

AGENDA

Executive Compensation Committee Meeting of the El Camino Hospital Board

Tuesday, May 17, 2016 **4:30 p.m.**

Conference Room C (ground floor)

2500 Grant Road, Mountain View, California 94040

Jing Liao will be participating via teleconference from the following address:
875 Stevenson Street San Francisco, CA 94103

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

AGENDA ITEM	PRESENTED BY	ESTIMATED TIMES
1. CALL TO ORDER	Jeffrey Davis, MD, Chair	4:30 – 4:31 p.m.
2. ROLL CALL	Jeffrey Davis, MD, Chair	4:31 – 4:32
3. POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Jeffrey Davis, MD, Chair	4:32 – 4:33
4. PUBLIC COMMUNICATION	Jeffrey Davis, MD, Chair	4:33 – 4:36
5. CONSENT CALENDAR ITEMS: Any Committee Member may remove an item for discussion before a motion is made. Approval: a. Minutes of Executive Compensation Committee Meeting, Open Session (3/24/16) b. Minutes of the Joint Executive Compensation Committee and the Hospital Board Meeting, Open Session (4/13/16)	Jeffrey Davis, MD, Chair	motion required 4:36 – 4:37
6. ADJOURN TO CLOSED SESSION	Jeffrey Davis, MD, Chair	motion required 4:37 – 4:38
7. CONSENT CALENDAR Approval of Meeting Minutes of the Closed Session (3/24/16) <i>Gov’t Code Section 54957.2</i>	Jeffrey Davis, MD, Chair	motion required 4:38 – 4:39
8. Discussion involving <i>Gov’t Code Sections 54957 and 54957.6</i> for report and discussion on personnel matters and report involving <i>Health and Safety Code Section 32106(b)</i> for a report involving health care facility trade secrets: - Market Analysis Report for Executives	Stephen Pollack, Mercer	discussion 4:39 – 4:54

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 650-988-7504 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		ESTIMATED TIMES
<p>9. Discussion involving <i>Gov't Code Sections 54957 and 54957.6</i> for report and discussion on personnel matters and <i>Health and Safety Code Section 32106(b)</i> for a report involving health care facility trade secrets:</p> <ul style="list-style-type: none"> - Proposed FY17 Executive Salary Ranges 	Tomi Ryba, CEO		<p>possible motion 4:54 – 5:14</p>
<p>10. Discussion involving <i>Gov't Code Sections 54957 and 54957.6</i> for report and discussion on personnel matters and <i>Health and Safety Code Section 32106(b)</i> for a report involving health care facility trade secrets:</p> <ul style="list-style-type: none"> - Proposed FY17 Executive Base Pay 	Tomi Ryba, CEO		<p>possible motion 5:14 – 5:34</p>
<p>11. Discussion involving <i>Gov't Code Sections 54957 and 54957.6</i> for report and discussion on personnel matters and <i>Health and Safety Code Section 32106(b)</i> for a report involving health care facility trade secrets:</p> <ul style="list-style-type: none"> - Proposed FY17 CEO Salary Range 	Jeffrey Davis, MD, Chair Stephen Pollack, Mercer, LLC		<p>possible motion 5:34 – 5:44</p>
<p>12. Discussion involving <i>Health and Safety Code Section 32106(b)</i> for a report involving health care facility trade secrets:</p> <ul style="list-style-type: none"> - Approach to Target Setting 	Stephen Pollack, Mercer, LLC		<p>discussion 5:44 – 5:54</p>
<p>13. Discussion involving <i>Health and Safety Code Section 32106(b)</i> for a report involving health care facility trade secrets:</p> <ul style="list-style-type: none"> - Proposed FY17 Organizational Goals 	Tomi Ryba, CEO; Mick Zdeblick, COO		<p>motion required 5:54 – 6:04</p>
<p>14. Discussion involving <i>Gov't Code Sections 54957 and 54957.6</i> for report and discussion on personnel matters and <i>Health and Safety Code Section 32106(b)</i> for a report involving health care facility trade secrets:</p> <ul style="list-style-type: none"> - Proposed FY17 Individual Executive Goals 	Tomi Ryba, CEO		<p>motion required 6:04 – 6:34</p>
<p>15. Report involving <i>Gov't Code Sections 54957 and 54957.6</i> for report and discussion on personnel matters:</p> <ul style="list-style-type: none"> - Defining and Applying the Discretionary Measure 	Tomi Ryba, CEO; Stephen Pollack, Mercer, LLC		<p>discussion 6:34 – 6:39</p>
<p>16. <i>Health and Safety Code Section 32106(b)</i> for a report involving health care facility trade secrets:</p> <ul style="list-style-type: none"> - Biennial Committee Self-Assessment 	Joann McNutt, Nygren Consulting		<p>discussion 6:39 – 6:59</p>
<p>17. ADJOURN TO OPEN SESSION</p>	Jeffrey Davis, MD, Chair		<p>motion required 6:59 – 7:00</p>
<p>18. RECONVENE OPEN SESSION/REPORT OUT</p>	Jeffrey Davis, MD, Chair		<p>information 7:00 – 7:01</p>

AGENDA ITEM	PRESENTED BY		ESTIMATED TIMES
To report any required disclosures regarding permissible actions taken during Closed Session.			
19. FY17 PACING PLAN	Jeffrey Davis, MD, Chair		possible motion 7:01 – 7:11
20. CLOSING COMMENTS	Jeffrey Davis, MD, Chair		discussion 7:11 – 7:14
21. ADJOURNMENT	Jeffrey Davis, MD, Chair		motion required 7:14 – 7:15 p.m.