



TAHOE FOREST
HOSPITAL DISTRICT

2026-06-22 Executive Compensation Committee

Monday, June 22, 2026 at 3:00 p.m.

Tahoe Forest Hospital - Aspen Conference Room

10800 Donner Pass Rd, Suite 200, Truckee CA 96161



TAHOE FOREST
HOSPITAL DISTRICT

Meeting Book - 2026-06-22 Executive Compensation Committee

Board Executive Compensation Committee

AGENDA

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8. APPROVAL OF MINUTES

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9. ITEMS FOR COMMITTEE DISCUSSION AND/OR

RECOMMENDATION

9.1. Recommendation for FY 2027 President & Chief Executive
Officer Incentive Compensation

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BOARD EXECUTIVE COMPENSATION COMMITTEE AGENDA

Monday, June 22, 2026 at 3:00 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 Clerk of the Board 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. CLOSED SESSION

5.1. Approval of Closed Session Minutes ◆

5.1.1. 11/04/2025 Executive Compensation Committee Meeting

5.2. 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

6. OPEN SESSION

7. REPORT OF ACTIONS TAKEN IN CLOSED SESSION

8. APPROVAL OF MINUTES: 05/06/2026 ◆ ATTACHMENT

9. ITEMS FOR DISCUSSION AND/OR RECOMMENDATION ◆

9.1. Recommendation of Fiscal Year 2027 President & Chief Executive Officer Incentive Compensation ◆

..... ATTACHMENT

Executive Compensation Committee will review and consider recommendation to the Board of Directors of the Fiscal Year 2027 President & CEO Incentive Compensation.

10. REVIEW FOLLOW UP ITEMS / BOARD COMMITTEE 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 Clerk of the Board at (530) 582-3583 at least 24 hours in advance of the meeting.



**BOARD EXECUTIVE
COMPENSATION COMMITTEE
DRAFT MINUTES**

Wednesday, May 06, 2026 at 2:30 p.m.
Tahoe Forest Hospital – Aspen Conference Room
10800 Donner Pass Rd, Suite 200, Truckee, CA 96161

1. CALL TO ORDER

Meeting was called to order at 2:32 p.m.

2. ROLL CALL

Board: Alyce Wong, Chair; Dale Chamblin, Board Member

Staff in attendance: Anna Roth, President & CEO; Louis Ward, Chief Operating Officer; Kim McCarl, Chief Strategy Officer; Crystal Felix, Chief Financial Officer; Sarah Jackson, Clerk of the Board

Other: John Ohrnberger, Senior Director Alvarez & Marsal Tax; Kimberly Rochat, Director Alvarez & Marsal; Tere LeBarron, Senior Director Alvarez & Marsal.

3. CLEAR THE AGENDA/ITEMS NOT ON THE POSTED AGENDA

No changes were made.

4. INPUT – AUDIENCE

No public comment was received.

5. APPROVAL OF MINUTES OF: 03/16/2026

Director Chamblin moved to approve the Board Executive Compensation Committee minutes of March 16, 2026 as presented, seconded by Director Wong.

6. ITEMS FOR DISCUSSION AND/OR RECOMMENDATION ◆

6.1. Executive Compensation Committee Charter Review ◆

Executive Compensation Committee will review the current charter, consider proposed updates and revisions, and provide recommendations for changes, as appropriate.

Clerk reviewed the draft Charter. Discussion was held. Minor edits were made to proposed draft charter in the duties section.

Director Chamblin moved to recommend the Board Executive Compensation Committee Charter with proposed edits, seconded by Director Brown. Send to May Board Meeting for Board approval.

6.2. Executive Compensation Benchmarking & Status Assessment ◆

Executive Compensation Committee will review a detailed executive compensation benchmarking and status assessment.

John Ohrnberger, Senior Director Alvarez & Marsal Tax and Kimberly Rochat, provided introductions.

Mr. Ohrnberger reviewed the Executive Compensation review process and methodology. Background was reviewed. Peer group methodology was reviewed.

Parameters for compensation for executive compensation include: Base salary, short-term incentives, total cash compensation, long term incentives, total direct compensation. The total direct compensation snapshot is then assessed against where it falls against the market statistics. 50th percentile (median), 25th percentile (bottom quartile), or 75th percentile (top quartile).

Discussion was held on the methodology of the compensation plan as cascading down from the CEO to Executive Leadership and so on, instead of multiple one-off plans. Review of the not-for-profit peer group vs the for-profit peer group demonstrated that the for-profit peer group was not a comparable peer group for Tahoe Forest Health System.

Discussion was held.

No Committee action was taken on this item.

6.3. Incentive Compensation Program Review ◆

Executive Compensation Committee will receive a comparative review of executive incentive programs.

Kimberly Rochat, Director Alvarez & Marsal reviewed the current Gainsharing Incentive program.

No Committee action was taken on this item.

Mr. Ohrnberger reviewed the current Incentive Compensation Plan. This includes staff who are excluded from the Gainsharing pool: Chiefs and Executives, Directors, Managers, and other key staff eligible at the discretion of the CEO.

Discussion was held about recommending a plan that cascades down from the CEO and executives in a uniform and defensible manner. The current Incentive Plan metrics were reviewed. After the Strategic Plan has been approved and adopted by the Board, A&M looks forward to recommending metrics based on the Strategic Plan.

Extensive discussion was held regarding metrics, goals, stretch goals and discretionary allotments for Incentive Compensation and how that cascades down from the CEO to the Executives.

No Committee action was taken on this item.

Over the next several weeks, A&M will be developing compensation profiles for the 13 Executives outlined in the Statement of Work and provide a recommendation for a sustainable Gainsharing Program. This committee will focus on the CEO Compensation and Incentive specifically.

7. REVIEW FOLLOW UP ITEMS / BOARD MEETING RECOMMENDATIONS

CEO Incentive Compensation Plan and FY 2027 metrics recommendations based on approved Strategic Plan from May Board meeting.

8. NEXT MEETING DATE

Date to be determined, potentially end of summer. Meeting will be scheduled based on development of the incentive compensation plan.

9. ADJOURN

Meeting adjourned at 4:08 p.m.

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AGENDA ITEM COVER SHEET

MEETING DATE: June 22, 2026	ITEM: 9.1. FY 2027 President & Chief Executive Officer Incentive Compensation
DEPARTMENT: Administration, Human Resources	TYPE OF AGENDA ITEM: <input checked="" type="checkbox"/> Action <input type="checkbox"/> Consent <input type="checkbox"/> Discussion
RESPONSIBLE PARTY: Administration, Human Resources	SUPPORTIVE DOCUMENT ATTACHED <input type="checkbox"/> Agreement <input type="checkbox"/> Presentation <input type="checkbox"/> Resolution <input checked="" type="checkbox"/> Other
BUDGET: ALLOCATED IN THE BUDGET <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A IS A BUDGET TRANSFER REQUIRED <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	PERSONNEL ADDITIONAL PERSONNEL REQUIRED <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A
BACKGROUND: On an annual basis, the Executive Compensation Committee reviews the President & Chief Executive Officer Incentive Compensation program to ensure alignment with organizational priorities. For FY 2027, the Committee will assess the proposed plan and consider advancing a recommendation for approval to the Board of Directors.	
SUMMARY/OBJECTIVES: Executive Compensation Committee will review and consider recommendation of approval to the Board of Directors the FY2027 President & CEO Incentive Compensation.	
SUGGESTED DISCUSSION POINTS: Draft percentages by True North Aims are proposed for Board Committee consideration and discussion.	
SUGGESTED MOTION/ALTERNATIVES: 	
LIST OF ATTACHMENTS: Draft FY 2027 President and CEO Incentive Compensation.	

FY 2027 President & CEO Incentive Compensation

TRUE NORTH AIMS

Health within Reach | Community Guided | Transformation



Tahoe Forest True North Aims



Health Within Reach

20%



Community Guided

20%



Transformation

20%

Finance

10%

Patient Satisfaction

20%

Discretionary 10%

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