



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

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	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	<u>AGENDA ITEM 7 VOTE: RECOMMENDATION TO BOARD FY25 ORGANIZATIONAL PERFORMANCE INCENTIVE PLAN SCORE</u>	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



**Minutes of the Open Session of the
Executive Compensation Committee
of the El Camino Hospital Board of Directors
Thursday, June 5, 2025**

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

Members Present

Bob Miller, Chair
Wayne Doiguchi, Vice-Chair
Mary Hassett
Estrella Parker
Carol Somersille, MD (joined at
 4:04 p.m.)
Todd Shaw

Members Absent

Tom Asmar
George Ting, MD

Others Present

Dan Woods, CEO
Deanna Dudley, CHRO
Tracy Fowler, Director, Governance
 Services
Dan Mayfield, SullivanCotter
Paula Robinson, SullivanCotter

Agenda Item	Comments/Discussion	Approvals/ Action
1. CALL TO ORDER/ ROLL CALL	The open session meeting of the Executive Compensation Committee of El Camino Hospital (the " <u>Committee</u> ") was called to order at 4:00 p.m. by Chair Bob Miller. A verbal roll call was taken. Dr. Somersille was absent at roll call. A quorum was present.	<i>Meeting called to order at 4:00 p.m.</i>
2. CONSIDER APPROVAL FOR AB 2449 REQUESTS	All present members of the committee attended in-person. No consideration of approval for AB-2449 requests were needed.	
3. POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Chair Miller asked if any of the Committee members had a conflict of interest with any of the items on the agenda. No conflicts were noted.	
4. PUBLIC COMMUNICATION	Chair Miller invited the members of the public to address the Committee. No members of the public were present and there was no written communication.	
5. CONSENT CALENDAR	<p>Chair Miller asked if any member of the Committee or the public wished to remove an item from the consent calendar for further discussion. No items were removed.</p> <p>Motion: To approve consent calendar</p> <p>Movant: Doiguchi</p> <p>Second: Parker</p> <p>Ayes: Doiguchi, Hassett, Miller, Parker, Shaw</p> <p>Noes: None</p> <p>Abstentions: None</p> <p>Absent: Asmar, Somersille, Ting</p> <p>Recused: None</p>	<p><i>Consent calendar approved.</i></p> <ul style="list-style-type: none"> - <i>Minutes of the Open Session of the ECC Meeting (March 11, 2025) Approved</i> - <i>Minutes of the Closed Session of the ECC Meeting (March 11, 2025) Approved</i> - <i>Revised ECC Charter Approved</i> - <i>FY25 Committee Goals/Pacing Plan Received</i>

<p>6. PROCESS REVIEW: COMPENSATION CONSULTANT ITEMS – Goal Setting Principles and Guidelines</p>	<p>Mr. Mayfield and Ms. Robinson reviewed national goal-setting trends, alignment strategies, and principles guiding the development of executive incentive metrics. They emphasized the importance of clarity and strategic alignment, advising that the number of executive goals be limited to no more than one or two per individual to preserve focus and incentive value. The consultants also noted that current executive goals often lack clear benchmarks and recommended the development of a standardized process and template to provide historical context and rationale for each goal. Committee members expressed general agreement with the need to streamline and strengthen the goal-setting process moving forward.</p>	<p>Action: <i>Staff to develop a timeline and process for annual goal setting.</i></p> <p><i>Staff to create a standardized template that executives will use to provide context and rationale for their individual goals.</i></p>
<p>7. RECESS TO CLOSED SESSION</p>	<p>Motion: To recess to closed session at 4:28 p.m. Movant: Shaw Second: Hassett Ayes: Doiguchi, Hassett, Miller, Parker, Shaw, Somersille Noes: None Abstentions: None Absent: Asmar, Ting Recused: None</p>	<p>Recess to closed session at 4:28 p.m.</p>
<p>8. AGENDA ITEM 11: REPORT OUT FROM CLOSED SESSION</p>	<p>The Open Session reconvened at 5:33 p.m. During the Closed Session the Executive Compensation Committee approved the FY26 Executive Individual Incentive Goals with amended goals for Currier, Dudley, Fuentes, Goll, and King.</p>	
<p>9. AGENDA ITEM 12: RECOMMENDATION OF FY26 ORGANIZATIONAL PERFORMANCE INCENTIVE GOALS TO BOARD</p>	<p>Motion: Recommend Board approval of FY26 Organizational Performance Incentive Goals. Movant: Somersille Second: Hassett Ayes: Doiguchi, Hassett, Miller, Parker, Shaw, Somersille Noes: None Abstentions: None Absent: Asmar, Ting Recused: None</p>	
<p>10. AGENDA ITEM 13: COMMITTEE ANNOUNCEMENTS</p>	<p>Chair Bob Miller concluded the meeting by thanking the Committee members for their thoughtful input and engagement throughout the goal-setting process. He acknowledged that while the goal structure continues to improve, there is more work to be done in refining alignment, clarity, and benchmarking. He expressed appreciation for the contributions of both internal leadership and SullivanCotter in shaping the FY26 goals and reiterated the importance of transparency and discipline in how incentive plans are structured. Mr. Woods also thanked Chair Miller for his years of service, recognizing his planned retirement and noting that the Board intends to formally honor him at the August meeting.</p>	
<p>11. AGENDA ITEM 14: ADJOURNMENT</p>	<p>Motion: To adjourn at 5:37 p.m. Movant: Hassett Second: Shaw Ayes: Doiguchi, Hassett, Miller, Parker, Shaw, Somersille Noes: None</p>	<p>Meeting adjourned at 5:37 p.m.</p>

	Abstentions: None Absent: Asmar, Ting Recused: None	
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Attest as to the approval of the foregoing minutes by the Executive Compensation Committee of El Camino Hospital.

Tracy Fowler, Director, Governance Services

Prepared by: Tracy Fowler, Director, Governance Services

Reviewed by: Bob Miller, Wayne Doiguchi, Deanna Dudley

DRAFT



EL CAMINO HOSPITAL BOARD OF DIRECTORS EXECUTIVE COMPENSATION COMMITTEE MEETING MEMO

To: El Camino Hospital Executive Compensation Committee
From: Anne Yang, Executive Director, Governance Services
Date: September 25, 2025
Subject: Committee Governance Policy

Recommendation: To receive the revised El Camino Hospital Committee Governance Policy (“Committee Governance Policy”).

Authority: The Board of Directors approved the revised Committee Governance Policy on June 11, 2025. The marked and clean versions are included in this packet.

Summary: The updates below were made to the Committee Governance Policy and approved by the Board in June 2025.

1. Director Member Advisory Committee terms updated to 1 year from 3 years. This allows for greater flexibility for Director Members to move to different assignments for a given year.
2. Community Member terms will remain 3 years. Both Director Member and Community Member terms are renewable.

We also consolidated the Committee Governance Policy with the Nomination & Selection Policy and the Nomination & Selection Procedures, and these policies were sunset by the Board on June 11, 2025. The revised Committee Governance Policy now captures all relevant points from the nomination and selection process. The remaining items in the Nomination and Selection procedures were not currently used in practice or no longer relevant/needed.

- Each Advisory Committee determines minimum qualifications and competencies for members
- Nominations may be received from any source
- A candidate shall submit an application stating reasons, qualifications, and disclosures
- Ad Hoc Committee will interview candidates and either select the final candidates for Committee interviews or recommend for Board appointment in accordance with the Bylaws
- Community Members may also be reassigned to another Committee at the recommendation of the CEO, Board Chair and the receiving Committee Chair. The appointment would be subject to Committee and Board approval in accordance with the Bylaws.

List of Attachments:

- El Camino Hospital Board Committee Governance Policy as Approved by the El Camino Health Board on June 11, 2025 (Redline and Clean)



TITLE: El Camino Hospital Board Committee Governance Policy

CATEGORY: Administrative

FIRST APPROVAL: ECHB August 14, 2024

CURRENT APPROVAL: ECHB June 11, 2025

Coverage:

All Members of the El Camino Hospital Board of Directors ("Board") and Board Advisory Committees ("Committees"). The Governance Committee shall review this policy at least every three (3) years to ensure that it remains relevant and appropriate.

Authority:

The Board has established the following standing Advisory Committees pursuant to the El Camino Hospital Bylaws: Compliance and Audit Committee; Executive Compensation Committee; Finance Committee, Governance Committee, Investment Committee; and Quality, Patient Care, and Patient Experience Committee. The Committees have the authority granted to them per the Hospital Bylaws, the Committee Charter, and majority action of the Board. Committees may study, advise and make recommendations to the Board on matters within the committee's area of responsibility as stated in the Committee Charter. The authority of committees is limited to advisory recommendations except in responsibilities directly delegated by the Board. Committees may provide recommendations for the Board to consider, which recommendations may be considered, adopted, amended or rejected by the Board in the Board's sole discretion. Committees shall have no authority to take action or otherwise render decisions that are binding upon the Board or staff except as otherwise stated in the Bylaws, the Committee's Charter, or majority action of the Board. To the extent of any conflict with the Committee Charter, this policy controls.

Membership:

Each committee shall have the membership as stated in the Committee Charter but must be composed of at least two members of the Board ("Director Members"), as well as people who are not members of the Board ("Community Members"). Director membership on any single Committee shall not constitute a quorum of either Board or Healthcare District Board membership. The Chair of a committee is its presiding officer. In the absence of the Chair, the Vice-Chair (or if no Vice-Chair, any member of the Committee as determined by the Chair or the Board) shall perform the duties of the Chair.

Nomination and Selection of Community Members:

Each Advisory Committee shall determine minimum qualifications and competencies for its Members. Committees may fill Community Member vacancies through an open recruitment process coordinated by Governance Services. Candidates may be nominated by any source and must submit an application with reasons to serve, relevant qualifications, and disclosures. An Ad Hoc Committee appointed by the Committee Chair, in consultation with the Executive Sponsor and Governance Services, shall review applications, interview initial candidates, and may recommend finalists. The full Committee may choose to interview finalists or proceed based on the Ad Hoc Committee's report. Final appointments are made by the Committee and submitted to the Board for approval in accordance with the Bylaws.

Reassignment of Existing Community Members:

In some cases, an existing Community Member may be reassigned from one Committee to another at the recommendation of the CEO, Board Chair, and the receiving Committee Chair. This reassignment shall be made in consultation with the Committee's Executive Sponsor, with notice to Governance



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CATEGORY: Administrative

FIRST APPROVAL: ECHB August 14, 2024

CURRENT APPROVAL: ECHB June 11, 2025

Services. The reassigned Community Member must be formally appointed to the new Committee by a majority vote of that Committee, and submitted for Board approval in accordance with the Bylaws.

Appointment and Removal:

The Board Chair (or Board Chair-elect in Board officer election years) shall appoint the Director Members and Committee Chairs, subject to approval of the Board. Community Members shall be appointed by the Committee, subject to approval of the Board. All Board Chair appointments shall be reviewed by the Governance Committee before submission to the Board.

Committee Chairs may appoint and remove a Vice-Chair at the Committee Chair's discretion. However, if the Committee Chair is not a Director Member, a Vice Chair must be appointed who is a Director, in which case the Director Vice-Chair shall be appointed the same as any other Director Member.

The Board has the authority to remove Director Members and Community Members at any time either with or without the Committee's recommendation, in the Board's sole discretion.

Term:

Community Members serve a term of *three* full or partial fiscal years depending on date of appointment and eligibility to serve. Community Members shall be divided into three appointment categories, as nearly equal in number as possible, as follows: (a) Class 1, the initial term of which shall expire June 30, 2025, and subsequent terms shall be three years each; (b) Class 2, the initial term of which shall expire June 30, 2026, and subsequent terms shall be three years each; (c) Class 3, the initial term of which shall expire June 30, 2027, and subsequent terms shall be three years each. Each class shall hold committee membership until successors are appointed.

Director Members serve a term of one year or partial fiscal years depending on date of appointment and eligibility to serve. Director Member appointments shall be reviewed annually by the Board Chair (or Chair Elect).

Committee Chair and Vice Chair appointments shall be reviewed annually by the Board Chair (or Chair-Elect). Chair and Vice Chair appointments may be changed at any time without effecting the term of that person's membership on the Committee.

Director Members, Community Members, Chairs, and Vice Chairs may serve consecutive terms.

If a community member wishes to vacate a position, the committee member shall submit a written resignation letter addressed to the Chair of the Committee and the Chair of the Board, with a copy to the CEO and Governance Services.



TITLE: El Camino Hospital Board Committee Governance Policy

CATEGORY: Administrative

FIRST APPROVAL: ECHB August 14, 2024

CURRENT APPROVAL: ECHB June 11, 2025

Attendance:

Committee members are expected to attend in person and meaningfully participate in all committee meetings absent extenuating circumstances. Remote virtual participation is generally only allowed for just cause or emergency situations such as physical or family medical emergency, childcare, illness, disability, or Board or Committee related travel. Remote virtual participation must comply with the requirements of the Ralph M. Brown Act. Committee members may be removed from the Committee for repeated failure to satisfy attendance requirements.

If a member is physically not present for more than two meetings in a calendar year, the Committee Chair shall contact that member and remind the member of this policy. If the member continues to be physically absent despite the warning, the Committee shall consider a recommendation to the Board for removal.

Meetings:

All Committees shall have a Committee Charter approved by the Board.

Committee meetings shall be open to the public except for items permitted to be discussed in closed session and held in accordance with the provisions of the Ralph M. Brown Act. At least 72 hours before a committee meeting, Governance Services shall post an agenda containing a brief, general description of each item of business to be discussed at the committee meeting. The posting shall be accessible to the public.

The minutes of each committee meeting, including any recommendation of a committee, shall include a summary of the information presented and the recommended actions. ECHB staff will prepare minutes for each meeting. Draft minutes will be provided to the committee at the next available committee meeting for committee member review and approval. Once approved, minutes will be made a part of the Board's permanent records.

A majority of the members of each committee shall constitute a quorum for the transaction of business.

Only members of the committee are entitled to make, second or vote on any motion or other action of the committee. Each committee member shall be entitled to one vote on all matters considered by the committee. A simple majority vote of the members of the Committee shall designate approval of a motion.

All committee communications must go through the designated committee Chair.

The specific committees and their respective responsibilities are as stated in the Charter for each Committee.



**EL CAMINO HOSPITAL
EXECUTIVE COMPENSATION COMMITTEE MEMO**

To: El Camino Executive Compensation Committee
From: Anne Yang, Executive Director, Governance Services
Date: September 25, 2025
Subject: Receive Class Assignments for Community Members of Executive Compensation Committee

Recommendation: Receive Class Assignments for Community Members of Executive Compensation Committee.

Authority: In alignment with the Committee Governance Policy, we are implementing Class Assignments for Community Members of each Advisory Committee. These are reviewed and approved by each Committee Chair and received by each respective Committee at the subsequent meeting.

Summary: In June 2024, the Governance Committee initiated standardization across all Advisory Committees to streamline membership appointments, terms, attendance, and meeting standards, resulting in the Committee Governance Policy. The policy states that Community Members serve for 3-year renewable terms. The Governance Committee also recommended staggered terms for Community Members. The reason behind the staggered terms was to implement best governance practices, and to alleviate the potential need to recruit multiple new members in a given year. The policy was approved by the Board in FY25, and now being implemented for the first time for FY26.

The Class assignment tenure dates are as follows:

1. Class 1: Current term expires June 30, 2025; new term is July 1, 2025 through June 30, 2028
2. Class 2: Current term expires June 30, 2026; new term is July 1, 2026 through June 30, 2029
3. Class 3: Current term expires June 30, 2027; new term is July 1, 2027 through June 30, 2030

In general, the methodology for assigning a Class year was based on the following prioritization:

1. Member's tenure
2. Alphabetical order with the purpose of staggering the terms particularly for members who joined in the same year
3. Class 1 was assigned to new members of a Committee for FY26 (Quality and Finance)
4. Class 2 was assigned for a potential new recruit for Governance Committee, to allow time for the Committee's search efforts

List of Attachments:

1. Class Assignments for Community Members

Community Member Class Assignments

Name	Member	Chair/Vice Chair	Officer Start Date	Committee	Date Appointed	Class Assignment*	3Y Committee Term Expires	Committee Reappointment Term Expires
Estrella Parker	Community Member			Executive Compensation	12-Dec-21	Class 1	30-Jun-25	30-Jun-28
Mary Hassett	Community Member			Executive Compensation	13-Mar-24	Class 2	30-Jun-26	30-Jun-29
Tom Asmar	Community Member			Executive Compensation	13-Mar-24	Class 2	30-Jun-26	30-Jun-29
Todd Shaw	Community Member			Executive Compensation	13-Mar-24	Class 3	30-Jun-27	30-Jun-30

*Note that Class Assignments are to be approved by the Committee Chair and received by each Committee.

The purpose is to stagger all committee member terms (Class 1 expires June 30, 2025, Class 2 expires June 30, 2026, Class 3 expires June 30, 2027).



FY26 COMMITTEE GOALS AND PACING PLAN

Executive Compensation Committee

The purpose of the Executive Compensation Committee (the “Committee”) is to assist the El Camino Hospital (ECH) Hospital Board of Directors (“Board”) in its responsibilities related to the Hospital’s executive compensation philosophy and policies. The Committee will advise the Board to meet all legal and regulatory requirements as it relates to executive compensation.

STAFF: **Deanna Dudley**, Chief Human Resources Officer (Executive Sponsor)

The CHRO shall serve as the primary staff to support the Committee and is responsible for drafting the Committee meeting agenda for the Committee Chair’s consideration and for developing and disseminating in a timely manner management’s recommendations to the Committee and appropriate supporting information to facilitate the Committee’s deliberations and exercise of its responsibilities. The CEO, and other staff members as appropriate, may serve as a non-voting liaison to the Committee and may participate at the discretion of the Committee Chair. These individuals shall be excused when the Committee is reviewing their individual compensation.

GOALS	TIMELINE	METRICS/PACING PLAN
1. Provide oversight and approvals for compensation-related decisions, including performance incentive goal-setting and plan design	Q1 September 25	<ul style="list-style-type: none"> - Review and approve FY26 executive base salaries - Review and recommend FY25 Organizational Incentive Score - Review and approve FY25 individual incentive scores - Review and approve FY25 executive payout amounts
	Q2 November 6	<ul style="list-style-type: none"> - Process Review: CEO Performance Management - Process Review: Executive Performance Management - Process Review: Succession and Development Planning
	Q3 March 5	<ul style="list-style-type: none"> - Recommend FY27 ECC Committee goals - Receive mid-year strategic plan update - Process Review: Executive Goal Setting
	Q4 June 10	<ul style="list-style-type: none"> - Review and recommend proposed FY27 organizational incentive goals - Review and approve FY27 individual executive goals
2. Evaluate the effectiveness of the independent compensation consultant	Q4 June 10	<ul style="list-style-type: none"> - Conduct annual evaluation of ECC consultant

SUBMITTED BY: Chair: Wayne Doiguchi | **Executive Sponsor:** Deanna Dudley



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

To: Executive Compensation Committee
From: Dan Woods, CEO
Date: September 25, 2025
Subject: Proposed FY2025 Organizational Performance Incentive Plan Score

Recommendation:

Motion: Recommend Board approval of an organizational score of **111.14%**, subject to the finalization of the external audit confirming El Camino Hospital's financial results for FY2025.

Summary:

The Committee reviewed results against FY2025 goals and the proposed organizational score, per its Charter.

Progress toward the goals has been shared with the Board throughout the year. Additionally, the Quality, Patient Care, and Patient Experience Committee and the Finance Committee (the "Committees") each received updates on the Quality & Safety/Service and Financial goals.

The Committees have or will have seen their respective results on September 8, 2025 (Quality) and August 25, 2025 (Finance) and prior to the October 8, 2025 Hospital Board meeting. The Compliance and Audit Committee will review the financial audit results during its meeting on September 29, 2025.