

Minutes of the Talent Development and Executive Compensation Committee meeting of the Board of Managers of the Dallas County Hospital District held Wednesday, August 5th, 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 Yasmin Simon noted a quorum was physically present and called the meeting to order at 12:48 p.m. Committee members Farida Minner, RN, Marjorie Petty, JD, Eric Bing, MD, PhD and Miriam Sharma, RN were present.

Board Member attendees included: Ramon Miguez, PE and Vincent Hall.

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

Brad Nitschke, Chief Legal Officer
Dan Enright, Director/Talent Mgmt. Analytics
Donna Richardson, Chief Nursing Officer
Felicia Miller, EVP & Chief Talent Officer
Fred Cerise, President & Chief Executive 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. 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. Pulse Survey Update

Shauntee Mayfield presented the pulse survey update to the committee. The 2026 Parkland Pulse Survey, is a shorter engagement survey administered between full employee engagement assessments. The survey remains open through August 10, with an organizational participation goal of 85%. Leadership reported strong participation, reaching 82% completion by day 16 and achieving the highest first-day response rate to date. Discussion highlighted employee engagement measures, trust, safety culture, and workplace experience metrics, noting that workforce feedback continues to drive meaningful organizational improvements.

C. Compensation at Parkland: Philosophy and Upcoming Program

Stacy Dorsey provided an update on Parkland's annual compensation review process, which focuses on maintaining living wage, market-competitive pay, and alignment with financial and regulatory requirements. Stacy reported completion of Phase I market adjustments and approval of additional Phase II adjustments effective October 1, along with physician, APP, CRNA, and executive compensation reviews. Stacy mentioned compensation benchmarking methodology, market transparency, recruitment challenges in high-demand roles, and balancing market data with real-time workforce trends. Stacy emphasized commitment to greater transparency and ongoing refinement of compensation practices to support recruitment, retention, and workforce competitiveness.

D. Employee Wellness & Benefits Review, Changes to 2027 Benefits Plan

Sharon Chisholm and Tawana McCullough presented an overview of proposed FY 2027 employee benefits changes designed to support Parkland's whole-person wellness strategy and maintain market competitiveness. Sharon reported the future health plan trends, including reduced healthcare utilization risk and savings associated with 2026 benefit changes. Proposed enhancements include implementing tiered premium increases based on salary levels, revising part-time benefits eligibility, increasing dependent care flexible spending limits, and updating retirement plans to comply with federal regulations.

Yasmin requested a motion to recommend that the Board of Managers approve the proposed 2027 benefit plan amendments presented to the Committee.
Marjorie Petty motioned. Farida Minner seconded. The motion passed unanimously.

E. Workforce Development: 2026 Summer Interns & Career Expo

Theresa Wilson, presented an overview of Parkland's workforce development initiatives, highlighting the 2026 Summer Internship Program and upcoming Community Career Expo. Theresa reported strong interest in the internship program, with more than 1,200 applicants resulting in 49 interns from 16 high schools and 13 colleges. Interns completed departmental projects and presented their findings through values-based and innovation-focused showcases. The committee also learned about the annual Community Career Expo, which introduces students in grades 8–12 to healthcare careers through tours, hands-on activities, and interactions with Parkland professionals.

Executive Session

At 1:41 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.

I. Executive Session

A. Tex. Gov't Code §§551.074

1. Review of CEO Duties as Related to FY2027 Goals
2. FY26 Succession Planning Process and Timeline for Director and SVP Positions and Talent Profile Risks

Committee Chair Yasmin Simon, JD, adjourned the Executive Session and moved into Open Session at 2:10 p.m.

VI. Adjourn

With no further business to discuss, Yasmin Simon adjourned the meeting at 2:10 p.m.

SO RECORDED:

J. Yasmin Simon

J. Yasmin Simon (Oct 8, 2026 09:59:08 CDT)

Yasmin Simon, JD
Committee Chair

Brad Nitschke

Brad Nitschke (Oct 12, 2026 12:24:14 CDT)

Brad Nitschke, JD
Assistant Secretary