

Board of Commissioners Special Session Meeting Minutes
Monday, March 30, 2026
10:00 am

| Agenda | Discussion | Action Items |
|------------------------|--|--------------|
| Call to Order | <p>Call to Order The meeting of the board of commissioners meeting of WhidbeyHealth Medical Center was called to order at 10:00 am by board president Marion Jouas.</p> <p>Commissioners present: Marion Jouas, RN Mark Borden, MD Kirk Gasper, MD Katherine Nelson Marcy Shimada</p> <p>Present: Admin Chief of Staff, John Gleason</p> | |
| Public Comments | <p>Public Comments</p> <ul style="list-style-type: none"> No public comments were made. | |

| Agenda | Discussion | Action Items |
|------------------------|--|--------------|
| Points of Order | <p>Meeting Purpose The purpose of this meeting is to review the performance of CEO Nathan Staggs, and to develop a plan for his compensation for 2026.</p> | |

| Agenda | Discussion | Action Items |
|--------------------------|--|--|
| Executive Session | <p>Executive Session The board will move to Executive Session for a total length of 45 minutes to discuss the qualifications for candidates for a public office per RCW 42.30.110(g).</p> <p>All decisions will be made in open session.</p> <p>The board will return to open session at 10:47 am.</p> <p>Commissioner Jouas calls the meeting back to order at pm. No decisions were made and no votes were taken.</p> <p>After the first 45 minute Executive Session, the board returns to open session to announce that they will be returning to Executive Session for an additional 1 hour, returning at 11:48 am.</p> <p>The board returns to open session at 10:48 am. The board will return to Executive Session for an additional 30 minutes and will return at 12:18 am.</p> | <p>Time out of regular session: 10:01 am</p> <p>Time into Executive Session: 10:02 am</p> <p>Time out of Executive Session: 10:47 am</p> <p>Return to Open Board Meeting: 10:47 am</p> <p>Time into Executive Session: 10:48 am</p> <p>Time out of Executive Session:</p> |

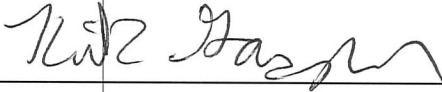
| | | |
|--|---|--|
| | The board returns from Executive Session at 12:18 pm. | 11:48 am Time into Executive Session: 11:48 am Time out of Executive Session: 12:18 pm |
|--|---|--|

| Agenda | Discussion | Action Items |
|--------------|---|---|
| Open Session | Board Items <ul style="list-style-type: none"> • The board has evaluated the figures of other public hospitals of similar size using publicly available data to reach a final compensation figure. • Nathan has a leadership role with the Rural Collaborative. • The board has reduced the bonus structure while increasing the base compensation. • Commissioner Gasper motions to approve a total compensation package of \$561,949 retroactive to January 2026. • Commissioner Nelson adds that when the board compared his 2024 salary with available data, it was right in line with hospitals of similar size. • In the future, the board may decide to move the CEO compensation discussion from January to March or April in order to be able to get new commissioners caught up and to be able to more fully evaluate financial figures from the prior year. | Motion to approve compensation package for Nathan Staggs: Comm. Gasper Seconded: Comm. Borden Motion is approved |


| Agenda | Discussion | Action Items |
|-------------|--|---|
| Adjournment | <ul style="list-style-type: none"> • The next regular board meeting will take place on Thursday, April 23 at 11:00 am. • The board meeting is adjourned at 12:26 pm • Minutes taken by John Gleason | Motion to adjourn: Comm. Shimada Seconded: Comm. Borden Motion is approved |



President of the Commission, Marion Jouas, RN



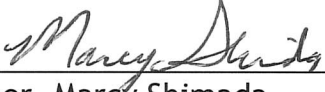
Commissioner, Kirk Gasper, MD



Commissioner, Mark Borden, MD



Commissioner, Katherine Nelson



Commissioner, Marcy Shimada