



TAHOE FOREST HOSPITAL DISTRICT

2020-08-31 Board Executive Compensation Committee Meeting

Monday, August 31, 2020 at 1:00 p.m.

Pursuant to Section 3 of Executive Order N-29-20, issued by Governor Newsom on March 17, 2020, the Board Executive Compensation Committee meeting for August 31, 2020 will be conducted telephonically through Zoom.

Please be advised that pursuant to the Executive Order, and to ensure the health and safety of the public by limiting human contact that could spread the COVID-19 virus, the Eskridge Conference Room will not be open for the meeting.

Board Committee Members will be participating telephonically and will not be physically present in the Eskridge Conference Room.

If you would like to speak on an agenda item, you can access the meeting remotely: Please use this web link: <https://tfhd.zoom.us/j/92295351807>

If you prefer to use your phone, you may call in using the numbers: (346) 248 7799 or (301) 715 8592, Meeting ID: 922 9535 1807

Meeting Book - 2020-08-31 Board Executive Compensation Committee Meeting

Executive Compensation Committee

AGENDA

2020-08-31 Board Executive Compensation Committee_FINAL
Agenda.pdf Page 3

ITEMS 1 - 4: See Agenda

5. APPROVAL OF MINUTES

2020-05-20 Board Executive Compensation Committee_DRAFT
Minutes.pdf Page 5

6. ITEMS FOR COMMITTEE DISCUSSION AND/OR ACTION

6.1. Fiscal Year 2021 CEO Incentive Compensation
Materials will be distributed at a later time.

ITEMS 7 - 9: See Agenda



BOARD EXECUTIVE COMPENSATION COMMITTEE AGENDA

Monday, August 31, 2020 at 1:00 p.m.

Pursuant to Section 3 of Executive Order N-29-20, issued by Governor Newsom on March 17, 2020, the Board Executive Compensation Committee meeting for August 31, 2020 will be conducted telephonically through Zoom. Please be advised that pursuant to the Executive Order, and to ensure the health and safety of the public by limiting human contact that could spread the COVID-19 virus, the Eskridge Conference Room will not be open for the meeting. Board Committee Members will be participating telephonically and will not be physically present in the Eskridge Conference Room.

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Meeting ID: 922 9535 1807

Public comment will also be accepted by email to mrochefort@tfhd.com. Please list the item number you wish to comment on and submit your written comments 24 hours prior to the start of the meeting.

Oral public comments will be subject to the three minute time limitation (approximately 350 words). Written comments will be distributed to the board prior to the meeting but not read at the meeting.

1. CALL TO ORDER

2. ROLL CALL

Dale Chamblin, Chair; Art King, Board Member

3. CLEAR THE AGENDA/ITEMS NOT ON THE POSTED AGENDA

4. INPUT – AUDIENCE

This is an opportunity for members of the public to address the Committee on items which are not on the agenda. Please state your name for the record. Comments are limited to three minutes. Written comments should be submitted to the Board Clerk 24 hours prior to the meeting to allow for distribution. Under Government Code Section 54954.2 – Brown Act, the Committee cannot take action on any item not on the agenda. The Committee may choose to acknowledge the comment or, where appropriate, briefly answer a question, refer the matter to staff, or set the item for discussion at a future meeting.

5. APPROVAL OF MINUTES OF: 05/20/2020..... ATTACHMENT

6. ITEMS FOR COMMITTEE DISCUSSION AND/OR RECOMMENDATION

6.1. Fiscal Year 2021 CEO Incentive Compensation ATTACHMENT*

Executive Compensation Committee will discuss development of metrics for the fiscal year 2021 CEO Incentive Compensation.

7. REVIEW FOLLOW UP ITEMS / BOARD MEETING RECOMMENDATIONS

8. NEXT MEETING DATE

Executive Compensation Committee will discuss its next meeting date.

9. ADJOURN

*Denotes material (or a portion thereof) may be distributed later.

Note: It is the policy of Tahoe Forest Hospital District to not discriminate in admissions, provisions of services, hiring, training and employment practices on the basis of color, national origin, sex, religion, age or disability including AIDS and related conditions. Equal Opportunity Employer. The telephonic meeting location is accessible to people with disabilities. Every reasonable effort will be made to accommodate participation of the disabled in all of the District's public meetings. If particular accommodations for the disabled are needed or a reasonable modification of the teleconference procedures are necessary (i.e., disability-related aids or other services), please contact the Executive Assistant at 582-3481 at least 24 hours in advance of the meeting.

BOARD EXECUTIVE COMPENSATION COMMITTEE **DRAFT MINUTES**

Wednesday, May 20, 2020 at 3:00 p.m.

Pursuant to Section 3 of Executive Order N-29-20, issued by Governor Newsom on March 17, 2020, the Board Executive Compensation Committee meeting for May 20, 2020 will be conducted telephonically through Zoom. Please be advised that pursuant to the Executive Order, and to ensure the health and safety of the public by limiting human contact that could spread the COVID-19 virus, the Eskridge Conference Room will not be open for the meeting. Board Committee Members will be participating telephonically and will not be physically present in the Eskridge Conference Room.

1. CALL TO ORDER

Meeting was called to order at 3:01 p.m.

2. ROLL CALL

Board: Dale Chamblin, Chair; Art King, Board Member

Staff in attendance: Harry Weis, Chief Executive Officer; Crystal Betts, Chief Financial Officer; Judy Newland, Chief Operating Officer; Alex MacLennan, Chief Human Resources Officer; Matt Mushet, In-house Counsel; Dee Dee Holmes, Benefits Coordinator; Martina Rochefort, Clerk of the Board

3. CLEAR THE AGENDA/ITEMS NOT ON THE POSTED AGENDA

No changes were made to the agenda.

4. INPUT – AUDIENCE

No public comment was received.

5. APPROVAL OF MINUTES OF: 02/27/2020

Director King moved to approve the Executive Compensation Committee minutes of February 27, 2020, seconded by Director Chamblin.

6. ITEMS FOR COMMITTEE DISCUSSION AND/OR RECOMMENDATION

6.1. President & CEO Job Description

Executive Compensation Committee reviewed and discussed the President & CEO job description.

Job descriptions are approved annually. Human Resources had no recommended changes to the job description.

Director King moved the Executive Compensation Committee should send the job description to the full board as presented, Director Chamblin seconded.

6.2. President & CEO Employment Agreement

Executive Compensation Committee reviewed and discussed proposed changes to the President & CEO Employment Agreement.

The contract amendment approved in May 2019 allows for the President and CEO to use a split dollar

plan for retirement.

President & CEO's annual increase took effect in December 2019. The Employment Agreement memorializes his current pay. CHRO noted a 3% increase is in line with what the union contracts note.

President and CEO has asked for the split dollar program to be deferred at this time.

Executive Compensation Committee recommended sending the agreement to the full board for approval.

Open Session recessed at 3:16 p.m.

7. CLOSED SESSION

7.1. Approval of Closed Session Minutes: 02/27/2020

Discussion was held on a privileged item.

Open Session reconvened at 3:18 p.m.

8. REVIEW FOLLOW UP ITEMS / BOARD MEETING RECOMMENDATIONS

None.

9. NEXT MEETING DATE

Executive Compensation Committee will need to meet in July or August to determine CEO Incentive Compensation metrics once operations stabilize.

10. ADJOURN

Meeting adjourned at 3:21 p.m.