

TARRANT COUNTY HOSPITAL DISTRICT (TCHD)
d/b/a JPS HEALTH NETWORK
1500 S. Main Street
Fort Worth, TX 76104
OPC Auditoriums, 3rd Floor

HUMAN RESOURCES COMMITTEE MEETING
11:00 A.M., THURSDAY, AUGUST 28, 2025

MEETING MINUTES

The Tarrant County Hospital District (“District”) Human Resources Committee met on Thursday, August 28, 2025 with the following members present:

Dorothy DeBose
Demetria Bivens
Blake Woodard

Members Absent: Rev. Ralph Emerson

Other Attending: Karen Duncan, MD, President & Chief Executive Officer
Daphne Walker, EVP, Chief Legal Officer
Jill Farrell, SVP, Chief Operating Officer
Ashley Ridgeway-Washington, SVP, Chief Human Resources Officer
Phyllis Chambers, SVP, Chief Nursing Officer
Dawn Fernald, VP, Communications
Trent Petty, Board Member
Lani Taylor, Legal Operations Manager

I. CALL TO ORDER – D. DeBose

Ms. DeBose called the meeting to order at 11:15am.

II. CITIZENS WISHING TO ADDRESS THE COMMITTEE

There were no citizens present to address the Committee.

III. APPROVAL OF MINUTES

A. Approval of Human Resources Committee Meeting Minutes – May 22, 2025

Action: *Mr. Woodard made a motion to approve the minutes from the May 22, 2025 Human Resources Committee meeting, seconded by Mrs. DeBose, motion passed unanimously.*

IV. HUMAN RESOURCES REPORTS/UPDATES NOT REQUIRING COMMITTEE ACTION(S)

A. Human Resources Strategic Updates – A. Ridgeway-Washington

1. People and Culture in Action

2. Strategic Center of Excellence (COE) Insights – Spiritual Care & EAP
3. Employee Engagement Survey 2025
4. Workforce Implications – OBBBA and other legislative changes
5. Human Resource Metrics

Summary: *Staff provided the Committee with updates related to HR strategy, people and culture in action, strategic COE insights, employee engagement survey, workforce implications, and HR metrics.*

V. CONSIDER HUMAN RESOURCES MATTERS REQUIRING COMMITTEE ACTION(S) AND/OR APPROVAL

A. There are no items for approval.

VI. RECONVENE IN EXECUTIVE SESSION PURSUANT TO CHAPTER 551, TEXAS GOVERNMENT CODE FOR THE FOLLOWING: In addition to the matters posted for deliberation in executive (closed) session, the Board may from time to time during the meeting reconvene and meet in executive session to receive legal advice pursuant to Section 551.071 of the Texas Open Meetings Act regarding any matter included on this agenda.

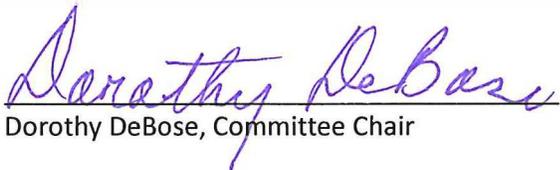
The Committee did not have business to discuss in Executive Session.

- A. **Consultation with General Counsel to Receive Legal Advice on Pending/Contemplated Litigation and Other Matters under Subsections 1 and 2, Section 551.071, Texas Open Meetings Act.**
- B. **Deliberation Pursuant to Section 551.074 of the Act Regarding Appointments, Evaluations, Contracts and Compensation of District's Personnel, Vice Presidents and its Other Upper Level Management Staff.**

VII. RECONVENE IN OPEN SESSION FOR DELIBERATION(S) AND/OR ACTION(S) DEEMED NECESSARY REGARDING ANY MATTER LISTED ON THE CLOSED SESSION AGENDA, PARAGRAPHS VI. A. and B.

VIII. ADJOURN

There being no further business to discuss, the Human Resources Committee meeting adjourned at 12:20pm.


Dorothy DeBose, Committee Chair


Date