



TAHOE FOREST HOSPITAL DISTRICT

2024-11-07 Board Executive Compensation Committee

Thursday, November 7, 2024 at 1:00 p.m.

Tahoe Forest Hospital - Donner Conference Room

10978 Donner Pass Road, Suite 3, Truckee, CA 96161



Meeting Book - 2024-11-07 Board Executive Compensation Committee

Board Executive Compensation Committee

AGENDA

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Agenda.pdf

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ITEMS 1 - 4: See Agenda

5. APPROVAL OF MINUTES

2024-06-11 Board Executive Compensation Committee_DRAFT
Minutes.pdf

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6. CLOSED SESSION

ITEMS 7 - 9: See Agenda



BOARD EXECUTIVE COMPENSATION COMMITTEE AGENDA

Thursday, November 7, 2024 at 1:00 p.m.
Tahoe Forest Hospital – Donner Conference Room
10978 Donner Pass Rd, Suite 3, 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: 06/11/2024 ♦ ATTACHMENT

6. CLOSED SESSION

6.1. Approval of Closed Session Minutes ♦

6.1.1. 11/14/2024 Executive Compensation Committee

6.2. 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. REVIEW FOLLOW UP ITEMS / BOARD MEETING RECOMMENDATIONS

8. NEXT MEETING DATE

Executive Compensation Committee will meet as needed.

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 Clerk of the Board at 582-3481 at least 24 hours in advance of the meeting.

BOARD EXECUTIVE COMPENSATION COMMITTEE **DRAFT MINUTES**

Tuesday June 11, 2024 at 9:00 a.m.
Tahoe Forest Hospital – Donner Conference Room
10978 Donner Pass Rd, Suite 3, Truckee, CA 96161

1. CALL TO ORDER

Meeting was called to order at 9:02 a.m.

2. ROLL CALL

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

Staff in attendance: Louis Ward, Interim Chief Executive Officer; Crystal Felix, Chief Financial Officer; Dr. Brian Evans, Chief Medical Officer; Alex MacLennan, Chief Human Resources Officer; Scott Baker, Vice President Provider Services; 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: 05/13/2024

Director Wong moved to approve the Board Executive Compensation Committee minutes of May 13, 2024, seconded by Director Brown.

6. ITEMS FOR COMMITTEE DISCUSSION AND/OR RECOMMENDATION

6.1. Fiscal Year 2025 President & CEO Incentive Compensation

Executive Compensation Committee reviewed and considered recommendation of the proposed metrics update for fiscal year 2025 President & CEO Incentive Compensation. The committee is looking at this as an interim measurement while the board goes through the CEO hiring process.

The Finance goal will be to meet or exceed Days Cash on Hand in FY24 audit. 197 Days Cash on Hand will be adjusted once the audit is complete.

Expenses are projected to be higher in fiscal year 2025. Tahoe City is an unknown at this time. We may need to secure another location for physical therapy. CFO felt good about meeting A- bond rating.

The Service and Access goals will be to increase surgical procedures total by 8% (includes TFH, IVCH, TSC) and meet or exceed 95.55 Press Ganey Patient Satisfaction scores.

Scott Baker, VP Physician Services, presented an access measure for the amount of time from phone call to appointment. Director Brown asked if it included urgent care. Urgent care is not included. Director Wong felt patients are more concerned about getting appointments with primary and

specialty care physicians.

Currently, the time to get an appointment in Primary Care is at 22 days and 21 days for Specialties.

VP of Physician proposed less than 18 days for established Primary Care patient appointments and less than 14 days for new Primary Care patient appointment.

The committee will use the last two quarters of fiscal year to measure.

The Quality goal will be to improve performance of a select group of CMS Star Rating measures from 0/8 achieving the target to 3/8. Have 5 or less measures in the red.

The Medical Staff Press Ganey survey is taking place now. As of yesterday, 28% of physicians have responded. The People goal will be to improve the 2024 Press Ganey physician alignment score by 5%.

The Community goal will be to improve from 3 out of 15 community health initiatives met to 5 out of 15 community health initiatives met by June 30, 2025.

Executive Compensation Committee discussed a weight of Finance at 40% and the other metrics will be 15%.

6.2. Committee Charter

Executive Compensation Committee reviewed and recommended approval of the committee charter by the full board.

6.3. Executive Compensation Evaluation

Executive Compensation Committee will consider the future consultation and engagement of a specialist in executive compensation and evaluation to ensure that the Board is utilizing the most relevant data and metrics available.

Director Brown asked for feedback on evaluation.

Director Brown would like to see something progressive so that a percentage is paid.

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 10:31 a.m.