Minutes of the Talent Development and Executive Compensation Committee meeting of the Board of Managers of the Dallas County Hospital District, held Wednesday, August 3, 2022, scheduled for Noon 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 that a quorum was physically present and called the meeting to order at 12:10 p.m. Committee members Elizabeth Palacios, MD; and Jeff Tillotson, JD, attended in-person. John Proctor attended via Webex.

Board Member attendees included: Ramon Miguez, PE. Board Chair Marjorie Petty, JD, arrived at 12:22 p.m. Reina Gonzalez, JD, joined the meeting at 1:00 p.m.

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

Carolyn Foster, Deputy General Counsel
Daniel Enright, Director Talent Management Analytics
DeLancey Johnson, SVP & Associate Chief Talent Officer (in-person)
Donna Richardson, EVP & Chief Nursing Executive
Edmundo Castañeda, EVP & Chief Operating Officer
Felicia Miller, EVP & Chief Talent Officer (in-person)
Forrest Stovall, Governance Program Manager (in-person)
Fred Cerise, President & Chief Executive Officer (in-person)
Joe Mayer, Treasury Director
Melanie Roberts, SVP & Chief Compliance and Ethics Officer
Rick Humphrey, EVP & Chief Financial Officer (in-person)
Roberto de la Cruz, EVP & Chief Clinical Officer
Saul Cordero, Chief Governance Officer (in-person)
Shauntee Mayfield, VP & Chief Experience Officer (in-person)
Stacy Dorsey, SVP & Chief Workforce Officer/Talent Acquisition (in-person)
Stephanie Speights, SVP Talent Mgmt Development (in-person)
Steven Roth, EVP & Chief Legal Officer (in-person)
Sean Gorman, Manager, OTM Communications
Tawana McCullough, Sr. Director Shared Services & Benefits
Valeria Chavez, Administrative Resident (in-person)
Vic Summers, SVP Internal Audit

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. Committee Approval of Board Talent Development & Executive Compensation Committee Charter

Saul Cordero presented the TDEC Charter for review and approval. The recommended changes align with the recent Board of Managers Bylaws revisions related to Dual Reports to the Board.

Jeff Tillotson, JD, motioned to recommend Board approval of the Board Talent Development & Executive Compensation Committee Charter. Elizabeth Palacios, MD, seconded the motion. The motion passed unanimously.

B. Office of Talent Management Introduction

Felicia Miller provided an update on Q3 FY2022 highlights. She reported on the increase in social support services for employees, equitable pay for employees, and leadership & professional development support for employees. She shared engagement activities, continued ICARE integration, and efforts towards becoming a High Reliability Organization. She shared the completion goal for the Pulse Survey is 85% and we are currently at 40%.

The Committee members asked questions and received additional information related to the Office of Talent Management Introduction.

C. Employee Value Proposition

Felicia Miller introduced the Employee Value Proposition. She reported on efforts to improve the overall employee experience from recruitment to exit interviews, building a resilient workforce, and investments in the workforce. She reviewed the market review timeline in detail and hiring initiatives within CHNA zip codes. Next, Felicia reviewed the key drivers of turnover and engagement plan initiatives.

The Committee members asked questions and received additional information related to the Employee Value Proposition presentation.

D. Retirement Income Plan Funding Analysis

Rick Humphrey reported on the Retirement Income Plan Funding Analysis. He provided an in-depth review of the plan's current state, expected growth, and current funding status.

The Committee members asked questions and received additional information related to the Retirement Income Plan Funding Analysis.

Jeff Tillotson, JD, motioned to recommend Board approval of funding the plan at a 5.5% Assumed Rate of Return. Elizabeth Palacios, MD, seconded the motion. The motion passed unanimously.

E. Living Wage, Market, Equity and Pay Plan Update

Stacy Dorsey shared the Living Wage, Market, Equity, and Pay Plan Update. She reviewed key metrics for the Living Wage adjustments and reported on impacts to the current workforce.

The Committee members asked questions and received additional information related to the Living Wage, Market, Equity, and Pay Plan Update.

F. Talent Acquisition Update

Stacy Dorsey reviewed the Sourcing Strategy. She reviewed Parkland's community partnerships, diversity initiatives, and university partnerships. Stacy also shared employee retention incentives including increased referral bonuses and remote work for out of state employees.

The Committee members asked questions and received further information related to the Talent Acquisition Update.

G. Employee Development Update

Stephanie Speights provided an Employee Development Update. She reported on High Reliability and culture key dates, I CARE program completion status, redesigned new employee orientation, annual training and active shooter training.

The Committee members asked questions and received further information related to the Employee Development Update.

H. Experience Update

Dr. Shauntee Mayfield provided an Experience Update. She highlighted measuring the pulse survey check, Patient Experience and improving provide experience.

The Committee members asked questions and received additional information related to the Experience Update.

I. Measuring Diversity, Equity & Inclusion

Next, Dr. Mayfield provided the Diversity, Equity & Inclusion Update. She reported on correlations between diversity and inclusion with workforce engagement and patient experience.

The Committee members asked questions and received additional information related to the Diversity, Equity & Inclusion Update.

J. Metrics Review
Dan Enright reviewed the key Talent Management metrics. He noted the variances of each metric to those of DFW Hospital Council and the national benchmarks. Dan noted more employees are reporting "excessive workload," moving it to the second reason for leaving, behind pay issues.

The Committee members asked questions and received additional information related to the Metrics Review.

K. Discussion of and Possible Action on Policies and Procedures Related to a CEO Succession Plan
Felicia Miller presented the CEO Succession Plan framework to the Committee. She reviewed the Board of Managers and Chief Talent Officer involvement, recruitment process, and proposed timelines for succession planning.

The Committee asked questions and received additional information related to the CEO Succession Plan.

VI. Adjourn

With no further business to discuss, Committee Chair Lisa Sutter adjourned the meeting at 1:45 p.m.

SO RECORDED:

Lisa Sutter
Committee Chair

STeven J Roth
STeven J Roth (Oct 3, 2022 15:46 CDT)

Steve Roth, JD, MPH
Assistant Secretary