

<b>BOARD HUMAN RESOURCES COMMITTEE MEETING MINUTES – WEDNESDAY, AUGUST 9, 2023</b>			
<b>AGENDA ITEM</b>	<b>CONCLUSION/ACTION</b>	<b>FOLLOW UP / RESPONSIBLE PARTY</b>	<b>FINAL?</b>
<ul style="list-style-type: none"> <li><b>DISCUSSION</b></li> </ul>			
<b>NOTICE OF MEETING</b>			
<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, August 4, 2023.</i></p>			
<b>1. CALL TO ORDER</b>			
<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 3:32 p.m. by Committee Chair Terry Corrales</i></p> <p><i>Vote of approval from Chair Terry Corrales and Director Laura Barry to allow Director Michael Pacheco to attend the meeting virtually. No other attendees are attending at Director Pacheco’s virtual location. Meeting then proceeded.</i></p>			
<b>2. ESTABLISHMENT OF QUORUM</b>			
<ul style="list-style-type: none"> <li><i>Quorum comprised of Directors Terry Corrales, Laura Barry and Michael Pacheco</i></li> <li><i>Excused Absences: None</i></li> </ul>			
<b>3. PUBLIC COMMENTS</b>			
<ul style="list-style-type: none"> <li><i>There were no public comments</i></li> </ul>			

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<b>4. FOLLOW-UP ITEMS, IF ANY</b>			
a. Minutes: Board Human Resources Committee Meeting – Wednesday, May 10, 2023	<p><b>MOTION:</b> by Director Barry, 2<sup>nd</sup> by Director Pacheco and carried to approve the minutes from the Wednesday, May 10, 2023, Board Human Resources Committee Minutes as presented.</p> <p>Roll call voting was utilized Corrales - Aye Barry - Aye Pacheco - Aye</p> <p>None opposed. Motion approved</p>	N/A	Y
<ul style="list-style-type: none"> <li><i>No discussion</i></li> </ul>			

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<ul style="list-style-type: none"> <li><i>DISCUSSION</i></li> </ul>			
<b>5. HRIS Update</b>			
<ul style="list-style-type: none"> <li><i>Julie Pursell, Human Resources Executive, presented an update on Human Resources Information Systems (HRIS).</i></li> </ul>			
<b>6. 2024 Benefits Renewal</b>			
<ul style="list-style-type: none"> <li><i>Julie Pursell, Human Resources Executive, presented an update on the upcoming benefits renewal for 2024.</i></li> </ul>			
<b>7. STANDING ITEM: Human Resources General Update</b>			
<ul style="list-style-type: none"> <li><i>Julie Pursell, Human Resources Executive, presented a general update regarding Human Resources. (Attached)</i></li> </ul>			

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<ul style="list-style-type: none"> <li><i>DISCUSSION</i></li> </ul>			
<p><b>6. STANDING ITEM: COMMITTEE MEMBER AGENDA SUGGESTIONS</b></p>			
<ul style="list-style-type: none"> <li><i>No discussion</i></li> </ul>			
<p><b>7. FINAL ADJOURNMENT</b></p>			
<p><i>There being no other business, Chair Terry Corrales adjourned the meeting at 4:22 p.m.</i></p>			
<p><b>SIGNATURES:</b></p>	<p style="text-align: center;"><b>COMMITTEE CHAIR</b></p> <div style="text-align: right;">   <hr style="width: 100%; border: 0.5px solid black;"/>           Terry Corrales, RN         </div>		
	<p style="text-align: center;"><b>COMMITTEE ADMIN</b></p> <div style="text-align: right;">   <hr style="width: 100%; border: 0.5px solid black;"/>           Carla Albright         </div>		

# Human Resources Report

Human Resources Leadership  
August 9, 2023

# Human Resources | By the *Numbers*

## ❑ Current Headcount:

- PH = **3813**
- PHMG = **744**

## ❑ Current Open Positions:

- PH = **418**
- PHMG = **81**

## ❑ Labor/Union:

- Grievances 2022 = 61
- Jan-July 2022 = 30
- Jan- July **2023 = 16**
- Grievances closed = **13**
- Grievances averted = **9**

## ❑ Current Open RN\* Positions:

- PH = **122**
- PHMG = **7**

## ❑ Total New Hires & Internal Transfers in last 90 Days:

- PH = **610**
- PHMG = **85**

## ❑ Current Open Tech Positions:

- PH = **90**
- PHMG = **13**

## ❑ Average Time to Fill:

- **55 days** or less
- Down from **120+ days** previously

\*RN Incentive provides an average of **\$10 more** per hour for those participating.

# 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.*

All benefited employees are eligible to enroll in benefits the **1<sup>st</sup> of the month after** their hire date.

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.



Employee Benefits

**Palomar Health**

- 3 Medical Plans
- Virtual Visit Options
- Health Savings Account
- Flexible Spending Account
- Dependent Care
- Dental Plan
- Vision Plan
- Retirement Savings
- Employee Assistance Program
- Company Paid Life (1x annual Base)
- Voluntary Life AD&D
- Disability
- Pre-paid Legal
- Accident
- Hospital
- Critical Illness
- Voluntary Life Insurance
- ID Theft
- Pet Insurance
- Travel Assistance
- Wellness Resources
- Employee Discounts

**PMHG**

- 3 Medical Plans
- Virtual Visit Options
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# Employee Benefits

## Palomar Health

### Medical Options

	Full-Time		
	HSA	EPO	PPO
Employee Only	\$0.00	\$31.68	\$86.47
Employee & SP or DP*	\$25.76	\$106.03	\$219.21
Employee & Child(ren)	\$21.50	\$88.45	\$195.49
Employee & Family*	\$37.39	\$153.93	\$309.43

### Dental

	Full-Time	
	PPO	
Employee Only	\$1.92	
Employee & SP or DP*	\$8.36	
Employee & Child(ren)	\$11.74	
Employee & Family*	\$19.79	

### Vision

	Full-Time	
	PPO	
Employee Only	\$0.15	
Employee & SP or DP*	\$0.78	
Employee & Child(ren)	\$0.71	
Employee & Family*	\$1.22	

## PHMG

### Medical Options

Plan	Low Premium HSA	EPO	PPO
Employee Only	\$0.00	\$68.34	\$118.85
Employee & SP or DP*	\$92.31	\$218.68	\$380.31
Employee & Child(ren)	\$75.00	\$177.67	\$364.14
Employee & Family*	\$138.46	\$328.02	\$594.23

### Dental Options

Plan	DHMO	PPO Low	PPO High
Employee Only	\$2.54	\$5.03	\$13.08
Employee & SP or DP*	\$6.09	\$15.09	\$27.16
Employee & Child(ren)	\$7.11	\$16.09	\$26.16
Employee & Family*	\$10.66	\$30.18	\$50.30

### Vision

Plan	PPO
Employee Only	\$4.02
Employee & SP or DP*	\$8.04
Employee & Child(ren)	\$6.81
Employee & Family*	\$11.23

# Benefits

- **Tiers of Cost, based on where you go:**
  - PH/PHMG Facility = lower cost
- **Health Savings Account Company Contribution:**
  - PH: **\$600/\$1000** (Employee/Family)
  - PHMG: **\$1500/3000** (Employee/Family)
- **Company Paid Life Insurance**
  - PH & PHMG: **1x** Employee Base Salary
- **Employee Discounts**
  - All located on the Intranet: Automotive, Childcare, Electronics, Health/Beauty, Restaurants. Travel, Cellular, Entertainment, Fitness, Shopping, Vision Care and more!
- **Retirement-Invest in YOU!**
  - PH = Money Purchase Pension, **fully vested after 5 years.**
  - PH = 457 Deferred Comp/Roth Match Plan, up to **6% Company match**
  - PHMG = 401k Plan with a Company match up to
- **Enrollments:**
  - PH & PHMG = Majority in **EPO Plan.**
  - Would like to see a switch to HSA Plan and more utilization of the domestic network

# General HR Updates

- On The Boardwalk
  - ✓ **700** Employees having a blast.
- SeaWorld Days!
  - ✓ **8000** in attendance
- Workday here we come!
  - ✓ ***Go live in October of 2024***
- New Hire Orientation
  - ✓ ***Back in person!!!***