

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

Wednesday, August 13, 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 June 11, 2025, meeting minutes.
2. **MEDICAL STAFF RECRUITMENT**– Overview and discussion of the monthly physician recruitment report.
- *JC Palermo, Director of Physician Recruitment/Relations*
3. **STAFFING REPORT** – Overview and discussion. - *Dianne Cox, Chief Human Resources Officer*
4. **KAWEAH CARE EMPLOYEE & PHYSICIAN ENGAGEMENT**- Presentations and 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.04 Special Pay Practices – Revised
 - b. HR.61 Status Classification of Employees/Concurrent Jobs – Revised
 - c. HR.70 Meal Periods, Rest Breaks and Breastfeeding, and/or Lactation Accommodation – Revised
 - d. HR.78 Salary Administration Program – Revised

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- e. HR.183 Identification Badges – Revised
- f. HR.200 Drug Free Place and Drug/Alcohol Testing- Revised
- g. HR.213 Performance Management and Competency Assessment Program – Revised
- h. HR.234 PTO, EIB and Health Workplace, Healthy Families Act of 2014- Revised
- i. EHS.04 Infectious Disease Guidelines for Employees – Revised
- j. EHS.11 Immunization Requirements for Health Care Workers- Revised
- k. EHS.01 Infection Prevention Guidelines for Pregnant Healthcare Workers- Delete
- l. HR.246 Team Member COVID-19 Symptomatic Testing – Delete

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.