AGENDA

HUMAN RESOURCES COMMITTEE
A COMMITTEE OF THE BOARD OF DIRECTORS

REGULAR MEETING
Wednesday, May 15, 2019
9:00 AM
Administration Boardroom
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 E. Lewis

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 E. Lewis
February 20, 2019 Regular meeting
A
SGMH Board of Directors
Human Resources Committee
May 15, 2019 Regular Meeting

NEW BUSINESS

IV. A. Employment Activity/Turnover Reports
   1. Employee Activity by Job Class/Turnover Report
   2. Separation Reason Analysis – All Associates
   4. Separation Reason Analysis – Per Diem Associates
   5. FTE Vacancy Summary
   6. RN Vacancy Summary

B. Workers Compensation report

V. Labor Market Competitive Position (informational)

* Proposed Action – Approve Fiscal 2019 Bonus for Associates
  ▪ ROLL CALL

* Proposed Action – Approve Tentative 2020 Wage Inflation Budget
  ▪ ROLL CALL

* Proposed Action – Approve Minimum Wage – Wage Adjustments
  ▪ ROLL CALL

VI. *** ITEMS FOR DISCUSSION/APPROVAL IN CLOSED SESSION

➢ Telephone conference with legal counsel regarding potential litigation
  Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d) of Section 54956.9: (one potential case)

VII. ADJOURN TO CLOSED SESSION

RECONVENE TO OPEN SESSION

*** REPORT ON ACTIONS TAKEN DURING CLOSED SESSION

VIII. Education:

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IX. Future Agenda Items
X. Next Meeting: August 21, 2019

XI. Adjourn

* 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 May 10, 2019, 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 May 10, 2019

Bobbi Duffy, Executive Assistant