

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

HUMAN RESOURCE COMMITTEE MEETING
Immediately Following the Finance Committee Meeting
Wednesday, October 20, 2021

The Human Resource Committee Meeting of the North Broward Hospital District was held on October 20, 2021, immediately following the Finance Committee Meeting at the Broward Health Corporate Spectrum Location, 1700 NW 49th Street, Suite 150, Fort Lauderdale, Florida 33309.

1. NOTICE

Official notice is attached to these minutes, titled EXHIBIT I. Agenda of this meeting is attached to the minutes, titled EXHIBIT II. Supporting documents, if applicable, are attached to these minutes, titled EXHIBIT III. These 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 Waugh at 12:28 p.m.

3. COMMITTEE MEMBERS

Present: Commissioner Stacy L. Angier
Marie C. Waugh, Chair

Not Present: Commissioner Ray. T. Berry, Vice Chair

Senior Leadership
Additionally Present: Nancy W. Stamper, Commissioner
Shane Strum, President, Chief Executive Officer
Alan Goldsmith, EVP, Chief Operations Officer
Alex Fernandez, SVP, Chief Financial Officer
Linda Epstein, Corporate General Counsel

Consistent with article III, section 12(e) of the Bylaws of the Board of Commissioners of North Broward Hospital District and section 3.12(e) of the Board's Codified Resolutions, as Chair of the HR Committee, Chair Waugh appointed Commissioner Nancy W. Stamper to serve as a substitute committee member on the Human Resource Committee to conduct Committee business and to be counted for the establishment of quorum.

4. PUBLIC COMMENTS

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

5. APPROVAL OF MINUTES

Without objection, Chair Waugh approved Human Resource Meeting Minutes, dated September 8, 2021.

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Motion *carried* without dissent.

6. TOPIC OF DISCUSSION

6.1. Executive Compensation Market (Presenter – Mercer Consulting Firm)

Mr. Gary Lawson, Partner and Mr. David Miller, Senior Associate, presented an executive compensation market review.

Mercer's presentation included a detailed review and analysis of Broward Health's compensation for the President/CEO, General Counsel, SVP/Compliance & Privacy Officer and the Chief Internal Auditor's vacant position in an effort to make appropriate recommendations and share best practices that are competitive to the market.

For further detail, related slides are available within the October 20, 2021 Human Resources Committee Meeting book on the Board of Commissioners' web page.

6.2. Performance review for Board Reports (Mark Sprada, SVP, Chief Human Resource Officer, Letitia Woods, VP, Human Resource Operations, Christopher Pitts, Chief Human Resource Officer, BHC)

6.2.1. Brian Kozik, SVP, Chief Compliance and Privacy Officer (Presenter – Christopher Pitts, Chief Human Resource Officer, BHC)

Mr. Christopher Pitts, Chief Human Resource Officer, BHC, presented Brian Kozik, SVP, Chief Compliance and Privacy Officer's aggregate scoring sheet.

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

The Human Resource Committee recommend that the Board of Commissioners of the North Broward Hospital District accept the Performance Evaluation for the SVP, Chief Compliance and Privacy Officer, with an aggregate score of 39 and approve a 2% increase in salary for Brian Kozik, as presented.

Motion confirmed by roll-call vote:

YES Commissioner Stacy L. Angier
YES Commissioner Nancy W. Stamper
YES Marie C. Waugh, Chair

Motion *carried* 3/0.

6.2.2. Linda Epstein, Corporate General Counsel

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Letitia Woods, VP, Human Resource Operations presented Linda Epstein, EVP, General Counsel's aggregate scoring sheet.

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

The Human Resource Committee recommend that the Board of Commissioners of the North Broward Hospital District accept the Performance Evaluation for the General Counsel, with an aggregate score of 48 and approve a 3% increase in salary for Linda Epstein, as presented.

Motion confirmed by roll-call vote:

YES Commissioner Stacy L. Angier
YES Commissioner Nancy W. Stamper
YES Marie C. Waugh, Chair

Motion *carried* 3/0.

6.2.3. Shane Strum, President / Chief Executive Officer

Mark Sprada, SVP, Chief Human Resource Officer presented Shane Strum, President / Chief Executive Officer, aggregate scoring sheet.

MOTION was *amended* by Commissioner Stamper, *seconded* by Commissioner Angier, that:

The Human Resource Committee recommend that the Board of Commissioners of the North Broward Hospital District accept the Performance Evaluation for the President / Chief Executive Officer, with an aggregate score of 47 as presented, and approve a 9.89% salary increase for Shane Strum.

Motion confirmed by roll-call vote:

YES Commissioner Stacy L. Angier
YES Commissioner Nancy W. Stamper
YES Marie C. Waugh, Chair

Motion *carried* 3/0.

WALK-ON MOTION It was *moved* by Commissioner Stamper, *seconded* by Commissioner Angier, that:

The Human Resource Committee recommend that the Board of Commissioners of the North Broward Hospital District authorize eligibility for a pro-rated Fiscal Year 2021 at-risk compensation, based on service for the months of April, May, and June, in the amount of \$40,000.00 for the President / Chief Executive Officer, Shane Strum.

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7. ADJOURNMENT

There being no further business on the agenda, the Chair adjourned the meeting at 1:15 p.m.

Respectfully submitted,
Commissioner Christopher J. Pernicano, Secretary/Treasurer

APPROVED