

Policy 10.19

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

I. POLICY

Monitoring executive performance is synonymous with monitoring organizational performance against Lakeshore Regional Entity (the "Entity") Board of Directors policies and approved outcomes. Any evaluation of the Entity Chief Executive Officer (CEO) performance, formal or informal, may be derived from these monitoring data.

1. The purpose of monitoring is to determine the degree to which the Entity Board of Directors policies are being fulfilled. Information that does not do this will not be considered to be monitoring
2. A given policy may be monitored in one or more of three ways; with a balance of using all of the three types of monitoring:
 - a. Internal report: Disclosure of compliance information to the Entity Board of Directors from the Entity CEO.
 - b. External report: Discovery of compliance information by a disinterested, external auditor, inspector or judge who is selected by and reports directly to the Entity Board of Directors. Such reports must assess executive performance only against policies of the Entity Board of Directors, not those of the external party unless the Entity Board of Directors has previously indicated that party's opinion to be the standard.
 - c. Direct Entity Board of Directors inspection: Discovery of compliance information by an Entity Board Director, a committee, or the Entity Board of Directors as a whole. This is an Entity Board of Directors inspection of documents, activities or circumstances directed by the Entity Board of Directors which allows a "prudent person" test of policy compliance.
3. Upon the choice of the Entity Board of Directors, any policy can be monitored by any method at any time. For regular monitoring, however, each Outcome and Executive Limitations policy will be classified by the Entity Board of Directors according to frequency and method.
 - a. Internal
 - b. External
 - c. Direct Inspection

4. Annually the Entity Board of Directors will have a formal evaluation of the Entity CEO. This evaluation will consider monitoring data as defined here, and as it has appeared over the calendar year.
5. The Executive Committee of the Entity Board of Directors (Chairperson, Vice Chairperson, and Secretary) will take data and information from the bulleted documents below upon which the annual performance of the Entity CEO will be evaluated. The overall evaluation consists of compliance with Executive Limitations Policies; Outcomes interpretation and Outcomes monitoring reports and supporting documentation (as per the Entity Board of Directors developed schedule) and follow through on the Entity Board of Directors requests (what we ask for in subsequent meetings; what we want to see on the agendas). For the performance review the following should be documents given to the Executive Committee of the Entity Board of Directors at least one-month prior to the Entity Board of Directors Entity CEO evaluation.
 - Minutes of all meetings
 - Outcomes monitoring reports for the past year along with the Outcomes Interpretation for each Outcomes monitoring report
 - Any supporting Outcomes documentation
 - Outcomes Monitoring Calendar
 - Other policies monitoring calendar

II. PURPOSE

To ensure executive performance is monitored and evaluated.

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 designees on an annual basis.

V. DEFINITIONS

N/A

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