

**BOARD OF COMMISSIONERS  
MEETING -WORK SESSION  
DECEMBER 11, 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, Al Dennis, Jim Hobbs, Bruce Lisser, Jeff Miller, and Gary Shand; Brian Ivie, President/CEO; Danny Vera, Chief Operating Officer; Paul Ishizuka, Chief Financial Officer; Deborah Martin, Regional VP, Human Resources; Kari Ranten, Marketing Director, Brad Berg, Legal Counsel joined by phone; and Joanie Whitener, Executive Secretary. Also present: Rachael Woods and Frei Burton

**CALL TO ORDER**

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

**EXCUSED ABSENCES**

It was moved, seconded and unanimously carried to excuse Peter Browning from the meeting. Commissioner Browning arrived at 5:05 p.m.

**REPORTS AND DISCUSSION**

**SRH WEBSITE**

Ms. Rachael Woods, Marketing and Communications Manager presented the status on the development of a singular and improved Skagit Regional Health website (reduced from three separate websites). Ms. Woods advised that a vast amount of content was being reviewed by multi-level departments and directors to assist with the specific editing. She stated focus was also on user-friendly capabilities to individualize searches while highlighting key service lines but also with beautiful modern photography and patient stories though-out.

**2019 KEY PERFORMANCE  
METRICS/INCENTIVE PLAN**

Mr. Ivie reviewed with the Board the details of the Key Performance Metrics Dashboard. This included the changes between the 2018 and 2019 documents, the metrics for consideration and scoring. Upon acceptance by the Board, Mr. Ivie stated he would request a resolution for approval at the December 21 Board meeting.

**MOTION**

It was moved, seconded, and unanimously approved to accept the 2019 Key Performance Metric Incentive Plan as presented.

**INTERIM COMMISSIONER  
REPLACEMENT PROCESS**

The Commissioner Replacement Process was reviewed. Mr. Lisser stated that interviews would be conducted by the Executive Committee and completed by January 14. Recommendations would be presented to the Board at their January 25, 2019 meeting.

**MOTION TO AMEND AGENDA**

It was moved, seconded, and unanimously carried to amend the agenda to table the Strategy Retreat Follow-up agenda item and move up the Executive Session.

**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)

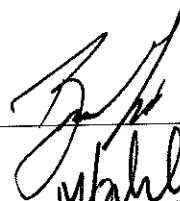
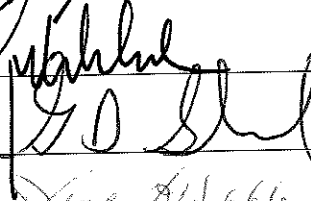
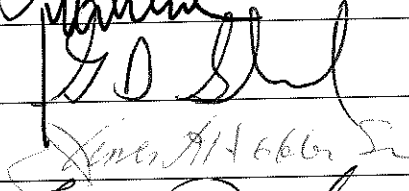
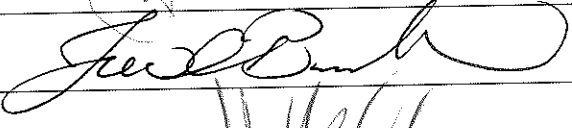
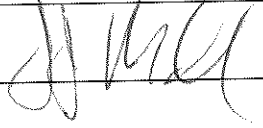
The meeting went into Executive Session at 5:50 p.m. The Board anticipated 60 minutes for Executive Session.

**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 7:04 p.m.

  
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ATTEST:

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