

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

Tuesday, September 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, EI 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: 968 3427 5416#. 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 (05/27/2021) b. Policy Revisions Information c. Progress against FY21 Committee Goals	Bob Miller, Chair	<i>public comment</i>	motion required 4:05 – 4:06
5. REPORT ON BOARD ACTIONS	Bob Miller, Chair; Julie Kliger, Vice Chair		information 4:06 – 4:11
6. PROPOSED FY21 ORGANIZATIONAL PERFORMANCE INCENTIVE PLAN SCORE	Dan Woods, CEO	<i>public comment</i>	possible motion 4:11 – 4:26
7. ADJOURN TO CLOSED SESSION	Bob Miller, Chair		motion required 4:26 – 4:27
8. POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Bob Miller, Chair		information 4:27 – 4:28
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 (05/27/2021)	Bob Miller, Chair		motion required 4:28 – 4:29

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. Gov't Code Code Section 54957 and 54957.6 for a report on personnel matters and labor negotiations: - Proposed FY21 Individual Performance Incentive Plan Scores	Dan Woods, CEO		possible motion 4:30 – 4:40
11. Gov't Code Code Section 54957.6 for a conference with labor negotiator: - Proposed FY21 Performance Incentive Plan Payouts	Dan Woods, CEO		discussion 4:40 - 4:50
12. Gov't Code Code Section 54957.6 for a conference with labor negotiator: - Executive Market Analysis - Proposed FY22 Executive Salary Ranges	Heidi O'Brien, Mercer		discussion 4:50 – 5:15
13. Gov't Code Code Section 54957.6 for a conference with labor negotiator - Proposed FY22 Executive Base Salaries	Dan Woods, CEO		discussion 5:15 – 5:25
14. ADJOURN TO OPEN SESSION	Bob Miller, Chair		motion required 5:25 – 5:26
15. RECONVENE OPEN SESSION/ REPORT OUT	Bob Miller, Chair		information 5:26 - 5:28
To report any required disclosures regarding permissible actions taken during Closed Session.			
16. PROPOSED FY21 PERFORMANCE INCENTIVE PLAN PAYOUTS	Dan Woods, CEO	<i>public comment</i>	possible motion 5:28 – 5:29
17. PROPOSED FY22 EXECUTIVE SALARY RANGES	Dan Woods, CEO	<i>public comment</i>	possible motion 5:29 – 5:30
18. PROPOSED FY22 EXECUTIVE BASE SALARIES	Dan Woods, CEO	<i>public comment</i>	possible motion 5:30 – 5:31
19. AD HOC COMMITTEE REPORT	Jaison Layney, Ad Hoc Committee Chair	<i>public comment</i>	possible motion 5:31- 5:32
20. FY22 PACING PLAN AND GOALS	Bob Miller, Chair		discussion 5:32 – 5:35
21. CLOSING COMMENTS	Bob Miller, Chair		discussion 5:35 – 5:39
22. ADJOURNMENT	Bob Miller, Chair	<i>public comment</i>	motion required 5:40 pm

Upcoming Regular Meetings: November 4, 2021; March 3, 2022; May 18, 2022;
Upcoming Board & Committee Education Meetings: October 4, 2021, April 27, 2022