

King County Public Hospital District No. 2  
d/b/a EvergreenHealth  
Board of Commissioners Meeting  
EvergreenHealth Medical Center, Kirkland, WA  
December 2, 2022  
Educational Session Minutes

Comms. Present: Comms. Butler, Edwards, Hirt, McLaughlin, Pilcher, and Snyder.  
Comm. DeYoung excused.

Medical Staff Leadership: Chad Bentsen, MD, Michael Mena, MD, Scott Burks, MD, Dave Likosky, MD

Others Present: Chris Bredeson, Purav Bhatt, Peggy Brown, Mark Freeborn, MD, Jeff Friedman, Monique Gablehouse, Jessika Groce, Lori Kloes, Lisa LaPlante, Richard Meeks, Tina Mycroft, Ettore Palazzo, MD, Candace Scairpon, Mary Shepler, Jeff Tomlin, MD, Jason Wood, Juan Aragon, MD, Jenny Churas, Deann Edgars, Tessie Foley, Nancy Hamilton, Kristen Krebs, Jennifer Kurtz, John Rheinheimer, Kimberly Stone, Spencer Vaden, Trisha West

Legal Counsel: None present

Guests: See Exhibit A

**LEADERSHIP  
EDUCATIONAL  
SESSION**

Comm. McLaughlin called the December 2, 2022 Education Meeting of the Board of Commissioners of King County Public Hospital District No. 2 to order at 7:03 a.m. and welcomed those present.

Comm. McLaughlin acknowledged the recent passing of Community Advisor Inge-Lise Marx.

**PRESENTATIONS and DISCUSSION**

**Culture of Patient  
Safety**

Ettore Palazzo, MD, Chief Medical & Quality Officer, and Jennifer Kurtz, Patient Safety Officer, discussed the reason for the Culture of Patient Safety Survey, participation rate, high level results, key themes, and next steps. They noted that workplace violence is of utmost concern for the organization, steps are being taken to address current trends, and reviewed management action plans. The team responded to questions from the Board throughout.

**HR Semi-Annual  
Report &  
Workforce**

Jessika Groce, Chief Human Resources Officer, gave a high-level overview of the HR Semi-Annual Report noting that organizational turnover is better than the national and Pacific Region benchmark, racial diversity is increasing, retirement plans and employee

<b>Retention Assessment</b>	<p>engagement are strong and we are on track to hire more than 1000 employees in 2022.</p> <p>Additionally, Jessika reviewed the Workforce Retention Assessment Implementation Plan which covers Kirkland and Monroe. The report included a review of the definition of an Employment Value Proposition (EVP), EvergreenHealth's strengths, opportunities, implementation plan and priorities for 2023. Jessika responded to questions from the Board throughout.</p>
<b>CEO Listening Sessions</b>	<p>Jeff Tomlin, MD, CEO, reviewed the CEO listening sessions, noting that these are intended to allow staff the opportunity to share their unfiltered feedback with the CEO, covering topics such as how staff are doing with stress, employee wellness, how things are going overall, etc. Dr. Tomlin reviewed the process, results received to date, strengths, opportunities for improvement, plans for 2023, etc. He noted that it is clear everyone who participated wants to do the best possible job for their patients and many expressed their appreciation for the forum and how valuable the sessions are. He responded to questions from the Board throughout.</p>
<b>Public Records Act</b>	<p>Richard Meeks introduced Jenny Churas as the new Senior Attorney and Contracts Manager. Jenny reviewed Public Records Act requirements, email and electronic communication best practices, retention requirements, penalties, and announced a new training program that will roll out in 2023. Jenny responded to questions from the Board throughout.</p>
<b>Women's &amp; Children's Services Update</b>	<p>Tessie Foley, RN, Director, Women's and Children's Services, noted that we have a level IIIB Neonatal Intensive Care Unit (NICU) with 24/7 in house neonatologists who care for all babies (except those requiring surgery), and we now offer all private rooms. EvergreenHealth's NICU outcomes are as good as or better than the national and Washington state averages and we now offer brain cooling, as well as the Small Baby program. Tessie responded to questions from the Board throughout.</p>
<b>Future Planning</b>	<p>Dr. Tomlin, Chris Bredeson, COO, and Trisha West, Director of Strategic Planning, spoke about the Master Facility Plan and the organization's efforts to meet the needs of the Community. The review covered key project structure updates, how EvergreenHealth Monroe fits into the project and noted that updates will come to the Board monthly. The Board and the leadership team engaged in a discussion about the timeline and how to manage multiple priorities occurring simultaneously.</p>

**Executive Session**

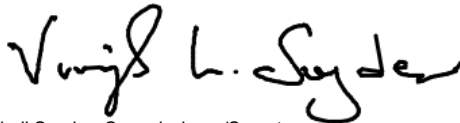
At 10:07 a.m. Comm. McLaughlin announced that the Board would adjourn into Executive Session for approximately 20 minutes to discuss the interpretation and application of labor agreements as permitted under RCW 42.30.140.

The Executive Session was concluded at 11:18 a.m. at which time the public session reconvened.

**Adjourn**

The December 2, 2022 Meeting of the Board of Commissioners for King County Public Hospital District No. 2 was adjourned at 11:20 a.m.

ATTEST:

A handwritten signature in black ink that reads "Virgil L. Snyder". The signature is written in a cursive style with a large initial "V".

Virgil Snyder, Commissioner/Secretary  
Dec 20, 2022 10:03 PM PST

**Exhibit A – Guests**

<b>Name</b>	<b>Residence</b>
Holly Baker	Unknown
Tara Barnes	Unknown
Karalyn Hartman	Unknown
Bret Percival	Unknown