



## **KAWEAH DELTA HEALTH CARE DISTRICT BOARD OF DIRECTORS HUMAN RESOURCES COMMITTEE**

Wednesday, December 11, 2024  
Kaweah Health Medical Center  
305 W. Acequia Avenue, Executive Office Conference Room (1<sup>st</sup> Floor)

ATTENDING: Directors: Lynn Havard Mirviss (chair) & Armando Murrieta; Gary Herbst, CEO; Keri Noeske, Chief Nursing Officer; Dianne Cox, Chief Human Resources Officer; Brittany Taylor, Director of Human Resources; Raleen Larez, Director of Employee Relations; Hannah Mitchell, Director of Organizational Development; JC Palermo, Director of Physician Recruitment; Dr. Paul Stefanacci, Chief Medical Officer/Chief Quality Officer

### **OPEN MEETING – 4:00 PM**

**CALL TO ORDER** – *Lynn Havard Mirviss*

**PUBLIC PARTICIPATION** – Members of the public may comment on agenda items before action is taken and after it is discussed by the Board. Each speaker will be allowed five minutes. Members of the public wishing to address the Board concerning items not on the agenda and within the jurisdiction of the Board are requested to identify themselves at this time.

1. **MINUTES**- Approval of October 9, 2024, meeting minutes.
2. **MEDICAL STAFF RECRUITMENT** – Overview and discussion of the monthly physician recruitment report. - *JC Palermo, Director of Physician Recruitment/Relations*
3. **IDEAL ENVIRONMENT STRATEGIC PLAN** – Presentation and Kaweah Care Steering Update. - *Dianne Cox, Chief Human Resources Officer, Paul Stefanacci, MD, and team.*
4. **RETIREMENT PLAN AMENDMENTS** – *Review of calendar year 2025 [401k](#) and [457b](#) retirement plan amendments. Dianne Cox, Chief Human Resource Officer and Brittany Taylor, Director of Human Resources*
5. **HUMAN RESOURCES POLICIES** – Review of the following Human Resources policies as reviewed and recommended to be presented to the Board for approval:
  - a. [HR.13](#) Anti-Harassment and Abusive Conduct
  - b. [HR.80](#) Docking Staff
  - c. [HR.12](#) Equal Employment Opportunity
  - d. [HR.70](#) Meal Periods, Rest Breaks and Breastfeeding and/or Lactation Accommodation
  - e. [HR.14](#) Non-English/Limited English Speaking and/or Hearing Impaired Individuals – Non Discrimination (three-year renewal; no update) – No Changes
  - f. [HR.46](#) Orientation of Kaweah Health Personnel – Revised
  - g. [HR.234](#) Paid Time Off (PTO), Extended Illness Bank (EIB) and Healthy Workforce, Health Families Act of 2014

- h. [HR.47](#) Professional Licensure and Certification
- i. [HR.216](#) Progressive Discipline
- j. [HR.72](#) Standby and Callback
- k. [EH.06](#) Work Related Injury and Illness and Workers' Compensation

**ADJOURN – Lynn Havard Mirviss, Committee Chair**

*In compliance with the Americans with Disabilities Act, if you need special assistance to participate at this meeting, please contact the Board Clerk (559) 624-2330. Notification 48 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to the Kaweah Delta Health Care District Board of Directors meeting.*