

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

## HUMAN RESOURCE COMMITTEE MEETING

1:30 p.m., Wednesday, October 25, 2023

The Human Resource Committee Meeting of the North Broward Hospital District was held 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 1:42 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  
Jonathan K. Hage, Commissioner (joined via TEAMS @ 1:44 p.m.)  
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, in which there were none.

### 5. APPROVAL OF MINUTES

5.1. Approve Meeting Minutes dated October 19, 2022

Without objection, Chair Angier approved Human Resource Meeting Minutes, dated October 19, 2022.

Motion *carried* without dissent.

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

## 6. TOPIC OF DISCUSSION

### 6.1. Performance Review for Board Reports

#### 6.1.1. Performance Review of Shane Strum, President/Chief Executive Officer (Presenter – Marcy Mills-Matthews, Acting SVP, Chief Human Resources Officer)

**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 Performance Evaluation for Shane Strum, President/Chief Executive Officer, with an aggregate score of 49 and approve a 5% salary increase.

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. Performance Review of Linda Epstein, General Counsel (Presenter – Marcy Mills-Matthews, Acting SVP, Chief Human Resources Officer)

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

The Human Resource Committee recommend that the Board of Commissioners of the North Broward Hospital District approve the Performance Evaluation for Linda Epstein, General Counsel, with an aggregate score of 49 and approve a 5% salary increase.

Commissioner Berry shared two (2) focus areas of improvement related to Board Report evaluations, which include Human Resources, specifically improving the turnover rate at the organization and expand the Strategy and Planning of the District on a global level.

Further discussion ensued among the Commissioners, including, but not limited to:

- Process of evaluation in the public
- Improved evaluation tool options to be presented at a future Human Resource Committee meeting

Commissioner Hage spoke of the need to ensure the District has competitive packages for top executives, as a means to retain talent and avoid being “poached” by competitors.

Motion confirmed by roll-call vote:

# MINUTES

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

**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 2:10 p.m.

Respectfully submitted,  
Commissioner Jonathan K. Hage, Secretary/Treasurer

DRAFT