



Board of Directors
Finance Committee Minutes
 July 30, 2025 @ 11am
 Mayers Memorial Healthcare District
 Burney Annex Boardroom
 20647 Commerce Way
 Burney, CA 96013

These minutes are not intended to be a verbatim transcription of the proceedings and discussions associated with the business of the board's agenda; rather, what follows is a summary of the order of business and general nature of testimony, deliberations and action taken.

1	CALL MEETING TO ORDER: Tami Humphry called the meeting to order at 11:04 am on the above date.		
	BOARD MEMBERS PRESENT: Tami Vestal-Humphry, Committee Chair Abe Hathaway, Vice President		
	STAFF PRESENT: Ryan Harris, CEO Travis Lakey, CFO Libby Mee, CHRO Ashley Nelson, Board Clerk Jessica Decoito, Director of Operations Jack Hathaway, Director of Quality		
2	CALL FOR REQUEST FROM THE AUDIENCE – PUBLIC COMMENTS OR TO SPEAK TO AGENDA ITEMS – None.		
3	APPROVAL OF MINUTES: June 25, 2025 – minutes attached. Motion moved, seconded and carried.		<i>Hathway, Humphry</i>
4	FINANCIAL REVIEWS		
4.1	June Finance Notes: After 2030, Mayers' debt capacity will move to \$11 million from \$80 million so a list of current projects will be presented to the full board for discussion of priority- including the plans for expansion. Ryan suggested a future workshop be set up to discuss them at length and cancel any projects that are not needed. A project extension was approved for 2033.		
4.2	Power DMS Quote: Jack further explained the need for a new policy management system- Mayers is currently utilizing MCN. Power DMS would align with ACHC and make electronic policy management easier. MCN is \$15,000 per year and Power DMS is \$100,000 for 3 years. It was approved to bring to the full board.		
4.3	Retention Incentive Plan Policy- Review of Pillar Goals, Retention Bonus Program and Years of Service Program Ryan gave history related to the various programs and why they were created. Libby further explained who received the various bonuses and the numbers for the 24/25 fiscal year: \$530,000 retention bonus \$220,000 sign on bonus \$127,000 years of service bonus Which equals about 5% of Mayers' salary. It was discussed that these programs have improved moral, retention rates and the recruitment process.		
5	ADMINISTRATIVE REPORT: Ryan relayed the updated Provider model to the committee.		
6	OTHER INFORMATION/ANNOUNCEMENTS: None.		
7	ADJOURNMENT: 11:54 am Next Finance Committee Meeting: August 27, 2025 in Burney		