Minutes of the Talent Development and Executive Compensation Committee meeting of the Board of Managers of the Dallas County Hospital District, held Wednesday, November 5th , 2025, scheduled for 12:30 p.m. or directly following the Governance, Compliance & Ethics Committee 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 12:20 p.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:

Brad Nitschke, Interim Chief Legal Officer
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 Health Equity 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
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. Workday: Progress Report, Organizational Impact and Key Milestones Achieved

C. Dr. DeLancey Johnson and Stacy Dorsey provided an update on the Workday implementation, Parkland's new human capital management system launching in January. Workday will replace PeopleSoft, SAP, and SuccessFactors, consolidating approximately 1,500 business processes into one platform. A dual maintenance approach will run in December, with Workday becoming the primary system on January 1, while legacy systems remain accessible for a year. Guiding principles include simplicity, standardization, and accurate payroll during transition. Communication efforts feature readiness surveys, monthly updates, training, SharePoint resources, and huddle sheets to reach non-desk employees. December will focus on significant policy changes and process impacts.

D. Developments in Workforce Strategy: DISD Partnership and Dallas College Update
Stephanie Speights shared that since the last update, one major change occurred: on September 13, an impactful "Focus High School" event was held with 36 schools represented, targeting grades 8–12. The event introduced students to high-demand healthcare careers beyond clinical roles, including imaging and IT. Feedback was highly positive. Stephanie also highlighted progress on formalizing a partnership agreement with Dallas College to strengthen collaboration and career pathways. Appreciation was expressed for leadership and team efforts.

E. Next Steps to Address One Parkland Survey Results
Dr. Shauntee Mayfield provided a brief update on employee engagement. Dr. Mayfield presented the action planning approach to address the next steps regarding the survey results. Action planning involves categorizing engagement scores for each leader and team, then assigning improvement activities based on those scores. In October, refresher sessions and a survey guide were provided, with recordings available for later access. Press Ganey conducted two in-person sessions during the week of October 29, and a 4-hour training for new leaders focused on understanding and improving engagement.

Support resources are tailored by leader index scores. The initiative also emphasizes connecting engagement efforts with patient experience through collaborative work.

F. Benefits Update: Progress and Recent Work
Dr. Johnson provided an overview of benefit strategy focused on cost control. Key priorities include reducing foreign medical spending, increasing domestic and affiliate utilization, and leveraging Parkland services for savings and 340B benefits. Efforts include direct provider contracts, improved access to primary and specialty care, and planning design changes for high-cost items like infusions and GLP-1 medications. A new wellness committee was launched to enhance benefit navigation and education. Additionally, agile budgeting now accounts for seasonal utilization trends. Dr. Johnson highlighted a successful PTO donation campaign, raising significant hours to support employees facing disability or leaving challenges.

VI. Executive Session

At 1:00 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. Only Dr. Fred Cerise and Felicia Miller remained present in the room.

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

Lisa Sutter, adjourned Executive Session and moved into Open Session at 1:33 p.m.

VII. Adjourn

With no further business to discuss, Marjorie Petty adjourned the meeting at 1:33 p.m.

SO RECORDED:

Lisa Sutter
Lisa Sutter (Jan 20, 2026 08:51:18 CST)
Lisa Sutter
Committee Chair

Todd Furniss
Todd Furniss (Jan 9, 2026 11:35:37 CST)
Todd Furniss, JD
Secretary