



AGENDA

**HUMAN RESOURCES COMMITTEE
A COMMITTEE OF THE BOARD OF DIRECTORS**

**REGULAR MEETING
Wednesday, September 18, 2024
9:00 AM
Administration
600 N. Highland Springs Avenue, Banning, CA 92220**

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Administration Office at (951) 769-2101. **Notification 48 hours prior to the meeting** will enable the Hospital to make reasonable arrangement to ensure accessibility to this meeting. [28 CFR 35.02-35.104 ADA Title II].

TAB

I. Call to Order S. Rutledge

II. Public Comment

A five-minute limitation shall apply to each member of the public who wishes to address the Human Resources Committee of the Hospital Board of Directors on any matter under the subject jurisdiction of the Committee. A thirty-minute time limit is placed on this section. No member of the public shall be permitted to “share” his/her five minutes with any other member of the public. (Usually, any items received under this heading are referred to staff for future study, research, completion and/or future Committee Action.) (PLEASE STATE YOUR NAME AND ADDRESS FOR THE RECORD.)

On behalf of the San Gorgonio Memorial Hospital Board of Directors, we want you to know that the Board/Committee acknowledges the comments or concerns that you direct to this Committee. While the Board/Committee may wish to occasionally respond immediately to questions or comments if appropriate, they often will instruct the CEO, or other Administrative Executive personnel, to do further research and report back to the Board/Committee prior to responding to any issues raised. If you have specific questions, you will receive a response either at the meeting or shortly thereafter. The Board/Committee wants to ensure that it is fully informed before responding, and so if your questions are not addressed during the meeting, this does not indicate a lack of interest on the Board/Committee’s part; a response will be forthcoming.

OLD BUSINESS

III. ***Proposed Action - Approve Minutes** S. Rutledge
 • July 17, 2024, Regular Meeting A

NEW BUSINESS

IV. A. Employment Activity/Turnover Reports A. Karam B

1. Employee Activity by Job Class/Turnover Report (07/01/2024 – 08/31/2024)
2. Separation Reason Analysis – All Associates (07/01/2024 – 08/31/2024)
3. Separation Reason Analysis – Full and Part Time Associates (07/01/2024 – 08/31/2024)
4. Separation Reason Analysis – Per Diem Associates (07/01/2024 – 08/31/2024)
5. FTE Vacancy Summary (07/01/2024 – 08/31/2024)
6. RN Vacancy Summary (07/01/2024 – 08/31/2024)

- B. Workers Compensation report (08/01/2024 – 08/31/2024) C

- V. * **Proposed Action – Recommend Approval to Hospital Board** A. Karam D
 - **2024 Associates Health Plan Benefits**
 - **ROLL CALL**

- VI. * **Proposed Action – Recommend approval to Hospital Board** A. Karam E
 - of Associate Holiday Gift Cards**
 - **ROLL CALL**

- VII. Education A. Karam F
 - Reclaiming the Power of Hope

- VIII. Future Agenda Items S. Rutledge

- IX. Next Meeting: January 15, 2025 @ 9:00am

- X. Adjourn S. Rutledge

*** Requires Action**

In accordance with The Brown Act, Section 54957.5, all public records relating to an agenda item on this agenda are available for public inspection at the time the document is distributed to all, or a majority of all, members of the Committee. Such records shall be available at the Hospital office located at 600 N. Highland Springs Avenue, Banning, CA 92220 during regular business hours, Monday through Friday, 8:00 am - 4:30 pm.

Certification of Posting

I certify that on September 13, 2024, I posted a copy of the foregoing agenda near the regular meeting place of the Board of Directors of San Gorgonio Memorial Hospital Human Resources Committee, and on the San Gorgonio Memorial Hospital website, said time being at least 72 hours in advance of the regular meeting of the Human Resources Committee (*Government Code Section 54954.2*).

Executed at Banning, California, on September 13, 2024



Ariel Whitley, Executive Assistant

TAB A

REGULAR MEETING OF THE
SAN GORGONIO MEMORIAL HOSPITAL
BOARD OF DIRECTORS

HUMAN RESOURCES COMMITTEE
July 17, 2024

The regular meeting of the San Gorgonio Memorial Hospital Board of Directors Human Resources Committee was held on Wednesday, July 17, 2024, in Classroom A, 600 N. Highland Springs Avenue, Banning, California.

Members Present: Susan DiBiasi, Perry Goldstein, Ron Rader, Steve Rutledge (C)

Excused Absence: None

Staff Present: Steve Barron (CEO), Angela Brady (CNE), Annah Karam (CHRO), Ariel Whitley (Executive Assistant), John Peleuses (VP, Ancillary and Support Services), Dan Heckathorne (CFO)

AGENDA ITEM	DISCUSSION	ACTION / FOLLOW-UP
Call To Order	Susan DiBiasi called the meeting to order at 9:03 am.	
Public Comment	No public was present.	
OLD BUSINESS		
Proposed Action - Approve Minutes: April 17, 2024, Regular Meeting	Susan DiBiasi asked for any changes or corrections to the minutes of the April 17, 2024, regular meeting. There were none.	The minutes of the April 17, 2024, Regular Meeting were reviewed and will stand as presented.
NEW BUSINESS		
Reports		
A. Employment Activity/Turnover Reports		
1. Employee Activity by Job Class/Turnover Report (04/01/2024)	Annah Karam, Chief Human Resources Officer, reviewed the report "Employee Activity by Job Class/Turnover Report" for the period of 04/01/2024 through 06/30/2024 as included in the Committee packet.	

AGENDA ITEM	DISCUSSION	ACTION / FOLLOW-UP
<p>through 06/30/2024)</p>		
<p>2. Separation Reasons Analysis All Associates (04/01/2024 through 06/30/2024)</p>	<p>Annah reviewed the “Separation Reason Analysis for All Associates” for the period of 04/01/2024 through 06/30/2024 as included in the Committee packet.</p> <p>For this period, there were 31 Voluntary Separations and 8 Involuntary Separations for a total of 39.</p>	
<p>3. Separation Reason Analysis Full and Part Time Associates (04/01/2024 through 06/30/2024)</p>	<p>Annah reviewed the “Separation Reason Analysis for Full and Part Time Associates” for the period of 04/01/2024 through 06/30/2024 as included in the Committee packet.</p> <p>For this period, there were 24 Voluntary Separations and 7 Involuntary Separations for a total of 31.</p>	
<p>4. Separation Reason Analysis Per Diem Associates (04/01/2024 through 06/30/2024)</p>	<p>Annah reviewed the “Separation Reason Analysis for Per Diem Associates” for the period of 04/01/2024 through 06/30/2024 as included in the Committee packet.</p> <p>For this period, there were 7 Voluntary Separations and 1 Involuntary Separations for a total of 8.</p>	
<p>5. FTE Vacancy Summary (04/01/2024 through 06/30/2024)</p>	<p>Annah reviewed the “FTE Vacancy Summary” for the period of 04/01/2024 through 06/30/2024 as included in the Committee packet.</p> <p>Annah reported that the Facility Wide vacancy rate as of 06/30/2024 was 14.67%.</p>	
<p>6. RN Vacancy Summary (04/01/2024 through 06/30/2024)</p>	<p>Annah reviewed the “RN Vacancy Summary” for the period of 04/01/2024 through 06/30/2024 as included in the Committee packet.</p> <p>Annah reported that the Overall All RN Vacancy rate as of 06/30/2024 was 15.64%.</p>	

AGENDA ITEM	DISCUSSION	ACTION / FOLLOW-UP
B. Workers Compensation Report		
Workers Compensation Report (04/01/2024 through 06/30/2024)	Annah reviewed the Workers Compensation Reports covering the period of 06/01/2024 through 06/30/2024 as included in the Committee packet.	
Education	Annah reviewed each education article as included in the committee packets: <ul style="list-style-type: none"> • California Equal Pay Act • The Point of Mindfulness • Practice Mindfulness with eM Life 	
Future Agenda items	None.	
Next regular meeting	The next regular Human Resources Committee meeting is scheduled for September 18, 2024, @ 9 am.	
Adjournment	The meeting was adjourned at 9:31 am.	

In accordance with The Brown Act, *Section 54957.5*, all reports and handouts discussed during this Open Session meeting are public records and are available for public inspection. These reports and/or handouts are available for review at the Hospital Administration office located at 600 N. Highland Springs Avenue, Banning, CA 92220 during regular business hours, Monday through Friday, 8:00 am - 4:30 pm.

Minutes respectfully submitted by Ariel Whitley, Executive Assistant

TAB B

EMPLOYEE ACTIVITY BY JOB CLASS / TURN OVER REPORT

07/01/2024 THROUGH 08/31/2024

JOB CLASS/FAMILY	CURRENT	2023	YTD	CURRENT	2023	YTD	ACTIVE	LOA	CURRENT	ANNUALIZED	
	NEW HIRES	NEW HIRES	NEW HIRES	SEPARATIONS	SEPARATIONS	TERMS	ASSOCIATE	ASSOCIATE	TURNOVER	TURNOVER	
	07/01/2024 THROUGH 08/31/2024		01/01/2024 THROUGH 08/31/2024	07/01/2024 THROUGH 08/31/2024		01/01/2024 THROUGH 08/31/2024	AS OF 08/31/2024	AS OF 08/31/2024	AS OF 08/31/2024		
ADMIN/CLERICAL	0	9	5	1	11	10	77	3	1.30%	12.99%	1
ANCILLARY	3	24	16	3	17	19	79	1	3.80%	24.05%	2
CLS	0	5	0	0	4	1	4	0	0.00%	25.00%	3
DIRECTORS/MGRS	0	3	0	0	6	3	32	0	0.00%	9.38%	4
LVN	2	2	2	0	2	3	18	0	0.00%	16.67%	5
OTHER NURSING	5	27	13	4	31	11	55	1	7.27%	20.00%	6
PT	0	5	0	0	2	1	8	0	0.00%	12.50%	7
RAD TECH	2	5	3	0	6	3	29	2	0.00%	10.34%	8
RN	9	54	34	11	64	30	140	7	7.86%	21.43%	9
RT	0	3	2	0	3	1	21	2	0.00%	4.76%	10
SUPPORT SERVICES	6	59	28	7	51	23	107	4	6.54%	21.50%	11
FACILITY TOTAL	27	196	103	26	197	105	570	20	4.56%	18.42%	12
<i>Full Time</i>	18	115	59	9	104	52	398	15	2.26%	13.07%	13
<i>Part Time</i>	2	22	13	4	20	16	59	2	6.78%	27.12%	14
<i>Per Diem</i>	7	59	31	13	73	37	113	3	11.50%	32.74%	15
TOTAL	27	196	103	26	197	105	570	20	4.56%		16

Current Turnover: J22
Annualized Turnover: K22

Southern California Hospital Association (HASC) Benchmark:
 Turnover for all Associates = 2.90%
 Turnover for all RNs = 3.30%
 TOTAL ASSOCIATES ON PAYROLL = 590

Southern California Hospital Association (HASC) Benchmark:
 Turnover for all PER DIEM Associates = 8.90%
 Turnover for all PER DIEM RNs = 7.10%

SEPARATION ANALYSIS
ALL ASSOCIATES
07/01/2024 THROUGH 08/31/2024

REASON	Current Qtr % by Category	Length Of Service						Total Separations
		Less than 90 days	90 days - 1 year	1-2 years	3-5 years	6-10 years	10+ years	
Voluntary Separations								
Full-Time	30.8%	2	1	5	0	0	0	8
Part-Time	7.7%	0	1	0	1	0	0	2
Per Diem	42.3%	5	1	3	2	0	0	11
Subtotal, Voluntary Separations	80.8%	7	3	8	3	0	0	21
Involuntary Separations								
Full-Time	3.8%	1	0	0	0	0	0	1
Part-Time	7.7%	1	0	1	0	0	0	2
Per Diem	7.7%	1	0	0	0	1	0	2
Subtotal, Involuntary Separation	19.2%	3	0	1	0	1	0	5
Total Separations	100.0%	10	3	9	3	1	0	26

DEPARTMENTS	1-LT 90 DAYS	2-90 TO 1 YR	3-1YR TO 2.9YRS	4-3 TO 5 YRS	5-6 TO 10 YRS	Grand Total
Involuntary	3		1		1	5
BHC			1			1
ED					1	1
Security	3					3
Voluntary	7	3	8	3		21
Case Management				1		1
Echo			1			1
ED	1	1	1			3
ICU			1			1
MS	1		1	1		3
OB	1	1	1			3

OR			1			1
PACU	1		1			2
Pharmacy	2					2
PICC				1		1
Registration			1			1
Security	1	1				2
Grand Total	10	3	9	3	1	26

FULL AND PART TIME ASSOCIATES
07/01/2024 THROUGH 08/31/2024

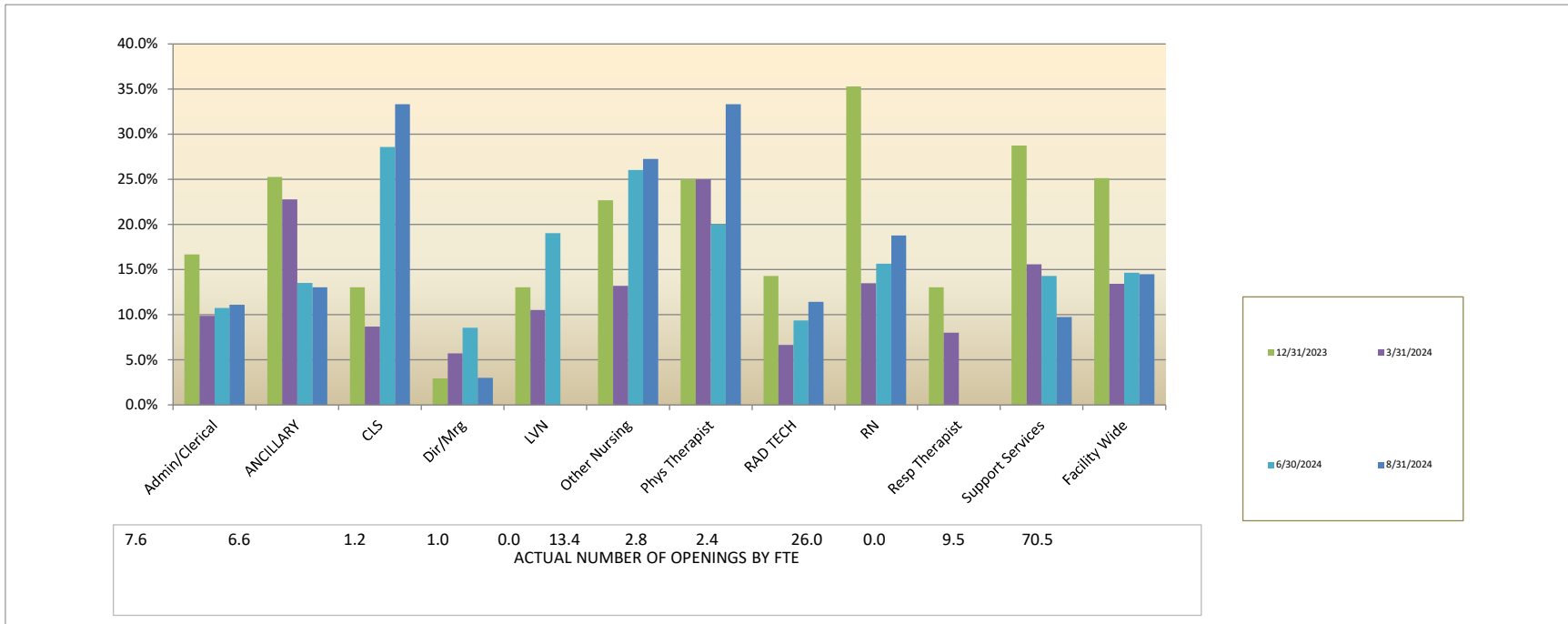
REASON	Current Qtr % by Category	Length Of Service						Total Separations
		Less than 90 days	90 days - 1 year	1-2 years	3-5 years	6-10 years	10+ years	
Voluntary Separations								
Did not Return from LOA	0.0%							0
Employee Death	0.0%							0
Family/Personal Reasons	7.7%				1			1
Job Abandonment	7.7%			1				1
Job Dissatisfaction	0.0%							0
Medical Reasons	0.0%							0
New Job Opportunity	61.5%	2	2	4				8
Not Available to Work	0.0%							0
Pay	0.0%							0
Relocation	0.0%							0
Retirement	0.0%							0
Return to School	0.0%							0
Unknown	0.0%							0
Subtotal, Voluntary Separations	76.9%	2	2	5	1	0	0	10
Involuntary Separations								
Attendance/Tardiness	0.0%							0
Conduct	7.7%			1				1
Death	0.0%							0
Expired Credentials	0.0%							0
Didn't meet scheduling needs	0.0%							0
Poor Performance	15.4%	2						2
Position Eliminations	0.0%							0
Temporary Position	0.0%							0
Subtotal, Involuntary Separations	23.1%	2	0	1	0	0	0	3
Total Separations	100.0%	4	2	6	1	0	0	13

Separation Reason Analysis
Per Diem Associates Only
07/01/2024 THROUGH 08/31/2024

REASON	Current Qtr % by Category	Length Of Service						Total Separations
		Less than 90 days	90 days - 1 year	1-2 years	3-5 years	6-10 years	10+ years	
Voluntary Separations								
Did not Return from LOA	0.0%							0
Employee Death	0.0%							0
Family/Personal Reasons	7.7%			1				1
Job Abandonment	7.7%	1						1
Job Dissatisfaction	0.0%							0
Medical Reasons	0.0%							0
New Job Opportunity	61.5%	3	1	2	2			8
Not Available to Work	7.7%	1						1
Pay	0.0%							0
Relocation	0.0%							0
Retirement	0.0%							0
Return to School	0.0%							0
Unknown	0.0%							0
Subtotal, Voluntary Separations	84.6%	5	1	3	2	0	0	11
Involuntary Separations								
Attendance/Tardiness	0.0%							0
Conduct	7.7%					1		1
Didn't meet certification deadline	0.0%							0
Didn't meet scheduling needs	0.0%							0
Poor Performance	7.7%	1						1
Position Eliminations	0.0%							0
Temporary Position	0.0%							0
Subtotal, Involuntary Separations	15.4%	1	0	0	0	1	0	2
Total Separations	100.0%	6	1	3	2	1	0	13

FTE Vacancy Summary: 07/01/2024 THROUGH 08/31/2024

	<u>Admin/Clerical</u>	<u>ANCILLARY</u>	<u>CLS</u>	<u>Dir/Mrg</u>	<u>LVN</u>	<u>Other Nursing</u>	<u>Phys Therapist</u>	<u>RAD TECH</u>	<u>RN</u>	<u>Resp Therapist</u>	<u>Support Services</u>	<u>Facility Wide</u>
12/31/2023	16.67%	25.27%	13.04%	2.94%	13.04%	22.68%	25.00%	14.29%	35.29%	13.04%	28.75%	25.13%
3/31/2024	9.89%	22.78%	8.70%	5.71%	10.53%	13.19%	25.00%	6.67%	13.48%	8.00%	15.60%	13.44%
6/30/2024	10.75%	13.54%	28.57%	8.57%	19.05%	26.03%	20.00%	9.38%	15.64%	0.00%	14.29%	14.67%
8/31/2024	11.11%	13.04%	33.33%	3.03%	0.00%	27.27%	33.33%	11.43%	18.78%	0.00%	9.76%	14.49%

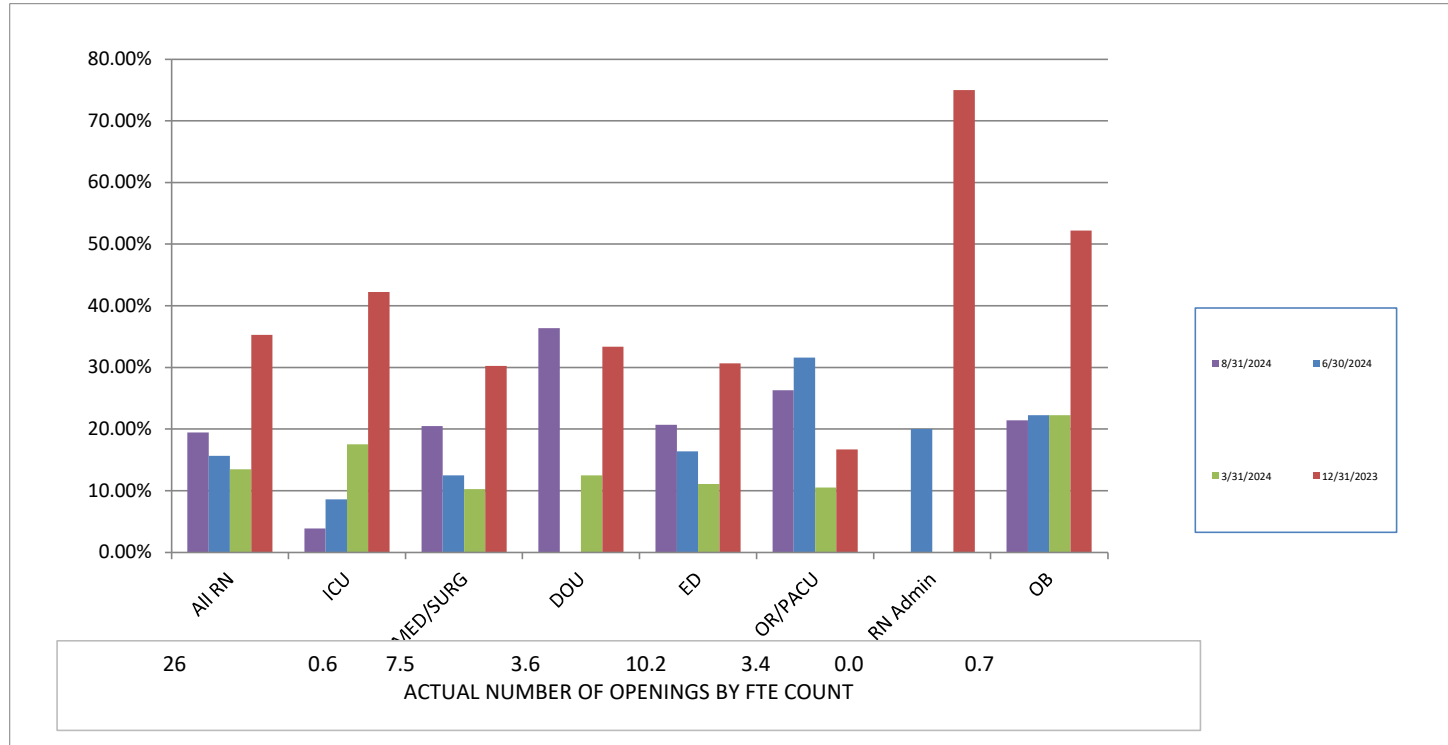


RN FTE Vacancy Summary: 07/01/2024 THROUGH 08/31/2024

VACANCY RATE = Number of openings/(total staff + openings)

	8/31/2024	6/30/2024	3/31/2024	12/31/2023		OPEN POSITIONS	TOTAL STAFF	VACANCY RATE
All RN	19.43%	15.64%	13.48%	35.29%	All RN	34	141	19.43%
ICU	3.85%	8.57%	17.50%	42.22%	ICU	1	25	3.85%
MED/SURG	20.45%	12.50%	10.26%	30.23%	Med Surg	9	35	20.45%
DOU	36.36%	0.00%	12.50%	33.33%	DOU	4	7	36.36%
ED	20.69%	16.36%	11.11%	30.65%	ED	12	46	20.69%
OR/PACU	26.32%	31.58%	10.53%	16.67%	OR/PACU	5	14	26.32%
RN Admin	0.00%	20.00%	0.00%	75.00%	RN Adm.	0	3	0.00%
OB	21.43%	22.22%	22.22%	52.17%	OB	3	11	21.43%

FTE
26
0.6
7.5
3.6
10.2
3.4
0
0.7



TAB C



DASHBOARD REPORT

Fiscal Year Basis: July

San Gorgonio Memorial Hospital

Data as of 8/31/2024

Reporting Period 8/1/2024 - 8/31/2024

SUMMARY DATA

Values						
FiscalYear	ValuationDate	Total Paid	Total Reserves	Total Incurred	Count	Open Count
2015-2016	2024-08-31	845,278	148,060	993,338	40	3
2016-2017	2024-08-31	205,546	-	205,546	27	-
2017-2018	2024-08-31	72,312	-	72,312	18	-
2018-2019	2024-08-31	87,976	48,320	136,297	15	1
2019-2020	2024-08-31	68,021	-	68,021	15	-
2020-2021	2024-08-31	407,865	226,751	634,615	22	3
2021-2022	2024-08-31	111,243	65,340	176,584	18	2
2022-2023	2024-08-31	173,017	124,852	297,869	13	3
2023-2024	2024-08-31	333,676	243,831	577,508	28	9
2024-2025	2024-08-31	7,082	22,902	29,984	5	4
Grand Total		2,312,017	880,057	3,192,073	201	25

DASHBOARD REPORT

Fiscal Year Basis: July

San Gorgonio Memorial Hospital

Data as of 8/31/2024

Reporting Period 8/1/2024 - 8/31/2024

TOP TEN CLAIMS

Claim Number	Claimant	Department	Cause	DOI	Status	Total Paid	Total Reserves	Total Incurred
20805905		Surgical Services	Fall, Slip or Trip Injury	2020-08-04	Open	270,264	101,665	371,928
16000811		Environmental Services	Fall, Slip or Trip Injury	2016-05-31	Open	173,385	47,840	221,225
16000026		Obstetrics	Fall, Slip or Trip Injury	2016-01-05	Open	138,013	62,541	200,553
23001495		Laboratory	Fall, Slip or Trip Injury	2023-07-11	Open	138,040	6,897	144,937
21000657		Environmental Services	Fall, Slip or Trip Injury	2021-03-16	Re-Open	45,256	79,404	124,661
22002677		Medical Surgical	Strain or Injury By	2022-11-20	Open	61,030	38,278	99,308
16001005		Medical Surgical	Burn or Scald - Heat or Cold Exposures -	2016-07-21	Closed	98,814	-	98,814
23001964		Obstetrics	Fall, Slip or Trip Injury	2023-09-03	Open	61,049	35,022	96,071
16000233		Environmental Services	Strain or Injury By	2016-02-20	Closed	93,934	-	93,934
16000357		Medical Surgical	Struck or Injured By	2016-03-16	Closed	82,643	-	82,643

FREQUENCY BY DEPARTMENT

Department	Claim Count	% of Claims	Total Incurred	% of Total Incurred
Medical Surgical	39	19.40%	752,096	23.56%
Environmental Services	36	17.91%	754,901	23.65%
Emergency Department	27	13.43%	137,060	4.29%
Dietary	20	9.95%	21,506	0.67%
Laboratory	10	4.98%	221,028	6.92%
Intensive Care Unit (ICU)	8	3.98%	59,995	1.88%
Surgical Services	8	3.98%	412,813	12.93%
Medical Staff	6	2.99%	64,218	2.01%
Obstetrics	6	2.99%	353,923	11.09%
Nursing Administration	5	2.49%	135,145	4.23%

SEVERITY BY DEPARTMENT

Department	Claim Count	% of Claims	Total Incurred	% of Total Incurred
Environmental Services	36	17.91%	754,901	23.65%
Medical Surgical	39	19.40%	752,096	23.56%
Surgical Services	8	3.98%	412,813	12.93%
Obstetrics	6	2.99%	353,923	11.09%
Laboratory	10	4.98%	221,028	6.92%
Emergency Department	27	13.43%	137,060	4.29%
Nursing Administration	5	2.49%	135,145	4.23%
CT/Echotechnology	2	1.00%	64,766	2.03%
Medical Staff	6	2.99%	64,218	2.01%
Intensive Care Unit (ICU)	8	3.98%	59,995	1.88%

FREQUENCY BY CAUSE

Cause	Claim Count	% of Claims	Total Incurred	% of Total Incurred
Strain or Injury By	66	32.84%	798,933	25.03%
Fall, Slip or Trip Injury	33	16.42%	1,676,252	52.51%
Struck or Injured By	24	11.94%	194,600	6.10%
Burn or Scald - Heat or Cold Exposures - Contact	21	10.45%	131,744	4.13%
Cut, Puncture, Scrape Injured by	18	8.96%	76,887	2.41%
Exposure	13	6.47%	62,327	1.95%
Caught In, Under or Between	12	5.97%	9,997	0.31%
Miscellaneous Causes	9	4.48%	163,233	5.11%
Striking Against or Stepping on	3	1.49%	46,967	1.47%
Motor Vehicle	2	1.00%	31,133	0.98%

SEVERITY BY CAUSE

Cause	Claim Count	% of Claims	Total Incurred	% of Total Incurred
Fall, Slip or Trip Injury	33	16.42%	1,676,252	52.51%
Strain or Injury By	66	32.84%	798,933	25.03%
Struck or Injured By	24	11.94%	194,600	6.10%
Miscellaneous Causes	9	4.48%	163,233	5.11%
Burn or Scald - Heat or Cold Exposure	21	10.45%	131,744	4.13%
Cut, Puncture, Scrape Injured by	18	8.96%	76,887	2.41%
Exposure	13	6.47%	62,327	1.95%
Striking Against or Stepping on	3	1.49%	46,967	1.47%
Motor Vehicle	2	1.00%	31,133	0.98%
Caught In, Under or Between	12	5.97%	9,997	0.31%

Open Claims

San Geronio Memorial Hospital

Fiscal Year Basis: July

Data as of 8/31/2024

Reporting Period 8/1/2024 - 8/31/2024

							Values				
Loss Date	Claim #	Status	Claimant Name	ClaimantTypeDesc	InjuryCauseGroup	Litigated (1=	Count	Paid	Outstanding	Incurred	Lost Time
2015-08-20	15001161	Re-Open		Future Medical	Strain or Injury By	0	1	27,087	37,679	64,766	0
2016-01-05	16000026	Open		Future Medical	Fall, Slip or Trip Inju	1	1	138,013	62,541	200,553	749
2016-05-31	16000811	Open		Future Medical	Fall, Slip or Trip Inju	1	1	173,385	47,840	221,225	730
2019-02-11	19000235	Open		Future Medical	Fall, Slip or Trip Inju	0	1	25,836	48,320	74,157	0
2020-08-04	20805905	Open		Indemnity	Fall, Slip or Trip Inju	1	1	270,264	101,665	371,928	728
2021-03-16	21000657	Re-Open		Indemnity	Fall, Slip or Trip Inju	1	1	45,256	79,404	124,661	201
2021-04-30	21001003	Open		Indemnity	Strain or Injury By	0	1	1,439	45,682	47,121	0
2021-08-13	21001795	Open		Future Medical	Strain or Injury By	0	1	33,280	40,127	73,407	70
2022-01-23	22000651	Re-Open		Future Medical	Fall, Slip or Trip Inju	0	1	31,827	25,213	57,040	106
2022-11-20	22002677	Open		Indemnity	Strain or Injury By	0	1	61,030	38,278	99,308	200
2022-12-02	22002737	Open		Indemnity	Strain or Injury By	0	1	4,562	47,252	51,814	11
2023-03-07	23000477	Open		Future Medical	Fall, Slip or Trip Inju	0	1	36,780	39,321	76,101	125
2023-07-11	23001495	Open		Indemnity	Fall, Slip or Trip Inju	1	1	138,040	6,897	144,937	112
2023-09-03	23001964	Open		Future Medical	Fall, Slip or Trip Inju	0	1	61,049	35,022	96,071	154
2024-01-01	24001214	Open		Indemnity	Struck or Injured By	0	1	12	12,988	13,000	0
2024-01-09	23003107	Open		Future Medical	Strain or Injury By	0	1	7,025	33,368	40,393	22
2024-01-11	24000701	Open		Indemnity	Miscellaneous Cause	1	1	5,072	44,428	49,500	0
2024-02-23	24000340	Open		Indemnity	Fall, Slip or Trip Inju	0	1	31,449	27,847	59,297	100
2024-04-01	24000719	Open		Indemnity	Fall, Slip or Trip Inju	1	1	5,172	48,448	53,621	14
2024-04-08	24000851	Open		Indemnity	Striking Against or S	0	1	10,998	34,833	45,830	50
2024-06-24	24001902	Open		Indemnity	Strain or Injury By	0	1	-	-	-	0
2024-07-22	24001567	Open		Indemnity	Strain or Injury By	0	1	6,832	14,002	20,834	22
2024-07-28	24001604	Open		Indemnity	Burn or Scald - Heat	0	1	-	150	150	0
2024-08-05	24001690	Open		Medical	Cut, Puncture, Scrap	0	1	250	3,250	3,500	0
2024-08-22	24001856	Open		Indemnity	Fall, Slip or Trip Inju	0	1	-	5,500	5,500	0
Grand Total							25	1,114,659	880,057	1,994,715	3,394

TAB D



San Geronio Memorial Hospital

2025 Executive Overview
& Renewal Results

August 28, 2024



2025 Renewal Results

Coverage	Renewal Outcome
Medical - Anthem	<ul style="list-style-type: none"> ▪ Anthem's best and final renewal: +3.5% or +\$179K for all medical plans <ul style="list-style-type: none"> ○ \$25,000 wellness fund included ○ 2nd year adjustable-rate cap based on medical loss ratio ○ Negotiated renewal resulted in \$545K in annual savings ▪ Initial proposed overall renewal was +14.5% or +\$718K <ul style="list-style-type: none"> ○ The HMO plan received +14.4% (experience rated) and the PPO plans received +16.0% (non-experience rated) <ul style="list-style-type: none"> ▪ Anthem's initial proposal included high administrative expenses and trends (13.09% medical, 13.54% pharmacy) ○ Anthem provided a negotiated revised renewal of +5.0% or +\$247K <ul style="list-style-type: none"> ○ Alliant underwriters prepared markup of Anthem's renewal using historical claims data, projected trend (7.25% medical, 10.5% pharmacy), pooling charges and capitation to get to a modified rate action between: +4.0% to +6.0% ○ Conducted PRISM marketing and received competitive proposal from Anthem for overall increase of +0.9% or +\$46K <ul style="list-style-type: none"> ▪ Alliant leveraged PRISM proposal to improve Anthem's best and final pricing
Dental – United Concordia	<ul style="list-style-type: none"> ▪ Dental – under rate guarantee, +0% or +\$0 <ul style="list-style-type: none"> ○ 2 Year Rate Guarantee until 12/31/2025 ▪ Conducted marketing and received competitive proposals from Delta Dental (+4.6%) & Ameritas (-3.3%)
Vision - VSP	<ul style="list-style-type: none"> ▪ Vision – under rate guarantee, +0% or +\$0 <ul style="list-style-type: none"> ○ 3 Year Rate Guarantee until 12/31/2026
Life & Disability - Anthem	<ul style="list-style-type: none"> ▪ Basic Life – under rate guarantee, +0% or +\$0 <ul style="list-style-type: none"> ○ 2 Year Rate Guarantee until 12/31/2025 ○ Conducted PRISM marketing and received competitive proposal from Lincoln Financial ▪ Long-Term Disability – under rate guarantee, +0% or +\$0 <ul style="list-style-type: none"> ○ 2 Year Rate Guarantee until 12/31/2025 ○ Conducted PRISM marketing and received competitive proposal from Lincoln Financial
EAP – Concern	<ul style="list-style-type: none"> ▪ EAP is in a rate guarantee through 6/2026



2025 Renewal Financial Overview

2025 Renewal Decision

Line of Coverage	Lives	2024			2025			2025			Option 1			
		Current	Initial Renewal	% Δ	Total PEPY	Negotiated Renewal	% Δ	Total PEPY	Final Negotiated Renewal	% Δ	Total PEPY	PRISM Proposal	% Δ	Total PEPY
Medical HMO - Anthem	344	\$4,705,113	\$5,384,038	14.4%	\$15,651	\$4,940,368	5.0%	\$14,362	\$4,869,782	3.5%	\$14,156	PRISM Proposal \$4,809,000	2.2%	\$13,980
Medical Classic PPO - Anthem	7	\$127,268	\$147,630	16.0%	\$21,090	\$133,631	5.0%	\$19,090	\$131,721	3.5%	\$18,817	PRISM Proposal \$97,080	-23.7%	\$13,869
Medical Solution PPO - Anthem	6	\$114,745	\$133,104	16.0%	\$22,184	\$120,482	5.0%	\$20,080	\$118,761	3.5%	\$19,793	PRISM Proposal \$87,444	-23.8%	\$14,574
Dental HMO - United Concordia	182	Rate Guarantee \$66,472	\$66,472	0.0%	\$365	Rate Guarantee \$66,472	0.0%	\$365	Rate Guarantee \$66,472	0.0%	\$365	Rate Guarantee \$66,472	0.0%	\$365
Dental PPO - United Concordia	196	Rate Guarantee \$191,618	\$191,618	0.0%	\$978	Rate Guarantee \$191,618	0.0%	\$978	Rate Guarantee \$191,618	0.0%	\$978	Rate Guarantee \$191,618	0.0%	\$978
Vision - VSP	354	Rate Guarantee \$45,050	\$45,050	0.0%	\$127	Rate Guarantee \$45,050	0.0%	\$127	Rate Guarantee \$45,050	0.0%	\$127	Rate Guarantee \$45,050	0.0%	\$127
Basic Life and AD&D - Anthem	468	Rate Guarantee \$56,172	\$56,172	0.0%	\$120	Rate Guarantee \$56,172	0.0%	\$120	Rate Guarantee \$56,172	0.0%	\$120	Rate Guarantee \$56,172	0.0%	\$120
Long Term Disability - Anthem	468	Rate Guarantee \$11,437	\$11,437	0.0%	\$24	Rate Guarantee \$11,437	0.0%	\$24	Rate Guarantee \$11,437	0.0%	\$24	Rate Guarantee \$11,437	0.0%	\$24
TOTAL ANNUAL PREMIUM		\$5,317,873	\$6,035,519			\$5,565,229			\$5,491,012			\$5,364,272		
\$ Δ			\$717,646			\$247,356			\$173,139			\$46,399		
% Δ			13.5%			4.7%			3.3%			0.9%		

*Anthem: Renewal Wellness Budget- Annual credit in the amount of \$25,000.00 will be applied for the purchase of services provided from Anthem, or an outside vendor through December 31, 2025. All applicable invoices must be submitted prior to December 10, 2025. Funds will be forfeited if not used by December 31, 2025.

Note: The PRISM proposal does not include a wellness credit.

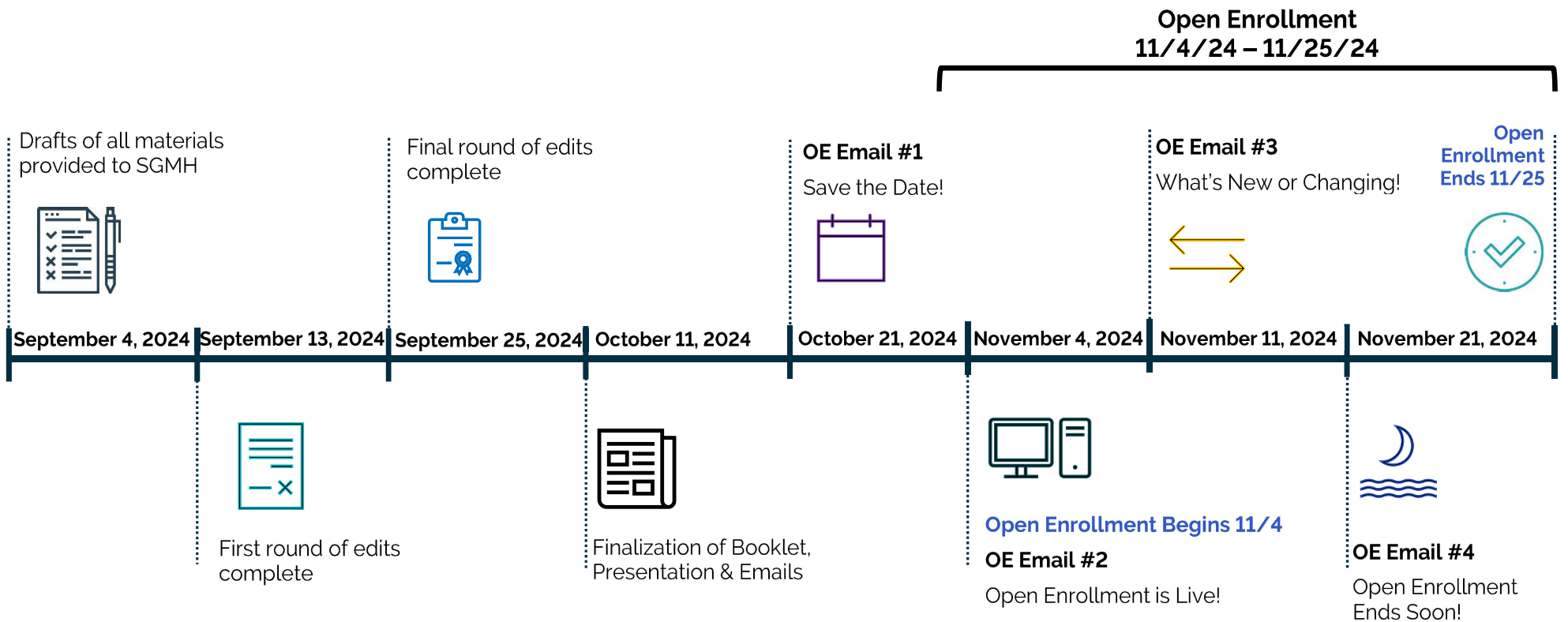
2025 Contributions Scenarios – Part I (Pending Decision)

Option 1

Option 2

Employee Contributions		2024 Current Monthly Contributions				2025 Negotiated Renewal - EE \$ Same Monthly Contributions					2025 Negotiated Renewal - ER \$ Same Monthly Contributions				
		Total	ER Cost	EE Cost	EE %	Total	ER Cost	EE Cost	EE %	\$Δ	Total	ER Cost	EE Cost	EE %	\$Δ
Anthem HMO Full Time	Lives														
EE Only	130	\$574.48	\$511.06	\$63.42	11.0%	\$594.58	\$531.16	\$63.42	10.7%	\$0.00	\$594.58	\$511.06	\$83.52	14.0%	\$20.10
EE + 1	68	\$1,204.03	\$1,071.09	\$132.94	11.0%	\$1,246.17	\$1,113.23	\$132.94	10.7%	\$0.00	\$1,246.17	\$1,071.09	\$175.08	14.0%	\$42.14
EE + Family	111	\$1,719.10	\$1,529.27	\$189.83	11.0%	\$1,779.27	\$1,589.44	\$189.83	10.7%	\$0.00	\$1,779.27	\$1,529.27	\$250.00	14.1%	\$60.17
Annual Premium	309	\$4,168,518	\$3,708,251	\$460,268	11.0%	\$4,314,407	\$3,854,139	\$460,268	10.7%		\$4,314,407	\$3,708,251	\$606,156	14.0%	
Anthem HMO Part Time															
EE Only	12	\$574.48	\$489.18	\$85.30	14.8%	\$594.58	\$509.28	\$85.30	14.3%	\$0.00	\$594.58	\$489.18	\$105.40	17.7%	\$20.10
EE + 1	5	\$1,204.03	\$1,025.24	\$178.79	14.8%	\$1,246.17	\$1,067.38	\$178.79	14.3%	\$0.00	\$1,246.17	\$1,025.24	\$220.93	17.7%	\$42.14
EE + Family	16	\$1,719.10	\$1,463.84	\$255.26	14.8%	\$1,779.27	\$1,524.01	\$255.26	14.3%	\$0.00	\$1,779.27	\$1,463.84	\$315.43	17.7%	\$60.17
Annual Premium	33	\$485,034	\$413,014	\$72,021	14.8%	\$502,010	\$429,989	\$72,021	14.3%		\$502,010	\$413,014	\$88,996	17.7%	
Anthem Classic PPO Full Time															
EE Only	6	\$1,050.82	\$625.20	\$425.62	40.5%	\$1,087.59	\$661.97	\$425.62	39.1%	\$0.00	\$1,087.59	\$625.20	\$462.39	42.5%	\$36.77
EE + 1	1	\$2,204.00	\$1,310.46	\$893.54	40.5%	\$2,281.14	\$1,387.60	\$893.54	39.2%	\$0.00	\$2,281.14	\$1,310.46	\$970.68	42.6%	\$77.14
EE + Family	0	\$3,147.53	\$1,871.18	\$1,276.35	40.6%	\$3,257.69	\$1,981.34	\$1,276.35	39.2%	\$0.00	\$3,257.69	\$1,871.18	\$1,386.51	42.6%	\$110.16
Annual Premium	7	\$102,107	\$60,740	\$41,367	40.5%	\$105,680	\$64,313	\$41,367	39.1%		\$105,680	\$60,740	\$44,941	42.5%	
Anthem Classic PPO Part Time															
EE Only	1	\$1,050.82	\$601.34	\$449.48	42.8%	\$1,087.59	\$638.11	\$449.48	41.3%	\$0.00	\$1,087.59	\$601.34	\$486.25	44.7%	\$36.77
EE + 1	0	\$2,204.00	\$1,260.45	\$943.55	42.8%	\$2,281.14	\$1,337.59	\$943.55	41.4%	\$0.00	\$2,281.14	\$1,260.45	\$1,020.69	44.7%	\$77.14
EE + Family	1	\$3,147.53	\$1,799.75	\$1,347.78	42.8%	\$3,257.69	\$1,909.91	\$1,347.78	41.4%	\$0.00	\$3,257.69	\$1,799.75	\$1,457.94	44.8%	\$110.16
Annual Premium	2	\$50,380	\$28,813	\$21,567	42.8%	\$52,143	\$30,576	\$21,567	41.4%		\$52,143	\$28,813	\$23,330	44.7%	
Anthem Solutions PPO Full Time															
EE Only	2	\$847.36	\$606.25	\$241.11	28.5%	\$877.02	\$635.91	\$241.11	27.5%	\$0.00	\$877.02	\$606.25	\$270.77	30.9%	\$29.66
EE + 1	2	\$1,776.73	\$1,270.68	\$506.05	28.5%	\$1,838.91	\$1,332.86	\$506.05	27.5%	\$0.00	\$1,838.91	\$1,270.68	\$568.23	30.9%	\$62.18
EE + Family	1	\$2,537.14	\$1,814.33	\$722.81	28.5%	\$2,625.94	\$1,903.13	\$722.81	27.5%	\$0.00	\$2,625.94	\$1,814.33	\$811.61	30.9%	\$88.80
Annual Premium	5	\$93,424	\$66,818	\$26,606	28.5%	\$96,694	\$70,088	\$26,606	27.5%		\$96,694	\$66,818	\$29,875	30.9%	
Anthem Solutions PPO Part Time															
EE Only	1	\$847.36	\$582.39	\$264.97	31.3%	\$877.02	\$612.05	\$264.97	30.2%	\$0.00	\$877.02	\$582.39	\$294.63	33.6%	\$29.66
EE + 1	1	\$1,776.73	\$1,220.67	\$556.06	31.3%	\$1,838.91	\$1,282.85	\$556.06	30.2%	\$0.00	\$1,838.91	\$1,220.67	\$618.24	33.6%	\$62.18
EE + Family	1	\$2,537.14	\$1,742.90	\$794.24	31.3%	\$2,625.94	\$1,831.70	\$794.24	30.2%	\$0.00	\$2,625.94	\$1,742.90	\$883.04	33.6%	\$88.80
Annual Premium	3	\$61,935	\$42,552	\$19,383	0.0%	\$64,102	\$44,719	\$19,383	30.2%		\$64,102	\$42,552	\$21,551	33.6%	
MEDICAL TOTAL	359	\$4,961,398	\$4,320,187	\$641,212	12.9%	\$5,135,036	\$4,493,825	\$641,212	12.5%		\$5,135,036	\$4,320,187	\$814,850	15.9%	
<i>Change from current - \$</i>						\$173,638	\$173,638	\$0			\$173,638	\$0	\$173,638		
<i>Change from current - %</i>						3.5%	4.0%	0.0%			3.5%	0.0%	27.1%		

2025 Communications Timeline





Historical Medical Renewal History

Plan Year	SGMH Initial Anthem Renewal	SGMH (Final Negotiated Anthem Renewal)	PRISM	Average SoCal Carrier Pooled Renewal*	PERS Choice/Platinum PPO**
2021	0.0%	0.0%	5.2%	12.1%	12.3%
2022	12.5%	3.0%	-1.7%	13.2%	5.1%
2023	13.0%	2.0%	9.1%	12.7%	14.5%
2024	20.0%	6.6%	12.3%	14.1%	12.2%
2025	14.4%	3.5%	4.7%	14.1%	9.8%
Average	11.99%	3.0%	5.9%	13.2%	10.8%

*2025 California SoCal Carrier Pooled renewal average is estimated based on carrier trends data

** PERS Choice/Platinum base on 2025 statewide preliminary renewals



2025 Medical Overview

Line of Coverage	Lives	Anthem			Anthem		Anthem		Anthem	
		Current	Initial Renewal	% Δ	Negotiated Renewal	% Δ	Final Negotiated Renewal	% Δ	(PRISM)	% Δ
Medical HMO - Anthem	344	\$4,705,113	\$5,384,038	14.4%	\$4,940,368	5.0%	\$4,869,782	3.5%	\$4,809,000	2.2%
Medical Classic PPO - Anthem	7	\$127,268	\$147,630	16.0%	\$133,631	5.0%	\$131,721	3.5%	\$97,080	-23.7%
Medical Solution PPO - Anthem	6	\$114,745	\$133,104	16.0%	\$118,761	3.5%	\$118,761	3.5%	\$87,444	-23.8%
TOTAL ANNUAL PREMIUM		\$4,947,125	\$5,664,772		\$5,192,760		\$5,120,264		\$4,993,524	
\$Δ ANNUAL			\$717,646		\$245,634		\$173,139		\$46,399	
%Δ ANNUAL			14.5%		5.0%		3.5%		0.9%	

This document is intended as a quick reference, not a comprehensive description. Limitations and exclusions can be found in the official plan documents. In case of any discrepancies, the official plan documents will govern.



2025 Dental Marketing Results

Line of Coverage	Lives				Option 1		Option 2		Option 3	
		Current	Renewal	% Δ	Ameritas (Direct)	% Δ	Delta Dental (Direct)	% Δ	Anthem (Direct)	% Δ
United Concordia - DHMO	182	In Rate Guarantee \$66,472	\$66,472	0.0%	LPD-200 \$65,846	-0.9%	Delta \$66,472	0.0%	3000A \$66,958	0.7%
United Concordia - DPPO	196	In Rate Guarantee \$191,618	\$191,618	0.0%	Ameritas DPPO \$183,749	-4.1%	Delta \$203,597	6.3%	Anthem PPO \$232,045	21.1%
TOTAL ANNUAL PREMIUM		\$258,089	\$258,089		\$249,595		\$270,069		\$299,004	
ANNUAL DOLLAR CHANGE			\$0		-\$8,494		\$11,980		\$40,914	
ANNUAL PERCENTAGE CHANGE			0.0%		-3.3%		4.6%		15.9%	

2-Year Rate Guarantee DPPO Only 2-Year Rate Guarantee 2-Year Rate Guarantee

Historical In-network Utilization for UCCI Dental Program:

- 2024 (year-to-date): 90% in network utilization
 - National network utilization average of 84%
- 2023: 84% in network utilization (moved to the Elite Plus Network, effective 1/1/23)
- 2022: 74% in network utilization



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TAB E

2024 HOLIDAY GIFT CARDS
DISTRIBUTION Week of November 11TH, 2024

	QUANTITY	LAST YEAR	VALUE
FULL TIME	440	\$100.00	\$44,000.00
PART TIME	63	\$75.00	\$4,725.00
Per Diem	118	\$15.00	\$1,770.00
TOTAL	621		\$50,495.00

TAB F



Healthy & Resilient You

Reclaiming the Power of Hope

Finding a way ahead during dark times



Wishing and Hoping

We toss the word *hope* around casually all the time. We *hope* others have a good day. We *hope* we get that dream job. We *hope* we don't give our guests food poisoning when we cook for them tonight.

But what exactly is hope? Is it just a form of wishful thinking? According to the experts, yes and no. Yes, it's about optimism and believing that good things are possible. It's not really hope, though, unless we **also** believe that we have the power to make those good things happen.

In short, hope happens when optimism and agency work together.

Why Hope Is Important

Positive psychology expert Dr. Shane Lopez was once quoted as saying, "Hope has the power to make bad times temporary." He argued that hope is necessary for growth, learning, and meaningful change.

Over the years, he and other researchers have found that hope is both measurable and one of the best predictors of life satisfaction and wellbeing.

BENEFITS OF HOPEFULNESS



Mental: Lowered risk of depression and anxiety, increased self-esteem and emotional wellbeing



Physical: Boosted immunity, improved circulation and respiration, minimized reaction to pain



Life Quality: Improved life-satisfaction, stronger relationships, Stronger sense of purpose and meaning

Hopelessness Is a Dark Mirror

Just as the presence of hope leads to more positive life outcomes, its absence can have the opposite effect. A consistent feeling of hopelessness can increase the risk of developing cancer and heart disease, cause or worsen depression and emotional pain, sap the joy and satisfaction out of our personal and work lives, and even lead to thoughts of suicide or self-harm. *

When we fall into hopelessness, it can be difficult to dig ourselves out. Often, that has less to do with our circumstances, and more to do with our brains.

When Our Brains Are Our Best Frenemies

The human brain is always looking for stability. If we picture the brain as a superhighway of thoughts and feelings, we could say that it doesn't like to change lanes.

When it's in a sunny and optimistic lane, it'll try to process new input and information in a way that keeps us cruising happily along. *Flat tire? We got this! We learned how to change a tire in driver's ed. And, wow, doesn't that sun feel great on our shoulders?*

Likewise, if it's in an unhappy or hopeless lane, the brain will try to keep us in a darker mood. *Flat tire? Of course. Nothing ever goes our way. Do we even know where the lug wrench is? Why is it so hot out?!?*

That's a bit of an oversimplification, but it illustrates why it can be hard for us to reclaim hope once we've lost it. Our brains will always work to preserve the status quo by sticking to a single lane, even when we're hitting a lot of potholes.

For more about the brain lane concept, check out this rumination loop content [here](#), or [here](#).

Destination: Hope

Although it can be difficult to get our brains to merge into a hopeful lane once we veer out, it's not impossible. The following tips can help.



Do something fun – Even something small that lifts your spirits can help jump-start a sense of hope. Walk outside, pet a dog, doodle, [laugh](#), read the funny pages, sing, dance, or go to a park and people or squirrel-watch. Learn how to reclaim your joy with this [webinar](#) or this [7-day series](#) from eM Life.



Remember that you have, and you can – A hopeless brain automatically says, "I can't," but that's often not true. Think back to past times you've solved problems, learned new skills, overcome something scary, or just plain survived. If you did it before, you can do it again. As many times as it takes.



Take a minute to be grateful – A [gratitude practice](#) is a simple but powerful way to counter negative or anxious thoughts and open your brain back up to hope.



Alter your perception – Practice the [3 R's of Changing Your Perspective](#) to help see things differently, break out of unhelpful ruts, and find new ways forward.



Be with your people – Isolation and loneliness can feed hopelessness (and vice versa). Make a consistent effort to [connect with friends and family](#). Hang out with like-minded individuals in person or online by joining a book club, gaming community, or volunteer organization.

Finally, remember that change is always possible, and Concern is here to help. Call us at **800.344.4222** 24/7 for immediate confidential support, and we'll help you find the combination of services, resources, and expertise you need to renew your sense of hope.

**If you believe self-harm or suicide is imminent, call 911 immediately.*

For customized tools and resources, visit Concern's Digital Hub by logging in to employees.concernhealth.com, and selecting the "Get Services" button in the upper right menu.

This newsletter is intended for informational purposes only, and should not be used to replace professional advice.

If you find your level of stress is impacting your wellbeing, you can contact us for additional help and support.

Call: 800.344.4222
employees.concernhealth.com