



# CENTRAL HEALTH

## **Our Vision**

Central Texas is a model healthy community.

## **Our Mission**

By caring for those who need it most, Central Health improves the health of our community.

## **Our Values**

Central Health will achieve excellence through:

*Stewardship* - We maintain public trust through fiscal discipline and open and transparent communication.

*Innovation* - We create solutions to improve healthcare access.

*Respect* - We honor our relationship with those we serve and those with whom we work.

*Collaboration* - We partner with others to improve the health of our community.

## **EXECUTIVE COMMITTEE**

**Wednesday, May 13, 2020, 2:00 p.m.**

### **Via toll-free videoconference\*:**

Members of the public may observe and participate in the meeting by connecting to the Ring Central meeting link listed below (copy and paste into your web browser):

**<https://meetings.ringcentral.com/j/1497486364?pwd=WmdmTzZMSHZHVUxDUHFJbitCZmovdz09>**

Password: 345623

**and/or**

**In person at:**

**Central Health Administrative Offices**

**1111 E. Cesar Chavez St.**

**Austin, TX 78702**

**Board Room**

## **AGENDA\*\***

1. Discuss the process and timeline for completing the annual performance evaluation of the Central Health President & CEO, including appropriate sources of input to consider when evaluating the President and CEO's discharge of duties and responsibilities.<sup>1</sup> (*Informational Item*)
2. Receive an update on the status of the investigation into a complaint made by the former Chief Administrative Officer under Central Health's complaint Resolution Policy for Employees Who Report Directly to the President & CEO.<sup>1</sup> (*Informational Item*)

Note <sup>1</sup>, Closed session discussion under Texas Government Code § 551.071 (Consultation with Attorney) and/or § 551.074 (Personnel Matters).

\*By Emergency Executive Order of the Governor issued March 16, 2020, Central Health may hold a telephonic or videoconference meeting with no Board members present at a physical meeting location until the Governor's Disaster Declaration is lifted or expires. If the Governor's Executive Order is not extended, members of the Central Health Executive Committee may participate by videoconference with a quorum of the committee present at the physical location posted in this notice. **In either case, members of the public are encouraged to view the meeting and provide public comment through the video meeting link provided.**

\*\*The Executive Committee may take items in an order that differs from the posted order.

Any individual with a disability who plans to attend or view this meeting and requires auxiliary aids or services should notify Central Health as far in advance of the meeting as possible, but no less than two days in advance, so that appropriate arrangements can be made. Notice should be given to the Board Governance Manager by telephone at (512) 978-8049.

**A quorum of Central Health's Board of Managers may convene or participate via videoconference to discuss matters on the agenda. However, Board members who are not Committee members will not vote on any Committee agenda items, nor will any full Board action be taken.**



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## **CENTRAL HEALTH BOARD OF MANAGERS EXECUTIVE COMMITTEE**

**May 13, 2020**

## **AGENDA ITEM 1**

Discuss the process and timeline for completing the annual performance evaluation of the Central Health President & CEO, including appropriate sources of input to consider when evaluating the President and CEO's discharge of duties and responsibilities.<sup>1</sup>



MEMORANDUM

**To:** Central Health Board of Managers  
**From:** Perla Cavazos, Central Health Deputy Administrator  
**Cc:** Susan Willars, Central Health Enterprise VP of Human Resources  
**Date:** May 12, 2020  
**Re:** Executive Committee Agenda Item #1: Research related to formal community participation in the evaluation process of public entity CEOs

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**Overview:**

On Thursday, May 7, Central Health staff contacted several urban hospital districts and local governmental entities to ask if they permit members of the community to participate in their CEO evaluation process through any other method than public comment, and if such input is incorporated into their CEO evaluation process. Below is a list of organizations with their responses. Urban hospital districts contacted do not incorporate formal community input into their CEO evaluation. Travis County and Integral Care utilize a 360 input process with stakeholders as part of their CEO evaluation. The City of Austin, Cap Metro and AISD have not responded.

**Synopsis:**

Hospital Districts:

- **Nueces County Hospital District** – NCHD does not directly allow members of the community to participate in the CEO’s evaluation process. However, the community’s input is accounted for indirectly through the Board of Managers input as a part of the evaluation process.
- **Parkland (Dallas County)** – Parkland does not incorporate formal public input into the CEO evaluation.
- **Harris Health (Harris County)** - Historically there has been no formal public input process into the evaluation of the CEO. The only time there has been “public” input is in a formal process of recruitment of the CEO position.
- **University Medical Center El Paso** – UMC El Paso has not incorporated formal public comment into the CEO evaluation in the past.
- **University Health System – San Antonio (Bexar County)** –There is no direct community input. Indirectly, their board members are all very close to the communities they represent and incorporate what they hear into the process.
- **UMC Health System of Lubbock** - UMC Board of Managers performs the evaluation and does not include community comment.
- **JPS Health Network (Tarrant County)** – no response.

Local governmental entities:

- **Travis County** – They use a 360 input process to provide input to the Court on the ‘how’ of performance of County executives, which counts 60% of the evaluation. They ask the

executive to provide a list of external stakeholders they have worked with on projects versus the general public.

- **City of Austin** – no response
- **AISD** – no response
- **Austin Community College** – Does not incorporate formal public comment into the CEO evaluation.
- **Cap Metro** – no response
- **Integral Care** – They have hired a consultant to interview external stakeholders for both strategic planning and CEO evaluation

**Action Required:**

No action is required.



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## **CENTRAL HEALTH BOARD OF MANAGERS EXECUTIVE COMMITTEE**

**May 13, 2020**

## **AGENDA ITEM 2**

Receive an update on the status of the investigation into a complaint made by the former Chief Administrative Officer under Central Health's complaint Resolution Policy for Employees Who Report Directly to the President & CEO.<sup>1</sup>