

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

**HUMAN RESOURCE COMMITTEE MEETING
Immediately Following the Governance Committee Meeting
Wednesday, June 23, 2021**

The Human Resource Committee Meeting of the North Broward Hospital District was held on June 23, 2021, immediately following the Governance Committee Meeting at the Broward Health Corporate Spectrum Location, 1700 NW 49th Street, Suite 150, Fort Lauderdale, Florida 33309.

1. **NOTICE**

Notice and Agenda, titled EXHIBIT I and EXHIBIT II, are attached to the official meeting book archived at the Board of Commissioners' Office. Supporting documents, if applicable, are attached to these minutes, titled EXHIBIT III. Exhibits are 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 3:29 p.m.

3. **ROLL CALL**

Present:

Commissioner Stacy L. Angier
Commissioner Ray. T. Berry, Vice Chair (via Microsoft Teams)
Commissioner Marie C. Waugh, Chair

Senior Leadership

Additionally Present:

Nancy W. Gregoire, Commissioner
Levi G. Williams, Jr., Commissioner
Shane Strum, President/Chief Executive Officer
Alan Goldsmith, EVP/Chief Operations Officer
Alex Fernandez, SVP/Chief Financial Officer
Linda Epstein, Corporate General Counsel

4. **PUBLIC COMMENTS**

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

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5. APPROVAL OF MINUTES

Without objection, Chair Waugh approved the Human Resource Meeting Minutes, dated November 18, 2020.

Motion *carried* without dissent.

Chair Waugh congratulated Ms. Faith-Simone Hunt, Director, Employee Relations, Immigration, on receiving the South Florida Equity Inclusion and Diversity Award.

6. TOPIC OF DISCUSSION

6.1. HR Planning Presentation (Presenters – Human Resource Leadership)

For further detail, related slides are available within the June 2021 Human Resource Committee Meeting book on the Board of Commissioners' webpage.

Mr. Mark Sprada, Chief Human Resource Officer, introduced the Human Resource Department's leadership team to the committee.

- Letitia Woods, Vice President, Human Resource Operations, recent Regional Chief Human Resources Officer (CHRO) of Broward Health Imperial Point.
- Faith-Simone Hunte, Director, Employee Relations, Immigration.
- Rosana Beltres, Director of Human Resource Information Systems
- Christopher Pitts, Regional Chief Human Resource Officer (CHRO), Corporate
- Dr. Lisa Brown, Corporate Director, Employee Health and Occupational Health
- Marcy Mills-Matthews, Chief Human Resources Officer (CHRO), Broward Health Coral Springs
- Kiera Page, Regional Chief Human Resource Officer (CHRO), Broward Health Medical Center
- Eileen O'Brien – Associate Vice President (AVP) of Talent and Acquisition
- Brooke Griner, Director of Compensation
- Les Luithle, Associate Vice President (AVP) of Total Rewards
- Dr. Susan Bedrin, Employee Assistance Program (EAP)

Mr. Sprada gave an overview that included the Human Resource Department's processes for employee engagement, recruitment, retention, and professional development. He briefly shared detail to benefits and compensation.

The following topics were discussed:

- Overview of the organizational chart and titles.
- Corporate Coordinated Functions.
- Organizational Culture & Engagement: Diversity, Equity, and Inclusion (Presenter – Faith-Simone Hunte, Director, Employee Relations, Immigration)
 - A review of diversity policies and action plan.
 - Executive roundtables scheduled to occur in fall of 2021.

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- Established Regional Diversity Councils where employees have opportunities to participate.
- Executive-Level Diversity Council (EDC) Charter Objectives.

Mr. Sprada reviewed the following topics.

- Alignment
 - Orientation
 - Annual Performance
 - Evaluation
 - Incentives
 - Meeting Structures
 - Recognition Awards
- 2019 Employee Survey
 - 12th percentile
 - Opportunities include: High-Quality Care and Service, Employee Recognition, and Career Development
 - Moving to quarterly surveys that are actionable
- Recognition Programs
 - Service awards
 - STARS program
 - Regional programs
 - Peer program coming in 2022
- 2019 Years of Service
- Systemwide Turnover
- Systemwide Turnover (Full-Time/Part-Time)
- Nursing Turnover (RNs)
- Turnover Dashboard
- Exit Survey Rate as of May 14, 2021
 - Reasons for leaving.
- New Hire Survey
- Leadership Turnover
 - Tenure and reasons.
- Vacancy Rate
- Talent Acquisition
- Workforce Planning: Student Pipeline
- Workforce Planning: Market Shortages
- Professional Development
 - Clinical
 - Focus
- Compensation and Benefits

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- Market Overview
- Compensation Basics
- Compensation Benchmarking
- Current Approach.
- Retiree Benefits Update.
- Benefits Planning for FY22.
- Retirement Programs and Planning.
- Defined Contribution Plan Statistics by Vendor.
- Non-Qualified Plan Statistics by Vendor.
- Defined Contribution and Nonqualified Plan Governance and Planning.
- Key Takeaways.
 - Lawson/HRIS upgrade is foundational.
 - Compensation and benefits positioning.
 - Retirement planning.
 - Community Partnerships to ensure a workforce supply is essential.

6.2. Approval of the FY 2022 Balanced Scorecard

Mr. Sprada gave an overview of the FY 2022 Balanced Scorecard benchmarks, in which he focused on the People category and then shared a view of the full Balanced Scorecard.

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

The Human Resource Committee recommend that the Board of Commissioners of the North Broward Hospital District approve FY 2022 Balanced Scorecard, as presented, with the addition of the word “controllable” to First Pass Denial for the full year.

Motion confirmed by roll-call vote:

YES Commissioner Stacy L. Angier

YES Commissioner Ray T. Berry, Vice Chair

YES/Commissioner Marie C. Waugh, Chair

Motion *carried* 3/0.

7. **ADJOURNMENT**

There being no further business on the agenda, the Chair adjourned the meeting at 4:25 p.m.

Respectfully submitted,

Commissioner Christopher J. Pernicano, Secretary/Treasurer