



KAWEAH DELTA HEALTH CARE DISTRICT BOARD OF DIRECTORS HUMAN RESOURCES COMMITTEE

Wednesday, June 12, 2024
Kaweah Health Medical Center
305 W. Acequia Avenue, Executive Office Conference Room (1st Floor)

ATTENDING: Directors: Lynn Havard Mirviss (chair) & Ambar Rodriguez; 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; Jaime Morales, Director Talent Acquisition; JC Palermo, Director of Physician Recruitment; April McKee, Director of Medical Staff Services; Amy Shaver, Director of GME; Dr. Paul Stefanacci, Chief Medical Officer/Chief Quality Officer

OPEN MEETING – 4:00 PM

- 1. CALL TO ORDER** – *Lynn Havard Mirviss*
- 2. 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. For those who are unable to attend the beginning of the Board meeting during the public participation segment but would like to address the Board, please contact the Board Clerk (Kelsie Davis 559-624-2330) or kedavis@kaweahhealth.org to make arrangements to address the Board.
- 3. PHYSICIAN RECRUITMENT** – Overview and discussion of the monthly physician recruitment report.
JC Palermo, Director of Physician Recruitment/Relations
- 4. KAWEAH CARE CULTURE INITIATIVES** – Discuss Kaweah Care Ideal Work Environment, Ideal Practices Environment, and updates relative to current and proposed initiatives.
Dianne Cox, Chief Human Resources Officer
- 5. EMPLOYEE ENGAGEMENT SURVEY** – Overview of Employee Engagement Survey
Hannah Mitchell, Director of Organizational Development
- 6. REPORT ON STAFFING** – Report of Employee Retention and Turnover
Dianne Cox, Chief Human Resources Officer

7. HUMAN RESOURCES POLICIES – Review of the following Human Resources policies as reviewed and recommended to be presented to the Board for approval:

- a. HR.49 - Education Assistance – Revised
- b. HR.131 - Employee Recognition and Acknowledgement Programs – Revised
- c. HR.197 – Dress Code Professional Appearance Guidelines – Revised

8. 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.