

**TRI-CITY HEALTHCARE DISTRICT
AGENDA FOR A REGULAR MEETING
OF THE HUMAN RESOURCES COMMITTEE
OF THE BOARD OF DIRECTORS**
Tuesday, July 12, 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 Update – Discussion/Action	10 min.	Norma Braun
6.	New Business		
	b. B.O.D Dashboard- “Stakeholder Experience” – Informational Only	5 min.	Esther Beverly
	c. Review HR Metrics- Quinn Abler, HR – Informational Only	10 min.	Norma Braun
	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 – August 9, 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
 June 14, 2016

Voting Members Present:

Chair Cyril Kellett, Director Laura Mitchell, Dr. Gene Ma, Dr. Hamid Movahedian, Virginia Carson, Joe Quince, Gwen Sanders, Dr. Martin Nielsen, Salvador Pilar

Non-Voting Members Present:

Steve Dietlin, CEO; Kapua Conley, COO; Sharon Schultz, CNE; Cheryle Bernard-Shaw, CCO; Norma Braun, SVP; Esther Beverly, VP of HR

Others Present:

Quinn Ablar, Frances Carbajal

Members Absent:

Director Rosemarie Reno

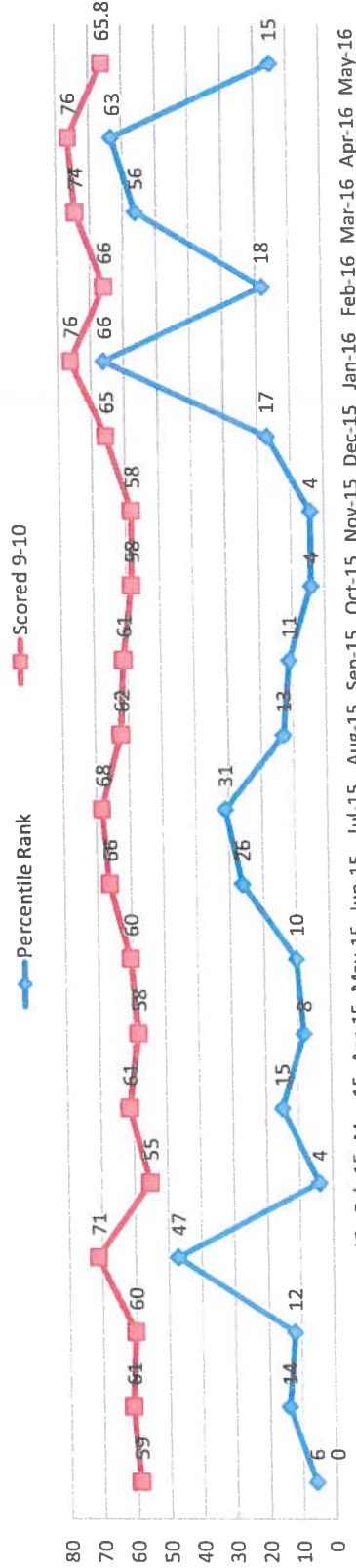
Topic	Discussion	Action Follow-up	Person(s) Responsible
1. Call To Order	Chair Kellett called the meeting to order at 12:35 p.m.		Chair Kellett
2. Approval of the agenda	Chair Kellett called for a motion to approve the agenda of June 14, 2016. Director Mitchell moved and Gwen Sanders seconded the motion. 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 May 10, 2016 meeting. Director Mitchell moved and Ginny Carson seconded the motion. The motion was carried unanimously.		Chair Kellett

Topic	Discussion	Action Follow-up	Person(s) Responsible
5. Old Business	None		
6. New Business			
a. B.O.D Dashboard- Stakeholder Experience	The Stakeholder Experience pillar- Employee Satisfaction rates were reviewed & discussed.		Chair Kellelt
b. HR Committee Charter	The committee reviewed & discussed revised submitted HR Charter. Chair Kellelt called for a motion to approve the charter. Director Mitchell moved and Gwen Sanders seconded the motion. The motion was carried unanimously.		Norma Braun
c. Benefits Broker RFP- Request for proposals	Norma Braun, CHRO presented a draft written request for proposal that TCHD will be engaging vendors to submit for most competitive and lowest/best rate outcome. The committee discussed submission and renewal date revisions and overall expectations. Chair Kellelt called for a motion to approve the RFP with suggested date revisions. Director Mitchell moved and Gwen Sanders seconded the motion. The motion was carried unanimously.		Norma Braun
7. Work Plan	The work plan was reviewed.		Chair Kellelt
8. Committee Communications	None		Chair Kellelt
9. Date of next meeting	July 12, 2016		Chair Kellelt
10. Adjournment	Chair Kellelt adjourned the meeting at 1:00 p.m.		Chair Kellelt

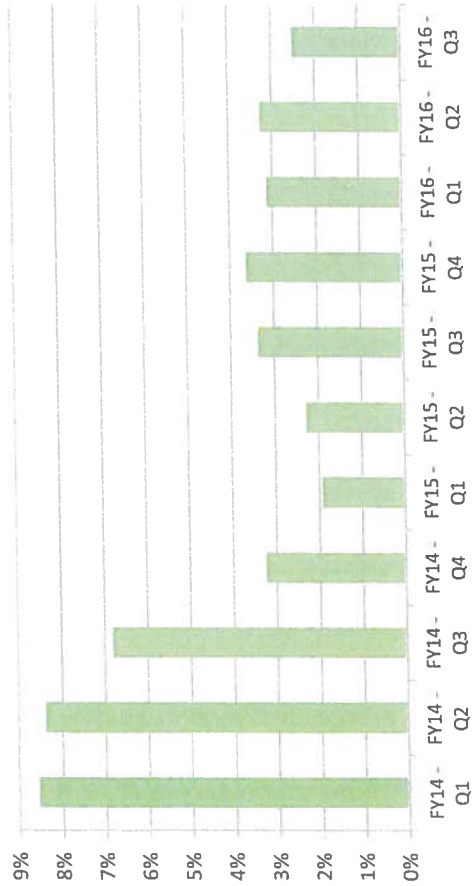


HCAHPS (Top Box Score)
Hospital Consumer Assessment of Healthcare Providers & Systems

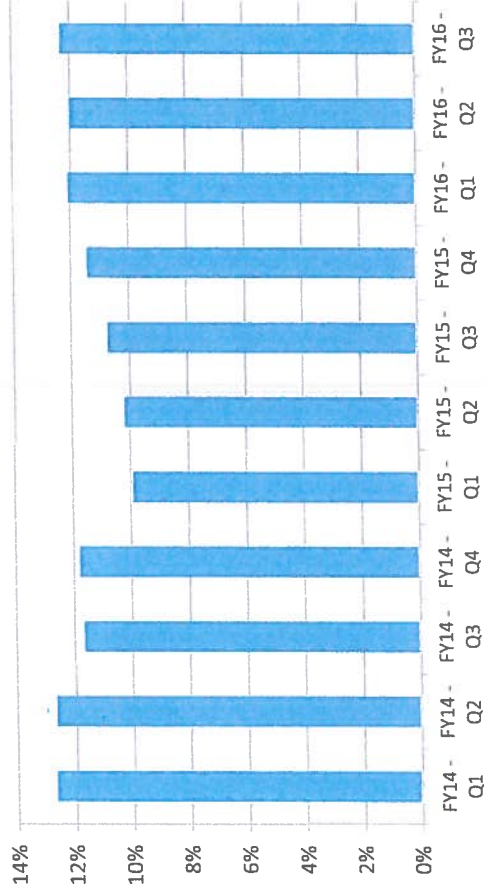
Overall Rating of Hospital (0-10)



Involuntary Employee Turnover Rate



Voluntary Employee Turnover Rate



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 & Prineas</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							❖					