

## Compensation of The Chief Executive Officer (CEO):

The Chief Executive Officer (CEO) compensation shall be set by contract. The District Board shall review the Chief Executive Officer (CEO) performance compensation and contract at least annually, or as otherwise provided in the Chief Executive Officer (CEO) employment contract.

- A. The following information or data should be considered in the Board's decisions regarding the Chief Executive Officer (CEO) compensation:
  - 1. The salaries and duties of executive directors/chief executive officers of comparable health care districts throughout California.
  - 2. The salaries of comparable positions at similar for-profit and non-profit organizations.
  - 3. A performance tool will be used.
- B. The Personnel Committee, as applicable, shall initiate a review and make a recommendation to the Board.
- C. Upon completion of the Personnel Committee's annual appraisal a new employee agreement will be signed every two (2) years not to exceed every four (4) years.
- D. When circumstances require a non-payroll compensation or re-imbusement to the CEO: and that amount is greater than \$50.00 then the check must be signed by the District Board President or Treasurer.