Minutes of the Talent Development and Executive Compensation Committee meeting of the Board of Managers of the Dallas County Hospital District, held Wednesday, November 6, 2024, scheduled for 12:00 p.m. or directly following the Governance, Compliance and Ethics meeting in the WISH Building Executive Conference Room (02-175) at Parkland Health and via Webex. These minutes do not constitute a certified agenda from the meeting.

I. Attendance and Call to Order

Committee Chair Lisa Sutter noted a quorum was physically present and called the meeting to order at 12:00 p.m. Committee members Reina Gonzalez, JD; Vincent Hall and Elizabeth Palacios, MD, were present.

Board Member attendees included: Eric G. Bing, MD, PhD, Vincent Hall, Byron Cryer, MD, and Marjorie Petty, JD.

Staff Present (via Webex and in-person) included:

Dan Enright, Director/Talent Mgmt. Analytics
DeLancey Johnson, SVP & Associate Chief Talent Officer
Felicia Miller, EVP & Chief Talent Officer
Fred Cerise, President & Chief Executive Officer
James Orrison, Administrative Resident
Jessica Hernandez, SVP & Chief DEI Officer
Melanie Roberts, SVP Chief Compliance and Ethics Officer
Morgan Simmons, Governance Program Coordinator
Saul Cordero, SVP & Chief Governance & Strategy Officer
Stacy Dorsey, SVP Workforce Strategy
Stephanie Speights, SVP/Talent Mgmt Development
Steven Roth, EVP & Chief Legal Officer
Rick Humphrey, EVP & CFO
Vic Summers, SVP Internal Audit

Other Attendees:
Shannon Ferrari, Sullivan Cotter (Webex)

II. Mission Statement

Committee Chair began the meeting by stating the mission statement:
Advance Wellness | Relieve Suffering | Develop and Educate

III. Public Comments Regarding Agenda Items

No members of the public registered for comments regarding the agenda items.

IV. Conflicts of Interest

After review of the agenda, the Chair noted zero conflicts of interest for Board Members present.

V. Reports Requiring Deliberation(s) or Approval(s)

A. Office of Talent Management Overview – Reminder of 2024 Goals

Felicia Miller presented the 2024 Goals as a reminder to the Board. Felicia mentioned the Office of Talent Management's goal to increase productivity to 93.6 which was met and exceeded with a score of 96.2. Felicia mentioned Parkland's Commitment to being the employer of choice for those with a calling to serve by providing transformational employee journey.

The Committee members asked questions and received additional information related to the Office of Talent Management Overview.

B. Spotlight: Tuition Reimbursement and Loan Support Progress

Stephanie Speights presented an update on Parkland's tuition reimbursement and loan support progress. Stephanie mentioned that this year there is a new program in pilot for loan repayment through EdAssist in order to better understand what is happening in the market regarding student-loan and dept. Stephanie presented the program overview for 2024 YTD (Q1-Q3). Stephanie mentioned there are 876 total participants through Parkland who utilize this program and have saved $33.2k.

C. Parkland Competency Model - Looking Ahead to Usage and Impact

Stephanie Speights continued her presentation with an update on Parkland's Competency Model. Stephanie reminded the Board what a competency model is. This model articulates by level, the descriptive, observable capabilities we expect individuals to demonstrate or continuously develop that are paramount to achieving the vision and delivering on the strategic plan. This model creates a specific place where competencies will guide job descriptions, quality of care standards, behaviors, performance reviews and developmental opportunities for employees. Within the current strategic plan which spans from 2021-2026, the competency model is spread throughout all of the deliverables in which OTM plans to focus on. Stephanie next presented the timeline and process as part of the talent development and performance evolution for OTM's rebranding of the competency model which aims to disseminate all of the refreshed competency by August of 2025.

The Committee members asked questions and received additional information related to the Parkland Competency Model and Usage.

D. Benefits Update – Fiscal Year Plan Performance and Plan Year 2025 Design Changes

Dr. DeLancey Johnson presented an update on Parkland's benefits and the fiscal year plan for year 2025 regarding design changes. Dr. DeLancey presented the fiscal year plan performance regarding benefits to begin. He mentioned an RFP was sent out to determine a new and sustainable vendor in place of UMR and Cigna was identified. As programming was set Parkland remained nearly $5 million under budget based on the programming. Dr. DeLancey called out domestic utilization for medical expenses was $5.3 million higher than the previous year. Dr. Delancey mentioned the pharmacy plan rebates were reprogrammed and as a result over the three quarters, Parkland identified about $10 million that could be given back to Parkland.

Dr. DeLancey presented the 2025 Medical & Rx design changes which will include no increase to premium contributions, new tobacco surcharge to promote a healthier lifestyle, increase fertility and adoption coverage, and 100% coverage of independent lab services.

E. Updates on items Related to Volunteer Services – Highlights, Latest Statistics & New Programs

Dr. DeLancey also presented new volunteer services and statistics along with the programs in place such as the NODA (no one dies alone), NNICU volunteers and senior source volunteers.

F. OTM Metrics summary – overview of vacancies, Turnover Rates and progress with Hiring Goals

Dan Enright presented the Office of Talent Management metrics summary. Dan mentioned the people metrics summary regarding vacancies and turnover rates across Parkland as a whole and nursing specifically. Dan mentioned the overall summary had improved from last year's metrics although nursing turnover and first year turnover increased slightly. Dan mentioned there was a 20% hiring reduction this year correlated to the reduction in posted job requisitions. Next, Dan presented on the 'days to fill' metric which portrays how long certain vacancies remain vacant and for the first time three years Parkland has a significant reduction in the days it takes to fill vacancies. Lastly, Dan presented on the overall turnover rate in relation to engagement and how we have exceeded our target goal of 16.0% turnover rates with a final metric of 12.9%.

VI. Executive Session

At 1:01 p.m., the Committee went into executive session to discuss the items on the Executive Session agenda.

Members of management were excused from the discussion of topics as necessary.

A. CEO Performance Appraisal Discussion ***Tex. Government Code §§551.074***

Committee Chair Lisa Sutter, adjourned Executive Session and moved into Open Session at 1:41 p.m.

VII. Adjourn

With no further business to discuss, Committee Chair Lisa Sutter adjourned the meeting at 1:41 p.m.

SO RECORDED:

Lisa Sutter
Lisa Sutter (Jan 2, 2025 12:19 CST)
Lisa Sutter
Committee Chair

Steven J Roth
Steven J Roth (Jan 3, 2025 15:19 CST)
Steve Roth, JD, MPH
Assistant Secretary