

**HUMAN RESOURCE COMMITTEE MEETING
Immediately following the Finance Committee Meeting
November 12, 2019**

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** 1:27 p.m.

3. **COMMITTEE MEMBERS**

Present: Commissioner Marie C. Waugh, Chair
Commissioner Ray T. Berry, Vice Chair

Not Present: Commissioner Christopher T. Ure

Senior Leadership

Additionally Present: Commissioner Nancy W. Gregoire, Commissioner Stacy L. Angier, 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. **PUBLIC COMMENTS** None

5. **APPROVAL OF MINUTES**

- 5.1. Approval of Human Resource Committee meeting minutes, dated September 12, 2018.
- 5.2. Approval of Human Resource Committee meeting minutes, dated October 29, 2018.
- 5.3. Approval of Human Resource Committee meeting minutes, dated July 24, 2019.
- 5.4. Approval of Human Resource Committee meeting minutes, dated September 11, 2019.

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

Approve the Human Resource Committee meeting minutes, dated September 12, 2018, October 29, 2018, July 24, 2019 and September 11, 2019.

Motion *carried* unanimously.

6. **TOPIC OF DISCUSSION**

- 6.1. Performance Evaluations of Board Reports

MINUTES

At the commencing of the Human Resource meeting Ms. Melanie Hatcher, Vice President of Human Resources, provided the committee a brief overview of the process used during the performance evaluations. Ms. Hatcher reported that for managing evaluations the passing threshold would be a score of 27.

6.1.1. Nigel Crooks, Chief Internal Auditor

Ms. Hatcher thereby delivered Nigel Crooks, Chief Internal Auditor's aggregate scoring sheet.

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

The Human Resource Committee recommend that the Board of Commissioners of the North Broward Hospital District delegate management of the Chief Internal Auditor to the President/CEO on a temporary basis pending a 90-day Performance Improvement Plan that will begin on or after December 11, 2019.

Motion *carried* unanimously.

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

The Human Resource Committee recommend that the Board of Commissioners of the North Broward Hospital District accept the Chief Internal Auditor's evaluation scorecard as presented, and designate Commissioner Waugh to collaborate with the SVP Chief Human Resource Officer to develop a Performance Improvement Plan for presentation to the Board no later than December 11, 2019.

Motion *carried* unanimously.

Commissioner Waugh stated on record that the goals needed to be written and delivered within a week from that day's meeting.

6.1.2. Linda Epstein, Corporate General Counsel

Ms. Hatcher delivered Linda Epstein, General Counsel's aggregate scoring sheet.

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

The Human Resource Committee recommend that the Board of Commissioners of the North Broward Hospital District accept the evaluation scorecard and goals on the self-assessment by the General Counsel, Linda Epstein, as presented.

Motion *carried* unanimously.

MINUTES

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

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

The Human Resource Committee recommend that the Board of Commissioners of the North Broward Hospital District adjust General Counsel, Linda Epstein's, salary to the 50th percentile.

Motion *carried* unanimously.

6.1.3. Brian Kozik, Chief Compliance & Privacy Officer

Ms. Hatcher delivered Brian Kozik, Chief Compliance & Privacy Officer's aggregate scoring sheet.

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

The Human Resource Committee recommend that the Board of Commissioners of the North Broward Hospital District approve a two percent increase in salary for the Chief Compliance and Privacy Officer, Brian Kozik.

Motion *carried* unanimously.

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

The Human Resource Committee recommend that the Board of Commissioners of the North Broward Hospital District accept the evaluation scorecard to include Commissioner Waugh's scores regarding *Valuing Employee Family and Human Resources* and accept the goals as defined on the self assessment for the SVP Chief Compliance and Privacy Officer, Brian Kozik.

Motion *carried* unanimously.

6.1.4. Gino Santorio, President/Chief Executive Officer

Ms. Hatcher delivered Gino Santorio, President/Chief Executive Officer's aggregate scoring sheet.

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

The Human Resource Committee recommend that the Board of Commissioners of the North Broward Hospital District accept the evaluation scorecard and goals on the self-assessment for the President/CEO, Gino Santorio, as presented.

Motion *carried* unanimously.

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

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The Human Resource Committee recommend that the Board of Commissioners of the North Broward Hospital District authorize the SVP, Chief Human Resource Officer, Melanie Hatcher, to complete a compensation analysis among competitors to be presented to the full Board for an adjustment to the President/CEO, Gino Santorio's salary.

Motion *carried* unanimously.

7. **ADJOURNMENT** 3:00 p.m.

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

Adjourn the Human Resource Committee meeting.

Motion *carried* unanimously.

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

APPROVED