

# The MetroHealth System Board of Trustees

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## HUMAN RESOURCES & COMPENSATION COMMITTEE

**DATE:** Wednesday, March 25, 2026  
**TIME:** 1:00pm – 3:00pm  
**PLACE:** MetroHealth System Board Room (K107) and via YouTube Stream:  
(<https://www.youtube.com/@metrohealthCLE/streams>)

### AGENDA

- I. Approval of Minutes**
  - A. Approval of Committee Meeting Minutes from December 17, 2025
  
- II. Information Items**
  - A. BOT-06 Executive Compensation Board Policy Amendments – J. Corlett, D. Southerington, J. Wellons
  - B. Amendments to HR & Compensation Committee Charter J. Corlett, D. Southerington, J. Wellons
  - C. Review of At-Risk Compensation (ARC) Plan Document and Proposed Amendments – D. Southerington, J. Wellons
  
- III. Executive Session**
  
- IV. Return to Open Meeting**
  
- V. Recommendation/Resolution Approvals**
  - A. Resolution of Appreciation of the System’s Accomplishments in 2025
  - B. Resolution for Approval of Amendments to Executive Compensation Policy BOT-06 and Ratification of 2026 At-Risk Compensation Plan
  - C. Resolution for Approval of 2026 System Performance Goals
  - D. Resolution for Approval of 2026 ARC Financial Threshold