

Talent Development and Executive Compensation Committee

JOHN F WARREN
COUNTY CLERK
DALLAS COUNTY, TEXAS

FILED: Apr 26, 2024, 1:52 pm

BY DEPUTY:
Kim Cartwright

Committee Members
Lisa Sutter – Chair
Reina Gonzalez, JD
Vincent Hall
Farida Minner, RN
Elizabeth Palacios, MD

Agenda for the **Talent Development and Executive Compensation Committee** meeting of the Dallas County Hospital District is scheduled for **Wednesday, May 1, 2024, at Noon**, at 5200 Harry Hines Blvd. (WISH Building), Dallas, TX 75235, Executive Conference Room 02-175. (If assistance is needed in locating the room, please see the Administration receptionist on the 4th floor, 04-131.) A quorum will be physically present at the location of the meeting. Videoconferencing access is also possible via Webex. That application is available at <https://www.webex.com/downloads.html>. Also, teleconferencing access is possible by calling +1-408-418-9388 or +1-469-210-7159. Both access forms require inputting (meeting number: 2630 772 9625, meeting password: 1234) to join the meeting. The **Talent Development and Executive Compensation Committee** reserves the right to exercise discretion and may convene in Executive Session as permitted by Texas Government Code §§551.071 (consultation with attorney), 551.072 (deliberations regarding real estate), 551.074 (personnel matters), 551.076 (deliberations regarding security devices or security audits), 551.078 and/or 551.0785 (deliberations by medical committee or by governmental body that administers a public insurance, health or retirement plan regarding individuals’ medical or psychiatric records), 551.085 (deliberation by governing board of certain providers of health care services), 551.087 (deliberation regarding economic development negotiations), 551.088 (deliberation regarding test item); Texas Government Code §418.183 (deliberation of information under §§418.175 – 418.182 for purposes of disaster management or disaster planning); Texas Health & Safety Code §161.032 (medical committee or medical peer review committee records, information or reports; and/or medical committee or medical peer review committee proceedings under Tex. Health & Safety Code Chapter 161 and/or Tex. Occ. Code Chapters 151 and 160); and/or as otherwise authorized by law on any item listed below. The **Talent Development and Executive Compensation Committee** may consider any of the agenda items in open or executive session and may continue the meeting as necessary to accomplish the business at the time and place designated by the Chair to reconvene.

	PAGE	TIME (min)	PRESENTER(S)
I. Declare a Quorum Present/Call to Order/Mission Statement			
<i>Advance Wellness Relieve Suffering Develop and Educate</i>			
ICARE			
Integrity <u>C</u> ompassion and Collaboration <u>A</u> ccountability <u>R</u> espect <u>E</u> quity			
II. Public Comments Regarding Agenda Items			
<i>See public comment registration information and rules at https://www.parklandhospital.com/board-of-managers</i>			
III. Reports Requiring Deliberation(s) or Approval(s)			
A. Approve Board Talent Development & Executive Compensation Committee Charter	4	5 minutes	Chair
B. Office of Talent Management Overview	7	5 minutes	Felicia Miller
C. Anti-Ableism	10	15 minutes	Dr. Lauryn Minter
OTM Updates			
D. Benefits	23	5 minutes	Dr. Delancey Johnson
E. Nursing and Physician Recruitment	31	5 minutes	Stacy Dorsey
F. Recognition Programs	41	5 minutes	Felicia Miller
G. Nursing Engagement Survey Results	44	5 minutes	Donna Richardson
IV. Action Items			

	PAGE	TIME (min)	PRESENTER(S)
A. The Board may take action on any agenda item(s) above			Chair
V. Reference Documents			
A. People Metrics (Detailed Pages)	48		
B. Metrics Review	61		
C. Diversity, Equity & Inclusion Hiring Metrics (Detailed Pages)	71		
D. 2023 One Survey RN Survey Final Results	93		
E. Communications Review	111		
VI. Closing Remarks			Chair
VII. Adjourn			Chair

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