

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

Thursday, May 28, 2020 – 4:00pm

El Camino Hospital | 2500 Grant Road, Mountain View, CA 94040

PURSUANT TO STATE OF CALIFORNIA EXECUTIVE ORDER N-29-20 DATED MARCH 18, 2020, EL CAMINO HEALTH WILL NOT BE PROVIDING A PHYSICAL LOCATION FOR THIS MEETING. INSTEAD, THE PUBLIC IS INVITED TO JOIN THE OPEN SESSION MEETING VIA TELECONFERENCE AT:

1-669-900-9128, MEETING CODE: 369-007-4917#. 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		ESTIMATED TIMES
1. CALL TO ORDER/ROLL CALL	Bob Miller, Chair		4:00-4:01pm
2. POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Bob Miller, Chair		4:01 – 4:02
3. PUBLIC COMMUNICATION a. Oral Comments <i>This opportunity is provided for persons in the audience to make a brief statement, not to exceed three (3) minutes on issues or concerns not covered by the agenda.</i> b. Written Correspondence	Bob Miller, Chair		information 4:02 – 4:05
4. CONSENT CALENDAR <i>Any Committee Member or member of the public may remove an item for discussion before a motion is made.</i> Approval a. Minutes of the Open Session of the ECC Meeting (5/5/2020) Information b. Progress Against FY20 ECC Goals c. Article of Interest	Bob Miller, Chair	<i>public comment</i>	motion required 4:05 – 4:06
5. REPORT ON BOARD ACTIONS	Bob Miller, Chair		information 4:06 – 4:11
6. PROPOSED FY21 ECC GOALS	Kathryn Fisk, CHRO	<i>public comment</i>	possible motion 4:11 – 4:16
7. ADJOURN TO CLOSED SESSION	Bob Miller, Chair		motion required 4:16 – 4:17
8. POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Bob Miller, Chair		information 4:17 – 4:18
9. CONSENT CALENDAR <i>Any Committee Member or member of the public may remove an item for discussion before a motion is made.</i> Approval <i>Gov’t Code Section 54957.2:</i> a. Minutes of the Closed Session of the ECC Meeting (5/5/2020)	Bob Miller, Chair		motion required 4:18 – 4:19

A copy of the agenda for the Regular Committee Meeting will be posted and distributed at least seventy-two (72) hours prior to the meeting. In observance of the Americans with Disabilities Act, please notify us at (650) 988-7504 prior to the meeting so that we may provide the agenda in alternative formats or make disability-related modifications and accommodations.

AGENDA ITEM	PRESENTED BY		ESTIMATED TIMES
10. <i>Health & Safety Code Section 32016(b)</i> for a report and discussion involving health care facility trade secrets and <i>Health & Safety Code Section 32155</i> for a report of the Medical Staff; deliberations concerning reports on Medical Staff quality assurance matters: - Incentive Goal Structure	Dan Woods, CEO		discussion 4:19 – 5:05
11. <i>Gov't Code Section 54957</i> and <i>54957.6</i> for a report and discussion on personnel matters: - Market Review	Lisa Stella, Mercer		discussion 5:05 – 5:20
12. <i>Gov't Code Section 54957.6</i> for a conference with labor negotiator Dan Woods: - Proposed FY21 Executive Salary Ranges	Dan Woods, CEO		discussion 5:20 – 5:30
13. <i>Gov't Code Section 54957.6</i> for a conference with labor negotiator Bob Miller: - Proposed FY21 CEO Salary Range	Lisa Stella, Mercer		discussion 5:30 – 5:35
14. ADJOURN TO OPEN SESSION	Bob Miller, Chair		motion required 5:35 -5:36
15. RECONVENE OPEN SESSION/ REPORT OUT To report any required disclosures regarding permissible actions taken during Closed Session.	Bob Miller, Chair		information 5:36– 5:37
16. PROPOSED INCENTIVE GOAL STRUCTURE	Dan Woods, CEO	<i>public comment</i>	possible motion 5:37 – 5:39
17. PROPOSED FY21 EXECUTIVE SALARY RANGES	Bob Miller, Chair	<i>public comment</i>	possible motion 5:39 – 5:41
18. PROPOSED FY21 CEO SALARY RANGE	Bob Miller, Chair	<i>public comment</i>	possible motion 5:41 – 5:43
19. EXECUTIVE COMPENSATION CONSULTANT 6-MONTH REVIEW AND RFP PROCESS	Bob Miller, Chair	<i>public comment</i>	possible motion 5:43 – 5:58
20. PROPOSED FY21 PACING PLAN	Bob Miller, Chair	<i>public comment</i>	possible motion 5:58 – 6:08
21. CLOSING COMMENTS	Bob Miller, Chair		discussion 6:08 – 6:09
22. ADJOURNMENT	Bob Miller, Chair	<i>public comment</i>	motion required 6:09 – 6:10pm

Upcoming Meetings: Regular Meetings (pending Board approval): September 15, 2020; November 5, 2020; March 4, 2021; May 27, 2021