

**TARRANT COUNTY HOSPITAL DISTRICT (TCHD)
d/b/a JPS HEALTH NETWORK
1500. S. MAIN STREET
FORT WORTH, TX 76104
OUTPATIENT BUILDING, 3RD FLOOR AUDITORIUMS**

**Joint Board of Managers and Human Resources Committee Meeting
12:00 P.M., Thursday, May 23, 2019**

The Tarrant County Hospital District ("District") Board of Managers Human Resources Committee met Thursday, May 23, 2019 at JPS Health Network, 1500 S. Main Street, 3rd Floor Outpatient Conference Rooms with the following Board members present:

Dorothy DeBose, committee chair
Rev. Ralph Emerson
Roger Fisher
DT Nguyen
Alan Podawiltz, D.O.
Amanda Arizola

Not In Attendance: Grant Fowler, M.D.

Others Attending: Robert Earley, President/CEO
Bill Whitman, Sr. Executive Vice President, Chief Operating Officer
Scott Rule, Vice President, Chief of Staff
Pia Walker, Sr. Vice President, Human Resources
Sharon Clark, Sr. Executive Vice President, Chief Financial Officer
Michael Hochberg, M.D., President, Chief Medical Officer, Acclaim Physician Group
Timothy Kremer, M.D, Sr. Vice President, Physician Engagement Officer
Tricia Elliott, M.D., Sr. Vice President, Chief Academic Affairs Officer
Lara Burnside, Sr. Vice President, Strategy, Chief Patient Experience Officer
Diana Brodeur, Vice President, Communications
Michelle Green-Ford, Vice President, Diversity & Inclusion
Gerald Stephenson, M.D., Chief Quality Officer, Interim
Kelly Rodriguez, Assistant Precinct Administrator
Marjeta Daja, Director, Diversity & Inclusion
Maisam lleiwi, Manager, Business Development & Supplier Diversity
Clarie Cressey, Executive Assistant
Cory Hartsfield, General Counsel
Elva E. Medina, Recording Secretary

I. Call To Order

With a quorum present, committee Chair Dorothy DeBose called the meeting to order at 12:04 p.m.

II. Hearing of Citizens - There were no citizens requesting to speak.

III. Consider Matters Requiring Committee Action

1. **Approval of Minutes:** Dr. Alan Podawiltz made a motion seconded by DT Nguyen to approve the minutes of the January 24, 2019 meeting. The motion carried unanimously.

1. **Approval of Tarrant County Hospital District Policies & Procedures** – Pia Walker presented the following District policies(s) for the committee’s consideration:
 - a. **HR1500 FMLA Family Medical Leave Act Policy:**
Motion: Dr. Podawiltz made a motion seconded by Roger Fisher to approve the HR 1500 FMLA Family Medical Leave Act Policy. The motion carried unanimously.

IV. Reports/Updates Not Requiring Committee Actions:

1. **Human Resources (HR) Key Performance Indicators Scorecard** – Mrs. Walker presented a summary of the second quarter 2019 Turnover trends. The report outlined historical data broken down by fiscal quarter and year.
2. **Career Planning Update** - Mrs. Walker presented an update on Career Planning & Leadership Development. She reminded the audience that a Succession Program was previously implemented to identify potential successors for key leadership positions. As a result, over 150 mid-management promotions have been recorded.
3. **FY18 / FY19 Annual Incentive Plan (AIP) Metrics** – Bill Whitman presented an executive summary of the second quarter 2019 Performance metrics focused on Quality, Service, People, Stewardship, Population Health and Academics.
4. **Long Term Incentive Plan (LTIP) Metrics** - Mr. Whitman reminded the audience that the LTIP is a three (3) year Performance Plan. He presented a brief recap of the 2019 LTIP metrics focusing on Leapfrog Hospital Safety and Cost per Adjusted Patient Admissions.
5. **Diversity Update:** Michelle Green-Ford presentation focused on culture and cultural competence. The report outline participation data and the results of a recently conducted analysis on culturally competence care and gender identity.

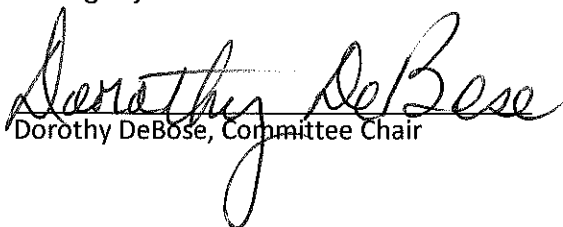
To conclude, Chair Dorothy Debose informed the committee that the process to complete the CEO’s annual evaluation will be initiated during the month of October and will capture year 2017 and 2018 performance.

V. Recess and Reconvene in Executive Session Pursuant to Chapter 551, Texas Government Code.

The committee did not go into recess.

VI. Reconvene in Open Session for Deliberation(s) and/or Action(s) deemed necessary regarding any matter listed on the Closed Session Agenda, Paragraphs IV. A and B.

VII. Adjourn: There being no further business, and upon motion duly made and seconded, the meeting adjourned at 1:10 P.M.


Dorothy DeBose, Committee Chair

_____ Date