

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

**SPECIAL BOARD MEETING
CEO PROFILE REVIEW WORKSHOP
4:02 p.m., Monday, January 11, 2021**

The Special Board Meeting of the North Broward Hospital District was held at 4:02 p.m., on January 11, 2021, via Zoom video conferencing.

1. ROLL CALL OF ATTENDEES

Present: Commissioner Marie C. Waugh, Commissioner

Senior Leadership

Additionally Present: Gino Santorio, President/Chief Executive Officer
Linda Epstein, Corporate General Counsel
Mark Sprada, SVP Chief Human Resource Officer

Additionally Present:

Andrew P. Chastain, WittKieffer
Michelle Johnson, WittKieffer
Stephen C. Davis, WittKieffer
Jerry Del Amo, Deputy General Counsel
Brett Bauman, Senior Associate General Counsel
Patricia Alfaro, Support Services Mgr. to the Board of Commissioners
Dan Lewis, Executive, Advisor Special Projects

Commissioner Stacy L. Angier (arrived at 4:18 p.m.)

Ms. Alfaro confirmed that the meeting was duly noticed in a timely manner and within Sunshine Law requirements.

2. CANDIDATE PROFILE PRESENTATION (Presenter – Andrew Chastain, WittKieffer)

Mr. Chastain did a walkthrough of the draft Leadership Profile (President and Chief Executive Officer) document and noted change requests, as detailed under Item 5 below.

3. PROFILE EDITS AND APPROVAL (Presenter – Marie C. Waugh, Commissioner)

Recommended changes, additions and comments regarding the Leadership Profile (President and Chief Executive Officer) were discussed, as noted below.

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Candidate Experience, page 2

- Combine/collapse sub-bullet points two and three under bullet point two to make the information more efficient.
- Add bullet point around “fund development” (philanthropy) experience to page 2.

Roles and Responsibilities, page 3

- No changes or additions requested.

Relationships, page 3

- Add bullet point for “continue with ‘strong’ (sic) succession leadership.” under bullet point beginning, “Develop and retain an exceptional leadership team recognized for collaboration...”

Culture and Operations, page 4

- Add bullet point for marketing of Broward Health – external marketing of the hospital. Suggested to include the wording, “Inclusion of enhanced brand development and brand representation.” Commissioner Waugh recommended using wording provided by Mr. Santorio or other wording to be provided by Mr. Santorio.
 - To send updated draft to Mr. Santorio and Mr. Sprada for final approval of wording.

Commissioner Angier joined the meeting at 4:18 p.m.

- Commissioner Waugh noted an additional point she felt was missing but stated it does not have to be added.
 - Add candidate with experience running “X entity or a \$1.2m entity vs a \$2.5m entity., et. cetera. Sample wording might be, “Managing \$Xm worth of revenue for a hospital.” or “Managing a complex organization with multiple streams.”
- Mr. Lewis noted:
 - Suggestion for candidate experience:
 - A candidate who understands that Broward Health is a public entity (not non-profit or private) and has knowledge or experience in this area.
 - A candidate with experience with moving an organization to one singular integrated system as an evolution (a unified medical staff across the existing District facilities as opposed to contracted).
 - A candidate with a strong financial background.
 - Teamwork experience.
 - Marketing and branding are internal, as well as external.

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- Mr. Chastain stated that WittKieffer will highlight the change regarding a candidate with experience working towards a singular integrated system. Mr. Santorio and Commissioner Waugh noted that the profile should not require specific experience in regard to this item, and the wording should be broad, such as general experience in this area. Commissioner Waugh suggested stating as general experience under Candidate Experience and then details under Roles and Responsibilities.
- WittKieffer to share updated draft of CEO Job Profile with Broward Health on 1/12/2021 for final review/approval.
- Broward Health will complete an approval signoff process whereby Commissioner Waugh has been authorized by the Board to approve the final CEO Job Profile.
- Mr. Santorio will transmit candidates to WittKieffer prior to January 14, 2021.

Confirmed Next Steps

- WittKieffer to make changes to the CEO Job Profile based on today's discussion.
- Mr. Santorio to reach out to potential successors (per emergency succession planning platform) after updates are made to the CEO Job Profile and then submit candidates to WittKieffer, including additional candidates that have been referred.
- WittKieffer to compare submitted candidates and compare to the CEO Job Profile.
- WittKieffer to present final candidate information at the January 26, 2021 Regular Board Meeting.

4. ADJOURNMENT

There being no further business on the agenda, Commissioner Waugh adjourned the meeting at 4:42 p.m.

Respectfully submitted,

Commissioner Marie C. Waugh, Secretary/Treasurer