I. Call to Order

D. Ellis

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. *Approve Minutes

November 16, 2011 regular meeting

D. Ellis

1
NEW BUSINESS

IV. Annual Reports (January 1, 2011 through December 31, 2011) L. Gomez

A. Employment Activity/Turnover Reports
   1. FTE Vacancy Summary 2011 5
   2. Overall Vacancy Rate 2011 6
   3. RN Vacancy Rate Overview 2011 7
   4. Separation Reason Analysis (FT/PT Associates) 8
   5. Separation Reason Analysis (PD Associates) 9
   6. Employee Activity by Job Class/Turn Over report (January 1 – December 31, 2011 10

V. Workers Compensation Reports – Year Ending L. Gomez

A. Claims Status 2006 – 2011 11
B. Open Claims broken down by incident/year 13
C. Open Claims by ALPHA and other TPA’s 15

VI. Continuing Education 2012 – January – March L. Gomez

A. Hospital Association of Southern California – January 12, 2012
   1. Labor Roundtable Teleconference
C. Chief HR Leadership Conference #1 – Ontario, CA – Saturday, February 25, 2012
D. Chief HR Leadership Conference #2 – Ontario, CA – Saturday, March 24, 2012

VII. Future agenda items

VIII. Next Meeting – March 21, 2012

IX. Adjourn D. Ellis

* 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 record 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 January 13, 2012 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, said time being at least 72 hours in advance of the meeting of the Human Resources Committee (Government Code Section 54954.2).

Executed at Banning, California, on January 13, 2012

Bobbi Duffy, Executive Assistant