Minutes of the Talent Development and Executive Compensation Committee meeting of the Board of Managers of the Dallas County Hospital District, held Wednesday, February 5, 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 12:15 p.m. Committee members Farida Minner, RN, Reina Gonzalez, JD; Vincent Hall and Elizabeth Palacios, MD, were present.

Board Member attendees included: Vincent Hall.

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
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
Theresea Wilson, Dir., Workforce Development
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 on Department Level Goals and Commitment

Felicia Miller welcomed everyone to the meeting and reminded the Board of the OTM 2025 goals which encompass trust, people, and access scores form the FY24 Press Ganey survey. The FY25 cascaded productivity goal is to achieve less than 6.7 FTE per AOB. Lastly, Felicia mentioned Parkland's Commitment to being the employer of choice for those with a calling to serve through a transformational experience.

B. Organizational Performance

Stephanie Speights provided the Board with an overview of organizational performance. Stephanie reminded the Board of the FY2024 section weightings and how Parkland sets goals as an organization to set expectations and create deliverables. Stephanie mentioned for 2025 all employees will use the shared and individual focus goal setting strategy.

C. FY25 Compensation for all Employees

Stacy Dorsey shared some key updates on the compensation for all employees at Parkland. Stacey mentioned it took Parkland about 3-4 years to do a full market review and job analysis for all jobs across the organization. Stacy presented the key areas of focus for FY25 which include base salary adjustments, salary structure updates, living wage analysis and physician and nursing structures.

D. Workforce Planning Overview

Stacy Dorsey presented the workforce planning overview surrounding the future of recruitment strategies for Parkland and job forecasting. Stacy mentioned Parkland's vacancy rate has improved over the past couple of years and now with a strong foundation, OTM wants to look ahead and plan for future needs. Stacy reviewed the plan OTM curated for the future of Parkland workforce recruitment which includes analysis of what is needed now, what will be needed next year and what is needed to align with the strategic plan. Stacy also mentioned external considerations that affect forecasting such as the patients and community needs, local healthcare expansion and external labor market trends. Stacy presented the fastest growing healthcare occupations from 2023-2033 and these predictions will affect Parkland.

E. Workforce Development Update

Theresa Wilson provided an update and overview of the workforce development department. Theresa reviewed the workforce development program offerings which include tuition reimbursement, student loan repayment assistance and the Reach for the Stars nursing program. Theresa presented on the reach for the Stars program which allowed 23 nursing students to receive full scholarships for their nursing program while maintaining employment at Parkland during the program. Theresa also reviewed the

apprenticeship pathways available at Parkland for patient access and patient care departments. Lastly, Theresa provided personal anecdotes of employees who were brought up through the internship, apprenticeship, and LEAP programs. Theresa also mentioned the work being done throughout the community to mentor the next generation of healthcare employees.

F. Office of Talent Management Programs Updates – Employee Benefits and Support
Felicia Miller reviewed the usage of the DART pass participation totals between 2023-present usage. Felicia reviewed the funds spent and the number of participants. Felicia also announced the wellness experience Parkland employed with Cigna to help employees personalize their wellness journeys and make intentional health and lifestyle changes. Felicia mentioned Parkland's certificate of acknowledgement for the best place for working parents based on family-friendly policies and practices.

G. Summary – OTM Metrics: Vacancy Rates, Posted Openings, Progress in Hiring Goals
Dan Enright reviewed the people metrics summary which portrays the vacancy rates and turnover rates. Dan mentioned all the turnover rates improved except for first-year turnover. The current vacancy rate at the end of September 2024 was 5.1% which is half of what the FY23 rate was. The nursing vacancy rate is now 6.7% which is slightly higher than at the end of FY24 but is much lower than February of the year prior. Dan mentioned the total hiring volume in the first quarter of FY2025 was much lower than prior years with a total of 543 hires. Dan presented the results from the FY24 post-resignation survey overall results based on job specific responses and supervisor ratings.

VI. Executive Session

At 1:31 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. Update Regarding the Parkland CEO Contract Plan and Priorities ***Tex. Government Code §§551.074, 551.071***

Committee Chair Lisa Sutter, adjourned Executive Session and moved into Open Session at 1:38 p.m.

VII. Adjourn

With no further business to discuss, Committee Chair Lisa Sutter adjourned the meeting at 1:38 p.m.

SO RECORDED:

Lisa Sutter
Lisa Sutter (Apr 22, 2025 10:40 CDT)

Lisa Sutter
Committee Chair

Steven Roth (Apr 4, 2025 13:31 CDT)

Steve Roth, JD, MPH
Assistant Secretary