Beaumont Health

Meeting Information	
Meeting Name:	PS Collaboration Session
Meeting Purpose:	Review and approve suggested BH pay rules
Meeting Date:	May 4, 2016
Meeting Time:	9:00 am – 4:00 pm
Meeting Location:	The Skyline Club, 2000 Town Center, 28th Floor, Southfield, MI (Renaissance Room)
Conference Call Bridge:	n/a

Invited				
	Attend	Name	Attend	Name
	☐	Donna Zuk (Required)	☐	Karie Lyon (Optional)
	☐	Paul Conway (Required)	☐	Nancy Strohschein (Optional)
	☐	Julie Hansen (Optional)	☐	Lisa Vendittelli (Optional)
	☐	Kevin Reetz (Required)	☐	Sharon Brogan (Optional)
	☐	Diane Parcella (Required)	☐	Terry Marcikic (Required)
	☐	Tammye Grant (Required)	☐	Marti Tomiak (Required)
	☐	Eve Richardson (Required) – LEADER	☐	Adam Ritchie (Required)
	☐	Anne Stewart (Required)	☐	Tom Dabrowski (Required)
	☐	Kimberly Guesman (Required)	☐	Dalph Watson (Required)
	☐	Pandora Walker (Required)	☐	Bob James (Required)
	☐	Ginnie Bondy (Required)	☐	Mike Dixon (Required)
	☐	Josie Ciccone (Required)	☐	Sherry Huffman (Required)
	☐	Adam Ritchie (Required)	☐	

Agenda			
	Description	Owner	Duration
1	Welcome and Opening Remarks	Paul Conway	10 mins.
2	Pay Rules Discussion: a. Preceptor Pay b. Holiday Credit & Premium c. PTO d. Bereavement e. Jury Duty f. Cadre g. Report to work minimum pay h. Float Differential i. Awards	Payroll Team	7.5 hours

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PEOPLESOFT HCM PROJECT – Shared Payroll/Benefits/Compensation Policy Component Suggestions

Topic: Float Differential/Incentives

Glossary: Float Personnel: Employees that do not have an assigned position and are used to fill-in when a nursing area is short staffed. Called **Nursing Resource Pool** at BHS, **Oakwood Staffing Solutions (OSS)** at Oakwood. *Botsford (float pool)*

	Item	BHS	Botsford	Oakwood	Suggestion
1.	What is the current additional float dollars per hour for regular and temporary RNs?	Regular RNs Base plus $▓▓ (Max $▓▓▓) *hourly base? + $3.02* Temporary RNs Receive pay based on skill & commitment CN II - Level 1 Paid within the range (Max $▓▓▓) CN II - Level 2 Base plus 8% (Max $41▓▓) CN II - Level 3 Base plus 16% (Max $4▓▓▓) *criteria based* CN II - Level 4 Base plus 24% (Max $47▓▓)	$6.00 – $10.00 depending on job	$5.00 Job code 1494-RNs They are assigned a float pay rule in Kronos Oakwood staffing solutions receive?	
1a.	What is the current additional float dollars for Physical Therapy Assistants?	PTA Pool Base plus $2▓▓	n/a	$1.50 Job code 1507-PT assistants at Taylor only	

classification by classification retirees

will do with base rates

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		COTA Pool Base plus ~~$3.75~~		This is a pay code edit by the Editors	
1b.	What is the current additional float dollars for Physical Therapists?	PT I Pool Base plus ~~$2.75~~ PT II Pool Base plus ~~$2.75~~ OT II Pool Base plus ~~$3.00~~	n/a	$3.00 for job code 1371 Physical Therapists only at Taylor only This is a pay code edit by the Editors	
2.	Where is the rate entered?	Regular RNs and rehab positions ADP Memo entry that is attached to base Temporary RNs Separate job title with pay added to base	Attached to the job code	RNS-Because they are in a float pay rule automatically paid in Kronos Physical Therapy- manually entered	Give separate job code in PeopleSoft with additional dollars,then put them in a float pay rule that pays automatically paid in Kronos

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***** DO NOT WRITE BELOW THIS SPACE ****

Approvals:

Advisory Committee

Date:	Approved (Y / N)	Approver(s):	Items:	Comments / Next Steps:
Click or tap to enter a date.	☐Yes ☐No ☐Yes ☐No ☐Yes ☐No	Zuk, Donna Conway, Paul Lyon, Karie		

Operational:

Date:	Approved (Y / N)	Approver(s):	Items:	Comments / Next Steps:
Click or tap to enter a date.	☐Yes ☐No ☐Yes ☐No ☐Yes ☐No			

Steering Committee:

Date:	Approved (Y / N)	Approver(s):	Items:	Comments / Next Steps:
Click or tap to enter a date.	☐Yes ☐No ☐Yes ☐No ☐Yes ☐No			

Other:

Date:	Approved (Y / N)	Approver(s):	Items:	Comments / Next Steps:
Click or tap to enter a date.	☐Yes ☐No ☐Yes ☐No ☐Yes ☐No			