



## 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.

*Right by All* - By being open, anti-racist, equity-minded, and respectful in discourse, we honor those around us and do right by all people.

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

## **EXECUTIVE COMMITTEE MEETING**

**Wednesday, July 27, 2022, 4:00 p.m.**

**Or immediately following the Strategic Planning Committee Meeting**

**Videoconference meeting<sup>1</sup>**

**A quorum of the Committee and the presiding officer will be present at:**

Central Health Administrative Offices  
1111 E. Cesar Chavez St.  
Austin, Texas 78702  
Board Room

Members of the public may attend the meeting at the address above, or 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/1491205436?pwd=SFZzdkdDeW9BRFZvT0tJdThyVC84UT09>

Password: 6373767

Members of the public may also listen and participate by telephone at:

Dial: (888) 501-0031  
Meeting ID: 149 120 5436

Effective September 1, 2021, Governor Abbott rescinded emergency waivers allowing Open Meetings to be conducted virtually. To reduce the possibility of COVID-19 infection as a result of attendance at in-person meetings, the Board will meet via videoconference with a quorum present in person and allow public participation via videoconference and telephone as allowed under the Open Meetings Act. Although a quorum of the Central Health Board will be physically present at the location posted in the meeting notice, we strongly encourage all members of the public to observe the meeting virtually and participate in public comment, if desired, through the virtual meeting link or telephone number listed on each meeting notice.

Members of the public who attend in person should conduct a self-assessment before coming to the building to ensure they do not have a high temperature or any symptoms of COVID-19. Anyone who is symptomatic and/or has a fever should contact their healthcare provider for further instructions. Symptomatic members of the public can still participate, if desired, through the virtual

meeting link or telephone number listed on each meeting notice. Resources related to COVID-19 can be found at the following link <https://www.austintexas.gov/covid19>.

A member of the public who wishes to make comments virtually during Public Communication for the Board of Managers meeting or the Executive Committee meeting must properly register with Central Health ***no later than 2:30 p.m. on July 27, 2022***. Registration can be completed in one of three ways:

- Complete the virtual sign-in form at <https://www.centralhealth.net/meeting-sign-up/>;
- Call 512-978-9190. Please leave a voice message with your full name and your request to comment via telephone at the meeting; with the name of the meeting at which you wish to speak; or
- Sign-in at the front desk on the day of the meeting, prior to the start of the meeting.

Individuals who register to speak on the website or by telephone will receive a confirmation email and/or phone call by staff with instructions on how to join the meeting and participate in public communication.

## **PUBLIC COMMUNICATION**

Public Communication rules for Central Health Board and Committee meetings include setting a fixed amount of time per person to speak and limiting Committee responses to public inquiries, if any, to statements of specific factual information or existing policy.

## **REGULAR AGENDA<sup>2</sup>**

1. Approve the minutes of the Central Health Executive Committee June 15, 2022 meeting. (*Action Item*)
2. Review and provide direction to staff on the prioritization and tentative scheduling of items for consideration at future Central Health Board and Committee meetings. (*Informational item*)
3. Discuss the process and timeline for the performance evaluation for the Central Health President & CEO. (*Informational item*)
4. Confirm the next regular Executive Committee meeting date, time, and location. (*Informational Item*)

Notes:

<sup>1</sup> Although emergency orders allowing for fully virtual meetings have expired, the Travis County area continues to have some COVID-19 infections. This meeting may include one or more members of the Executive Committee participating by videoconference. It is the intent of the presiding officer to be physically present and preside over the meeting at Central Health Administrative Offices, 1111 E. Cesar Chavez St., Austin, TX 78702, Board Room. This meeting location will be open to the public during the open portions of the meeting, and any member participating by videoconference shall be both visible

and audible to the public whenever the member is speaking. **Members of the public are strongly encouraged to participate remotely through the toll-free videoconference link or telephone number provided.**

- <sup>2</sup> The Executive Committee may take items in an order that differs from the posted order and may consider any item posted on the agenda in a closed session if the item involves issues that require consideration in a closed session and the Committee announces that the item will be considered during a closed session. A quorum of Central Health's Board of Managers may convene or participate via videoconference to discuss matters on the Committee 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. If a quorum of the Executive Committee is not present, the items on this agenda may be taken up by the full Board of Managers in the meeting posted at the same time and location.

Any individual with a disability who plans to attend this meeting and requires auxiliary aids or services should notify Central Health at least 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.

Cualquier persona con una discapacidad que planee asistir o ver esta reunión y requiera ayudas o servicios auxiliares debe notificar a Central Health con la mayor anticipación posible de la reunión, pero no menos de dos días de anticipación, para que se puedan hacer los arreglos apropiados. Se debe notificar al Gerente de Gobierno de la Junta por teléfono al (512) 978-8049.

Consecutive interpretation services from Spanish to English are available during Public Communication or when public comment is invited. Please notify the Board Governance Manager by telephone at (512) 978-8049 if services are needed.

Servicios de interpretación consecutiva del español al inglés están disponibles durante la Comunicación Pública o cuando se le invita al público a comentar. Notifique al Gerente de Gobierno de la Junta por teléfono al (512) 978-8049 si necesita servicios.

## **Central Health Board of Managers Shared Commitments**

### **Agreed adopted on June 30, 2021**

Whereas, the Board of Managers of Central Health has come together as a governing body to ensure the Vision of Central Health: Central Texas is a model health Community;

Whereas, the Board of Managers of Central Health bring this vision into reality by enacting the mission of caring for those who need it most and thereby improving the health of our community;

Whereas, the Board of Managers of Central Health achieves excellence toward this vision and mission through the stated values of Stewardship, Innovation, Respect, and Collaboration;

Whereas, the Board of Managers of Central Health further known as we in this document understand that systemic racism is the root of health inequities that emerge from a history of racism in Texas including Travis County that contributes to the social determinants of health that play a primary role in producing inequitable health outcomes;

Whereas, as an organization, Central Health is anti-racist and committed to a diverse and inclusive culture that seeks equity and social justice in the pursuit of its mission:

1. We Commit to informing all of our actions as Board Managers with the understanding that we are accountable to recognizing and to interrupting systems of oppression. This includes understanding the power structure in the United States, and Texas, and Travis County, that advantages certain community members and has historically disadvantaged other community members based on the color of their skin, race, ethnicity, language, and/or other characteristics. We further understand that to disrupt this power structure and the health inequities it produces, we must collaborate to collectively respond to the lived realities of all ethnicities, races, and identities disadvantaged within this system and all historically oppressed identities and communities disadvantaged within this system. We Commit to understanding that when disadvantaged communities compete against each other, we all lose in this system, and the only way forward is to work together for the benefit of all oppressed communities collectively.
2. We Commit to a model of Generative Leadership which requires us to understand and practice collaboration and accountability demonstrated by following our agreed upon meeting procedures and ensuring all members have the opportunity for comparable speaking time. We further Commit to intentionality prior to speaking including: considering: what is the goal of what I

want to share; is this the right time to share it; and is this in keeping with our collective goal for this particular moment within this particular meeting?

3. We Commit to Generative Conflict which includes engaging in disagreements and differences in perspective in a way that deepens relationships and trust by expanding knowledge and understanding of each other, including expecting our ideas to be expanded and enriched by learning and engaging with other Board Manager ideas, choosing curiosity over competition of ideas, and anchoring our conversations in our common purpose.
4. We Commit to practicing emotional intelligence as leaders which includes being aware of our own emotions and reactions and managing them, as well as being aware of our impact on others and managing this impact for the collective good when we are in our role as Board Managers.
5. We Commit to being aware of our own privileges and advantages in the sociopolitical and economic structure of the United States, Texas, and Travis County to use these for the benefit of interrupting inequities across historically disadvantaged identities.
6. We Commit to preventing the commission of microaggressions through the awareness of the history and oppression of diverse identities and communities. To this end, we Commit to strive to learn the historical context informing the lived realities of all historically oppressed identities and communities, and to use this to prevent use of language and commission of actions that can be harmful given these histories.
7. If we inadvertently commit a microaggression, we strive to immediately become aware on our own of the harm we have caused. If another Board Manager generously helps us become aware of a microaggression we have committed we welcome the support in our learning and growing process as a leader and immediately express appreciation for having made us aware, own the mistake we have made, acknowledge the impact of the harm we have caused, and engage repair through apology and the articulation of what we will do to avoid the repetition of such harm in the future.
8. If we observe one of our fellow Board Managers commit a microaggression, we Commit to calling them in by letting them know in a respectful and kind manner of the mistake that has been made.
9. We understand that many of us, as survivors of historically oppressed identities and communities, carry internalized narratives of oppression, and we can inadvertently express these oppressions against others in ways that cause harm and we Commit to the same process identified in 7 and 8 to engage repair and return to generative collaborative processes.
10. We understand that even without the history of oppression potentiating the weight of harm, expressions of prejudice and rudeness can also cause harm to our shared aims, and we Commit to the same process identified in 7 and 8 to engage repair and return to generative collaborative processes.

11. We Commit to using our Racial and Social Justice Framework (next page) for decision-making as we work together for the collective good of our communities as we eradicate health inequities and create a model healthy community.
12. We understand that we are entrusted with a vital responsibility for our communities and are accountable stewards for the time and resources available to our Board of Managers. We understand that these commitments are entered into to ensure responsible stewardship of this time and resources through generative collaborative processes to reach our vision and mission and we agree that if we do not follow any one of these commitments we welcome our Board Manager colleagues to bring this to our attention through the agreed upon process reflected here and when this occurs, we commit to immediately acknowledging the mistake and engaging in a repair and correction process as indicated in these commitments so that our work to dismantle systemic racism and resulting barriers and achieve health equity can move forward.

Be it adopted that the above agreements will be honored and acted upon by each Board Manager as of 6/30/2021 and henceforth forward as indicated by signature below.

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Board Manager Signature

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Date

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Board Manager Printed Name

# Calling In and Repairing Harm

## Calling In after Harm in Groups with Shared Values and Aims Stance

Hey, this thing you said/did hurt some folks or could hurt some folks.

A) Here's why that can be hurtful or,

B) Please do some research to learn the history of why that's hurtful.

Implied message: I know you are good and are on this journey with us and we are all going to make mistakes as we unlearn things.

## Calling In after Harm in Groups with Shared Values and Aims Sample Language

- I know it wasn't your intention, but what you just said minimizes the horror of \_\_\_\_\_ e.g. the history of racism, enslavement, the holocaust, etc.
- I know it wasn't your intention but what you just said has the impact of implying that \_\_\_\_\_ are not competent or as intelligent as others.
- What you just said suggests that \_\_\_\_\_ people don't belong.
- That phrase has been identified as being disrespectful and painful to \_\_\_\_\_ people and it's important that we not use it.
- Oh, I have also used that term, but I have now learned that when we use it we are leaving out people who \_\_\_\_\_ or we are implying that \_\_\_\_\_ and the word people are learning to use now is \_\_\_\_\_.
- The term used now by people living with that identity is \_\_\_\_\_.

## Repairing Harm after Microaggressions, Mistakes, and expressions of Prejudice

- Own / Name it
- Recognize the Impact
- Apologize (Do not share context or explanations)
- Make any amends that are possible
- State what you are going to do to learn and do better in the future.

Sample Language: Thank you so much for letting me know. You are right, I used this term or said that phrase and realize that it has the impact of minimizing the experience of \_\_\_\_\_ or implying that \_\_\_\_\_. I am deeply sorry and will practice learning the correct language and will research and learn more about this to ensure that I do not make this mistake and cause this harm in the future.



# RACIAL and SOCIAL JUSTICE FRAMEWORK

## Values and Anti-Racism/Anti-Oppression

- Is this consistent with our values?
- Are we taking steps so we cannot predict outcomes by race and other systemically disadvantaged characteristics?

## Intentional and Accountable Storytelling

- What data are we using and has it been disaggregated by race? What is the source of the data? Who is it making visible and invisible? Whose experience is being centralized and whose is being marginalized in the data? Does the way we are using the data reflect the complexity of the issues and reflect the issues accurately?
- What are the stories and narratives we are telling? What is the purpose? Who is interpreting the meaning? Who's it meant for? Who's impacted and how?
- Are we refusing to be ahistorical? Are we fully considering history and the impacts of the historical context?

## Power Analysis

- What are the power dynamics in this situation? What are the intersecting spheres of oppression at work in this situation?
- What are the cultural norms of white supremacy at work in this situation?
- Who would benefit and who would be harmed by this action/decision?
- Does this interrupt/disrupt or collude with/reinforce oppressive systems/power structures?
- If this is attempting a solution, where are we locating the problem?
- Does the solution/strategy we are proposing change the system or the individual?
- Who are we asking to change and why?

## Relationships

- Who is in the room and who isn't and why? Who is sharing and who is not and why?
- Whose perspective is represented/who is left out? And who is doing the representing? Who do we believe, who do we find credible? Why? Why not?
- Whose experience is being centralized and whose experience is being marginalized? Who is gazing and who is being gazed upon?
- Are we boldly leading toward our racial justice aim by building a broad coalition of support?
- Are we operating from a similar/shared understanding of anti-racism work? Do we have a shared anti-racist understanding of where the problem is located and a shared anti-racist theory of change to generate a solution? Have we agreed upon a shared goal?





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**CENTRAL HEALTH BOARD OF MANAGERS  
EXECUTIVE COMMITTEE**

**July 27, 2022**

**AGENDA ITEM 1**

Approve the minutes of the Central Health Executive Committee June 15, 2022 meeting.  
(Action Item)

MINUTES OF MEETING – JUNE 15, 2022  
CENTRAL HEALTH  
EXECUTIVE COMMITTEE

On Wednesday, June 15, 2022, a meeting of the Central Health Executive Committee convened in open session at 5:00 p.m. remotely by toll-free videoconference and in person at the Central Health Administrative Offices. Clerk for the meeting was Briana Yanes.

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**Committee members present in-person at Central Health:** Chair Bell, Treasurer Zuniga, and Secretary Valadez

**Board members present in-person at Central Health:** Manager Jones, Manager Motwani, Manager Museitif and Manager Zamora

**Board members present via audio and video:** Manager Greenberg

**Absent:** Vice-Chair Brinson (audio only)

**PUBLIC COMMUNICATION**

**Clerk's Notes:** Public Communication began at 5:02 p.m. Yesenia Ramos announced that one speaker signed up for Public Communication.

Members of the Committee heard from: Secretary Cynthia Valadez

**AGENDA**

1. **Approve the minutes of the Central Health Executive Committee March 30 and May 25, 2022 meetings.**

**Clerk's Notes:** Discussion on this item began at 5:08 p.m.

Manager Valadez moved that the Committee approve the minutes of the Central Health Board of Managers Executive Committee March 30 and May 25, 2022 meetings.

Manager Zuniga seconded the motion.

Chairperson Charles Bell	For
Vice Chairperson Cynthia Brinson	Absent
Treasurer Julie Zuniga	For
Secretary Cynthia Valadez	For

2. **Receive and discuss a presentation regarding Integral Care's strategic alignment with the Central Health Equity-focused healthcare service delivery strategic plan (Healthcare Equity Plan).**

**Clerk's Notes:** Discussion on this item began at 5:09 p.m. Mr. David Evans; Integral Care CEO, Mr. Hal Katz, Integral Care Board Chair; and Chair Charles Bell presented on this item. It was a two-way dialogue on how Integral Care sees its relationship with Central Health relative to the new Health Care Equity Plan and its own strategic plan. This conversation helped to inform the Board of future agenda discussions and what, if any, future alignment exercises are needed.

3. **Receive and discuss a presentation regarding Sendero Health Plans' strategic alignment with the Central Health Equity-focused healthcare service delivery strategic plan (Healthcare Equity Plan).**

**Clerk's Notes:** Discussion on this item began at 6:02 p.m. Mr. Wes Durkalski, Sendero President & CEO; Ms. Betty DeLargy, Sendero Board Chair; and Chair Charles Bell presented on this item. It was a two-way dialogue on how Sendero sees its relationship with Central Health relative to the new Health Care Equity Plan and its own strategic plan. This conversation helped to inform the Board of future agenda discussions and what, if any, future alignment exercises are needed.

**4. Review and provide direction to staff on the prioritization and tentative scheduling of items for consideration at future Central Health Board and Committee meetings.**

**Clerk's Notes:** Discussion on this item began at 6:26 p.m. Ms. Briana Yanes, Board Governance Manager; Ms. Perla Cavazos, Deputy Administrator; and Mr. Mike Geeslin, President & CEO, presented on this item. Ms. Yanes briefly reviewed the tentative July agendas. Ms. Cavazos emphasized that there would be three meetings stacked on July 27, 2022, beginning at 4:00 pm. Lastly, Mr. Geeslin gave Managers three timelines for a public hearing and budget and tax rate vote and asked which one they would prefer.

Manager Valadez moved that the Committee approve that the public hearing for the Fiscal Year 2023 budget and tax rate be moved to August 31, 2022, the budget and tax rate vote be moved to September 7, 2022 and the September 14, 2022 Board of Managers meeting be canceled.

Manager Zuniga seconded the motion.

Chairperson Charles Bell	For
Vice Chairperson Cynthia Brinson	Absent
Treasurer Julie Zuniga	For
Secretary Cynthia Valadez	For

**5. Discuss the timeline of the performance evaluation for the Central Health President & CEO.**

**Clerk's Notes:** Discussion on this item began at 6:39 p.m. Chair Bell briefly informed the Committee that the CEO evaluation will be placed on the October 2022 Board of Managers agenda, and materials will be distributed to Managers in advance of that agenda item. Lastly, he noted that a more detailed timeline will be provided at the July Executive Committee meeting.

**6. Confirm the next regular Executive Committee meeting date, time, and location.**

At 6:41 p.m. Manager Zuniga moved that the meeting adjourn.

Manager Valadez seconded the motion.

Chairperson Charles Bell	For
Vice Chairperson Cynthia Brinson	Absent
Treasurer Julie Zuniga	For
Secretary Cynthia Valadez	For

The meeting was adjourned at 6:41 p.m.

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Charles Bell, Chairperson  
Central Health Executive Committee

ATTESTED TO BY:

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Cynthia Valadez, Secretary  
Central Health Board of Managers



# CENTRAL HEALTH

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

### **July 27, 2022**

## **AGENDA ITEM 2**

Review and provide direction to staff on the prioritization and tentative scheduling of items for consideration at future Central Health Board and Committee meetings. (*Informational item*)



CENTRAL HEALTH

## MEMORANDUM

**To:** Members of the Central Health Board of Managers Executive Committee  
**From:** Perla Cavazos, Deputy Administrator, and Briana Yanes, Governance Manager  
**Cc:** Mike Geeslin, President & CEO  
**Date:** July 22, 2022  
**Re:** Review prioritization and tentative scheduling of items for consideration at future Central Health Board and Committee meetings. (Informational Item)

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### **Overview:**

Attached are Quarter four (August and September) tentative agenda items for your review. To assist with planning of future Board meeting and committee agendas, we will review and discuss these items in Executive Committee.

### **Action Requested:**

This is an informational item and requires no action.



## FY2022 Quarter Four Tentative Agenda Items

JULY	AUGUST	SEPTEMBER
<b><u>Strategic Planning Committee- July 27, 2022:</u></b> <ul style="list-style-type: none"> <li>Minutes</li> <li>Consultant Contract for Operational and Financial Sustainability Plans</li> <li>Update on Community Health Investment Fund (CHIF) Request for Proposals (RFP)</li> <li>Communications Update</li> </ul>	<b><u>Strategic Planning Committee- August 10, 2022:</u></b> <ul style="list-style-type: none"> <li>Minutes</li> <li>Dashboard- Services reporting</li> <li>Deep dive on FY 2023 strategic priorities</li> <li>Enterprise Branding Discussion (possible full Board Item)</li> <li>5 year performance review discussion</li> </ul>	<b><u>Strategic Planning Committee- September 7, 2022:</u></b> <ul style="list-style-type: none"> <li>Minutes</li> <li>Equity-Based Systems Planning Phase II update</li> </ul>
	<b><u>Budget and Finance Committee- August 10, 2022:</u></b> <ul style="list-style-type: none"> <li>Minutes</li> <li>Proposed FY23 Budget and Tax Rate</li> <li>Update from TC Investments and Markets</li> </ul>	
<b><u>Executive Committee- July 27, 2022:</u></b> <ul style="list-style-type: none"> <li>Minutes</li> <li>Tentative schedules</li> <li>Discuss CEO Performance Evaluation timeline</li> </ul>	<b><u>Executive Committee- August 24, 2022:</u></b> <ul style="list-style-type: none"> <li>Minutes</li> <li>Tentative schedules</li> </ul>	<b><u>Executive Committee- September 7, 2022 :</u></b> <ul style="list-style-type: none"> <li>Minutes</li> <li>Tentative schedules</li> <li>Integral Care reappointments- Hal Katz and Dr. Guadalupe Zamora</li> </ul>
<b><u>Board of Managers- July 27, 2022:</u></b> <b><u>Consent items</u></b> <ul style="list-style-type: none"> <li>Minutes</li> <li>Investments</li> </ul> <b><u>Financial items</u></b> <ul style="list-style-type: none"> <li>May and June financials</li> <li>Proposed FY23 Central Health budget and tax rate</li> </ul> <b><u>Strategic Objectives Reporting items</u></b>  <b><u>Other items</u></b> <ul style="list-style-type: none"> <li>Dell Medical School Update</li> <li>Sendero Update</li> <li>Approve Consultant Contract for Equity-based Systems Planning Phase II &amp; discuss scope &amp; process</li> <li>Partnership update</li> </ul>	<b><u>Board of Managers- August 24, 2022:</u></b> <b><u>Consent items</u></b> <ul style="list-style-type: none"> <li>Minutes</li> <li>Investments</li> </ul> <b><u>Financial items</u></b> <ul style="list-style-type: none"> <li>LPPF rate amendment</li> <li>July financials, and historical average revenues and expenses for Central Health.</li> <li>Proposed FY 2023 Central Health proposed budget &amp; tax rate</li> <li>Vote on max tax rate</li> <li>Set public hearing date</li> <li>Budget survey results</li> </ul> <b><u>Strategic Objectives Reporting items</u></b> <ul style="list-style-type: none"> <li>HR Updates: Department and leadership changes.</li> <li>Memo - EEOC report</li> </ul> <b><u>Other items</u></b> <ul style="list-style-type: none"> <li>TBD Sendero</li> <li>CEO Business Cases Presentation</li> </ul>	<b><u>Board of Managers- September 7, 2022:</u></b> <b><u>Consent items</u></b> <ul style="list-style-type: none"> <li>Minutes</li> <li>Investments</li> </ul> <b><u>Financial items</u></b> <ul style="list-style-type: none"> <li>Vote on FY23 Budget &amp; priorities, and tax rate</li> <li>CCC budget approval</li> </ul> <b><u>Other</u></b> <ul style="list-style-type: none"> <li>TBD Sendero</li> <li>Partnership update</li> </ul>

## FY2022 Quarter Four Tentative Agenda Items

	<ul style="list-style-type: none"> <li>• Real estate update</li> <li>• Partnership update</li> </ul>	
	<p><b><u>Board of Managers- August 31, 2022:</u></b></p> <p><b><u>Public Hearing</u></b></p> <ul style="list-style-type: none"> <li>• Overview of FY23 budget and associated tax rate</li> <li>• Receive public comment</li> </ul>	
	<p><b><u>Community Conversations- FY23 Central Health Proposed Budget</u></b></p> <ul style="list-style-type: none"> <li>• Thursday, August 4, 2022 in Colony Park at Turner Roberts Rec Center (6:30pm-8pm)</li> <li>• Tuesday, August 9, 2022 at Southeast Health and Wellness Center (11am-12:30pm)</li> <li>• Thursday, August 18, 2022 at Central Health and Facebook Live (11am- 12:30pm)</li> </ul>	

**FY23 BUDGET DEVELOPMENT & ADOPTION – APPROVED BY BOM EXECUTIVE COMMITTEE**

<b>Calendar Dates:</b>	<b>Committee/Meeting Name:</b>	<b>Budget-related Agenda item:</b>
<b>Wednesday, May 11</b>	Strategic Planning Committee	FY 2023 Strategic Priorities
<b>Wednesday, May 25</b>	Board of Managers Meeting	FY 2023 Long Term Forecast
<b>Wednesday, June 8</b>	Strategic Planning Committee	FY 2023 Strategic Priorities
<b>Wednesday, June 15</b>	Board of Managers Meeting	FY 2023 Capital Planning and Property Tax Exemptions
<b>June 9-23</b>	Community Conversations	Central Health Equity Focused Service Delivery Strategic Plan
<b>Wednesday, July 27</b>	Strategic Planning Committee AND Board of Managers Meeting	SPC: FY2023 Strategic Priorities BOM: FY2023 CH Proposed Budget
<b>Thursday, Aug. 4</b>	Community Conversation @ Colony Park (Turner Roberts Rec Center (6:30-8)	FY2023 Proposed Budget
<b>Tuesday, Aug. 9</b>	Community Conversation @ SEHWC (11-12:30)	FY2023 Proposed Budget
<b>Wednesday, Aug. 10</b>	Strategic Planning Committee AND Budget & Finance Committee	SPB: FY2023 Strategic Priorities B&F: FY2023 CH Proposed Budget
<b>Thursday, Aug. 18</b>	Community Conversation @ Central Health (11-12:30)	FY2023 Proposed Budget
<b>Wednesday, Aug. 24</b>	Board of Managers Meeting	FY2023 Central Health Proposed Budget and vote on maximum tax rate
<b>Tuesday, Aug 30*</b>	Travis County Commissioners Court	FY2023 Central Health Proposed Budget and tax rate
<b>Wednesday, Aug. 31</b>	Public Hearing Only	Public Hearing Only
<b>Wednesday, Sept. 7</b>	Board of Managers Meeting	FY2023 Central Health Budget and Tax Rate Adopted; CCC Budget Approval
<b>Wednesday, Sept. 14</b>	No meeting	No meeting
<b>Tuesday, Sept. 20*</b>	Travis County Commissioners Court	FY2023 Central Health Budget and Tax Rate Adopted

*\*Dates requested and subject to approval by Office of Judge Andy Brown.*



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**CENTRAL HEALTH BOARD OF MANAGERS  
EXECUTIVE COMMITTEE**

**June 15, 2022**

**AGENDA ITEM 3**

Discuss the process and timeline for the performance evaluation for the Central Health President & CEO. (*Informational item*)

## MEMORANDUM

**To:** Central Health Board of Managers  
**From:** Sharelle Freeman, acting Director of Human Resources  
**CC:** Mike Geeslin, President and CEO  
**Date:** July 20, 2022  
**Re:** CEO's Performance Evaluation Timeline for 2022

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### **Information**

This memo outlines the general process and timeline for the 2022 CEO performance evaluation.

### **CEO Scorecard Format, Process & Timeline:**

The performance scorecard was developed utilizing an outcome-based approach that aligns with Central Health's FY22 Budget Resolution as approved, together with the FY22 Budget, by the Board of Managers in September 2021. The performance scorecard consists of three (3) dimensions: Strategic Leadership, Board Relationship & Opportunities. More detailed information will be provided at a later date as part of the evaluation process outlined below.

### **Process and Timeline**

September 12, 2022: The Board of Managers will receive the CEO evaluation tool for individual completion.

September 19, 2022: The CEO will receive a self-assessment based on the scorecard goals and expectations. The self-assessment is part of the performance review process.

September 26, 2022: The Board of Managers will ensure completion of the performance evaluation. The CEO will ensure completion of his self-assessment.

September 30, 2022: The VP of HR will send the completed and compiled evaluation to all managers for review.

October TBD: The Board of Managers will conduct the following in a special called meeting:

- Deliver the results of the CEO's evaluation,
- Discuss and take action on the completed performance evaluation,
- Discuss and take action on the CEO's merit increase,
- Discuss and take action on the terms of the CEO's employment contract.

October 31, 2022: -CEO's signature due on contract.

Date TBD -Approve the framework for the 2023 performance evaluation



# 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.

*Right by All* - By being open, anti-racist, equity-minded, and respectful in discourse, we honor those around us and do right by all people.

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

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

### **July 27, 2022**

## **AGENDA ITEM 4**

Confirm the next regular Executive Committee meeting date, time, and location.  
(*Informational Item*)