



Arizona Medical Board

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DRAFT MINUTES FOR THE MEETING OF THE EXECUTIVE DIRECTOR SELECTION AND RETENTION COMMITTEE Held on Monday, February 23, 2026 1740 W. Adams St., Phoenix, Arizona

Committee Members

Susan Reina, P.A.-C, Vice-Chair
Bruce A. Bethancourt, M.D., F.A.C.P.
Katie S. Artz, M.D., M.S.
Jodi A. Bain, M.A., J.D., LL.M.
David C. Beyer, M.D., F.A.C.R., F.A.S.T.R.O.
Laura Dorrell, M.S.N., R.N.
R. Screven Farmer, M.D.
Gary R. Figge, M.D.
James M. Gillard, M.D., M.S., F.A.C.E.P., F.A.A.E.M.
John J. Shaff, PA-C, D.F.A.A.P.A

GENERAL BUSINESS

A. CALL TO ORDER

Vice-Chair Reina called the Committee's meeting to order at: 5:04 p.m.

B. ROLL CALL

The following Committee members were present: PA Reina, Dr. Bethancourt, Dr. Beyer, Ms. Dorrell, Dr. Farmer,

The following Committee members were absent: Ms. Bain and Dr. Artz

ALSO PRESENT

The following Board staff participated in the meeting: Michelle Robles, Board Operations Manager. Carrie Smith, Assistant Attorney General ("AAG") also participated in the meeting

C. GENERAL CALL TO THE PUBLIC

D. APPROVAL OF MINUTES

- July 9, 2025 ED Selection and Retention Committee Meeting
- July 28, 2025 ED Selection and Retention Committee Meeting

MOVED: Dr. Beyer moved to approve the July 9, 2025 and July 28, 2025 ED Selection and Retention Committee Meeting minutes.

SECOND: PA Shaff.

VOTE: The following Committee members voted in favor of the motion: PA Reina, Dr. Bethancourt, Dr. Beyer, Ms. Dorrell, and Dr. Farmer.

The following Committee members were absent: Ms. Bain and Dr. Artz

VOTE: 5-yay, 0-nay, 0-abstain, 0-recuse, 2-absent.

MOTION PASSED.

E. ELECTION OF EXECUTIVE DIRECTOR (ED) SELECTION AND RETENTION COMMITTEE CHAIR

MOVED: Dr. Bethancourt moved to nominate Dr. Beyer as Chair.

SECOND: Dr. Gillard.

VOTE: The following Committee members voted in favor of the motion: PA Reina, Dr. Bethancourt, Dr. Beyer, Ms. Dorrell, and Dr. Farmer.

The following Committee members were absent: Ms. Bain and Dr. Artz

VOTE: 5-yay, 0-nay, 0-abstain, 0-recuse, 2-absent.

MOTION PASSED.

F. REVIEW, DISCUSSION AND POSSIBLE ACTION REGARDING EXECUTIVE DIRECTOR COMPENSATION INCLUDING PERFORMANCE INCENTIVE PAY (PIP) UNDER CURRENT PIP STRUCTURE

Ms. Rivera informed the Committee that during the recent PA Sunset Audit the Board was provided with a recommendation regarding the current PIP structure. Ms. Rivera provided information for the Committee's review and a memo recommending that the ED no longer receives the PIP.

Dr. Bethancourt inquired about the goals.

Ms. Rivera clarified that the current goals have not been changed but noted that she will be revising all metrics for the Committee's review in the next couple of months.

MOVED: Dr. Bethancourt moved to cease PIP payments to the Executive Director effective immediately.

SECOND: Dr. Gillard.

PA Shaff inquired about the current PIP payments which have been in place since 2015.

Ms. Rivera confirmed that these are the same goals that have been in place but explained that this recommendation is for the ED receiving PIP payments since it wasn't approved when her salary was offered.

Dr. Beyer commented that a PIP incentive is appropriate but ceasing PIP payments to the ED for now is the first step in making sure Ms. Rivera is properly compensated.

Ms. Rivera confirmed that PIP is allowed by statute but the goals that have been in place since 2015 will be updated. This specific motion is regarding the ED receiving PIP payments at this time since it was not considered in the discussion regarding her salary.

PA Shaff inquired if these PIP payments were given to previous Executive Directors. PA Reina commented that this came about because Representative Bliss expressed concern regarding the difference in payment.

Ms. Rivera clarified that this was the first time the issue was brought to the Board's attention as a result of the PA Sunset Audit. Representative Bliss was more concerned with PIP payments being made even though investigations were not being completed within 180 days. There was a question about the performance metrics being used to support PIP payments.

PA Shaff agreed that the metrics can be updated but stated that current performance metrics were met, therefore PIP should still be given. PA Shaff also opined that if stopping ED PIP payments is being based on failure to meet performance metrics, then PIP payments should stop for everyone and not just the ED.

Ms. Rivera responded that this is solely her recommendation based on the previously mentioned factors regarding the Executive Director's approved salary and the Sunset Audit findings. Since there is a need to revise the PIP performance metrics this would be a good opportunity to create specific goals for the ED. Ms. Rivera stated that staff are meeting the necessary performance goals, therefore they should not stop receiving PIP payments. Representative Bliss also brought to her attention that there wasn't performance metrics put in place for every single department of Board staff, so that will be a focal point in the metrics revision as well.

Dr. Gillard noted that since stepping into the Executive Director role, Ms. Rivera has also taken on lobbyist duties and should be receiving compensation for such. Therefore, this would be an opportune time to consider when approving the ED's new salary after the revision of PIP metrics as well. Dr. Bethancourt agreed that metrics do need to be changed but if the current metrics are being made the PIP should be compensated for.

Ms. Rivera clarified that she has been receiving PIP since she became the ED but is requesting that they cease starting in March until the metrics are revised.

Dr. Beyer agreed with Ms. Rivera that they did not include the PIP when they previously discussed her salary. In response to Dr. Gillard's comment about the lobbyist duties, Dr. Beyer noted that those duties were a part of the job description when recruiting the new Executive Director. Measurable goals should be put in place if additional compensation is given in order to justify said payments.

MOTION WITHDRAWN.

MOVED: Dr. Beyer moved to cease PIP payments to the Executive Director effective immediately.

SECOND: Dr. Farmer.

PA Shaff reiterated that since the PIP payments for the ED are legal, they were technically included in the pay package approved by the committee, therefore Ms. Rivera should continue receiving said payments. Dr. Farmer noted that this is Ms. Rivera's request to make simpler when she brings

VOTE: The following Committee members voted in favor of the motion: PA Reina, Dr. Bethancourt, Dr. Beyer, Ms. Dorrell, and Dr. Farmer.

The following Committee members were absent: Ms. Bain and Dr. Artz

VOTE: 5-yay, 0-nay, 0-abstain, 0-recuse, 2-absent.

MOTION PASSED.

G. REVIEW, DISCUSSION AND CONSIDERATION OF SETTING METRICS AND SCHEDULE FOR ANNUAL ED PERFORMANCE EVALUATIONS

Ms. Rivera explained that she provided two forms for consideration and noted that since she is new to the position, annual performance evaluations would be beneficial.

Dr. Figge commented that form 1 and 2 do the same thing but form 1 is more complicated, therefore Dr. Figge recommended form 2.

MOVED: Dr. Figge moved to accept the second form.

SECOND: Dr. Bethancourt.

Ms. Rivera noted the form is in PDF format for this meeting but will be converted to a Google form in the future for Committee member use.

VOTE: The following Committee members voted in favor of the motion: PA Reina, Dr. Artz, Dr. Bethancourt, Dr. Beyer, Ms. Dorrell, and Dr. Farmer.

The following Committee members were absent: Ms. Bain.

VOTE: 6-yay, 0-nay, 0-abstain, 0-recuse, 1-absent.

MOTION PASSED.

H. ADJOURNMENT

MOVED: Dr. Gillard moved to adjourn.

SECOND: Dr. Bethancourt.

VOTE: The following Committee members voted in favor of the motion: PA Reina, Dr. Artz, Dr. Bethancourt, Dr. Beyer, Ms. Dorrell, and Dr. Farmer.

The following Committee members were absent: Ms. Bain.

VOTE: 6-yay, 0-nay, 0-abstain, 0-recuse, 1-absent.

MOTION PASSED.

The meeting adjourned at 5:32 p.m.



David C. Beyer, M.D., Chair