

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

**Wednesday, October 20, 2020 – 12:30pm**

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: 997 0625 0015#. 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
<b>1. CALL TO ORDER/ROLL CALL</b>	Bob Miller, Chair		<b>12:30-12:31 pm</b>
<b>2. POTENTIAL CONFLICT OF INTEREST DISCLOSURES</b>	Bob Miller, Chair		<b>12:31-12:32</b>
<b>3. PUBLIC COMMUNICATION</b> 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		<b>information</b> <b>12:32-12:35</b>
<b>4. <u>FY21 ORGANIZATIONAL GOAL RESULTS</u></b>	Dan Woods, CEO		<b>information</b> <b>12:35-12:40</b>
<b>5. ADJOURN TO CLOSED SESSION</b>	Bob Miller, Chair		<b>motion required</b> <b>12:40-12:41</b>
<b>6. POTENTIAL CONFLICT OF INTEREST DISCLOSURES</b>	Bob Miller, Chair		<b>information</b> <b>12:41-12:42</b>
<b>7. Health &amp; Safety Code Section 32016(b) for a report and discussion involving health care facility trade secrets:</b> - Proposed FY21 Performance Incentive Plan Payouts	Dan Woods, CEO		<b>discussion</b> <b>12:42-12:57</b>
<b>8. ADJOURN TO OPEN SESSION</b>	Bob Miller, Chair		<b>motion required</b> <b>12:57- 12:58</b>
<b>9. RECONVENE OPEN SESSION/ REPORT OUT</b> To report any required disclosures regarding permissible actions taken during Closed Session.	Bob Miller, Chair		<b>information</b> <b>12:58-12:59</b>
<b>10. PROPOSED FY21 PERFORMANCE INCENTIVE PLAN PAYOUTS</b>	Dan Woods, CEO	<i>public comment</i>	<b>motion required</b> <b>12:59-1:00</b>
<b>11. ADJOURNMENT</b>	Bob Miller, Chair	<i>public comment</i>	<b>motion required</b> <b>1:00 pm</b>

**Upcoming Regular Meetings:** November 4, 2021; March 3, 2022; May 18, 2022;

**Upcoming Board & Committee Education Meetings:** October 4, 2021, April 27, 2022

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.



**EL CAMINO HOSPITAL BOARD OF DIRECTORS  
COMMITTEE MEETING COVER MEMO**

**To:** Board of Directors  
**From:** Bob Miller, Executive Compensation Committee Chair  
Dan Woods, Chief Executive Officer  
**Date:** October 20, 2021  
**Subject:** FY 2021 Organizational Goal Results

**Recommendation:**

To inform the Committee that the El Camino Hospital (ECH) Board of Directors approved an organizational score of 97%.

**Summary:**

1. Situation: On September 28<sup>th</sup>, 2021, the Executive Compensation Committee reviewed results against FY 21 goals and, per its charter, recommended an organizational score of 104% to the Board for approval.
2. Authority: N/A
3. Background: The organizational score was revised, prior to the October 13<sup>th</sup> Board of Directors meeting, to 97%. The Board was informed of the administrative error that caused the reduction and approved the organizational score of 97%.
4. Assessment: Results for the fiscal year are shown in the attached document. The only revision from the document presented on September 28<sup>th</sup> is the Weighted Score for 'LTR-El Camino Medical Network'.
5. Other Reviews: An additional review of the organizational score calculation was also completed by the Committee's independent compensation consultant.
6. Outcomes: FY 21 Executive Performance Incentive Payouts amounts are based on the organizational score and the individual goal scores approved by the Committee.

**List of Attachments:**

1. Proposed FY 21 Organizational Performance Incentive Plan Score

Proposed FY 21 Organizational Performance Incentive Score  
for Board of Directors  
October 13, 2021

PENDING APPROVAL FROM ECC

True North Pillar	Weight	GOAL	OBJECTIVES/OUTCOMES	Benchmark		Measurement Defined			Measurement Period	Results	Results through	Score	Weighted Score
				Internal Benchmarks	External Benchmark	Minimum	Target	Stretch					
Threshold		Operating EBIDA	Return to, and maintain positive EBIDA	FY19: 16.9% FY 20 YTD P11: 11.5%		≥ 3% EBIDA			FY21	14.80%	June - pre audit	Met	
Quality and Safety	40.00%	Zero Preventable Harm	Serious Safety Event (SSEs) Rate	Dec '19-May '20 –COVID-Adjusted Baseline 4.16 SSEs per 10K adj.pt days	External Baseline – best practice is to reduce to zero	5	4	3.6	FY21	3.13	June	150.0%	20.0%
			Risk-Adjusted Readmission Index	FY 20 Target = 0.96. FY 20 Actual: 0.98 (through April)	Premier Standard Risk Calculation	0.96 Lower of FY20 Target or Baseline	0.93 Close gap to top performers (15%ile) by 50%	0.91 Close gap to top performers (15%ile) by 75%	FY21	0.93	June	100.0%	13.3%
			Medical Network: Healthcare Effectiveness Data and Information Set (HEDIS) Composite Score	FY20 composite score: 2.75 Aggregate score of the 8 selected measures	Internal Calculation: validate individual measures with external benchmarks	2.75 (maintain baseline)	3 (10% improvement)	3.2 (15% improvement)	FY21	3.38	June	150.0%	20.0%
Service	40.00%	Exceptional Personalized Experience, Always	Likelihood to Recommend (LTR) – Inpatient	FY 19: 83.2 FY 20 : 83.1	Press Ganey: Top 30% of performers	83.1 (Maintain baseline)	83.6 (30% of improvers)	85.2 (10% of improvers)	FY21	80.1	June	0.0%	0.0%
			LTR – Emergency Department	FY 19: 71.3 FY 20: 75.7	Press Ganey: Top 30% of performers	76.4 (50% of improvers)	78.2 30% of Improvers	80.7 10% of Improvers	FY21	76.1	June	0.0%	0.0%
			LTR – El Camino Health Medical Network	FY19 Baseline: 71.9 FY20 Q3: 71.1	NRC Net Promoter FY20 Q3 50%ile: 78.8	72.9	75.9	78.9	FY21	76.1	June	103.3%	13.8%
Finance	20.00%	Sustainable Strength and Vitality	Operating EBIDA margin	FY19: 16.9%. FY20 Projected: 9.1%	S&P Global Ratings AA rating: 11.1%	90% of Budget	100% of Budget	110% of Budget	FY21	150.7% of budget	June pre-audit	150.0%	30.0%
<b>TOTAL SCORE</b>										<b>97.1%</b>	<b>RELATIVE TO TARGET</b>		

\* The financial audit results will be presented to the Compliance Committee on 9/30/21 and submitted to Board for approval at the October board meeting.