



**AGENDA**  
**SPECIAL JOINT MEETING OF THE EL CAMINO HOSPITAL BOARD OF DIRECTORS AND**  
**SILICON VALLEY MEDICAL DEVELOPMENT BOARD OF DIRECTORS**

**Wednesday, April 16, 2025 – 5:00 pm**

El Camino Hospital | 2500 Grant Road Mountain View, CA 94040 | Sobrato Boardroom 1

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: 934 0779 0185# No participant code. Just press #.**

To watch the meeting, please visit: [ECH Board Meeting Link](#)

Please note that the livestream is for **meeting viewing only** and there is a slight delay; to provide public comment, please use the phone number listed above.

**NOTE:** If there are technical problems or disruptions that prevent remote public participation, the Chair has the discretion to continue the meeting without remote public participation options, provided that no Board member is participating in the meeting via teleconference.

A copy of the agenda for the Special Board Meeting will be posted and distributed at least twenty-four (24) hours prior to the meeting. In observance of the Americans with Disabilities Act, please notify us at **(650) 988-3218** 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	ACTION	ESTIMATED TIMES
1	<b>CALL TO ORDER AND ROLL CALL</b>	Bob Rebitzer, Chair, El Camino Hospital Board of Directors, Chair, Silicon Valley Medical Development Board of Managers, or Jack Po, Vice Chair, El Camino Hospital Board of Directors	Information	<b>5:00 pm</b>
2	<b>CONSIDER APPROVAL FOR AB 2449 REQUESTS</b>	Bob Rebitzer, Chair, or Jack Po, Vice Chair	Possible Motion	<b>5:00 pm</b>
3	<b>POTENTIAL CONFLICT OF INTEREST DISCLOSURES</b>	Bob Rebitzer, Chair, or Jack Po, Vice Chair	Information	<b>5:00 pm</b>
4	<b>PUBLIC COMMUNICATION</b> a. <b>Oral Comments</b> <i>This opportunity is provided for people to address the Board on any matter within the subject matter jurisdiction of the Board that is not on this agenda. Speakers are limited to three (3) minutes each.</i> b. <b>Written Public Comments</b> <i>Comments may be submitted by mail to the El Camino Hospital Board of Directors 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 Rebitzer, Chair, or Jack Po, Vice Chair	Information	<b>5:00 pm</b>
5	<b><u><a href="#">PUBLIC HEARING RE STATUS OF VACANCIES AND RECRUITMENT AND RETENTION EFFORTS FOR EL CAMINO HOSPITAL PURSUANT TO GOV. CODE SECTION 3502.3</a></u></b>	Deanna Dudley, CHRO, El Camino Hospital	Information	<b>5:00 – 5:20</b>

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	<b>AGENDA ITEM</b>	<b>PRESENTED BY</b>	<b>ACTION</b>	<b>ESTIMATED TIMES</b>
6	<b><u>PUBLIC HEARING RE STATUS OF VACANCIES AND RECRUITMENT AND RETENTION EFFORTS FOR SILICON VALLEY MEDICAL DEVELOPMENT PURSUANT TO GOV. CODE SECTION 3502.3</u></b>	Maria Ocanas, Director, Human Resources, SVMD	Information	<b>5:20 – 5:30</b>
7	<b>ADJOURNMENT</b>	Bob Rebitzer, Chair, or Jack Po, Vice Chair	<b>Motion Required</b>	<b>5:30 pm</b>



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

**To:** El Camino Hospital Board of Directors  
**From:** Deanna Dudley, CHRO  
**Date:** April 16, 2025  
**Subject:** Notice of Public Hearing – Status of Vacancies and Recruitment & Retention Efforts

**Purpose:** This memorandum is to summarize the public hearing pursuant to California Government Code section 3502.3.

**Summary:** El Camino Hospital Board of Directors will convene a public hearing on April 16, 2025, at 5:00 PM, regarding the status of vacancies and recruitment and retention efforts as mandated by California Government Code section 3502.3. Each recognized employee organization will be given 5 minutes to present information specific to their bargaining units.

The hearing fulfills statutory requirements to:

- Present updates on vacancies, recruitment, and retention.
- Allow employee organizations to address concerns or recommendations.
- Identify potential improvements to policies and procedures affecting hiring.

For detailed information, please refer to the attached copy of California Government Code section 3502.3.

**PUBLIC HEARING RE STATUS OF VACANCIES AND  
RECRUITMENT AND RETENTION EFFORTS FOR EL  
CAMINO HOSPITAL PURSUANT TO GOV. CODE  
SECTION 3502.3**

Deanna Dudley, JD, MBA, Chief Human Resources Officer

April 16, 2025

# Overview

## Pursuant to Ca. Gov. Code Section 3502.3

- (a) (1) A public agency shall present the status of vacancies and recruitment and retention efforts during a public hearing before the governing board at least once per fiscal year.
- (2) If the governing board will be adopting an annual or multiyear budget during the fiscal year, the presentation shall be made prior to the adoption of the final budget.
- (3) During the hearing, the public agency shall identify any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process.

# El Camino Health – Status of Vacancies

As of March 19, El Camino Health is actively recruiting for 81 Full Time vacancies, which include represented, as well as non-represented positions.

## Recruitment & Retention Efforts

### Recruitment

ECH uses a variety of sourcing channels, including partnerships with healthcare and specialty recruitment agencies, academic, alumni, and professional organizations.

Channels include: ECH Career Site, Employee Referral Program, LinkedIn, Indeed, Glassdoor and myriad diversity organization websites

### Retention

ECH promotes career development, mentorship, comprehensive training, recognition, and work-life balance initiatives to drive retention. Additionally, we have ongoing discussions with staff throughout the year to gather insights on engagement and satisfaction, identifying areas for improvement and minimizing retention risks to ensure long-term organizational success.

# Vacancies in a Bargaining Unit

## Pursuant to Ca. Gov. Code Section 3502.3(c)

- If the number of job vacancies within a single bargaining unit meets or exceeds 20 percent of the total number of authorized full-time positions, the public agency shall, upon request of the recognized employee organization, include all the following information during the public hearing:
  - (1) The total number of job vacancies within the bargaining unit.
  - (2) The total number of applicants for vacant positions within the bargaining unit.
  - (3) The average number of days to complete the hiring process from when a position is posted.
  - (4) Opportunities to improve compensation and other working conditions.

## Formula Details:

Number of job vacancies within a single bargaining unit meets or exceeds 20 percent of the total number of authorized full-time positions

### Reporting Date:

- March 19th, 2025

### Denominator:

- Total FT Employee for a single bargaining unit

### Numerator:

- Total FT Vacancies for a single bargaining unit

### Result:

- % of Vacancy

### Formula Example:

- Unit has 77 FT Employees with 1 vacancy
  - 1 divided by 77 = 1.3%



# Local 39

Unit	Total FT EMPL	Total Local 39 Vacancies	Variance	# of Applicants
No Vacancies at or above 20%				

## Recruitment & Retention Efforts

- At the present, we are not experiencing recruitment challenges for positions in these bargaining units.

## Compensation

- El Camino will be negotiating with L39 at the end of the calendar this year (10/2025).

# PRN

Unit	Total FT EMPL	Total PRN Vacancies	Variance	# of Applicants
87110 Quality	2	1	50%	3

## Recruitment & Retention Efforts

- Average Days to Fill = 86
- ECH Recruitment and Retention Strategy:
  - Strategically attract and retain top talent in Quality through targeted outreach, competitive compensation, and robust referral programs.
  - Retention will be driven by career development, recognition, and work-life balance initiatives, as well as ongoing discussions with staff throughout the year to gather insights on engagement and satisfaction, identifying areas for improvement and minimizing retention risks to ensure long-term organizational success.

## Compensation

- El Camino has negotiated with PRN for a multi-year contract; the increases contained in those negotiations are allowing us to have successful recruitment efforts.

# SEIU-UHW

Unit - Assessment	Total FT EMPL	Total SEIU-UHW Vacancies	Variance	# of Applicants
75200 Anatomic Pathology @ MV	9	3	33%	7
75701 Interventional Radiology @ LG	4	1	25%	2
76301 Radiology - Diagnostic @LG	8	2	25%	15
76390 Imaging - Mammo - Women's Imaging Center	5	1	20%	1
76400 Radiation Oncology @ MV	10	2	20%	0
76600 Imaging - MRI @ MV	4	1	25%	7
77701 Rehabilitation Services @ LG	4	1	25%	1
77790 Physical Performance-OP @ MV	7	2	29%	0

## Recruitment & Retention Efforts

- Average Days to Fill = 81
- ECH Recruitment & Retention Strategy:
  - Strategically attract and retain top talent in Imaging, Behavioral Health, Radiology, Laboratory, Rehabilitation, and Physical Performance through targeted outreach, competitive compensation, and robust referral programs.
  - Retention will be driven by career development, recognition, and work-life balance initiatives. A 30, 60, & 90-day survey will gather insights on engagement and satisfaction, identifying areas for improvement and minimizing retention risks to ensure long-term organizational success.

## Compensation

- El Camino has negotiated with SEIU for a multi-year contract; the increases contained in those negotiations are allowing us to have successful recruitment efforts.





**SILICON VALLEY MEDICAL DEVELOPMENT  
BOARD OF MANAGERS MEETING**

**To:** Silicon Valley Medical Development Board of Managers  
**From:** Maria Ocanas, Director, Human Resources  
**Date:** April 16, 2025  
**Subject:** Notice of Public Hearing – Status of Vacancies and Recruitment & Retention Efforts

**Purpose:** This memorandum is to summarize the public hearing pursuant to California Government Code section 3502.3.

**Summary:** Silicon Valley Medical Development Board of Managers will convene a public hearing on April 16, 2025, at 5:00 PM, regarding the status of vacancies and recruitment and retention efforts as mandated by California Government Code section 3502.3. Each recognized employee organization will be given 5 minutes to present information specific to their bargaining units.

The hearing fulfills statutory requirements to:

- Present updates on vacancies, recruitment, and retention.
- Allow employee organizations to address concerns or recommendations.
- Identify potential improvements to policies and procedures affecting hiring.

For detailed information, please refer to the attached copy of California Government Code section 3502.3.



# Silicon Valley Medical Development

**PUBLIC HEARING RE STATUS OF VACANCIES AND RECRUITMENT AND  
RETENTION EFFORTS FOR SILICON VALLEY MEDICAL DEVELOPMENT  
PURSUANT TO GOV. CODE SECTION 3502.3**

Maria Ocanas, Director of Human Resources

April 16, 2025

# Overview

## **Pursuant to Ca. Gov. Code Section 3502.3**

- (a) (1) A public agency shall present the status of vacancies and recruitment and retention efforts during a public hearing before the governing board at least once per fiscal year.
- (2) If the governing board will be adopting an annual or multiyear budget during the fiscal year, the presentation shall be made prior to the adoption of the final budget.
- (3) During the hearing, the public agency shall identify any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process.

As of April 8, 2025, there are four active SEIU-UHW-represented vacancies at Silicon Valley Medical Development.

- **SVMD Recruitment** At SVMD, we are committed to attracting and retaining top talent through a strategic and holistic approach. Our recruitment efforts leverage a variety of sourcing channels, including partnerships with healthcare and specialty recruitment agencies, academic institutions, our Employee Referral Program, LinkedIn, and Indeed. These channels enable us to connect with highly qualified candidates who align with our mission and values.
- **SVMD Retention** To foster long-term employee satisfaction and success, SVMD prioritizes retention through comprehensive career development programs, mentorship opportunities, robust training, employee recognition, and work-life balance initiatives. We maintain ongoing engagement with our staff throughout the year, actively listening to their feedback to identify areas for improvement and address potential retention risks. These efforts are essential to ensuring a supportive and thriving workplace that promotes both individual and organizational growth.



# Vacancies in a Bargaining Unit

## Pursuant to Ca. Gov. Code Section 3502.3(c)

- If the number of job vacancies within a single bargaining unit meets or exceeds 20 percent of the total number of authorized full-time positions, the public agency shall, upon request of the recognized employee organization, include all the following information during the public hearing:
  - (1) The total number of job vacancies within the bargaining unit.
  - (2) The total number of applicants for vacant positions within the bargaining unit.
  - (3) The average number of days to complete the hiring process from when a position is posted.
  - (4) Opportunities to improve compensation and other working conditions.

# SEIU-UHW

## Unit Assessment

Position	Total FT Employees	Total SEIU-UHW Vacancies	Number Applicants	Average days to Fill as of 04/08/2025
60104001- Medical Assistant	29	1	1	1
60105001- Patient Care Representative	42	1	36	20
60101035- Imaging Specialist	3	2	0	54

### Final Summary:

- **Open FTEs:** 3.0
- **Total Applicants:** 37
- **Average Days Open:** 54 days (and counting)
- **Percentage Variance:** 25%

### SVMD Recruitment and Retention Efforts

- At SVMD, our recruitment strategy includes strong partnerships with academic institutions, healthcare recruitment agencies, and the use of internal referral programs, LinkedIn, and other targeted recruitment platforms. These efforts ensure we attract qualified, mission-aligned candidates across all departments.
- To promote retention, SVMD emphasizes career ladder initiatives, succession planning, mentorship, and internal mobility. We are committed to recognizing and advancing internal talent to support both individual growth and long-term organizational success. These strategies help us foster a culture of engagement, development, and continuity throughout our workforce.

### Compensation

- SVMD has successfully negotiated a multi-year contract with SEIU, and the wage increases included in that agreement are supporting our recruitment efforts and helping us remain competitive in the labor market.

ANY  
QUESTIONS?

