

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

Tuesday, July 28, 2020 – 4:00pm

El Camino Hospital | 2500 Grant Road, Mountain View, CA 94040

PURSUANT TO STATE OF CALIFORNIA EXECUTIVE ORDER N-29-20 DATED MARCH 18, 2020, EL CAMINO HEALTH WILL NOT BE PROVIDING A PHYSICAL LOCATION FOR THIS MEETING. INSTEAD, THE PUBLIC IS INVITED TO JOIN THE OPEN SESSION MEETING VIA TELECONFERENCE AT:

1-669-900-9128, MEETING CODE: 369-007-4917#. No participant code. Just press #.

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		4:00-4:01pm
2. POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Bob Miller, Chair		4:01 – 4:02
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 4:02 – 4:05
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 ECC Meeting (5/28/2020) b. CEO Assessment Timeline	Bob Miller, Chair	<i>public comment</i>	motion required 4:05 – 4:07
5. ADJOURN TO CLOSED SESSION	Bob Miller, Chair		motion required 4:07 – 4:08
6. POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Bob Miller, Chair		information 4:08 – 4:09
7. 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 ECC Meeting (5/28/2020)	Bob Miller, Chair		motion required 4:09 – 4:10
8. Health & Safety Code Section 32016(b) for a report and discussion involving health care facility trade secrets; Gov’t Code Section 54957.6 for a conference with labor negotiator Dan Woods: - FY20 Incentive Calculation Methodology	Dan Woods, CEO		discussion 4:10 – 4:30

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9. <i>Health & Safety Code Section 32016(b)</i> for a report and discussion involving health care facility trade secrets; <i>Gov't Code Section 54957.6</i> for a conference with labor negotiator Dan Woods: - Proposed Revised FY20 Individual Performance Incentive Goals	Dan Woods, CEO		possible motion 4:30 – 4:55
10. <i>Health & Safety Code Section 32016(b)</i> for a report and discussion involving health care facility trade secrets; <i>Gov't Code Section 54957.6</i> for a conference with labor negotiator Dan Woods: - Weighting of FY21 Executive Organizational and Individual Performance Incentive Goals	Dan Woods, CEO		discussion 4:55 – 5:00
11. <i>Health & Safety Code Section 32016(b)</i> for a report and discussion involving health care facility trade secrets; <i>Gov't Code Section 54957.6</i> for a conference with labor negotiator Dan Woods: - FY21 Organizational Incentive Goals	Dan Woods, CEO		discussion 5:00 – 5:10
12. <i>Gov't Code Section 54957.6</i> for a conference with labor negotiator Dan Woods: - Proposed FY21 Chief Financial Officer (CFO) Base Salary	Dan Woods, CEO		discussion 5:10 – 5:13
13. ADJOURN TO OPEN SESSION	Bob Miller, Chair		motion required 5:13 -5:14
14. RECONVENE OPEN SESSION/ REPORT OUT To report any required disclosures regarding permissible actions taken during Closed Session.	Bob Miller, Chair		information 5:14– 5:15
15. FY20 INCENTIVE CALCULATION METHODOLOGY	Dan Woods, CEO	<i>public comment</i>	possible motion 5:15 – 5:17
16. FY21 INCENTIVE GOAL WEIGHTING	Dan Woods, CEO	<i>public comment</i>	possible motion 5:17 – 5:19
17. PROPOSED FY21 ORGANIZATIONAL GOALS	Dan Woods, CEO	<i>public comment</i>	possible motion 5:19 – 5:21
18. PROPOSED FY21 CFO BASE SALARY	Dan Woods, CEO	<i>public comment</i>	possible motion 5:21 – 5:22
19. RFP AD HOC COMMITTEE REPORT	Jaison Layney, Ad Hoc Committee Chair		discussion 5:22 – 5:26
20. FY21 PACING PLAN	Bob Miller, Chair		discussion 5:26 – 5:28
21. CLOSING COMMENTS	Bob Miller, Chair		discussion 5:28 – 5:29
22. ADJOURNMENT	Bob Miller, Chair	<i>public comment</i>	motion required 5:29 – 5:30pm