

ERIE COUNTY MEDICAL CENTER CORPORATION

BOARD OF DIRECTORS

MINUTES OF THE HUMAN RESOURCES COMMITTEE MEETING

TUESDAY, MAY 12, 2015

ECMCC STAFF DINING ROOM

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

BOARD MEMBERS EXCUSED:

ALSO PRESENT:

CARLA DICANIO-CLARKE	MARY HOFFMAN
BEN LEONARD	CHRIS KOENIG
NANCY TUCKER	ANTHONY DiPINTO
NANCY CURRY	BELLA MENDOLA
MARY HOFFMAN	BILL WILKINSON

I. CALL TO ORDER

Chair Michael Hoffert called the meeting to order at 10:00am.

II. RECEIVE & FILE

Moved by Michael Hoffert to receive the Human Resources Committee minutes of the March 10, 2015 meeting.

III. EMPLOYEE RECOGNITION

Carla DiCanio-Clarke recognized the team members of 12 Zone 1, particularly Teneisha Neal. She was the first person to be assigned permanently to 12 Zone 1. The unit is not a typical med/surg unit. It was an ICU unit so it was not fully equipped at first. Teneisha has overcome obstacles and really focused on teamwork. She has also been recognized by the nursing recognition committee.

IV. EEO REPORT

Carla distributed the report that she composes annually. Next meeting she will distribute the industry standard report.

V. WORKERS COMPENSATION AND EMPLOYEE OCCURRENCES

The Workers Compensation and employee occurrences report was distributed. The number of employees still out from Workers Compensation injuries at Terrace View has spiked. Shirley Chojnacki will help monitor those numbers.

VI. BEHAVIORAL HEALTH REPORT

Carla distributed a report showing the assault trends with job title, zone, and time of day. The many committees that investigate incidents were discussed. Assaults escalate in the evening because the patient becomes agitated when they find out they are not being discharged. The NDNQI data will compare ECMC to other hospitals with behavioral health programs.

VII. NURSING TURNOVER REPORT

March

Hires: 10 FTEs & 1 PD (LPN: 2 FTEs)

- Med/ Surg: 4.5 FTEs
- Behavioral Health: 5.5 FTEs & 1 PD

Losses: 4 FTEs & 7 PD

- Med/ Surg: 3 FTEs & 3 PD

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- Behavioral Health: 2 PD
- Critical Care: 1 FTE & 2 PD

Turnover Rate: .5%

Turnover Rate YTD: 1.9%

April

Hires: 23 FTEs & 4 PD (LPN:1 FTE) to date

- Med/Surg: 16.5 FTEs & 3 PD(LPN:1 FTE)
- Behavioral Health: 4FTEs & 1 PD
- Critical Care: 2.5 FTEs

Losses: 2FTEs & 1 PD

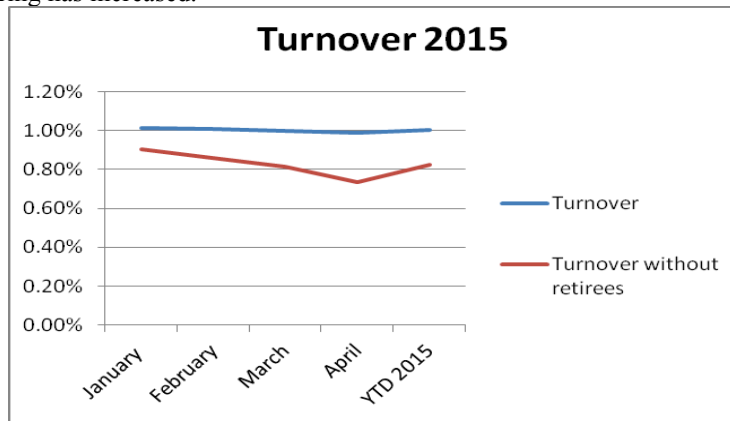
- Med/ Surg: 2 FTEs
- Critical Care: 1 PD

Turnover Rate: .3%

Turnover Rate YTD: 2.2%

VIII. EMPLOYEE TURNOVER REPORTS

Turnover reports were distributed. The turnover rate has been consistent. The number of employees that are retiring has increased.



IX. TERRACE VIEW REPORT

A job fair was held at Terrace View on May 12th for RN and LPN applicants. A CNA job fair is being planned for the end of June. A recognition event was held on April 29th. Extra Charge Nurses were added to the staffing plan.

X. RECRUITMENT/JOB FAIRS

A report was distributed depicting the past job fairs that human resources staff have attended.

XI. WELLNESS/BENEFITS

The Lose to Win Weight loss challenge is under way. 125 employees are participating. Nancy Tucker is assessing on whether a Retirement Planning Seminar is needed. The benefits fair is scheduled for Wednesday, October 14th. This will be the kickoff to the open enrollment period.

XII. LABOR RELATIONS

Carla DiCano-Clarke reported that there is a runoff election taking place for AFSCME President and Grievance Chair. Ballots are due on May 22. The AFSCME contract expires at the end of 2015. Management has begun preliminary meetings to discuss negotiations.

XIII. ADJOURNMENT

Moved by Michael Hoffert to adjourn the Human Resources Committee meeting at 10:40am.