# 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. Alexsandra Annello, Kristi Daugherty, Fred Green, Rene Navarro, Rene Hurtado, Peter Fargo, Ashley Sandoval  
**Not Present:** David Driscoll, Michael Wyatt

<table>
<thead>
<tr>
<th>ITEM</th>
<th>TOPIC</th>
<th>DESCRIPTION/CONCLUSION</th>
<th>REQUIRED ACTIONS</th>
<th>ASSIGNMENT OF RESPONSIBILITY</th>
<th>DATE FOR COMPLETION</th>
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<tbody>
<tr>
<td>I.</td>
<td>Approval of Minutes</td>
<td>Committee minutes for May 9, 2019 were reviewed and approved.</td>
<td></td>
<td>Toni Beltran</td>
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<td>II.</td>
<td>FY20 Budget Salary Review</td>
<td>FY20 Budget salary reviewed by committee.</td>
<td>Committee approved to add salaries to FY20 budget for Board approval.</td>
<td>Kristi Daugherty Martin Ramos</td>
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<td></td>
<td>FY19 Budget to FY20 Budget Comparison</td>
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Fiscal Year | 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 |  |
### HR Committee Meeting

Date: 6/10/2019

<table>
<thead>
<tr>
<th>MH</th>
<th>Decrease- downsize NEOP relocation, therapists handling intakes, EHN closer to service target with NEOP shift and no longer overserving</th>
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<tr>
<td>IDD</td>
<td>Decrease-consolidation of START program and Crisis Respite</td>
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<td>Collaborative Care</td>
<td>Unchanged</td>
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Overall EHN has had savings. Committee will be informed of any CW salary changes. HR working with MH on plan. CW salary currently starting at 6.5-year mark and move to 7-year mark upon probation completion. Looking at moving starting pay to 36K plus compression; need data to support change. Salaries approved by committee to add in FY20 budget.

### III. Health Plan Update

Peter provided the following comparisons:

<table>
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<tr>
<th>Broker/TPA Comparison</th>
<th>Nitsche Group</th>
<th>Fairly Group (current)</th>
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<tbody>
<tr>
<td>Slow response time</td>
<td>Quick response time</td>
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<td>Little interaction</td>
<td>One on one assistance</td>
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<td>Did not care about concerns</td>
<td>Listen to concerns</td>
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<tr>
<td>GPA</td>
<td>BAS (current)</td>
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<tr>
<td>Constant employee complaints</td>
<td>No one complaint</td>
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<tr>
<td>Poor customer service</td>
<td>Excellent customer service</td>
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<td>Answer employee questions regarding billing and provider information</td>
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<td>Quick response</td>
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<td>Online service/reports</td>
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Committee recommendation made to switch plan to FY versus calendar year for better budget analysis. Committee approved to add health plan projected budget to FY20 budget for Board approval.

Peter Fargo  
Rene Hurtado  
Kristi Daugherty
Chase Fairly provided the following information:
Health insurance is a good benefit package at a good price
Three changes made
  1) **TPA**-EHN program is specialized
  2) **Pharmacy Benefit Manager**-EHN will receive all rebates
  3) **Moved repricing vendors from ELAP to OccuNet**-fee structure
decrease, specialized test used when working with providers
working as partners

Committee reviewed the 2020 projected benefit program budget
which included the following:
- Fixed cost rates
- Estimated claims cost
- Administrative cost
- Dental administrative fees
- Employer/employee contributions
- Fairly Group consulting fee

Additional highlights include:
- 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

Committee recommendation made to switch plan to FY versus
calendar year for better budget analysis. Open enrollment would
change to summer.
| IV. | **Discussion**  
**Year 3**  
**Strategic Plan** | Year 3 of plan was reviewed by committee.  
Kristi highlighted the following:  
• Comprehensive onboarding plan  
• Job families  
• Blended learning models-Relias  
• Expanded leadership training  
• Partnering with external training resources/formalize presentation library  
Committee approved to move item 4C performance-based model to year 4.  
Committee recommendation to complete MAG compensation study to include policy review, reevaluation of market and succession plan/growth model. Move to 4A | Committee approved to move item 4C performance-based model to year 4.  
Committee recommendation to complete MAG compensation study to include policy review, reevaluation of market and succession plan/growth model. | Kristi Daugherty |
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<td>V.</td>
<td><strong>Adjournment</strong></td>
<td>5:00 PM</td>
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Name - Chair