Minutes of the Talent Development and Executive Compensation Committee meeting of the Board of Managers of the Dallas County Hospital District held Friday, January 30th , 2026, scheduled for 12:30 p.m. in the WISH Building Executive Conference Room (02-175) at Parkland Health and via Webex. These minutes do not constitute a certified agenda for 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 11:09 a.m. Committee members Farida Minner, RN, Vincent Hall, and Elizabeth Palacios, MD, were present.

Board Member attendees included: Marjorie Petty, JD, Yasmin Simon, 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
Donna Richardson, Chief Nursing 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
Natalie Garza Vasquez, Administrative Resident
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
Torey Johnson, Sr. Dir., Learning and Leading 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 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: Go-Live Updates

Dr. DeLancey Johnson and Stacy Dorsey provided an update on the Workday implementation, Parkland's new human capital management system that was launched in early January. Dr. Johnson noted a successful transition from PeopleSoft and strong engagement with over 12,000 employees logged in and the majority completing training. Ticket volumes remain manageable, with over 1,000 resolved and key trends identified in payroll, direct deposit, and mobile app notifications. The team focuses on stabilization, standardization, and optimization efforts, ensuring integrations function correctly and payroll remains accurate. Change management emphasized transparent communication, rounding, and rapid issue resolution. Priorities include minimizing disruption, addressing defects, and supporting employees' ability to perform their work effectively.

C. Benefits Update: Progress and Recent Work

Dr. Johnson provided an update on ongoing initiatives to move from a reactive to a proactive benefits strategy. A new annual roadmap outlines goals across access, plan design, and long-term strategic planning, including risk stratification and exploration of future network and plan options. Weight-management services were expanded at the Employee Health Center to support GLP-1 management, and tobacco-cessation resources accompany new surcharge policies. Recent negotiations with Cigna secured a three-year commitment without disruption. KPI review highlighted rising high-cost claims and pharmacy spend, prompting predictive modeling and closer oversight. Overall plan performance remains stable with defined reserves and ongoing monitoring.

D. Executive Succession Planning 2026 Implementation Timeline, Guiding Principles, and Soliciting Input on Executive Profiles

Stephanie Speights outlined the structured approach for Parkland's CEO and senior-leader succession planning. She emphasized a three-stage process: developing success profiles, conducting interviews and discussions, and calibrating results through

standardized templates. Current workforce data—including age, tenure, and retirement indicators—will inform risk assessment and planning. The 2026 priority is completing profiles for key chief-level roles, supported by a four-month project timeline. Stephanie highlighted the need for leadership-development alignment, noting existing skill-building programs. The session concluded with confirmation that agenda and materials were developed in coordination with the Chief Governance Officer and committee chair.

VI. Executive Session

At 11:41 a.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. Discussion Regarding Executive Succession Plan ***Tex. Government Code §§551.074***

Lisa Sutter, adjourned Executive Session and moved into Open Session at 12:24 p.m.

VII. Adjourn

With no further business to discuss, Lisa Sutter adjourned the meeting at 12:25 p.m.

SO RECORDED:

J. Yasmin Simon
J. Yasmin Simon (Mar 17, 2026 10:39:43 CDT)
Yasmin Simon, JD
Committee Chair

Brad Nitschke
Brad Nitschke (Mar 4, 2026 12:59:07 CST)
Brad Nitschke, JD
Assistant Secretary