

RESOLUTION

WHEREAS, on June 2, 2020, the University Medical Center of Southern Nevada Board of Hospital Trustees ratified a resolution, pursuant to NRS 286.523, for University Medical Center of Southern Nevada to employ retired public employees to fill positions for which there was a critical labor shortage due to the emergency that was declared by the Governor of the State of Nevada and the Manager of the County of Clark in response to the rapid spread of the COVID-19 virus; and

WHEREAS, on May 17, 2022, the University Medical Center of Southern Nevada Board of Hospital Trustees ratified a resolution, pursuant to NRS 286.523, for University Medical Center of Southern Nevada to continue to employ retired public employees to fill positions for which there was a critical labor shortage and because University Medical Center of Southern Nevada personnel were at increased risk for exposure to COVID-19 and would be isolated and unable to work when exposed; and

WHEREAS, University Medical Center of Southern Nevada continues to experience difficulty in filling various positions as there is a critical shortage of trained personnel with the qualifications of healthcare experience and patient care; and

WHEREAS, the critical shortage of these personnel with the qualifications of healthcare experience and patient care has continued, and is expected to continue, even though the declaration of the COVID-19 public health emergency has concluded; and

WHEREAS, a list of the positions for which there is a critical shortage is attached to this Resolution as Attachment "1"; and

WHEREAS, employment of healthcare workers who are currently NVPERS retirees but who are critically needed to maintain the health and safety of the Southern Nevada community would provide an immediate resource of trained personnel for critical positions; and

WHEREAS, NRS 286.523 provides that the governing body of an employer which desires to employ a retired public employee to fill a position for which there is a critical labor shortage must make certain determinations and findings regarding the need for such reemployment so that the retirement benefits of such personnel are not jeopardized.

NOW, THEREFORE, the University Medical Center of Southern Nevada Board of Hospital Trustees finds and resolves as follows:

1. University Medical Center of Southern Nevada continues to experience difficulty in filling various positions as there is a critical shortage of trained personnel with the qualifications of healthcare experience and patient care.
2. Training for these positions is extensive and complex, and there is insufficient time to recruit and train new personnel for these positions to meet the existing need and demand.
3. Due to similar demands placed on all neighboring governmental entities, it is difficult for personnel to be borrowed from other governmental entities to fill these positions.

4. The effective date of the critical need designations for certain healthcare positions at University Medical Center of Southern Nevada is not expected to last more than two additional years.

PASSED, ADOPTED AND APPROVED this _____ day of April, 2024.

UNIVERSITY MEDICAL CENTER OF
SOUTHERN NEVADA BOARD OF HOSPITAL
TRUSTEES

BY: _____
WILLIAM MCCURDY II, Chair

Attest:

LYNN MARIE GOYA, Clerk