

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

**Thursday, March 12, 2026 – 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: 971 2460 5060 #.** 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.

**TIME ESTIMATES:** Except where noted as TIME CERTAIN, listed times are estimates only and are subject to change at any time, including while the meeting is in progress. The Board reserves the right to use more or less time on any item, to change the order of items and/or to continue items to another meeting. Particular items may be heard before or after the

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	<b>CALL TO ORDER/ROLL CALL</b>	Wayne Doiguchi, Chair		<b>4:00 pm</b>
2	<b>POTENTIAL CONFLICT OF INTEREST DISCLOSURES</b>	Wayne Doiguchi, Chair	Information	<b>4:00 pm</b>
3	<b>PUBLIC COMMUNICATION</b> 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 Board 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	<b>4:00 pm</b>
4	<b>CONSENT CALENDAR ITEMS:</b> a. Approve Minutes of the Open Session of the ECC Meeting (11/06/2025) b. Receive ECC FY26 Action Tracker c. Receive FY25 Committee Goals/Pacing Plan	Wayne Doiguchi, Chair	<b>Motion Required</b>	<b>4:00 – 4:05</b>
5	<b>PROCESS REVIEW: FY27 INDIVIDUAL GOAL SETTING</b>	Deanna Dudley, CHRO Dan Mayfield, SullivanCotter Paula Robinson, SullivanCotter	Discussion	<b>4:05 – 4:30</b>
6	<b>RECESS TO CLOSED SESSION</b>	Wayne Doiguchi, Chair	<b>Motion Required</b>	<b>4:30 – 4:31</b>
7	<b>ECH STRATEGY UPDATE</b> - Review Progress of FY26 Organizational Goals - Preview of FY27 Organizational Goals  <i>Health and Safety Code Section 32106(b) for a report and discussion involving healthcare facility trade secrets</i>	Dan Woods, CEO	Information	<b>4:31 – 5:01</b>

	<b>AGENDA ITEM</b>	<b>PRESENTED BY</b>	<b>ACTION</b>	<b>ESTIMATED TIMES</b>
8	<b>DISTRIBUTION OF PERFORMANCE RATINGS</b> <i>Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters – Executive Management.</i>	Deanna Dudley, CHRO	Information	<b>5:01 – 5:06</b>
9	<b>PROPOSED FY26 EXECUTIVE INDIVIDUAL INCENTIVE GOALS (Iyer and Muster)</b> <i>Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters.</i>	Dan Woods, CEO Deanna Dudley, CHRO	<b>Motion Required</b>	<b>5:06 – 5:15</b>
10	<b>APPROVE MINUTES OF THE CLOSED SESSION OF THE EXECUTIVE COMPENSATION COMMITTEE</b> - Minutes of the Closed Session of the ECC Meeting (11/6/2025)  <i>Report involving Gov't Code Section 54957.2 for closed session minutes.</i>	Wayne Doiguchi, Chair	<b>Motion Required</b>	<b>5:15 – 5:20</b>
11	<b>RECONVENE TO OPEN SESSION</b>	Wayne Doiguchi, Chair	<b>Motion Required</b>	<b>5:20 – 5:21</b>
12	<b>REPORT OUT FROM CLOSED SESSION</b>	Tracy Fowler, Director, Governance Services	Information	<b>5:22 – 5:23</b>
13	<b>COMMITTEE UPDATE</b> a. Recommend FY27 ECC Goals b. Review FY27 ECC Dates	Wayne Doiguchi, Chair	<b>Motion Required</b>	<b>5:23 – 5:30</b>
14	<b>COMMITTEE ANNOUNCEMENTS</b>	Wayne Doiguchi, Chair	Discussion	<b>5:30 – 5:35</b>
15	<b>ADJOURNMENT</b>	Wayne Doiguchi, Chair	<b>Motion Required</b>	<b>5:35 pm</b>