

Policy 10.19

POLICY TITLE: MONITORING CHIEF EXECUTIVE OFFICER PERFORMANCE		POLICY #: 10.19	
Topic Area: Board of Directors Applies to: Board of Directors, Chief Executive Officer Review Cycle: Annually Developed and Maintained by: CEO and Designees Supersedes: N/A		Issued By and Approved By: Board of Directors	REVIEW DATES
			11/18/21
	Effective Date: 9/17/16	Revised Date: 3/25/2026	

I. PURPOSE

To ensure executive performance is synonymous with monitoring organizational performance against Lakeshore Regional Entity (the "Entity") Board of Directors policies and approved outcomes.

II. POLICY

Monitoring executive performance shall be conducted annually and throughout the year may include review and consideration of but not limited to:

- A. INTERNAL REPORTS: Disclosure of compliance and performance information to the Board of Directors from the CEO:
 - Financial reports,
 - Strategic planning reports,
 - Compliance reports,
 - Annual review of the Quality Assurance and Performance Improvement Program,
 - LRE CEO routine updates and communications,
 - Other organizational performance metrics and reports as required by the LRE Board of Directors.

- B. EXTERNAL REPORTS: Disclosure of compliance and performance information be external auditors, reviewers or other persons or entities external to the institution including:
 - Fiscal audit reports,
 - Results of Michigan Department of Health and Human Services site reviews,
 - Results of third-party external quality review,
 - Reports from independent legal counsel as required by the Board of Directors.

A formal annual evaluation of the Entity CEO performance may include review and consideration of but not limited to:

- A. ANNUAL CEO PERFORMANCE REVIEW

- The Entity Board of Directors will review the prescribed executive responsibility areas, that may change from time to time depending on CEO annual goals set by the Entity Board of Directors under:
 - Key LRE Performance Indicators
 - Job Specific Duties and Responsibilities
 - Overall Performance

The results of the annual evaluation of the CEO performance will be shared with the Entity Board of Directors during the Board meeting following conclusion and aggregation of the survey.

III. APPLICABILITY AND RESPONSIBILITY

This policy applies to the Entity Board of Directors and the Entity CEO.

IV. MONITORING AND REVIEW

This policy is reviewed by the CEO and LRE Board of Directors on an annual basis.

V. DEFINITIONS

Entity – Also referred to as Lakeshore Regional Entity or LRE, is the Prepaid Inpatient Health Plan (PIHP) for Region 3 as defined in 42 CFR Part 438 and meets the requirements of MCL 330.1204b of the Michigan Mental Health Code.

VI. RELATED POLICIES AND PROCEDURES

N/A

VII. REFERENCES/LEGAL AUTHORITY

N/A

VIII. CHANGE LOG

Date of Change	Description of Change	Responsible Party
11/18/2021		CEO and Designees
1/8/2025	New	CEO
3/25/2026	Updated CEO performance monitoring policy to clarify annual and ongoing monitoring expectations; expand internal and external report sources; describe the formal annual CEO evaluation process; remove outdated monitoring methodology; revise annual	CEO and Designees

	review responsibility; and add a definition of Entity with PIHP and regulatory references.	
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