

**University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
Monday, November 13, 2023**

UMC ProVidence Suite
Trauma Building, 5th Floor
800 Hope Place
Las Vegas, Clark County, Nevada
Tuesday, November 13, 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
Jennifer Wakem, Chief Financial Officer
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 August 28, 2023. (For possible action)

FINAL ACTION:

A motion was made by Member Hobbs 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 2024 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 FY24 staffing turnovers and hires. The following statistics were highlighted:

Voluntary turnover was 2.77% for all employees.

RN only voluntary turnover for FT/PT was 1.76%.

There have been 408 hires year to date, which includes 114 RN hires.

To date there are less than 20 FT RN vacancies and there are less than 50 vacant FT positions overall.

Year to date, approximately 50% of turnovers are considered voluntary, 17% involuntary, 12% failed probation and about 19% retirement.

He noted UMC currently employs approximately 4,602 employees, which includes 1,492 RNs. A breakdown of statistics by department was provided.

Chair Ellis asked if there may be a potential retirement issue given the 20% retirement population rate. Mr. Russell will provide data at the next meeting regarding this subject matter.

The Committee would like to discuss the issues surrounding the failed probation percentages and which departments are more impacted.

FINAL ACTION:

None

ITEM NO. 5 Review and discuss the CHRO updates; and take action as deemed appropriate. (*For possible action*)

DOCUMENTS SUBMITTED:

None

DISCUSSION:

Mr. Russell informed the Committee that there are two new recruiters in the HR department assisting with physician recruitment and ambulatory departments.

A new HR Tech has joined the team in the file room. She will assist with the electronic HR filing system progress.

A new HR Manager has been promoted from within the department.

The department is in progress of back scanning all of the HR files, which is anticipated to be completed in the fall of 2024. The goal is to have all HR files digitized for all staff members to have access.

In September, the contract with the Board of Engineers has been approved through the County Commission. James Conway, UMC Assistant General Counsel congratulated Mr. Russell on a job well done with getting the contract to a successful resolution.

HR is currently seeking a new background check vendor and FMLA service provider. Mr. Russell shared an overview of activities of the newly created HR Engage Brigade to drive employee engagement.

The application for the Healthcare Equality Index Designation by the HRC has been submitted. Results will be provided at a future meeting.

FINAL ACTION:

None

ITEM NO. 6 Review and discuss the Employee Engagement Survey Highlights; and take action as deemed appropriate. (*For possible action*)

DOCUMENTS SUBMITTED:

PowerPoint Presentation

DISCUSSION:

Mr. Russell shared highlights from the 2023 Employee Engagement Survey. Detailed Press Ganey benchmark results were provided for the years of 2021 and 2023 as compared to the national average.

UMC's employee response rate increased from 61% to 69%. UMC scored less than the national averages and we sit in the 33rd percentile nationally, which is up from the previous survey of the 24th percentile. He added that nationally there was a decrease in scores.

Seven of the engagement score questions were highlighted. Although there was a decrease in the overall score, there was a strong favorable percentage on most of the scores. Moving forward, the goal is to improve the favorable score trend and shift the neutral scores to favorable. The question with the highest decrease dealt with recommending the organization to friends and family. The team focus on opportunities for improvement in this category.

Three other categories discussed were resilience, diversity and safety culture overall, which all increased since the 2021 survey. The scores are an increase over last year, but the team will continue to work on improving the scores.

There were over 5,000 verbatim comments. Feedback was provided to the department level and the executive team. The top three topics of interest received from employees included resources, workplace and compensation. Mr. Russell reviewed the top three favorite things about UMC. The Committee continued the discussion regarding the trends in scores year over year.

Next steps include communicating results hospital wide, as well as by department and develop action plans to improve.

The Committee would like to review the year over year score data from the C-suite level.

FINAL ACTION:

None

- ITEM NO. 7** Discuss the dates and times for the Human Resources and executive compensation Committee meeting calendar for the 2024 calendar year; and take action as deemed appropriate. *(For possible action)*

DOCUMENTS SUBMITTED:

None

DISCUSSION:

The meeting schedule is fine for Committee members. The meetings will continue every other month as scheduled. The Committee will make changes to the schedule as needed.

FINAL ACTION:

None

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:

None

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 2:34 p.m. Chairman Ellis adjourned the meeting.

Approved: January 22, 2024

Minutes Prepared by: Stephanie Ceccarelli