



**HUMAN RESOURCES COMMITTEE MEETING
Wednesday, April 17, 2013**

**Central Administration Offices Located at Highland Hospital
1411 East 31st Street Oakland, CA 94602
Barbara L. McElroy, Clerk of the Board
(510) 437-8468**

MINUTES

THE MEETING WAS CALLED TO ORDER AT APPROXIMATELY 4:40 PM.

ROLL CALL WAS TAKEN; THE FOLLOWING TRUSTEES WERE PRESENT:

Ronald D. Nelson, Daniel Boggan, Jr., and J. Bennett Tate.

Anthony Slimick was excused.

TAB #2 ACTION: Approval of Minutes

ACTION: A motion was made, seconded, and unanimously approved the Minutes from the January 16, 2013 Human Resources Committee Meeting as presented.

MOTION: Trustee Tate

SECOND: Trustee Boggan

AYES: Trustees Nelson, Boggan, and Tate

NAYS: None

ABSTAIN: None

ABSENT: Trustee Slimick

TAB #3 UPDATE: Employee Benefits Update

Paula Peck provided an update on Employee Benefits.

Benefits Long Term Strategy:

- Offer Self Funded Medical Services through AHS
- Initiatives in preparation for self funding:
 - Maintaining Choice for All Employees
 - Negotiated Employee Contributions
 - Wellness Plan
 - Self funding Dental Plans
- Original Goal was to utilizing our own facilities for all basic care
- Preparing for Health Care Reform

TAB #4 UPDATE: Employee Engagement

This topic was not discussed.

TAB #5 ACTION: Human Resources Policies

- HR: Section 4.00 - Policy 4.20 Performance Appraisal
- HR: Section 4.00 - Policy 4.21 Annual Competencies

Jeanette Loudon-Corbett, Chief Human Resources Officer, provided an overview of the policies for approval by the Committee.

ACTION: A motion was made, seconded, and unanimously approved Human Resources Policy 4.20 – Performance Appraisal as presented.

MOTION: Trustee Boggan

SECOND: Trustee Tate

AYES: Trustees Nelson, Boggan, and Tate

NAYS: None

ABSTAIN: None

ABSENT: Trustee Slimick

ACTION: A motion was made, seconded, and unanimously approved Human Resources Policy 4.21 – Annual Competencies as presented.

MOTION: Trustee Tate

SECOND: Trustee Boggan

AYES: Trustees Nelson, Boggan, and Tate

NAYS: None

ABSTAIN: None

ABSENT: Trustee Slimick

TAB #6 INFORMATION: Issue Tracking & Follow-up

There were no issues on the report.

TAB #7 REPORT: Legal Counsel's Report on Action Taken in Closed Session


Trustee Nelson reported that in Closed Session the Committee approved an increase in negotiating authority for the ACMEA negotiations currently in progress.

Public Comments: None.

Board of Trustees Remarks: None.

ADJOURNMENT: The meeting was adjourned at 5:12 PM.

Respectfully Submitted,


Marla D. Cox
Clerk of the Board

APPROVED AS TO FORM:

Reviewed by:


Douglas H. Big, Esq.
General Counsel