



HUMAN RESOURCES COMMITTEE MEETING

Wednesday, November 19, 2014

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 4:05 PM

ROLL CALL WAS TAKEN AND THE FOLLOWING TRUSTEES WERE PRESENT:

Joe DeVries, Tracy Jensen and James Potter

(General Counsel Announcement concerning Closed Session)

TAB #1 CLOSED SESSION

TAB #2 ACTION: Consent Agenda

ACTION: A motion was made and seconded, and the Committee approved the minutes of March 19, 2014 Human Resources Committee meeting.

TAB #3 INFORMATION: 2014 Employee Engagement Results and Improvement Strategy

Jeanette Loudon-Corbett, Chief Human Resource Officer presented the 2014 Employee Engagement results to the committee. From 2013 to 2014 our actual index score changed by 1/100th, moving from the 12th to the 22nd percentile. During the same time period employee engagement in health care organizations overall reduced. Our employees are satisfied with their benefits and like the work that they do but are concerned about employee safety and availability of the tools and equipment they need to do their jobs. These two issues are organizational focus areas for this year. Nurses are more engaged than non-nurse participants. Nurses in our base organization decided during negotiations that they wanted to move to joint governance with us and are supporting us with moving toward nursing magna status. Trustee Joe DeVries, Chair suggested a survey of the employee population to understand why they would not suggest their family members use our facilities. Trustee DeVries would like a more in depth discussion about AHS' safety issues which will be scheduled at an upcoming meeting.

TAB #4 ACTION: AHS Strategy for Alameda Hospital Pension Plans

ACTION: *A motion was made and seconded, and the Committee approved resolutions 2014-020, 2014-021, 2014-022, 2014-023 and 2014-024.*

TAB#5 INFORMATION: AHS Human Resource Strategy and Plan for Future

Jeanette Loudon-Corbett, Chief Human Resource Officer discussed Organizational Learning Effectiveness (OLE) with the committee. OLE is a group of internal organizational development and training professionals that build people and leadership capabilities through organizational learning and effectiveness. Our Organizational Effectiveness Consultants work with us to improve provider and employee engagement; align and connect people, processes and systems in order to achieve better outcomes; develop and implement an AHS wide change management process, created the cultural integration process we use for San Leandro Hospital and Alameda Hospital.

Tony Redmond, Vice President of Human Resources explained the process for filling positions at AHS. AHS time to fill is 47 days. Western US average is 52 days for health care to fill positions. AHS negotiated with SEIU 1021 to have the ability to be able to post positions internally in a work unit that lists a transfer or shift change. We use a search firm for positions that are C-suite and above which will decrease the overall time to fill. The system uses Talent Brew and other sites such as Simply Hired, Monster, Career Builders, Zoom Info and Practice Link to attract talent. The team is currently working on the Employee Health onboarding and New Employee Orientation Process as well as educating the management team regarding their responsibilities to speed up the process and keep employees engaged.

Dick Dodson, Director of Labor Relations discussed the Union Matrix with the committee which reported on all 19 AHS bargaining units. A new program has been instituted for SEIU Local 1021 for RN's at Highland, Fairmont, John George and San Leandro called "Disability without punishment". This program encourages a more positive commitment for excellence from the employee rather than termination which results in more cost to the system. Progressive punishment 60%-70% of the time ends up with an employee being terminated.

Jodi De Lucca, Director of Human Resource Operations, presented the history of HR. The committee discussed the move away from ADP and cutting costs with the conversion to the Lawson platform. The committee also discussed the search for a Global HR Enterprise System that will track employees from recruitment to retirement/separation with capabilities to track applicants; manage employee benefits and other components. Jeanette Loudon-Corbett, Chief Human Resource Officer expressed an interest in increasing the size of the pension benefits committee to a total of five members due to the addition of plans.

TAB#6 INFORMATION: Employee Self-Insured Health Plan Strategy

Paula Peck, Assistant Director for Health and Wellness discussed the self-insured health plan with the committee. After separating from Alameda County in 2010, AHS began administering their own plans and saved \$1.9 million in premiums on an annual basis. In 2012, we added a high deductible PPO plan which allowed employees to participate in a PPO plan. In 2013, the plans stayed the same; however, the strategy was to move employees from Kaiser into United Health Care. Whether the participant chose Kaiser or United Health Care, they contributed the same amount of money. In 2014 we introduced the self-funded plans called the "Freedom of Choice" and HSA Independence. Currently we have 50% of employees participating in the AHS self-funded plan and 40% in Kaiser.

Paula reported on the change of worker's compensation TPA in 2011 to Sedgwick and also added two psychiatrists that specialized in assault cases to the managed care network to follow up with the claimants at John George and Highland in 2013. In 2014 we moved to Athens administrators which reduced annual costs by \$200,000. Currently, Worker's Compensation, Employee Health and Wellness are integrated with a goal to create an Occupational Health Center in the near future.

TAB #7 REPORT: Chief Human Resources Officer

Jeanette Loudon-Corbett, Chief Human Resource Officer gave an update regarding Ebola protocol. AHS has a large team in place in the event an Ebola patient was to be seen at AHS. An executive team meets every Monday morning to make sure we are on track.

TAB #8 INFORMATION: Issue Tracking & Follow-up

The committee did not discuss.

TAB #9 REPORT: Legal Counsel's Report on Action Taken in Closed Session

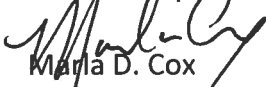
Joel Isaacson, Associate General Counsel, reported in Closed Session that the committee discussed Labor Negotiations.

Public Comments - None

Board of Trustees Remarks - None

ADJOURNMENT – 6:26 pm

Respectfully Submitted by:


Maria D. Cox
Clerk of the Board

APPROVED AS TO FORM:

Reviewed by: _____


Mike Moyer
Interim General Counsel