

BOARD HUMAN RESOURCES COMMITTEE MEETING MINUTES – WEDNESDAY, NOVEMBER 9, 2022

AGENDA ITEM	CONCLUSION/ACTION	FOLLOW UP / RESPONSIBLE PARTY	FINAL?
<ul style="list-style-type: none"> <i>DISCUSSION</i> 			
<p>NOTICE OF MEETING</p>			
<p><i>Notice of Meeting was posted at the Palomar Health Administrative Office; also posted with agenda packet on the Palomar Health website on Wednesday, November 2, 2022.</i></p>			
<p>1. CALL TO ORDER</p>			
<p><i>The meeting, which was held in virtually and was called to order at 3:30 p.m. by Committee Chair Terry Corrales</i></p>			
<p>2. ESTABLISHMENT OF QUORUM</p>			
<ul style="list-style-type: none"> <i>Quorum comprised of Directors Terry Corrales, Laura Barry and Michael Pacheco</i> <i>Excused Absences: None</i> 			
<p>3. PUBLIC COMMENTS</p>			
<ul style="list-style-type: none"> <i>There were no public comments</i> 			

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4. FOLLOW-UP ITEMS, IF ANY			
a. Minutes: Board Human Resources Committee Meeting – Wednesday, August 31, 2022	MOTION: by Director Barry, 2 nd by Director Corrales and carried to approve the minutes from the Wednesday, August 31, 2022, Board Human Resources Committee Minutes as presented. Corrales - Aye Barry - Aye Pacheco - Aye Opposed: None	N/A	Y
<ul style="list-style-type: none"> 			

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b. Board Human Resources Committee Meeting Schedule for Calendar Year 2023	MOTION: by Director Barry, 2 nd by Director Pacheco and carried to approve the Board Human Resources Committee meeting schedule for calendar year 2023. Corrales - Aye Barry - Aye Pacheco - Aye Opposed: None	N/A	Y
<ul style="list-style-type: none"> Director Terry Corrales suggested creating a master calendar for calendar year 2023, to include discussion topics and committee goals for the year 			

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5. STANDING ITEM: HUMAN RESOURCES DEPARTMENT STAFF FEATURE			
<p>Brad Krietzberg, Senior Director of Learning and Development presented an engagement update with the committee including an overview of the Glint platform, the third party vendor used to administer the survey, and an overview of the response rate results and what happens next. Quarterly pulse checks will be used throughout the year which will provide a fresh baseline for future survey comparisons. Next steps; leaders share results with staff, acknowledge the key areas important to their team, and then take action in terms of what we want to do to influence scores in a positive direction.</p> <ul style="list-style-type: none"> Director Terry Corrales asked for the survey questions to be shared with the committee. Geoff Washburn, Chief Human Resources Officer, confirmed the questions would be shared with the committee. Quarterly pulse results will be shared with the committee also. 			
6. STANDING ITEM – HUMAN RESOURCES GENERAL UPDATE			
<p>Geoff Washburn, Chief Human Resources Officer, presented employee demographic highlights, turnover trends, contract labor, PTO usage, and vacancy trends with the Committee. Geoff spoke to recruitment efforts and possible new programs for healthcare recruitment. Geoff also shared a benefits benchmarking presentation, domestic performance, and participation in the organizations medical options.</p> <ul style="list-style-type: none"> Director Terry Corrales asked for a recruitment program results of how staff was hired (Referrals, InnoVision campaign, etc.). 			
10. STANDING ITEM: BOARD MEMBER COMMENTS/AGENDA ITEMS FOR NEXT MEETING			
<ul style="list-style-type: none"> No items were discussed 			
11. FINAL ADJOURNMENT			

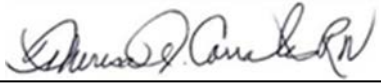
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- **DISCUSSION**

There being no other business, Chair Terry Corrales adjourned the meeting at 4:43 p.m.

COMMITTEE CHAIR



 Terry Corrales, RN

SIGNATURES:

COMMITTEE ADMIN



 Carla Albright