Talent Development and Executive Compensation Committee

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, November 1, 2023, 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: 2622 879 2587, 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.

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I. Declare a Quorum Present/Call to Order/Mission Statement

Advance Wellness | Relieve Suffering | Develop and Educate
I CARE
Integrity | Compassion and Collaboration | Accountability | Respect | Equity

Chair

II. Public Comments Regarding Agenda Items

See public comment registration information and rules at https://www.parklandhospital.com/board-of-managers

III. Reports Requiring Deliberation(s) or Approval(s)

A. Office of Talent Management Year in Review 7 20 minutes Felicia Miller
B. Looking Ahead to FY24 Focus Areas 32 20 minutes Felicia Miller
C. ONE Survey Results & Next Steps 34 20 minutes Shauntee Mayfield

IV. Executive Session

Tex. Gov Code §§551.074

D. CEO Performance Appraisal Discussion

IV. Action Items

A. The Board may take action on any agenda item(s) above Chair
V. Reference Documents
   A. People Metrics (Detailed Pages).......................... 50
   B. Diversity, Equity & Inclusion Hiring Metrics
      (Detailed Pages)........................................ 77
   C. Communications Review.................................. 100

VI. Closing Remarks............................................... Chair

VII. Adjourn......................................................... Chair