

TARRANT COUNTY HOSPITAL DISTRICT (TCHD)
d/b/a JPS HEALTH NETWORK
1500 S. Main Street
Fort Worth, TX 76104
OPC Auditoriums, 3rd Floor

HUMAN RESOURCES COMMITTEE MEETING
11:00 A.M., THURSDAY, OCTOBER 26, 2023

MEETING MINUTES

The Tarrant County Hospital District (“District”) Human Resources Committee met Thursday, October 26, 2023 with the following members present:

Members Present: Amanda Arizola, Committee Chair
Reverend Emerson
D.T. Nguyen
Trent Petty
Blake Woodard

Others Attending: Karen Duncan, M.D., President and CEO
Daphne Walker, EVP, Chief Legal Officer
Jill Farrell, EVP, Interim Chief Operating Officer
Ashley Ridgeway-Washington, VP, Chief HR Officer
Stanley Adams, Interim Chief Finance Officer
Suzanne Barnes, Office Manager
Dorothy DeBose, Board Chair
Tim Davis, Board Member

I. CALL TO ORDER – A. Arizola

Ms. Arizola called the meeting to order at 11:30 a.m.

II. CITIZENS WISHING TO ADDRESS THE COMMITTEE

There were no citizens present to address the Committee.

III. APPROVAL OF MINUTES

A. Human Resources Committee Meeting – August 24, 2023

Action: *Mr. Petty made a motion to approve the minutes from the August 24, 2023 Human Resources Committee Meeting, seconded by Reverend Emerson, motion passed unanimously.*

IV. HUMAN RESOURCES REPORTS/UPDATES NOT REQUIRING COMMITTEE ACTION(S)

A. People and Culture Scorecard – A. Ridgeway-Washington

1. 2023 Employee and Clinician Engagement Survey Results

Summary: Ms. Ridgeway-Washington presented results from the 2023 Employee and Clinician Survey.

B. AIP Goals 2023 Final Performance Scores – J. Farrell

Summary: Ms. Farrell presented results from the FY 23 AIP Goals.

C. AIP Goals 2024 – Preview – J. Farrell

Summary: Ms. Farrell presented a high level preview of proposed AIP Goals for 2024.

V. CONSIDER HUMAN RESOURCES MATTERS REQUIRING COMMITTEE ACTION(S) AND/OR APPROVAL

A. Executive Compensation Recommendations – A. Ridgeway-Washington

1. Resolution to end LTIP – A. Arizola
- 2.

Action: Mr. Nguyen made a motion to approve, seconded by Reverend Emerson, motion passed unanimously.

3. Draft AIP Plan Document – A. Arizola/A. Ridgeway-Washington

Summary: The draft AIP Plan Document will be presented at the November HR Committee Meeting.

VI. RECONVENE IN EXECUTIVE SESSION PURSUANT TO CHAPTER 551, TEXAS GOVERNMENT CODE FOR THE FOLLOWING: In addition to the matters posted for deliberation in executive (closed) session, the Board may from time to time during the meeting reconvene and meet in executive session to receive legal advice pursuant to Section 551.071 of the Texas Open Meetings Act regarding any matter included on this agenda.

The Committee reconvened in Executive Session.

A. Consultation with General Counsel to Receive Legal Advice on Pending/Contemplated Litigation and Other Matters under Subsections 1 and 2, Section 551.071, Texas Open Meetings Act.

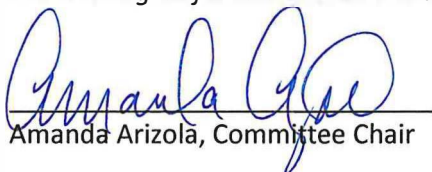
B. Deliberation Pursuant to Section 551.074 of the Act Regarding Appointments, Evaluations, Contracts and Compensation of District's Personnel, Vice Presidents and its Other Upper Level Management Staff.

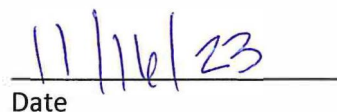
1. CEO Contract Renewal – D. DeBose

VII. RECONVENE IN OPEN SESSION FOR DELIBERATION(S) AND/OR ACTION(S) DEEMED NECESSARY REGARDING ANY MATTER LISTED ON THE CLOSED SESSION AGENDA, PARAGRAPHS VI. A. and B.

VIII. ADJOURN

There being no further business to discuss, the HR Committee Meeting adjourned at 2:19 p.m.


Amanda Arizola, Committee Chair


Date