



NORTH BROWARD HOSPITAL DISTRICT
BOARD OF COMMISSIONERS
SPECIAL BOARD MEETING
1700 NW 49th Street, Ste. 150
Fort Lauderdale, FL
JANUARY 31, 2018

***MINUTES**

MEETING CALLED TO ORDER: 1:10 pm

BOARD MEMBERS:

- √ Commissioner Rodriguez, Chair
- √ Commissioner Ure, Vice Chair
- √ Commissioner Wellins
- √ Commissioner Klein
- √ Commissioner Gregoire

THE PLEDGE OF ALLEGIANCE: Commissioner Klein

PUBLIC COMMENTS:

1. Pastor Jackson – Pastor Jackson expressed that after speaking to other community leaders, the current Interim CEO, Beverly Capasso should remain as North Broward Hospital District’s CEO.
2. Pastor George Rich – Pastor Rich shared the same opinion to leave the current Interim CEO, Beverly Capasso as North Broward Hospital District’s CEO.
3. Vincente Thrower – Vincente Thrower shared the same opinion, to leave the current Interim CEO, Beverly Capasso as Broward Health’s CEO.
4. Reverend Gary Johnson – Reverend Johnson also shared the same opinion to leave the current Interim CEO, Beverly Capasso as North Broward Hospital District’s CEO.
5. Former Commissioner Cobo – Former Commissioner Cobo expressed that he felt Broward Health needs a change. There have been a lot of good people that have been hurt since December, 2014 in this organization, therefore there needs to be a change.

TOPIC OF DISCUSSION:

Commissioner Rodriguez stated this is a new Broward Health, which stands for transparency, ethics, honesty and integrity. For almost a year Broward Health have faithfully followed the process to post the CEO search, as it has been opened for several months. A month later, over 300 Candidates have applied. Right before December Commissioner Wellins and Commissioner Rodriguez were informed the process was coming to an end. Commissioner Rodriguez stated that was welcomed and 10 of the best Candidates would be picked. This Board, in public forum reviewed all the Candidates. Six out of ten were chosen. We ended up with four. The Candidates have waited over a year for the opportunity to be interviewed. Commissioner Rodriguez stated former Commissioner Capasso was never a candidate. It is time for us to move forward and name one of these Candidates to lead the very professional support team that is now in place. Commissioner Rodriguez thanked Ms. Capasso for doing such a good job.

Ms. Sandra Todd-Atkinson, CEO of Broward Health Medical Center spoke on behalf of the Leadership Team and the Medical Staff of the four regions. This included the physician's Medical Group, the CBTC and Community Health Services. Ms. Sandra Todd-Atkinson thanked the Commissioners for the opportunity to participate in the CEO Selection process. The process consisted of two days at Broward Health Medical Center and Broward Health North, hosting the four Candidates for interviews from multidisciplinary groups from all healthcare industries. Each participant scored the individuals confidentially.

Ms. Page from Human Resources will present the consensus scores of each candidate. Ms. Page stated the Leadership Team rated each candidate using numeric value; one being poor, two being average, three being good, four being very good and five as excellent. The scores were compiled and the results were as follows:

Joseph Gielene received a 2.9 out of 5. Barbara Martin received a 2.5 out of 5. Michael Young received a 2.1 out of 5. Robert Mink received a 1.7 out of 5.

Alice Taylor, CEO of Broward Health North, thanked the Commissioners for the opportunity to be part of the process. Everybody was appreciative that they had a voice and the opportunity to meet the talented Candidates. Commissioner Rodriguez asked if they had previously been given the opportunity to be part of the process. Ms. Alice Taylor confirmed she had not in her 13 years of employment.

Dr. Andrew Ta, EVP/CMO of Broward Health stated on behalf of the Medical Staff he would like to thank the Board for including Physician Leaders in its recruitment process. They appreciated the collaboration and partnership in this very important endeavor. This group did not rank the Candidates as the previous group had. Dr. Ta presented a summary of each candidate to the Board.

Barbara Martin's strengths included experience with a diverse Medical Staff, including employed community physician model, experience with turnaround in initiatives and she is willing to work collaboratively with Medical Staff. Her opportunities for improvement were, recent experience have been mainly locums and based on her work history she lacked long term commitment and she was unable to clearly express the vision for the new Broward Health.

Michael Young's strengths were he had a no nonsense, get it done attitude, he has as vast experience including safety net organizations and extensive healthcare fund knowledge, and good ideas on how to improve Broward Health. His opportunities for improvement were his communication style was perceived as abrasive and a few of the Physicians felt he was arrogant. Leadership style was perceived as not collaborative and not conclusive.

Joseph Gielene's strengths were his good verbal communication skills, he was very thoughtful in his answers, his answers were not impulsive and he had a good amount of CEO experience. His opportunities for improvement were he had no experience working in a very complex Medical Staff as in Broward Health. He did not project a very strong confidential leadership style

Robert Minkin had some CEO experience, but not as much as the other Candidates, he had a great business acumen and he had some turnaround experience. His opportunities for improvement included lack of experience in complex Medical Staff, especially working with Community Physicians. In addition he had no corporate integrity agreement experience and he lacked experience in large complex healthcare systems.

Commissioner Wellins, Commissioner Ure, Commissioner Klein and Commissioner Gregoire are all in agreement that Interim CEO, Beverly Capasso should be the permanent CEO of North Broward Hospital District. Commissioner Rodriguez does not share the same sentiment as his fellow Commissioners.

Reverend Johnson did express that he feels the current Interim CEO, Beverly Capasso is the best candidate for the CEO of North Broward Hospital District.

MOTION:

Commissioner Gregoire motioned to present at the full Board Meeting that Ms. Capasso be asked to remain for a three year period in which she will be given a contract, and at the end of the three years a permanent CEO search would commence. Motion seconded by Commissioner Klein.

Commissioner Wellins amended the motion to say that if the Board so chooses, Ms. Capasso be asked if she would be willing to serve as the Interim CEO to the end of the CIA. Commissioner Wellins stated this would give certainty to the motion and certainty to the time of Ms. Capasso's interim status. Commissioner Gregoire accepted the amendment and that she would like it to reflect that a contract be given to Ms. Capasso. Commissioner Klein accepted the amended motion as well.

Roll Call:

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| Commissioner Gregoire: | Yes |
| Commissioner Klein: | Yes |
| Commissioner Wellins: | Yes |

Commissioner Ure: Yes
Commissioner Rodriguez: No

Motion Carried.

MEETING ADJOURNMENT: 3:35 pm

AUTHENTICATION OF MINUTES: Joanna Iwankowski, Executive Assistant