



HUMAN RESOURCES COMMITTEE MEETING

July 11, 2018
5:00PM – 6:30PM

Conference Center at Highland Care Pavilion
1411 East 31st Street Oakland, CA 94602
Ronna Jojola Gonsalves, Clerk of the Board
(510) 535-7515

LOCATION:

Open Session: HCP Conference Center

MEMBERS

Joe DeVries
Maria G. Hernandez
Tracy Jensen, *Chair*

Minutes

THE MEETING WAS CALLED TO ORDER AT: 5:01

ROLL CALL WAS TAKEN AND THE FOLLOWING TRUSTEES WERE PRESENT:
Joe DeVries, Maria Hernandez, Tracy Jensen

ABSENT: None

A quorum was established.

A. ACTION: Approval of Minutes of the April 11, 2018 Human Resources Committee Meeting

ACTION: A motion was made and seconded to approve the minutes of the April 11, 2018 Human Resources Committee Meeting. The motion passed.

AYES: Trustees DeVries, Hernandez, and Jensen

NAYS: None

ABSTENTION: None

B. INFORMATION/DISCUSSION: Human Resources Dashboard Review

Tony Redmond, Chief Human Resources Officer

Mr. Redmond reviewed the presentation beginning on page 10 of the agenda packet.

Trustee DeVries asked how many people would be affected by layoffs. Mr. Redmond said the number was not confirmed. They were, for example, evaluating whether they could accommodate one unit's request that they reduce the number of Full Time Equivalent (FTE) employees to reduce layoffs and they were still working through placement of employees at San Leandro in the Certified Nursing Assistant (CAN) unit to Alameda. The goal was to remove as few as possible from employment.

Trustee Jensen asked how many Human Relations related dashboard items were on the True North Metrics dashboard. Mr. Redmond said two: time to fill or start and turnover.

Trustee Hernandez said they needed to collect more data on employee engagement as everything else was related to it. She asked to leave a space on the Board of Trustees (Board) dashboard for employee engagement. Trustee Jensen said it would be something to discuss she was wasn't sure how to measure or track engagement, though she agreed on the importance of it. Trustee Hernandez said there were several tools that could be used such as the Gallup 12 or Press Ganey. Mr. Redmond said they would use Press Ganey tool again in Spring 2019 per discussion with the Board. He said they had tended to use the historical trend with the ability to compare to other hospitals. They did not include engagement data on the TNM Dashboard because they have run the survey once a year, so it didn't return monthly data points to show trends. Trustee Hernandez said that in the future they should be open to adding engagement to the dashboard. Trustee DeVries said they also needed to add physician engagement.

Trustee Hernandez said there needed to be a "to do" tracking sheet added to the packets.

Trustee Jensen stated that the HR Dashboard items could go to the Board as recommended and they could further explore employee and physician engagement.

C. INFORMATION/DISCUSSION: AHS and SEIU Education Partnership

Tony Redmond, Chief Human Resources Officer
SEIU Education Fund Representatives

Tarik Scott and Amy Bingamon with the SEIU Education Fund discussed the presentation on page 15 of the agenda packet.

Trustee Hernandez asked about capacity of the SEIU Education Fund. Mr. Scott said the demand drove their staffing and he believed they would be able to manage a growing capacity.

Trustee Hernandez suggested they raise diversity as one of the potential outcomes that was very powerful.

D. INFORMATION/DISCUSSION: Employee Separation Data Review

1) Probationary Release Data

Tony Redmond, Chief Human Resources Officer

Mr. Redmond reviewed the presentation beginning on page 38 of the agenda packet.

Trustee Hernandez confirmed that Mr. Redmond would take a deeper look such as trends by department, so he could report back on what departments had the greatest number of terminations. Mr. Redmond said he would look at the data and then recommend the best way to communicate the potentially sensitive information to the Committee.

2) Exit Interview Data

Tony Redmond, Chief Human Resources Officer

Trustee Jensen requested that they discuss Items D1 and D2 in greater detail at the next meeting. She also discussed reviewing a copy of the charter.

E. INFORMATION/DISCUSSION: Janus v. AFSCME Decision's Impact on AHS Union Representation

Tony Redmond, Chief Human Resources Officer

Mr. Redmond spoke regarding the Janus v. AFSCME decision. He said the decision basically determined that if an employee wanted to opt out of union participation they could opt out of paying fees. Whereas in a public employer environment they previously had to pay fees. He said that he met with a number of unions to ask them how they would like to see that process work. He confirmed that if Alameda Health System (AHS) choose to communicate with members regarding the process they would have to meet and confer with the unions first and if they didn't agree on the content of that message they would have to include a message from the unions with the communication.

He said there needed to be a process that they would agree with the unions regarding how to communicate opt outs between organizations. AHS was requesting an Excel spreadsheet.

Trustee Hernandez said it was important to educate the employees about the decisions and the ramifications of not having unions. Mr. Redmond stated that they were not able to communicate anything that could make them look biased.

AHS could educate members on what the Janus decision was and what the available choices would be, but they would need to meet and confer with each union to agree on the verbiage. It was up to the unions to educate members about what would happen if the unions diminish.

F. **INFORMATION: Report of the Retirement Plans Investment Committee (Written)**
Mike Moye, Chair, Retirement Plans Investment Committee

Heard after Item A.

Mr. Moye updated the committee on the Retirement Plans Investment Committee (Committee). At the last meeting, the committee approved the Investment Policy Statement for the Combined Participant Directed Plans (403b, 457b, 457b CIR & Deferred Comp) as submitted by the plan advisors.

The Committee also discussed the termination of the Alameda Hospital Pension Plan (ECHO). The administrative costs to keep the plan going were greater than the cost to terminate the plan. The intent was to bring the matter before the Board of Trustees at their September 27, 2018 meeting, and if they approve, set a target date of September 30, 2019 for distribution of funds. There would be a series of regulatory steps to take. Participants would be able to take a lump sum or an annuity purchase.

Mr. Moye discussed the Marsh & McLennan Agency Retirement (Marsh) firm's submittal of their monthly the Qualified Retirement Plan Investment Review. The agency made recommendations on which funds should be placed on or removed from the watch list or be replaced. The Committee then decided each month whether to adopt the recommendations. The Committee discussed the opportunity to have Marsh act as a fiduciary and make these types of decisions and carry the responsibility, rather than the Committee. The Committee voted on retaining their decision-making responsibilities.

Mr. Moye explained that a Prudential representative noted that there was nothing out of the ordinary to report on the Plan Summary. He said there was an uptick in the number of participants invested in the stable value fund, which was the most conservative. The Committee requested that Prudential conduct an analysis of that trend.

Trustee Jensen said they discussed the goal makers program, which allowed plan participants to customize their investment, and how employees were tending to use that program and how we could support their decisions to use the program.

PUBLIC COMMENT:

Heard prior to Item A

Soraya O’Sullivan, spoke regarding short staffing. She said there was a direct correlation between inadequate staffing issues and an increase in workers compensation injuries and the quality of patient care.

John Pearson, SEIU discussed several grievances which had been brought to the attention of Alameda Health System but had not been acted on yet. The grievances included discrepancies with minority probationary workers being unequally terminated that may have to result in a public campaign by the union to resolve, nepotism in the Respiratory Therapy department resulting in clinicians not being available on the floor, respiratory therapists not being allowed to take breaks and being pulled from the floor to attend meetings in management’s place, and being used by the manager to train her college students.

TRUSTEE REMARKS: None

ADJOURNMENT: 6:41pm

This is to certify that the foregoing is a true and correct copy of the minutes of the regular meeting of July 11, 2018 as approved by the Human Resources Committee on October 10, 2018:



Ronna Jojola Gonsalves
Clerk of the Board

APPROVED AS TO FORM:

Reviewed by: 
M.D. Moyer
General Counsel