

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

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**Human Resources Committee Meeting**

**12:00 P.M. Thursday, September 23, 2021**

**MEETING MINUTES**

The Tarrant County Hospital District ("District") Board of Managers Human Resources Committee met Thursday, September 23, 2021 with the following members present:

Dorothy DeBose, Committee Chair  
DT Nguyen, Board Member  
Roger Fisher, Secretary

**Not In Attendance:** Janet Miles, M.D.  
Alan Podawiltz, D.O., Chair, Behavioral Health Acclaim  
Grant Fowler, M.D.

**Others Attending:** Zim Zimmerman, Board Member  
Rev. Ralph Emerson, Board Member  
Trent Petty, Board Member  
Karen Duncan M.D., Sr. Executive Vice President, Chief Operating Officer  
Daphne Walker, Sr. Vice President, Chief Legal Counsel  
Riana Poullard, Attorney Employment & Labor  
Mark Hallman, Vice President, Innovation Transformation Officer  
Anggelha Rodriguez, Sr. Executive Assistant, Administration, Recording Secretary

- I. **Call To Order** - With a quorum present, committee Chair Ms. DeBose called the meeting to order at 12:04 P.M.
- II. **Citizens Wishing to Address the Committee** - There were no citizens requesting to speak.
- III. **Consider Matters Requiring Committee Action**
  - A. **Approval of Minutes:** Mr. Trent motioned to approve the May 27, 2021 minutes with no changes, seconded by Mr. Fisher, motion passed unanimously.
- IV. **Human Resources Reports/Updates – Not Requiring Committee Actions**

**A. Human Resources Updates and Dashboard** – Dr. Duncan thanked board members, and Chair Dorothy DeBose, for their service during her interim roll with the Human Resources Committee. Chris Lyons provided a very high level information and presentation in included.

**V. Consider Matter Requiring Discussions(s) Update(s), Deliberation(s), Action(s), and/or Approval**

- A. Human Resources 2400 Mandatory Training approved by Mr. DT Nguyen and Mr. Rev. Emerson.
- B. Human Resources 4700 90 Day Orientation Period approved by Mr. DT Nguyen and Mr. Rev. Emerson.
- C. Human Resources 4800 Performance Appraisal motion to change the word should to will, approved by Mr. Trent and Mr. Zimmerman.
- D. Resolution Authorizing the Amendment of JPS Pension following deliberation in closed session, the committee declined to approve the resolution but voted to retain an outside compensation consultant to conduct an executive compensation package market study in order to present information to the Committee that will allow them to evaluate and make recommendations for JPS executive team member compensation, including salary and overall benefits. The Committee has directed staff to present the Committee with 3 potential consultants that they can select from to conduct this work.
- E. Discretionary 403B Employee Benefit will be tabled for a broader review of overall benefits programs.

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

Closed at 1:20pm and  
Executive Session started at 1:23pm stopped at 1:30

**VII. Reconvene in Open Session as the Board of Managers and the Committee for Deliberation(s) and/or Action(s) deemed necessary regarding any matter listed on the Closed Session Agenda, Paragraphs V1. A and B**

Pension Plan Amendment

**VIII. Adjourn**

There being no further business of the TCHD Joint Board of Managers and Human Resources Committee the meeting was adjourned at 1:32 P.M.

  
Dorothy DeBose, Committee Chair

11/18/21  
Date