Minutes of the Talent Development and Executive Compensation Committee meeting of the Board of Managers of the Dallas County Hospital District held Wednesday, May 6th , 2026, 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 for the meeting.

I. Attendance and Call to Order

Committee Chair Yasmin Simon noted a quorum was physically present and called the meeting to order at 11:00 a.m. Committee members Farida Minner, RN, and Marjorie Petty, JD, were present. Eric Bing, PhD, MD attended via Webex. Ramon Miguez, PE was appointed for quorum to begin the meeting.

Board Member attendees included: Miriam Sharma, RN.

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

Brad Nitschke, Interim Chief Legal Officer
Brian Irvin, Dir., Compensation
Dan Enright, Director/Talent Mgmt. Analytics
Donna Richardson, Chief Nursing Officer
Felicia Miller, EVP & Chief Talent Officer
Fred Cerise, President & Chief Executive Officer
Jessica Hernandez, SVP & Chief Health Equity Officer
Keri Disney-Story, Interim Chief Financial Officer
Morgan Simmons, Governance Program Manager
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
Theresa Wilson, Dir., Workforce Development

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. Consideration and Appropriate Action Regarding the Talent, Development and Executive Compensation Committee Charter

Yasmin Simon introduced the Committee Charter and asked the Committee if there were any recommended changes or concerns. Yasmin recommended Parkland's Legal Department review all charters once more prior to them coming to the Governance Committee in August for final recommendations.

Yasmin requested a motion to approve the charter as it is drafted as long as Legal reviews it further. Marjorie Petty motioned. Ramon Miguez seconded. The motion passed unanimously.

B. 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.

C. Workforce Experience Priorities and Events

Parkland's Human Experience strategy emphasizes a virtuous cycle in which employee engagement and safety drive improvements in patient experience, quality, and clinical efficiency. The organization's priorities include fostering a culture of excellence, leveraging data for continuous improvement, and empowering staff to deliver exceptional care, supported by focused workforce and patient experience initiatives. This approach aligns with broader industry recognition of workforce contributions, as highlighted by the Dallas-Fort Worth Hospital Council's Employee of the Year event, where Parkland staff were honored with regional awards. Internally, Parkland continues to reinforce engagement through recognition activities, leadership-driven action plans, and an upcoming pulse survey (July–August 2026) targeting 85% participation.

D. Compensation at Parkland: Philosophy and Upcoming Program

Stacy Dorsey reminded the Committee of Parkland's compensation strategy which emphasizes employees as a core asset, aligning pay practices with organizational values

to support equity, competitiveness, and long-term sustainability. The approach targets market alignment at the 50th percentile, incorporates living wage principles, and prioritizes equitable, consistent pay while rewarding performance and growth. Recognizing ongoing labor market pressures—particularly in non-clinical and high-volume roles, the strategy focuses on targeted investments to address compression risks, market gaps, and retention challenges rather than broad increases. A structured annual compensation and job description review cycle supports continuous alignment, with outcomes aimed at modernizing pay structures, maintaining competitiveness, and ensuring financial and workforce stability.

E. Executive Succession Planning Update

Stephanie Speights provided an update on Parkland's executive succession management goal, which prioritizes eight key leadership positions for succession planning in FY2026, including the CEO, COO, CFO, CNO, CLO, and CTO. Progress is underway, with several role success profiles completed or in review. For each position, the organization is developing comprehensive deliverables, including a defined success profile, emergency coverage plan, a ranked roster of internal succession candidates, and targeted development plans to strengthen leadership readiness and ensure continuity for critical executive roles.

F. Workforce Development 2025 Summary

Teresa Wilson, Director of Workforce Development, presented Parkland's comprehensive workforce development strategy focused on building internal pipelines and supporting employee career advancement. Programs include structured internships for high school, undergraduate, and graduate students; apprenticeship models that enable participants to "earn and learn" (e.g., patient care assistant and upcoming radiology apprenticeship in partnership with Dallas College); and career navigation services to guide employees' professional growth. Parkland also offers educational support through initiatives such as the Reach for the Stars scholarship and Education at Work program, along with tuition reimbursement and student loan assistance. Strong retention outcomes were noted, including 82% in apprenticeship programs and 99% participation retention in tuition reimbursement. Board discussion highlighted interest in program costs, participation levels, and retention agreements, with leadership emphasizing a balanced approach that prioritizes employee satisfaction and organic retention over enforcement.

G. OTM Year in the Life Discussion of High Impact Seasonal Programs
Felicia Miller provided an overview of its annual cycle of workforce initiatives, highlighting a year-round approach to employee engagement, development, and support. Activities span quarterly priorities, including community events, employee wellness services, and education applications in Q1; compensation reviews, scholarship programs, and mid-year evaluations in Q2; internships, career expos, nurse residency onboarding, and engagement surveys in Q3; and year-end performance reviews, benefits enrollment, and engagement action planning in Q4.

H. Update on Workday
Stacy Dorsey provided an update on Workday and payroll system implementation, which went live on January 1st and is currently in stabilization. While minor issues were addressed, payroll continuity was maintained without major disruption. A multi-year roadmap is underway to mature the system and improve efficiency and integration.

VI. Adjourn

With no further business to discuss, Yasmin Simon adjourned the meeting at 12:15 p.m.

SO RECORDED:

J Yasmin Simon
J Yasmin Simon (Jul 23, 2026 16:33:11 CDT)
Yasmin Simon, JD
Committee Chair

Brad Nitschke
Brad Nitschke (Jul 2, 2026 15:24:09 CDT)
Brad Nitschke, JD
Assistant Secretary