

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

Wednesday, May 18, 2022 – 4:00 pm

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

PURSUANT TO STATE OF CALIFORNIA EXECUTIVE ORDER N-29-20 DATED MARCH 18, 2020, EI 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: 760-083-0558#. 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 4:092– 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 (03/03/2022) Information b. Progress Against FY22 Committee Goals/Pacing Plan	Bob Miller, Chair	<i>public comment</i>	motion required 4:05 – 4:06
5. REPORT ON BOARD ACTIONS	Dan Woods, CEO		information 4:06 – 4:11
6. FY23 COMMITTEE PLANNING a. Proposed FY23 Committee Goals and Pacing Plan b. Proposed FY23 Committee Meeting Dates c. Assessment of Delegation of Authority d. Assessment of Charter	Bob Miller, Chair	<i>public comment</i>	possible motion(s) 4:11 – 4:31
7. RECOMMEND PROPOSED FY23 ORGANIZATIONAL PERFORMANCE INCENTIVE GOALS	Dan Woods, CEO	<i>public comment</i>	possible motion(s) 4:31 – 4:36
8. ADJOURN TO CLOSED SESSION	Bob Miller, Chair		motion required 4:36 – 4:37
9. POTENTIAL CONFLICT OF INTEREST DISCLOSURES	Bob Miller, Chair		information 4:37 – 4:38

AGENDA ITEM	PRESENTED BY		ESTIMATED TIMES
10. CONSENT CALENDAR <i>Any Committee Member or member of the public may remove an item for discussion before a motion is made.</i> Approval Gov't Code Section 54957.2: a. Minutes of the Closed Session of the ECC Meeting (03/03/2022)	Bob Miller, Chair		motion required 4:38 – 4:39
11. Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters: - Market Update a. Geographic Differential b. Trend Data c. Executive Performance Incentive Plan - CEO Discretion Discussion	Heidi O'Brien, Mercer		discussion 4:39 – 5:19
12. Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters: - Proposed FY23 Individual Executive Strategic Pick Goals	Dan Woods, CEO		possible motion 5:19 – 5:34
13. Gov't Code Section 54957 and 54957.6 for a report and discussion on personnel matters: - Proposed Salary Range Change and Base Salary Change for Vice President Payor Relations	Dan Woods, CEO		possible motion 5:34 – 5:49
14. ADJOURN TO OPEN SESSION	Bob Miller, Chair		motion required 5:49 – 5:50
15. RECONVENE OPEN SESSION / REPORT OUT To report any required disclosures regarding permissible actions taken during Closed Session.	Bob Miller, Chair		information 5:50 – 5:51
16. EXECUTIVE PERFORMANCE INCENTIVE PLAN	Bob Miller, Chair	<i>public comment</i>	possible motion 5:51 – 5:53
17. PROPOSED FY23 INDIVIDUAL EXECUTIVE STRATEGIC PICK GOALS	Bob Miller, Chair	<i>public comment</i>	possible motion 5:53 – 5:55
18. PROPOSED SALARY RANGE CHANGE AND BASE SALARY CHANGE FOR VICE PRESIDENT PAYOR RELATIONS	Bob Miller, Chair	<i>public comment</i>	possible motion 5:55 – 5:59
19. ANNUAL EXECUTIVE COMPENSATION CONSULTANT REVIEW	Bob Miller, Chair		discussion 5:59 – 6:05
20. CLOSING COMMENTS	Bob Miller, Chair		discussion 6:05 – 6:08
21. ADJOURNMENT	Bob Miller, Chair	<i>public comment</i>	motion required 6:08 – 6:10pm

Upcoming Meetings: Regular Meetings: Sept 22, 2022, Nov 03, 2022, Mar 02, 2023, & May 04, 2023