



**Minutes of the Open Session of the  
Special Joint Meeting of the El Camino Hospital Board of Directors and Silicon Valley Medical Development Board  
of Managers**

**Wednesday, April 16, 2025**

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

**ECH Board Members Present**

Jack Po, MD, Ph.D., Vice-Chair  
John Zoglin, Secretary/Treasurer  
Lanhee Chen, JD, PhD  
Wayne Doiguchi  
Peter Fung, MD, MBA  
Julia E. Miller  
Carol A. Somersille, MD  
George O. Ting, MD  
Don Watters (*joined at 5:07 p.m.*)

**ECH Board Members Absent**

Bob Rebitzer, Chair

**SVMD Board Members Present**

Mark Adams, MD, ECH CMO  
Carlos Bohorquez, ECH CFO  
Lanhee Chen, JD  
Peter Fung, MD  
Shahram Gholami, MD  
Peter Goll, CAO  
Shabnam Husain, MD  
George O. Ting, MD  
Dan Woods, ECH CEO

**SVMD Board Members Absent**

Bob Rebitzer, Chair

**Staff Present (cont.)**

Dan Woods, CEO  
Deanna Dudley, CHRO  
Theresa Fuentes, CLO  
Maria Ocanas, Director, Human Resources, SVMD  
Anne Yang, Executive Director, Governance Services  
Tracy Fowler, Director, Governance Services  
James Gorrell, Contracts Counsel: Manager, Healthcare Contracting

**Others Present**

Nusha Lelah, Public Comment

*\*via teleconference*

| Agenda Item                                         | Comments/Discussion                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Approvals/<br>Action                                       |
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| 1. CALL TO ORDER/<br>ROLL CALL                      | The open session meeting of the Special Joint Meeting of the Board of Directors of El Camino Hospital and the Silicon Valley Medical Development Board of Managers (the "Boards") was called to order at 5:02 p.m. by Vice Chair Po. Roll calls were taken, and a quorum was present for the Boards. Directors Rebitzer and Watters were absent at roll call. Director Watters joined at 5:07 p.m.                                                                                                                                                                                                                  | <b><i>The meeting was called to order at 5:02 p.m.</i></b> |
| 2. CONSIDER APPROVAL<br>FOR AB 2449 REQUESTS        | No AB-2449 requests were received by the members of the Boards.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                            |
| 3. POTENTIAL CONFLICT<br>OF INTEREST<br>DISCLOSURES | Chair Rebitzer asked the Boards if any member had a conflict of interest with any items on the agenda. No conflicts were noted.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                            |
| 4. PUBLIC<br>COMMUNICATION                          | Chair Rebitzer invited the members of the public to address the Board. Nusha Lelah addressed the Boards with a prepared statement about her experience as a patient. She emphasized the need for comprehensive, evidence-based options and respect for bodily autonomy in birthing people. Ms. Lelah proposed collaboration with "Breech Without Borders," an international organization providing training in safe, physiological breech birth. She urged the hospital to reclaim this essential skill and become the first hospital system to do so, expanding offerings and stopping the outdated model of care. |                                                            |

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| <b>5. PUBLIC HEARING RE STATUS OF VACANCIES AND RECRUITMENT AND RETENTION EFFORTS FOR EL CAMINO HOSPITAL PURSUANT TO GOV. CODE SECTION 3502.3</b>                 | <p>Chair Rebitzer opened the Public Hearing regarding the status of vacancies and recruitment and retention efforts for El Camino Hospital pursuant to Government Code Section 3502.3. Ms. Dudley introduced the topic as a response to a new Government Code requirement mandating public reporting when bargaining unit vacancies exceed 20%. The report showed that several SEIU-represented areas—including imaging, behavioral health, lab, and rehab—exceed this threshold. These roles also tend to have longer time-to-fill averages, with an overall average of 81 days. Efforts to address vacancies include a robust recruitment and referral strategy utilizing LinkedIn, Indeed, and professional associations, as well as strong retention practices such as 30-, 60-, and 90-day surveys for new employees. The organization has maintained good nurse retention and has not identified any policy changes needed at this time.</p> <p>A recent multi-year agreement with SEIU at market-aligned rates has been beneficial. Market benchmarking confirms competitiveness, though imaging roles remain hard to fill, consistent with national trends reported by AMN Healthcare. Local cost of living also remains a significant recruitment challenge.</p> <p>There were no union representatives present in person or remotely and no public comments were received.</p> |                                      |
| <b>6. PUBLIC HEARING RE STATUS OF VACANCIES AND RECRUITMENT AND RETENTION EFFORTS FOR SILICON VALLEY MEDICAL DEVELOPMENT PURSUANT TO GOV. CODE SECTION 3502.3</b> | <p>Chair Rebitzer opened the Public Hearing regarding the status of vacancies and recruitment and retention efforts for Silicon Valley Medical Development pursuant to Government Code Section 3502.3. Ms. Ocanas reported on current vacancies and recruitment and retention strategies. SVMD employs a strategic and holistic approach to attract and retain talent. Their recruitment methods mirror those used by El Camino Health, including the use of agencies, LinkedIn, Indeed, and both internal and external referrals. The organization also uses the Simpler platform for internal and external candidate sourcing. SVMD continues to face challenges in filling imaging and part-time roles but remains committed to supporting employees and promoting work-life balance.</p> <p>There were no union representatives present in person or remotely and no public comments were received.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                      |
| <b>7. ADJOURNMENT</b>                                                                                                                                             | <p><b>Motion:</b> To adjourn El Camino Hospital Board at 5:24 p.m.</p> <p><b>Movant:</b> Chen<br/><b>Second:</b> Fung<br/><b>Ayes:</b> Chen, Doiguchi, Fung, Miller, Po, Somersille,</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p><b>Adjourned at 5:24 p.m.</b></p> |

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|  | <p>Ting, Watters, Zoglin<br/><b>Noes:</b> None<br/><b>Abstentions:</b> None<br/><b>Absent:</b> Rebitzer<br/><b>Recused:</b> None</p> <p><b>Motion:</b> To adjourn SVMD Board at 5:24 p.m.</p> <p><b>Movant:</b> Fung<br/><b>Second:</b> Ting<br/><b>Ayes:</b> Adams, Bohorquez, Fung, Gholami, Goll, Husain, Ting, Woods<br/><b>Noes:</b> None<br/><b>Abstentions:</b> None<br/><b>Absent:</b> Rebitzer<br/><b>Recused:</b> None</p> |  |
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Attest as to the approval of the preceding minutes by the Board of Directors of El Camino Hospital:



John Zoglin, Secretary/Treasurer

Prepared by: Tracy Fowler, Director, Governance Services  
Reviewed by Legal: Theresa Fuentes, Chief Legal Officer