Board of Commissioners Meeting Minutes
Friday, October 30, 2026
2:45 pm

| Agenda | Discussion | Action Items |
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| **Call to Order** | **Call to Order**<br>The meeting of the board of commissioners meeting of WhidbeyHealth Medical Center was called to order at 2:45 pm by President Marion Jouas. The meeting took place at WhidbeyHealth in the HEC AB Conference Room.<br><br>**Commissioners present:**<br>Kirk Gasper, MD<br>Katherin Nelson<br>Marcy Shimada<br>Mary Engle<br><br>**Others in Attendance:**<br>John Gleason, Administrative Chief of Staff<br><br>Commissioner Marion Jouas, RN is in attendance remotely.<br>Five community members are in attendance online. | |
| **Consent Agenda** | **Purpose of Meeting**<br>• Purpose of the meeting is to go into Executive Session to discuss public employee evaluation. | |

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| **Public comments** | **Public Comments**<br>• No public comments were made. | |

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| **Executive Session** | **Executive Session**<br>• The board will move to Executive Session to discuss qualifications of applicants or review the performance of a public employee per RCW 42.30.110 (g)<br>• The board will be in Executive Session for a total of 15 minutes and will reconvene in open session at 3:01 pm.<br>• No votes will be taken in executive session, and no decisions will be made. | Time out of Open Session: 2:46 pm<br>Time in to Executive Session: 2:46 pm<br>Time out of Executive Session: 3:01 pm<br>Time in to Open Session: 3:01 pm |

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| General Board Items | **Resolution 491**<br>• This resolution discusses a benefits package for retirement.<br>• This is a revision to the existing retirement benefit package that will allow for employer contributions to the Executive Staff.<br>• The employee contribution will remain the same. The employer contribution will increase.<br>• This resolution authorizes the Chief Financial Officer to sign the pension plan amendment.<br><br>**Resolution 492**<br>• Resolution 492 accepts the employment agreement with the Chief Executive Officer.<br>• The RCWs require that a resolution is used to appoint a superintendent of the district and set the compensation.<br>• The compensation is set at $600,000.<br>• Current CEO Nathan Staggs was brought in as an employee of HealthTech. Now that WhidbeyHealth has terminated its agreement with HeathTech, Nathan Staggs needs to be brought in as an employee of WhidbeyHealth.<br>• Over the last three years, WhidbeyHealth has paid HealthTech over $7 million in services.<br>• Research found that other similar hospitals have recently hired CEOs at similar salary rates in the past year.<br>• WhidbeyHealth has generated in excess of $300 million in annual gross revenue under Mr. Stagg's tenure as CEO.<br>• This agreement is a 3-year employment contract. | Motion to approve Resolution #491: Comm. Engle<br>Seconded: Comm. Shimada<br>Motion is approved<br><br>Motion to approve Resolution #492: Comm. Shimada<br>Seconded: Comm. Engle<br>Motion is approved |

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| Adjournment | • The next special session board meeting will take place on Thursday, November 5 at 2:00 pm.<br>• The next regular board meeting will take place on November 19, at 11:00 am.<br>• The board meeting is adjourned at 3:41 pm. | Motion to adjourn: Comm. Shimada<br>Seconded: Comm. Engle<br>Motion is approved |

President of the Commission, Marion Jouas, RN

Commissioner, Kirk Gasper, MD

Commissioner, Katherine Nelson

Commissioner, Marcy Shimada

Commissioner, Mary Engle