Minutes of the Talent Development and Executive Compensation Committee meeting of the Board of Managers of the Dallas County Hospital District, held Wednesday, May 7, 2025, 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 12:47 p.m. Committee members Reina Gonzalez, JD; Vincent Hall, Eric G. Bing, MD, and Elizabeth Palacios, MD, were present.

Board Member attendees included: Marjorie Petty, JD, Ramon Miguez, PE (via Webex) and Yasmin Simon 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
Jessica Hernandez, SVP & Chief DEI Officer
Joe Mayer, Director/Treasury
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
Ryan Alcantar, VP Employee Health Integration
Torey Johnson, Sr. Dir., Learning & Leader Dev.

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

Dr. DeLancey Johnson provided the Board with an overview of Employee Health and Wellness initiatives. He reviewed the benefit-eligible demographics from 2024, which show 12,037 subscribers and 21,465 members, along with the decreasing turnover rate, age distribution, and gender relationship breakdown. Dr. DeLancey also reviewed the 2024 risk score per member per month compared to earlier years, which showed 2024 to have increased due to medical outpatient claims. Next, the 2024 network summary was projected and showed Parkland captured 27% of IP spend, 53% of OP spend, and 49% of professional spend. Dr. DeLancey also reviewed the mental wellness employee assistance program, which has 528 users across the organization. Other physical and mental wellness programs for 2025 were discussed, along with the upcoming financial and overall wellness workshops for employees.

B. Employee Health and Wellness

Ryan Alcantar mentioned that 41% of adult Parkland Employee Health Plan users get their care on campus at the employee health center. Two new primary care physicians and a new gynecologist are in the employee health center. Next, Ryan presented an update on the status of the Glucagon-Like Peptide-1 (GLP-1) Medication offered to employees at Parkland. 71% of members who filled out a GLP-1 in 2024 are moderately high risk or higher for one or more chronic conditions.

Ryan mentioned the employee health center's weight-loss and lifestyle medicine service offered by Dr. Samia Ahmed. There is also a diabetes care option aligned with an endocrinologist who offers services at the employee health center.

C. Update on Workday Platform Implementation

Dr. DeLancey Johnson presented an update on the Workday system, which aims to enhance the OTM and Payroll functions by replacing PeopleSoft and automating/scaling our systems. There is a quarterly implementation timeline over fiscal year 2025, which will fully integrate Workday by the end of Q3. Stacey updated the Board on the Q1 2025 progress so far, which includes the continuation of detailed inventory, configuration requirements, and integration strategies.

D. Service Excellence Update – Universal Relationship Skills

Torey Johnson presented on Universal Relationship Skills because a lot of work has been done over the past year regarding employee and patient feedback. Torey mentioned the organization-wide kick-off module, which will begin in June 2025. The training timeline will continue into the new fiscal year as the training trickles down from all employees to eventually focus on ED, Inpatient Services, and Physicians.

E. Supplemental Retirement Plan – Fund Change Recommendations
Dr. DeLancey Johnson mentioned the need to go through these recommendations prior to them going to the Full Board. The current investment lineup includes tier 1 and tier 2 options, whereas the recommendations involve tier 1, tier 2, and tier 3 options. Joe Mayer mentioned the change from one underlined fund to a Fidelity fund. Tier 3: There are no current changes, but there may be some soon. Most changes were made to tier 2 regarding intermediate core bonds, large-cap blend index, mid-cap indexes, and foreign large blend.
The Committee recommended that these supplemental retirement plans change recommendations to the Full Board. Vincent Hall motioned for the requested changes, and Elizabeth Palacios seconded the motion. The motion passed unanimously.

VI. Executive Session

At 1:56 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 and Discuss the CEO Contract Timeline ***Tex. Government Code §§551.074, 551.071***

Committee Chair Lisa Sutter, adjourned Executive Session and moved into Open Session at 2:30 p.m.

VII. Adjourn

With no further business to discuss, Committee Chair Lisa Sutter adjourned the meeting at 2:32 p.m.

SO RECORDED:

Lisa Sutter
Lisa Sutter (Jul 6, 2025 13:36 CDT)

Lisa Sutter
Committee Chair

Steven Roth (Jul 14, 2025 14:25 CDT)

Steve Roth, JD, MPH
Assistant Secretary