

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
12:00 P.M., THURSDAY, NOVEMBER 16, 2023

MEETING MINUTES

The Tarrant County Hospital District (“District”) Human Resources Committee met Thursday, November 16, 2023 with the following members present:

- Members Present:** Amanda Arizola, Committee Chair
Reverend Emerson
Blake Woodard
- Members Absent:** D.T. Nguyen
Trent Petty
- 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
Dorothy DeBose, Board Chair
Roger Fisher, Board Member
Lani Taylor, Board Administrator

I. CALL TO ORDER – A. Arizola

Ms. Arizola called the meeting to order at 12:02 p.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 – October 26, 2023

Action: *Reverend Emerson made a motion to approve the minutes from the October 26, 2023 Human Resources Committee Meeting, seconded by Mr. Woodard, motion passed unanimously.*

B. Special Called Meeting – Human Resources Committee – November 6, 2023

Action: *Reverend Emerson made a motion to approve the minutes from the November 6, 2023 Special Called Human Resources Committee Meeting, seconded by Mr. Woodard, motion passed unanimously.*

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

Summary: *There were no reports/updates not requiring action.*

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

A. Consider Approval of Proposed AIP Goals 2024 – J. Farrell

1. Patient Experience Overall Rating Bundle – A. Ridgeway-Washington
2. Depression Remission – Z. Baugh/N. Alawi-Kakomanolis
3. All Cause 30 Day Readmissions – S. Karlapudi
4. Employee Engagement – A. Ridgeway-Washington
5. Adjusted Operating Margin (Trigger) – S. Adams

Action: *Ms. Arizola made a motion to approve the Proposed AIP Goals 2024, seconded by Reverend Emerson, Mr. Woodard voted no, motion passed unanimously.*

B. Consider Approval of Revised Annual Incentive Plan – A. Arizola/A. Ridgeway-Washington

Action: *Ms. Arizola made a motion to approve the Revised Annual Incentive Plan, seconded by Reverend Emerson, Mr. Woodard voted no, motion passed unanimously.*

The Committee took a break at 1:30 p.m.

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.

Executive Session started at 1:42 p.m.

- 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.**

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.

The Committee reconvened in open session at 2:55 p.m.

VIII. ADJOURN

There being no further business to discuss, the Human Resources Committee adjourned at 2:55 p.m.


Dorothy DeBose, Committee Chair


Date