APPROVED BY SNCHC CHIEF EXECUTIVE OFFICER ANNUAL REVIEW COMMITTEE
OCTOBER 15, 2026

MINUTES

SOUTHERN NEVADA COMMUNITY HEALTH CENTER
CHIEF EXECUTIVE OFFICER ANNUAL REVIEW COMMITTEE MEETING
October 8, 2025 - 3:00 P.M.
Meeting was conducted via Microsoft Teams

MEMBERS PRESENT:	Donna Feliz-Barrows Jose L. Melendrez
ABSENT:	None
ALSO PRESENT:	Erin Breen
LEGAL COUNSEL:	Edward Wynder, Associate General Counsel
CHIEF EXECUTIVE OFFICER:	Randy Smith
STAFF:	Emily Anelli, Tawana Bellamy, Robin Carter, Andria Cordovez Mulet, Tabitha Johnson, David Kahananui, Ryan Kelsch, Cassius Lockett, Bernadette Meily, Kyle Parkson, Felicia Sgovio, Lourdes Yapjoco, Merylyn Yegon

I. CALL TO ORDER and ROLL CALL

The Southern Nevada Community Health Center (SNCHC) Chief Executive Officer Annual Review Meeting was called to order at 3:00 p.m. Tawana Bellamy, Senior Administrative Specialist, administered the roll call and confirmed a quorum. Ms. Bellamy provided clear and complete instructions for members of the general public to call in to the meeting to provide public comment, including a telephone number and access code.

II. PLEDGE OF ALLEGIANCE

III. FIRST PUBLIC COMMENT

FIRST PUBLIC COMMENT: A period devoted to comments by the general public about those items appearing on the agenda. Comments will be limited to five (5) minutes per speaker. Please clearly state your name and address and spell your last name for the record. If any member of the Board wishes to extend the length of a presentation, this may be done by the Chair or the Board by majority vote.

Seeing no one, the First Public Comment portion was closed.

IV. ADOPTION OF THE OCTOBER 8, 2025 AGENDA *(for possible action)*

A motion was made by Member Melendrez, seconded by Member Feliz-Barrow, and carried unanimously to approve the October 8, 2025 Agenda, as presented.

V. CONSENT AGENDA: Items for action to be considered by the Southern Nevada Community Health Center Chief Executive Officer Annual Review Committee which may be enacted by one motion. Any item may be discussed separately per Board Member request before action. Any exceptions to the Consent Agenda must be stated prior to approval.

1. **APPROVE MINUTES – SNCHC Executive Director Annual Review Meeting Committee Meeting** – October 9, 2024**;** *(for possible action)*

   There were no questions or requested changes to the consent agenda.

   A motion was made by Member Melendrez, seconded by Member Feliz-Barrows, and carried unanimously to approve the Consent Agenda, as presented.

VI. REPORT / DISCUSSION / ACTION

1. **Receive, Discuss and Accept the Summary of the Chief Executive Officer (CEO) Evaluation Results and Approve Recommendations to the Southern Nevada Community Health Center Governing Board on October 21, 2025;** direct staff accordingly or take other action as deemed necessary *(for possible action)*

   David Kahananui, FQHC Administrative Manager, provided an overview of the CEO Annual Evaluation process and reviewed the Governing Board's responsibilities under HRSA requirements. Mr. Kahananui noted that the annual CEO evaluation is a required governance activity and that documentation of Board and committee participation is reviewed by HRSA.

   Mr. Kahananui reported that the CEO evaluation survey was distributed to ten Governing Board members, and seven completed responses were received. Mr. Kahananui explained that the evaluation tool utilizes a five-point rating scale, with one representing "Poor" and five representing "Outstanding." The survey also includes two narrative questions regarding the CEO's strengths and opportunities for growth. He further noted that each evaluation criterion is weighted, with the second criterion carrying the greatest weight in the overall score.

   Mr. Kahananui stated that survey scores were compiled from participating Governing Board members, while narrative comments included feedback from both board members and staff who report directly to the CEO.

   Mr. Kahananui informed the committee that one evaluation reflected lower ratings on three performance measures compared to the overall results. While the accompanying comments suggested the ratings may have been entered in error, Mr. Kahananui advised that all results would be presented as submitted to maintain the integrity and objectivity of the evaluation process.

Questions	Weighted	Average Score
Q1: The CEO consistently demonstrates equitable and fair treatment of SNCHC employees, contractors, and volunteers.	15%	4.71
Q2: The CEO consistently provides thorough administrative leadership and oversite of SNCHC's compliance with HRSA program requirements.	40%	4.43

Q3: The CEO ensures that the SNCHC has a viable long-range strategy to achieve its mission and utilizes data to measure progress towards achieving programmatic, clinical, and financial goals	15%	4.43
Q4: The CEO appropriately utilizes financial and utilization data to ensure SNCHC is maximizing budgetary and human resources to achieve health center goals.	15%	4.43
Q5. The CEO properly represents SNCHC in the community and fosters the establishment of new community partners and develops existing partnerships.	15%	4.43
"General Strengths" Narratives - 2025	Strong leadership, compliance focus, financial oversight, expansion of patient services, successful audits, and dedication to staff and community health	
"Areas for Growth" Narratives - 2025	Need to increase visibility in the community and additional engagement with clinic staff.	
2025 Chief Executive Officer Annual Review Overall Weighted Score:	4.48 - On a scale of 1 being poor to 5 being outstanding.	

Mr. Kahananui asked if there were any questions. There were none from the committee members.

Mr. Smith questioned the accuracy of the board member count in the survey. Ms. Bellamy confirmed the count was correct at 10, noting Scott Black's term had ended before the survey was distributed.

Mr. Smith initiated a discussion regarding the CEO evaluation process, noting that while the annual review is a HRSA-required activity, the board may wish to consider modifying the current process to increase participation and accountability. He explained that the current survey is anonymous, which limits the ability to follow up on responses, clarify concerns, or identify non-responding Board members. While the organization passed its OSV and is performing as expected, he noted that the inability to follow up on anonymous feedback leaves some concerns unresolved.

Ms. Feliz-Barrows acknowledged staff efforts to collect survey responses and stated that, since anonymity is not required, Board members should be identified on future evaluations. She expressed concern regarding the inability to determine why some Board members did not participate and suggested that completing the evaluation should be considered a Board responsibility.

Mr. Melendrez shared that other boards on which he has served require participation from all Board members during executive director evaluations and often utilize executive sessions to

discuss performance, concerns, and opportunities for growth. He stated that the CEO evaluation is a critical governance function and should involve full Board engagement.

Ms. Breen agreed that evaluations should not be anonymous and recommended that Board members stand behind their comments and feedback. She also supported providing a structured forum for Board members to discuss the CEO evaluation process and feedback.

The committee discussed several potential improvements, including:

- Requiring Board member identification on evaluation forms.
- Increasing follow-up efforts to improve participation.
- Holding an executive session to discuss evaluation results and CEO performance.
- Reviewing the evaluation process during a future Board retreat.
- Considering amendments to the bylaws to establish CEO evaluations as a required Board activity.

Mr. Kahananui confirmed that HRSA requires an annual CEO evaluation but does not prescribe the specific evaluation methodology. Mr. Wynder advised that the Board has the authority to amend its bylaws to incorporate additional requirements related to Board participation in the CEO evaluation process.

Mr. Smith stated that staff would document the discussion and prepare recommendations for consideration by the full Governing Board.

A motion was made by Member Melendrez, seconded by Member Feliz-Barrows, and carried unanimously to Accept the Summary of the Chief Executive Officer (CEO) Evaluation Results and Approve Recommendations to the Southern Nevada Community Health Center Governing Board on October 21, 2025, as presented.

2. **Receive, Discuss and Accept the Chief Executive Officer (CEO) FY26 Goals and Approve Recommendations to the Southern Nevada Community Health Center Governing Board on October 21, 2025;** direct staff accordingly or take other action as deemed necessary *(for possible action)*

Randy Smith, Chief Executive Officer, presented the FY26 goals, noting that the goals were developed in collaboration with the management team and aligned with the Health Center's three-year strategic plan. Mr. Smith highlighted goals in the areas of quality, access, administration, governance, and finance.

Key goals included:

- Pursuing Patient-Centered Medical Home (PCMH) accreditation.
- Implementing Community Health Worker (CHW) Chronic Care Management Services.
- Increasing unique patients served by 5%.
- Reducing program silos through primary care training and integration.
- Increasing behavioral health encounters by five percent.
- Maintaining compliance with all funders.
- Increasing governance capacity through enhanced Board engagement and development.
- Increasing Medicaid encounters by five percent to improve financial sustainability.

- Reducing operational expenditures on supplies and services through cost-saving initiatives and strategic purchasing opportunities.

Member Melendrez inquired whether the committee's action was intended to approve the goals or simply recommend them to the full Governing Board. Mr. Smith clarified that the committee's role was to review the goals and forward a recommendation to the Governing Board for final consideration and approval.

Member Feliz-Barrows expressed support for the proposed goals and indicated she had no substantive concerns. Member Feliz-Barrows noted that any additional discussion could occur outside of the meeting and recommended moving the item forward for Board consideration.

Ms. Bellamy identified an error in the fiscal year dates displayed on the presentation slide. Mr. Smith acknowledged the correction and clarified that the goals reflected the FY26 period of July 1, 2025 through June 30, 2026.

Member Breen stated that the goals appeared comprehensive and well-aligned with the organization's priorities and offered her support for advancing them to the Governing Board.

There were no further comments or questions.

A motion was made by Member Feliz-Barrows, seconded by Member Melendrez, and carried unanimously to accept the Chief Executive Officer (CEO) FY26 Goals and Approve Recommendations to the Southern Nevada Community Health Center Governing Board on October 21, 2025.

VII. **SECOND PUBLIC COMMENT:** A period devoted to comments by the general public, if any, and discussion of those comments, about matters relevant to the Board's jurisdiction will be held. Comments will be limited to five (5) minutes per speaker. If any member of the Board wishes to extend the length of a presentation, this may be done by the Chair or the Board by majority vote.

Seeing no one, the Second Public Comment portion closed was closed.

XIII. **ADJOURNMENT**

The Chair adjourned the meeting at 3:47 p.m.

Randy Smith
Chief Executive Officer - FQHC

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AGENDA

SOUTHERN NEVADA COMMUNITY HEALTH CENTER
CHIEF EXECUTIVE OFFICER ANNUAL REVIEW COMMITTEE MEETING
October 8, 2025 –3:00 p.m.
Meeting will be conducted via Microsoft Teams

NOTICE

Microsoft Teams:
https://events.teams.microsoft.com/event/63c4944a-a97e-470b-b2f6-711cda13afc6@1f318e99-9fb1-41b3-8c10-d0cab0e9f859

To call into the meeting, dial (702) 907-7151 and enter Phone Conference ID: 235 018 821#

NOTE:
- Agenda items may be taken out of order at the discretion of the Chair.
- The Board may combine two or more agenda items for consideration.
- The Board may remove an item from the agenda or delay discussion relating to an item on the agenda at any time.

I. CALL TO ORDER & ROLL CALL

II. PLEDGE OF ALLEGIANCE

III. FIRST PUBLIC COMMENT: A period devoted to comments by the general public about those items appearing on the agenda. Comments will be limited to five (5) minutes per speaker. Please clearly state and spell your name for the record. If any member of the Board wishes to extend the length of a presentation, this may be done by the Chair or the Board by majority vote. **There will be two public comment periods. To submit public comment on either public comment period on individual agenda items or for general public comments:**

- **By Teams:** Use the meeting controls at the top of the screen and select the Raise Hand icon. When called upon, select the Microphone icon to unmute yourself.
- **By telephone:** Call 702-907-7151 and when prompted to provide the Meeting ID, enter **235 018 821#.** Press *5 to raise your hand. When called upon, press *6 on your phone keypad to unmute yourself.
- **By email:** public-comment@snhd.org. For comments submitted prior to and during the live meeting, include your name, zip code, the agenda item number on which you are commenting, and your comment. Please indicate whether you wish your email comment to be read into the record during the meeting or added to the backup materials for the record. If not specified, comments will be added to the backup materials.

IV. ADOPTION OF THE OCTOBER 8, 2025 AGENDA *(for possible action)*

V. **CONSENT AGENDA:** Items for action to be considered by the Southern Nevada Community Health Center Chief Executive Officer Annual Review Committee which may be enacted by one motion. Any item may be discussed separately per Board Member request before action. Any exceptions to the Consent Agenda must be stated prior to approval.

1. **APPROVE MINUTES – SNCHC Executive Director Annual Review Committee Meeting**: October 9, 2024 *(for possible action)*

VI. **REPORT / DISCUSSION / ACTION**

1. **Receive, Discuss and Accept the Summary of the Chief Executive Officer (CEO) Evaluation Results and Approve Recommendations to the Southern Nevada Community Health Center Governing Board on October 21, 2025;** direct staff accordingly or take other action as deemed necessary *(for possible action)*

2. **Receive, Discuss and Accept the Chief Executive Officer (CEO) FY26 Goals and Approve Recommendations to the Southern Nevada Community Health Center Governing Board on October 21, 2025;** direct staff accordingly or take other action as deemed necessary *(for possible action)*

VII. **SECOND PUBLIC COMMENT**: A period devoted to comments by the general public, if any, and discussion of those comments, about matters relevant to the Board's jurisdiction will be held. Comments will be limited to five (5) minutes per speaker. If any member of the Board wishes to extend the length of a presentation, this may be done by the Chair or the Board by majority vote. **See above for instructions for submitting public comment.**

VIII. **ADJOURNMENT**

NOTE: Disabled members of the public who require special accommodations or assistance at the meeting are requested to notify the Administration Office at the Southern Nevada Health District by calling (702) 759-1201.

THIS AGENDA HAS BEEN PUBLICLY NOTICED on the Southern Nevada Health District's Website at https://snhd.info/meetings, the Nevada Public Notice website at https://notice.nv.gov, and a copy will be provided to any person who has requested one via U.S mail or electronic mail. All meeting notices include the time of the meeting, access instructions, and the meeting agenda. For copies of agenda backup material, please contact the Administration Office at 280 S. Decatur Blvd, Las Vegas, NV, 89107 or (702) 759-1201.

MINUTES

SOUTHERN NEVADA COMMUNITY HEALTH CENTER
EXECUTIVE DIRECTOR ANNUAL REVIEW COMMITTEE MEETING
October 9, 2024 - 2:00 P.M.
Meeting will be conducted via Microsoft Teams

MEMBERS PRESENT:	Donna Feliz-Barrows Jose L. Melendrez Luz Castro
ABSENT:	None
ALSO PRESENT:	None
LEGAL COUNSEL:	Edward Wynder, Associate General Counsel
CHIEF EXECUTIVE OFFICER:	Randy Smith
STAFF:	Emily Anelli, Todd Bleak, Tawana Bellamy, Andria Cordovez Mulet, David Kahananui, Fermin Leguen, Cassius Lockett, Kim Saner

I. CALL TO ORDER and ROLL CALL

Chair Melendrez called the Southern Nevada Community Health Center (SNCHC) Executive Director Annual Review Meeting to order at 2:05 p.m. Tawana Bellamy, Administrative Secretary, administered the roll call and confirmed a quorum. Ms. Bellamy provided clear and complete instructions for members of the general public to call in to the meeting to provide public comment, including a telephone number and access code.

II. PLEDGE OF ALLEGIANCE

III. FIRST PUBLIC COMMENT

FIRST PUBLIC COMMENT: A period devoted to comments by the general public about those items appearing on the agenda. Comments will be limited to five (5) minutes per speaker. Please clearly state your name and address and spell your last name for the record. If any member of the Board wishes to extend the length of a presentation, this may be done by the Chair or the Board by majority vote.

Seeing no one, the First Public Comment portion was closed.

IV. ADOPTION OF THE OCTOBER 9, 2024 AGENDA *(for possible action)*

A motion was made by Member Feliz-Barrows, seconded by Member Castro, and carried unanimously to approve the October 9, 2024 Agenda, as presented.

V. CONSENT AGENDA: Items for action to be considered by the Southern Nevada Community Health Center Quality, Credentialing & Risk Management Committee which may be enacted by one motion. Any item may be discussed separately per Board Member request before action. Any exceptions to the Consent Agenda must be stated prior to approval.

1. **Approve Minutes/Executive Director Annual Review Meeting Committee Meeting** – October 9, 2023**;** *(for possible action)*

A motion was made by Member Castro, seconded by Member Melendrez, and carried unanimously to approve the Consent Agenda, as presented.

VI. REPORT / DISCUSSION / ACTION

1. **Nomination of Chair for the Executive Director Annual Review Committee;** direct staff accordingly or take other action as deemed necessary *(for possible action)*

Member Melendrez nominated himself as chair for the Executive Director Annual Review Committee.

A motion was made by Member Feliz-Barrows, seconded by Member Castro, and carried unanimously to accept Member Melendrez as the Chair for the Executive Director Annual Review Committee.

2. **Review the Chief Executive Officer's (CEO) Report of Accomplishments and Identification of Goals for FY25 and Approve Recommendations to the Southern Nevada Community Health Center Governing Board on October 15, 2024;** direct staff accordingly or take other action as deemed necessary *(for possible action)*

Randy Smith, Chief Executive Officer, presented the FY24 CEO Report of Accomplishments and identified goals for FY25.

The Chair called for questions and there were none.

A motion was made by Member Feliz-Barrows, seconded by Member Castro, and carried unanimously to accept the Summary of the Chief Executive Officer (CEO) Evaluation Results and Approve Recommendations to the Southern Nevada Community Health Center Governing Board on October 15, 2024.

3. **Receive, Discuss and Approve the Summary of the Chief Executive Officer (CEO) Evaluation Results and Approve Recommendations to the Southern Nevada Community Health Center Governing Board on October 15, 2024;** direct staff accordingly or take other action as deemed necessary *(for possible action)*

Mr. Kahananui presented the CEO Evaluation Results for FY24 and advised of the HRSA requirement to conduct an evaluation. Mr. Kahananui noted that the survey scores were compiled from seven of the eleven Governing Board members, with comments provided by a mixture of Governing Board members and Southern Nevada Health District staff.

DRAFT

Questions	Weighted	Average Score
Q1: The CEO consistently demonstrates equitable and fair treatment of SNCHC employees, contractors, and volunteers.	15%	4.85
Q2: The CEO consistently provides thorough administrative leadership and oversite of SNCHC's compliance with HRSA program requirements.	40%	4.71
Q3: The CEO ensures that the SNCHC has a viable long-range strategy to achieve its mission and utilizes data to measure progress towards achieving programmatic, clinical, and financial goals	15%	5
Q4: The CEO appropriately utilizes financial and utilization data to ensure SNCHC is maximizing budgetary and human resources to achieve health center goals.	15%	4.85
Q5. The CEO properly represents SNCHC in the community and fosters the establishment of new community partners and develops existing partnerships.	15%	4.57
"General Strengths" Narratives - 2024	• Mr. Smith is an asset to the SNCHC. He has exhibited strong leadership skills as well as a clear vision of how to make the clinic even better. • Mr. Smith's dedication and passion of the SNCHC is demonstrated when presenting to the board. He is extremely knowledge, always prepared, and demonstrates team ownership of the success and challenges of growing a successful FQHC.	
"Areas for Growth" Narratives - 2024	• Mr. Smith could be stronger in properly representing SNCHC in the community and fostering the establishment of new community partners and developing existing partnerships.	
2024 Chief Executive Officer Annual Review Overall Weighted Score:	4.78 on a scale of 1 being poor to 5 being outstanding.	

Mr. Smith expressed his gratitude, stating it is a pleasure and a blessing to be a part of the team of positive professionals and thanked everyone for the evaluation results.

Chair Melendrez shared that has been phenomenal to work with Mr. Smith and the team. Chair Melendrez further shared that Mr. Smith's leadership and the staff makes his role as a board member easier and thanked him for his leadership.

DRAFT

A motion was made by Member Feliz-Barrows, seconded by Member Castro, and carried unanimously to accept the Summary of the Chief Executive Officer (CEO) Evaluation Results and Approve Recommendations to the Southern Nevada Community Health Center Governing Board on October 15, 2024.

Vice Chair Feliz-Barrows thanked the staff for doing a great job on the evaluation, noting that the improvements to the process and survey made it easier for the board members this year.

The Chair called for further comments and there were none.

VII. **SECOND PUBLIC COMMENT:** A period devoted to comments by the general public, if any, and discussion of those comments, about matters relevant to the Board's jurisdiction will be held. Comments will be limited to five (5) minutes per speaker. If any member of the Board wishes to extend the length of a presentation, this may be done by the Chair or the Board by majority vote.

Seeing no one, the Chair closed the Second Public Comment portion.

XIII. **ADJOURNMENT**

The Chair adjourned the meeting at 2:41 p.m.

Randy Smith
Chief Executive Officer - FQHC

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DRAFT

SOUTHERN NEVADA Community HEALTH CENTER

AT THE SOUTHERN NEVADA HEALTH DISTRICT

SNCHC Governing Board & SNHD Internal Staff Evaluation Survey Results for Randy Smith, Chief Executive Officer

October 8, 2025



- HRSA required activity.
- The health center Governing Board is responsible for assessing the achievement of project objectives.
- The Governing Board is responsible for evaluating the performance of the Chief Executive Officer (CEO) of the Southern Nevada Community Health Center.
- The Chief Executive Officer Annual Review Committee will evaluate performance and provide feedback and support to the Governing Board and the CEO as a part of the CEO's Annual Evaluation process.

Evaluation Tool

# of Evals Requested

10

# of Evals Received:

7

- **Five (5) Scored Questions - Scoring Guide**
  - 1 – Poor
  - 2 – Needs Improvement
  - 3 – Fair
  - 4 – Good
  - 5 – Outstanding
- **Two (2) Non-Scored Narrative Questions**
  - General Strengths
  - Areas for Growth
- **Weight of Each Question**
  - Question 1 – Weighted 15% of overall score
  - Question 2 – Weighted 40% of overall score
  - Question 3 – Weighted 15% of overall score
  - Question 4 – Weighted 15% of overall score
  - Question 5 – Weighted 15% of overall score

Survey scores were compiled from participating Governing Board Members, but comments were provided by a mixture of Governing Board Members and SNHD Staff.

SOUTHERN NEVADA Community HEALTH CENTER
AT THE SOUTHERN NEVADA HEALTH DISTRICT

Q1. The CEO consistently demonstrates equitable and fair treatment of SNCHC employees, contractors, and volunteers.

- Divides and assigns work effectively, delegating appropriate levels of freedom and authority.
- Recruits and retains a diverse staff.
- Encourages staff development and education.
- Maintains a climate which attracts, keeps, and motivates a diverse staff of top-quality people.

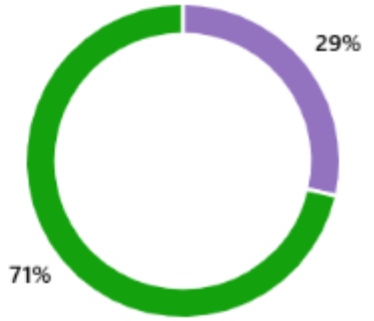
Average Score

(Weighted at 15%)

4.71

Q1. Mr. Smith consistently demonstrates equitable and fair treatment of SNCHC employees, contractors, and volunteers.

1 - Strongly Disagree	0
2 - Disagree	0
3 - Unsure	0
4 - Agree	2
5 - Strongly Agree	5



Comments:

- Randy treats everyone with dignity, kindness, accountability, and respect.
- I am impressed with the employee recognition program Randy put in place, and the avenues that employees have to give feedback. I believe Randy truly cares about the staff at the CHC.
- Randy is the ultimate professional with strong communication and people skills. We are lucky to have him.
- Randy is always very hands on with the staff.

Q2. The CEO consistently provides thorough administrative leadership and oversite of SNCHC's compliance with HRSA program requirements.

- Establishes and makes use of an effective management team.
- Maintains appropriate balance between administration and programs.
- Ensures that job descriptions are developed, and that regular performance evaluations are held and documented.
- Ensures compliance with personnel policies and state and federal regulations on workplaces and employment.
- Ensures that employees are licensed and credentialed as required.
- Ensures that policies and procedures are in place.

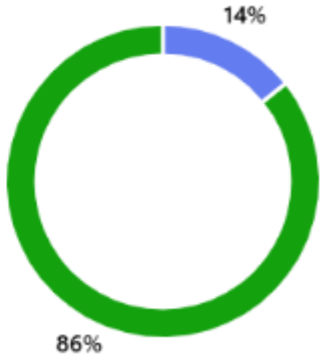
Average Score

(Weighted at 40%)

4.43

Q2. Mr. Smith consistently provides thorough administrative leadership and oversite of SNCHC's compliance with HRSA program requirements.

1 - Strongly Disagree	1
2 - Disagree	0
3 - Unsure	0
4 - Agree	0
5 - Strongly Agree	6



Comments:

- Randy is very knowledgeable and is very skilled at delegation and asking meaningful questions.
- Compliance is a top priority for him.
- I believe Randy is very in touch with every aspect of the requirements HRSA has in place, now especially. The administration staff is also so well prepared at every instance of a question about anything from clients to budget.
- Randy explained in great detail the HRSA requirements.

Q3. The CEO ensures that the SNCHC has a viable long-range strategy to achieve its mission and utilizes data to measure progress towards achieving programmatic, clinical, and financial goals:

- Providing Leadership in Program development and org plans with BOD.
- Meets or exceeds program goals in quantity and quality.
- Evaluates how well goals and objectives have been met.
- Demonstrates quality of analysis and judgment in program planning, implementation, and evaluation.
- Shows creativity, and initiative in developing new programs.
- Maintains and utilizes a working knowledge of significant developments and trends in the field (such as healthcare legislation, public health concerns, health disparities, other disease and healthcare issues in communities served).

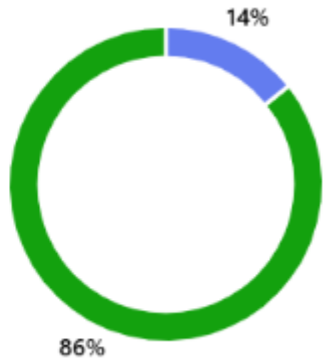
Average Score

(Weighted at 15%)

4.43

Q3. Mr. Smith ensures that the SNCHC has a viable long-range strategy to achieve its mission and utilizes data to measure progress towards achieving programmatic, clinical, and financial goals.

1 - Strongly Disagree	1
2 - Disagree	0
3 - Unsure	0
4 - Agree	0
5 - Strongly Agree	6



Comments:

- Randy works seamlessly with SNHD and SNCHC leadership to craft, monitor, and achieve relevant and impactful growth and change.
- I think the mission and goals were in place, but Randy has strengthened them. He is professional about setbacks this year which were out of his control, and that is also a leadership skill.
- He is doing his best given the current climate in healthcare generally and SNHD specifically.

Q4. The CEO appropriately utilizes financial and utilization data to ensure SNCHC is maximizing budgetary and human resources to achieve health center goals.

- Assures adequate control and accounting of all funds, including developing and maintaining sound financial practices.
- Works with the staff, Finance Committee, and the board in preparing a budget; sees that the organization operates within budget guidelines.
- Maintains official records and documents, and ensures compliance with federal, state, and local regulations and reporting requirements (such as annual information returns, payroll withholding and reporting, etc.).
- Executes legal documents appropriately.
- Assures that funds are disbursed in accordance with contract requirements and donor designations.

Average Score

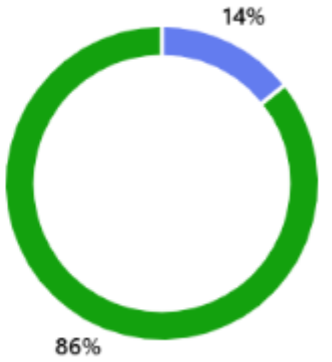
(Weighted at 15%)

4.43

SOUTHERN NEVADA Community HEALTH CENTER
AT THE SOUTHERN NEVADA HEALTH DISTRICT

Q4. Mr. Smith appropriately utilizes financial and utilization data to ensure SNCHC is maximizing budgetary and human resources to achieve health center goals.

1 - Strongly Disagree	1
2 - Disagree	0
3 - Unsure	0
4 - Agree	0
5 - Strongly Agree	6



Comments:

- This is an area that I trust more than know, but it seems to me that the entire staff, led by Randy have a firm grasp on the budget. They can always explain where we are on any budget line and can explain why we are over or under budget and where we will be in the future.
- Randy has strong skills in this area.
- Randy works closely with SNHD's Finance division and SNCHC's Business Office to gather, organize, and analyze financial sustainability, an engaged and appreciated workforce, and strategies that promote the brand reputation and solvency.

Q5. The CEO properly represents SNCHC in the community and fosters the establishment of new community partners and develops existing partnerships.

- Serves as an effective spokesperson for the agency; represents the programs and point of view of the organization to the agencies, organizations and the general public.
- Establishes sound working relationships and cooperative arrangements with community groups and organizations.
- Welcomes and pursues opportunities to share organizational objectives and perspectives in local, regional, and national forums as strategically appropriate.

Average Score

(Weighted at 15%)

4.43

SOUTHERN NEVADA Community HEALTH CENTER
AT THE SOUTHERN NEVADA HEALTH DISTRICT

Q5. Mr. Smith properly represents SNCHC in the community and fosters the establishment of new community partners and develops existing partnerships.

1 - Strongly Disagree	0
2 - Disagree	0
3 - Unsure	0
4 - Agree	4
5 - Strongly Agree	3



Comments:

- Mr. Smith has incorporated the feedback of enhancing community partnerships and increased SNCHC's reach.
- I do think the entire program could be more visible in the community, and by being more visible, bring both partners and supporters to the program, especially under the current leadership nationally, we may need community support! Randy would be a great spokesperson, and he has other staff who would be as well.
- I believe Mr. Smith can do more when it comes to visibility and creating partnerships.
- Community partnerships are a priority for Randy. He serves on the Board of the NVPCA. Competing priorities often limit growth in this area, however, more community engagement and partnerships have been established and strengthened in the last year than in past years.

Two Open Ended Questions

General Strengthens

- Great job!
- Randy is an exceptional leader that demonstrates a high degree of leadership, skill, and talent.
- Randy's focus is on compliance with all legal requirements and balancing that will the needs or employees.
- Randy has demonstrated strong leadership overall resulting in increased patient care, a successful site visit and audits, expanding services, and many other notable achievements. Job well done!
- Overall, I think Randy's leadership this year, has been outstanding. Last year, he was good, while still trying to keep his head above water after taking over. This year he has really shone as the perfect person to lead the CHC through expansion, development and potential issues that may arise due to the population we primarily serve. I have great faith in him.
- Demonstrates strong leadership skills. Ambitious for the SNCHC. Never complacent.
- Randy brings over all critical leadership skills that serve the SNHD-CHC. His ability to approach his work with humility and community serves all of the CHC well.
- Very efficient.
- Randy is doing an excellent job leading and supporting the health center.

Two Open Ended Questions

Areas for Growth

- More interaction with clinic staff.
- I'd like to see more opportunities to get the word out about both centers and grow community support for the program. Possibly speaking to Rotary, to city councils and commissions and other service groups. The program is so impressive, I want it to be showcased and recognized for what each center offers the community.
- Can be more visible in the community and in establishing partnerships.
- For my part, he just needs to keep doing what he is doing.
- Nope, I think he's touched on everything.
- Randy could interact with clinic staff more.

SOUTHERN NEVADA Community HEALTH CENTER
AT THE SOUTHERN NEVADA HEALTH DISTRICT

2025 Chief Executive Officer Annual Review Overall Weighted Score

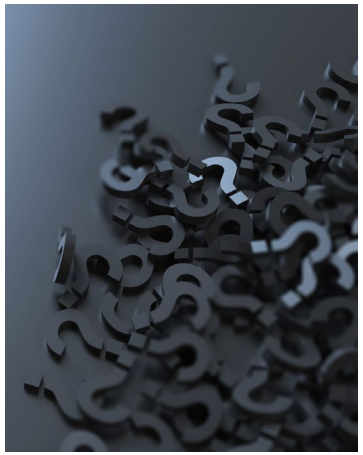
4.48

Scoring Guide

- 1 – Poor
- 2 – Needs Improvement
- 3 – Fair
- 4 – Good
- 5 - Outstanding

Questions?

Motion to Accept the Summary of the Chief Executive Officer (CEO) Evaluation Results and Approve Recommendations to the Southern Nevada Community Health Center Governing Board on October 21, 2025, as presented.



SOUTHERN NEVADA Community HEALTH CENTER

AT THE SOUTHERN NEVADA HEALTH DISTRICT

Proposed Goals for FY26 (7.1.25 – 6.30.26)



(Quality): Obtain Patient Centered Medical Home accreditation



(Quality): Implement CHW Chronic Care Management services



(Access): Increase the number of unique patients served by 5%



(Access) Reduce program silos through primary care training and integration



(Access) Increase Behavioral Health encounters by 5%



(Administration) Maintain compliance with all funders



(Administration) Increase governance capacity



(Finance) Increase the number of Medicaid encounters 5%



(Finance): Reduce expenditures on supplies and services through Group Purchasing Organizations

SOUTHERN NEVADA Community HEALTH CENTER

Thank you!

Questions?

Randy Smith
Chief Executive Officer

Motion to Accept the Chief Executive Officer (CEO) FY26 Goals and Approve Recommendations to the Southern Nevada Community Health Center Governing Board on October 21, 2025, as presented.

SOUTHERN NEVADA Community HEALTH CENTER
AT THE SOUTHERN NEVADA HEALTH DISTRICT