Minutes of the Talent Development and Executive Compensation Committee meeting of the Board of Managers of the Dallas County Hospital District, held Wednesday, August 7, 2024, scheduled for 12:30 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 12:45 p.m. Committee members Reina Gonzalez, JD; Farida Minner, RN; and Elizabeth Palacios, MD, were present.

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

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

Carolyn Foster, Deputy General Counsel
Dan Enright, Director/Talent Mgmt. Analytics
Donna Richardson, EVP Chief Nursing Executive
DeLancey Johnson, SVP & Associate Chief Talent Officer
Felicia Miller, EVP & Chief Talent Officer
Fred Cerise, President & Chief Executive Officer
Kellee Boardingham, Executive Assistant
Lauryn Minter, Director Workforce Equity
Melanie Roberts, SVP Chief Compliance and Ethics Officer
Morgan Simmons, Governance Program Coordinator
Sean Gorman, Mgr., Communications
Sharon Chisholm, Administrative Director OTM
Shauntee Mayfield, VP & Chief Experience Officer
Stacy Dorsey, SVP Workforce Strategy
Steven Roth, EVP & Chief Legal Officer
Vic Summers, SVP Internal Audit

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 – Goals and Commitment

Felicia Miller presented the OTM overview related to Goals and Commitment. Felicia briefly mentioned the 2024 goals as they relate to the Parkland strategy to increase productivity. Felicia next presented a workforce experience update. Felicia reviewed the PULSE Survey system goal of 85% participation along with some future OTM workforce engagement events for the Fall 2024.

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

B. Recruitment Sourcing Strategy and FY2024 Compensation Market Review Adjustments

Stacey Dorsey presented on the recruitment sourcing strategy for FY2024. Stacey mentioned that the OTM recruitment strategy aligns with Parkland's vision and emphasizes diversity and inclusion across all areas. Stacey presented on a timeline of Parkland's greatest sourcing strategy accomplishments from April 2020 to March 2024. In March 2024 the expansion of Spanish-speaking employees and partnerships with Hispanic Medical/Nursing School was one of the notable accomplishments. Next, Stacey presented on community engagement and listed some examples of how Parkland is involved in many workforce programs, public health, and community engagement initiatives. Stacey presented on the educational relationships that Parkland maintains with local universities and institutions across Texas. Stacey also mentioned some of OTM goals for targeted partnerships and recruitment in the coming year. Stacey presented on targeted associations and recruitment strategies for the upcoming year to continue the partnership between Parkland and professional associations. She mentioned the growth in Parkland's approach to attend community events, recruit applicants during community engagement events and provide an offer for applicants quickly. As a part of the OTM continued focus Stacey presented on internal and external policies and practices during the recruitment process that intend to create inclusive and unbiased job descriptions and improve the candidate experience. Stacey presented on the range of zip codes and ethnically diverse candidates that Parkland continues to hire putting Parkland in the 90th percentile of Saratoga's ranking.

Next, Stacey presented on compensation and the 2024 objectives across the organization for competitiveness with external market data and equitable practices. She mentioned the current market trends with an average 3.5% merit increase in healthcare salary budgets for 2024. Stacey reviewed the methodology and scope for staff salary adjustments as well.

The Committee members asked questions and received additional information related to the Recruitment Sourcing Strategy and FY2024 Compensation Market Review Adjustments.

C. Anti-Ableism Strategic Plan Starts with Awareness

Dr. Lauryn Minter presented on the 2024 Anti-Ableism Strategic Plan. Lauryn mentioned Parkland's anti-ableism vision statement as it pertains to workforce equity and inclusivity. Lauryn presented on the most recent disability statistics in Texas and examples of these disabilities categorized as apparent and non-apparent. Lauryn next mentioned the benefits of sourcing and hiring disabled talent and provided insights into serving patients and faculty with disabilities. Lauryn presented Parkland's targeted approach to anti-ableism in Parkland's operations and provided current mechanisms to addressing the needs of disabled employees.

The Committee members asked questions and received additional information related to the Anti-Ableism presentation.

D. Leadership and Professional Development Priorities & FY2025 Goal Setting

Stephanie Speights provided a brief update on the leadership and professional development priorities for FY2025. Stephanie mentioned the six critical practices for leading a team and annual training that Parkland continues to assign to new and current leaders. Stephanie mentioned these leadership training is now assigned to new leaders upon hire as part of their onboard trainings. Stephanie mentioned the continued alignment on the evolution of appraisals and goal setting for all employees and leaders. Stephanie also mentioned the competency model coming soon to all Parkland leadership.

The Committee members asked questions and received additional information specifically related to the Leadership and Professional Development Priorities & FY2025 Goal Setting.

E. Updates on Item(s) Related to Guest Services, Process Improvement, and Spiritual Care

Dr. DeLancey Johnson presented on the correctional health initiative and workplace violence. Through philanthropy, there is now a dedicated meditation place in the jail space. Dr. Johnson mentioned the integration, automation and scaling of Parkland's human capital management (HCM) needs through the full or partial replacement of existing HCM systems.

The Committee members asked questions and received additional information related to the Updates on Item(s) Related to Guest Services, Process Improvement, and Spiritual Care.

F. Updates on Item(s) Related to Benefits – Healthiest Employer of Texas and Benefit 2025 Plan Design

Dr. DeLancey Johnson presented on Parkland's award regarding the Healthiest Employer in Texas. What sets Parkland apart are the onsite employee health services, workplace

well-being initiatives, financial wellness and care and career development. Dr. Johnson mentioned some past employee health and wellness events ranging from May-July 2024.

The Committee members asked questions and received additional information related to the Updates on Item(s) Related to Benefits – Healthiest Employer of Texas and Benefit 2025 Plan Design.

G. Approval of an amendment to the Parkland health plans (medical, pharmacy, EAP, HSA, FSA for health benefits) to comply with the legal requirements for health plans as HIPAA Covered Entities; the amendment is an update to the existing HIPAA amendment to reference new plan documents (CIGNA as Third-Party Administrator) and non-substantive administrative edits.

Dr. Johnson presented an executive summary on the current HIPAA Amendment to the Parkland Employee Health Plan which will include language in the plan document to describe how and in what circumstances personal health information can be shared. The proposal is to update the existing Amendment to reflect new technical and physical privacy and security controls to ensure only proper uses and disclosure take place.

The Committee members asked questions and received additional information related to the Approval of an amendment to the Parkland health plans (medical, pharmacy, EAP, HSA, FSA for health benefits) to comply with the legal requirements for health plans as HIPAA Covered Entities; the amendment is an update to the existing HIPAA amendment to reference new plan documents (CIGNA as Third-Party Administrator) and non-substantive administrative edits.

The Chair asked for a motion to approve the Amendment to the Parkland Health Plans to Comply with HIPAA. Vincent Hall motioned for approval. Reina Gonzalez seconded the motion. The motion carried unanimously.

VI. Executive Session

At 1:58 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. Review of the CEO duties as related to FY2025 Goals **Tex. Government Code §§551.074**

The Chair asked for a motion to approve the CEO duties as related to FY2025 Goals. Vincent Hall motioned for approval. Reina Gonzalez seconded the motion. The motion carried unanimously.

Committee Chair Lisa Sutter, adjourned Executive Session and moved into Open Session at 2:23 p.m.

VII. Adjourn

With no further business to discuss, Committee Chair Lisa Sutter adjourned the meeting at 2:23 p.m.

SO RECORDED:

Lisa Sutter
Lisa Sutter (Oct 3, 2024 10:27 CDT)

Lisa Sutter
Committee Chair

Steven J Roth
Steven J Roth (Sep 29, 2024 11:17 CDT)

Steve Roth, JD, MPH
Assistant Secretary