

**HUMAN RESOURCE COMMITTEE MEETING**  
**Immediately following the Quality Assessment & Oversight Committee Meeting**  
**September 11, 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.

2. **CALL TO ORDER** 11:50 a.m.

3. **COMMITTEE MEMBERS**

*Present:* Commissioner Ray T. Berry, Chair

*Not Present:* Commissioner Marie C. Waugh  
Commissioner Andrew M. Klein

*Senior Leadership*

*Additionally Present:* Commissioner Nancy W. Gregoire, Commissioner Stacy L. Angier, Commissioner Christopher T. Ure, Gino Santorio/President/Chief Executive Officer, Alan Goldsmith/Chief Administrative Officer, Alex Fernandez/Chief Financial Officer, Linda Epstein/Corporate General Counsel, Jerry Del Amo/ Sr. Associate, General Counsel

Both Ms. Linda Epstein, General Counsel, and Mr. Brett Bauman, Sr. Associate General Counsel, confirmed that no action could be taken at the Human Resource Committee meeting due to lack of quorum.

4. **PUBLIC COMMENTS** None

5. **ELECTION OF HUMAN RESOURCE COMMITTEE OFFICERS**

No action taken.

6. **APPROVAL OF MINUTES**

No action taken.

## 7. TOPIC OF DISCUSSION

### 7.1. Discussion of Management Appraisal Evaluations as it pertains to Board Reports.

Ms. Hatcher introduced Faith Simone-Hunt, Director of Employee Relations & Immigration, who she characterized as an expert in her field in addition to having been an employee at Broward Health for over 14 years.

Direct Reports for the Board of Commissioners are evaluated annually in accordance with performance review criteria established by the Board.

Ms. Hatcher shared the process and timeline for Board Report Evaluations, as seen below.

- October 1: Self evaluations due
- October 4: Delivery of scoring template, self-evaluation, and job description to the Board
- October 25: Board submission of appraisals
- November 20: Combined appraisal information presented at Human Resource Committee meeting

There are ten dimensions that define leadership competencies and used for Board Reports evaluation.

- Strategy and Planning
- Operations Management
- Leadership
- Financial Management
- Human Resources
- Exceptional Service
- Collaborative Team
- Accountability for Positive Outcomes
- Fostering Innovations (one of the 5 star values)
- Valuing our Employee Family (one of the 5 star values)

Ms. Hatcher gave an overview of the performance evaluation scoring system and how standard targets and goals are set.

# MINUTES

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

The committee requested that the individual's departmental budget be provided as a measure for financial performance.

Discussion ensued on the importance of employee reviews and investing time in their improvement so that they could reach their potential.

Chairman Berry requested that Ms. Hatcher provide Ochsner Healthcare's HR manual, containing a 5 foot and 10 foot policy on greeting patients and visitors in the hallways.

Chairman Berry acknowledged Broward Health for having a substantial amount of minorities on staff and making it a priority. He further noted that the figures were far better than he had seen at any other organization.

## 8. ADJOURNMENT

The meeting was adjourned at 12:32 p.m.

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