



A. The Local Healthcare District Law (Health & Safety Code, §§ 32000 et seq.) authorizes the payment to Board members of \$100 per meeting, which may be adjusted annually beginning April 2018 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 why more than five (5) meetings are necessary for the effective operations of the District. Effective August 2, 2025, the Board members and Board Designees appointed to the Grossmont Hospital Board shall receive \$141.47 per meeting. 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. Grossmont Healthcare District is one of the largest health care districts in the State California serving a population of over 500,000 residents.
2. Board members are responsible for ensuring that the unmet health care needs of the District residents are addressed, including providing financial support to our Hospital and numerous non-profit health-related programs and service provider organizations.
3. Besides Board and committee meetings, each Board member attends meetings of organizations in which the District is a member, including the Association of California Healthcare Districts and the California Special District Association.
4. In addition to attendance at educational conference workshops, which include curricula concerning community health issues, 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.
5. 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.



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

Compensable meetings shall include the following:

1. Board meetings.
2. Board committee meetings or advisory body meetings of which the Director is a member. Except in unusual circumstances, committee meetings should be held at the District office.
3. Attendance at mandatory training (on-line training included, as pre-authorized by the CEO).
4. Meetings for which a District Board member serves on the Grossmont Hospital Corporation (GHC) Board and GHC and Sharp HealthCare boards and 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.



- f) Attendance at training for parliamentary procedures, Brown Act, legislative updates, and webinars that constitute the performance of official duties.
- 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.
- 7. Community meetings and events within the District, for which the meeting/event has a clear health care 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 local health fairs to which the District has been invited to attend.
 - d) Meetings or visits with organizations that receive direct District financial support.

Non-compensable meetings should include the following:

- 1. Informal meetings with other Board members or with District staff or General Counsel, 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. Meetings of other public bodies, unless invited as a participant by the host body or sent as a delegate by the District Board.



5. Meetings of organizations in which the member holds an individual membership or the primary purpose of which is to receive continuing professional educational credits.
6. Charity fundraising 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.