

North Broward Hospital District Board of Commissioners  
1601 South Andrews Avenue, Suite 100, Fort Lauderdale, FL 33316

**HUMAN RESOURCE COMMITTEE MEETING**  
**Immediately following the Compliance and Ethics Committee Meeting**  
**Wednesday, October 19, 2022**

\*Note, due to time constraints, it was agreed that the Human Resource Committee Meeting convene prior to the originally scheduled Finance Committee Meeting.

The Human Resource Committee Meeting of the North Broward Hospital District was held at the Broward Health Sports Medicine Building, 1601 South Andrews Avenue, Suite 100, Fort Lauderdale, FL 33316.

**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 Stacy L. Angier at 2:33 p.m.

**3. COMMITTEE MEMBERS**

*Present:*

Levi G. Williams, Jr, Commissioner  
Ray T. Berry, Vice Chair  
Stacy L. Angier, Chair

*Additionally Present:*

Paul C. Tanner, Commissioner  
Christopher J. Pernicano, Commissioner  
Nancy W. Stamper, Commissioner  
Shane Strum, President, Chief Executive Officer  
Linda Epstein, Corporate General Counsel

**4. PUBLIC COMMENTS**

Chair Angier opened the floor for public comments. It was noted that it would be the only opportunity for public comments during this meeting, in which there were none.

**5. APPROVAL OF MEETING MINUTES DATED OCTOBER 20, 2021**

Without objection, Chair Angier approved Human Resource Meeting Minutes, dated October 20, 2021.

Motion *carried* without dissent.

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## 6. TOPIC OF DISCUSSION

6.1. Performance Review for Board Reports (Presenter – Mark Sprada, SVP, Chief Human Resource Officer)

6.1.1. Linda Epstein, Corporate General Counsel

Mr. Sprada informed the Committee that Mercer Consulting Firm representatives, Gary Lawson, Partner and David Miller, Senior Associate, independently engaged for Board Report Fair Market Value Assessment was in attendance via TEAMS.

Mr. Sprada presented Linda Epstein, EVP, General Counsel’s aggregate scoring sheet.

Ms. Epstein scored (47.714) out of (50) points, resulting in an “Exceeds Expectations” score. The associated merit in accordance with Broward Health Policy would be an annual merit of 5% equaling to a new annual base salary of \$481,748.80, bringing her to just above the 65<sup>th</sup> percentile.

Commissioner Williams requested that Ms. Epstein include new fiscal year substantive goals moving forward.

Chair Angier requested that a standardized training be developed for the Board of Commissioners that included articles and / or back-up information that would keep Board matters on task, compliant and operating effectively.

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

The Human Resource Committee recommend that the Board of Commissioners of the North Broward Hospital District approve the annual performance review scored by the Board of Commissioners and the associated merit for Ms. Linda Epstein, General Counsel, as presented.

Motion confirmed by roll-call vote:

**YES** Commissioner Levi G. Williams, Jr.

**YES** Commissioner Ray T. Berry, Vice Chair

**YES** Commissioner Stacy L. Angier, Chair

Motion *carried* 3/0.

6.1.2. Shane Strum, President / Chief Executive Officer

Mr. Sprada presented Shane Strum, President / Chief Executive Officer, aggregate scoring sheet.

Mr. Strum scored (47.143) out of (50) points, resulting in an “Exceeds Expectations” score. The associated merit in accordance with Broward Health Policy would be an annual merit of 5% equaling to a new annual base salary of \$1,061,548.80, bringing his base slightly below the 50<sup>th</sup> percentile.

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Commissioner Williams echoed his prior comment in that he would like to see substantive goals provided by Direct Reports for the new fiscal year, specifically from employees.

Praise was given to Mr. Strum and Ms. Epstein by Board Members.

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

The Human Resource Committee recommend that the Board of Commissioners of the North Broward Hospital District approve the annual performance review scored by the Board of Commissioners and the associated merit for Mr. Shane Strum, President, and CEO, as presented.

Motion confirmed by roll-call vote:

**YES** Commissioner Levi G. Williams, Jr.

**YES** Commissioner Ray T. Berry, Vice Chair

**YES** Commissioner Stacy L. Angier, Chair

Motion *carried* 3/0.

### 6.1.3. Executive Compensation Market (Presenter – Mercer Consulting Firm, LLC)

Mr. David Miller, Mercer Consulting Firm, presented base salary comparison on positions reviewed.

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

The Human Resource Committee recommend that the Board of Commissioners of the North Broward Hospital District do a market base adjustment for Mr. Strum to the 60<sup>th</sup> percentile, which is \$1.149M.

Motion confirmed by roll-call vote:

**YES** Commissioner Levi G. Williams, Jr.

**YES** Commissioner Ray T. Berry, Vice Chair

**YES** Commissioner Stacy L. Angier, Chair

Motion *carried* 3/0.

## 7. **ADJOURNMENT**

There being no further business on the agenda, the Chair adjourned the meeting at 3:10 p.m.

Respectfully submitted,  
Commissioner Paul C. Tanner, Secretary/Treasurer