

**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
11:00 A.M., Thursday, November 15, 2018**

The Tarrant County Hospital District ("District") Board of Managers Human Resources Committee met Thursday, November 15, 2018 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
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, 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
Melinda Costin, Sr. Vice President, Chief Information Officer
Trisha Swift, Vice President, Chief Quality Officer
Bill Kingston, Vice President, Philanthropy & Community Development
Michelle Green-Ford, Interim Vice President, Diversity & Inclusion
Annica Fischer, Executive Director, Patient Experience/Strategy
Neal Adams, 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 11:01 a.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 Steve Montgomery, seconded by DT Nguyen to approve the minutes of the September 27, 2018 HR Committee meeting and the motion carried unanimously.
2. **Approval of TCHD Policies:**
 - a. **HR1100 Competency Test**
Motion: Motion by Dr. Alan Podawiltz; and seconded by Mr. Montgomery for the approval of Policy HR1100 and motion carried unanimously.
 - b. **HR1200 Performance Management**
Motion: Motion by Dr. Podawiltz; and seconded by Mr. Montgomery for the approval of Policy HR1200 and motion carried unanimously.
 - c. **HR2400 Mandatory Training**
Motion: Motion by Rev. Ralph Emerson; and seconded by Dr. Podawiltz for the approval of Policy HR2400 and motion carried unanimously.
3. **FY18 / FY19 Annual Incentive Plan (AIP) Metrics** – Bill Whitman presented the FY18 AIP performance results. The committee reviewed and discussed the report, which focused on the five key metrics including: Quality, Service, People, Stewardship and Population Health. Mr. Whitman indicated that, with the exception of Quality, all other metrics are meeting or exceeding established targets. He discussed the progress of each individual measure and emphasized that the illustrated scores are not year-end results. Final scores will be available sometime during the month of December.

Mr. Whitman directed the committee's attention to the AIP FY19 Proposed metrics. He reminded the committee that, as previously reported, the organization will be replacing the current Quality measure with PSI 90, which is a nationally-recognized standard measure of care for patients. The FY19 proposed metrics were reviewed and discussed with the following recommendations:

- **Service:** Adjust weighting value from 20% to 35%
- **Stewardship:** Adjust Stretch from 1.2% to 0.85%
- **Population Health:** Removed this metric from AIP Scorecard but continue to monitor the progress and periodically report to the committee.

After a brief discussion regarding the proposed changes, Mr. Whitman asked approval from the committee members for approval of the results of the AIP FY18 Metrics and the proposed FY19 AIP metrics.

Motion: Committee Chair Mrs. Debose called for a motion to approve the results of the FY18 AIP metrics and the FY19 AIP metrics as presented and amended as recommended by the committee. Mr. Nguyen made a motion to approve the results of the AIP FY18 Metrics and the FY19 AIP Metrics and seconded by Rev. Emerson. The motion passed unanimously.

4. **Long Term Incentive Plan (LTIP) Metrics** - Mr. Whitman presented the results of FY18 LTIP performance. The committee's attention was then directed to the FY19 LTIP proposed metrics. Mr. Whitman explained the definition, baseline and the target values of both metrics. Additionally, he asked for the committee's feedback and a brief discussion ensued. There was a consensus among the committee members to approve the results of the FY18 LTIP performance and the FY19 LTIP metrics as presented.

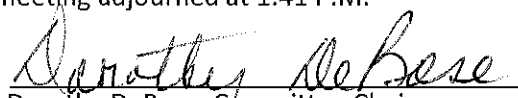
Action: Dr. Podawiltz made a motion to approve the result of the FY18 LTIP performance and the FY19 LTIP score card as presented, seconded by Rev. Emerson and the motion carried unanimously.

IV. Reports/Updates Not Requiring Committee Actions:

1. **Human Resources (HR) Key Performance Indicators Scorecard** – Pia Walker presented the 2018 Human Resources Dashboard executive summary. The report outlined an overview of FY17-18 turnover trends broken down by quarter and fiscal year.
2. **Employee Engagement Survey Results.** Mrs. Walker presented an executive summary of the 2018 Employee Engagement Survey results. The report included data broken down according to categories such as summary of results, key drivers of engagement, highest performing units and Tier distribution. Mrs. Walker said that based on feedback received during the 2018 Employee Engagement survey, overall scores rank in the 91% of participation, and 4.36 score for employee engagement. Records indicate this as the highest participation rate yet.
3. **Physician Engagement Survey Results.** Mrs. Walker provided an overview of the FY18 Physician Engagement Survey Results. Physician Engagement ranking was reported at 3.89 with an Alignment score of 3.67. Michael Hochberg, M.D., stated he will continue to develop initiatives to increase physician satisfaction.

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

- V. The Committee recessed for a brief-break at 12:35 P.M., and reconvened at 12:45 P.M.
- VI. **Recess and Reconvene in Executive Session Pursuant to Chapter 551, Texas Government Code.** The committee recessed in to Executive Session at 12:48 P.M.
- VII. **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 recessed into Open Session at 1:40 P.M. Mrs. Debose, announced there were no further actions to discuss during Open Session.
- VIII. **Adjourn:** There being no further business, and upon motion duly made and seconded, the meeting adjourned at 1:41 P.M.


Dorothy DeBose, Committee Chair

Date

