



HUMAN RESOURCES COMMITTEE MEETING

Friday, May 22, 2015

Conference Center Located at Highland Care Pavilion

1411 East 31st Street Oakland, CA 94602

Marla Cox, Clerk of the Board

(510) 535-7515

LOCATION:

Open Session: HCP Conference Center

MINUTES

THE MEETING WAS CALLED TO ORDER AT 3:03PM.

ROLL CALL WAS TAKEN AND THE FOLLOWING TRUSTEES WERE PRESENT:

Joe DeVries, Maria Hernandez, Tracy Jensen and James Potter

(General Counsel Announcement as concerned to Closed Session)

TAB #1 CLOSED SESSION

Reconvene to Open Session

TAB #2 ACTION: Consent Agenda

Approval of the Minutes of the March 18, 2015 and April 8, 2015 Human Resources Committee Meeting.

Action: A motion was made and seconded to approve the Human Resource Committee Minutes of March 18, 2015 and April 8, 2015. The motion was carried.

AYES: Trustees DeVries, Hernandez, Jensen, and Potter.

NAYS: None

Abstention: None

TAB #3 REPORT: Findings from Employee Engagement Focus Groups

The Committee agreed to defer this topic to the next meeting.

TAB #4 REPORT: Workforce Development

The Committee agreed to defer this topic to the next meeting.

TAB #5 INFORMATION: AHS Workforce Diversity

The Committee agreed to defer this topic to the next meeting.

TAB #6 INFORMATION: Cost of Employee Benefits by Employee Group

Paula Peck, Director of Total Rewards, presented the cost of employee benefits by employee group to the Human Resources Committee. Director Peck provided a detailed explanation of salary and total compensation costs based on location, pension plan type, and representation. Trustee DeVries noted the expense of the ACERA pension plan. Jeanette Loudon-Corbett, Chief Human Resources Officer, explained to the Committee that the organization was not able to make any changes to ACERA enrollment until legislation was passed in 2013, which allowed the system to establish its own pension plan. Trustee Hernandez expressed concern with the expense of ACERA as part of the total benefits package.

TAB #7 INFORMATION: Staff Participation in AHS Freedom of Choice Plan

Paula Peck, Director of Total Rewards, presented an overview of 2014 and 2015 staff participation in the different health plans being offered. The presentation provided the net changes in enrollment from one plan to another.

TAB #8 REPORT: Chief Human Resources Officer

Jeanette Loudon-Corbett, Chief Human Resources Officer, notified the Committee that as staff moves closer to a final budget the number of estimated layoffs has been reduced. For layoffs that are in SEIU units, the organization is required to meet with the union for 30 days and then present the layoff plan to the Human Resources Committee.

TAB #9 INFORMATION: Issue Tracking & Follow-up

The Committee will be polled for a 3 hour meeting in July.

Trustee Jensen requested that an agenda item surrounding the process and tools for executive evaluations be discussed in a future meeting.

Trustee Hernandez would like to see a clear plan for the CEO on-boarding process and would like to know which Committee this task lies with. The General Counsel clarified that the full Board may decide which Committee

TAB #10 REPORT: Legal Counsel's Report on Action Taken in Closed Session


The Interim General Counsel reported that the Committee met in closed session and approved two contract settlements, one with UAPD and one with UHW, to be recommended to the Board for approval. No other action was taken.

Public Comments – None

Board of Trustees Remarks - None

ADJOURNMENT – 5:20PM

Respectfully submitted by:



Marla D. Cox
Clerk of the Board

APPROVED AS TO FORM:

Reviewed by: _____



Mike Moyer
Interim General Counsel