

**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 PM Thursday, June 1, 2017**

The Tarrant County Hospital District ("District") Board of Managers Human Resources Committee met Thursday, June 1, 2017 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
DT Nguyen
Roger Fisher
Charles Webber, M.D.
Alan Podawiltz, D.O.

Not In Attendance: Nestor Zenarosa, M.D.

Others Attending: Robert Earley, President/CEO
Bill Whitman, Exec. Vice President & Chief Operating Officer
Scott Rule, Vice President, Chief of Staff
Pia Walker, Vice President, Human Resources
Sharon Clark, Executive Vice President, Chief Financial Officer
Daniela Ziegler, M.D., President Medical Staff
Ron Skillens, Senior Vice President, ERM, Chief Compliance Officer
Melinda Costin Senior Vice President/Chief Information Officer
Nydia Gonzalez, Vice President, Chief Diversity Officer
Michelle Green-Ford, Director, Diversity & Inclusion
Jeni McGarry, Precinct Administrator
Cory Hartsfield, General Counsel
Audra Davis, Consultant, Exeter Group
Lauren Jones, Consultant, Exeter Group
Elva E. Medina, Recording Secretary

I. Call To Order

With a quorum present, committee Chair Dorothy DeBose called the meeting to order at 12:08 p.m.

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

III. Approval of Minutes: Upon motion duly made and seconded, the draft minutes of the March 23, 2017 Committee minutes were approved as presented.

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

1. **Human Resources (HR) Key Performance Indicators Scorecard** - Pia Walker provided an overview of the 2017 Human Resources Dashboard. The report displayed an overview of FY16 Turnover trends broken down by quarter and fiscal year. The scorecard reflected a 16.32% as the average annual turnover rate for 2016. This total represented an average voluntary turnover rate of 11.33% and involuntary turnover rate of 4.99%.
2. **Employee Dispute Resolution Update** - Pia Walker explained that the employee dispute resolution process is a two-step process that includes optional mediation as a mechanism for resolving employee complaints and disputes. Her report outlined a three-year trend analysis and the 2016 Top Reasons for Employee Departure.
3. **Market Assessment Update** – Pia Walker presented and briefly discussed the Compensation Assessment philosophy. The report outlined current market assessment activities and planning underway for FY18.
4. **Human Resources Committee Assessment** - Pia Walker reminded the Committee that the annual committee self- assessment is due and will soon be initiated. She said, a self-evaluation is a relatively easy way to monitor and improve the effectiveness of the Committee. The assessment form will be circulated to board members. Feedback will be collected and presented to the Committee at a later date.
5. **Succession Planning Update:** Pia Walker provided an update on Succession Development for JPS Leaders. The report recapped an overview of Phase II which included an executive summary with demographics, future focus and next steps.
6. **Diversity Update** - Chair Dorothy Debose announced this agenda item will be tabled and presented at a later date.

The above reports were presented for informational purposes with no action required from the Committee.

V. Recess and Reconvene in Executive Session Pursuant to Chapter 551, Texas Government Code. The Human Resources Committee reconvened in Executive Session at 1:21 P.M.

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. The Human Resources reconvened in open session at 1:38 P.M.

IX. Adjourn: There being no further business, and upon motion duly made and seconded, the meeting was adjourned at 1:39 P.M.


Dorothy DeBose, Chair

Date