

December 18, 2025

The regular meeting of the Board of Commissioners of the Whidbey Island Public Hospital District was called to order at 11:01 am by Board President, Commissioner Jouas. Present were Commissioner, James Golder; Commissioner, Marion Jouas; Commissioner, Ron Wallin; Commissioner; Dr. Kirk Gasper; Chief of Staff, Dr. Robert Rookstool; Chief Executive Officer, Nathan Staggs; Chief Financial Officer, Paul Rogers; Executive Director of Quality and Transformation, Shanna Harney-Bates; Executive Director of Marketing and Community Relations, Brandy Butler; Administrative Chief of Staff, John Gleason. Dominic Symes from HealthTech was in attendance virtually.

Consent Agenda

Commissioner Jouas thanks former commissioner Greg Richardson for his service on the board and welcomes newly appointed commissioner Dr. Kirk Gasper.

Approval of the November 20, 2025 board meeting minutes - Commissioner Wallin motions to approve. Commissioner Golder seconds the motion. The November 20, 2025 board meeting minutes are approved.

Call to Order/Points of Order

No points of order at this time.

Public Comments

No public comments were made.

Medical Staff Report

Chief of Staff, Dr. Robert Rookstool

Dr. Rookstool presents the credentials report to the board.

INITIAL APPOINTMENTS

- Robert Buckingham CRNA, Anesthesia, Provisional Active
- Andrew Hu DPM, Surgical Podiatry, Provisional Active
- Hiedi Lane PMHNP, Tele Psychiatry, Provisional Telemedicine
- Rachel Nelson MD, Tele Radiology, Provisional Telemedicine

Commissioner Golder motions to approve the Initial Appointments. Commissioner Wallin seconds the motion. Motion is approved.

ADVANCEMENTS

- Kashif Janjua MD, Tele Hospitalist, Telemedicine

Commissioner Wallin motions to approve the Advancements. Commissioner Golder seconds the motion. Motion is approved.

REAPPOINTMENTS

- Regina Currier DPM, Podiatry, Active
- Lisa Koch MD, Pathology, Courtesy
- Brian Minow MD, Family Medicine-Wound Care, Active
- Robert Johnson MD, Ophthalmology, Active

Commissioner Wallin motions to approve the Reappointments. Commissioner Golder seconds the motion. Motion is approved.

Medical Staff Privilege Request - Cardiology - The credentials committee outlines what is expected of a cardiologist in regard to privileges.

Commissioner Golder motions to approve the Medical Staff Privilege Request - Cardiology. Commissioner Wallin seconds the motion. Motion is approved.

HealthTech Report

Dominic Symes, HealthTech

HealthTech CEO forum meeting was cancelled in November due to flight cancellations. It has been rescheduled to the 9th of March. Dominic will be presenting the cybersecurity playbook and phishing seminar to the medical staff in January. Many hospitals are experiencing problems in observations. HealthTech is setting up training

on this issue to take place in early January. The board will receive evaluations from HealthTech in regard to CEO Nathan Staggs.

Financial Report

Chief Financial Officer, Paul Rogers

WhidbeyHealth is reporting a net surplus of \$146k. Total net operating revenue exceeded budget by \$788k. Days-cash-on-hand is at 21.6 days. Increases in cost are affecting us now, and since we are a hospital of cost-based reimbursement, we will not see that money for 1-2 years. We paid our principal and interest payments on our bond in November. The cash forecast projects \$23 million in cash receipts by May of 2026 and 39 days of cash-on-hand. The Oncology department continues to show significant growth, leading to substantial increases in costs as well as increases in revenue.

Quality and Compliance Report

Executive Director of Quality and Transformation, Shanna Harney-Bates

Shanna presents the December Quality report to the board. Our third CNA program starts in April. Crisis prevention training is occurring this week for 5 WhidbeyHealth staff members. Several physician leaders are attending a seminar in January to gain expert insights. HCAHPS are at or very close to benchmarks.

IT and Facilities Report

Chief Executive Officer, Nathan Staggs

Working on Meditech Expanse optimization. There are opportunities with coding and revenue cycle that we are trying to iron out. The recent storm has messed with our air handlers so we are working to get those fixed.

Operations and Outpatient Services Report

Chief Executive Officer, Nathan Staggs

We have a surgical podiatrist starting in January. We have a new Orthopedist starting in late spring. We are working with a Cariologist who we expect to start in March. We are in discussions with a vascular specialist who will work with our Wound Care department.

Nursing Report

Chief Executive Officer, Nathan Staggs

We are actively working on replacing travelers with full-time employees to reduce costs.

Administrator Report

Chief Executive Officer, Nathan Staggs

Working through challenges but we continue to see growth.

Year End Review

Executive Director of Marketing and Community Relations, Brandy Butler

Our orthopedic and urology clinics have moved into a new space. WhidbeyHealth acquired and Ophthalmology practice with locations in Oak Harbor and Freeland. Six primary care providers have been added in the clinics this year. We completed 7 planned goals from the strategic plan. We have spent over \$7 million on capital improvements in 2025. In July we completed a substantial upgrade to the OR department as well as improvements in the Emergency Room. Starting in January, we will have topical presentations to educate board members at board meetings as well as documents to review.

General Board Items

Board Committee Assignments - Commissioner committee assignments will be kept in place for now and will be selected at the January board meeting once we have the new commissioners in place.

Board Approval of the Board Bylaws Revisions- There are no board bylaw revisions at this time.

Email Naming Convention for Commissioners- Commissioner emails in the past have featured a district designation. Additionally, commissioner emails are passed on to the next commissioner along with those inboxes. The board decides that commissioners email will adopt the current WhidbeyHealth naming convention which is the first 5 letters of the last name plus the first letter of the first name.

Oath of Office Swearing In of new Commissioners- Commissioner Jouas swears in the two incoming commissioners, Dr. Mark Borden and Jamie Canby. These commissioners will start their terms on January 1, 2026.

Commissioner Comments

Commissioner Jouas thanks outgoing commissioner Ron Wallin for his 18 years of service to the hospital and the greater community.

Approval of Auditing Services- Paul Rogers is asking the board for a motion to accept the recommendation of the finance committee to replace Eide Bailey as our year-end auditor with DZA who specializes in hospital cost reports.

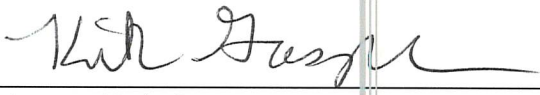
Commissioner Golder motions to approve DZA as the company to perform audits for WhidbeyHealth. Commissioner Wallin seconds the motion. Motion is approved.

Adjournment


Commissioner Wallin motions to adjourn the meeting. The meeting is adjourned at 12:16 pm. Minutes taken by John Gleason.



President of the Commission, Marion Jouas



Commissioner, Kirk Gasper, MD



Commissioner, James Golder