

Kaweah Delta Health Care District Board of Directors Committee Meeting

Health is our Passion. Excellence is our Focus. Compassion is our Promise.



KAWEAH DELTA HEALTH CARE DISTRICT BOARD OF DIRECTORS HUMAN RESOURCES COMMITTEE

Tuesday, March 11, 2025

Kaweah Health Medical Center

305 W. Acequia Avenue, Executive Office Conference Room (1st Floor)

ATTENDING: Directors: Lynn Havard Mirviss (chair) & Armando Murrieta; Gary Herbst, CEO; 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 of Talent Acquisition; 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**- Review of December 11, 2024, meeting minutes.
2. **MEDICAL STAFF RECRUITMENT**– Overview and discussion of the monthly physician recruitment report. - *JC Palermo, Director of Physician Recruitment/Relations*
3. **HUMAN RESOURCES/ORG DEV INITIATIVES 2025** - Overview and discussion. - *Dianne Cox, Chief Human Resources Officer*
4. **KAWEAH CARE STEERING COMMITTEE**- Presentation and Physician Engagement Update. - *Dianne Cox, Chief Human Resources Officer*
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.49 Education Assistance - Revised
 - b. HR.145 Family Medical Leave Act (FMLA)/Ca Family Rights Act (CFRA) Leave of Absence - Revised
 - c. HR.149 Bereavement Leave - Revised

Mike Olmos • Zone 1
President

Lynn Havard Mirviss • Zone 2
Vice President

Dean Levitan, MD • Zone 3
Board Member

David Francis • Zone 4
Secretary/Treasurer

Armando Murrieta • Zone 5
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- d. HR.184 Attendance and Punctuality – Revised
- e. HR.216 Progressive Discipline – Revised
- f. HR.233 Non-Employees - Revised
- g. HR.234 Paid Time Off (PTO), Extended Illness Bank (EIB) and Healthy Workplace, Healthy Families Act of 2014 – Revised

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 it reasonable arrangements to ensure accessibility to the Kaweah Delta Health Care District Board of Directors meeting.

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