

AGENDA
EXECUTIVE COMPENSATION COMMITTEE OF THE
EL CAMINO HOSPITAL BOARD OF DIRECTORS

Thursday, March 21, 2024 – 4:00pm

El Camino Hospital | Sobrato Board Room 2 | 2500 Grant Road, Mountain View, CA 94040

THE PUBLIC IS INVITED TO JOIN THE OPEN SESSION PORTION OF THE MEETING LIVE AT THE ADDRESS ABOVE OR VIA TELECONFERENCE AT:

1-669-900-9128, MEETING CODE: 910 2068 8469#. No participant code. Just press #.

PURPOSE: To assist the El Camino Hospital (ECH) Board of Directors (“Board”) in its responsibilities related to the Hospital’s executive compensation philosophy and policies. The Executive Compensation Committee shall advise the Board to meet all applicable legal and regulatory requirements as it relates to executive compensation.

	AGENDA ITEM	PRESENTED BY	ACTION	ESTIMATED TIMES
1	CALL TO ORDER/ROLL CALL	Bob Miller, Chair		4:00 - 4:01pm
2	CONSIDER APPROVAL FOR AB 2449 REQUESTS	Bob Miller, Chair	Possible Motion	4:01 – 4:03
3	POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Bob Miller, Chair	Information	4:03 – 4:04
4	PUBLIC COMMUNICATION a. Oral Comments <i>This opportunity is provided for persons to address the Committee on any matter within the subject matter jurisdiction of the Committee that is not on this agenda. Speakers are limited to three (3) minutes each.</i> b. Written Public Comments <i>Comments may be submitted by mail to the El Camino Hospital Executive Compensation Committee at 2500 Grant Avenue, Mountain View, CA 94040. Written comments will be distributed to the Board as quickly as possible. Please note it may take up to 24 hours for documents to be posted on the agenda.</i>	Bob Miller, Chair	Information	4:04 – 4:07
5	CONSENT CALENDAR ITEMS: <i>Any Committee Member or member of the public may remove an item for discussion before a motion is made.</i> a. Approve Minutes of the Open Session of the ECC Meeting (11/30/2023) b. Approve Minutes of the Closed Session of the ECC Meeting (11/30/2023) c. Approve Minutes of the ECC Special Meeting (02/15/2024)	Bob Miller, Chair	Motion Required	4:07 – 4:10
6	ECC CHARTER AND POLICIES REVIEW a. ECC Charter b. ECC Delegation of Authority Procedures c. Executive Compensation Philosophy d. Salary Administration e. Executive Benefits Plan f. Incentive Plan	Deanna Dudley, CHRO	Possible Motion	4:10 – 4:30
7	RECESS TO CLOSED SESSION	Bob Miller, Chair	Motion Required	4:30 – 4:31
8	<i>Gov’t Code Section 54957 and 54957.6 for a report and discussion on personnel matters:</i> FY24 Q2 STRATEGIC AND ORGANIZATIONAL GOAL UPDATE	Dan Woods, CEO Deanna Dudley, CHRO	Discussion	4:31 – 4:41

	AGENDA ITEM	PRESENTED BY	ACTION	ESTIMATED TIMES
9	<i>Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters:</i> PROCESS REVIEW: EXECUTIVE GOAL SETTING a. Organizational Goal Setting b. Executive Performance Incentive Plan	Dan Woods, CEO Deanna Dudley, CHRO	Motion Required	4:41 – 5:15
10	RECONVENE TO OPEN SESSION	Bob Miller, Chair	Motion Required	5:15 – 5:16
11	REPORT OUT FROM CLOSED SESSION	Gabe Fernandez, Governance Services Coordinator	Information	5:16 – 5:17
12	COMMITTEE UPDATE a. Receive Progress against FY24 Committee Goals/Pacing Plan b. Proposed FY25 ECC Goals and Pacing Plan c. Proposed FY25 Dates	Bob Miller, Chair	Motion Required	5:17 – 5:30
13	CLOSING COMMENTS	Bob Miller, Chair	Discussion	5:30 – 5:35
14	ADJOURNMENT APPENDIX – POLICY REDLINES	Bob Miller, Chair	Motion Required	5:35 pm

Upcoming Regular Meetings: June 6, 2024