



**AGENDA**  
**SPECIAL JOINT MEETING OF THE EL CAMINO HOSPITAL BOARD OF DIRECTORS AND**  
**EL CAMINO HEALTH MEDICAL NETWORK BOARD OF MANAGERS**

**Wednesday, May 13, 2026 – 5:00 pm**

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

*Bob Rebitzer will be participating via teleconference from 28 Seaverns Avenue, Apt. 1, Jamaica Plain, MA 02130*

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: 942 3301 6124# 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.

**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 time estimated on the agenda. This may occur in order to best manage the time at a meeting.

**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 Special Board Meeting will be posted and distributed at least twenty-four (24) 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 AND ROLL CALL</b>	Jack Po, MD, Vice Chair, El Camino Hospital Board of Directors	Information	<b>5:00 pm</b>
2	<b>POTENTIAL CONFLICT OF INTEREST DISCLOSURES</b>	Jack Po, MD, Vice Chair	Information	<b>5:00 pm</b>
3	<b>PUBLIC COMMUNICATION</b> a. <b>Oral Comments</b> <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. <b>Written Public Comments</b> <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>	Jack Po, MD, Vice Chair	Information	<b>5:00 pm</b>
4	<b><u><a href="#">PUBLIC HEARING RE STATUS OF VACANCIES AND RECRUITMENT AND RETENTION EFFORTS FOR EL CAMINO HOSPITAL PURSUANT TO GOV. CODE SECTION 3502.3</a></u></b>	Deanna Dudley, CHRO, El Camino Hospital	Information	<b>5:00 – 5:20</b>
5	<b><u><a href="#">PUBLIC HEARING RE STATUS OF VACANCIES AND RECRUITMENT AND RETENTION EFFORTS FOR EL CAMINO HEALTH MEDICAL NETWORK PURSUANT TO GOV. CODE SECTION 3502.3</a></u></b>	Maria Ocanas, Director, Human Resources, ECHMN	Information	<b>5:20 – 5:30</b>

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	AGENDA ITEM	PRESENTED BY	ACTION	ESTIMATED TIMES
6	<b>ADJOURNMENT</b>  <a href="#"><u>Appendix – CA Gov. Code Section 3502.3</u></a>	Jack Po, MD, Vice Chair	<b>Motion Required</b>	<b>5:30 pm</b>



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

**To:** El Camino Hospital Board of Directors  
**From:** Deanna Dudley, CHRO  
**Date:** May 13, 2026  
**Subject:** Notice of Public Hearing – Status of Vacancies and Recruitment & Retention Efforts

**Purpose:** This memorandum is to summarize the public hearing pursuant to California Government Code section 3502.3.

**Summary:** El Camino Hospital Board of Directors will convene a public hearing on May 13, 2026, at 5:00 PM, regarding the status of vacancies and recruitment and retention efforts as mandated by California Government Code section 3502.3. Each recognized employee organization will be given 5 minutes to present information specific to their bargaining units.

The hearing fulfills statutory requirements to:

- Present updates on vacancies, recruitment, and retention.
- Allow employee organizations to address concerns or recommendations.
- Identify potential improvements to policies and procedures affecting hiring.

For detailed information, please refer to the attached copy of California Government Code section 3502.3.

# **PUBLIC HEARING RE STATUS OF VACANCIES AND RECRUITMENT AND RETENTION EFFORTS FOR EL CAMINO HOSPITAL PURSUANT TO GOV. CODE SECTION 3502.3**

Deanna Dudley, JD, MBA, Chief Human Resources Officer

May 13, 2026

# Background

- Pursuant to Ca. Gov. Code Section 3502.3
  - Status of vacancies, recruitment and retention efforts for positions within that bargaining unit
  - If the number of job vacancies within a single bargaining unit meets or exceeds 20 percent of the total number of authorized full-time positions, the public agency shall, upon request of the recognized employee organization, include all the following information during the public hearing:
    - (1) The total number of job vacancies within the bargaining unit.
    - (2) The total number of applicants for vacant positions within the bargaining unit.
    - (3) The average number of days to complete the hiring process from when a position is posted.
    - (4) Opportunities to improve compensation and other working conditions.

## Formula Details:

Number of job vacancies within a single bargaining unit meets or exceeds 20 percent of the total number of authorized full-time positions

### Reporting Date:

- April 10th, 2026

### Denominator:

- Total FT Employee for a single bargaining unit

### Numerator:

- Total Vacancies for a single bargaining unit

### Result:

- % of Vacancy

### Formula Example:

- Unit has 77 FT Employees with 1 vacancy
  - 1 divided by 77 = 1.3%

# Local 39

Unit	Total FT EMPL	Total Local 39 Vacancies	Variance	# of Applicants
No Vacancies at or above 20%				

## Recruitment & Retention Efforts

- *At the present, we are not experiencing recruitment challenges for positions in the Local 39 bargaining unit.*

# PRN

Unit	Total FT EMPL	Total PRN Vacancies	Variance	# of Applicants
63101 Mother Baby @ LG	5	1	20%	11
87500 Care Coordination-Patient Support @ MV	19	5	26%	4

## Recruitment & Retention Efforts

- *Unit; 63101*
  - *Average days to fill = 55.5 days*
- Unit: 87500
  - Average Days to Fill = 52 days

Build and retain a high-performing Care team through targeted outreach, competitive pay, and referrals. Onboarding will focus on mentorship and role readiness, with retention supported by career growth, recognition, and work-life balance. Regular 30-, 60-, and 90-day check-ins will help strengthen engagement, address challenges early, and support continuity of care.

## Compensation

- El Camino’s current contract with PRN includes competitive market rates, including a robust clinical ladder and training programs, which allow for successful recruitment and retention efforts.

# SEIU-UHW

Unit - Assessment	Total FT EMPL	Total SEIU-UHW Vacancies	Variance	# of Applicants
76801 CT Scanner @LG	4	1	25%	0
77790 Physical Performance-OP @ MV	5	1	20%	1 <i>Pending Offer</i>

## Recruitment & Retention Efforts

- Average Days to Fill = 59
- ECH Recruitment & Retention Strategy:
  - Attract and retain top talent across Imaging, and Physical Performance through focused outreach, competitive pay, and referral programs.
  - Support success with strong onboarding, mentorship, and training, then sustain retention through career growth, recognition, and work-life balance. Use 30-, 60-, and 90-day surveys to monitor engagement, address gaps, and reduce retention risk.

## Compensation

- El Camino has negotiated with SEIU for a multi-year contract; the increases contained in those negotiations are allowing us to have successful recruitment efforts. A limited time, sign on bonus program also bolstered our ability to hire key imaging roles.



El Camino Health Medical Network

## EL CAMINO HEALTH MEDICAL NETWORK BOARD OF MANAGERS BOARD MEETING MEMO

**To:** El Camino Health Medical Network Board of Managers  
**From:** Maria Ocanas, Director, Human Resources  
**Date:** May 13, 2026  
**Subject:** Notice of Public Hearing – Status of Vacancies and Recruitment & Retention Efforts

**Purpose:** This memorandum is to summarize the public hearing pursuant to California Government Code section 3502.3.

**Summary:** El Camino Health Medical Network Board of Managers will convene a public hearing on May 13, 2026, at 5:00 PM, regarding the status of vacancies and recruitment and retention efforts as mandated by California Government Code section 3502.3. Each recognized employee organization will be given 5 minutes to present information specific to their bargaining units.

The hearing fulfills statutory requirements to:

- Present updates on vacancies, recruitment, and retention.
- Allow employee organizations to address concerns or recommendations.
- Identify potential improvements to policies and procedures affecting hiring.

For detailed information, please refer to the attached copy of California Government Code section 3502.3.



# **PUBLIC HEARING RE STATUS OF VACANCIES AND RECRUITMENT AND RETENTION EFFORTS FOR EL CAMINO HEALTH MEDICAL NETWORK PURSUANT TO GOV. CODE SECTION 3502.3**

*Presented by:  
Maria Ocanas, Director of Human Resources*

*May 13, 2026*

**El Camino Health Medical Network**

# Overview

## **Pursuant to Ca. Gov. Code Section 3502.3**

- (a) (1) A public agency shall present the status of vacancies and recruitment and retention efforts during a public hearing before the governing board at least once per fiscal year.
- (2) If the governing board will be adopting an annual or multiyear budget during the fiscal year, the presentation shall be made prior to the adoption of the final budget.
- (3) During the hearing, the public agency shall identify any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process.

# El Camino Health Medical Network

As of April 10, 2026, El Camini Health Medical Network has 47 full-time active vacancies, of which include 3 are SEIU-UHW represented positions.

## **ECHMN Recruitment**

ECHMN utilizes a comprehensive recruitment strategy designed to attract highly qualified, mission-aligned talent across the organization. Recruitment efforts include partnerships with healthcare and specialty recruitment agencies, academic institutions, alumni networks, and professional organizations. Additional sourcing channels include the ECH Career Site, Employee Referral Program, LinkedIn, Indeed, and diversity-focused recruitment platforms to support a broad and inclusive candidate pipeline.

## **ECHMN Retention**

ECHMN is committed to fostering a supportive and engaging workplace through career development opportunities, mentorship, comprehensive training, employee recognition, and work-life balance initiatives. We also maintain ongoing engagement with employees throughout the year to gather feedback, assess organizational culture and satisfaction, identify opportunities for improvement, and proactively address retention risks to support long-term workforce stability and organizational success.

# Vacancies in a Bargaining Unit

## Pursuant to Ca. Gov. Code Section 3502.3(c)

- If the number of job vacancies within a single bargaining unit meets or exceeds 20 percent of the total number of authorized full-time positions, the public agency shall, upon request of the recognized employee organization, include all the following information during the public hearing:
  - (1) The total number of job vacancies within the bargaining unit.
  - (2) The total number of applicants for vacant positions within the bargaining unit.
  - (3) The average number of days to complete the hiring process from when a position is posted.
  - (4) Opportunities to improve compensation and other working conditions.

# SEIU-UHW

## Unit Assessment

Position	Total FT Employees	Total SEIU-UH Vacancies	Number of Applicants	Average days to fill as of 04/10/2026
60104001 - Medical Assistant	33	2	34	24
60105001- Patient Care Representative	43	1	24	24

### Final Summary:

- **Open FTEs:** 3.0
- **Total Applicants:** 47
- **Average Days Open:** 24 days (and counting)
- **Percentage Variance:** 25% above the benchmark

### ECHMN Recruitment and Retention Efforts

- At ECHMN, we are committed to attracting and retaining top talent through a strategic and holistic workforce approach. Our recruitment efforts leverage partnerships with academic institutions, healthcare and specialty recruitment agencies, employee referral programs, LinkedIn, Indeed, and other targeted recruitment platforms to attract highly qualified, mission-aligned candidates across the organization.
- To support long-term retention and employee engagement, ECHMN emphasizes career development, mentorship, succession planning, internal mobility, and employee recognition initiatives. We remain committed to fostering a supportive workplace culture through ongoing staff engagement, professional growth opportunities, and work-life balance initiatives that promote both individual success and organizational continuity.

### Compensation

ECHMN successfully negotiated a multi-year agreement with SEIU-UHW that includes competitive wage increases to support workforce recruitment, retention, and long-term market competitiveness within the healthcare industry.

ANY  
QUESTIONS?





## State of California

### GOVERNMENT CODE

#### Section 3502.3

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3502.3. (a) (1) A public agency shall present the status of vacancies and recruitment and retention efforts during a public hearing before the governing board at least once per fiscal year.

(2) If the governing board will be adopting an annual or multiyear budget during the fiscal year, the presentation shall be made prior to the adoption of the final budget.

(3) During the hearing, the public agency shall identify any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process.

(b) The recognized employee organization for a bargaining unit shall be entitled to make a presentation at the public hearing at which the public agency presents the status of vacancies and recruitment and retention efforts for positions within that bargaining unit.

(c) If the number of job vacancies within a single bargaining unit meets or exceeds 20 percent of the total number of authorized full-time positions, the public agency shall, upon request of the recognized employee organization, include all of the following information during the public hearing:

(1) The total number of job vacancies within the bargaining unit.

(2) The total number of applicants for vacant positions within the bargaining unit.

(3) The average number of days to complete the hiring process from when a position is posted.

(4) Opportunities to improve compensation and other working conditions.

(d) This section shall not prevent the governing board from holding additional public hearings about vacancies.

(e) The provisions of this section are severable. If any provision of this section or its application is held invalid, the invalidity shall not affect other provisions or applications that can be given effect without the invalid provision or application.

(f) For purposes of this section, "recognized employee organization" has the same meaning as defined in subdivision (a) of Section 3501.

(Added by Stats. 2024, Ch. 409, Sec. 2. (AB 2561) Effective January 1, 2025.)