



TAHOE FOREST HOSPITAL DISTRICT

# 2020-02-27 Board Executive Compensation Committee Meeting

Thursday, February 27, 2020 at 12:30 p.m.

Tahoe Forest Hospital - Human Resources Conference Room

10024 Pine Avenue, Truckee, CA 96161

# Meeting Book - 2020-02-27 Board Executive Compensation Committee Meeting

02/27/2020 Executive Compensation Committee

## AGENDA

2020-02-27 Board Executive Compensation Committee\_FINAL  
Agenda.pdf Page 3

ITEMS 1 - 4: See Agenda

## 5. APPROVAL OF MINUTES

2019-11-12 Board Executive Compensation Committee\_DRAFT  
Minutes.pdf Page 4

ITEMS 6- 9: See Agenda



# BOARD EXECUTIVE COMPENSATION COMMITTEE AGENDA

Thursday, February 27, 2020 at 12:30 p.m.  
Human Resources Conference Room - Tahoe Forest Hospital  
10024 Pine Avenue, Truckee, CA 96161

1. **CALL TO ORDER**
2. **ROLL CALL**  
Dale Chamblin, Chair; Alyce Wong, 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: 11/12/2019..... ATTACHMENT**
6. **CLOSED SESSION**
  - 6.1. **Conference with Labor Negotiator (Government Code § 54957.6)**  
*Name of District Negotiator(s) to Attend Closed Session: Dale Chamblin*  
*Unrepresented Employee: President & Chief Executive Officer*
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 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 (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**

Tuesday, November 12, 2019 at 3:00 p.m.  
Pine Street Cafe Conference Room - Tahoe Forest Hospital  
10121 Pine Avenue, Truckee, CA 96161

### 1. CALL TO ORDER

Meeting was called to order at 3:00 p.m.

### 2. ROLL CALL

Board: Dale Chamblin, Chair; Sarah Wolfe, Board Member

Staff in attendance: Harry Weis, Chief Executive Officer; Crystal Betts, Chief Financial Officer; 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: 05/08/2019

Discussion was held.

**Director Wolfe moved to approve the Executive Compensation Committee minutes of May 8, 2019, seconded by Director Chamblin.**

### 6. ITEMS FOR COMMITTEE DISCUSSION AND/OR RECOMMENDATION

#### 6.1. Fiscal Year 2019 CEO Incentive Compensation

Executive Compensation Committee reviewed the Fiscal Year 2019 CEO Incentive Compensation metrics.

The criteria for the Finance metric was to meet or exceed budgeted net income or \$4,000,000, whichever was higher. CFO confirmed the finance metric had been met. TFHD ended fiscal year 2019 approximately \$15,000,000 over budget.

*Alex MacLennan, Chief Human Resources Officer, and Dee Holmes, Benefits Coordinator, joined the meeting at 3:23 p.m.*

The criteria for the Quality metric was to meet or exceed 94.4% in TFH Core Measure Rollup. TFH Core Measure Rollup scored 97% compliance in fiscal year 2019.

The criteria for the Growth metric was to exceed fiscal year 2018 office visits by 3,000. Office visits for fiscal year 2019 totaled 81,417 versus 67,609 visits in fiscal year 2018. Growth metric was met.

Director Chamblin asked if moving clinic offices to the 2<sup>nd</sup> floor of the Cancer Center will change the visits anticipated. More clinic space allows for additional physicians to see patients.

Discussion was held about how rural health clinics will change reimbursement. Some of the rate increase was budgeted for next year but CFO did not know until today what the RHC pediatric rate would be.

The criteria for the People metric was to meet or exceed 3.45 on employee engagement survey question 62 “I have confidence in senior management’s leadership” and meet or exceed 3.6 on employee engagement survey question 60 “Senior management’s actions support this organization’s mission and values.”

Question 62 scored at 3.68 and question 60 scored at 3.91.

The Chief Executive Officer met the criteria for each metric. CFO noted if the board were to approve the full incentive compensation amount at 15% of base salary, the payout would be \$83,485.88.

#### **7. REVIEW FOLLOW UP ITEMS / BOARD MEETING RECOMMENDATIONS**

None.

#### **8. NEXT MEETING DATE**

Executive Compensation Committee will tentatively meet before the December board meeting.

#### **9. ADJOURN**

**Meeting adjourned at 3:51 p.m.**