University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
Monday, May 20, 2024

UMC ProVidence Suite
Trauma Building, 5th Floor
800 Hope Place
Las Vegas, Clark County, Nevada
Monday, May 20, 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)
Laura Lopez-Hobbs
Renee Franklin (via WebEx)
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 March 18, 2024. *(For possible action)*

FINAL ACTION:

A motion was made by Member Hobbs 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 Hobbs that the agenda be approved as recommended. Motion carried by unanimous vote.

SECTION 2. BUSINESS ITEMS

ITEM NO. 4 Review and discuss the FY24YTD Turnovers & Hires, and direct staff accordingly. *(For possible action)*

DOCUMENTS SUBMITTED:
- None

DISCUSSION:

Mr. Russell reviewed the turnover and hires report through April 2024.

- Voluntary turnover for FT/PT was 6.7% which is better than industry standards.
- Per diem turnover is about 40%, which is not uncommon, but is being monitored by staff. RN data is showing 5% turnover.
- Overall for the year, 966 employees have been hired to date – 307 of which are RNs.
- Turnover percentages – 55% voluntary, 14% involuntary, 12% failed probation and 18% are retiring.
- There are still about 4,700 in the employee population. Approximately 55-60 employees are hired or termed per month. Approximately 1500 employees are RNs. Top 3 turnover departments are CRP with 15; Peds has 15, ED has 13 turnovers and Med Surg and OR have 8 turnovers.

Mr. Russell noted that the goal for next year will be related to per diem turnover.

FINAL ACTION:

None

ITEM NO. 5 Receive an update from the Chief Human Resource Officer; and direct staff accordingly. *(For possible action)*

DOCUMENTS SUBMITTED:
- None

DISCUSSION:

Mr. Russell provided the Committee with the following updates:

SEIU – To date there have been 9 productive sessions; there are over 14 tentative agreements that have been discussed. There are 6 articles are left to discuss in non-economics negotiations. Discussions still remaining in the economics portion. There are 4 sessions scheduled in June and the contract expires at the end of June. The team is hopeful to finish by the end of June. Mr. Russell said there is good progress.

He next provided a brief update on the HR Goals updates were provided. All goals are on target to be met. The goals will be reviewed again in July or August.

Mr. Van Houweling suggested the Committee have a future discussion regarding the average costs associated with employee turnover and data comparisons over the past 5 years. There was continued discussion regarding the market wage comparison in the area.

FINAL ACTION:

None

ITEM NO. 6 **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:

The Committee reviewed and discussed minor changes to the physician compensation plan.

The substantive changes to the compensation plan are to add 2 new classifications of Medical Director Emergency Physician, Emergency Medicine Physician, as well as Emergency Medicine APP, PICU Hospitalist, and PEDS Hospitalist.

The revised plan will be effective June 1, 2024, and will cover existing and future employees within the identified classifications.

Offers have been made and the majority have been accepted for the general medicine hospitalists; the go-live date is July 1st. Emergency physician offer process begins this week.

Clarification was made to the language regarding the employee's employment status.

The Appendix 3 added appropriate pay information to the compensation plan for general medicine.

FINAL ACTION:

A motion was made by Member Franklin to approve the revisions to the Physician Compensation Plan, and send to the Governing Board 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:

Compensation studies for the CEO compensation plan.
Organizational Performance Goals will be discussed at the next meeting for the HR Committee.

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: August 6, 2024
Minutes Prepared by: Stephanie Ceccarelli