

BOARD HUMAN RESOURCES COMMITTEE MEETING MINUTES – WEDNESDAY, FEBRUARY 8, 2023			
AGENDA ITEM	CONCLUSION/ACTION	FOLLOW UP / RESPONSIBLE PARTY	FINAL?
<ul style="list-style-type: none"> DISCUSSION 			
NOTICE OF MEETING			
<p><i>Notice of Meeting was posted at the Palomar Health Administrative Office; also posted with agenda packet on the Palomar Health website on Friday, February 3, 2023.</i></p>			
1. CALL TO ORDER			
<p><i>The meeting, which was held in the Linda Greer Board Room at 2125 Citracado Parkway, Suite 300, Escondido, CA. 92029, and virtually, was called to order at 3:30 p.m. by Committee Chair Terry Corrales</i></p>			
2. ESTABLISHMENT OF QUORUM			
<ul style="list-style-type: none"> <i>Quorum comprised of Directors Terry Corrales, Laura Barry and Michael Pacheco</i> <i>Excused Absences: None</i> 			
3. PUBLIC COMMENTS			
<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, November 9, 2022	MOTION: by Director Barry, 2 nd by Director Pacheco and carried to approve the minutes from the Wednesday, November 9, 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"> 			


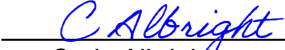
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b. Board Human Resources Committee Reporting Calendar for Year 2023	MOTION: <i>by Director Barry, 2nd by Director Pacheco and carried to approve the Board Human Resources Committee reporting calendar for year 2023.</i> <i>Corrales - Aye Barry - Aye Pacheco - Aye</i> <i>Opposed: None</i>	N/A	Y
<ul style="list-style-type: none"> 			
c. Update to Board Human Resources Committee Charter	MOTION: <i>by Director Pacheco, 2nd by Director Barry and carried to approve the update to the Board Human Resources Committee charter as submitted.</i> <i>Corrales - Aye Barry - Aye Pacheco - Aye</i> <i>Opposed: None</i>	<i>Move to Board of Directors for approval/Carla Albright</i>	Y

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<p>5. STANDING ITEM: HUMAN RESOURCES DEPARTMENT STAFF FEATURE</p>			
<p><i>Julie Pursell, Human Resources Executive, Rhianna Miller, Director of Human Resources and Brad Krietzberg, Senior Director, Learning and Organizational Development, presented an update on the departments Talent Acquisition efforts. (Attached 1)</i></p> <ul style="list-style-type: none"> • <i>2410 Requisition closed in 2022, for 2023 focusing on: <ul style="list-style-type: none"> ○ <i>25 Successful placements of international registered nurses with the International Nurse Program</i> ○ <i>61 Nurse Residents starting in February 2023, some placement opportunities include Cal State San Marcos, Palomar College, Mira Costa and other</i> ○ <i>42 Permanent requisitions filled January 2023</i> </i> • <i>Over 11,000 applicants applied in year 2022 through various application sources. The Jobvite tool has been expanded to assist in the screening process, and expand our presence on multiple job boards.</i> • <i>Focus on reducing contract labor costs, and converting travelers to permanent employees</i> • <i>Looking forward there will be various programs to not only hire candidates, but to retain our current staff. Reducing time to fill, new hire revamp and implement branding strategy</i> • <i>Sheila Brown noted the state recently allocated grant funds that can be applied for to create a workforce infrastructure. Terry Corrales also noted San Diego County and the Governor are highly interested in Behavioral and Mental Health, and funds are still available. Julie Pursell noted they will follow up on this subject</i> 			

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6. STANDING ITEM – HUMAN RESOURCES GENERAL UPDATE			
<p><i>Julie Pursell, Human Resources Executive, presented employee demographic highlights, turnover trends, contract labor, PTO usage, and vacancy trends with the Committee. (Attached 2)</i></p> <ul style="list-style-type: none"> <i>Working on efforts to bring benefits awareness to the organization with a more personal touch</i> <i>Participation in the organizations medical options was shared with the committee</i> <i>Currently researching the full hiring process, from application to hire, in an attempt to reduce onboarding time for candidates. Staying competitive in the current job market is key</i> <ul style="list-style-type: none"> <i>Members of the committee expressed their thanks to Human Resources Leadership for bringing a new energy and perspective to the division</i> 			
10. STANDING ITEM: BOARD MEMBER COMMENTS/AGENDA ITEMS FOR NEXT MEETING			
<ul style="list-style-type: none"> <i>No items were discussed</i> 			
11. FINAL ADJOURNMENT			
<i>There being no other business, Chair Terry Corrales adjourned the meeting at 4:43 p.m.</i>			

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<p>SIGNATURES:</p>	<p>COMMITTEE CHAIR</p>	 _____ Terry Corrales, RN	
	<p>COMMITTEE ADMIN</p>	 _____ Carla Albright	

Talent Acquisition Update

With Julie Pursell, and Rhianna Miller



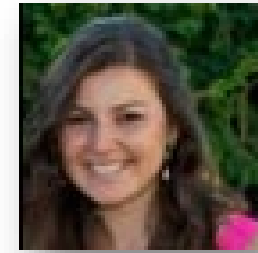


Meet the Talent Acquisition Team

Recruiting Success

2,410 Requisitions Closed in 2022!

- 25 successful placements of international RNs
- 61 Nurse Residents starting in February 2023
- 42 Permanent Requisitions Filled January 2023



InnoVision Digital Campaign Results

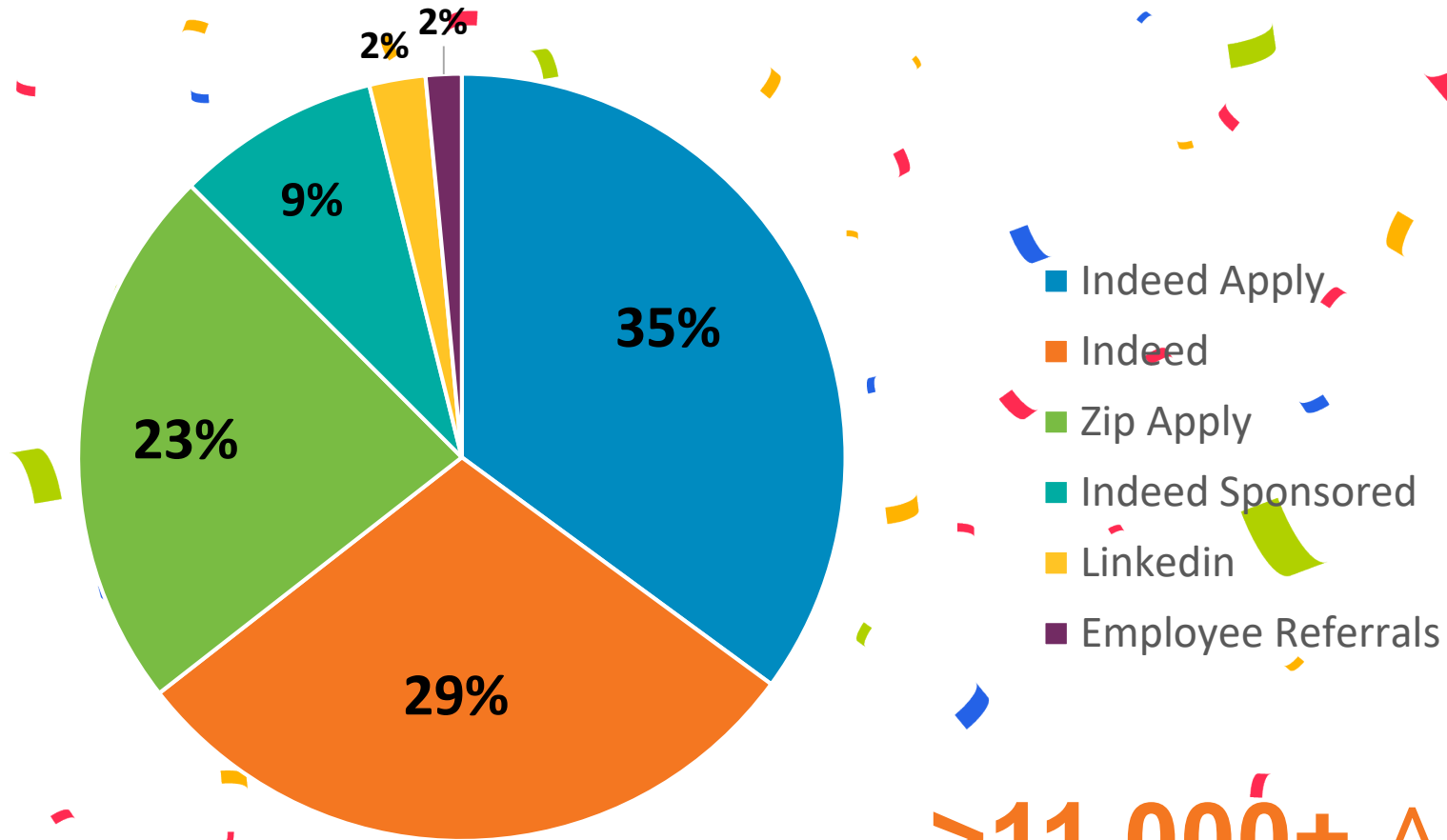


Auction Insights report, we've cumulatively attained a 32% impression share and a 90% top of page rate, **beating out Indeed most of the time for this category**

The HR recruitment page on Palomar Health saw an increase of **34% in users and 28% in sessions** since the beginning of the campaigns

A click-through-rate above 2% indicates a very successful campaign. Palomar Health's recruitment campaign **in all locations (SD, SF and LA) are performing above 2%, with SD County performing at 4.2%!**

Candidate Application Source | CY22



>11,000+ Applicants!



2023 Talent Goals

1. Reduce **Time to Fill** (current Avg. 69 days)
2. Reduce **Traveler Labor** spend by 10M by EOY
3. Increase **job fair** participation
4. Reviewing new **candidate evaluation assessment** tool for “Talent and Fit”
5. Implement **branding strategy** to leverage connection, loyalty and commitment, reimagining how we onboard to Palomar Health
6. New-Hire orientation **revamp**



Human Resources Report

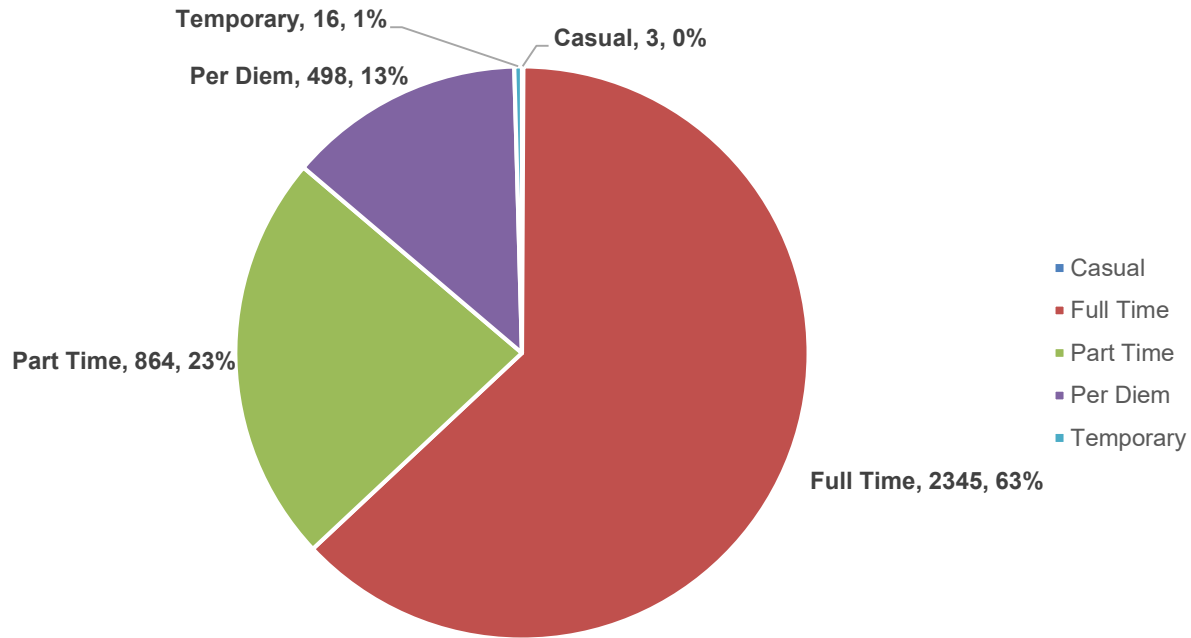
Human Resources Leadership
February 08, 2023

Employee Demographics

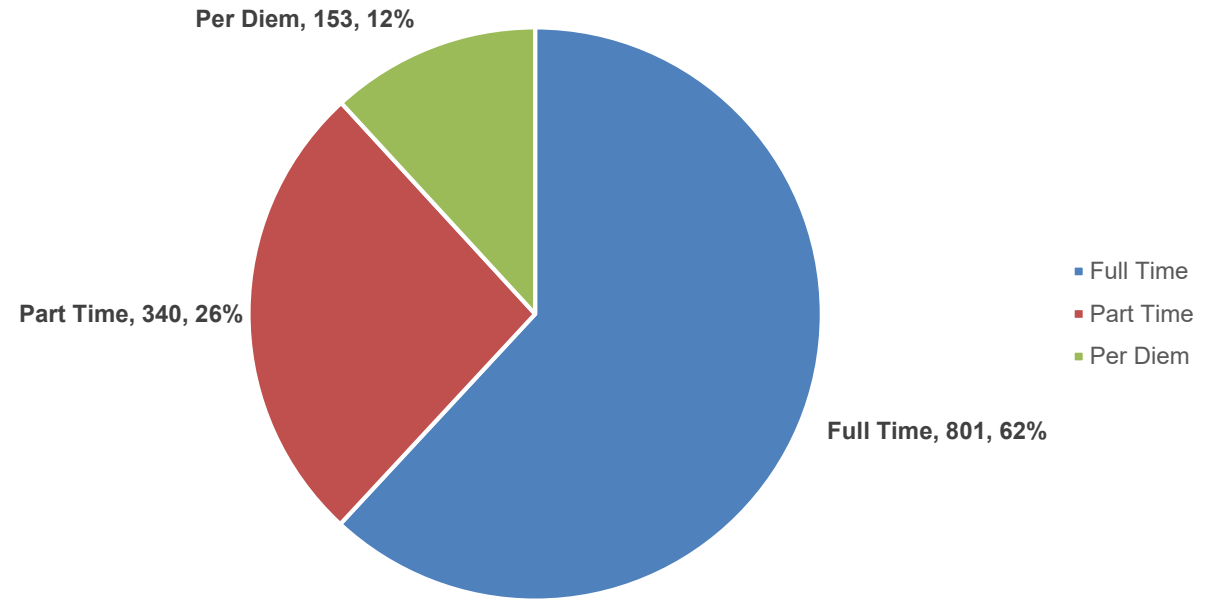
3726 Active Employee Headcount / 2925 FTEs
Quarter Ending (Sep 30, 2022) 3766 Active Employee Headcount / 2970 FTEs

1294 Active RN Headcount / 983 FTEs
Quarter Ending (Sep 30, 2022) 1348 Active RN Headcount / 1032 FTEs

Employment Status



Employment Status RN

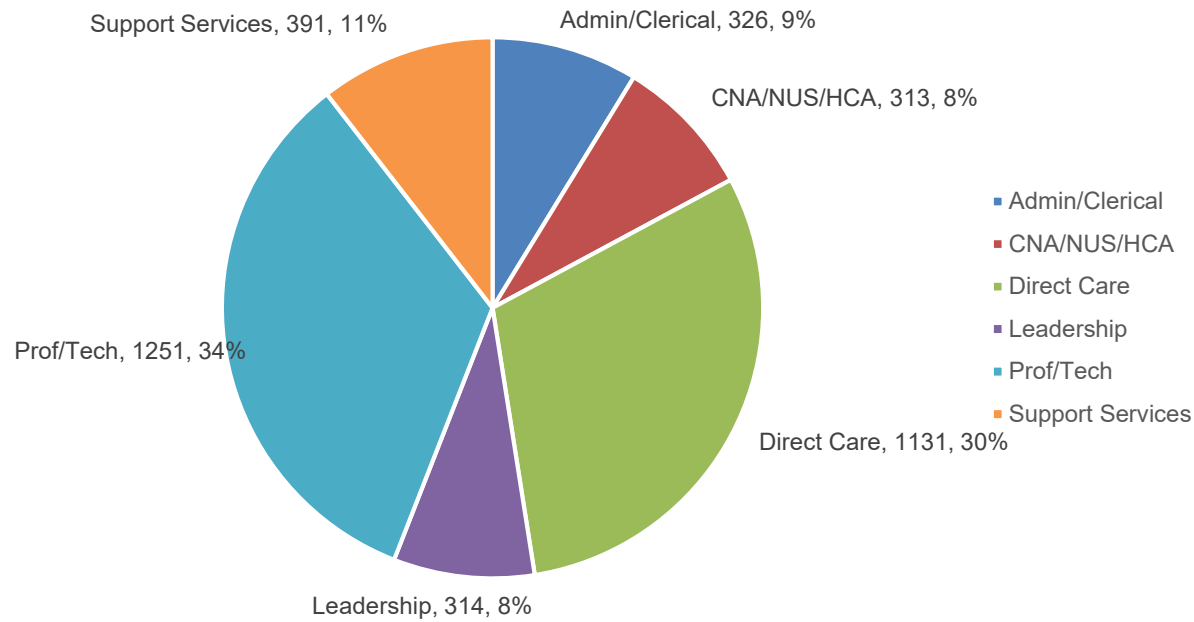


Quarter Ending 12/31/2022

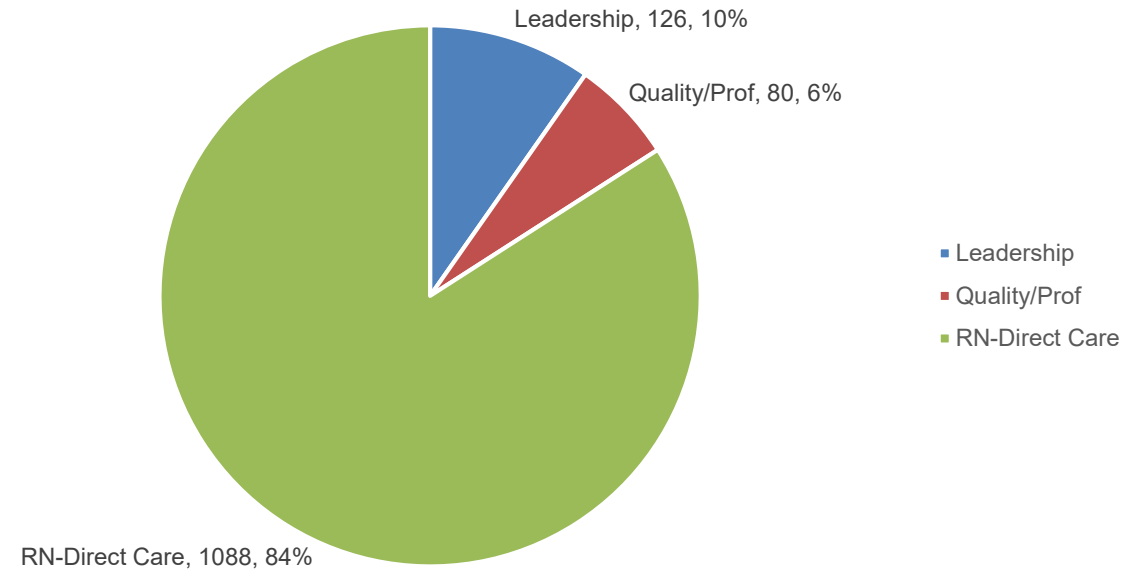
Employee Demographics | Skillset

<p>3726 Active Employee Headcount / 2925 FTEs <i>Quarter Ending (Sep 30, 2022) 3766 Active Employee Headcount / 2970 FTEs</i></p>	<p>1294 Active RN Headcount / 983 FTEs <i>Quarter Ending (Sep 30, 2022) 1348 Active RN Headcount / 1032 FTEs</i></p>
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Skillset



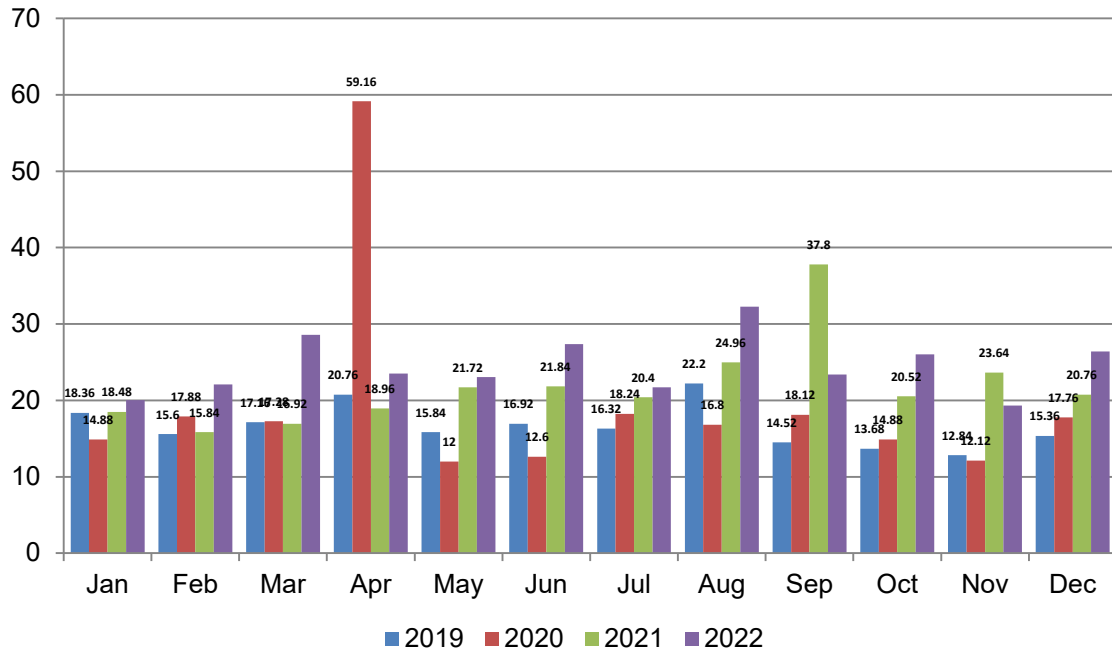
Skillset RN



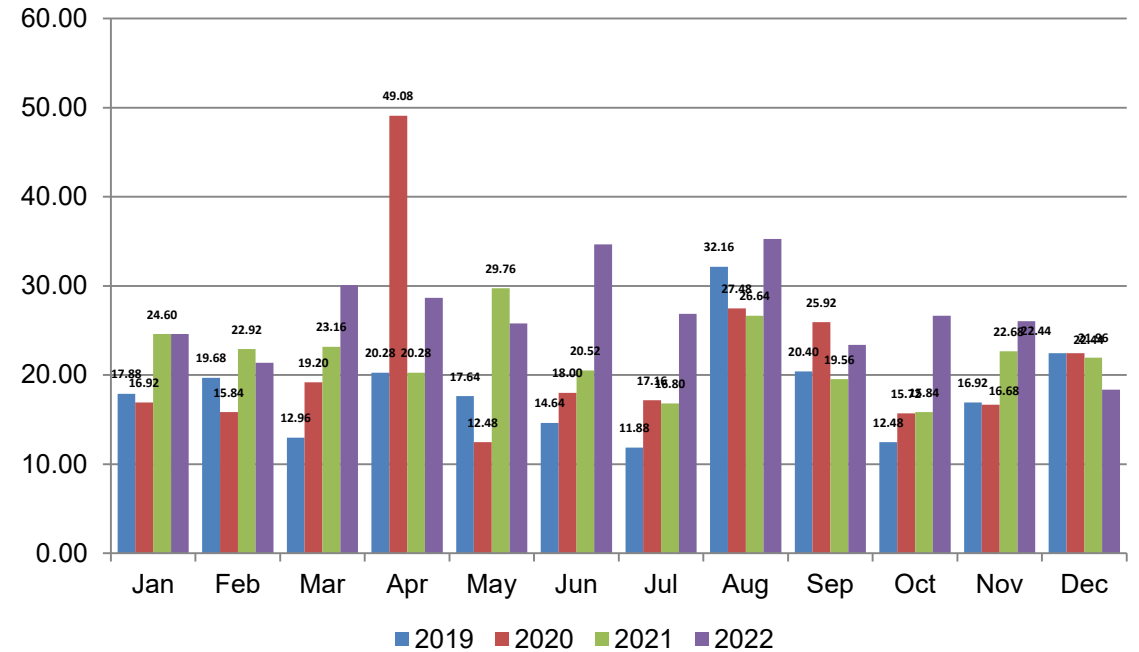
Quarter Ending 12/31/2022

Turnover Trends | Annualized

All Turnover

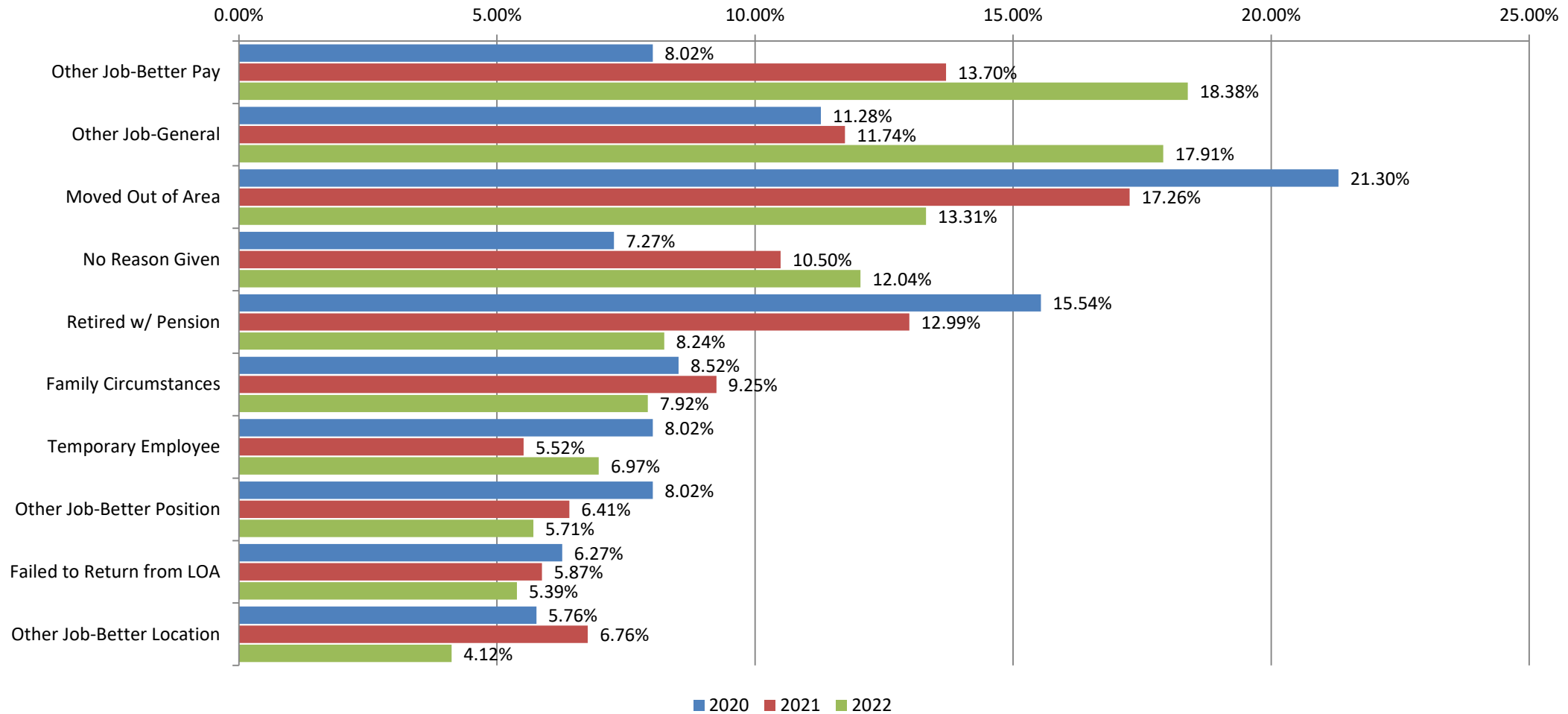


RN Turnover





Turnover | By Reason (Top 10)





Talent Acquisition Update

By the Numbers ...

551

Open Positions

150

RN Positions

58

Average Time to Fill

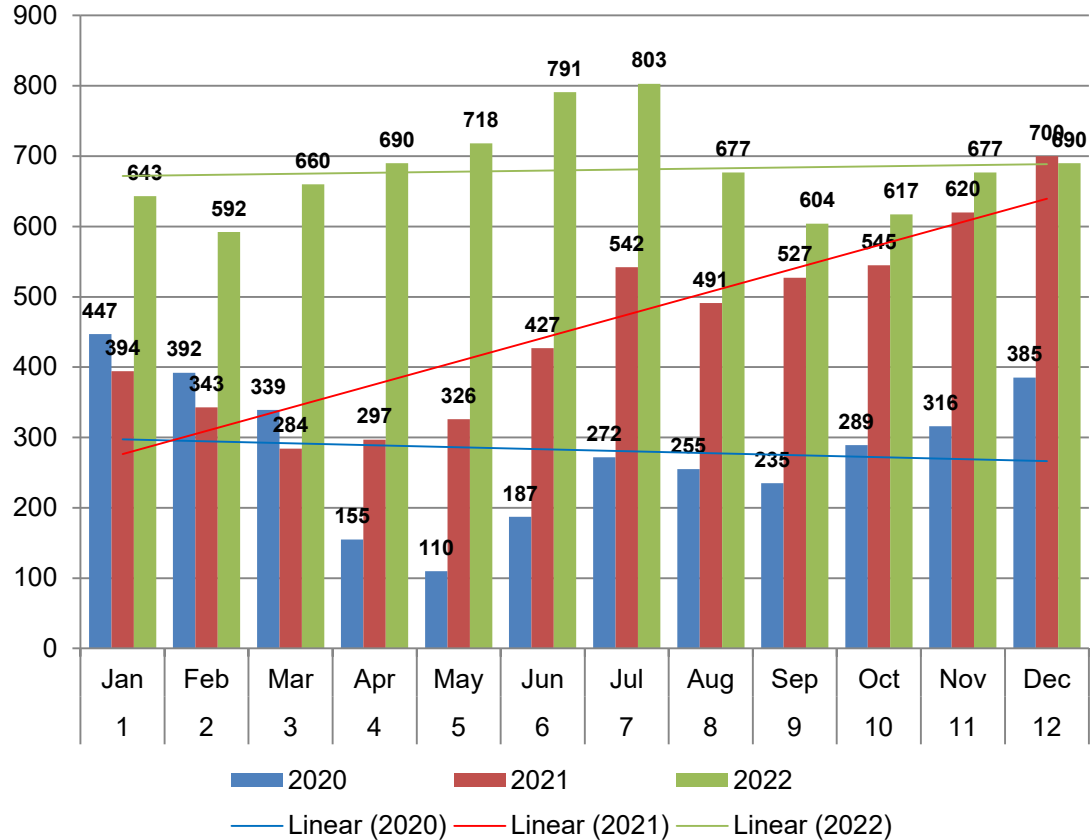
Key Position recruiting

New Recruitment

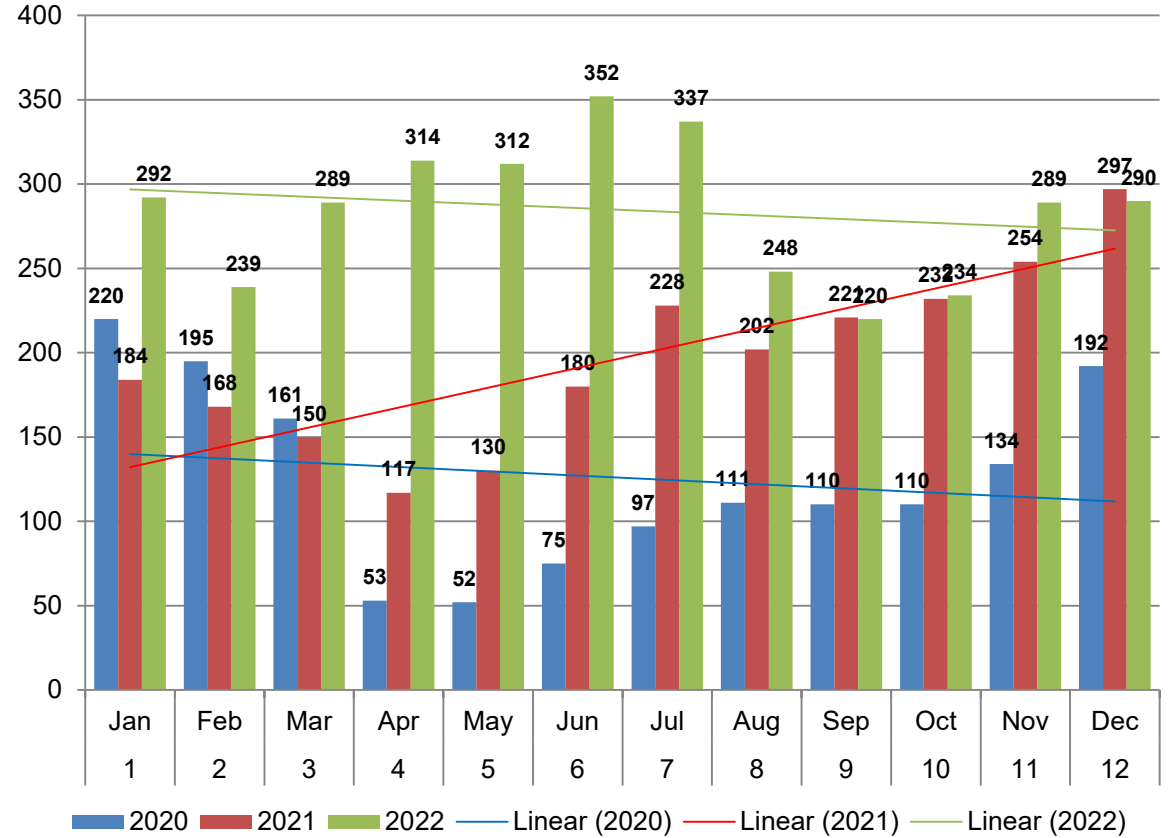
- 52 Nurse Residents starting 8/22
- 41 RNs hired in June
- 17 successful placements of international nurses
- Strong focus in Labor & Delivery, Emergency Department and OR
- Partnership with InnoVision for our marketing new has launched and begun to make a local impact.

Vacancy Trends

All Vacancies

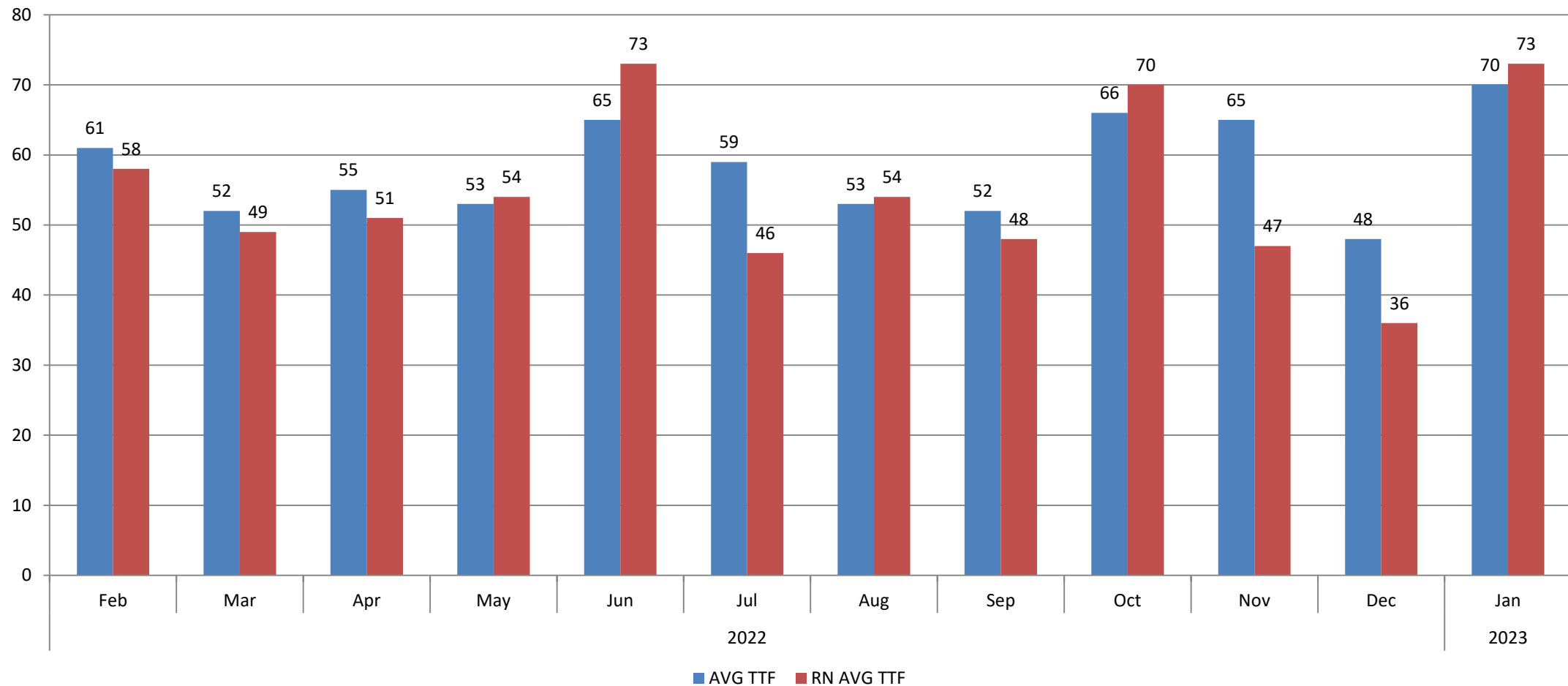


RN Vacancies





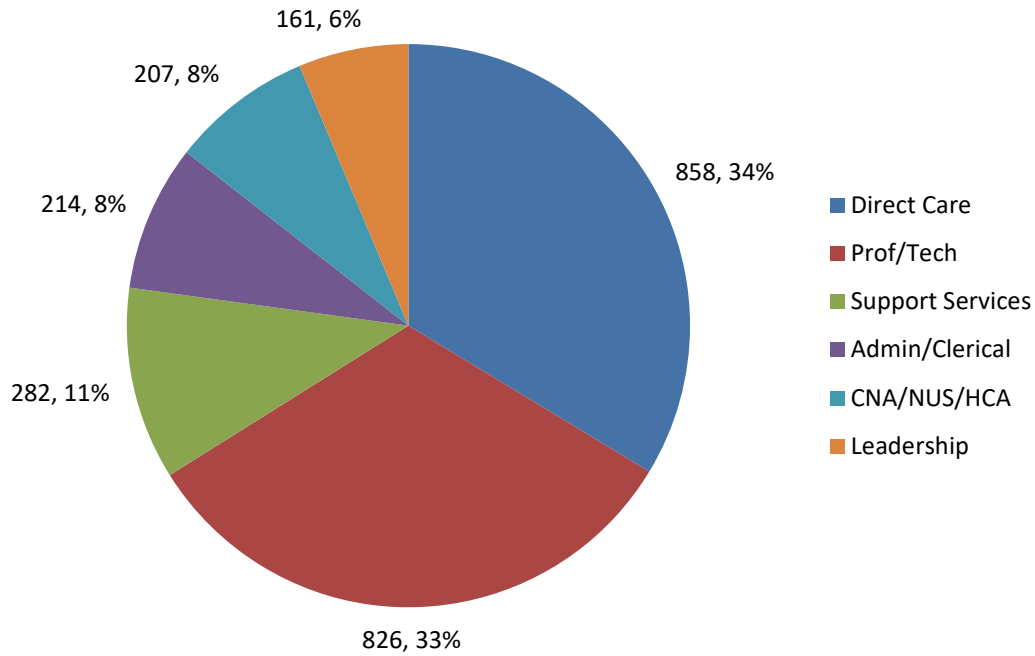
Average Time To Fill | Last 12 Months



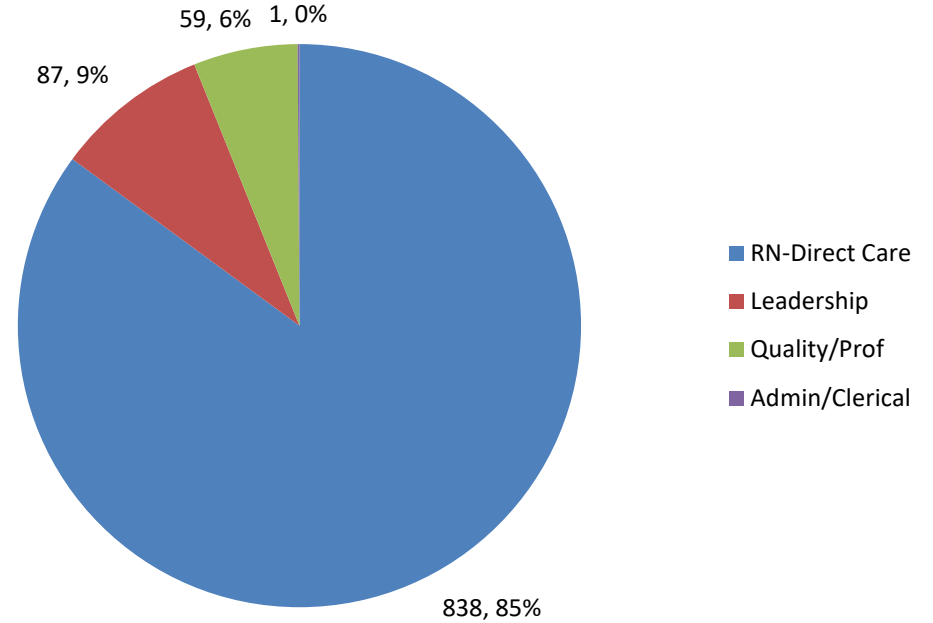


Positions Posted | 12 Months ending 12/31/2022

All Positions – 2,548



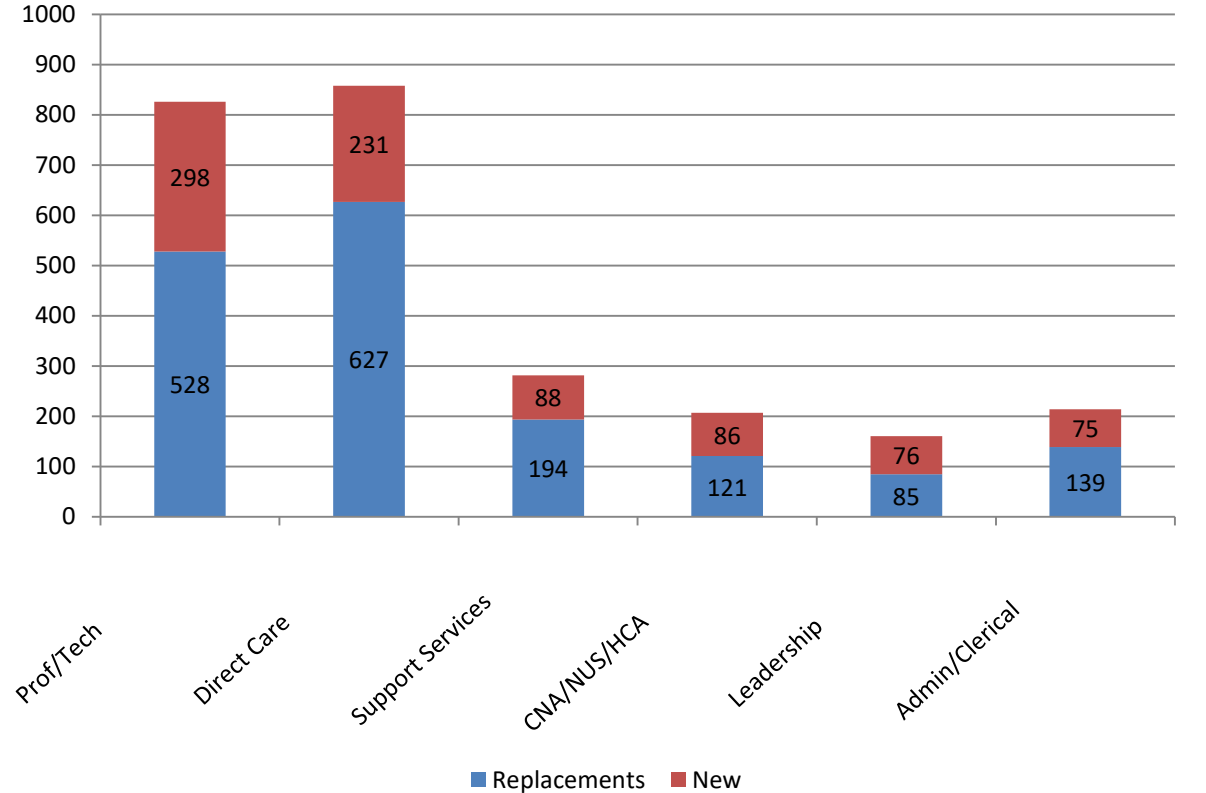
RN Positions - 985



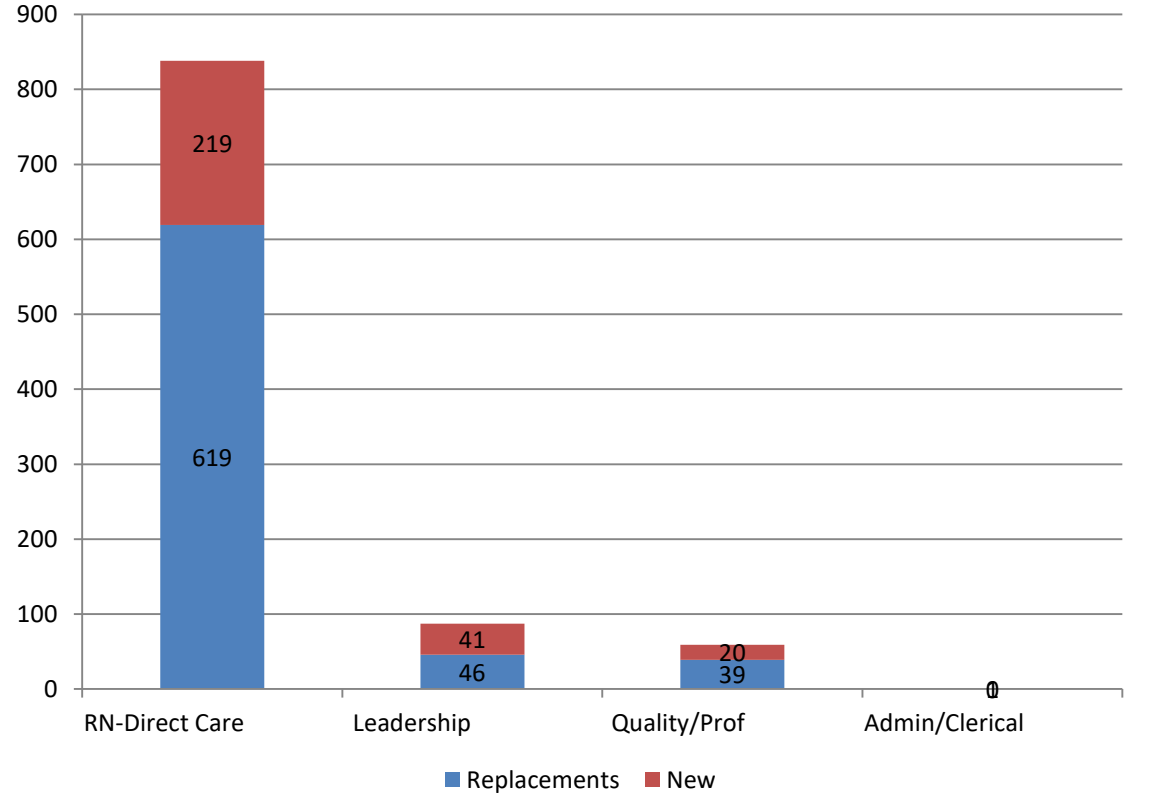


Positions Posted | 12 Months ending 12/31/2022

All Positions
1,694 Replacement 854 New

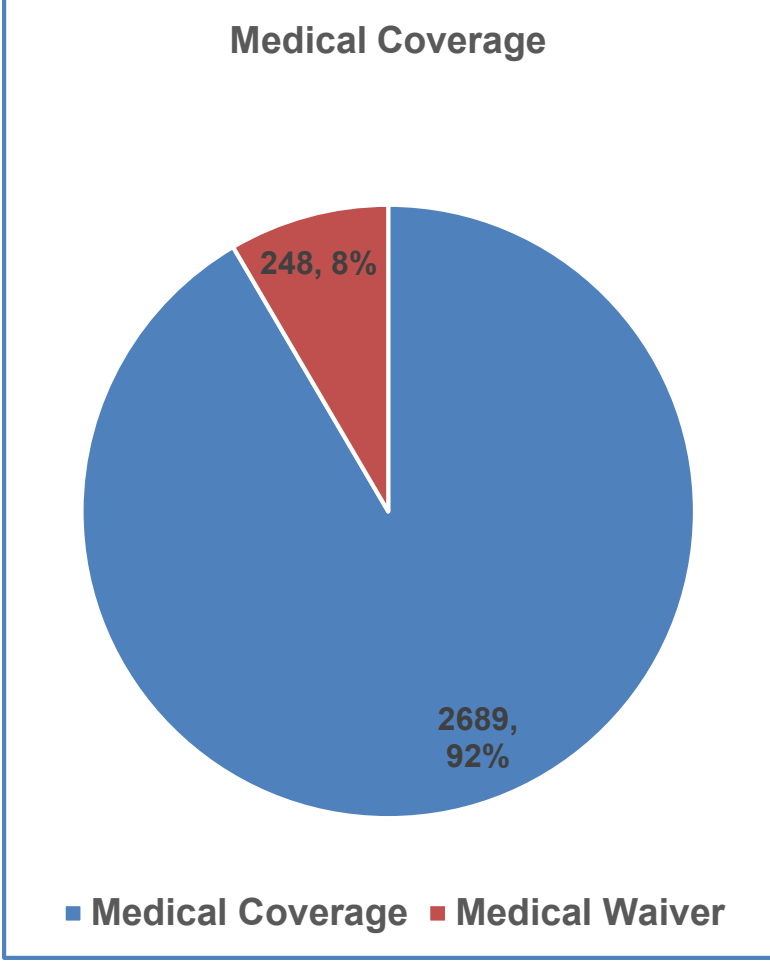
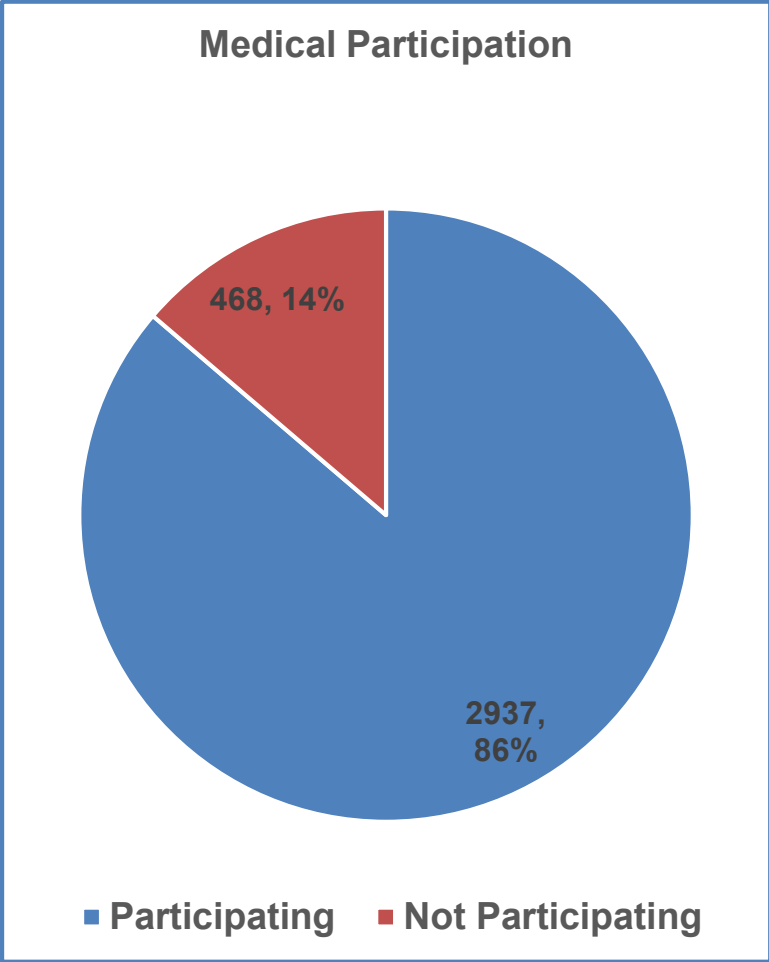
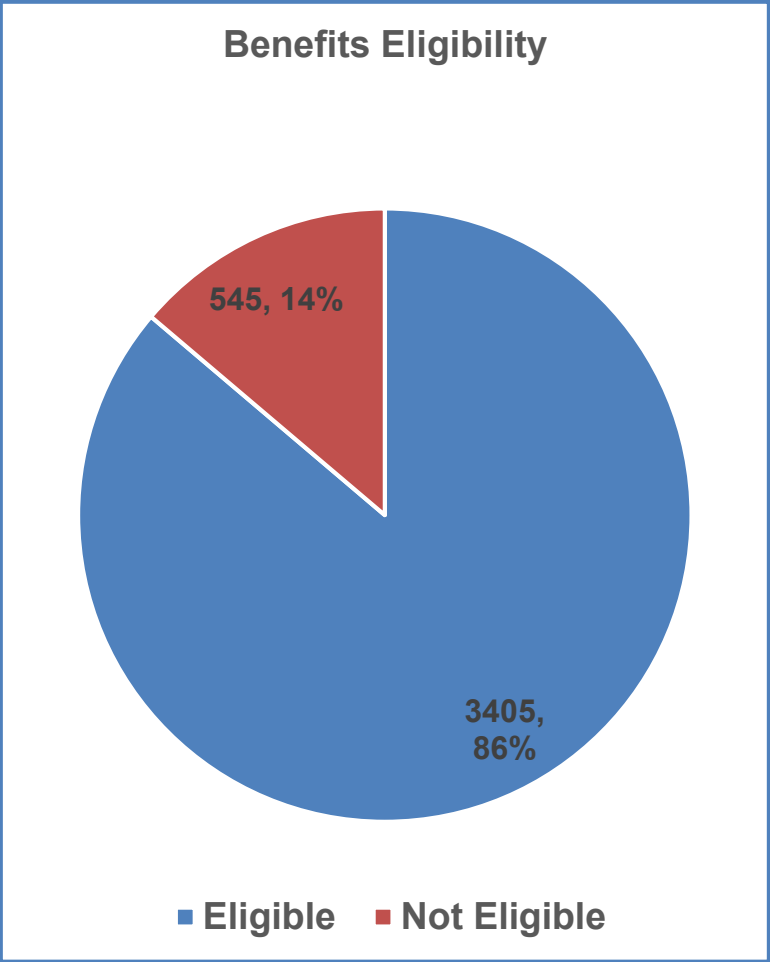


RN Positions
704 Replacement 281 New





Benefits | Participation in Medical Options

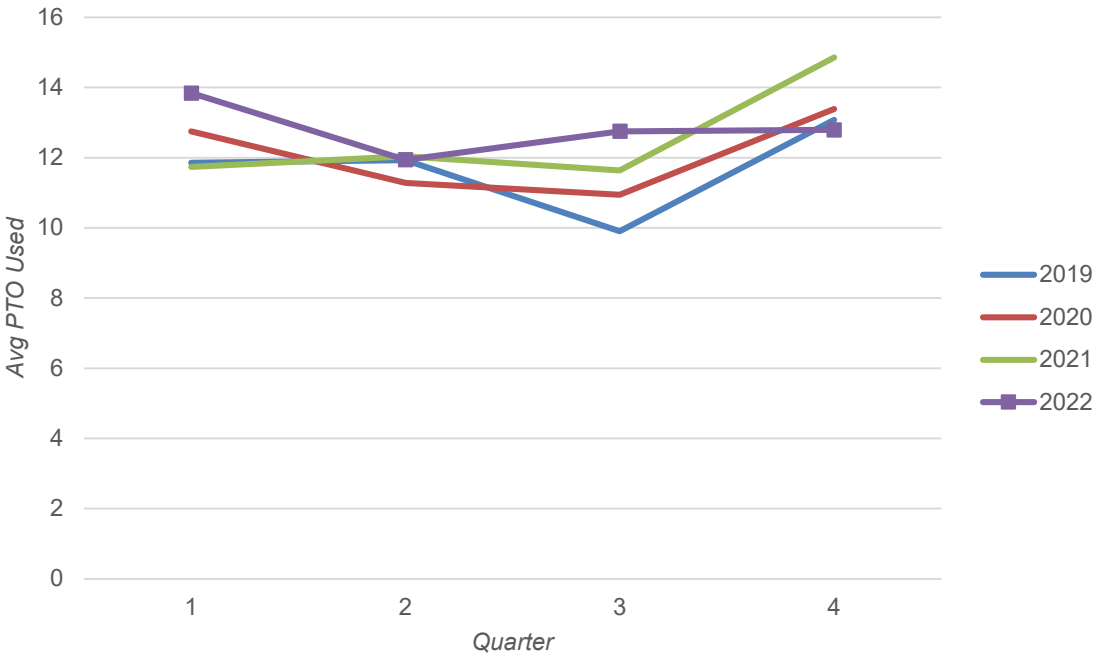


As of Oct. 31, 2022

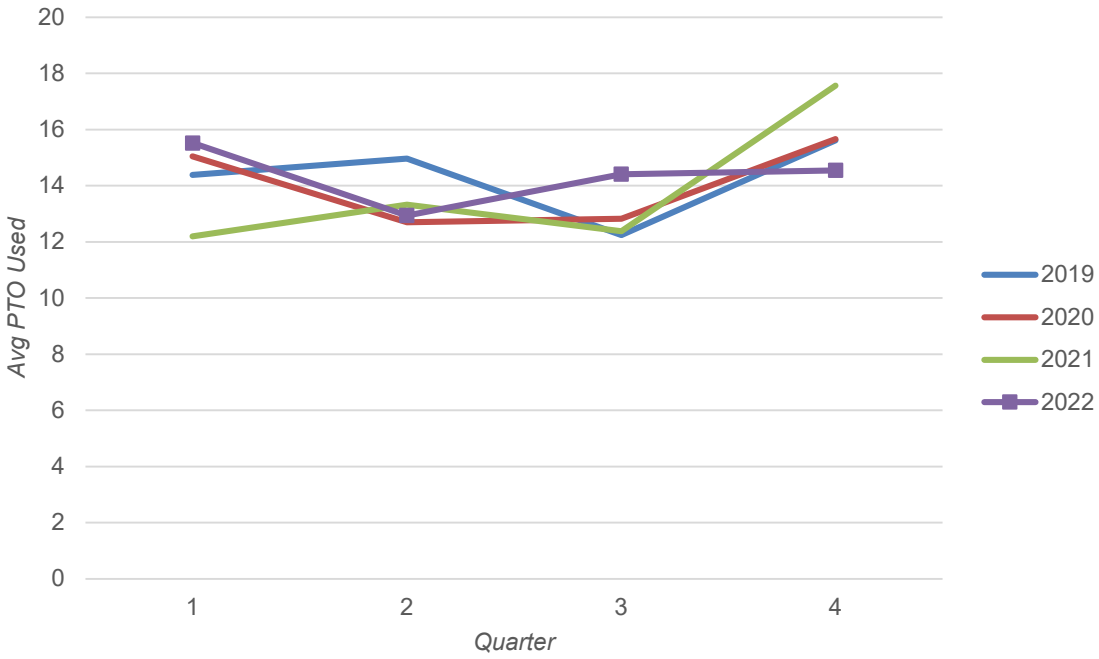


PTO Usage | Avg Hours per Employee

All Employees



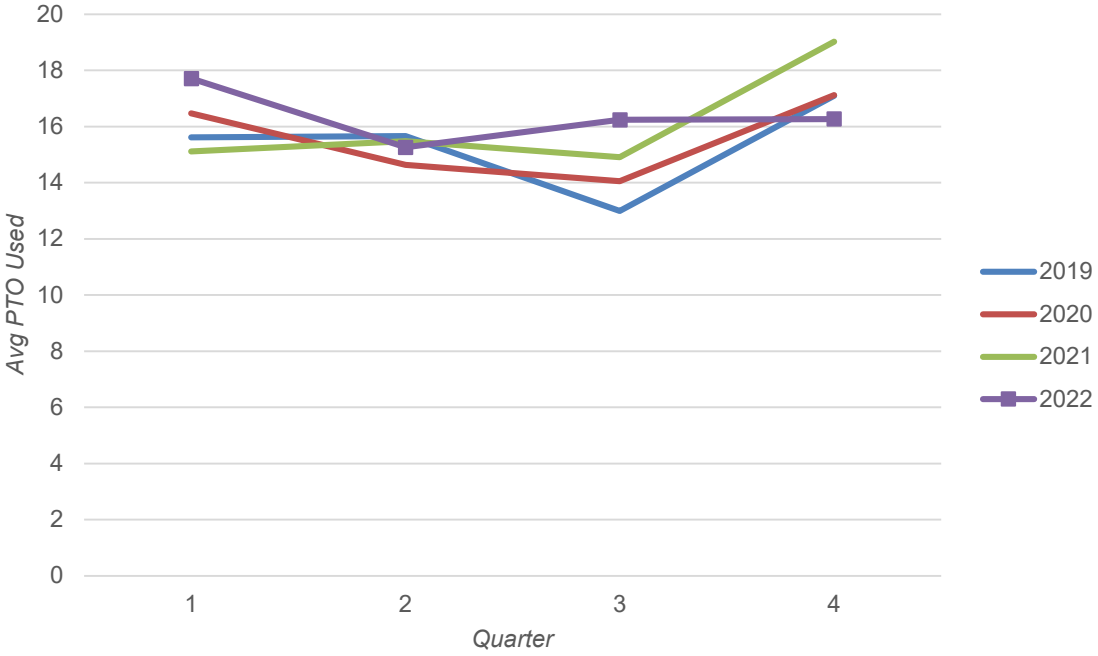
RN





PTO Usage | Avg Hours per FTE

All Employees



RN

