

**BOARD OF COMMISSIONERS  
MEETING -WORK SESSION  
MARCH 12, 2019**

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, Frei Burton, Jim Hobbs, Bruce Lisser, Jeff Miller, and Gary Shand; Brian Ivie, President/CEO; Danny Vera, Chief Operating Officer; Paul Ishizuka, Chief Financial Officer; Dr. Connie Davis, Chief Medical Officer; Deborah Martin, Regional VP, Human Resources; Kari Ranten, Marketing Director, Brad Berg, Legal Counsel joined by phone; and Joanie Whitener, Executive Secretary. Ariana Sharma and Steve Sullivan from Pearl Meyer.

**CALL TO ORDER**

The meeting was called to order at 5:00 p.m. by Mr. Lisser.

**REPORTS AND DISCUSSION**

**PEARL MEYER**

Mr. Steve Sullivan from Pearl Meyer provided the details of his Executive Compensation Market Analysis and presented a Program Design for Skagit Regional Health to the Board.

**2018 KEY PERFORMANCE  
METRICS ACHIEVEMENTS**

Mr. Brian Ivie reviewed the details of the 2018 Key Performance Metrics Dashboard. He advised that the calculations had been verified and he would request a resolution for approval of the incentive payment at the April 26, 2019 Board meeting.

**MOTION**

It was moved, seconded, and unanimously approved to accept the 2018 Key Performance Metric Achievements for incentive payment at 97.3% of the base award percentages per attached Schedule A and Schedule B.

**2019 KPM TARGET UPDATES**

Mr. Ivie updated the Board of the adjustments to improve the revised key performance targets for 2019.

**MOTION**

It was moved, seconded, and unanimously carried to approve the final target for the Key Performance Metrics for 2019.

**SUMMARY OF 2018 BOARD  
STRATEGIC RETREAT**

The Board was given a summary of the 2018 Board Strategic Retreat and reminded of next steps for review and renewed focus. Mr. Ivie stated a more in depth examination would be presented at a future meeting.

**GOVERNANCE INSTITUTE  
BOARD EDUCATIONAL  
RETREAT**

Brian advised the Board of a potential leadership conference opportunity through the Governance Institute scheduled for Sept. 8-11 in Colorado.

**MOTION**

It was moved, seconded, and unanimously approved to move forward with reservations and plans for the Board's attendance at the September 2018 Governance Institute Educational Retreat.

**EMPLOYEE RETIREMENT  
PLAN**

An opportunity for a change in the SRH employee retirement plan was presented. The Board was advised that the new vendor offered a more robust plan, was familiar with the healthcare industry, local,

a more robust plan, was familiar with the healthcare industry, local and would brand to Skagit Regional Health. More information would be presented at a later date.

**APRIL WORK SESSION**

Mr. Ivie requested that the April 9 Board Work Session be moved to Monday, April 8. The Board agreed to the date change. Bruce Lisser and Deborah Martin would dial-in.

**WSHA CEO & TRUSTEE  
QUALITY & SAFETY SUMMIT**

All Commissioners planned to attend the WSHA Quality & Safety Summit in Seattle on Monday, April 29.

**SUPERINTENDENT & SENIOR  
EXECUTIVE TEAM REPORT**

Mr. Ivie presented recent organizational activities and provided status reports on the ongoing preparation for the DNV site visit. He stated that the recent DNV Stroke Survey resulted in a positive report and also advised of the cooperation between SRH and local law enforcement and city officials regarding a recent patient encounter.

**EXECUTIVE SESSION**

Mr. Lisser stated the Board would now go into Executive Session to discuss with legal counsel an employee matter pursuant to RCW 42.30.110 (1) (g).

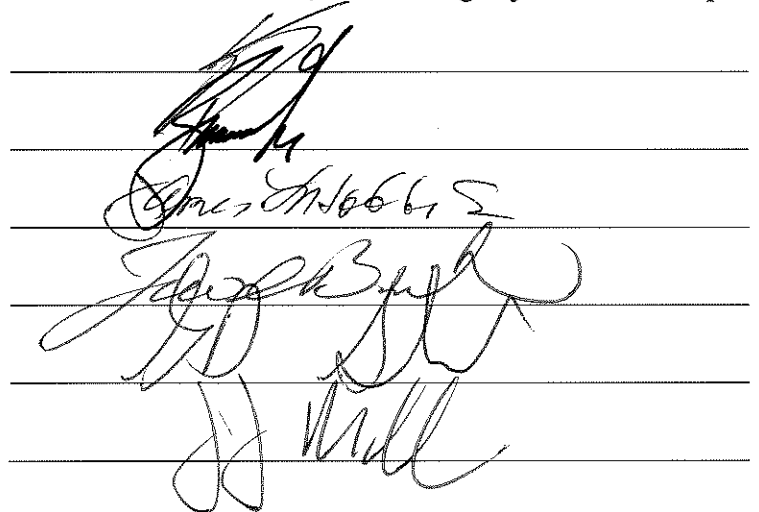
The meeting went into Executive Session at 5:50 p.m. The Board anticipated 60 minutes for Executive Session.

**REGULAR SESSION**

The meeting returned to Regular Session at 7:04 p.m. No action taken as a result of the Executive Session.

**ADJOURN**

As there was no further business, the meeting adjourned at 7:04p.m.



ATTEST:

