



**AGENDA
REGULAR MEETING OF THE
EL CAMINO HOSPITAL BOARD OF DIRECTORS**

Wednesday, October 8, 2025 – 5:30 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: **1-669-444-9171, MEETING CODE: 937 2776 2150# 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 Regular Board 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 AND ROLL CALL | Bob Rebitzer, Board Chair | Information | 5:30 pm |
| 2 | CONSIDER APPROVAL FOR AB 2449 REQUESTS | Bob Rebitzer, Board Chair | Possible Motion | 5:30 pm |
| 3 | POTENTIAL CONFLICT OF INTEREST DISCLOSURES | Bob Rebitzer, Board Chair | Information | 5:30 pm |
| 4 | PUBLIC COMMUNICATION a. Oral Comments <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. Written Public Comments <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, Board Chair | Information | 5:30 pm |
| 5 | BOARD ASSESSMENT RESULTS | Dan Woods, CEO George Anderson, SpencerStuart Zach Morfin, SpencerStuart | Discussion | 5:30 – 5:50 |
| 6 | BYLAWS UPDATE | Don Watters Julia Miller Theresa Fuentes, CLO | Discussion | 5:50 – 6:10 |
| 7 | RECESS TO CLOSED SESSION | Bob Rebitzer, Board Chair | Motion Required | 6:10 |

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|----|---|---|-----------------|-----------------|
| 8 | FY2025 EXTERNAL AUDIT RESULTS AND BOARD DISCUSSION WITH AUDITOR <i>Gov't Code Section 54957(b) Report regarding personnel performance – Senior Management.</i> | Joelle Pulver, Baker Tilly Carlos Bohorquez, CFO | Discussion | 6:10 – 6:30 |
| 9 | LOS GATOS REDEVELOPMENT UPDATE <i>Health and Safety Code Section 32106(b) for a report and discussion involving healthcare facility trade secrets regarding new services or programs.</i> | Tracey Lewis-Taylor, COO Carlos Bohorquez, CFO | Discussion | 6:30 – 6:40 |
| 10 | APPROVE CREDENTIALING AND PRIVILEGING REPORT <i>Health & Safety Code Section 32155 and Gov't Code Section 54957 Report regarding personnel performance for a report of the Medical Staff; deliberations concerning reports on Medical Staff quality assurance matters.</i> | Mark Adams, MD, CMO | Motion Required | 6:40 – 6:45 |
| 11 | EXECUTIVE COMPENSATION ITEMS a. FY2025 ORGANIZATIONAL PERFORMANCE INCENTIVE PLAN SCORE b. EXECUTIVE COMPENSATION COMMITTEE REPORT <i>Gov't Code Section 54957(b) Report regarding personnel performance – Senior Management</i> | Dan Woods, CEO Deanna Dudley, CHRO | Discussion | 6:45 – 7:15 |
| 12 | EXECUTIVE SESSION a. FY2025 CEO ASSESSMENT RESULTS b. FY2026 CEO BASE SALARY AND RANGE c. FY2025 CEO PERFORMANCE INCENTIVE INDIVIDUAL SCORE d. GENERAL PERSONNEL MATTERS <i>No staff members in the room.</i> <i>Gov't Code Section 54957 Report regarding personnel performance – Chief Executive Officer</i> | Bob Rebitzer, Board Chair Wayne Doiguchi, Executive Compensation Committee Chair Dan Mayfield, SullivanCotter Paula Robinson, SullivanCotter | Discussion | 7:15 – 7:50 |
| | BREAK <i>(Chair to confirm final numbers from Agenda Item 12 and share with staff for accuracy in motions to follow)</i> | | | 7:50 – 7:55 |
| 13 | APPROVE MINUTES OF THE CLOSED SESSION OF THE EL CAMINO HOSPITAL BOARD OF DIRECTORS - Minutes of the Closed Session of the ECHB Meeting (09/17/25) <i>Report involving Gov't Code Section 54957.2 for closed session minutes.</i> | Bob Rebitzer, Board Chair | Motion Required | 7:55 – 7:57 |
| 14 | RECONVENE TO OPEN SESSION | Bob Rebitzer, Board Chair | Motion Required | 7:57 |
| 15 | CLOSED SESSION REPORT OUT To report any required disclosures regarding permissible actions taken during Closed Session. | Gabe Fernandez, Governance Services Coordinator | Information | 7:57 – 7:58 |
| 16 | APPROVE FY2025 CONSOLIDATED FINANCIALS, 403(b) RETIREMENT PLAN AND CASH BALANCE PLAN AUDIT REPORTS | Bob Rebitzer, Board Chair | Motion Required | 7:58 – 7:59 |

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|----|--|---------------------------|------------------------|--------------------|
| 17 | APPROVE FY2025 ORGANIZATIONAL PERFORMANCE INCENTIVE PLAN SCORE | Bob Rebitzer, Board Chair | Motion Required | 7:59 – 8:00 |
| 18 | REPORT OF RECOMMENDATION FOR FY2026 CEO BASE SALARY - Approve FY2026 CEO Base Salary | Bob Rebitzer, Board Chair | Motion Required | 8:00 – 8:01 |
| 19 | REPORT OF RECOMMENDATION FOR FY2025 CEO PERFORMANCE INCENTIVE PLAN PAYOUT - Approve FY2025 CEO Performance Incentive Plan Payout | Bob Rebitzer, Board Chair | Motion Required | 8:01 – 8:02 |
| 20 | CONSENT CALENDAR ITEMS: a. Approve Hospital Board Open Session Minutes (09/17/25) b. Approve Policies, Plans, and Scope of Services as Reviewed and Recommended for Approval by the Medical Executive Committee c. Receive FY26 ECHB Pacing Plan d. Receive Period 2 Financials | Bob Rebitzer, Board Chair | Motion Required | 8:02 – 8:03 |
| 21 | CEO REPORT | Dan Woods, CEO | Information | 8:03 – 8:08 |
| 22 | BOARD ANNOUNCEMENTS | Bob Rebitzer, Board Chair | Information | 8:08 – 8:12 |
| 23 | ADJOURNMENT | Bob Rebitzer, Board Chair | Motion Required | 8:12 |

NEXT MEETINGS: November 12, 2025; December 10, 2025; February 11, 2026; March 18, 2026; May 13, 2026; June 17, 2026