

**BOARD OF COMMISSIONERS
MEETING -WORK SESSION
MAY 8, 2018**

A Work Session of the Board of Commissioners of Public Hospital District No. 1, Skagit County, was held at Skagit Valley Hospital.

ATTENDANCE

Present were: Commissioners Julie Blazek, Peter Browning, Jim Hobbs, Bruce Lisser, Jeff Miller, and Gary Shand; Brian Ivie, President/CEO; Paul Ishizuka, Regional Vice President & Chief Financial Officer; Deborah Martin, Regional Vice President, Human Resources; Kari Ranten, Director of Marketing, Byron Clouatre, Director of Inpatient Plant Operations, Brad Berg, Legal Counsel joined by phone; and Joanie Whitener, Executive Secretary.

CALL TO ORDER

The meeting was called to order at 5:01 p.m. by Mr. Lisser.

EXCUSED ABSENCES

It was moved, seconded, and unanimously carried to excuse Peter Browning from the meeting. Mr. Browning arrived later.

REVISED AGENDA

MOTION

It was moved, seconded, and unanimously carried to amend the agenda to include presentation of Resolution No. 3783.

REPORTS AND DISCUSSION

SECURITY ASSESSMENT

Byron Clouatre, Director of Inpatient Plan Operations presented the Board with a report on action to date and future considerations regarding assessment and improvements of Skagit Regional Health's security program.

**THE THOUGHT EXCHANGE –
Employee Engagement**

Kari Ranten, Director of Marketing provided information to the Board on past employee engagement scores. Ms. Ranten shared steps Skagit Regional Health was taking to create a more satisfied and high performing work force. She reported on the newly developed Employee Engagement Committee with a scope of work included employee recognition, events, and peer support. She also presented information and a timeline on the implementation of the Thought Exchange program, an example of a mechanism established to promote employee feedback, consolidate and bring to the forefront shared ideas and concerns, and enhance communication among staff and between staff and administration.

ACTION ITEMS

**RESOLUTION 3782 – 2018
Executive Annual Incentive Plan**

Mr. Ivie brought the proposed Key Performance Metrics for 2018 before the Board for approval. Mr. Ivie provided details regarding the development of the goals and weighting that included comparisons with 2017 actuals and an appropriate minimum target.

MOTION

It was moved, seconded, and unanimously carried to accept the recommendation to approve Resolution 3782.

RESOLUTION 3783

The Board discussed with Legal Counsel, Brad Berg a change to Resolution 3783 to include language to address and waive the requirement included in the Policy that payments be made under the

Policy only after audited financial statements have been issued because any changes to be included in the audited financial statements for 2017 will not change the payments due under the Policy. It was also requested that the current CFO be identified as interim CFO for clarification.

MOTION

It was moved, seconded, and unanimously carried to approve Resolution 3783 with the requested amended language.

REPORTS AND DISCUSSION

SURGICAL STRATEGIC OPPORTUNITIES

Mr. Ivie gave a presentation to the Board on the da Vinci Robotics System and the opportunities this product could provide for Skagit Regional Health. He provided data that reflected an increase in the use of robotics surgery and the benefits for the patient as well as the hospital. Mr. Ivie stated that he and Mr. Ishizuka would have a more detailed economic presentation at the next Finance Committee meeting and with their recommendation would bring the request forward at the May 25, 2018 Board Meeting.

EXECUTIVE SESSION

Mr. Lisser stated the Board would now go into Executive Session to discuss with legal counsel matters pursuant to RCW 42.30. 110 (g).

The meeting went into Executive Session at 6:40 p.m. The Board anticipated 10 minutes for Executive Session.

REGULAR SESSION

The meeting returned to Regular Session at 6:55 p.m.

REVISED AGENDA

CORRECTED MARCH 23, 2018 MINUTES

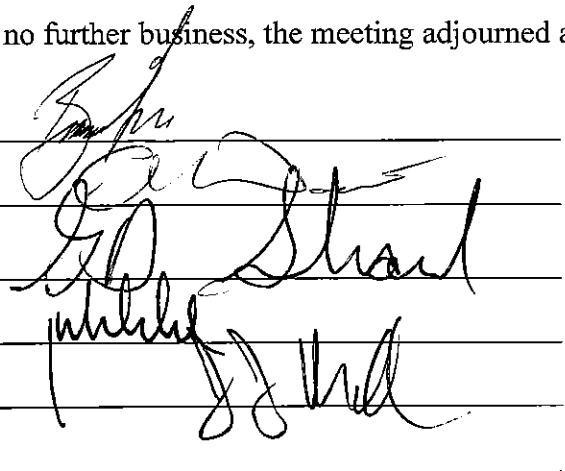
The March 23, 2018 minutes were corrected following their approval under the April 27, 2018 Board Consent Agenda. The corrected minutes were presented here for Board's signature.

MOTION

It was moved, seconded, and unanimously carried to revise the agenda to include approval of the corrected March 23, 2018 regular Board minutes.

ADJOURN

As there was no further business, the meeting adjourned at 7:00 p.m.

The image shows several handwritten signatures in black ink on a background of horizontal lines. The signatures are written in a cursive style. There are approximately five distinct signatures visible, though some are overlapping or partially obscured.

ATTEST:

