

REGULAR MEETING OF THE
SAN GORGONIO MEMORIAL HOSPITAL
BOARD OF DIRECTORS

HUMAN RESOURCES COMMITTEE
April 17, 2024

The regular meeting of the San Gorgonio Memorial Hospital Board of Directors Human Resources Committee was held on Wednesday, April 17, 2024, in Classroom A, 600 N. Highland Springs Avenue, Banning, California.

Members Present: Susan DiBiasi, Perry Goldstein, Ron Rader

Excused Absence: Steve Rutledge (C)

Staff Present: Steve Barron (CEO), Angela Brady (CNE), Annah Karam (CHRO), Ariel Whitley (Executive Assistant), John Peleuses (VP, Ancillary and Support Services)

AGENDA ITEM	DISCUSSION	ACTION / FOLLOW-UP
Call To Order	Susan DiBiasi called the meeting to order at 9:05 am.	
Public Comment	No public was present.	
OLD BUSINESS		
Proposed Action - Approve Minutes: January 17, 2024, Regular Meeting	Susan DiBiasi asked for any changes or corrections to the minutes of the January 17, 2024, regular meeting. There were none.	The minutes of the January 17, 2024, Regular Meeting were reviewed and will stand as presented.
NEW BUSINESS		
Reports		
A. Employment Activity/Turnover Reports		
1. Employee Activity by Job Class/Turnover Report	Annah Karam, Chief Human Resources Officer, reviewed the report "Employee Activity by Job Class/Turnover Report" for the period of 01/01/2024 through 03/31/2024 as included in the Committee packet.	

AGENDA ITEM	DISCUSSION	ACTION / FOLLOW-UP
(01/01/2024 through 03/31/2024)		
2. Separation Reasons Analysis All Associates (01/01/2024 through 03/31/2024)	<p>Annah reviewed the “Separation Reason Analysis for All Associates” for the period of 01/01/2024 through 03/31/2024 as included in the Committee packet.</p> <p>For this period, there were 24 Voluntary Separations and 7 Involuntary Separations for a total of 31.</p>	
3. Separation Reason Analysis Full and Part Time Associates (01/01/2024 through 03/31/2024)	<p>Annah reviewed the “Separation Reason Analysis for Full and Part Time Associates” for the period of 01/01/2024 through 03/31/2024 as included in the Committee packet.</p> <p>For this period, there were 11 Voluntary Separations and 5 Involuntary Separations for a total of 16.</p>	
4. Separation Reason Analysis Per Diem Associates (01/01/2024 through 03/31/2024)	<p>Annah reviewed the “Separation Reason Analysis for Per Diem Associates” for the period of 01/01/2024 through 03/31/2024 as included in the Committee packet.</p> <p>For this period, there were 13 Voluntary Separations and 2 Involuntary Separations for a total of 15.</p>	
5. FTE Vacancy Summary (01/01/2024 through 03/31/2024)	<p>Annah reviewed the “FTE Vacancy Summary” for the period of 01/01/2024 through 03/31/2024 as included in the Committee packet.</p> <p>Annah reported that the Facility Wide vacancy rate as of 03/31/2024 was 13.44%.</p>	
6. RN Vacancy Summary (01/01/2024 through 03/31/2024)	<p>Annah reviewed the “RN Vacancy Summary” for the period of 01/01/2024 through 03/31/2024 as included in the Committee packet.</p> <p>Annah reported that the Overall All RN Vacancy rate as of 03/31/2024 was 13.48%.</p>	

AGENDA ITEM	DISCUSSION	ACTION / FOLLOW-UP
B. Workers Compensation Report		
Workers Compensation Report (01/01/2024 through 03/31/2024)	Annah reviewed the Workers Compensation Reports covering the period of 03/01/2024 through 03/31/2024 as included in the Committee packet.	
Education	Annah reviewed each education article as included in the committee packets: <ul style="list-style-type: none"> • Reproductive Loss-Leave Policy • New Legislation 	
Future Agenda items	None.	
Next regular meeting	The next regular Human Resources Committee meeting is scheduled for September 18, 2024, @ 9 am.	
Adjournment	The meeting was adjourned at 9:50 am.	

In accordance with The Brown Act, *Section 54957.5*, all reports and handouts discussed during this Open Session meeting are public records and are available for public inspection. These reports and/or handouts are available for review at the Hospital Administration office located at 600 N. Highland Springs Avenue, Banning, CA 92220 during regular business hours, Monday through Friday, 8:00 am - 4:30 pm.

Minutes respectfully submitted by Ariel Whitley, Executive Assistant