Minutes of the Talent Development and Executive Compensation Committee meeting of the Board of Managers of the Dallas County Hospital District, held Wednesday, May 3, 2023, scheduled for 12:00 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 12:02 p.m. Committee members Reina Gonzalez, JD; and Farida Minner, RN, were present. Committee members Elizabeth Palacios, MD; and John Proctor were not present.

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

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

Daniel Enright, Director Talent Management Analytics
DeLancey Johnson, SVP & Associate Chief Talent Officer (in-person)
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)
Jennifer Trousdale, Associate General Counsel PCHP
Jessica Hernandez, SVP Chief DEI Officer
Melanie Roberts, SVP Chief Compliance and Ethics Officer
Rick Humphrey, EVP & Chief Financial Officer
Roberto de la Cruz, EVP Chief Clinical Officer
Saul Cordero, SVP Chief Governance & Strategy Officer (in-person)
Sharon Chisholm, Administrative Director OTM
Shauntee Mayfield, VP & Chief Experience Officer (in-person)
Stacy Dorsey, SVP & Chief Workforce Officer/Talent Acquisition (in-person)
Stephanie Speights, SVP Talent Mgmt Development
Steven Roth, EVP & Chief Legal Officer (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. Approve Board Talent Development & Executive Compensation Committee Charter

Committee Chair Lisa Sutter presented the Board TDEC Charter for approval. There are no recommended changes.

Reina Gonzalez, JD, motioned to recommend Board approval of the Board Talent Development & Executive Compensation Committee Charter. Farida Minner, RN, seconded the motion. The motion passed unanimously.

B. Office of Talent Management Introduction

Felicia Miller first welcomed new Board Member Vincent Hall. Next, she provided an overview of the Office of Talent Management (OTM). She reviewed the 2023 Goals for OTM and tied them to the Parkland Strategic Plan pillars.

C. Employee Value Proposition

Felicia Miller reported on the Employee Value Proposition. She summarized the efforts being done to ensure a resilient workforce including pay day loans, apprenticeship work, leadership development, and inclusion efforts. Next, Felicia reported on the service excellence efforts that are ongoing with the support of Press Ganey and the HRO efforts.

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 II 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. Stacy highlighted 34.2% of new hires come from SNI Zip Codes ranked 4 or 5 for the first half of the year, exceeding the goal of 30%. Lastly, Stacy reviewed the sourcing strategy 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. He reviewed the current initiatives supporting the well-being, compensation, benefits, and rewards priorities.

Stacy Dorsey reported on the compensation adjustments review schedule for FY23.

Next, DeLancey Johnson provided a review of the health plans available to employees. He also updated the Committee on expected changes to the medical and pharmacy health plans.

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

F. Talent Performance and Development Update

Stephanie Speights provided the Leadership & Employee Development Update. First, she reviewed several slides previously shared specific to leader appraisals and leadership development. Next, she reviewed several development opportunities available to employees in the coming months. Many of the development opportunities are related to HRO initiatives.

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. First, she announced the Justice, Equity, Diversity, Inclusion (JEDI) Council launch. Next, she highlighted the Employee Resource Group (ERG) engagement activities.

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 all key metrics improved from Quarter I to Quarter II except First Year Nurse Turnover. Overall Nurse Turnover was flat from Quarter I to Quarter II. As of Quarter II, Parkland is 8% higher in New Hires compared to the previous fiscal year. OTM has a goal of 40% or better for First Year Turnover, which is currently 38.6%. Lastly, Dan reviewed metrics for nurse terminations and new hires.

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

VI. Adjourn

With no further business to discuss, Committee Chair Lisa Sutter adjourned the meeting at 1:12 p.m.

SO RECORDED:

Lisa Sutter
Lisa Sutter (Jul 9, 2023 11:13 CDT)

Lisa Sutter
Committee Chair

STeven J Roth
STeven J Roth (Jul 3, 2023 14:57 CDT)

Steve Roth, JD, MPH
Assistant Secretary