AGENDA
JOINT MEETING OF THE EL CAMINO HOSPITAL BOARD
AND
THE EXECUTIVE COMPENSATION COMMITTEE
Wednesday, April 13, 2016, 5:30 p.m.
El Camino Hospital, Conference Rooms E, F & G, ground floor
2500 Grant Road
Mountain View, California

EL CAMINO HOSPITAL MISSION: *To be an innovative, publicly accountable and locally controlled comprehensive healthcare organization which cares for the sick, relieves suffering, and provides quality, cost competitive services to improve the health and well-being of our community.*

THE EXECUTIVE COMPENSATION COMMITTEE: *To advise and assist the El Camino Hospital (ECH) Board of Directors ("Board") in matters related to governance, board development, board effectiveness, and board composition, i.e., the nomination and appointment/reappointment process. The Governance Committee ensures the Board and Committees are functioning at the highest level of governance standards.*

	AGENDA ITEM	PRESENTED BY		
1.	**CALL TO ORDER**	Neal Cohen, MD, Board Chair		5:30 – 5:31 p.m.
2.	**ROLL CALL**	Neal Cohen, MD, Board Chair		5:31 – 5:32
3.	**POTENTIAL CONFLICTS OF INTEREST**	Neal Cohen, MD, Board Chair		5:32 – 5:33
4.	**EXECUTIVE INCENTIVE GOAL SETTING PHILOSOPHY** **a. Organizational Goals** **b. Individual Executive Incentive Goals**	Jeffrey Davis, MD, Chair, Executive Compensation Committee; Bob Miller, Vice Chair, Executive Compensation Committee		**discussion** 5:33 – 6:18
5.	**SUCCESSION PLANNING**	Jeffrey Davis, MD, Chair, Executive Compensation Committee; Bob Miller, Vice Chair, Executive Compensation Committee; Kathryn Fisk, Chief Human Resources Officer		**discussion** 6:18 – 6:29
6.	**ADJOURNMENT**	Neal Cohen, MD, Board Chair		**motion required** 6:30 p.m.

A copy of the agenda for the Joint 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.