given for use at the beginning of each year.

On page 10-13

- Strike existing Quick Care Incentive Language and replace with new chart showing eligibility, criteria and payment amounts. The new chart was reviewed with the Committee.

There was continued discussion regarding the incentive payment targets based on quality metrics that are being met and the expectations from the providers.

FINAL ACTION:
A motion was made by Member Hobbs to approve and make a recommendation to the Governing Board to approve the amendment. Motion carried by unanimous vote.

SECTION 3. EMERGING ISSUES

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)*

Discussion:

We will hold our first UMC Diversity Fair on Thursday, May 4, 2023 at 2:00 p.m. An invitation will be sent to the Committee members.

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 3:01 p.m. Chairman Ellis adjourned the meeting.

Approved: August 28, 2023
Minutes Prepared by: Stephanie Ceccarelli