

## **AGENDA**

**LEE MEMORIAL HEALTH SYSTEM BOARD OF DIRECTORS  
PRESIDENT/CEO EXECUTIVE COMPENSATION COMMITTEE MEETING  
JUNE 22, 2020 AT 9:30 A.M.**

**Location: 13685 Doctors Way, Fort Myers, FL, 33912 Board Office  
Teleconference Dial-In # 1 415 655 0002 Access Code 479 493 525**

- 1) Call to Order and Introductory Comments** – *(David Collins, Board Chair, Committee Chair)*
- 2) Public Input Statement** *(Packet page 4)*
- 3) Preliminary Comments** – *(Board Counsel) (Packet page 5)*
  - a. Sunshine
  - b. Committee Limited Mandate
- 4) Review by Counsel of Contract Provisions contained in President/CEO Employment Agreement** *(George Knott, Board Counsel) (Packet pages 6-17)*
- 5) Discussion of Gallagher Report (Arthur J. Gallagher & Co.)** – *(Mike Wukitsch, CHRO) – (Packet pages 27-56)*
  - a. Gallagher Compensation Adjustment Report
  - b. Supplemental Information requested from Gallagher
  - c. Current Trends in CEO Compensation
- 6) Committee’s Recommendation Regarding Employment Agreement (only)**
- 7) Review of Short-Term and Long-term Incentive Plans** *(George Knott, Board Counsel) (Packet pages 18-21)*
- 8) Review by Chief Human Resources Officer (CHRO) of current President/CEO Short Term and Long Term Incentive Plan** *(Mike Wukitsch, CHRO) (Packet pages 22-25)*
  - a. President and CEO Incentive Performance Metrics
  - b. Review of Short Term and Long Term Incentives – Are they reflective of progress of the system

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c. System Strategic Scorecard – Timeline for approval

d. In house capabilities

### **9) Additional Information needed for Committee consideration of Short Term and Long Term Incentive Plan**

a. In House Capability

b. Best Practice regarding contract extension.

### **10) Next Steps – Recommendations to Full Board** (*David Collins, Board Chair, Committee Chair*)

### **11) Adjourn**

**Date of Next Meeting**

**TBD**