
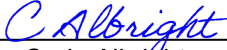


BOARD HUMAN RESOURCES COMMITTEE MEETING MINUTES – WEDNESDAY, MAY 10, 2023			
AGENDA ITEM	CONCLUSION/ACTION	FOLLOW UP / RESPONSIBLE PARTY	FINAL?
<ul style="list-style-type: none"> DISCUSSION 			
NOTICE OF MEETING			
<p><i>Notice of Meeting was posted at the Palomar Health Administrative Office; also posted with agenda packet on the Palomar Health website on Friday, May 5, 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, February 8, 2023	<p>MOTION: by Director Barry, 2nd by Director Pacheco and carried to approve the minutes from the Wednesday, February 8, 2023, Board Human Resources Committee Minutes as presented.</p> <p>Corrales - Aye Barry - Aye Pacheco - Aye</p> <p>Opposed: None</p>	N/A	Y
<ul style="list-style-type: none"> No discussion 			

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<ul style="list-style-type: none"> <i>DISCUSSION</i> 			
5. STANDING ITEM: HUMAN RESOURCES DEPARTMENT STAFF FEATURE			
<i>Julie Pursell, Human Resources Executive, presented an update on the departments benefits and compensation improvements. (Attached)</i>			
6. STANDING ITEM – HUMAN RESOURCES GENERAL UPDATE			
<i>Julie Pursell, Human Resources Executive, presented a general update of the Human Resources Department. (Attached)</i>			
10. STANDING ITEM: COMMITTEE MEMBER AGENDA SUGGESTIONS			
<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 4:09 p.m.</i>			

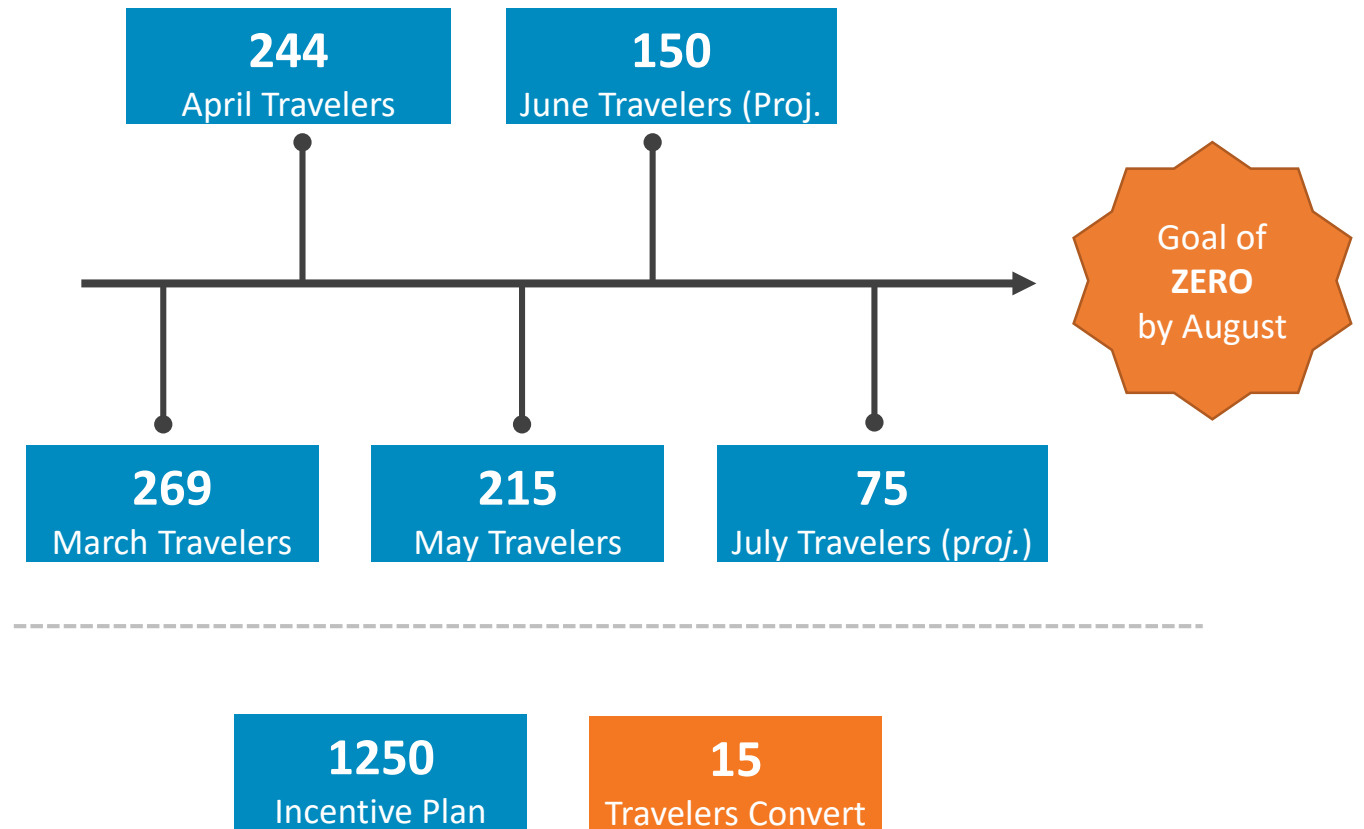
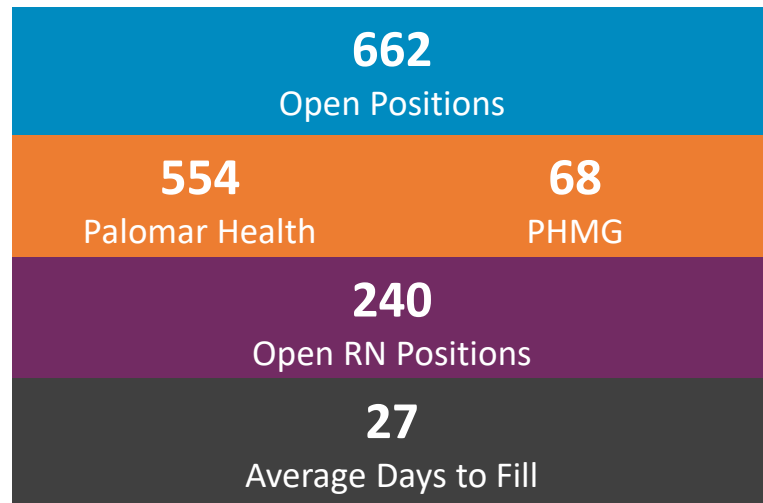
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AGENDA ITEM	CONCLUSION/ACTION	FOLLOW UP / RESPONSIBLE PARTY	FINAL?
<ul style="list-style-type: none"> <i>DISCUSSION</i> 			
<p>SIGNATURES:</p>	<p>COMMITTEE CHAIR</p>	 _____ Terry Corrales, RN	
	<p>COMMITTEE ADMIN</p>	 _____ Carla Albright	

Human Resources Report

Human Resources Leadership
May 10, 2023

Human Resources by the #'s (as of 4/30/23)



Benefits by the Numbers...

86%
Enrolled

Of those eligible 86% of EE's are enrolled in benefits.

90%
NH Electing Coverage

Seeing an increase in New Hires electing coverage.

90%
Cerner Transition

Trending for a 90% Participation for Cerner transition EEs.



Benefits

Successfully rolled out **200+ NOOM** memberships.

All benefited employees will become eligible to enroll in benefits the **1st of the month after** their hire date.

Sponsoring **3** community **softball** teams made up of PH Employees.

Beginning **renewal** discussions and strategies for January 1 Open Enrollment.

Re-imagining plan design to optimize utilization and cost. Goal of **2M** in savings for FY24.

Retirement Plan design review to allow employees to begin contributing **60 days** after hire. Employer contribution will remain to **match after 1 year** of employment.

Compensation

Successfully upgraded to *Payfactors* for comprehensive job description and compensation data.

Currently completing *Salarity* Compensation survey which will provide us access to the latest market data of all **Allied Health** systems in the Region.

Conducting **Job Description** process mapping exercise in May to document best practices and workflow to *optimize* job expectations and recruiting communication.

Completed **salary adjustments** for high-priority departments. Pharmacy, Villas (skilled nursing).

RN Incentive provides an average of **\$10 more** per hour for those participating. **Increased** EE **satisfaction** and **retention** after rollout.

General HR Updates

- Spirit Week: Employee Appreciation Gift, Food Celebrations, People of the Year Awards, FUN!
- Career Fair: Live updated as of 2:51pm – 35 offers
- Healthcare Worker Retention Bonus Payment (5/12)
- Employee Brand Boxes: Distributed 30 days post hire
- Enterprise office updates to showcase Palomar Health Mission, Vision, Values, History and reimagination
- Next Employee Engagement Pulse Survey (July, 2023)
- Labor Relations Update