

Talent Development and Executive Compensation Committee

Committee Members

Lisa Sutter – Chair
Eric G. Bing
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, August 6, 2025, at 11:00 AM** 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: 2307 544 8913, 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 Compassion and Collaboration Accountability Respect Equity The agenda has been developed by the Chief Governance Officer in consultation with the Committee Chair and reviewed and affirmed by Counsel.			Chair
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. Office of Talent Management ("OTM") Overview on Department Goals & Commitment		10 minutes	Felicia Miller
B. Strategic Workforce Planning		10 minutes	Stephanie Speights
C. Total Rewards Update – Overview of Benefits Management Plan & Compensation Programs		20 minutes	Delancey Johnson & Stacy Dorsey
D. One Parkland Survey: Results and Latest Participation Totals		10 minutes	Shauntee Mayfield

	PAGE	TIME (min)	PRESENTER(S)
E. Update on Workday Platform Implementation		10 minutes	Delancey Johnson & Stacy Dorsey
F. Annual Discussion and Review of the Talent Development and Executive Compensation Committee Charter		10 minutes	Chair
IV. Possible Deliberation of Documents Submitted to Committee			
A. Summary – OTM Metrics: Vacancy Rates, Posted Opening, Progress in Hiring Goals			
B. OTM Metrics Review – Detailed Statistics, including Post-Resignation Survey Feedback			
C. Workforce Advancement and Hiring from Socioeconomic Need Index Zip Codes 4 and 5			
D. Communications Schedule of OTM Activity to Employees			
E. Amendments for Review: Disability Plan			
F. Policies & Procedures Update			
V. Executive Session			
Tex. Gov't Code §§551.074			
A. Review of CEO duties as related to FY2026 Goals			
VI. Action Items			
A. The Board may take action on any above agenda item(s).			
VII. Closing Remarks			Chair
VIII. Call to Adjourn			Chair