



HUMAN RESOURCES COMMITTEE MEETING
Wednesday, July 17, 2013

Central Administration Offices Located at Highland Hospital
1411 East 31st Street Oakland, CA 94602
Marla Cox, Clerk of the Board
(510) 535-7515

MINUTES

THE MEETING WAS CALLED TO ORDER AT APPROXIMATELY 4:30 PM.

ROLL CALL WAS TAKEN; THE FOLLOWING TRUSTEES WERE PRESENT:

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

TAB #2 ACTION: Approval of Minutes

ACTION: A motion was made, seconded, and unanimously approved the Minutes from the April 17, 2013 Human Resources Committee Meeting as presented.

MOTION: Trustee Tate

SECOND: Trustee Boggan

TAB #3 UPDATE: Employee Benefits and Workers Compensation Plan Update

In Paula Peck's absence, Jody DeLucca, Director of Human Resources Operations presented updates on:

- Kaiser Renewal, United Health Care Renewal
 - Overall increase 2.47%
 - High Cost Claims Reduced – February 2013: 20 large claims over \$107,500 vs. February 2012: 42 large claims over \$107,500
 - Health Care Reform "Tax" = 2%
 - Actual Increase = .47%
- United Healthcare
 - Utilization is currently running at 82%
 - Premiums Paid = \$5,379,106
 - Claims Paid = \$4,431,279
 - 2012 Utilization was 82% and in 2011 it was 96%

- Self-Funded Plan
Alameda Health System Medical Plan:
 - This Plan will replace all of the United HealthCare Plans
 - Self-Funded
 - Third Party Administrator
 - Will have Stop Loss Insurance
 - Will utilize the UHC or a similar Network
 - CORE Plan uses AHS Services
 - Three Plan Designs:
 - POS – Point of Service (similar to HMO)
 - POS with co-insurance and deductibles
 - PPO – High deductible Plan
- Ambulatory
HR is working with Ambulatory – HR is exploring a business proposal that would create a panel for Employees and their dependents.
- Pharmacy
HR is working with Pharmacy to create a Mail Order Service
- Dental Plan Changes
The dental plan has been self-funded for over two years. Employees have requested a higher annual limit and have an adult and child orthodontia in the plan. A buy-up plan will be introduced for 2014 to meet that need.
- Vision Plan Renewal
The Vision Plan remains the same. It is one of the highly utilized plans. 80% of AHS employees participate in this plan.
- Whole Life Insurance Offering
HR will be offering a voluntary Whole Life Plan this year. A special enrollment will be happening in September. There will be a two week period with consultants visiting different campuses to have one-on-one with employees to help guide them through the right purchase and right type of life insurance for the employee and their family.
- Worker's Comp
Worker's Comp has had a lot of success in the last year on reduction by 30% of workers compensation claims and costs.
The initiatives for the 2013 plan year are:
 - Specialized providers for the patient assault cases.
 - Emergency assessments for ergonomics.
 - Ergonomic programs are being done in phases.
 - Safety ProgramHR has identified the top 50% highest claim departments. They are working monthly with them to work better and safer.
The results – two psychiatrists have been added to the Managed Provider Network that specializes in assault cases.

TAB # 4 UPDATE: Employee Engagement

Jeanette Loudon-Corbett stated that they are in receipt of the preliminary results of the employee survey for this year.

- The 2009 survey, there was a little over 40% participation.
- In 2012, participation went up to 63%.
- 2013, the participation rate was 74.2%.

There are 59 standard questions broken down in three domains:

1. Organization – (i.e., employee safety, quality, patient satisfaction)
2. Manager – (i.e., employee’s experience about the person they report to).
3. Employee – (i.e. I enjoy my work, my co-workers respect me).

The Morhead’s model is a workforce commitment model. It’s based on the belief that the more committed the employees are to their work, to their manager and to the organization where they work, the more the organization will be a high performance organization.

Trustee Boggan asked for an example of the availability tools within HR. He also stated that the most important thing that management can do is to make sure that the resources required to do the work are available. Employees need to have the physical tools that they need to do their work. Bill Manns stated that they need to do a better job in communicating when there are those types of challenges.

Jeanette recognized Craig and Dr. Desiree Haynes. Craig for his leadership in finding a new vendor and Dr. Haynes for managing the processed and explaining what the results mean and what to do with it.

TAB #5 REPORT: Chief Human Resources Officer

Janette stated that when the Board met to review and approve the budget for fiscal year 2014, she notified the Board that they are facing some financial challenges in the coming year and that they were planning to reduce some FTEs in several parts of the organization. Some positions have been frozen. The plan is to return to the Board in July with a status report.

TAB #6 INFORMATION: Issue Tracking & Follow-up

No comments

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

The Board considered matters relating to substantial risk of litigation and also met with Labor negotiator and no actions were taken.

- **Public Comments**


Susan Stoffen member of the SEIU spoke on the reduction in force and elimination of programs at AHS.

- **Board of Trustees Remarks**

No comments

ADJOURNMENT – 5:29 PM

Respectfully Submitted,


Maria D. Cox
Clerk of the Board

APPROVED AS TO FORM:

Reviewed by:


Douglas Flabig, Esq.
General Counsel