

ATTENDANCE:

Emma Herron, Commissioner, President
Dariel Norris, Commissioner, Vice President
David Speikers, Commissioner
Jen Carter, Commissioner
Kevin Hauglie, Commissioner, Secretary

Renée Jensen, CEO
Patrick Ritter, CFO
Rachel Thompson, CMO
Charles (Skip) Houser, General Counsel
Jamie Palermo, Recording Clerk, Senior EA

SPECIAL WORK SESSION CALL TO ORDER: President Herron called the meeting to order at 1:30pm. This meeting was held via Zoom, pursuant to Proclamation 20-28 issued by Washington State Governor Inslee.

CEO COMPENSATION (discussion) – Amy Frentzen provided a compensation comparison chart to the commission on October 28, 2021. This chart was the base for today’s discussion.

Based on the CEO Employment Agreement, a performance review and salary adjustment should have been completed 6 months from November 9, 2020:

The Board shall review Executive’s job performance and salary no later than six (6) months from the Effective Date of this Agreement for transition from interim status and any considered salary adjustment as determined by the Board in its sole discretion, provided that, absent cause or Executive’s consent, it may not be adjusted downward.

The 6 month performance review and salary adjustment did not occur. Now it is at the one year mark and the Employment Agreement states:

Following one year of employment Executive is eligible for an Annual Incentive bonus

The Board of commissioners have asked Mr. John Fletcher to perform a 360 evaluation on the CEO, on Tuesday, November 30, 2021. Mr. Fletcher is an executive coach with many years of healthcare experience. Upon completion of the 360 evaluation, the new base salary will be determined and a resolution will be created.

SPECIAL WORK SESSION ADJOURNED: 2:30pm

APPROVAL:



Kevin Hauglie, Board Secretary



Jamie Palermo, Recording Clerk