

AGENDA
EXECUTIVE COMPENSATION COMMITTEE OF THE
EL CAMINO HOSPITAL BOARD OF DIRECTORS

Thursday, June 6, 2024 – 4:00pm

El Camino Hospital | Sobrato Board Room 2 | 2500 Grant Road, Mountain View, CA 94040

THE PUBLIC IS INVITED TO JOIN THE OPEN SESSION PORTION OF THE MEETING LIVE AT THE ADDRESS ABOVE OR VIA TELECONFERENCE AT:

1-669-900-9128, MEETING CODE: **964 5059 5461#**. No participant code. Just press #.

To watch the meeting, please visit:

[Committee Meeting Link](#)

NOTE: In the event that there are technical problems or disruptions that prevent remote public participation, the Chair has the discretion to continue the meeting without remote public participation options, provided that no Committee member is participating in the meeting via teleconference.

	AGENDA ITEM	PRESENTED BY	ACTION	ESTIMATED TIMES
1	CALL TO ORDER/ROLL CALL	Bob Miller, Chair		4:00 pm
2	CONSIDER APPROVAL FOR AB 2449 REQUESTS	Bob Miller, Chair	Possible Motion	4:00 pm
3	POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Bob Miller, Chair	Information	4:00 pm
4	PUBLIC COMMUNICATION a. Oral Comments <i>This opportunity is provided for persons to address the Committee on any matter within the subject matter jurisdiction of the Committee that is not on this agenda. Speakers are limited to three (3) minutes each.</i> b. Written Public Comments <i>Comments may be submitted by mail to the El Camino Hospital Executive Compensation Committee at 2500 Grant Avenue, Mountain View, CA 94040. Written comments will be distributed to the Board as quickly as possible. Please note it may take up to 24 hours for documents to be posted on the agenda.</i>	Bob Miller, Chair	Information	4:00 pm
5	CONSENT CALENDAR ITEMS: <i>Any Committee Member or member of the public may remove an item for discussion before a motion is made.</i> a. Approve Minutes of the Open Session of the ECC Meeting (03/21/2024) b. Approve Minutes of the Closed Session of the ECC Meeting (03/21/2024) c. Receive Progress against FY24 Committee Goals/Pacing Plan	Bob Miller, Chair	Motion Required	4:00 – 4:10
6	REPORT ON BOARD ACTIONS	Bob Miller, Chair	Information	4:10 – 4:15
7	ECC POLICIES REVIEW a. ECC Delegation of Authority Procedures b. Executive Compensation Philosophy c. Salary Administration d. Executive Benefits Plan e. Incentive Plan f. ECC Charter	Deanna Dudley, CHRO	Motion Required	4:15 – 4:35
8	RECESS TO CLOSED SESSION	Bob Miller, Chair	Motion Required	4:35 – 4:36

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9	<i>Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters and Health and Safety Code Section 32106(b) Report on health facility trade secrets regarding new services or programs:</i> GOAL SETTING UPDATE	Heidi O'Brien, Mercer Rob Kirkpatrick, Mercer	Discussion	4:36 – 4:46
10	<i>Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters and Health and Safety Code Section 32106(b) Report on health facility trade secrets regarding new services or programs:</i> EXECUTIVE COMPENSATION ITEMS - GEOGRAPHIC DIFFERENTIAL - METHODOLOGY FOR BENCHMARKING	Heidi O'Brien, Mercer Rob Kirkpatrick, Mercer	Discussion	4:46 – 5:01
11	<i>Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters and Health and Safety Code Section 32106(b) Report on health facility trade secrets regarding new services or programs:</i> PROPOSED FY25 ORGANIZATIONAL PERFORMANCE GOALS	Dan Woods, CEO Deanna Dudley, CHRO	Discussion	5:01 – 5:15
12	<i>Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters and Health and Safety Code Section 32106(b) Report on health facility trade secrets regarding new services or programs:</i> PROPOSED FY25 EXECUTIVE INDIVIDUAL INCENTIVE GOALS	Dan Woods, CEO Deanna Dudley, CHRO	Discussion	5:15 – 5:35
13	<i>Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters and Health and Safety Code Section 32106(b) Report on health facility trade secrets regarding new services or programs:</i> PROPOSED BASE SALARY RANGE CHIEF MARKETING AND COMMUNICATIONS OFFICER	Dan Woods, CEO Deanna Dudley, CHRO	Discussion	5:35 – 5:40
14	RECONVENE TO OPEN SESSION	Bob Miller, Chair	Motion Required	5:40
15	REPORT OUT FROM CLOSED SESSION	Gabe Fernandez, Governance Services Coordinator	Information	5:40 – 5:41
16	APPROVAL OF ITEMS DISCUSSED IN CLOSED SESSION - Recommendation to Board FY25 Organizational Performance Goals - Approve FY25 Executive Individual Incentive Goals - Approve Base Salary Range for Chief Marketing and Communications Officer	Bob Miller, Chair	Motion Required	5:41 – 5:44
17	ANNUAL EXECUTIVE COMPENSATION CONSULTANT REVIEW	Bob Miller, Chair	Discussion	5:44 – 5:50
18	CLOSING COMMENTS	Bob Miller, Chair	Discussion	5:50 – 5:55
19	ADJOURNMENT	Bob Miller, Chair	Motion Required	5:55 pm