Minutes of the Talent Development and Executive Compensation Committee meeting of the Board of Managers of the Dallas County Hospital District, held Wednesday, February 8, 2023, scheduled for 2:00 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 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 2:11 p.m. Committee member Elizabeth Palacios, MD, attended in-person and Committee member Jeff Tillotson, JD, attended via Webex. Board member Reina Gonzalez, JD, was appointed to the Committee to establish quorum.

Committee members Reina Gonzalez, RN; and John Proctor were not present.

Board Member attendees included: Chair Marjorie Petty, JD; and Reina Gonzalez, JD.

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)
Guy Toliver, Director Supplier Diversity & Inclusion
Kellee Boardingham, Executive Assistant (in-person)
Melanie Roberts, SVP Chief Compliance and Ethics Officer
Miranda Bond, Director Patient Relations
Rick Humphrey, EVP & Chief Financial Officer
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
Stephanie Speights, SVP Talent Mgmt Development (in-person)
Steven Roth, EVP & Chief Legal Officer (in-person)
Sean Gorman, Manager, OTM Communications
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. Approve Retirement Plan Funding Policy, 8311-1-20

Rick Humphrey presented the Retirement Plan Funding Policy for approval. He noted the recommended changes update the policy to include the actual expected rates of return for the past several years. The policy was previously recommended for approval by the Budget & Finance Committee and is now presented at TDEC prior to Board approval.

Elizabeth Palacios, MD, motioned to recommend Board approval of the Retirement Plan Funding Policy, 8311-1-20. Reina Gonzalez, JD, seconded the motion. The motion passed unanimously.

B. Office of Talent Management Introduction

Felicia Miller started with a safety message on the efforts made during the ice storm to provide lodging accommodations, food, and rides for staff. Next, she provided an overview of the goals for 2023. She noted that OTM's cascaded goal focus is first year turnover. She reported last year's turnover was high at 44% and the goal this year is 39% which is the national average.

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

C. Employee Value Proposition

Felicia Miller reported on the Employee Value Proposition. She highlighted the recent holiday gift drive conducted for employees, resilient workforce initiatives, executive leadership PTO donations, and childcare services for employees.

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

D. Talent Acquisition Update

Stacy Dorsey provided the Talent Acquisition Update. She reviewed the FY23 Quarter 1 metrics noting that we continue to exceed the previous year in new hires. She also shared OTM is hiring more employees than those which are leaving the organization. Lastly, Stacy reviewed the community partnerships and diversity initiatives for recruitment as well as the initiatives to improve contract labor initiatives.

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

E. Total Rewards Update

DeLancey Johnson provided the Total Rewards Update. DeLancey reviewed the tobacco-free campus initiatives as well as the employee wellness initiatives. DeLancey also updated the Committee on the new High Deductible Health Plan and the associated Health Savings Account.

Stacy Dorsey reported on the compensation adjustments made in the first quarter of FY23.

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

F. Leadership & Employee Development Update

Stephanie Speights provided the Leadership & Employee Development Update. Stephanie reviewed the main goals of Leadership & Employee Development and highlighted which questions on the Employee Engagement Survey that are driven by leadership development initiatives. Next, Stephanie highlighted the workforce development programs.

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

G. Experience Update

Shauntee Mayfield provided the Experience Update. She reported on the Press Ganey survey score goals as well as employee engagement initiatives.

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

H. Diversity, Equity & Inclusion Update

Shauntee Mayfield provided the Diversity, Equity & Inclusion Update. She highlighted the Employee Resource Group (ERG) engagement events and accolades.

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

I. Metrics Review

Dan Enright reviewed the key Talent Management metrics. He noted vacancy rates and turnover rates improved in the first quarter. He also compared the metrics to the regional and national benchmarks.

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

VI. Executive Session

At 3:15 p.m., the Committee moved into Executive Session as permitted by the closed meeting exceptions specified on the agenda.

Members of management were excused from the discussion of topics as necessary.

A. Personnel Matter Regarding CEO Annual Goals

Members of management in executive session attendance included:

Felicia Miller and Fred Cerise

Committee Chair Lisa Sutter, adjourned Executive Session and moved into Open Session at 3:40 p.m.

VII. Adjourn

With no further business to discuss, Committee Chair Lisa Sutter adjourned the meeting at 3:40 p.m.

SO RECORDED:

Lisa Sutter
Lisa Sutter (Apr 28, 2023 16:53 CDT)

Lisa Sutter
Committee Chair

Steven Roth
Steven Roth (Apr 4, 2023 14:56 CDT)

Steve Roth, JD, MPH
Assistant Secretary