



**NORTHERN INYO HEALTHCARE DISTRICT  
NON-CLINICAL POLICY**

Title: Chief Executive Officer Compensation Philosophy		
Owner: Board Clerk and CFO Assistant	Department: Administration	
Scope: Board of Directors, CEO		
Date Last Modified: 06/24/2024	Last Review Date: 06/24/2024	Version: 4
Final Approval by: NIHD Board of Directors		Original Approval Date: 10/15/2014

**PURPOSE:**

To adopt a philosophy in awarding compensation to the District Chief Executive Officer (CEO), in order to attract, retain, and motivate Senior Hospital Executives who reflect the values of our District and the community.

**POLICY:**

The Board of Directors of Northern Inyo Healthcare District desire to attract, retain and motivate senior hospital executives who reflect the values of our District and community. These individuals must be able to lead our District in the delivery of excellent patient care and service. In part, this process is accomplished by offering a remuneration package that is in line with the market as defined by peer comparable hospitals in size, mission, scope of operations and locale. Therefore, the Board uses the Allied for Health Services Executive Compensation Report for District employee pay range determination. Within that range, which is reviewed and reset every two years, the Board sets compensation based upon training, experience, successes, and impact as measured against established goals for the organization and the senior executive.

Once hired the Board continues to annually, (or more often if needed) assess the performance of the CEO in achieving set performance goals. Based upon the results of the review, the compensation may be adjusted: but will never exceed the upper limit of the pay range determined in the Allied for Health Executive Compensation Report. Furthermore, the benefits package will be consistent with what is offered to non-union District employees.

Additionally, we ensure the approval of the CEO's compensation is first proposed by a subcommittee of the Board of Directors and that this subcommittee is composed of individuals without a conflict of interest. The full Board then has final approval of any pay rate before it goes into effect.

**REFERENCE:**

1. Allied for Health Services Executive Compensation Report

**RECORD RETENTION AND DESTRUCTION:**

1. Employees not entitled to pension: 15 years
2. Employees entitled to pension: life of employee plus 6 years

**CROSS REFERENCED POLICIES AND PROCEDURES: N/A**

Supersedes: v.3 Chief Executive Officer Compensation Philosophy
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