

TRI-CITY HEALTHCARE DISTRICT

HUMAN RESOURCES COMMITTEE CHARTER

The Human Resources Committee (the “Committee”) of Tri-City Healthcare District (“District”) has multiple purposes and is delegated certain key responsibilities as enumerated herein.

I. Purpose

The Committee is to provide governance oversight and to make recommendations to the District’s Board of Directors (“Board”) in matters including the following:

1. Human resources policies and practices;
2. Programs to hire, train and retain employees who exhibit safe quality expert care.
3. Appointment of members of the Committee to the Employee Fiduciary Retirement Plan Subcommittee (“the Subcommittee”), and review of the reports and recommendations of the Subcommittee;
4. Market-competitive compensation and benefits that reward employee performance for non-executive employees;
5. Changes to employment laws and regulations and advice to the Board regarding implications;
6. Collective Bargaining Agreements.
7. The Human Resources Committee shall review its Charter and performance with respect to its Charter every three years;

II. Membership

The Committee shall consist of three Directors, up to four community members; and up to three medical staff members. In addition, the CEO, Chief Nurse Executive, Sr. Vice President, Human Resources, Chief Compliance Officer, Vice President of Human Resources, and Labor and Employment Attorney shall support the Committee without vote, but may be counted towards a quorum, as alternates, in the event absences result in the Committee lacking a quorum.

III. Meetings

The Committee may establish its own meeting schedule.

IV. Minutes

The Committee will maintain written minutes of its meetings. Draft minutes will be presented to the Board for consideration at its meetings. The Senior Administrative Assistant or designee will provide assistance to the Committee in scheduling meetings, preparing agendas, and keeping minutes.

V. Reports

The Committee will report regularly to the Board regarding (i) all determinations made or actions taken pursuant to its duties and responsibilities, as set forth above, and (ii) any recommendations of the Committee submitted to the Board for action.

VI. Conduct

Each Committee member is expected to read the District's Code of Conduct which can be found at <http://www.tricitymed.org/about-us/code-of-conduct/> and shall comply with all provisions thereof while a member of this Committee.

Approved: by Board of Directors: 05/30/13

Approved: by Board of Directors: 05/30/13

Approved: by Board of Directors: 05/29/14

Approved: by Board of Directors: 08/25/16