



HUMAN RESOURCES COMMITTEE SPECIAL MEETING

January 20, 2021
5:30PM-6:15pm

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: Telephonic/Electronic Meeting

MEMBERS

Luisa Blue
Jeanette Dong
Jennifer Esteen
Tracy Jensen

HUMAN RESOURCES COMMITTEE MEETING MINUTES

THE MEETING WAS CALLED TO ORDER AT: 5:32 pm

Mr. Moye announced that Trustee Dong resigned from the Committee.

ROLL CALL WAS TAKEN AND THE FOLLOWING TRUSTEES WERE PRESENT: Luisa Blue, Jennifer Esteen, Tracy Jensen

ABSENT: None

A quorum was established.

OPEN SESSION / ROLL CALL

PUBLIC COMMENT: Non-Agenda Items

A. ACTION: Election of Human Resources Committee Chair
M. D. Moye, General Counsel

Trustee Jensen said she appreciated her time as chair over the last few years. She appreciated working with the Chief Human Resources Officer, Tony Redmond.

Trustee Jensen nominated, Trustee Esteen seconded the nomination of Trustee Blue as the Chair of the HR Committee.

ACTION: A motion was made and seconded to select Trustee Blue as the Human Resources Committee Chair. A roll call vote was taken, and the motion passed.

AYES: Trustees Esteen and Jensen

NAYS: None

ABSTENTION: Trustee Blue

B. ACTION: Approval of Minutes of the October 14, 2020 Human Resources Committee Meeting

Trustee Jensen moved, Trustee Esteen seconded approval of the October 14, 2020 HR Minutes.

ACTION: A motion was made and seconded to approve the minutes of the October 14, 2020 Human Resources Committee Meeting. The motion passed.

AYES: Trustees Blue, Esteen, and Jensen

NAYS: None

ABSTENTION: None

C. INFORMATION/DISCUSSION: AHS COVID-19 Vaccination Program
Mini Swift M.D. Vice President Population Health

Dr. Swift discussed the report on agenda packet page 13.

Trustee Blue asked how many staff members had been vaccinated to date. Dr. Swift said that as of the previous day they had administered 3203 first dose vaccines and 1690 second dose. Mr. Redmond said there were about 5100 total employees.

Trustee Jensen asked if number was employees or in total. Dr. Swift said it was just staff and did not include the 160 or so patients that had been vaccinated. Mr. Espinoza said they had vaccinated 60% of the residents in the long-term care settings.

Trustee Jensen asked if some employees had declined the vaccine. Dr. Swift said that approximately 420 employees had taken the time to inform them they did not want the vaccine. However, many employees hadn't communicated either way. Trustee Jensen asked if when employees declined the vaccination if there was a reason given. Mr. Redmond said that there were some specific reasons listed such as religious or medical reasons for declining. He'd have to look for more details. They were gathering that data and would be working on communication strategies to help increase the vaccination rate where appropriate.

Trustee Jensen said she'd like to know if there were going to be any disciplinary guidelines that would be established with the Public Health Department or the State to see if some standards for vaccine readiness would be established. She said that people had to show immunities for TB or other things in order to work in certain areas. She could see that happening with COVID too. Mr. Redmond said that from an HR perspective, he could see it following the guidelines used for the flu with a seasonal vaccine process. The flu vaccine was not required, but steps had to be taken to protect patients and other employees if it was declined. The State or Federal Governments could take a different stance, but he felt that was unlikely. Dr. Swift said they had not received any guidance from CDPH or the County to do make it mandatory. She'd heard of a few cases where health systems had made it mandatory, but for AHS it was strongly encouraged but not required at this time.

Mr. Espinoza reviewed the presentation beginning on agenda packet page 20.

D. DISCUSSION: Committee Planning, Issues Tracking

TRUSTEE COMMENTS

Trustee Jensen adjourned the meeting in Mr. Redmond's honor.

ADJOURNMENT: 6:17 pm

This is to certify that the foregoing is a true and correct copy of the minutes of the Human Resources Committee meeting of January 20, 2021 as approved by the Human Resources Committee on April 21, 2021:

Ronna Jojola-Gonsalves

Ronna Jojola Gonsalves
Clerk of the Board

APPROVED AS TO FORM:

Reviewed by: *shakib azizi*
[shakib azizi \(Oct 4, 2021 15:30 PDT\)](#)
Ahmad Azizi
Interim General Counsel









2021-01-20 HR Minutes FINAL APPROVED

Final Audit Report

2021-10-05

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