Minutes of the Talent Development and Executive Compensation Committee meeting of the Board of Managers of the Dallas County Hospital District, held Wednesday, August 2, 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

Appointed Committee Chair Farida Minner, RN, noted 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 Chair Lisa Sutter attended via Webex. Board members Ramon Miguez, PE, was appointed to establish quorum.

Committee members Elizabeth Palacios, MD; and John Proctor were not present.

Board Member attendees included: Chair Marjorie Petty, JD (via Webex); Byron Cryer, MD; Vincent Hall; and Ramon Miguez, PE.

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

Carolyn Foster, Deputy General Counsel (in-person)
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)
Jessica Hernandez, SVP Chief DEI Officer
Kellee Boardingham, Executive Assistant (in-person)
Melanie Roberts, SVP Chief Compliance and Ethics Officer
Rick Humphrey, EVP & Chief Financial Officer
Roberto de la Cruz, EVP Chief Clinical Officer
Sean Gorman, Manager OTM Communications
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 (in-person)
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. Office of Talent Management Introduction

Felicia Miller provided an overview of the Office of Talent Management (OTM). She reviewed key initiatives and tied them to Parkland's five-year Strategic Plan.

B. Employee Value Proposition

Felicia Miller reported on the Employee Value Proposition. She reviewed initiatives to build a resilient workforce, establish a culture of trust, and improve employee engagement.

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

C. Talent Acquisition Update

Stacy Dorsey provided the Talent Acquisition Update. She reviewed the FY23 Quarter III metrics noting that we continue to exceed the previous year in new hires. She also shared OTM continues to hire more employees than those which are leaving the organization. Stacy highlighted 33.6% of new hires come from SocioNeeds Index (SNI) Zip Codes ranked 4 or 5 for the first half of the year, exceeding the goal of 30%. Lastly, Stacy reviewed sourcing strategy initiatives and community recruitment events. Stacy specifically reviewed sourcing strategies for physicians and how Parkland is reducing contract labor usage.

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

D. Total Rewards Update

DeLancey Johnson provided the Total Rewards Update. He reviewed the current initiatives supporting the well-being, compensation, benefits, and rewards priorities. Next, DeLancey Johnson provided an overview of employee health and wellness initiatives. Lastly, DeLancey Johnson provided an update on the employee retirement plan changes as well as the employee benefit changes.

Stacy Dorsey provided an update on the compensation market adjustment reviews.

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

E. Talent Performance and Development Update

Stephanie Speights provided the Leadership & Employee Development Update. She reviewed development opportunities available to leaders and employees across the enterprise. She also reviewed workforce development programs available to prospective employees.

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

F. Experience Update

Shauntee Mayfield provided the Experience Update. She reported on the employee engagement One Survey initiatives, physician engagement initiatives, and patient experience scores. She focused on initiatives to improve patient experience scores in the outpatient clinics.

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

G. Metrics Review

Dan Enright reviewed the key Talent Management metrics. He compared the Parkland metrics to local and national benchmarks. Felicia Miller also provided updates on initiatives reducing turnover and vacancy rates. Dan Enright also reviewed Post Resignation Survey Results.

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

VI. Executive Session

At 1:39 p.m., the Committee went into executive session to discuss the items on the Executive Session agenda.

A. Personnel Matter Regarding CEO Annual Goals

Members of management in executive session attendance included:

Felicia Miller and Fred Cerise

Appointed Committee Chair Farida Minner, RN, adjourned Executive Session and moved into Open Session at 1:59 p.m.

VII. Adjourn

With no further business to discuss, Appointed Committee Chair Farida Minner, RN, adjourned the meeting at 2:02 p.m.

SO RECORDED:

Farida s. Minner RN
Farida s. Minner RN (Sep 29, 2023 16:11 CDT)

Farida Minner, RN
Appointed Committee Chair

Steven Roth
Steven Roth (Oct 1, 2023 09:22 CDT)

Steve Roth, JD, MPH
Assistant Secretary