

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

**Thursday, November 4, 2021 – 4:00 pm**

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

PURSUANT TO GOVERNMENT CODE SECTION 54953(e)(1), EL CAMINO HEALTH **WILL NOT BE PROVIDING A PHYSICAL LOCATION TO THE PUBLIC FOR THIS MEETING**. INSTEAD, THE PUBLIC IS INVITED TO JOIN THE OPEN SESSION MEETING VIA TELECONFERENCE AT:

**1-669-900-9128, MEETING CODE: 927 4723 5609#. 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>4:00 - 4:01pm</b>
<b>2. POTENTIAL CONFLICT OF INTEREST DISCLOSURES</b>	Bob Miller, Chair		<b>4:01 – 4:02</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>4:02 – 4:05</b>
<b>4. CONSENT CALENDAR</b> <i>Any Committee Member or member of the public may remove an item for discussion before a motion is made.</i>  <b>Approval</b> a. Minutes of the Open Session of the ECC Meeting (09/28/2021) b. Minutes of the Open Session of the Special ECC Meeting (10/20/2021) <b>Information</b> c. Progress against FY22 Committee Goals	Bob Miller, Chair	<i>public comment</i>	<b>motion required</b> <b>4:05 – 4:06</b>
<b>5. REPORT ON BOARD ACTIONS</b>	Bob Miller, Chair; Julie Kliger, Vice Chair		<b>information</b> <b>4:06 – 4:11</b>
<b>6. EXECUTIVE COMPENSATION COMMITTEE CANDIDATE INTERVIEWS</b> a. Job Specification & Candidate Information	Bob Miller, Chair		<b>discussion</b> <b>4:11 – 4:56</b>
<b>7. RECOMMEND TO APPOINT EXECUTIVE COMPENSATION COMMITTEE MEMBERS</b>	Bob Miller, Chair	<i>public comment</i>	<b>possible motion</b> <b>4:56 – 5:06</b>
<b>8. EXECUTIVE RELOCATION PROGRAM</b>	Greg Souza, Interim CHRO Heidi O'Brien, Mercer	<i>public comment</i>	<b>motion required</b> <b>5:07 – 5:17</b>
<b>9. FY21 CEO PERFORMANCE REVIEW PROCESS AND FY22 RECOMMENDATIONS</b>	Bob Miller, Chair Heidi O'Brien, Mercer	<i>public comment</i>	<b>possible motion</b> <b>5:17 – 5:27</b>
<b>10. ADJOURN TO CLOSED SESSION</b>	Bob Miller, Chair		<b>motion required</b> <b>5:27 – 5:28</b>

AGENDA ITEM	PRESENTED BY		ESTIMATED TIMES
<b>11. POTENTIAL CONFLICT OF INTEREST DISCLOSURES</b>	Bob Miller, Chair		<b>information</b> <b>5:28 – 5:29</b>
<b>CONSENT CALENDAR</b> <i>Any Committee Member or member of the public may remove an item for discussion before a motion is made.</i>  <b>Approval</b> <i>Gov't Code Section 54957.2:</i> a. Minutes of the Closed Session of the ECC Meeting (09/28/2021) b. Minutes of the Closed Session of the Special ECC Meeting (10/20/2021)  <b>Information</b> <i>Gov't Code Section 54957 for a report on personnel matters:</i> c. Letter of Rebuttable Presumption of Reasonableness	Bob Miller, Chair		<b>motion required</b> <b>5:29 – 5:32</b>
<b>12. Gov't Code Code Section 54957 and 54957.6 for a report on personnel matters and labor negotiations:</b> - Individual Executive Goals Update	Dan Woods, CEO		<b>motion required</b> <b>5:32 – 5:47</b>
<b>13. ADJOURN TO OPEN SESSION</b>	Bob Miller, Chair		<b>motion required</b> <b>5:47 – 5:48</b>
<b>14. 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>5:48 - 5:49</b>
<b>15. FY21 PACING PLAN AND GOALS</b>	Bob Miller, Chair		<b>discussion</b> <b>5:49 – 5:54</b>
<b>16. SEMI-ANNUAL EXECUTIVE COMPENSATION CONSULTANT REVIEW</b>	Bob Miller, Chair		<b>discussion</b> <b>5:54 – 5:57</b>
<b>17. CLOSING COMMENTS</b>	Bob Miller, Chair		<b>discussion</b> <b>5:57 – 5:59</b>
<b>18. ADJOURNMENT</b>	Bob Miller, Chair	<i>public comment</i>	<b>motion required</b> <b>6:00 pm</b>

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

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