JANUARY 2026 BOARD MINUTES

Snoqualmie Valley Health Board of Commissioners Meeting

COMMISSIONERS PRESENT
Kevin Hauglie, President
David Speikers, Vice President
Jen Carter, Secretary
Emma Herron
Mark Bowers

OTHERS PRESENT
Renée Jensen, CEO
Patrick Ritter, CFO
Dr. Tammy Moore, CSO
Tricia Ralston, CNE
Skip Houser, General Counsel
Ryan Millman, Acumen Financial
Alexander Yaffe, Pearl Meyer
Nichole Pas, Director of Marketing
Shauna DePrato, Director of Finance
Cori Dolan, Director of Pharmacy
Carrie Wetzel, Director of Contracts and Procurement
Dr. Megah Shah, Inpatient Medical Director
Julie Mincy, Manager of HR
Rachel Bonnie, Manager of Informatics
Ivan Bizev, Senior Accountant
Lauren Watkins, MA Supervisor
Annette Kuhls, Care Coordinator
Robert Angrisano, Community Member
Catherine Cotton, City of Snoqualmie
Tina Speikers, Community Member

CALL TO ORDER

President Hauglie called the meeting to order at 6:00 pm, followed by roll call. The public was provided the opportunity to participate remotely or attend and participate at a physical/onsite location. There was a member of the community who was unable to access the meeting until 6:06.

APPROVAL OF THE BOARD MEETING AGENDA

Motion to approve by Commissioner Bowers; seconded by Commissioner Herron. Motion carried by five affirmative votes.

PUBLIC COMMENT

President Hauglie called for public comments. No comments were offered.

CONSENT AGENDA

The following items were presented for approval as part of the consent agenda. Unless any board member requests an item to be removed for separate discussion, all items will be approved in a single vote. The Consent Agenda included the following items:

Title: Approval of Minutes from the 12/18/2025 Board Meeting
Resolved: That the Board of Commissioners approves the minutes from the board meeting held on December 18, 2025.

Title: Approval of Medical Staff Recommendations from December 2025

Resolved: That the Board of Commissioners approves the recommended privileges reviewed by the Medical Executive Committee in December 2025.

Motion to approve by Commissioner Carter; seconded by Commissioner Herron with the following amendment: Remove consent agenda items C and D, Resolutions 723-1225 and 724-1225, for further discussion. Motion carried by five affirmative votes.

M/ Carter S/ Herron – RESOLUTION 723-1225 - Approval of Regular Commissioner Meeting Dates for 2026
Motion made and seconded**.** The Board voted to keep the dates presented in Resolution 723-1225 and amend the regular meeting time from 5 pm to 6 pm, citing the prospect of public attendance as a higher priority than impact to staff. Motion carried by five affirmative votes. Finance Committee members elected to move their meetings to the same week as board meetings.

M/ Speikers S/ Carter – RESOLUTION 724-1225 - Approval of District Holidays for 2026
Motion made and seconded. Commissioner Speikers stated that these were the same holidays approved in previous years and clarified that there were no changes. CEO Jensen confirmed. Commissioner Herron did not request further discussion. Motion carried by five affirmative votes.

PATIENT STORY

Shared by Dr. Megha Shah, Medical Director of Inpatient Services

COMMISSIONER BUSINESS

Board Position Elections - The clerk conducted the election of board chair in accordance with the bylaws. David Speikers received three affirmative votes. Kevin Hauglie received two affirmative votes. David Speikers was elected chair of the board for 2026-2028. President Speikers conducted the elections of board vice president and secretary. Mark Bowers received three affirmative votes. Kevin Hauglie received two affirmative votes. Mark Bowers was elected vice president of the board for 2026-2028. President Speikers conducted the elections of secretary. Commissioner Herron received three affirmative votes. Kevin Hauglie received two affirmative votes. Commissioner Herron was elected secretary of the board for 2026-2028.

2026 – 2027 Committee Assignments - Committee members were appointed by Commissioner Speikers for two years as stated in the bylaws. Finance: Commissioners Speikers and Hauglie. Quality: Commissioners Bowers and Herron. Bylaws Review: Commissioners Bowers and Carter. President Speikers asked for a review of the bylaws to be added to the March monthly meeting agenda.

President Speikers made a motion to reinstate Facilities Committee; seconded by Commissioner Herron. Facilities updates, including Environment of Care, are currently reported to the Quality Committee on a monthly basis and reviewed by Commissioners Herron and Carter quarterly. Motion carried by three affirmative votes. Commissioners Hauglie and Carter abstained. Facilities Committee: Commissioners Hauglie and Herron.

M/ Speikers S/ Hauglie - RESOLUTION 721-0126 - Approval to Add Deferred Compensation/SERP to CEO Benefits. CFO Ritter presented the SERP proposal. Each board member received a copy of the resolution one week in advance and the members of the board who do not attend finance committee were offered Q&A time with Pearl Meyer and Acumen to ask detailed questions. No vote was taken due to lack of consensus.

Commissioner Herron made a motion to table the resolution for further discussion; seconded by Commissioner Speikers. Motion carried by four affirmative votes. Commissioner Carter opposed.

M/ Speikers S/ Hauglie - 2026 Key Performance Indicators

Commissioners reviewed the 2026 KPIs for the second time. Commissioner Speikers reiterated his support for equally weighing all KPIs and eliminating a trigger threshold for incentive disbursement. Speikers proposed that only the executive team must meet the financial trigger before the executive at-risk compensation program is initiated. No motion to amend was made.

The 2026 Strategic Plan KPIs Approved by the Board:

Financial Stewardship: Achieve 2026 budget or better.
Foundational Elements: 5 New providers added to the SVH team in 2026.
Health System of Choice: Likelihood to Recommend/Top Box scores for the SVH system combined will be 90% or above.
Our Team: Total average turnover rates will be maintained at 31% or less.
Community Health Needs: Increase the annual number of outpatient visits across the District by 1%.

Motion carried by four affirmative votes. Commissioner Herron opposed.

M/ Hauglie S/ Carter - 2026-2029 Strategic Plan

Commissioners reviewed the 2026–2029 Strategic Plan for the second time. Motion carried by four affirmative votes. Commissioner Herron opposed.

REPORTS

CEO Report: CEO Jensen shared and discussed highlights from the CEO Report.
Strategic Plan Dashboard: The Strategic Plan Dashboard for December 2025 was shared and discussed.
Finance Committee: Minutes from the January 27, 2026 meeting were provided as part of the board packet. CFO Ritter only shared the Profit and Loss statement, Commissioner Speikers chose not to share the rest of the information and made a motion to approve the warrants.
Approval of Warrants: A motion was made and seconded to approve total disbursements for December 2025 in the amount of $9,121,210 which included A/P warrants, hospital and clinical payroll auto deposits, hospital and clinic payroll tax, and hospital and clinic retirement and matching plans. **M/ Speikers S/ Bowers –** Motion carried by five affirmative votes**.**

GOOD OF THE ORDER/COMMISSIONERS COMMENTS

Comments made by commissioners to the good of the order.

EXECUTIVE SESSION

The Board of Commissioners is authorized to meet in executive session under RCW 42.30.110; (g) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. Session was entered at 7:50 pm. The commissioners were joined by Counsel Skip Houser, Dr. Tammy Moore, CSO and Julie Mincy, HR Manager. At 8:01, five additional minutes were requested. Session ended at 8:06 pm and the regular meeting resumed.

ADJOURNMENT

The Board of Commissioners meeting adjourned at 8:06 pm.

APPROVAL

The Board approved the above minutes from January 29, 2026, at the regularly scheduled February Board of Commissioners meeting, with the following amendments:

1. Amendment one, requested by Commissioner Hauglie, states the fact that some Board Members participated in the meeting remotely and some attended at the onsite location provided by the District.
2. Amendment two, requested by President Speikers, added a notation that a member of the community was unable to access the meeting online until 6:06 pm.

Motion made by Vice President Bowers; seconded by Commissioner Hauglie. Motion carried by four affirmative votes. Commissioner Herron abstained.

**See the February 26, 2026 minutes for a full record of the approval of the January 29, 2026 minutes.*

The minutes recorded in this document were approved and adopted by the commission by majority vote at an open public meeting.

Jennifer Scott, Recording Clerk