

**TRI-CITY HEALTHCARE DISTRICT
AGENDA FOR A REGULAR MEETING
OF THE HUMAN RESOURCES COMMITTEE
OF THE BOARD OF DIRECTORS**
Tuesday, August 9, 2016 – 12:30 p.m. – Assembly Room 1
Tri-City Medical Center, 4002 Vista Way, Oceanside, CA 92056

<p>The Committee may make recommendations to the Board on any of the items listed below, unless the item is specifically labeled “Informational Only”</p>

	Agenda Item	Time Allotted	Requestor/Presenter
1.	Call To Order/Opening Remarks	1 min.	Chair Kellett
2.	Approval of Agenda	1 min.	Chair Kellett
3.	Public Comments – Announcement Comments may be made at this time by members of the public on any item on the Agenda before the Committee’s consideration of the item or on any matter within the jurisdiction of the Committee. NOTE: During the Committee’s consideration of any Agenda item, members of the public also have the right to address the Committee at that time regarding that item.	2 min.	Chair Kellett
4.	Ratification of minutes	1 min.	Chair Kellett
5.	Old Business		
	a. Recordkeeping RFP Comparison - Quinn Abler, HR – Discussion/Action	10 min.	Norma Braun
	b. Turnover Report & Outcomes Plan - Quinn Abler, HR – Informational Only	10 min.	Norma Braun
6.	New Business		
	c. B.O.D Dashboard- “Stakeholder Experience” – Informational Only	5 min.	Esther Beverly
	d. Employee Health & Wellness- Rudy Gastelum, EHS – Informational Only	10 min.	Norma Braun
7.	2016 Work Plan	1 min.	Chair Kellett
8.	Committee Communications	3 min.	Chair Kellett
9.	Date of Next Meeting – September 13, 2016	1 min.	Chair Kellett
10.	Adjournment	1 min.	Chair Kellett
	Total Time Budgeted for Meeting	2 hrs.	

Note: Any writings or documents provided to a majority of the members of Tri-City Healthcare District regarding any item on this Agenda will be made available for public inspection in the Administration Department located at 4002 Vista Way, Oceanside, CA 92056 during normal business hours.

Note: If you have a disability, please notify us at 760-940-3348 at least 48 hours prior to the meeting so that we may provide reasonable accommodations.

TRI-CITY MEDICAL CENTER
 HUMAN RESOURCES COMMITTEE
 OF THE BOARD OF DIRECTORS
 July 12, 2016

Voting Members Present:	Chair Cyril Kellett, Director Laura Mitchell, Director Rosemarie Reno, Dr. Hamid Movahedian, Virginia Carson, Joe Quince, Gwen Sanders, Dr. Martin Nielsen
Non-Voting Members Present:	Steve Dietlin, CEO; Kapua Conley, COO; Cheryle Bernard-Shaw, CCO; Norma Braun, SVP
Others Present:	Quinn Abler, Frances Carbajal
Members Absent:	Dr. Gene Ma, Salvador Pilar, Sharon Schultz, CNE; Esther Beverly, VP of HR

Topic	Discussion	Action Follow-up	Person(s) Responsible
1. Call To Order	Chair Kellett called the meeting to order at 12:35 p.m.		Chair Kellett
2. Approval of the agenda	Chair Kellett called for a motion to approve the agenda of July 12, 2016. Director Mitchell moved and Ginny Carson seconded the motion. The motion was carried unanimously.		Chair Kellett
3. Comments from members of the public	Chair Kellett read the paragraph regarding comments from members of the public.	No public comments.	Chair Kellett
4. Ratification of Minutes	Chair Kellett called for a motion to approve the minutes of the June 14, 2016 meeting. Director Mitchell moved and Ginny Carson seconded the motion. The motion was carried unanimously with Director Reno abstaining due to her absence in the June meeting.		Chair Kellett

Topic	Discussion	Action Follow-up	Person(s) Responsible
5. Old Business	None		Norma Braun
a. Recordkeeping RFP Update	Quinn Abler, Total Rewards & HRIS Director gave a brief overview on received recordkeeping services submissions. The committee discussed those outcomes and Lincoln's increase proposal which came in as the lowest proposed rate to date. Action deferred to next month.	Committee requested a formal layout with side by side comparison before taking action.	Norma Braun
6. New Business			Chair Kellelt
b. B.O.D Dashboard- Stakeholder Experience	The Stakeholder Experience pillar- Employee Satisfaction rates were reviewed & discussed.		Chair Kellelt
c. Review HR Metrics	Mr. Abler presented the quarterly metrics. Quarterly headcount and annual turnover rates by each union and overall. TCHD turnover rates are low and within national benchmarks and fluctuate throughout the year but stay consistent overall.	Committee requested a turnover detail analysis and planned actions to be taken with outcomes results of analysis findings.	Norma Braun
d. Employee Health & Wellness	Deferred to next meeting due to Rudy's absence by legal subpoena.		Norma Braun
e. Work Plan	The work plan was reviewed.	2017 Key Grievance ER/LR data to be presented with Metrics in July & December.	Chair Kellelt
f. Committee Communications	None		Chair Kellelt
g. Date of next meeting	July 12, 2016		Chair Kellelt
h. Adjournment	Chair Kellelt adjourned the meeting at 1:30 p.m.		Chair Kellelt



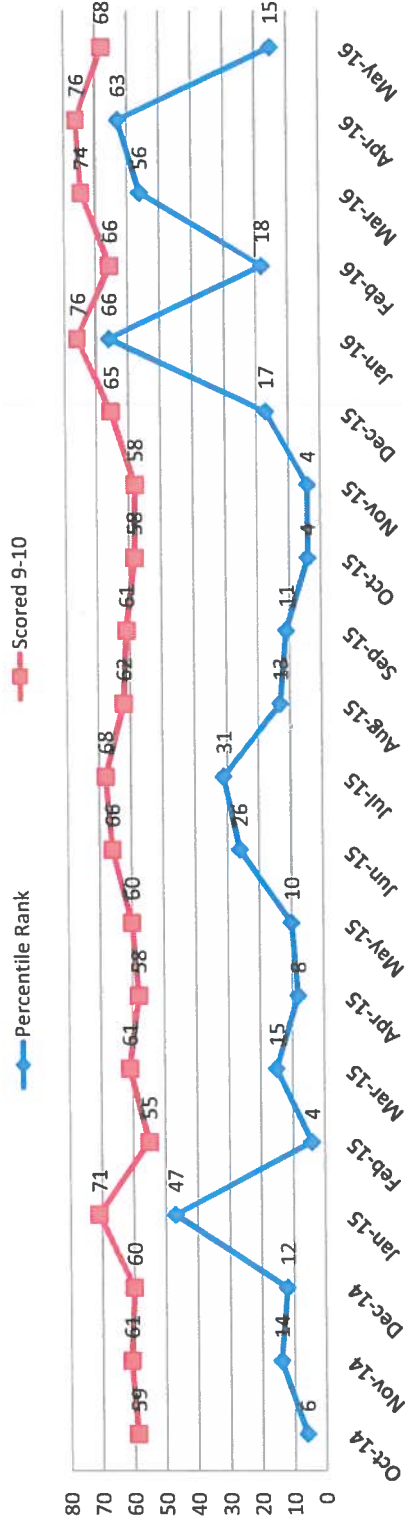
Tri-City Medical Center

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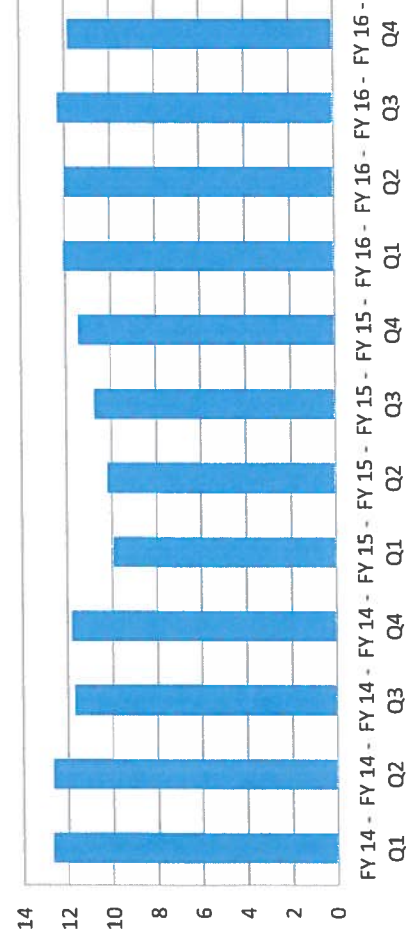
HCAHPS (Top Box Score)

Hospital Consumer Assessment of Healthcare Providers & Systems

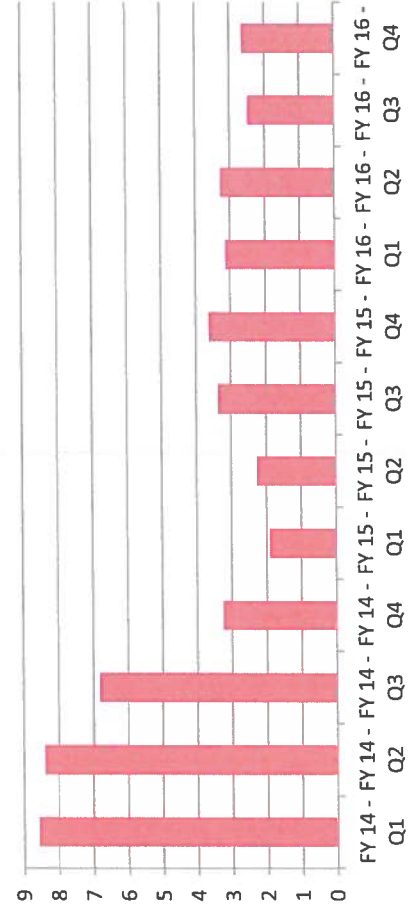
Overall Rating of Hospital (0-10)



Voluntary Employee Turnover Rate



Involuntary Employee Turnover Rate





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WELLNESS

Human Resources Committee

July 12, 2016

Rudy Gastelum, Employee Health Services



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Wellness Team

- Norman Braun, CHRO
- Esther Beverly, VP of Human Resources
- Jill Byrd, RN Employee Health Services
- Frances Carbajal, Senior Admin Assistant
- Rudy Gastelum, Director, Employee Health Services
- Kelli Gecewicz, Food and Nutrition
- Amalia Woods-Drake, SEIU Representative
- Rene Salas, Event Coordinator
- Annie Saputo-Peterman, BB&T
- Wellness Champions



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Employee Participation

Wellness 2015

- 272 Employees

Wellness 2016

- 409 Employees



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Goals for 2016

- Increase Employee Participation
- Wellness Champions
- Increase Quarterly Incentive
- Community Activities
- Hospital Week



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Wellness 2017

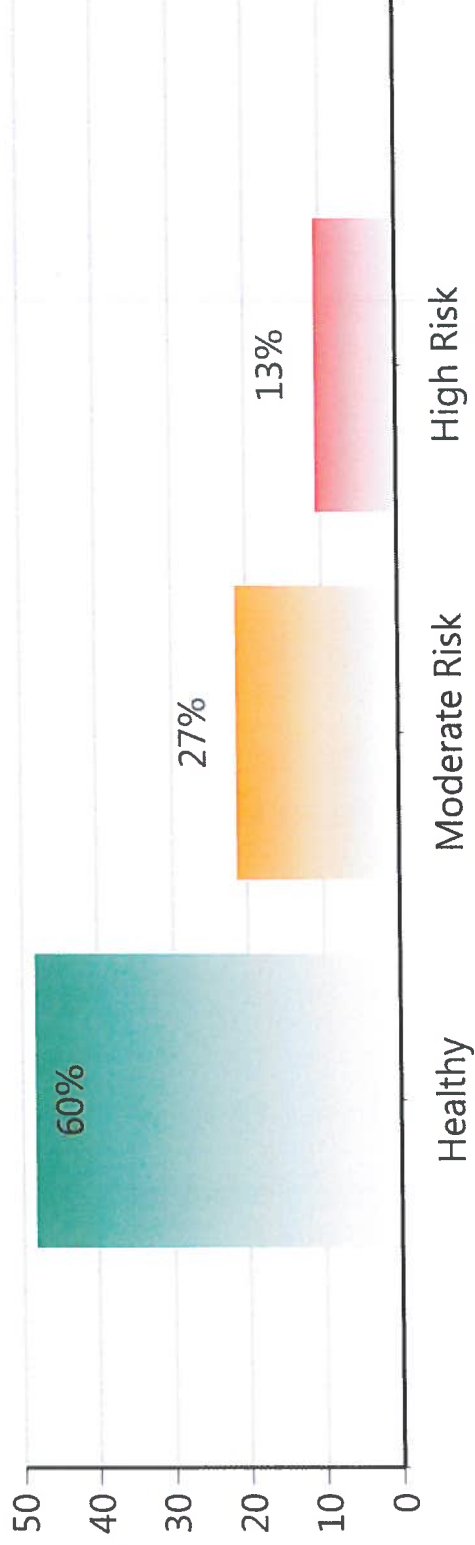
- Outcomes Based Incentives
 - Organization Wellness Scores
 - Employee Wellness Score



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2015 Wellness Scores

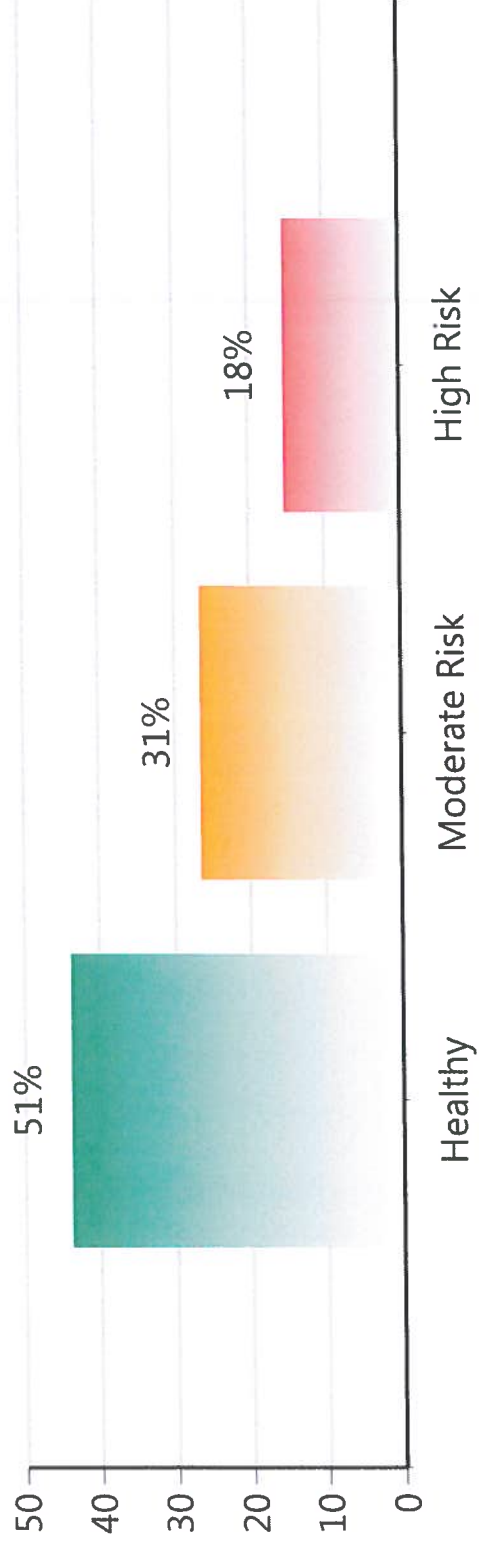




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2016 Wellness Scores





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Wellness 2017 - continued

- Request for Proposals
- UHC Funding
- TCMC Wellness Center
- Designated Wellness Coordinator



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Wellness

Questions?

Human Resources Committee Work Plan | 2016

ACTION	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Review Committee Members up for Renewal or Replacement			❖				❖			❖		
Review HR Metrics			❖				❖			❖		
Review HR Charter				❖								
Review HR Employee Fiduciary Retirement Subcommittee Charter				❖								
Quarterly HR Employee Fiduciary Retirement Subcommittee Update	❖				❖				❖			
<i>- Lincoln & Prudent</i>										❖		
Review Employee Benefits - UHC					^	^	^	^	^	^	^	^
All HR Policies Reviewed (ongoing)	^	^	^	^	^	^	^	^	^	^	^	^
Workers Comp Cases Review					❖							
Review Training & Education Topics				❖						❖		
Key Grievance / ER-LR Data				❖						❖		
Review of Legal Developments/New Laws					❖							
Employee Health & Wellness/ Clinic							❖					