

AGENDA

EXECUTIVE COMPENSATION COMMITTEE OF THE EL CAMINO HOSPITAL BOARD OF DIRECTORS

Thursday, November 8, 2018 – 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 20, 2018)	Bob Miller, Chair	<i>public comment</i>	motion required 4:06 – 4:07
5. REPORT ON BOARD ACTIONS	Bob Miller, Chair		information 4:07 – 4:10
6. LETTERS OF REASONABLENESS	Lisa Stella, Mercer	<i>public comment</i>	motion required 4:10 – 4:20
7. EXECUTIVE COMPENSATION CONSULTANT DASHBOARD	Lisa Stella, Mercer	<i>public comment</i>	possible motion 4:20 – 4:50
8. ASSESS EFFECTIVENESS OF DELEGATION OF AUTHORITY	Cindy Murphy, Director of Governance Services; Bob Miller, Chair		discussion 4:50 – 5:00
9. PROPOSED FY19 CEO EVALUATION PROCESS	Bruce Barge, Mercer	<i>public comment</i>	possible motion 5:00 – 5:25
10. ADJOURN TO CLOSED SESSION	Bob Miller, Chair		motion required 5:25 – 5:26
11. POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Bob Miller, Chair		5:26 – 5:27

AGENDA ITEM	PRESENTED BY		ESTIMATED TIMES
12. CONSENT CALENDAR <i>Any Committee Member or member of the public 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 (September 20, 2018)	Bob Miller, Chair		motion required 5:27 – 5:29
13. <i>Gov't Code Section 54957 and 54957.6 for report and discussion on personnel matters:</i> - Review Salary Administration Process and Executive Incentive Plan	Lisa Stella, Mercer		discussion 5:29 – 5:54
14. ADJOURN TO OPEN SESSION	Bob Miller, Chair		motion required 5:54 – 5:55
15. RECONVENE OPEN SESSION/ REPORT OUT To report any required disclosures regarding permissible actions taken during Closed Session.	Bob Miller, Chair		5:55 – 5:56
16. FY19 PACING PLAN	Bob Miller, Chair		discussion 5:56 – 5:58
17. CLOSING COMMENTS	Bob Miller, Chair		discussion 5:58 – 5:59
18. ADJOURNMENT	Bob Miller, Chair	<i>public comment</i>	motion required 5:59 – 6:00pm

Upcoming Meetings: January 29, 2019 (*tentative*) | March 28, 2019 | May 23, 2019 || **Board/Committee Educational Sessions:** April 24, 2019