

ERIE COUNTY MEDICAL CENTER CORPORATION

BOARD OF DIRECTORS

MINUTES OF THE HUMAN RESOURCES COMMITTEE MEETING

TUESDAY, JANUARY 13, 2015

ECMCC STAFF DINING ROOM

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VOTING BOARD MEMBERS PRESENT OR ATTENDING BY CONFERENCE TELEPHONE: MICHAEL HOFFERT, CHAIR

BOARD MEMBERS EXCUSED: FRANK MESIAH

ALSO PRESENT: CARLA DICANIO-CLARKE MARY HOFFMAN  
BEN LEONARD CHRIS KOENIG  
NANCY TUCKER ANTHONY DiPINTO  
NANCY CURRY

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**I. CALL TO ORDER**

Chair Michael Hoffert called the meeting to order at 9:40a.m.

**II. RECEIVE & FILE**

No minutes were provided due to Snovember storm. Full Board report from the November 19, 2014 meeting submitted.

**III. LABOR RELATIONS UPDATE**

An agreement allowing employees to be compensated for time off during the storm without using their own time was signed all three unions, AFSCME, CSEA and NYSNA. New representatives were elected for NYSNA. A meet and greet is scheduled for January 16, 2015.

**IV. FMLA REPORTS**

Reports prepared by Ben Leonard were distributed depicting how many FMLA applications were filed thus far in 2015.

**V. WORKERS COMPENSATION AND EMPLOYEE OCCURRENCES**

The Workers Compensation and employee occurrences report was distributed.

**VI. TERRACE VIEW REPORT**

Reports prepared by Nancy Curry were distributed. The reports included information regarding new hires, disciplinary actions and turnover at Terrace View. Goals for 2015 include reducing new hire turnover , improving the staffing matrix and Improving the work environment. Turnover at Terrace View is 15%

**VII. NURSING TURNOVER REPORT**

**November**

**Hires: 8.5 FTEs & 3 PD**

- Med/ Surg: 6 FTE & 3 PD
- Behavioral Health: 2.5 FTEs

**Losses: 3.5 FTEs (LPN: 1 FTE)**

- Med/ Surg: 2 FTEs (LPN: .1 FTE)
- Critical Care: 1 FTE
- Behavioral Health: .5 FTEs

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**Turnover Rate:** .47%  
**Turnover Rate YTD:** 8.9%

**December**

**Hires: 10 FTEs & 1PD ( LPN: 4 FTEs)**

- Med/ Surg: 2 FTEs & 1 PD
- Behavioral Health: 7 FTEs (LPN: 4 FTEs)
- Critical Care: 1 FTE

**Losses: 4.5 FTEs (LPN: 1 FTE)**

- Med/ Surg: 4 FTEs
- Behavioral Health: .5 FTEs (LPN:1)

**Turnover Rate:** .6%  
**Turnover Rate YTD:** 9.5%

**VIII. EMPLOYEE TURNOVER REPORTS**

Turnover reports were distributed for November and December 2014. The turnover rate continues to be low. Recruitment efforts were discussed. Behavioral Health will be holding an open house in the near future.

**IX. WELLNESS AND BENEFITS**

Wellness week will be January 26, 2015-January 30, 2015. Staff from LMHF will be onsite to assist. Seminars will be held at both Terrace View and ECMC. LMHF offers a \$50 debit card to employees and their spouses who receive physicals. Packets can be picked up at Human Resources.

**X. ADJOURNMENT**

Moved by Michael Hoffert to adjourn the Human Resources Committee meeting at 10:15am.