



**BOARD OF DIRECTORS**

*Becky Campo, President*

*Reyna Gomez, Vice-President*

*Ma Traore, Secretary*

*Sylvia Ramirez, Treasurer*

*Luis Avila, Director*

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**BOARD OF DIRECTORS' GOVERNANCE TRAINING**

**Saturday, February 21, 2026 @ 9:00 AM**

Del Puerto Health Center, 1700 Keystone Pacific Pkwy, Bldg. B, North Conference Room

**PUBLIC COMMENT PERIOD:** Matters under the jurisdiction of the Board and not on the posted agenda may be addressed by the general public at the beginning of the regular agenda. If you wish to speak on an item on the agenda, you are welcome to do so during consideration of the agenda item itself. If you wish to speak on a matter that does not appear on the agenda, you may do so during the Public Comment period; however, California law prohibits the Board from acting on any matter which is not on the posted agenda unless it is determined to be an emergency by the Board of Directors. Persons speaking during the Public Comment will be limited to five minutes. Depending on the number of persons wishing to speak, speaking time may be reduced to allow all public members to address the Board. Public comments must be addressed to the board through the President. Comments to individuals or staff are not permitted.

**CONSENT CALENDAR:** These matters include routine financial and administrative actions and are identified with an asterisk (\*). All items on the consent calendar will be voted on as a single action at the beginning of the meeting under the section titled "Consent Calendar" without discussion. If you wish to discuss an item on the Consent Calendar, please notify the Clerk of the Board prior to the beginning of the meeting or you may speak about the item during Public Comment Period.

**REGULAR CALENDAR:** These items will be individually discussed and include all items not on the consent calendar, all public hearings, and correspondence.

**CLOSED SESSION:** Is the portion of the meeting conducted in private without the attendance of the public or press to discuss certain confidential matters specifically permitted by the Brown Act. The public will be provided an opportunity to comment on any matter to be considered in closed session prior to the Board adjourning into closed session.

**ANY MEMBER OF THE AUDIENCE DESIRING TO ADDRESS THE BOARD ON A MATTER ON THE AGENDA:** Please raise your hand or step to the podium at the time the Board President announces the item. In order that interested parties have an opportunity to speak, any person addressing the Board will be limited to a maximum of three minutes unless the President of the Board grants a longer period.

**BOARD AGENDAS AND MINUTES:** Board agendas and minutes are typically posted on the Internet on Friday afternoons preceding a Monday meeting at the following website: <https://dphealth.specialdistrict.org/board-meetings>.

Materials related to an item on this Agenda submitted to the Board after distribution of the agenda packet are available for public inspection in the District office at 875 E Street, Patterson, CA during normal business hours. Such documents are also available online, subject to staff's ability to post the documents before the meeting, at the following website <https://dphealth.specialdistrict.org/board-meetings>.

**NOTICE REGARDING NON-ENGLISH SPEAKERS:** Board of Director meetings are conducted in English and translation to other languages is not provided. Please arrange for an interpreter, if necessary.

**REASONABLE ACCOMMODATIONS:** In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Clerk of the Board at (209) 892-8781. Notification 72 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to this meeting.

Cell phones must be silent or set in a mode to not disturb District business during the meeting.

**Del Puerto Health Care District**  
**BOARD OF DIRECTORS' GOVERNANCE TRAINING**

**Saturday, June 6, 2026 @ 9:00 AM**

**Del Puerto Health Center, 1700 Keystone Pacific Pkwy, Bldg. B, North Conference Room**

**1. Call to Order**

- A. Roll Call
- B. Approval of Agenda
- C. Public Comment

**2. Strategic Plan Workshop:**

- A. Update on FY 2025-26 Strategic Plan Progress
- B. FY 2026-27 Strategic Plan Goals and Objectives

**3. CEO Compensation Policy Workshop:**

- A. History of District Compensation Practices
- B. Board to Establish Policy Guidelines
  - i. Compensation Philosophy - What should CEO compensation primarily reward?
  - ii. Comparable Market Data and Peer Group - What organizations should be used to determine market competitiveness?
  - iii. Salary Range Structure and Placement - How should the CEO salary range be structured and applied?
  - iv. Compensation Tools - What compensation tools should be available to the Board (e.g., COLA, market adjustment, salary progression, incentive compensation)?
  - v. Incentive Compensation - Should the District utilize incentive compensation and, if so, under what general framework?
  - vi. Review Cycle and Governance Process - How often should compensation be reviewed and updated?
- C. Workshop Outcome - Board direction regarding the preparation of a draft CEO Compensation Policy for consideration at the June 29, 2026 meeting.

**4. Adjournment**