

ERIE COUNTY MEDICAL CENTER CORPORATION

BOARD OF DIRECTORS

MINUTES OF THE HUMAN RESOURCES COMMITTEE MEETING

FRIDAY, OCTOBER 2, 2015

RESCHEDULED FROM
TUESDAY, SEPTEMBER 8, 2015

ECMCC STAFF DINING ROOM

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

BOARD MEMBERS EXCUSED:

ALSO PRESENT:

RICHARD CANAZZI	CHRISTOPHER KOENIG
JULIA CULKIN-JACOBIA	ANN MARIE KOPF
MICHAEL CUMMINGS	BELLA MENDOLA
ANTHONY DIPINTO	NORMAN MOORHOUSE
CARLA DICANIO-CLARKE	KEVIN RANDLE
MARY HOFFMAN	BILL WILKINSON

I. CALL TO ORDER

Chair Michael Hoffert called the meeting to order at 10:05am.

II. RECEIVE & FILE

Moved by Bishop Michael Badger to receive the Human Resources Committee minutes of the July 14, 2015 meeting and seconded by Michael Hoffert.

III. ENGAGEMENT REPORT

Julia Culkin-Jacobia reported that the talent acquisition department is reorganizing. The processes for new hire on-boarding and the new hire process are being revamped. Orientation will be undergoing changes by the end of the year. Open positions will be posted elsewhere (other than the ECMCC website) to add applicant diversity. A project for next year will be to reclassify the civil service job descriptions. Civil Service Updates will be added to the next agenda.

Human Resources is also working on a culture change. Employees will be seen as customers, HR teammates are rounding to different departments, and policies and being reviewed.

In the near future, ECMCC Leadership Academy will be taking place. This includes a small group of teammates going through the academy and training to move up their career path.

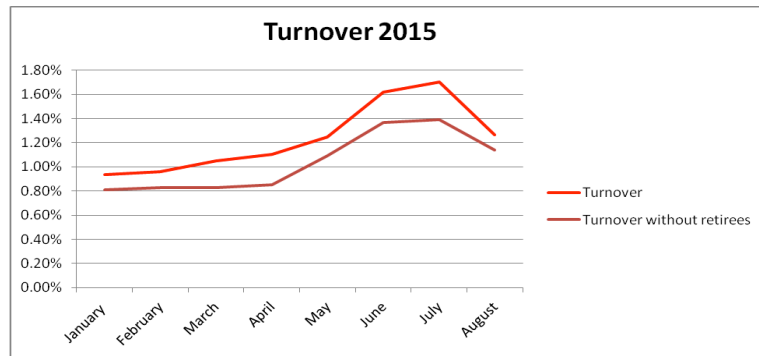
IV. LABOR RELATIONS

Carla DiCanio-Clarke reported that dates are set for AFSCME negotiations to begin. She is also working with CSEA to officially designate managerial confidential titles. The final draft of the NYSNA contract is being reviewed. NYSNA members should be in possession of a printed contract within 30-90 days.

V. WORKERS COMPENSATION AND EMPLOYEE OCCURRENCES

Dr. Michael Cummings gave a report regarding the behavioral health department. The focus is on CPEP and what factors lead to assaults. There was the highest volume ever in June and no assaults ensued. Dr. Cummings is meeting with multiple agencies to come up with a community plan. Various police agencies are beginning to be trained in crisis intervention. A behavioral health update will be added to the next agenda.

VI. EMPLOYEE TURNOVER RATE



VII. NURSING TURNOVER RATE

Turnover continues to be low. The summer surge attendance incentive for the nursing floors was successful. Winners were awarded \$1000.

VIII. ADJOURNMENT

Moved by Michael Hoffert to adjourn the Human Resources Committee meeting at 11:00am.