

**UNIVERSITY MEDICAL CENTER OF SOUTHERN NEVADA
BOARD OF HOSPITAL TRUSTEES
AGENDA ITEM**

Petitioner: Mason Van Houweling, Chief Executive Officer

Recommendation:

Approve and ratify the merit salary adjustment and incentive bonus for University Medical Center Chief Executive Officer for the Fiscal Year 2025, as approved by the University Medical Center of Southern Nevada Governing Board; or take other action as appropriate. (For possible action)

FISCAL IMPACT:

Fund #:	5420.000	Fund Name:	UMC Operating Fund
Fund Center:	3000999900	Funded PGM/Grant:	N/A
Amount:	\$296,371.29		
Description:	CEO Merit and Bonus		
Additional Comments:	N/A		

BACKGROUND:

In accordance with the UMC CEO's employment agreement, the Governing Board will review the CEO's performance on a fiscal year basis and provide an appropriate merit salary adjustment and incentive bonus in accordance with the parameters of the agreement. On August 25, 2025, the Human Resources and Executive Compensation committee of the Governing Board completed a review of the CEO's performance and provided a recommendation to the full Governing Board.

The recommendation based on the review of the CEO's performance was to award a 7.1% merit increase to the CEO's base salary and an incentive bonus based upon 93.25% of the CEO's objectives being met. The recommended compensation is in accordance with the CEO's employment agreement.

This recommended compensation was approved by the UMC Governing Board at its August 27, 2025, meeting and is recommended for approval and ratification by the Board of Hospital Trustees.

Cleared for Agenda

10/07/2025

File ID#

25-2972