



## HUMAN RESOURCES COMMITTEE MEETING

April 10, 2019  
5:00PM – 6:30PM

Conference Center at Highland Care Pavilion  
1411 East 31<sup>st</sup> 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*  
Ross Peterson

### MINUTES

**THE MEETING WAS CALLED TO ORDER AT: 5:06**

**ROLL CALL WAS TAKEN AND THE FOLLOWING TRUSTEES WERE PRESENT:**  
Joe DeVries (left at 6:49pm), Maria Hernandez, Tracy Jensen, Ross Peterson

**ABSENT:** None

A quorum was established.

**A. ACTION: Approval of Minutes of the January 9, 2019 Human Resources Committee Meeting**

**ACTION:** A motion was made and seconded to approve the minutes of the January 9, 2019 Human Resources Committee Meeting. The motion passed.

**AYES:** Trustees DeVries, Hernandez, Jensen, and Peterson

**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 9 of the agenda packet.

The Committee discussed the potential for increased injuries such as carpal tunnel injuries because some staff work only with paper would be working only with keyboards in S\*A\*P\*P\*H\*I\*R\*E\*.

Trustee Hernandez said she still wanted voluntary and involuntary separation data differentiated. She also requested data separated by year rather than all data from 2016 to present lumped together so they could understand any changes over time. Mr. Redmond said when they used smaller data sets, there would be periods with no turn over and he wasn't sure how to show data trends for the Board's use. He confirmed he would provide the data by year, by voluntary/involuntary, and by reason going forward.

**C. INFORMATION/DISCUSSION: Recent Awards and Updates**

*Tony Redmond, Chief Human Resources Officer*

Mr. Redmond reviewed the presentation beginning on page 14 of the agenda packet.

**D. INFORMATION/DISCUSSION: AHS Financial Position and Changes Being Considered That May Impact Employees**

*Tony Redmond, Chief Human Resources Officer*

Mr. Redmond reviewed the presentation beginning on page 28 of the agenda packet.

Trustee Hernandez asked about the patient care fund that the interns had recently walked out over. Mr. Redmond said the fund was being used for operational expenses and it was more efficient to capture those expenses properly rather than a fund like that.

Trustee Hernandez asked if management was working with the department level teams to determine where money could be saved. Mr. Redmond said that they had over 20 meetings around the organization to seek that feedback. He worried that some staff still was not understanding the serious nature of the budget crisis, but management has been communicating.

They discussed the options for prioritizing services and how cutting positions alone would not solve the issues.

**E. INFORMATION/DISCUSSION: Update on HR Organizational Structure**

*Tony Redmond, Chief Human Resources Officer*

Mr. Redmond reviewed the presentation beginning on page 33 of the agenda packet.

Trustee Hernandez discussed employee health. And how important diversity and inclusion and how they were not physically included in the slides. She said it was upsetting that there was not a formally managed program. Mr. Redmond said they could change a title to accommodate the request, but it wouldn't change anything. He

added that health equity goes beyond HR, they managed employment policies. They had to consider where or if that role exists and it would be appropriate to discuss where it belongs. Trustee Hernandez said they didn't have a dashboard on diversity and equity and they needed to do that for accountability. Trustee DeVries said he couldn't see where else that responsibility would lay if not in HR.

**F. INFORMATION/DISCUSSION: Current Contract Negotiations**

*Tony Redmond, Chief Human Resources Officer*

Mr. Redmond reviewed the presentation beginning on page 52 of the agenda packet.

Trustee DeVries left at 6:49pm

**G. INFORMATION: Report of the Retirement Plans Investment Committee**

*M.D. Moye, Chair, Retirement Plans Investment Committee*

Mr. Moye gave a recap of the recent meeting. He said Committee recommended AHS take steps to terminate the 457B plan. The combined plans showed good market place performance.

**TRUSTEE REMARKS:** None

**ADJOURNMENT:** 7:03 pm

This is to certify that the foregoing is a true and correct copy of the minutes of the regular meeting of April 10, 2019 as approved by the Human Resources Committee on July 10, 2019:

  
Ronna Jojola Gonsalves  
Clerk of the Board

APPROVED AS TO FORM:

Reviewed by:   
M.D. Moye  
General Counsel