

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

**HUMAN RESOURCES COMMITTEE MEETING  
12:00 P.M., THURSDAY, NOVEMBER 21, 2024**

**MEETING MINUTES**

The Tarrant County Hospital District (“District”) Human Resources Committee met Thursday, November 21, 2024 with the following members present:

Members Present: Dorothy DeBose, Committee Chair  
Blake Woodard  
Roger Fisher (Alternate)

Members Absent: Amanda Arizola  
Leonard Firestone  
Reverend Emerson

Others Attending: Karen Duncan, MD, President & Chief Executive Officer  
Daphne Walker, EVP, Chief Legal Officer  
Jill Farrell, SVP, Chief Operating Officer  
Ashley Ridgeway-Washington, SVP, Chief Human Resources Officer  
Colin Werenka, SVP, Chief Compliance Officer  
Rory McCrady, SVP, Interim Chief Finance Officer  
Phyllis Chambers, SVP, Chief Nursing Officer  
Shannon Fletcher, SVP, Chief of Staff/Executive Affairs  
Sudhakar Karlapudi, MBBS, MBA, EVP, Chief Medical Officer  
Razaq Badamosi, VP, Network Quality Officer  
Dawn Fernald, VP, Communications  
Ashlea Quinonez, VP, Government Relations  
Anggelha Rodriguez, HR Operations and Admin Specialist  
Lani Taylor, Legal Operations Manager  
Ashley Sanchez, Board Coordinator

**I. CALL TO ORDER – D. DeBose**

*Ms. DeBose called the meeting to order at 12:07 p.m.*

**II. CITIZENS WISHING TO ADDRESS THE COMMITTEE**

*There were no citizens present to address the Committee.*

**III. APPROVAL OF MINUTES**

A. Approval of Human Resources Committee Meeting Minutes – August 22, 2024

**Action:** *Mr. Woodard made a motion to approve the minutes from August 22, 2024 Human Resources Committee Meeting, seconded by Mr. Fisher, motion passed unanimously.*

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

A. Strategic Updates – A. Ridgeway-Washington

1. People and Culture in Action
2. Human Resources Metrics

**Summary:** *Ms. Ridgeway-Washington highlighted - Celebrating and Recognizing Employees' Work (CREW), three JPS nurses who saved the life of a local musician, and FY 2024 Accomplishments and Opportunities.*

B. FY 24 AIP Report Out – J. Farrell

**Summary:** *Ms. Farrell provided a high-level overview of the FY 24 AIP.*

C. FY 25 AIP Goals – J. Farrell

**Summary:** *Ms. Farrell provided a high-level overview of FY 25 AIP Goals.*

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

A. Consider Approval of FY25 AIP Goals – J. Farrell

**Action:** *Mr. Woodard made a motion to approve, seconded by Mr. Fisher, motion passed unanimously.*

B. Approval of Tarrant County Hospital District (TCHD) Policies and/or Plans

1. HR 500 Reference and Background Checks – A. Ridgeway-Washington

**Action:** *Mr. Fisher made a motion to approve, seconded by Mr. Woodard, motion passed unanimously.*

**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.**

- 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.

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.

VII. ADJOURN

*There being no further business to discuss, the Human Resources Committee Meeting adjourned at 1:35 p.m.*

  
Dorothy DeBose, Committee Chair

2-27-2025  
Date