

**University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
Monday, November 10, 2025**

Emerald Conference Room
Delta Point Building, 1st Floor
901 Rancho Lane
Las Vegas, Clark County, Nevada
Monday, November 10, 2025
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 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
Bill Noonan (Teams)
Dr. John Fildes (Ex-Officio)

Absent:

None

Others Present:

Mason Van Houweling, Chief Executive Officer
Tony Marinello, Chief Operating Officer (Teams)
Jennifer Wakem, Chief Financial Officer
Ricky Russell, Chief Human Resources Officer (Teams)
Rosalind Bob, Director of Human Resources
Susan Pitz, 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 August 25, 2025. (For possible action)

FINAL ACTION:

A motion was made by Member Mackay 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 Receive an educational update on 2026 employee health insurance benefits and practices; and direct staff accordingly. (*For possible action*)

DOCUMENTS SUBMITTED:

- PowerPoint Presentation

DISCUSSION:

Ricky Russell, Chief Human Resources Officer, provided a high-level overview of the Employee Health Benefits effective in 2026:

All plans are self-funded, designed and managed by Clark County, and are available to benefits-eligible employees within all of the Clark County entities. UMR (a division of United Healthcare) is the third-party administrator and UMC has a seat on the CCSF Group Insurance Executive Board. The board meets quarterly to review changes.

The benefits and the three tiers were discussed in relation to the PPO and the EPO plans. Coverages are available for emergency room visits, behavioral health, prescriptions, and hospital stays. Rates also include dental coverage. Rates for 2026 were reviewed by plan and coverage options, which were presented by month and grouped to differentiate the rates by employee, child, family, and spouse.

The Committee noted that the annual cost to UMC is a significant advantage for employees. A discussion ensued regarding the coverage offered to all employees.

FINAL ACTION:

None taken.

ITEM NO. 5 Review and discuss the FY26 Turnovers & Hires report; and take action as deemed appropriate. (*For possible action*)

DOCUMENTS SUBMITTED:

- PowerPoint – FY25 HR Performance Goals

DISCUSSION:

Mr. Russell reviewed the turnover and hires report totals for FY026.

- Voluntary turnover for FT/PT was 1.78%, remaining consistent year-over-year. The first-year voluntary turnover rate averaged 15.63%. Management continues to monitor this statistic. APP and Physician turnover has been minimal.
- Approximately 55% of employees left voluntarily, 15% retired, about 17% of employees were involuntary turnovers, 2% failed probation, 13% retirement and 13% for other reasons.
- Overall for the year, over 165 employees were hired, which includes 32 RNs and 7 per-diems.
- There are still about 4,555 in the employee population. Approximately 1400 employees are RNs, 121 APPs and 260 employed physicians.

Chair Lopez-Hobbs asked whether the hires were replacing vacant positions or were new positions. Mr. Russell responded that they are not net-new positions, but they are all replacement hires that were approved for posting.

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:

- FY26 Org Goals –HR –Status Update – All goals are in process and are currently being met. A brief discussion ensued regarding the management leadership bootcamp. More details will be provided on all goals at the next meeting.
- The Employee Relations Analyst position has been filled.
- Cornerstone Succession Planning module has been implemented and launched. A demonstration will be provided at a future date. Member Franklin would like to see visibility in potential C-Suite candidates that are available outside the organization.

FINAL ACTION:

None

ITEM NO. 7 Review and discuss the Physician/Non-Physician Provider Traditional Compensation and Benefits Plan; and recommend for approval by the UMC Governing Board; and take action as deemed appropriate. (For possible action)

DOCUMENTS SUBMITTED:

- PowerPoint Presentation

DISCUSSION:

Mr. Russell discussed the challenges related to recruitment nationwide for radiology classification.

Every two years, staff reviews the fair market value of the physician compensation plans and classifications. The substantive changes to this compensation plan are as follows:

1. Revised the Work Schedules language on page 2 to reflect an average of 15 shifts per month.
2. Revised Appendix 2 on page 9 of the document, pursuant to an FMV that was conducted for Radiology Provider classifications.
 - a. Modified base salary ranges for all classifications
 - b. Created designations for core faculty, faculty, and non-faculty to support the Radiology Residency Program
 - c. A night shift differential was added
3. We anticipate the revisions to be effective on January 1, 2026, and will cover existing and future employees within the identified classifications.

Ms. Pitz added that the carve-outs were added to meet ACGME requirements. Mr. Van Houweling commented on the increased interest in the radiology residency program.

A lengthy discussion ensued regarding the number of physicians needed, their classifications, and the salary requirements. Mr. Marinello responded regarding the specialty type and the approximate total number of staff that would need to be hired to support the hospital's needs.

Member Fildes commented on the formulas used to determine rates and base salaries.

FINAL ACTION:

A motion was made by Member Mackay to approve the compensation plan and recommend to the UMC Governing Board for approval. Motion carried by majority vote.

SECTION 3. EMERGING ISSUES

ITEM NO. 10 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:

1. Physician recruitment and credentialing processes.
2. Future presentation from the State Chief Medical Officer and the Department of Health and Human Services related to physician recruitment.

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 3:06 p.m. Chair Lopez-Hobbs adjourned the meeting.

Approved: January 26, 2026

Minutes Prepared by: Stephanie Ceccarelli