

ERIE COUNTY MEDICAL CENTER CORPORATION

BOARD OF DIRECTORS

MINUTES OF THE HUMAN RESOURCES COMMITTEE MEETING

TUESDAY, MARCH 10, 2015

ECMCC STAFF DINING ROOM

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

BOARD MEMBERS EXCUSED:

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

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**I.        CALL TO ORDER**

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

**II.       RECEIVE & FILE**

Moved by Michael Hoffert and seconded by Frank Mesiah to receive the Human Resources Committee minutes of the January 13, 2015 meeting.

**III.      EMPLOYEE RECOGNITION**

Carla DiCanio-Clarke reported that she would like to begin the Committee meetings different going forward. She will recognize an outstanding employee or team at the beginning of each meeting. The outstanding team recognized at the present meeting is the Human Resources staff. The week of March 16<sup>th</sup> is Human Resources week. There are many activities planned. The HR staff is a committed group of individuals who do a great job.

**IV.      LABOR RELATIONS UPDATE**

Meetings with all 3 unions continue. 17 new representatives are being trained for NYSNA. AFSCME is holding elections this month. There are 25 people running for 5 positions.

**V.       WORKERS COMPENSATION AND EMPLOYEE OCCURRENCES**

The Workers Compensation and employee occurrences report was distributed. A discussion on behavioral health/assaults ensued. A full behavioral health report will be given at the next meeting.

**VI.      TERRACE VIEW REPORT**

Reports prepared by Nancy Curry were distributed. A job fair was held on January 28, 2015. The goal was to fill CNA, housekeeping and LPN positions. Attendees preregistered, filled out mini applications and were pre-interviewed. Everyone pitched in from housekeepers to administrators. Another job fair is scheduled next month. A staffing plan is in the works and memorandums of agreement will have to be signed by the unions in order to implement it. The plan will improve staffing, decrease overtime and employees will not have to float as much. More information to come as the plan becomes finalized.

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**VII. NURSING TURNOVER REPORT**

**January**

**Hires: 24.5 FTEs & 3 PD (LPN: 6FTEs)**

- Med/ Surg: 10.5 FTE & 3 PD
- Behavioral Health: 14 FTEs

**Losses: 3.5 FTEs & 1PD**

- Med/ Surg: 2.5 FTEs
- Behavioral Health: 1 FTEs

**Turnover Rate: .4%**

**Turnover Rate YTD: .4%**

**February**

**Hires: 7.5 FTEs & 1 PD (LPN: 1 FTE)**

- Med/ Surg: 2 FTEs, 1 PD, 1 LPN
- Behavioral Health: 5 FTEs

**Losses: 7 FTEs & 1 PD (LPN: 2 FTEs)**

- Med/ Surg: 3 FTEs, 1 LPN
- Behavioral Health: 1 FTE, 1 PD, 1 LPN
- Trauma/ ER: 3 FTEs

**Turnover Rate: .9%**

**Turnover Rate YTD: 1.42%**

**VIII. EMPLOYEE TURNOVER REPORTS**

Turnover reports were distributed for January and February 2015. The turnover rate continues to be low. Open houses were held in behavioral health and ads have been placed in the Buffalo News.

**IX. WELLNESS AND BENEFITS**

Wellness week was January 26, 2015-January 30, 2015. Win to Lose, a weight lose contest for employees, will be starting up April 14, 2015.

**X. ADDITIONAL INFORMATION**

Next meeting, an EEO report will be given

**XI. ADJOURNMENT**

Moved by Frank Mesiah and seconded by Bishop Michael Badger to adjourn the Human Resources Committee meeting at 11:10am.