



TAHOE FOREST HOSPITAL DISTRICT

2023-11-14 Board Executive Compensation Committee Meeting

Tuesday, November 14, 2023 at 9:00 a.m.

Tahoe Forest Hospital - Eskridge Conference Room

10121 Pine Avenue, Truckee, CA 96161



Meeting Book - 2023-11-14 Board Executive Compensation Committee Meeting

Board Executive Compensation Committee

AGENDA

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ITEMS 1 - 4: See Agenda

5. APPROVAL OF MINUTES

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6. CLOSED SESSION

7. ITEMS FOR COMMITTEE DISCUSSION AND/OR RECOMMENDATION

7.1. FY23 CEO Incentive Compensation Results.pdf 6

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BOARD EXECUTIVE COMPENSATION COMMITTEE AGENDA

Tuesday, November 14, 2023 at 9:00 a.m.
Tahoe Forest Hospital – Eskridge Conference Room
10121 Pine Avenue, Truckee, CA 96161

1. **CALL TO ORDER**
2. **ROLL CALL**
Mary Brown, 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: 06/06/2023..... ATTACHMENT**
6. **CLOSED SESSION**
 - 6.1. **Conference with Labor Negotiator (Government Code § 54957.6)**
Name of District Negotiator(s) to Attend Closed Session: Mary Brown
Unrepresented Employee: President & Chief Executive Officer
7. **ITEMS FOR COMMITTEE DISCUSSION AND/OR RECOMMENDATION**
 - 7.1. **Fiscal Year 2023 President & CEO Incentive Compensation ATTACHMENT**
Executive Compensation Committee will review the metrics achieved for fiscal year 2023 President & CEO Incentive Compensation.
8. **REVIEW FOLLOW UP ITEMS / BOARD MEETING RECOMMENDATIONS**
9. **NEXT MEETING DATE**
Executive Compensation Committee will discuss its next meeting date.
10. **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 Clerk of the Board at 582-3481 at least 24 hours in advance of the meeting.



BOARD EXECUTIVE COMPENSATION COMMITTEE **DRAFT MINUTES**

Tuesday, June 6, 2023 at 11:00 a.m.

Tahoe Forest Hospital – Eskridge Conference Room
10121 Pine Avenue, Truckee, CA 96161

1. CALL TO ORDER

Meeting was called to order at 11:10 a.m.

2. ROLL CALL

Board: Mary Brown, Chair; Alyce Wong, Board Member

Staff in attendance: Harry Weis, President and Chief Executive Officer; Louis Ward, Chief Operating Officer; Crystal Felix, Chief Financial Officer; Alex MacLennan, Chief Human Resources Officer; Dr. Brian Evans, Chief Medical 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: 04/13/2023

Director Wong moved to approve the Board Executive Compensation Committee minutes of April 13, 2023, seconded by Director Brown.

6. ITEMS FOR COMMITTEE DISCUSSION AND/OR RECOMMENDATION

6.1. Committee Charter

Executive Compensation Committee reviewed and recommended changes to the committee charter.

Executive Compensation Committee recommended to remove item 8 under committee duties.

Director Alyce Wong would like to see item 3 goals for the CEO actualized.

The revised charter will go to the full board for approval.

6.2. Proposed Fiscal Year 2024 President & CEO Incentive Compensation Criteria

Executive Compensation Committee discussed proposed metrics for the fiscal year 2024 President and CEO Incentive Compensation.

Director Mary Brown expressed concern with the reduction of the quality criteria.

Executive Compensation Committee considered eliminating the growth criteria altogether and move 5% up to quality. Director Wong would agree but only for this year. She would like a different criteria for growth in the future.

Harry Weis, President & CEO, suggested increasing the quality criteria from 10% to 13% and decreasing growth to 2%.

Director Wong agreed to keep the growth criteria and suggested the Board look beyond office visits to possibly master plan, etc. in the future.

Executive Compensation Committee discussed the finance criteria. Crystal Felix, Chief Financial Officer, asked for some consideration and flexibility of unrealized gains and losses. The District does not know what the market will do.

The service criteria was discussed.

Executive Compensation Committee discussed if a measurement around the MSC that could be added. Director Brown suggested the service criteria uses Press Ganey as we have done in the past, as well as a parallel on MSC to embed it next year. Director Brown would like goals to be aggressive but attainable. Director Wong proposed a score of 95.00.

Committee discussed how the “third next available” appointment could be used to measure patient access to care.

Executive Compensation Committee discussed quality metrics in depth.

Executive Compensation Committee felt comfortable with the growth criteria.

Alex Maclennan, Chief Human Resources Officer, reviewed six questions that make up the alignment category.

Executive Compensation Committee discussed the plan of what to do if the Incentive Compensation criteria is not met. Director Brown did outside research of incentive compensation plans. None recommended an all or nothing approach and most recommended sliding scale. Incentive plans were designed for 80% of the people to be achieved 80% for 80% of the time.

President & CEO feels it would be very rigid and has never seen the model put in place.

Committee discussed finance and quality as linear metrics.

7. REVIEW FOLLOW UP ITEMS / BOARD MEETING RECOMMENDATIONS

No discussion was held.

8. NEXT MEETING DATE

Executive Compensation Committee will discuss its next meeting date.

9. ADJOURN

Meeting adjourned at 12:44 p.m.

FY2023 President & CEO Incentive Compensation Criteria Results

Finance – 53%

Meet or exceed budgeted net income* as approved by the Board for FY23.

**Refer to “Excess Revenue(Expense)” line in the budget.*

***The Board has the discretion to pay out Service, Quality, Growth, and People incentives even if this finance goal is not fully met.*

- Current net income is \$30,715,765 against budget of \$22,370,548.

Service – 12%

Meet or exceed an average 94.2 Press Ganey Patient Satisfaction score.

- 95.25 average for FY 2023.

PATIENT SATISFACTION						
MEASURE:	Goal	Sept. 30 2022	Dec. 31 2022	Mar. 31 2023	June 30 2023	Fiscal Year 2023 Average
Inpatient		92.60	93.10	92.70	91.90	92.58
Outpatient		94.00	94.80	94.80	94.60	94.55
Ambulatory		98.50	96.00	98.20	98.30	97.75
TFH ER		95.30	94.20	94.60	94.20	94.58
IVCH ER		96.60	96.40	96.50	98.00	96.88
MSC		91.70	92.00	93.20	93.80	92.68
OP Rehab		93.20	96.00	97.00	94.80	95.25
Cancer Center		97.10	97.70	97.70	98.50	97.75
TOTAL Average	94.20	94.88	95.03	95.59	95.51	95.25

GOAL COMPARED TO 2023

Quality – 12%

Meet or exceed 98.20% roll-up of the following quality measurements: SEP-1 (Early Management Bundle, Severe Sepsis/Septic Shock), EDTC ALL (Emergency Department Transfer Communication ALL), PC-01 (Early Elective Delivery), CLASS I SSI (Class I Surgical Site Infection Rate), Class I SSI for Joint Replacement (Class 1 Surgical Site Infection Rate for Total Knee and Hip Replacement), Medicare Readmission Rate (Inpatient Readmission) and C. DIFF. (Rate of Hospital Onset C. Diff.).

- 98.47% as of June 30, 2023.

Growth – 10%

Meet or exceed annual actual physician office visits total (116,795) as of June 30, 2023 for all owned or managed physicians.

- *129,599 visits as of June 30, 2023.*

People – 13%

Meet or exceed the 90th percentile in the engagement category from the employee Press Ganey engagement survey.

- *91st percentile ranking as of February 2023 report.*