



**HUMAN RESOURCES COMMITTEE MEETING
MINUTES
June 10, 2019**

Meeting Title: Human Resources Committee Meeting		Meeting Facilitator: Joyce Wilson
Date: 6/10/2019	Time: 3:30 PM	Location: One San Jacinto Plaza 201 E Main Suite 600 – Board Room
Note Taker: Toni Beltran		
Present: Joyce Wilson, Tommy Goldfarb, Rep. Alexandra Anello, Kristi Daugherty, Fred Green, Rene Navarro, Rene Hurtado, Peter Fargo, Ashley Sandoval		
Not Present: David Driscoll, Michael Wyatt		

ITEM	TOPIC	DESCRIPTION/CONCLUSION	REQUIRED ACTIONS	ASSIGNMENT OF RESPONSIBILITY	DATE FOR COMPLETION	
I.	Approval of Minutes	Committee minutes for May 9, 2019 were reviewed and approved.		Toni Beltran		
II.	FY20 Budget Salary Review	FY20 Budget salary reviewed by committee.	Committee approved to add salaries to FY20 budget for Board approval.	Kristi Daugherty Martin Ramos		
		FY19 Budget to FY20 Budget Comparison				
		Fiscal Year				
		Administration				Unchanged
		Finance				Decrease due to outsourcing of credentialing and elimination of budget analyst positions
		Development				Increase of .5 for grant funded position from Paso del Norte Health Foundation
		Compliance				Decreased- audit function being done internally
		Nursing				Increase -CIT program funded by SB292 in coordination with the city; based on performance standard
		Health Information				Increase- data management position; internal shift
Diversion	Unchanged-positions are grant or state funded; revenue not generated					

		<table border="1"> <tr> <td data-bbox="394 199 621 313">MH</td> <td data-bbox="621 199 1247 313">Decrease- downsize NEOP relocation, therapists handling intakes, EHN closer to service target with NEOP shift and no longer overserving</td> </tr> <tr> <td data-bbox="394 313 621 386">IDD</td> <td data-bbox="621 313 1247 386">Decrease-consolidation of START program and Crisis Respite</td> </tr> <tr> <td data-bbox="394 386 621 456">Collaborative Care</td> <td data-bbox="621 386 1247 456">Unchanged</td> </tr> </table>	MH	Decrease- downsize NEOP relocation, therapists handling intakes, EHN closer to service target with NEOP shift and no longer overserving	IDD	Decrease-consolidation of START program and Crisis Respite	Collaborative Care	Unchanged																									
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III.	Health Plan Update	<p>Peter provided the following comparisons:</p> <table border="1"> <thead> <tr> <th colspan="2" data-bbox="411 711 1241 748">Broker/TPA Comparison</th> </tr> <tr> <th data-bbox="411 748 825 786">Nitsche Group</th> <th data-bbox="825 748 1241 786">Fairly Group (current)</th> </tr> </thead> <tbody> <tr> <td data-bbox="411 786 825 823">Slow response time</td> <td data-bbox="825 786 1241 823">Quick response time</td> </tr> <tr> <td data-bbox="411 823 825 860">Little interaction</td> <td data-bbox="825 823 1241 860">One on one assistance</td> </tr> <tr> <td data-bbox="411 860 825 898">Did not care about concerns</td> <td data-bbox="825 860 1241 898">Listen to concerns</td> </tr> <tr> <td data-bbox="411 898 825 935"></td> <td data-bbox="825 898 1241 935">Remain relevant</td> </tr> <tr> <td data-bbox="411 935 825 1005"></td> <td data-bbox="825 935 1241 1005">Created benefit packet for open enrolment</td> </tr> <tr> <td data-bbox="411 1005 825 1114"></td> <td data-bbox="825 1005 1241 1114">Provided presentation to all staff during open enrollment onsite</td> </tr> <tr> <th data-bbox="411 1114 825 1151">GPA</th> <th data-bbox="825 1114 1241 1151">BAS (current)</th> </tr> <tr> <td data-bbox="411 1151 825 1188">Constant employee complaints</td> <td data-bbox="825 1151 1241 1188">No one complaint</td> </tr> <tr> <td data-bbox="411 1188 825 1226">Poor customer service</td> <td data-bbox="825 1188 1241 1226">Excellent customer service</td> </tr> <tr> <td data-bbox="411 1226 825 1334"></td> <td data-bbox="825 1226 1241 1334">Answer employee questions regarding billing and provider information</td> </tr> <tr> <td data-bbox="411 1334 825 1372"></td> <td data-bbox="825 1334 1241 1372">Quick response</td> </tr> <tr> <td data-bbox="411 1372 825 1409"></td> <td data-bbox="825 1372 1241 1409">Online service/reports</td> </tr> </tbody> </table>	Broker/TPA Comparison		Nitsche Group	Fairly Group (current)	Slow response time	Quick response time	Little interaction	One on one assistance	Did not care about concerns	Listen to concerns		Remain relevant		Created benefit packet for open enrolment		Provided presentation to all staff during open enrollment onsite	GPA	BAS (current)	Constant employee complaints	No one complaint	Poor customer service	Excellent customer service		Answer employee questions regarding billing and provider information		Quick response		Online service/reports	<p>Committee recommendation made to switch plan to FY versus calendar year for better budget analysis.</p> <p>Committee approved to add health plan projected budget to FY20 budget for Board approval.</p>	Peter Fargo Rene Hurtado Kristi Daugherty	
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		<p>Chase Fairly provided the following information: Health insurance is a good benefit package at a good price Three changes made</p> <ol style="list-style-type: none">1) TPA-EHN program is specialized2) Pharmacy Benefit Manager-EHN will receive all rebates3) Moved repricing vendors from ELAP to OccuNet-fee structure decrease, specialized test used when working with providers working as partners <p>Committee reviewed the 2020 projected benefit program budget which included the following:</p> <ul style="list-style-type: none">• Fixed cost rates• Estimated claims cost• Administrative cost• Dental administrative fees• Employer/employee contributions• Fairly Group consulting fee <p>Additional highlights include:</p> <ul style="list-style-type: none">• Direct contract with UMC is cost savings• EHN plan in black• Plan well designed-slight change in payroll deduction could impact workforce significantly• Contribution rates will remain the same/very little change• Plan payment 74.35%/Employee responsibility 25.65%• Self-funded program allows for better control of plan-Genoa recently added to plan <p>Committee recommendation made to switch plan to FY versus calendar year for better budget analysis. Open enrollment would change to summer.</p>			
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		Committee approved to add health plan projected budget to FY20 budget for Board approval.			
IV.	Discussion Year 3 Strategic Plan	<p>Year 3 of plan was reviewed by committee. Kristi highlighted the following:</p> <ul style="list-style-type: none"> • Comprehensive onboarding plan • Job families • Blended learning models-Relias • Expanded leadership training • Partnering with external training resources/formalize presentation library <p>Committee approved to move item 4C performance-based model to year 4.</p> <p>Committee recommendation to complete MAG compensation study to include policy review, reevaluation of market and succession plan/growth model. Move to 4A</p>	<p>Committee approved to move item 4C performance-based model to year 4.</p> <p>Committee recommendation to complete MAG compensation study to include policy review, reevaluation of market and succession plan/growth model.</p>	Kristi Daugherty	
V.	Adjournment	5:00 PM			

Name - Chair