



September 21, 2021

NOTICE

The Board of Directors of the Kaweah Delta Health Care District will meet in an open Human Resources Committee meeting at 10:00AM on Wednesday September 29, 2021 in the Support Services Building Emerald Conference Room 520 W. Mineral King Avenue, Visalia, CA 93291.

All Kaweah Delta Health Care District regular board meeting and committee meeting notices and agendas are posted 72 hours prior to meetings (special meetings are posted 24 hours prior to meetings) in the Kaweah Delta Medical Center, Mineral King Wing entry corridor between the Mineral King lobby and the Emergency Department waiting room.

The disclosable public records related to agendas are available for public inspection at Kaweah Health Medical Center – Acequia Wing, Executive Offices (Administration Department) {1st floor}, 400 West Mineral King Avenue, Visalia, CA and on the Kaweah Delta Health Care District web page <https://www.kawahhealth.org>.

KAWEAH DELTA HEALTH CARE DISTRICT
Garth Gipson, Secretary/Treasurer

A handwritten signature in black ink that reads "Cindy Moccio". The signature is written in a cursive, flowing style.

Cindy Moccio
Board Clerk, Executive Assistant to CEO

DISTRIBUTION:
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<http://www.kawahdelta.org>

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

Wednesday September 29, 2021

Support Services Building Emerald Conference Room
520 W Mineral King Ave., Visalia, CA 93291

ATTENDING: Lynn Havard Mirviss (Chair); Garth Gipson; Gary Herbst, CEO; Dianne Cox, VP Chief Human Resources Officer; Keri Noeske, VP Chief Nursing Officer; Brittany Taylor, Director Physician Recruitment/Relations; Raleen Larez, Director of Employee Relations; George Ortega, Recording

OPEN MEETING – 10:00 AM

CALL TO ORDER – *Lynn Havard Mirviss, Human Resources Committee Chair*

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 jurisdictions 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 (Cindy Moccio 559-624-2330) or cmoccio@kaweahhealth.org to make arrangements to address the Board.

1) **Physician Recruitment Update** – Medical staff recruitment efforts update- *Brittany Taylor, Director Physician Recruitment/Relations*

2) **Human Resources Updates**- Discussion of ideal work environment – *Dianne Cox, VP Chief Human Resources Officer*

(a) **Ideal Work Environment**- *Leadership slides August 2021*

(b) Update on staffing {*verbal update*}

(c) Calendar Year 2022 Employee Benefits {*verbal update*}

3) **Policies**- Discuss changes to current policies-*Dianne Cox, VP Chief Human Resources Officer*

(a) **HR.04 Special Pay Practices** {revised}

(b) HR.34 Employment of Relatives {*verbal update*}

ADJOURN – *Lynn Havard Mirviss, Human Resources 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.



**Physician Recruitment and Relations
Medical Staff Recruitment Report - September 2021**

Prepared by: Brittany Taylor, Director of Physician Recruitment and Relations - btaylor@kdhcd.org - (559)624-2899

Date prepared: 9/22/2021

Central Valley Critical Care Medicine	
Intensivist (1- Part-Time; 1 - Full-Time)	2

Delta Doctors Inc.	
OB/Gyn	1

Kaweah Delta Faculty Medical Group	
Family Medicine Associate Program Director	1

Kaweah Health Medical Group	
Audiology	1
Dermatology	2
Family Medicine	3
Internal Medicine	1
Gastroenterology	2
Gastroenterology- Advanced Practice Provider	1
Orthopedic Surgery (Hand)	1
Otolaryngology	2
Pulmonology	1
Radiology - Diagnostic	1
Rheumatology	1
Urology	3
Pediatrics	1

Key Medical Associates	
Internal Medicine/Family Medicine	2

Oak Creek Anesthesia	
Anesthesia - General	1.5
Anesthesia - Intensivist	1
Anesthesia - Obstetrics	1
Anesthesia - Program Director	1

Other Recruitment	
Hematology/Oncology	1
Neurology	1
Orthopedic Surgery (Trauma)	1

Valley Children's Health Care	
Maternal Fetal Medicine	2
Neonatology	1

Valley Hospitalist Medical Group	
GI Hospitalist	1

Candidate Activity						
Specialty/Position	Group	Last Name	First Name	Availability	Referral Source	Current Status
Anesthesia	Oak Creek Anesthesia	Ajede, M.D.	Kehinde	09/22	Direct email	Currently under review
Anesthesia	Oak Creek Anesthesia	Hart, M.D.	Travis	TBD	CompHealth - 8/5/21	Currently under review
Anesthesia	Oak Creek Anesthesia	He, M.D.	Chaoying	ASAP	Direct	Site Visit: 9/21/21; Offer accepted; Start date pending credentialing
Anesthesia	Oak Creek Anesthesia	Lin, M.D.	Steven	ASAP	Direct	Site Visit: 9/21/21; Offer accepted; Start date pending credentialing
Anesthesia	Oak Creek Anesthesia	Janiczek, M.D.	David	06/22	Direct	Offer accepted; pending execution of contract; Coming back to interview for Program Director position 9/10/21
Certified Registered Nurse Anesthetist	Oak Creek Anesthesia	Caceres	Cesar	ASAP	Direct - 5/21/21	Offer accepted; Credentialing in process
Certified Registered Nurse Anesthetist	Oak Creek Anesthesia	Sobotka	Tyler	01/22	Direct - 6/1/21	Offer accepted; Tentative start date: January 2022
Certified Registered Nurse Anesthetist	Oak Creek Anesthesia	Spolsdoff	Allison	12/21	Direct	Offer accepted; Tentative start date: December 1, 2021
Dermatology	Kaweah Health Medical Group	Chang, M.D.	Judy	09/22	Curative - 6/11/2021 (Spouse is Dr. Ming Lee, Dermatology-Mohs)	Site visit pending - November 2021
Dermatology - Mohs Surgery	Kaweah Health Medical Group	Lee, M.D.	Ming	09/22	Curative - 6/11/2021 (Spouse is Dr. Judy Chang, Dermatology)	Site visit pending - November 2021
Family Medicine	Kaweah Health Medical Group/Key Medical Associates	Shin, M.D.	Chang-Sung	09/22	Kaweah Health Resident	Currently under review
Family Medicine	Kaweah Health Medical Group	Hsueh, D.O.	Marion	09/21	Direct referral	Site Visit: 3/23/21; Start Date: 9/20/2021

Candidate Activity

Specialty/Position	Group	Last Name	First Name	Availability	Referral Source	Current Status
Family Medicine Core Faculty	Kaweah Delta Faculty Medical Group	Rangel-Orozco, M.D.	Daniela	08/22	Kaweah Health Resident	Site visit pending dates - October 2021
Family Medicine Core Faculty	Kaweah Delta Faculty Medical Group	Bassali, M.D.	Mariam	08/21	Referred by Dr. Martinez - 10/14/20	Site Visit: 3/10/21; Start Date: 9/13/2021
Gastroenterology	Kaweah Health Medical Group	Ali, M.D.	Asad	08/22	Direct - PracticeLink	Site visit pending dates in November
Gastroenterology	Key Medical Associates	Eskandari, MD	Armen	ASAP	Direct	Offer accepted; contract in process
Hospitalist	Central Valley Critical Care Medicine	Malik, M.D.	Sara	08/21	Direct - Dr. Umer Hayyat's spouse	Site Visit: 10/7/20; Tentative Start Date: October 2021
Hospitalist	Central Valley Critical Care Medicine	Reed, M.D.	Jennifer	08/21	Vista Staffing - 1/18/21	Start Date: 9/8/2021
Intensivist	Central Valley Critical Care Medicine	Dierksheide, M.D.	Julie	09/21	Vista Staffing - 4/15/21	Start Date: 9/9/21
Intensivist	Central Valley Critical Care Medicine	Hansen, M.D.	Diana	09/21	Vista Staffing - 2/25/21	Start Date: 8/26/21
Intensivist	Central Valley Critical Care Medicine	Islam, M.D.	Tasbirul	TBD	PracticeLink - 5/5/21	Site Visit: 7/21/21
Intensivist	Central Valley Critical Care Medicine	Montano, M.D.	Nicholas	07/22	PracticeMatch - 6/28/21	Currently under review
Intensivist	Central Valley Critical Care Medicine	Li, M.D.	William	07/22	Vista Staffing - 7/12/21	Site visit pending dates (October 2021)
Interventional Cardiology	Independent	Singla, M.D.	Atul	01/22	Direct referral	Site Visit: 6/14/21; Offer accepted
Neonatology	Valley Children's	Agu, D.O.	Cindy	TBD	Valley Children's - 9/1/21	Site Visit: 9/20/21
Neonatology	Valley Children's	Singh, M.D.	Himanshu	08/22	Valley Children's - 3/31/21	Site Visit: 4/19/2021; Offer accepted. Start date 8/29/2022
Nurse Practitioner - Gastroenterology	Kaweah Health Medical Group	Garcia	Yesenia	TBD	Direct	Site Visit: 9/23/21
OB/GYN	Delta Doctors	Pelletier	Carole-Anne	TBD	CareerMD Fresno Career Fair	Currently under review

Candidate Activity

Specialty/Position	Group	Last Name	First Name	Availability	Referral Source	Current Status
Otolaryngology	Kaweah Health Medical Group	Nguyen, D.O.	Cang	07/22	Curative - 3/15/21	Offer accepted; contract in process
Palliative Medicine	Independent	Grandhe, M.D.	Sundeeep	08/21	Direct -12/7/20	Virtual Interview: 12/28/20; Offer accepted; Start Date: 9/1/21
Pediatrics	Kaweah Health Medical Group	Galindo, M.D.	Ramon	09/22	Direct referral - 6/28/21	Site visit: 9/14/21; Offer pending
Physical Therapy	Kaweah Health Medical Group	Zigo	Dominique	TBD	CliniPost - 8/25/21	Offer accepted
Urology	Kaweah Health Medical Group	Patel, M.D.	Neil	10/21	Los Angeles Career MD Fair 9/14/19	Site Visit: 9/25/20; Part-Time; Tentative Start date: October 2021

Ideal Work Environment

August 2021



[kawahhealth.org](https://www.kawahhealth.org)



Employee Engagement Survey

Next Steps

- Timing and structure more flexible
- High-level process:
 - Connect with VP on proposed action plan/meeting strategy
 - Share results with team leaders (managers and ANMs, supervisors optional)
 - Using VP and leader feedback, finalize strategy for employee meetings
 - Review results, share plan, and get team's input
 - Communicate progress with VP and team quarterly
- Checklist and PPT template with notes coming soon

Compensation

Updates & Reminders

- Merit increases
 - Back for FY21/22 beginning July 1
 - Budgeted increases to average 2.88%
- Market adjustments
 - Always under review
 - Considers market data and ability to recruit
- Extra Shift Bonus
 - Approved for another 6-week schedule
 - Reach out to your VP if needed due to staffing shortages

Benefits

Updates & Reminders

- Includes PTO, Health, Dental, Vision, Life Insurance, LTD, 401k match, etc.
 - Approximately \$90m all in
- Calendar Year 2021
 - Shift of expenses to employees, primarily for physician services, with incentives for using Kaweah services (e.g. KHMG, Sequoia Cardiology, SRCC)
 - DME was also placed into Tier 2
 - Remains more competitive than 66% of other hospitals in California
- Calendar Year 2022
 - Looking to include a lower deductible, \$5 Telehealth copay (v. \$20), and a shift of some physicians from Tier 2 to Tier 1

MAT II

Coming Soon

- Dates - Enrolled on 9/1 and due 10/25
- MAT II information flyer emailed to all staff on 9/1
- Letters mailed to per diems and LOAs in the upcoming weeks
- Modules:
 - Cultural Competency
 - Cybersecurity Awareness
 - Patient Safety, Stroke, and Infection Prevention

Just Culture

Leader Check-in Survey Results

- Based on those who took the Survey Monkey:
 - 80% shared Just Culture with team
 - 67% started to incorporate concepts (e.g. language and tools)
- Steering committee working on additional resources to support leaders and staff based on the ideas shared

LinkedIn Learning for Leaders

July Takeaways & August Assignment

- *Developing Your Emotional Intelligence*
 - How we understand and express our emotions and communicate
 - Four areas: Self-awareness, self-management, social awareness, and relationship development
 - Impacts performance, achievements, and relationships
 - Not as fixed as other measures, like personality and IQ
- Up Next: *Managing a Multigenerational Workforce* due 8/31

LinkedIn Learning

New Collection & Program

- Collection of Microsoft Courses
 - Programs include Excel, Outlook, PowerPoint, etc.
 - 3 tiers based on experience level
 - Available 8/18 under the “From Your Org” section
- LinkedIn Learners - Staff Nomination Program
 - Opportunity to nominate select staff to receive a 3-month seat
 - Not assigned courses, but have access to all LinkedIn Learning content
 - Starts 9/1 - More information to come on nomination process



Subcategories of Department Manuals not selected.

Policy Number: HR.04	Date Created: Not Set
Document Owner: Dianne Cox (VP Human Resources)	Date Approved: 12/19/2019
Approvers: Cindy Moccio (Board Clerk/Exec Assist-CEO)	
Special Pay Practices	

Printed copies are for reference only. Please refer to the electronic copy for the latest version.

Designated departments may have special pay practices which provide for competitive compensation and/or incentives for employees to work varying shifts or additional shifts. All special pay practices are approved by the Hospital and are subject to change at any time. In all cases, Wage and Hour Law will apply.

Pay Practices:

- Other Hours- Base rate of pay for additional hours or shifts worked.
Eligible Job Codes:
 - House Supervisor 4000293 (hours)
 - Clinical Pharmacists 7010360, 6010972, 7011317 (hours)
 - Retail Pharmacists 6011941, 7011940 (hours)
 - RN-Nurse Practitioner 7081541 (shift)
 - Nurse Practitioner Manager 3001833 (shift)

- MICN \$1.50 for active MICN cert
\$1.50 for active TNCC cert
Eligible job codes:
 - RN 7020339 7020746
 - Charge Nurse 6021615
 - Assistant Nurse Manager 3000640 in ED

- Sleep Pay Hourly rate paid to Surgery and Cath Lab employees for those who require an 8-hour gap between the current shift worked and the next scheduled shift. The employee will be paid at the start of the next scheduled shift but is not expected to work until the 9th hour after finishing prior shift

- Private Home Care Holiday Rate is based on where the employee travels. Holiday differential is received for Kaweah Health observed Holidays, in addition to Mother’s Day and Easter.

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“Responsibility for the review and revision of this Policy is assigned to the Vice President of Human Resources. In some cases, such as Employee Benefits Policies, Summary Plan Descriptions and Plan Documents prevail over a policy. In all cases, Kaweah Health, will follow Federal and State Law, as applicable, as well as Regulatory requirements. Policies are subject to change as approved by the Governing Board and will be communicated as approved after each Board Meeting. It is the employee’s responsibility to review and understand all Kaweah Health, Policies and Procedures.”

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