



BOARD EXECUTIVE COMPENSATION COMMITTEE AGENDA

Monday, March 16, 2026 at 1:00 p.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: 11/04/2025 ♦ ATTACHMENT

6. ITEMS FOR DISCUSSION AND/OR RECOMMENDATION ♦

6.1. President and CEO Comprehensive Compensation Package ♦ ATTACHMENT*
Executive Compensation Committee will consider the utilization and engagement of a specialist(s) in executive compensation and evaluation to ensure that the Board is receiving the most relevant data and metrics available for Executive compensation and annual evaluation.

6.2. Fiscal Year 2026 President & CEO Incentive Compensation Criteria FY 2027 ♦ ATTACHMENT
Executive Compensation Committee will consider engaging a consultant for the development of the Incentive Compensation criteria as well as begin discussion on the Fiscal Year 2027 President & CEO Incentive Compensation goals.

6.3. President and CEO Annual Evaluation ♦
Executive Compensation Committee review and consider the timeline, evaluation tool and policies associated with the President and CEO Annual Evaluation.

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

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

6.4. Charter Review ♦

The Committee will review the Board Charter and Goals. The Committee may recommend updates for approval for Calendar Year 2026.

6.4.1. Board Executive Compensation Committee Charter ATTACHMENT

7. REVIEW FOLLOW UP ITEMS / BOARD MEETING RECOMMENDATIONS

8. 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 (530) 582-3583 at least 24 hours in advance of the meeting.