

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

Thursday, September 25, 2025 – 4:00pm

El Camino Hospital | Sobrato Board Room 2 | 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: 982 7788 4484#. 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	Wayne Doiguchi, Chair		4:00 pm
2	CONSIDER APPROVAL FOR AB 2449 REQUESTS	Wayne Doiguchi, Chair	Possible Motion	4:00 pm
3	POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Wayne Doiguchi, 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>	Wayne Doiguchi, 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 (06/05/2025) b. Receive Updated Committee Governance Policy c. Receive ECC Assignments related to Committee Governance Policy d. Receive FY26 Committee Goals/Pacing Plan	Wayne Doiguchi, Chair	Motion Required	4:00 – 4:10
6	RECESS TO CLOSED SESSION	Wayne Doiguchi, Chair	Motion Required	4:10 – 4:11
7	PROPOSED FY25 ORGANIZATIONAL PERFORMANCE INCENTIVE PLAN SCORE <i>Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters.</i>	Dan Woods, CEO Deanna Dudley, CHRO	Discussion	4:11 – 4:21

	AGENDA ITEM	PRESENTED BY	ACTION	ESTIMATED TIMES
8	PROPOSED FY25 EXECUTIVE SCORES AND PAYOUTS - EXECUTIVE INDIVIDUAL INCENTIVE SCORES - PROPOSED FY25 PERFORMANCE INCENTIVE PLAN PAYOUTS <i>Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters.</i>	Dan Woods, CEO Deanna Dudley, CHRO	Discussion	4:21 – 4:40
9	COMPENSATION CONSULTANT ITEMS a. Executive Market Analysis b. Proposed FY26 Executive Salary Ranges <i>Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters.</i>	Dan Mayfield, SullivanCotter Paula Robinson, SullivanCotter	Discussion	4:40 – 5:20
10	PROPOSED FY26 EXECUTIVE BASE SALARIES <i>Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters.</i>	Dan Woods, CEO Dan Mayfield, SullivanCotter Paula Robinson, SullivanCotter	Discussion	5:20 – 5:30
11	PROPOSED FY26 CEO SALARY RANGE <i>Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters.</i>	Dan Mayfield, SullivanCotter Paula Robinson, SullivanCotter	Discussion	5:30 – 5:40
12	APPROVE MINUTES OF THE CLOSED SESSION OF THE EXECUTIVE COMPENSATION COMMITTEE - Minutes of the Closed Session of the ECC Meeting (06/05/2025) <i>Report involving Gov't Code Section 54957.2 for closed session minutes.</i>	Wayne Doiguchi, Chair	Motion Required	5:40 - 5:42
13	RECONVENE TO OPEN SESSION	Wayne Doiguchi, Chair	Motion Required	5:42 – 5:43
14	REPORT OUT FROM CLOSED SESSION	Tracy Fowler, Director, Governance Services	Information	5:43 – 5:44
15	AGENDA ITEM 7 VOTE: RECOMMENDATION TO BOARD FY25 ORGANIZATIONAL PERFORMANCE INCENTIVE PLAN SCORE	Wayne Doiguchi, Chair	Motion Required	5:44 – 5:46
16	AGENDA ITEM 8 VOTE: APPROVE FY25 EXECUTIVE PERFORMANCE INCENTIVE PLAN PAYOUTS	Wayne Doiguchi, Chair	Motion Required	5:46 – 5:48
17	AGENDA ITEM 10 VOTE: APPROVE FY26 EXECUTIVE BASE SALARIES	Wayne Doiguchi, Chair	Motion Required	5:48 – 5:50
18	AGENDA ITEM 11 VOTE: RECOMMENDATION TO BOARD FY26 CEO SALARY RANGE	Wayne Doiguchi, Chair	Motion Required	5:50 – 5:52
19	CLOSING COMMENTS	Wayne Doiguchi, Chair	Discussion	5:52 – 5:57
20	ADJOURNMENT	Wayne Doiguchi, Chair	Motion Required	5:57 pm