Minutes of the Talent Development and Executive Compensation Committee meeting of the Board of Managers of the Dallas County Hospital District, held Wednesday, February 7, 2024, 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 a quorum was physically present and called the meeting to order at 12:08 p.m. Committee members Reina Gonzalez, JD; Vincent Hall; and Elizabeth Palacios, MD, were present.

Committee member Farida Minner, RN was not present.

Board Member attendees included:.

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

DeLancey Johnson, SVP & Associate Chief Talent Officer
Donna Richardson, EVP Chief Nursing Executive
Edmundo Castañeda, EVP & Chief Operating Officer
Felicia Miller, EVP & Chief Talent Officer
Forrest Stovall, Governance Program Manager
Fred Cerise, President & Chief Executive Officer
Jessica Hernandez, SVP Chief DEI Officer
Kellee Boardingham, Executive Assistant
Lauryn Minter, Director Workforce Equity
Melanie Roberts, SVP Chief Compliance and Ethics Officer
Rick Humphrey, EVP & Chief Financial Officer
Roberto de la Cruz, EVP Chief Clinical Officer (Webex)
Saul Cordero, SVP Chief Governance & Strategy Officer (Webex)
Sharon Chisholm, Administrative Director OTM
Stephanie Speights, SVP Talent Mgmt Development
Steven Roth, EVP & Chief Legal Officer
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 Overview

Felicia Miller provided an update from Q4 2023, highlighted Q1 2024 goals and Parkland's commitment to making a positive impact on employee staff.

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

B. Benefits Update

Dr. DeLancey Johnson provide the Benefits Update. He reported the Retirement Benefits Program Transition went off with no hiccups. Next, he provided key updates on Cigna Go-Live and Pharmacy Plan.

The Committee members asked questions and received additional information specifically related to the Employee Assistance Program.

C. Workforce Planning & Development

Stephanie Speights presented on Workforce Planning & Development. She presented on the Patient Care Apprenticeship (PCA) and how expanding our relationship with Dallas College helped expand from 45 to 90 apprentice offers in the past year. Next, she presented on the Internal Operations Apprenticeship. She also shared the Workforce Development Programs available. Next, she provided a 2024 timeline review of or org-wide development initiatives. Lastly, she provided an update on Leadership and Professional Development.

The Committee members asked questions and received additional information related to the Patient Care Internal Operations Apprenticeship.

D. Key Metrics

Dan Enright presented on Key Metrics. He noted every metric improved across the board in Q1 2024.

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

VI. Adjourn

With no further business to discuss, Committee Chair Lisa Sutter adjourned the meeting at 12:48 p.m.

SO RECORDED:

Lisa Sutter
Lisa Sutter (Apr 5, 2024 09:50 CDT)

Lisa Sutter
Committee Chair

Steven J Roth
Steven J Roth (Apr 2, 2024 17:35 CDT)

Steve Roth, JD, MPH
Assistant Secretary