



Nome and that area within twelve miles of the city limits of Nome, Alaska. This selection process shall be conducted with the taking of letters of interest received after public solicitation by the Board of Norton Sound Health Corporation of a vacancy of this seat. This decision by the Norton Sound Health Corporation Board of Directors shall be by majority vote.

This position will have full voting rights in all matters regarding NSHC Board of Directors.

The language that is underlined was suggested by the Committee members.

**Mary D. Charles moved/Jenny Lee seconded to recommend to the Full Board to approve the amendment of the Board Bylaws, Section 4.4 Selection of Directors for the City of Nome seat with the suggested revisions made by the Committee. Question called. Motion carried.**

#### **Mid-Level Compensation Plan**

Revisions to the Mid-Level Compensation Plan is as follows:

Increase pay grade from Grade 15 and 16 to Grade 17 & 18

Increase hiring bonus from 15,000 to 20,000. \$10,000 payable with first regular paycheck. \$10,000 payable after one year anniversary of hire.

Add moving reimbursement: \$15,000 reimbursable upon submitting receipts

Increase retention bonus to \$15,000 after three years of service then \$15,000 after two years of service thereafter.

NOTE: The Mid-Level Compensation Plan was presented to the 04/03/18 Hire & Development and 04/10/18 Finance & Audit Committee who referred to the Full Board for approval.

**Mary D. Charles moved/Jean Ferris seconded to recommend to the Full Board to approve the revisions to the Midlevel Compensation Plan. Question called. Motion carried.**

#### **Retention Bonus Program Policy**

This policy was reviewed by the Hire & Development Committee on 04/03/18. Revisions are listed in red:

##### **I. Scope:**

### **Retirement Plan Investment Committee Policy**

This policy was reviewed by the Hire & Development Committee on 04/03/18. Revisions are written in **red**:

#### Membership

Standing members will consist of: CFO, HR Director, VP of Hospital Services, Compliance Officer, **Benefits Administrator, and Benefits Manager**, and one Board Member.

#### Meetings

The Committee shall endeavor to meet at least **twice** ~~one~~ each calendar year and at any additional time set by the Chairperson of the Committee.

#### Committee Action

The Committee may act at a meeting by a majority vote of a quorum present at the meeting (or where only five (5) members are present, by unanimous vote). Alternatively, the Committee may act without a meeting by action



Licensure, DEA, professional association, and Board recertification fees are reimbursed by NSHC.