

AGENDA

EXECUTIVE COMPENSATION COMMITTEE OF THE EL CAMINO HOSPITAL BOARD OF DIRECTORS

Thursday, November 9, 2017 – 4:00pm

El Camino Hospital | Conference Room A (ground floor)
2500 Grant Road Mountain View, CA 94040

PURPOSE: 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	Bob Miller, Chair		4:00-4:02pm
2. POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Bob Miller, Chair		4:02 – 4:03
3. PUBLIC COMMUNICATION a. Oral Comments <i>This opportunity is provided for persons in the audience to make a brief statement, not to exceed three (3) minutes on issues or concerns not covered by the agenda.</i> b. Written Correspondence	Bob Miller, Chair		information 4:03 – 4:06
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 (September 21, 2017) Information b. Progress Against FY18 Committee Goals c. Article of Interest	Bob Miller, Chair	<i>public comment</i>	motion required 4:06 – 4:07
5. REPORT ON BOARD ACTIONS	Bob Miller, Chair		information 4:07 – 4:12
6. LETTERS OF REASONABLENESS	Lisa Stella, Mercer; Bob Miller, Chair	<i>public comment</i>	motion required 4:12 – 4:22
7. REVIEW OF ECH EXECUTIVE COMPENSATION AND BENEFITS PROGRAM AND POLICIES a. Overview of Current ECH Practices b. Overview of Market Practices c. Opportunities for Revisions to ECH Practices	Stephen Pollack, Mercer; Kathryn Fisk, CHRO	<i>public comment</i>	possible motion 4:22 – 4:57 4:57 – 5:27 5:27 – 5:42

AGENDA ITEM	PRESENTED BY		ESTIMATED TIMES
8. APPROVAL OF ADDITION OF POSITION (PRESIDENT, SVMD) TO EXECUTIVE COMPENSATION AND BENEFITS PLAN & FY18 SALARY RANGE a. Proposed Revised Executive Compensation and Benefits Plan to add new position b. Proposed FY18 Salary Range for President, SVMD	Kathryn Fisk, CHRO; Dan Woods, CEO	<i>public comment</i>	motion(s) required 5:42 – 5:51
9. ADJOURN TO CLOSED SESSION	Bob Miller, Chair		motion required 5:51 – 5:52
10. POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Bob Miller, Chair		5:52 – 5:53
11. CONSENT CALENDAR <i>Any Committee Member or member of the public may remove an item for discussion before a motion is made.</i> <i>Approval</i> Gov't Code Section 54957.2: a. Minutes of the Closed Session of the Executive Compensation Committee Meeting (September 21, 2017)	Bob Miller, Chair		motion required 5:53 – 5:54
12. ADJOURN TO OPEN SESSION	Bob Miller, Chair		motion required 5:54 – 5:55
13. RECONVENE OPEN SESSION/ REPORT OUT To report any required disclosures regarding permissible actions taken during Closed Session.	Bob Miller, Chair		5:55 – 5:56
14. FY18 COMMITTEE PACING PLAN	Bob Miller, Chair		discussion 5:56 – 5:57
15. CLOSING COMMENTS	Bob Miller, Chair		discussion 5:57 – 5:59
16. ADJOURNMENT	Bob Miller, Chair		possible motion 5:59 – 6:00pm

Upcoming Meetings

- March 22, 2018
- May 24, 2018

Board/Committee Educational Gatherings

- April 25, 2018