



Personnel Committee

August 12, 2013 ~ 8:00 AM ~ Administrative Board Room

Committee Members Present: Weldon Smith, Chairman, Don Lewis, Susan Kanard, Cara Bland

Committee Members Absent: None

Hospital Staff Present: Steven Brooks, VP of Human Resources, Tiffany Moore, HR Assistant

Other: None

<i>"Privileged and Confidential pursuant to 63 O.S. 1-1709.1 and/or 63 O.S. 1-1709."</i>			
Topic/Finding	Discussion	Recommendation/Action	Follow-up/ Responsible Party
Call to order:	With a quorum present Chairman Smith called the meeting to order.		
Approval of Minutes:	The minutes from July 24, 2013 tabled.		
Old Business:			
New Business:			
A. Proposed contract for CEO	<p>Weldon began by going over the changes for the CEO contract:</p> <ul style="list-style-type: none">• Paragraph 2.1 – Salary change will be 2% instead of 3%.• Paragraph 2.2 – Weldon asks that we clean the wording up.• Paragraph 2.3 – The amount of deferred will change with the salary increase.• Paragraph 5b – Discussion over this topic centered on current plan being 2x base salary for CEO and management. Cara Bland commented on the importance of approving the CEO contract due to time constraints and focus on the larger picture. Committee agreed to approve 3x base salary request and get quotes on cost to do so should plan document not be able to be altered.• Paragraph 5d – Paragraph should be taken out.• Paragraph 6.2 – The Board questioned the Hospital's policy and cost of this. Specifically they wanted to know why the Hospital would pay 100% of salary if he were to become disabled and only 60% of all other employees. Mr. Smith asked what it would take to up all employees past the 60%. Mr. Brooks said he could get a quote from Unum. Committee approved 100% policy for CEO and Mr. Brooks		



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	<p>would seek quote from UNUM.</p> <ul style="list-style-type: none">• Paragraph 6.3 – The Board agreed to the request of an addition 90 days' notice if the CEO is being terminated, giving CEO 15 months of severance instead of the original 12 months.• Paragraph 6.6 – The Board agreed that if the Hospital were merged or sold and the CEO stayed employed he did not need any kind of severance. However in the event of a merger or sale and the CEO is not kept on staff, he would receive the same severance outlined in Paragraph 6.3.		
Other Business:			
ADJOURNMENT:	No further business was brought before the Committee for discussion.	The meeting was adjourned at 8:50 am.	

Weldon Smith, Chairman

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