

**TARRANT COUNTY HOSPITAL DISTRICT (TCHD)  
d/b/a JPS HEALTH NETWORK  
1500. S. MAIN STREET  
FORT WORTH, TX 76104  
OUTPATIENT BUILDING, 3<sup>RD</sup> FLOOR AUDITORIUMS**

**Joint Board of Managers and Human Resources Committee Meeting  
12:00 P.M., Thursday, January 24, 2019**

The Tarrant County Hospital District ("District") Board of Managers Human Resources Committee met Thursday, January 24, 2019 at JPS Health Network, 1500 S. Main Street, 3<sup>rd</sup> Floor Outpatient Conference Rooms with the following Board members present:

Dorothy DeBose, committee chair  
Rev. Ralph Emerson  
Roger Fisher  
DT Nguyen  
Steve Montgomery  
Alan Podawiltz, D.O.

Not In Attendance: Grant Fowler, M.D.

Others Attending: Robert Earley, President/CEO  
Bill Whitman, Sr. Executive Vice President, Chief Operating Officer  
Scott Rule, Vice President, Chief of Staff  
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  
Lara Burnside, Sr. Vice President, Strategy, Chief Patient Experience Officer  
Timothy Kremer, M.D, Sr. Vice President, Chief Medical Officer  
Tricia Elliott, M.D., Vice President, Chief Academic Affairs Officer  
Zelia Baugh, Executive Vice President, Behavioral Services  
Karen Duncan, M.D., Executive Vice President, Community Health  
Trisha Swift, Vice President, Chief Quality Officer  
Bill Kingston, Vice President, Philanthropy & Community Development  
J.R. Labbe, Vice President, Communications & Community Affairs  
Michelle Green-Ford, Vice President, Diversity & Inclusion  
Annica Fischer, Executive Director, Patient Experience/Strategy  
Julian Orozco, Administrative Fellow  
Cory Hartsfield, General Counsel  
Elva E. Medina, Recording Secretary

**I. Call To Order**

With a quorum present, committee Chair Dorothy DeBose called the meeting to order at 12:06 p.m.

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

III. **Consider Matters Requiring Committee Action**

1. **Approval of Minutes:** A motion was made by Dr. Alan Podawiltz, seconded by Steve Montgomery to approve the minutes of the November 15, 2018 HR Committee meeting. The motion carried unanimously.

IV. **Reports/Updates Not Requiring Committee Actions:**

1. **Human Resources (HR) Key Performance Indicators Scorecard** – Pia Walker presented a summary of the first quarter fiscal 2019 Turnover trends. The report outlined historical data broken down by quarter and fiscal year. Mrs. Walker said staff will continue to focus on the development and implementation of new retention strategies.
2. **FY18 / FY19 Annual Incentive Plan (AIP) Metrics** – Bill Whitman presented an executive summary of the first quarter 2019 Performance metrics focused on Quality, Service, People, Stewardship, Population Health and Academics. He discussed the progress of each individual metric and stated that staff will continue to focus on quality improvement initiatives.
3. **Long Term Incentive Plan (LTIP) Metrics** - Mr. Whitman presented a brief overview of the LTIP metrics focused on Leapfrog Hospital Safety and Cost per Adjusted Patient Admissions. The report was reviewed and discussed by the committee. Mr. Whitman informed the audience that the first quarter 2019 performance results will be presented during upcoming meetings.

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

V. **Recess and Reconvene in Executive Session Pursuant to Chapter 551, Texas Government Code.**

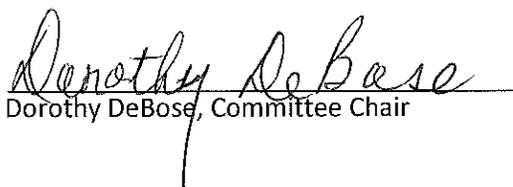
The committee recessed into a special Executive Session at 12:22 P.M. The committee reconvened into Open Session at approximately 12:35 P.M. No motions resulted from the session. The committee reconvene into Executive Session at 12:36 P.M.

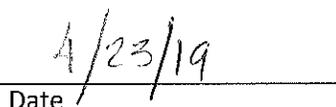
VI. **Reconvene in Open Session for Deliberation(s) and/or Action(s) deemed necessary regarding any matter listed on the Closed Session Agenda, Paragraphs IV. A and B.**

The committee reconvened in Open Session at 2:08 P.M., took the actions identified on sections III and IV with the following action(s):

**Summary:** Dorothy Debose called for a motion to approve Robert Earley, President/Chief Executive Officer 2% annual merit increase and 3% market increase effective October 1, 2018. Motioned by Dr. Charles Webber, seconded by Roger Fischer to approve Robert Earley's 2% annual merit increase and 3% market increase effective October 1, 2018. The motion carried unanimously.

VII. **Adjourn:** There being no further business, and upon motion duly made and seconded, the meeting adjourned at 2:10 P.M.

  
Dorothy DeBose, Committee Chair

  
Date