

BOARD EXECUTIVE COMPENSATION COMMITTEE AGENDA

Tuesday, November 4, 2025 at 11:00 a.m.
Tahoe Forest Hospital – Aspen Conference Room
10800 Donner Pass Rd, suite 200, Truckee, CA 96161

1. **CALL TO ORDER**

2. **ROLL CALL**

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: 10/27/2025** ♦ ATTACHMENT

6. **ITEMS FOR DISCUSSION AND/OR RECOMMENDATION** ♦

6.1. President & Chief Executive Officer Job Description ♦ ATTACHMENT

Executive Compensation Committee will review the President & Chief Executive Officer's job description

6.2. Policy Review ♦

Executive Compensation Committee will review and discuss the following board policies:

6.2.1. Chief Executive Officer Performance Evaluation, ABD-01 ATTACHMENT

6.2.2. President & Chief Executive Officer Compensation, ABD-02 ATTACHMENT

6.3. Fiscal Year 2026 President & CEO Incentive Compensation ♦ ATTACHMENT*

Executive Compensation Committee review and consider proposed metrics for the Fiscal Year 2026 President & CEO Incentive Compensation goals.

7. **CLOSED SESSION**

7.1. Approval of Closed Session Minutes ♦

7.1.1. 11/04/2025 Board Executive Compensation Committee

7.2. Public Employee Performance Evaluation (Government Code § 54957)

Title: President & Chief Executive Officer

7.2. Conference with Labor Negotiator (Government Code § 54957.6)

Name of District Negotiator(s) to Attend Closed Session: Alyce Wong

Unrepresented Employee: President & Chief Executive Officer

8. OPEN SESSION**8.1. Fiscal Year 2025 President & CEO Incentive Compensation ♦ ATTACHMENT***

Executive Compensation Committee review and consider President & CEO Incentive Compensation payout criteria for FY 2025.

9. REPORT OF ACTIONS TAKEN IN CLOSED SESSION**10. REVIEW FOLLOW UP ITEMS / BOARD MEETING RECOMMENDATIONS****11. NEXT MEETING DATE****12. 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 (530) 582-3583 at least 24 hours in advance of the meeting.