

ERIE COUNTY MEDICAL CENTER CORPORATION

BOARD OF DIRECTORS

MINUTES OF THE HUMAN RESOURCES COMMITTEE MEETING

TUESDAY, JULY 14, 2015

ECMCC STAFF DINING ROOM

VOTING BOARD MEMBERS  
PRESENT OR ATTENDING BY  
CONFERENCE TELEPHONE:

MICHAEL HOFFERT, CHAIR  
BISHOP MICHAEL BADGER

RICHARD CLELAND  
FRANK MESIAH

BOARD MEMBERS EXCUSED:

CARLA DICANIO-CLARKE  
BEN LEONARD  
NANCY TUCKER  
NANCY CURRY  
JULIA CULKIN-JACOBIA

MARY HOFFMAN  
CHRIS KOENIG  
ANTHONY DIPINTO  
BELLA MENDOLA

ALSO PRESENT:

**I. CALL TO ORDER**

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

**II. RECEIVE & FILE**

Moved by Frank Mesiah to receive the Human Resources Committee minutes of the May 12, 2015 meeting and seconded by Bishop Michael Badger.

**III. LABOR RELATIONS**

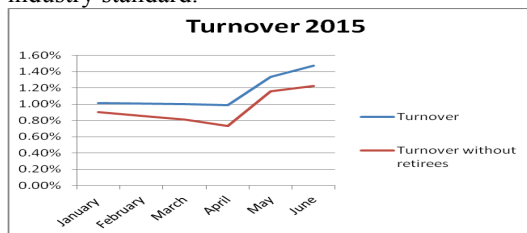
Carla DiCanio-Clarke reported that the AFSCME collective bargaining agreement expires December 31, 2015. Dates for negotiations are being selected and a list of proposals are being compiled. Management is still deciding which would be more beneficial, a separate agreement (separate from the County) or a sub agreement that sits inside of a larger County contract (similar to CSEA).

**IV. WORKERS COMPENSATION AND EMPLOYEE OCCURRENCES**

The Workers compensation and employee occurrences reports were distributed. The data is constant. Behavioral Health leadership will be invited going forward. A breakdown of occurrences by hospital, behavioral health and Terrace View has been requested. Discussion ensued regarding incidents versus number of patients.

**V. EMPLOYEE TURNOVER**

The turnover report was distributed. Turnover for the hospital is increasing slightly but it still low for industry standard.



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**VI. TERRACE VIEW REPORT**

A job fair was held on June 18, 2015 to recruit CNAs. Peer to peer interviews were conducted. The in-service classroom was opened for applicants who have difficulty applying online. Incentives for CNA retention were discussed.

**VII. NURSING TURNOVER REPORT**

**May**

**Hires:** 9 FTEs

- Med/Surg: 1.5 FTEs
- Behavioral Health: 3.5 FTEs, 1 PT (LPN: 3 FTEs)
- Critical Care: 2 FTEs

**Losses: 5 FTEs & 3 PD (LPN: 2)**

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

**Turnover Rate:** .67%

**Turnover Rate YTD:** 2.92%

**June**

**Hires:** 11 FTEs & 3 PT (LPN: 3 FTEs)

- Med/Surg: 5 FTEs & 2 PT
- Behavioral Health: 3 FTEs & 1 PT (LPN: 1 FTE)
- Critical Care: 3 FTEs

**Losses:** 5.5 FTE & 7 PD (LPN: 1)

- Med/ Surg: 3 FTEs & 5 PD (LPN: 1)
- Behavioral Health: 1.5 FTEs & 2 PD
- Critical Care: 1 FTE

**Turnover Rate:** 1.5%

**Turnover Rate YTD:** 3.7%

**VIII. WELLNESS AND BENEFITS**

Nancy Tucker reported that 21 teams participated in the Lose to Win Weight loss challenge. 351 lbs. were lost all together.

Pension statements will be distributed mid-July.

**IX. OTHER INFORMATION**

Process improvements for the application process as well as other HR functions were discussed. Mike Hoffert thanked HR for their continued efforts.

**X. ADJOURNMENT**

Moved by Michael Hoffert to adjourn the Human Resources Committee meeting at 10:55am and seconded by Bishop Badger.