

King County Public Hospital District No. 2  
d/b/a EvergreenHealth  
Board of Commissioners Meeting  
EvergreenHealth Medical Center, Kirkland, WA  
November 08, 2023  
Special Session

Comms. Present: Comms. Cashman, Hirt, McLaughlin, Pilcher, Snyder, and Stewart  
Comm. Edwards is excused

Medical Staff Leadership: Chad Bentsen, MD, M. Sean Kincaid, MD, Michael Mena, MD

Others Present: Jessika Groce, Nancy Hamilton, Candace Scairpon, Jeff Tomlin,  
MD

Legal Counsel: Jenny Churas, Kevin Hansen

Guests: See Exhibit A

**Public Meeting** Comm. Snyder called the November 08, 2023 Special Meeting of the Board of Commissioners of King County Public Hospital District No. 2 to order at 4:00 p.m.

**Public Comment** There were no members of the public present that wished to provide comment at this time.

**Executive Session** At 4:15 p.m. Comm. Snyder announced that the Board would adjourn into Executive Session for approximately 60 minutes to consider and discuss matters allowed in executive session pursuant to RCW 42.30.110(1)(g). No members of the public were present.

The Executive Session commenced at 4:18 p.m. The Executive Session concluded at 6:24 p.m.

The Public Session was reconvened at 6:33 p.m.

**Action Item**

**Selection of New EvergreenHealth CEO** Comm. Snyder noted that we had the opportunity to interview two highly qualified internal candidates for the position of King County Public Hospital District #2 (KCPHD#2)/EvergreenHealth Superintendent and Chief Executive Officer (CEO). He noted that we held interviews on October 30, 2023, and November 2, 2023, requested public comment earlier this afternoon and then adjourned into Executive Session to discuss candidate qualifications. The Board's task now is to vote on the candidate to extend an offer of employment for the CEO position subject to and

contingent upon reaching a mutually acceptable employment agreement. If such an agreement is reached, the resolution selecting the new CEO and setting the CEO's compensation will be subject to Board action during the November 21, 2023 Board Business Meeting. In the event that a mutually acceptable employment agreement is not reached the employment offer shall be deemed rescinded.

Comm. Snyder reviewed the voting process for the meeting which included requesting nominations for the position, having discussion regarding the nominees, voting on the nominees, and requesting a formal motion on the nominee with the most votes, followed by a final vote on the motion.

Comm. Snyder opened the floor for nominations for King County Public Hospital District #2 Chief Executive Officer.

Comm. Pilcher nominated Ettore Palazzo, MD.

Comm. Snyder called for any other nominations for the CEO position.

Comm. McLaughlin nominated Chris Bredeson.

Comm. Snyder closed the floor for nominations.

Comm. Snyder called for a vote on the nominees and reminded the Board that each Commissioner will have only one vote in total, not per nominee.

At the conclusion of the vote Ettore Palazzo, MD had the most votes, and as a result Comm. Snyder called for a motion to appoint him to the King County Public Hospital District #2 CEO position.

Comm. Pilcher made a motion to offer employment to Ettore Palazzo, MD to be the Superintendent and Chief Executive Officer of King County Public Hospital District #2 d/b/a EvergreenHealth, subject to and contingent upon reaching a mutually acceptable employment agreement which will take place at the November 21, 2023, Board Business Meeting. In the event that a mutually acceptable employment agreement is not reached the employment offer shall be deemed rescinded.

Comm. Hirt seconded the motion.

The Board engaged in discussion regarding the nominees noting that we have two outstanding candidates who have great strengths and talents that the organization needs; both candidates impressed

the Board. The Board also emphasized that this is an extremely difficult decision that they have been wrestling with for many weeks.

The motion carried unanimously.

Ettore Palazzo, MD will be offered the Superintendent/CEO position and Comm. Snyder will contact both candidates of the result of tonight's vote immediately after the conclusion of the meeting.

The Board emphasized that the new CEO has the full support of the Board.

Comm. McLaughlin thanked Comm. Snyder, the HR team (Jessika Groce and Nancy Hamilton), the legal team (Jenny Churas and Kevin Hansen), and Candace Scairpon for their work and support of this process noting that it was thoughtfully done, was fair and comprehensive and is something that speaks to the culture of EvergreenHealth. Comm. Hirt concurs.

**Adjourn**

The November 08, 2023 Meeting of the Board of Commissioners for King County Public Hospital District No. 2 was adjourned at 6:43 p.m.

ATTEST:



Tim McLaughlin, Secretary/Commissioner  
Nov 22, 2023 9:32 AM PST

**Exhibit A – Guests**

**Name** \_\_\_\_\_

None \_\_\_\_\_

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