

MINUTES

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

**HUMAN RESOURCE COMMITTEE MEETING
Immediately Following Building Committee Meeting
July 24, 2019**

1. **NOTICE**

Notice of this meeting is attached to the official Minutes as EXHIBIT I. The official Agenda for this meeting, as presented for the consideration of the Committee, is attached to the official Minutes as EXHIBIT II.

* Please note, due to technical difficulties the live stream video was inaudible and could not be viewed until the commencement of item 6.

2. **CALL TO ORDER** 4:52 pm.

3. **COMMITTEE MEMBERS**

Ray T. Berry / Chair

Andrew M. Klein

Marie C. Waugh (Not Present)

ADDITIONALLY PRESENT Commissioner Nancy W. Gregoire, Commissioner Stacy L. Angier, Gino Santorio/CEO, Alan Goldsmith/CAO, Alex Fernandez/CFO, Linda Epstein/General Counsel, Brett Bauman/Associate General Counsel, Nigel Crooks/Chief Internal Auditor.

4. **PUBLIC COMMENTS** None.

5. **APPROVAL OF MINUTES**

Approval of the Human Resource Committee meeting minutes dated March 21, 2019.

MOTION It was *moved* by Commissioner Klein, *seconded* by Commissioner Berry, to:

**APPROVE THE HUMAN RESOURCE COMMITTEE MEETING MINUTES
DATED MARCH 21, 2019.**

Motion *carried* unanimously.

MINUTES

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

6. TOPIC OF DISCUSSION

6.1. Human Resource Presentation – Melanie Hatcher

Ms. Hatcher stated that items 6.1, 6.2 and 6.3 on the agenda were for informational purposes and that no action would be taken. A PowerPoint presentation was given, detailing each item as seen below.

6.1.1. Employee PL Cash in

Employee PL Cash in would allow eligible employees to cash up to 80 hours of their accrued personal leave time, as they could forgo taking time off in support of their commitment to the organization. Mr. Goldsmith clarified the cash out amount was already accounted for in the financials.

6.1.2. Management Merit Process

A market review would be conducted and based on the data all leaders with a passing score would be eligible to receive a board approved percentage increase. The staff recommendation was to add a one, two or three percent, based on an individual's score.

6.1.3. Performance Appraisal Timeline for Board Reports

- September Human Resource Committee Meeting: Discuss the process in detail
- October 1st: Self-evaluation for board reports due
- October 4th: Self-evaluations transmitted to board members for review
- October 25th: Individual board member response due
- October Human Resource Committee Meeting: Reviews conducted
- October Board Meeting: Final board approval

MINUTES

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

6.2. Balance Scorecard

Mr. Fernandez presented on the metrics, targets and points that were established to serve as Broward Health's Fiscal-Year 2020 Balanced Scorecard. A Power Point presentation was given detailing each pillar, which included, People, Quality, Growth, Finance, and Service.

6.2.1. Approval of 2020 Balance Scorecard

6.2.2. Balance Scorecard Spreadsheet, Informational

The committee agreed to move *Approval of the Balance Scorecard* action item to the consent agenda for the July 31st board meeting. The committee requested that staff provide comparative data, industry best practices and Broward Health's 2019 metric results for further discussion.

7. **ADJOURNMENT** 5:46 pm.

MOTION It was *moved* by Commissioner Klein, *seconded* by Commissioner Berry, to:

ADJOURN THE HUMAN RESOURCE COMMITTEE MEETING.

Motion *carried* unanimously.

Respectfully submitted,
Commissioner Stacy L. Angier, Secretary/Treasurer.