


TARRANT COUNTY HOSPITAL DISTRICT (D/B/A) JPS HEALTH NETWORK

1500 S. MAIN STREET,
FORT WORTH, TEXAS 76104
3RD FLOOR OUTPATIENT BUILDING AUDITORIUMS

JOINT BOARD OF MANAGERS AND HUMAN RESOURCES COMMITTEE MEETING
12:00 P.M. THURSDAY, DECEMBER 7, 2017

FILED
TARRANT COUNTY CLERK
2017 DEC -1 PM 1:43
MARY LUISE GARCIA
COUNTY CLERK
BY 

AGENDA

- I. **CALL TO ORDER – D. DEBOSE**
- II. **CITIZENS WISHING TO ADDRESS THE COMMITTEE**
- III. **CONSIDER MATTERS REQUIRING COMMITTEE ACTION**
 - A. Committee Minutes – September 28, 2017 (Pg. 1-3)
 - B. Approval of Tarrant County Hospital District Policies & Procedures - N. Adams
 - a. HR1600 Paid Time Off Benefit (PTO) (Pg. 4)
 - b. HR1900 Education Leave Benefit (Pg. 5)
 - c. HR2500 Educational Reimbursement (Pg. 6)
 - d. HR5600 Demotion Policy Statement (Pg. 7)
 - e. HR6200 Promotion Policy Statement (Pg. 8)
 - f. HR7000 Jury Duty & Court Appearances (Pg. 9)
 - C. Annual Incentive Performance Plan (AIP) - P. Walker / B. Whitman (Pg. 10)
 - a. FY17 Update
 - b. FY18 Proposed
 - D. Long Term Incentive Plan (LTIP) – P. Walker / B. Whitman (Pg. 12)
 - a. FY17 Update
 - b. FY18 Proposed
- IV. **CONSIDER HUMAN RESOURCES REPORTS/UPDATES – NOT REQUIRING COMMITTEE ACTION**
 - A. Human Resources Key Performance Indicators Scorecard – P. Walker (Pg. 13)
 - B. 2017 Employee Engagement Survey Results – P. Walker (Pg. 14-21)
- V. **RECONVENE IN EXECUTIVE SESSION PURSUANT TO CHAPTER 551, TEXAS GOVERNMENT CODE FOR THE FOLLOWING:** Pursuant to Chapter 551, Texas Government Code, the Committee Reserves the Right to Convene in Executive (Closed) Session(s) from Time to Time as a Committee May Determine During the Meeting, with Regard to Any Posed Agenda Item.
 - 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, Including but not Limited to the Following: President/Chief Executive Officer; Executive Vice President/Chief Operating Officer; Executive Vice President/Chief Financial Officer; Senior Vice President, Human Resource & Learning; Senior Vice President/Chief Quality Officer; Senior Vice President/Chief Nursing Officer; Senior Vice President, Behavior Health and Waiver Administrator; Senior Vice President, Community Health/Chief Operating Officer Acclaim; Senior Vice President/Enterprise Risk Management & Chief Compliance Officer; Vice President/Chief of Staff; Vice President, Academic Affairs; Vice President, Patient Care; Vice President, Finance; Vice President, Operations Clinical and Professional Services; Chief Diversity Officer; Vice President, Communications and Community Affairs; Vice President, Operations Support Services; Vice President/Chief Information Officer; Vice President/Chief Strategy Officer; Director, Foundation; Chief Audit Executive; Director, Compliance; and General Counsel.

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

VII. ADJOURN

***THE MEETING SHALL CONTINUE HOUR-TO-HOUR AND DAY-TO-DAY UNTIL OFFICIAL ADJOURNED*

Items that have been through committee and have consensus of the committee may be placed on the Board of Managers' Agenda. An action by this Committee approving or adopting a matter does not constitute, nor should it be considered, a final vote or action on the matter, which may only occur by formal action taken by, and at a meeting of the Board of Managers. The approval or adoption of a matter by the Committee merely constitutes a method for matters to be brought to the Board for its consideration.

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MAGY BRISE GARCIA
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