

BOARD OF HOSPITAL COMMISSIONERS

July 22, 2025

Those in attendance were Hospital Commissioners Don Welander (Virtual), Darrin Moody and Lori Brady. Also present were Eric Moll, Mason Health CEO; Steve Leslie, Mason Health CFO, Melissa Strong, Mason Health CNO; Winfried Danke, Mason Health COO; Dr. Darren Cuevas, Mason Health, CMO; Robert Johnson, Legal Counsel, and Shelly Dunnington, Senior Executive Assistant.

Others in attendance:

Don Welander called the regular meeting of the Board of Commissioners to order at 8:01 a.m.

Agenda Review and Minutes:

One addition was made to the agenda to include the June Board meeting. The agenda was approved as amended.

It was moved, seconded, and voted to approve July 8, 2025, meeting minutes and July 9 & 10, 2025 Special Meeting Minutes as presented.

Commissioners' Committee Report & Calendar

Darrin Moody attended BOHC on July 8, 2025, Special BOHC July 9 & 10, 2025, Mason Health Golf Tournament on July 11, 2025, Phone Interview with Journal on July 14, 2025 and met Eric Moll 1:1 on July 21, 2025.

Don Welander attended BOHC on July 8, 2025, Special BOHC July 9 & 10, 2025, Mason Health Golf Tournament on July 11, 2025, Finance Committee on July 16, 2025 and met Eric Moll 1:1 on July 21, 2025.

Lori Brady attended BOHC on July 8, 2025, Special BOHC July 9 & 10, 2025, Mason Health Golf Tournament on July 11, 2025, QIC Meeting on July 15, 2025 and met Eric Moll 1:1 on July 21, 2025.

Public Comments: None

Consent Agenda:

It was moved, seconded, and voted to approve July 22, 2025; consent agenda as presented.

Legal Counsel - None

CEO's Report –

- a. Board Strategy Retreat Feedback –

Eric Moll shared the updated strategic planning PowerPoint reflecting the edits from the recent retreat. During the Blue-Sky discussion, two major themes emerged: Emergency Department perception and the importance of telling our story.

Additional to the following:

- Strengths (Future potential -Leadership system
- Weaknesses (internal) – Emergency Department perception
- Opportunities (external) - Nurse home visits
- Threats (external) – Consumer preferences shifts (away from bricks-and-mortar and/or Mason Health)
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CEO's Report (continued)

- 2026 Strategy Dashboard - Reframing the "3rd Available Appointment" metric to ensure broader understanding

Next Steps:

Eric Moll will collaborate with Jen Capps, who will present at an upcoming board meeting on how the organization is currently sharing its story. The Emergency Department initiative will require more time, but the board will receive regular updates as progress is made.

The finalized 2026 Strategy Dashboard will be brought back to the board and used to guide the 2026 budget. Once complete, the board will be asked to approve the final 2026 Strategic Initiatives.

Monthly Reports –

- a. Financials — Steve Leslie presented the June financial report. Eric Moll “thanked” Steve for the work around the S&P presentation.

Old Business – None

New Business –

- a. Budget Amendment – Nursing Leadership Salaries – Steve Leslie recommended to increase the 2025 operating budget by **\$293,894.50** in salaries and benefits, at a prorated cost of **\$124,339.98** for the remainder of 2025, to fund wage increases for exempt nursing leadership. To amend the current budget to provide a market-aligned wage increase for RN (Registered Nurse) leaders to maintain competitiveness, reduce internal wage compression, and support retention of experienced leadership.
It was moved, seconded and voted to approve to increase the 2025 operating budget by \$124,339.98 for the remainder of 2025, to fund wage increases for exempt nursing leadership.
- b. Budget Amendment – Hospitalist Provider Staffing – Steve Leslie recommended to increase the 2025 operating budget by \$69,081 for salaries and benefits to employ a physician hospitalist for Inpatient and Observation care.
It was moved, seconded and voted to approve to increase the 2025 operating budget by \$69,081 for salaries and benefits to employ a physician hospitalist for Inpatient and Observation care.
- c. Budget Amendment – RN ED Director – Steve Leslie recommended to increase the 2025 operating budget by \$70,138 to contract for an Interim RN Director for the Emergency Department (ED).
It was moved, seconded and voted to approve to increase the 2025 operating budget by \$70,138 to contract for an interim RN Director for the Emergency Department.

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New Business (continued)

- d. Budget Amendment – Improv UKG Implementation – Steve Leslie recommended to increase the 2025 capital budget by \$278,775 for implementation and optimization services for UKG human resource and payroll software.

It was moved, seconded and voted to approve to increase the 2025 capital budget by \$278,775 for implementation and optimization services for UKG human resource and payroll software.

- e. Budget Amendment – Virtual Desktop Infrastructure – Steve Leslie recommended to decrease the 2025 capital budget and increase the 2025 operating budget by \$250,664 for equipment and services to refresh virtual desktop infrastructure.

It was moved, seconded and voted to approve to decrease the 2025 capital budget and increase the 2025 operating budget by \$250,664 for equipment and services to refresh virtual desktop infrastructure.

Administration Roundtable

Melissa Strong provided an update on the negotiation with AFSCME.

Michael Thompson Interim ED Director started yesterday.

Winfried Danke is currently meeting with the providers to discuss productivity and look at benchmarks.

Winfried Danke provided an update on colonoscopy procedures.

Winfried Danke provided an update on referrals.

Dr. Cuevas shared we are working with providers on access to care and how we can open more spots for patients. So far it has been received well.

Dr. Cuevas shared we are working on Infection Control.

Steve Leslie shared that we are working on master campus planning. Mel Strong and Winfried Danke have been good partners/collaboration on this planning.

Adjourned at 8:50 a.m.

PUBLIC HOSPITAL DISTRICT NO. 1
OF MASON COUNTY, WASHINGTON

BY: _____

Attest: _____
