

 <b>MORONGO BASIN HEALTHCARE DISTRICT</b>	<b>DEPARTMENT / MANUAL: ADMINISTRATIVE MANUAL</b>
ORIGINAL DATE: JULY 2019	REVIEW & REVISION DATES:
TITLE: <b>ANNUAL PERFORMANCE EVALUATION OF THE CEO</b>	APPROVED BY: ADMIN: <u><i>Lauren Staley</i></u> Date: <u>7/1/19</u> CEO: <u><i>Jaehun Combs</i></u> Date: <u>7-9-19</u> GOVERNING BOARD: <u><i>[Signature]</i></u> Date: <u>7/9/19</u>

**PURPOSE**

To provide a framework and process for evaluation of the District's Chief Executive Officer's (CEO) performance that is consistent with Morongo Basin Healthcare District's practice of being competitive, fair and equitable as well as compliant with appropriate regulatory guidelines and representative of best market practices.

**POLICY**

The Board of Directors will evaluate performance of the CEO annually. The performance evaluation shall include the following:

1. The quality and effectiveness of the leadership as reflected in overall accomplishment of measurable goals outlined and agreed-upon by the Board of Directors and the CEO.
2. The progress of the District towards achievement of its strategic objectives.
3. The recruitment, motivation, retention and professional growth of District employees.
4. The quality and effectiveness of communication between the CEO and Board of Directors.

**PROCEDURE**

1. Annually, the Board of Directors will evaluate the CEO's performance against established goals.
2. The Board will meet with the CEO to discuss the status of established goals and provide any additional feedback.
3. The Board of Directors shall present in a closed session a written report to the CEO that represents a consensus of the commentary and ratings of the individual Board members.
4. Except to highlight a representative comment or rating of performance, the individual comments or performance ratings of Board members shall be confidential and shall not be identified in the evaluation.
5. The goals and expectations for the upcoming year will be formed and agreed upon with the CEO during the evaluation process. Annual goals will be derived from expectations in financial performance, strategic planning and growth, patient satisfaction, employee engagement, medical staff relations, quality of care, community impact, and/or overall leadership and Board relations.
6. The Board may provide an incentive bonus based on the terms of the CEO Employment Agreement.
7. The CEO is expected to perform at an excellent to good level as determined by the Board's evaluation of the CEO.

8. The Board will follow District personnel guidelines for unsatisfactory performance by the CEO.
9. Every member of the Board of Directors, the CEO and anyone who participates in the evaluation process shall maintain strict confidentiality of the evaluation process and the materials developed during the evaluation process.