

North Broward Hospital District Board of Commissioners
1700 Northwest 49th Street, Suite #150, Ft. Lauderdale, FL 33309

HUMAN RESOURCE COMMITTEE MEETING Immediately Following the Legal Committee Meeting Tuesday, September 8, 2020

The Human Resource Committee of the North Broward Hospital District was held on September 8, 2020, immediately following the Finance Committee meeting, via WebEx video conference.

1. NOTICE

Official notice and agenda of this meeting is attached to the Minutes, as EXHIBIT I and EXHIBIT II, as presented for consideration of the Committee.

2. CALL TO ORDER

There being a quorum present, the meeting was called to order by Chair Marie C. Waugh at 9:12 a.m.

3. COMMITTEE MEMBERS

Present: Commissioner Marie C. Waugh, Chair
Commissioner Ray. T. Berry, Vice Chair
Commissioner Christopher T. Ure (arrived at 9:37 a.m.)

Senior Leadership

Additionally Present:

Nancy W. Gregoire/Commissioner,
Stacy L. Angier/Commissioner,
Gino Santorio/President/Chief Executive Officer,
Alan Goldsmith/Chief Administrative Officer,
Alex Fernandez/Chief Financial Officer,
Linda Epstein/Corporate General Counsel,
Jerry Del Amo/Deputy General Counsel

4. GOVERNOR'S EXECUTIVE ORDER ANNOUNCEMENT

General Counsel delivered the Governor's Executive Order for the record.

“This public board meeting is being conducted through communications media technology in accordance with the Governor's Executive Order No. 20-69, as extended by the Governor's Executive Order No. 20-193 and Section §120.545(b)(2) of the Florida statutes. This meeting is open to the public who may attend this meeting via telephone conference call. The conference call information is currently posted on Broward Health's website. All requirements of Florida's Sunshine Law are still in effect, including the memorialization of minutes. While not a requirement under Florida law, we will attempt to record this meeting and post it on

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Broward Health’s website for the public and for those who may not be able to attend this live telephone conference.”

5. PUBLIC COMMENTS

Chair Waugh opened the floor for public comments, in which there were none.

6. APPROVAL OF MINUTES

Without objection, Chair Waugh approved Human Resource Meeting Minutes, dated November 12, 2019.

Motion *carried* without dissent.

7. TOPIC OF DISCUSSION

7.1. FY20 and FY21 At-Risk Compensation Plan Documents – presented by Mark Sprada, Interim Chief Human Resources Officer and VP, Strategy and Clinical Operations

Mr. Sprada shared a brief overview of the At-Risk Compensation Plan Documents and noted the Board’s request in July to amend the documents as they relate to the financial trigger.

Ms. Epstein confirmed that Commissioner Angier could substitute as a Human Resource committee meeting member in Commissioner Ure’s absence; therefore, a quorum was established.

MOTION It was *moved* by Commissioner Berry, *seconded* by Commissioner Angier, that:

The Human Resource Committee Recommend that the Board of Commissioners of the North Broward Hospital District Authorize the District to Accept the FY20 and FY21 At-Risk Compensation Plan Document, as Presented.

Motion confirmed by roll-call vote:

YES Commissioner Ray T. Berry, Vice Chair

YES Commissioner Stacy L. Angier

YES Commissioner Marie C. Waugh, Secretary/Treasurer

Motion *carried* 3/0.

7.2. Performance Evaluations of Board Reports – presented by Mark Sprada, Interim Chief Human Resource Officer and VP, Strategy and Clinical Operations

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Mr. Sprada detailed the performance evaluation process, which included scoring dimensions, Five Star Values, reviewing achievements from prior year, and Board feedback. He further noted due dates within the process as shown below:

Board Report self-evaluations are due to the Human Resources Administration on September 18, 2020. The self-evaluations will be shared with the Board of Commissioners on September 23, 2020. The Board will have until October 21 to complete individual ratings and for each of the Board reports. Mr. Sprada extended an offer of Human Resources assistance to the Board of Commissioners during the review process.

- 7.2.1. Gino Santorio, President/Chief Executive Officer
- 7.2.2. Linda Epstein, Corporate General Counsel
- 7.2.3. Brian Kozik, Chief Compliance & Privacy Officer

Commissioner Ure joined the meeting at 9:37 a.m.

8. **ADJOURNMENT**

There being no further business on the agenda, the Chair adjourned the meeting at 9:48 a.m.

Respectfully submitted,
Commissioner Marie C. Waugh, Secretary/Treasurer