

**SAN BENITO HEALTH CARE DISTRICT  
POLICY AND PROCEDURE**

<b>SUBJECT</b>	Compensation of the Chief Executive Officer		
<b>WRITTEN BY</b>	Board Ad Hoc Committee on Policy & Procedures	<b>POLICY NUMBER</b>	2022 - 31
<b>APPROVED BY</b>	San Benito Health Care District Board of Directors	<b>EFFECTIVE</b>	March 24, 2022

**PURPOSE:**

The Chief Executive Officer (CEO) of San Benito Health Care District (SBHCD) is the person responsible for the efficient operation of SBHCD. Therefore, it is the desire of the San Benito Health Care District Board of Directors to provide fair compensation (salary and benefits) to the CEO.

**POLICY:**

1. Annually (as of hire date) the SBHCD Board of Directors shall evaluate the performance and review the compensation of the Chief Executive Officer to determine if a compensation adjustment is appropriate.

**PROCEDURE:**

1. The Board of Director President shall appoint two (2) members of the Board of Directors as an Ad Hoc Committee to research comparability data of similar organizations and similarly qualified individuals.
2. At a duly noticed Board of Directors meeting, the Ad Hoc Committee will make a recommendation to the full Board of Directors for any compensation (salary and/or benefits) adjustments based on the review of the data and CEO Performance Review.
3. During the Open Session of the Meeting Agenda, the Board of Directors will consider and take action on the recommendations of the Ad Hoc Committee for any adjustments to compensation for the Chief Executive Officer.

<b>Approval</b>	<b>Date</b>
Board of Directors	3.24.22
Last Board of Directors Review	

Developed: March 7, 2022

Reviewed: March 17, 2022

Revised: