

AGENDA
EXECUTIVE COMPENSATION COMMITTEE MEETING
OF THE EL CAMINO HOSPITAL BOARD

Tuesday, May 23, 2017 – 10:00 am

El Camino Hospital | Medical Staff Conference Room (administration)
 2500 Grant Road, Mountain View, CA 94040

Pat Wadors will be participating via teleconference from 15010 NE 36th Street Redmond, WA 98052.

MISSION: 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 Executive 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 / ROLL CALL	Lanhee Chen, Chair		10:00 – 10:02am
2. POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Lanhee Chen, Chair		10:02 – 10:03
3. PUBLIC COMMUNICATION a. Oral Comments <i>This opportunity is provided for persons in the audience to make a brief statement, not to exceed 3 minutes on issues or concerns not covered by the agenda.</i> b. Written Correspondence	Lanhee Chen, Chair		information 10:03 – 10:06
4. CONSENT CALENDAR <i>Any Committee Member or member of the public may remove an item for discussion before a motion is made.</i> Approval a. Minutes of the Open Session of the Executive Compensation Committee Meeting (March 23, 2017)	Lanhee Chen, Chair	<i>public comment</i>	motion required 10:06 – 10:07
5. REPORT ON BOARD ACTIONS	Lanhee Chen, Chair		information 10:07 – 10:12
6. ADJOURN TO CLOSED SESSION	Lanhee Chen, Chair		motion required 10:12 – 10:13
7. POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Lanhee Chen, Chair		10:13 – 10:14
8. CONSENT CALENDAR <i>Any Committee Member may remove an item for discussion before a motion is made.</i> Approval <i>Gov’t Code Section 54957.2.</i> a. Minutes of the Closed Session of the Executive Compensation Committee Meeting (March 23, 2017)	Lanhee Chen, Chair		motion required 10:14 – 10:15
9. Report involving Gov’t Code Sections 54957 and 54957.6 for report and discussion on personnel matters: - Proposed Changes to Executive Team Long Term Disability Benefits	Heidi O’Brien, Mercer		discussion 10:15 – 10:30

A copy of the agenda for the Regular 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
10. <i>Health & Safety Code 32106(b)</i> for a report and discussion involving health care facility trade secrets: - Proposed FY18 Organizational Goals	Mick Zdeblick, COO		discussion 10:30 – 10:40
11. Report involving <i>Gov't Code Sections 54957</i> and <i>54957.6</i> for report and discussion on personnel matters: - FY18 Executive Incentive Goals	Don Sibery, Interim CEO		possible motion 10:40 – 11:00
12. Report involving <i>Gov't Code Sections 54957</i> and <i>54957.6</i> for report and discussion on personnel matters: - FY18 Executive Salary Ranges	Stephen Pollack, Mercer; Lisa Stella, Mercer		discussion 11:00 – 11:15
13. Report involving <i>Gov't Code Sections 54957</i> and <i>54957.6</i> for report and discussion on personnel matters: - FY18 Executive Base Salaries	Stephen Pollack, Mercer; Lisa Stella, Mercer; Don Sibery, Interim CEO		discussion 11:15 – 11:30
14. Report involving <i>Gov't Code Sections 54957</i> and <i>54957.6</i> for report and discussion on personnel matters: - FY18 CEO Base Salary Range	Stephen Pollack, Mercer; Lisa Stella, Mercer		discussion 11:30 – 11:35
15. Report involving <i>Gov't Code Sections 54957</i> and <i>54957.6</i> for report and discussion on personnel matters: - FY18 CEO Incentive Goals	Lanhee Chen, Chair		possible motion 11:35 – 11:38
16. ADJOURN TO OPEN SESSION	Lanhee Chen, Chair		motion required 11:38 – 11:39
17. RECONVENE OPEN SESSION / REPORT OUT To report any required disclosures regarding permissible actions taken during Closed Session.	Lanhee Chen, Chair		11:39 – 11:40
18. PROPOSED FY18 ORGANIZATIONAL GOALS	Lanhee Chen, Chair	<i>public comment</i>	possible motion 11:40 – 11:45
19. FY18 CEO AND EXECUTIVE SALARY RANGES	Lanhee Chen, Chair	<i>public comment</i>	possible motion 11:45 – 11:47
20. FY18 EXECUTIVE BASE SALARIES	Lanhee Chen, Chair	<i>public comment</i>	possible motion 11:47 – 11:49
21. DRAFT REVISED EXECUTIVE BENEFIT POLICY	Lanhee Chen, Chair	<i>public comment</i>	possible motion 11:49 – 11:51
22. PROPOSED FY18 COMMITTEE PACING PLAN	Lanhee Chen, Chair	<i>public comment</i>	possible motion 11:51 – 11:55
23. CLOSING COMMENTS	Lanhee Chen, Chair		discussion 11:55 – 11:59
24. ADJOURNMENT	Lanhee Chen, Chair		motion required 11:59 – 12:00pm