

Minutes of the Special Meeting of the Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System (CCHHS) held Thursday, April 21, 2022 at the hour of 11:00 A.M. This meeting was held by remote means only, due to the determination that a public health emergency exists.

I. Attendance/Call to Order

Chair Prendergast called the meeting to order.

Present: Chair Heather M. Prendergast, MD, MS, MPH and Director Robert Currie (2)

Board Chair Lyndon Taylor (ex officio) and Directors Ada Mary Gugenheim, Mike Koetting, Otis L. Story, Sr.

Absent: Director Raul Garza (1)

Additional attendees and/or presenters were:

Valarie Amos – Chief Human Resources Officer
Rachel Marrello – CCH Operations Counsel
Jeff McCutchan - General Counsel

Israel Rocha, Jr. – Chief Executive Officer
Deborah Santana – Secretary to the Board

The next regular meeting of the Human Resources Committee will be held on Thursday, May 19, 2022 at 12:00 P.M.

II. Electronically Submitted Public Speaker Testimony

There was no public testimony submitted.

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

A. Metrics and Human Resources Optimization Update

Valarie Amos, Chief Human Resources Officer, provided an overview of the Report from the Chief Human Resources Officer, which included information on the following subjects:

- FY22 Metrics
- HR Optimization - Recap
- HR Transformation Updates
- Timeline
- Recruitment Fair
- Recruiting Event Highlights
- Job Tracker Examples

During the discussion of the information on employee resignations, Director Story requested information on reasons for leaving obtained through employee exit interviews . Ms. Amos responded that she will provide that information.

During the discussion regarding employee engagement, Director Story inquired regarding the most recent Press Ganey survey that was completed. Ms. Amos stated that a culture of safety pulse survey was completed last year; she indicated that she can share those results. A full survey by Press Ganey is planned for this fall.

IV. Action Items

No action items were presented for this meeting.

V. Closed Meeting Items

- A. Discussion of personnel matters**
- B. Update on labor negotiations**

Director Currie, seconded by Chair 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)(17), regarding “the recruitment, credentialing, discipline or formal peer review of physicians or other health care professionals, or for the discussion of matters protected under the federal Patient Safety and Quality Improvement Act of 2005, and the regulations promulgated thereunder, including 42 C.F.R. Part 3 (73 FR 70732), or the federal Health Insurance Portability and Accountability Act of 1996, and the regulations promulgated thereunder, including 45 C.F.R. Parts 160, 162, and 164, by a hospital, or other institution providing medical care, that is operated by the public body.”

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: Chair Prendergast and Director Currie (2)

Nays: None (0)

Absent: Director Garza (1)

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

Chair Prendergast declared that the closed meeting was adjourned. The Committee reconvened into the open meeting.

VI. Adjourn

As the agenda was exhausted, Chair Prendergast declared the meeting ADJOURNED.

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

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
Heather M. Prendergast, MD, MS, MPH, Chair

Attest:

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
Deborah Santana, Secretary

Follow-up/Requests:

- Request: With regard to employee resignations, a request was made for information on their reasons for leaving obtained through employee exit interviews. Page 1
- Follow-up: Ms. Amos will share the results of the most recent Press Ganey culture of safety pulse survey with Director Story. Page 1