

Section 19. Meeting Compensation Guidelines

The Local Healthcare District Law authorizes the payment to Board members of \$100 per meeting, or as may be adjusted annually by five percent (5%), not to exceed six (6) meetings per month, provided that if the District compensates its Board members for more than five (5) meetings per month, the Board must annually adopt a written policy based on findings supported by substantial evidence the reason more than five (5) meetings are necessary for the effective operation of the District. In accordance with Health & Safety Code section 32103, the Board makes the following findings based on substantial evidence to support the six (6) meeting compensation requirement:

1. The Grossmont Healthcare District is one of the largest health care districts in the State of California, serving a population of nearly 500,000 residents.
2. The Board members are responsible for assisting to address the unmet health care needs of the District's residents, including in recent years providing over \$2.2 million annually in support of Sharp Grossmont Hospital and numerous non-profit, health-related programs and service provider organizations.
3. In addition to the two (2) regularly scheduled board meetings each month, each Board member serves on at least two (2) standing board committees, including Community Grants and Sponsorships, Facilities, Finance/Audit, Investment, Government & Legislative Relations, and Legal/Strategic & Risk Management.
4. Beside board and committee meetings, each Board member attends meetings or serves on the board and/or committees of organizations in which the District is involved or a member, including but not limited to the Association of California Healthcare Districts and the California Special District Association.
5. In addition to attendance at educational conference workshops that include curricula concerning district hospitals and special districts, Board members also attend meetings of non-political community groups that extend specific invitations to attend and at which Board members actively participate in the program.
6. Over the last 25 years, the Board members of the Grossmont Healthcare District have averaged well over six (6) meetings per month in the performance of their official business and have not been compensated for meetings over five (5) per month.

The following guidelines and criteria will be followed in determining when a meeting qualifies for compensation:

A) Compensable meetings shall include the following:

1. Board meetings.
2. Board committee meetings or advisory body meetings, not to exceed three (3) per month of any committee. Except in unusual circumstances, committee meetings should be held at the District office.
3. Attendance at training including ethics training (on-line training included, as pre-authorized by the Executive Director).
4. Meetings for which a District Board member serves on the Grossmont Hospital Corporation (GHC) Board and GHC or Sharp HealthCare committees, regardless of the topic(s) addressed.
5. Attendance at meetings of organizations which are pre-designated by the Board of Directors as occasions that constitute the performance of official duties and include the following:
 - a) Meetings of organizations in which the District is a member (e.g., East County Regional Chamber of Commerce, Association of California Healthcare Districts, California Special Districts Association).
 - b) Meetings directly related to the conduct of District business.
 - c) Meetings of non-political community groups that extend a specific invitation to attend and at which the Board member actively participates in the program.
 - d) Attendance at symposia and conventions, the primary purpose of which is to discuss or demonstrate health care issues or matters relating to special districts.
 - e) Attendance at educational conference workshops which include curricula concerning district hospitals, special districts, or board administration.
6. Attendance at meetings which the Board of Directors approves as noticed action items at a regular meeting of the Board, and which the Board determines as occasions that constitute the performance of official duties.

B) Board Members may receive a stipend for attendance at multiple meetings in the same day, up to a limit of three meetings per day, provided the meetings have a healthcare nexus or are related to the District's Strategic & Risk Management Plan, specifically:

1. District Board and Board committee meetings.
2. Meetings for which a District Board member serves on the Grossmont Hospital Corporation (GHC) Board and GHC or Sharp HealthCare committees.
3. Attendance at ethics training.
4. Conferences and seminars held by organizations in which the District is a member, and for which the conference/seminar has a clear health care or District Strategic & Risk Management Plan nexus.
5. Community meetings and events within the District, for which the meeting/event has a clear health care and District Strategic & Risk Management Plan nexus, specifically:
 - a) Board, policy committee, and formal business meetings of organizations in which the District is a member, including area Chambers of Commerce, East County Economic Development Council, and San Diego County Taxpayers Association.
 - b) Meetings with other government agencies or officials in which the subject involves health care or District business (e.g., State and local legislative officials, County Health & Human Services).
 - c) Health fairs sponsored by the District or to which the District has been invited to attend.
 - d) Meetings or visits with organizations that receive direct District financial support.

C) Non-compensable meetings shall include the following:

1. Informal meetings with other Board members or with District staff members, regardless of the topic(s) addressed.
2. Meetings of a political nature, whether partisan or non-partisan, regardless of the topic(s) addressed.

3. Meetings for which payment of a stipend or honorarium is provided by the host organization.
4. Committee meetings attended as a non-member.
5. Meetings of other public bodies, unless invited as a participant by the host body or sent as a delegate by the District Board.
6. Meetings of organizations in which the member holds an individual membership or the primary purpose of which is to receive continuing professional educational credits.
7. Charity fund raising events.

In addition, each member of the Board shall be allowed his or her actual necessary traveling and incidental expenses in the performance of official business of the District in accordance with Government Code section 53232.2.

Board members shall have an opportunity to report on meetings attended at District expense at the next regularly scheduled Board meeting following the meeting for which the reimbursement is received.

In accordance with Government Code section 53234, Board members and any designated employees shall have at least two (2) hours of ethics training every two (2) years and harassment-free work environment training every two (2) years. Certificates of completion of ethics and harassment-free work environment training shall be maintained for at least five (5) years.

Any questions regarding interpretations of these guidelines should be addressed to the District's General Counsel.

