Minutes of the Talent Development and Executive Compensation Committee meeting of the Board of Managers of the Dallas County Hospital District, held Wednesday, August 6th , 2025, scheduled for 11:00 a.m. 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 asked Marjorie Petty to chair the meeting in her absence. Marjorie noted a quorum was physically present and called the meeting to order at 11:00 a.m. Committee members Farida Minner, RN, Vincent Hall, Eric G. Bing, MD, and Elizabeth Palacios, MD, were present.

Board Member attendees included: Marjorie Petty, JD and Ramon Miguez, PE.

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

Anika Dachiraju, Governance Intern
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
Jessica Hernandez, SVP & Chief DEI Officer
Michelle Ng, Administrative Resident
Melanie Roberts, SVP Chief Compliance and Ethics Officer
Morgan Simmons, Governance Program Coordinator
Saul Cordero, SVP & Chief Governance & Strategy Officer
Shauntee Mayfield, VP Chief Experience Officer
Sean Gorman, Mgr., Communications
Stacy Dorsey, SVP Workforce Strategy
Stephanie Speights, SVP/Talent Mgmt Development
Steven Roth, EVP & Chief Legal Officer
Rick Humphrey, EVP & CFO

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 of Department Level Goals and Commitment

Felicia Miller reminded the Board of Parkland's commitment to be the employer of choice for those with a calling to serve through transformational experience. The Office of Talent Management upholds this commitment through recruitment, development, rewards and engagement.

B. Strategic Workforce Planning

Stephanie Speights presented the high school and college workforce development from 2016 to present day. Stephanie reminded the Board of the many opportunities and customized events Parkland holds for youth within the Dallas community such as career/technical education programs, career exposure programs, internships and mentoring events. Stephanie mentioned the Parkland Health Careers Expo will take place on September 13th for grades 8-12. Students will have the opportunity to engage directly with healthcare professionals and learn about the workforce programs at Parkland. Stephanie mentioned that executive succession planning launches in 2026 for the following positions: Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, Chief Nursing Officer, and Chief Talent Officer.

C. Total Rewards Update – Overview of Benefits Management Plan & Compensation Programs

Dr. DeLancey Johnson updated the Board regarding how Parkland Health is implementing strategic changes to its benefits management plan to address cost growth, which has risen from a historical budget of $140–150 million to a projected $204 million. To contain this increase, the organization aims to eliminate external healthcare spending by encouraging employees to utilize Parkland's internal services, such as its employee health center. This approach includes better modeling of financial forecasts, accounting for member growth, and reducing reliance on contract labor. The plan also incorporates targeted cost-management strategies designed to ensure sustainability while maintaining access to essential care through Parkland's integrated programs.

As for compensation, Dr. Johnson reminded the Board that Parkland is focused on equitable access and affordability, ensuring that benefit costs are tiered based on income and do not impose financial hardship on lower-wage employees. The organization is launching an employee wellness committee to improve member experience and tailor

communications for specific employee scenarios, such as maternity or retirement. Parkland is also expanding access to services like colonoscopies and infusion treatments internally which reflect a broader commitment to balancing cost control with employee satisfaction and health outcomes.

Next, Stacy Dorsey presented an update on compensation programs at Parkland. Stacey mentioned that Parkland Health conducts an annual compensation market and equity review to ensure its pay practices remain competitive, equitable, and financially responsible. The review evaluates base pay, shift differentials, and total compensation, aligning with the 50th percentile of market rates. Adjustments are made based on market gaps—5% for clinical roles and 10% for non-clinical roles—and factors like turnover, vacancy rates, and living wage benchmarks. In 2025, bedside nurse pay was found to be appropriately aligned with market rates, while non-bedside nursing and support roles required adjustments. Additionally, Parkland raised its minimum wage to $20/hour, using the MIT living wage calculation for Dallas County, and plans structural changes to address pay compression issues caused by these increases.

D. <u>One Parkland Survey: Results and Latest Participation Totals</u>

Dr. Shauntee Mayfield presented a brief update on the Parkland ONE Survey. Dr. Mayfield mentioned the ONE survey has begun and will continue to be available until August 15th. This survey aims to track the organization's progress in workforce experience and inform leaders on what additional focused efforts are needed. Currently the survey has a participation rate of 59% (as of July 31st) with an overall goal of 85%.

E. <u>Update on Workday Platform Implementation</u>

Dr. DeLancey Johnson updated the Board on the Workday implementation progress. To support implementation, Parkland has recruited ambassadors and conducted executive workshops and surveys to understand user needs and concerns. The new system is expected to eliminate redundant software, reduce manual data entry, and improve onboarding efficiency—resulting in cost savings and faster hiring. The change management strategy emphasizes user experience, aiming to enhance how employees access HR services and interact with technology. Future updates will provide more details as the implementation progresses into full deployment and training phases.

F. <u>Annual Discussion and Review of the Talent Development and Executive Compensation Committee Charter</u>

Saul Cordero reviewed the charter with the Board and mentioned the sole change in language to charter under the section regarding membership. Meetings and minutes. The language will reflect a change from "two other Board members" to "at least two other

Board members" to reflect the opportunity to have larger committee sizes and remain consistent with the other committee charters.

Marjorie requested a motion to recommend the charter for final approval by the full Board. Vincent Hall motioned to approve. Farida Minner seconded the motion. The motion passed unanimously.

Dr. DeLancey Johnson requested another item be considered for approval by the committee regarding Parkland's Disability Plan with proposed amendments. Dr. Johnson reviewed the amendment with the Board and defined the proposed clarifications.

Marjorie requested a motion to recommend this amendment of the Disability Plan to the full Board. Vincent Hall motioned. Eric Bing seconded. The motion passed unanimously.

VI. Executive Session

At 12:04 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 CEO Duties as Related to FY2026 Goals ***Tex. Government Code §§551.074***

Marjorie Petty, adjourned Executive Session and moved into Open Session at 12:22 p.m.

Marjorie Petty requested a motion to recommend the CEO Duties as Related to FY2026 Goals to the full Board. Eric Bing motioned. Byron Cryer seconded. The motion passed unanimously.

VII. Adjourn

With no further business to discuss, Marjorie Petty adjourned the meeting at 12:22 p.m.

SO RECORDED:

Lisa Sutter
Lisa Sutter (Oct 14, 2025 14:49:14 CDT)

Lisa Sutter
Committee Chair

Steven Roth (Oct 1, 2025 12:44:22 CDT)

Steve Roth, JD, MPH
Assistant Secretary