

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

Thursday, June 5, 2025 – 4:00pm

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

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: 990 1736 8707#. No participant code. Just press #.

To watch the meeting, please visit:

[Committee Meeting Link](#)

NOTE: In the event that 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 Committee member is participating in the meeting via teleconference.

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) 988-3218** 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	CALL TO ORDER/ROLL CALL	Bob Miller, Chair		4:00 pm
2	CONSIDER APPROVAL FOR AB 2449 REQUESTS	Bob Miller, Chair	Possible Motion	4:00 pm
3	POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Bob Miller, Chair	Information	4:00 pm
4	PUBLIC COMMUNICATION a. Oral Comments <i>This opportunity is provided for persons to address the Committee on any matter within the subject matter jurisdiction of the Committee that is not on this agenda. Speakers are limited to three (3) minutes each.</i> b. Written Public Comments <i>Comments may be submitted by mail to the El Camino Hospital Executive Compensation Committee at 2500 Grant Avenue, Mountain View, CA 94040. Written comments will be distributed to the Committee as quickly as possible. Please note it may take up to 24 hours for documents to be posted on the agenda.</i>	Bob Miller, Chair	Information	4:00 pm
5	CONSENT CALENDAR ITEMS: <i>Any Committee Member or member of the public may remove an item for discussion before a motion is made.</i> a. Approve Minutes of the Open Session of the ECC Meeting (03/11/2025) b. Approve Minutes of the Closed Session of the ECC Meeting (03/11/2025) c. Approve Revised ECC Charter d. Receive FY25 Committee Goals/Pacing Plan	Bob Miller, Chair	Motion Required	4:09– 4:10
6	COMPENSATION CONSULTANT ITEMS - Goal Setting Principles and Guidelines	Bob Miller, Chair Dan Mayfield, SullivanCotter Paula Robinson, SullivanCotter	Discussion	4:11 – 4:30
7	RECESS TO CLOSED SESSION	Bob Miller, Chair	Motion Required	4:30 – 4:31

	AGENDA ITEM	PRESENTED BY	ACTION	ESTIMATED TIMES
8	PROPOSED FY26 ORGANIZATIONAL PERFORMANCE INCENTIVE METRICS AND GOAL SETTING METHODOLOGIES a. Goal Process Update b. Proposed FY26 Organization Performance Incentive Metrics <i>Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters.</i>	Dan Woods, CEO Andreu Reall, VP Strategy Deanna Dudley, CHRO	Discussion	4:31 – 5:00
9	PROPOSED FY26 EXECUTIVE INDIVIDUAL INCENTIVE GOALS <i>Gov't Code Section 54957 regarding evaluation of performance of executive employees.</i>	Dan Woods, CEO Deanna Dudley, CHRO	Motion Required	5:00 – 5:20
10	RECONVENE TO OPEN SESSION	Bob Miller, Chair	Motion Required	5:20
11	REPORT OUT FROM CLOSED SESSION	Tracy Fowler, Director, Governance Services	Information	5:20 – 5:21
12	RECOMMENDATION OF FY26 ORGANIZATIONAL PERFORMANCE INCENTIVE GOALS TO BOARD	Bob Miller, Chair	Motion Required	5:21 – 5:25
13	COMMITTEE ANNOUNCEMENTS	Bob Miller, Chair	Discussion	5:25 – 5:35
14	ADJOURNMENT	Bob Miller, Chair	Motion Required	5:35 pm