

**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, September 26, 2019**

The Tarrant County Hospital District ("District") Board of Managers Human Resources Committee met Thursday, September 26, 2019 at JPS Health Network, 1500 S. Main Street, 3rd Floor Outpatient Conference Rooms with the following Board members present:

Dorothy DeBose, Committee Chair
Charles Webber, MD
Zim Zimmerman
Trent Petty
Roger Fisher
DT Nguyen – Left at 12:50pm
Alan Podawiltz, D.O.
Amanda Arizola

Not In Attendance: Grant Fowler, M.D., Rev. Ralph Emerson

Others Attending: Steve Sullivan, Pearl Myer
Robert Earley, President/CEO
Bill Whitman, Sr. Executive Vice President, Chief Operating Officer
Robert Browder, Vice President, Office of Legal Services
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
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
Laura Thomas, Senior Vice President, Finance
Karen Duncan, MD, Executive Vice President, Community Health
David Mendenhall, Vice President, Chief Technology Officer
JR Labbe, Senior Vice President, Community Affairs & Development
Zelia Baugh, Executive Vice President, Behavioral Health
Annica Fisher, Executive Director, Patient Experience and Strategy
Cory Hartsfield, General Counsel
Roxana Mosley, Recording Secretary
Suzanne Barnes, Recording Secretary

I. Call To Order

With a quorum present, committee Chair Mrs. DeBose called the meeting to order at 11:30 A.M.

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

III. Consider Matters Requiring Committee Action

A. Approval of Minutes: Dr, Podawiltz made a motion seconded by Mr. Nguyen to approve the minutes of the May 23, 2019 meeting. The motion carried unanimously.

IV. Consider Human Resources Reports/Updates - Not Requiring Committee Actions:

A. Update of FY19 Annual Incentive Plan (AIP) – Mr. Whitman discussed where the AIP is trending. We will bring back the recommended performance level for each metric – Threshold, Target & Stretch numbers in the November meeting. Mr. Steve Sullivan introduced himself and gave an overview of what the AIP & LIP is to new Board Members.

B. Update of FY19 Long Term Incentive Plan (LIP) – Plan reviewed by Mr. Whitman

C. Human Resources Key Performance Indicator Scorecard - Mrs. Walker reviewed the HR Dashboard, discussing voluntary turnover and vacancies.

- Mr. Petty would like to review turnover rate on Executives with tenure of less than 3 years at JPS.

V. Consider Matters Requiring Committee Action -

A. FY20 Annual Incentive Plan (AIP) – Mr. Whitman proposed that we continue with PSI90, which is a composite metric of 10-11 indicators. In addition, we only had 1 quality metric this year and would like to propose we expand that Quality Pillar to include 2 metrics; the second being ED Throughput, focusing on minimizing the boarding that takes place in our Emergency Department.

- Mrs. Debose asked for measurements to be brought back to the November meeting
- Proposed to keep Quality, Service, and People & Stewardship metrics and remove Academics and Population Health metrics from the Annual Incentive Plan as only 2-3 executives can impact as it is being measured here. Weights would be distributed amongst the remaining 4 Metrics.

A. FY20 Long Term Incentive Plan Goals – Goals reviewed by Mr. Whitman

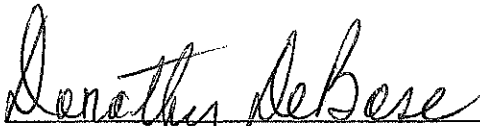
B. HR 3200 Personal Leave – Mrs. Walker presented the HR 3200 policy with no changes.

- Dr. Podawiltz made a motion seconded by Mr. Fisher to approve the HR 3200 policy as it stands with no changes. The motion carried unanimously.

Reconvene in Open Session Pursuant to Chapter 551, Texas Government Code for the following: Pursuant to Chapter 551, Texas Government Code, the Committee Reserves the Right to Convene in Executive

(Closed) Session(s) from time to time as a Committee May Determine During the Meeting, with Regard to Any Posted Agenda Item.

- VI. **Reconvene in Open Session for Deliberation(s) and/or Action(s) Deemed Necessary Regarding Any Matter Listed on the Closed Session Agenda.**
- VII. **Adjourn:** There being no further business, and upon motion duly made and seconded, the meeting adjourned at 12:50 P.M.


Dorothy DeBose, Committee Chair

11/25/2019
Date