Minutes of the meeting of the Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System (CCHHS) held Tuesday, December 10, 2019 at the hour of 9:00 A.M. at 1950 W. Polk Street, in Conference Room 5301, Chicago, Illinois.

I. Attendance/Call to Order

Acting Chair Thomas called the meeting to order.

Present: Acting Chair Sidney A. Thomas, MSW and Directors Ada Mary Gugenheim (Substitute Member) and Heather M. Prendergast, MD, MS, MPH (3)

Board Chair M. Hill Hammock (ex-officio)

Absent: Chair Mary B. Richardson-Lowry and Director Mary Driscoll, RN, MPH (2)

Additional attendees and/or presenters were:

Catrice Groves – Interim Operations Manager, Human Resources Department
Jeff McCutchan – General Counsel
Beena Peters, DNP, RN, FACHE – Chief Nursing Officer
Barbara Pryor – Chief Human Resources Officer
Deborah Santana – Secretary to the Board
John Jay Shannon, MD – Chief Executive Officer
Wayne Wright - Director of Organizational Development and Training

The next meeting of the Committee will be held on Friday, January 24, 2020 at 9:00 A.M.

II. Public Speakers

Acting Chair Thomas asked the Secretary to call upon the registered public speakers.

The Secretary responded that there were none present.

III. Action Items

A. Minutes of the Human Resources Committee Meeting of October 15, 2019

Director Gugenheim, seconded by Director Prendergast, moved to accept the minutes of the meeting of the Human Resources Committee of October 15, 2019. THE MOTION CARRIED UNANIMOUSLY.

B. Any items listed under Sections III and V

IV. Report from Chief Human Resources Officer (Attachment #1)

Barbara Pryor, Chief Human Resources Officer, and Wayne Wright, Director of Organizational Development and Training, reviewed the report, which included information on the following subjects:
IV. **Report from Chief Human Resources Officer** (continued)

- Taleo Applicant Tracking System
- Building a Culture of Employee Engagement
- Metrics:
  - HR Activity Report through 11/30/19
  - Separations by Classification through 11/30/19
  - Open Vacancies
  - Hiring Snapshot through 11/30/19
  - Appendix – Nursing and Finance Hiring Snapshot through 11/30/19

V. **Closed Meeting Items**

A. **Report from Chief Human Resources Officer**
B. **Discussion of personnel matters**
C. **Update on labor negotiations**
D. **Discussion of litigation matters**

Director Gugenheim, seconded by Director Prendergast, moved to recess the open meeting and convene into a closed meeting, pursuant to the following exceptions to the Illinois Open Meetings Act: 5 ILCS 120/2(c)(1), regarding “the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity,” 5 ILCS 120/2(c)(2), regarding “collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees,” and 5 ILCS 120/2(c)(11), regarding “litigation, when an action against, affecting or on behalf of the particular body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.”

On the motion to recess the open meeting and convene into a closed meeting, a roll call was taken, the votes of yeas and nays being as follows:

Yeas: Acting Chair Thomas and Directors Gugenheim and Prendergast (3)
Nays: None (0)
Absent: Chair Richardson-Lowry and Director Driscoll (2)

THE MOTION CARRIED UNANIMOUSLY and the Committee convened into a closed meeting.

Acting Chair Thomas declared that the closed meeting was adjourned. The Committee reconvened into the open meeting.
VI. **Adjourn**

As the agenda was exhausted, Acting Chair Thomas declared the meeting ADJOURNED.

Respectfully submitted,
Human Resources Committee of the
Board of Directors of the
Cook County Health and Hospitals System

XXXXXXXXXXXXXXXXXXXXXXXXX
Sidney A. Thomas, MSW, Acting Chair

Attest:

XXXXXXXXXXXXXXXXXXXXXXXXX
Deborah Santana, Secretary

Requests/Follow-up:

There were no requests for follow-up made at the meeting.