CONCHO COUNTY HOSPITAL DISTRICT

MEETING MINUTES

STATE OF TEXAS

COUNTY OF CONCHO

1.) Call to Order

The Concho County Hospital District Board of Directors held a Regular Meeting at the Concho Medical Clinic, 551 Eaker St., Eden, Texas on Monday, Tuesday October 28,2025 at 5:30 p.m.

2.) Roll Call & Attendance

Board Members

Julie Jones, President

Rosa Schreiber, Vice President

Brandi Gloria, Member

Priscilla Aguirre, Member

Anita Aguilar, Absent

Stephanie Jones, Absent

Other Present

Sheri Lowe, HR Manager & Admin Assistant

Robert A. Pascasio, CEO

Will Martin, Remote CFO- Via Teams

Denise Pufal, Remote CFO- Via Teams

Amanda Wahmann, Clinic Manger

Scott Creecy, First Financial Bank

Garrett Petters- Via Teams

Stephen Howard -Via Teams

John Mc Nair- Via Teams

Paula Duwe

Lesa Grumbles

3.) Public Comments

Public Comments by Lesa Grumbles speaking on #14 Eden EMS Correspondence and # 16 Medical Staff Report -Ms. Grumbles expressed that these matters should be discussed during the public portion of the meeting rather than in closed session. She stated her view that the public and voters have a right to be informed about these topics.

4.) Approval of Board Minutes

a.) September 23, 2025, Regular Meeting

Chair Julie Jones requested a motion to approve the September23, 2025. Rosa Schreiber made the motion to approve of the minutes; Julie Jones seconded the motion. All in favor motion carries 4-0.

5.) Finance Report

Chief Financial Officer Will Martin informed the Board that the 2023 audit has been completed. The hospital will now proceed with the 2024 audit, which is anticipated to result in an unqualified opinion. CFO Martin provided an overview of his financial report and invited questions from the Board. Rosa Schreiber inquired about the vendor Pharm erica and the variation in amounts paid. CFO Martin clarified that the differences reflect the management fee and payments made for the contract pharmacist in charge. Rosa Schreiber also asked whether Mr. Ross saw enough patients to justify his salary and the services he provides at the clinic. CEO Pascasio noted that this matter would be addressed in closed session. Priscilla Aguirre asked whether the clinic had ever opened five days per week. CEO Pascasio responded that there are currently insufficient providers to support a five-day schedule. An additional question was raised regarding Loren B. Stark, and Mr. Pascasio explained that this entity is associated with the John Hancock 357-B retirement plan previously held by the hospital. Priscilla Aguirre further asked why the TCDRS (Texas County & District Retirement System) payments were not visible. CFO Martin stated that the team is working to ensure that these payments are reflected in the monthly reports moving forward. With no further questions, Chair Julie Jones called for a motion. Priscilla Aguirre moved to approve the CFO Report; the motion was seconded by Rosa Schreiber and passed unanimously, 4–0.

6.) CEO Report

CEO Robert Pascasio reviewed the memorandum included in the Board packet and invited questions from Board members. Rosa Schreiber asked about Frontera in Menard. A question was also raised regarding the lighting upgrade project. CEO Pascasio explained that the hospital has applied for a grant to fund the transition to LED lighting, which is expected to reduce future energy costs. He noted that additional information on the grant award should be available later in the year. Regarding Item #7 in his memo, which referenced Eden CISD flu shots and physicals, CEO Pascasio clarified that the hospital also provided flu vaccinations for the County. A question was then asked about Item #11 concerning TCDRS Chair Julie Jones asked for clarification, and CEO Pascasio explained that the hospital's account is overfunded due to early terminations and fund performance and has sufficient funds in the account to fully cover all current TCDRS obligations. Chair Julie Jones asked if there were any additional questions. Hearing none, she called for a motion. A motion to approve the CEO Report was made by Rosa Schreiber and seconded by Brandi Gloria. The motion carried unanimously, 4–0.

7.) Bid Opening/discuss, consider and take action on, if necessary, Disposition/Sale of District Property

One bid was presented and formally opened, originating from Jacoby Land and Real Estate. No action was taken at this time, pending further review.

8.) Discuss, Consider and take action on , if necessary, Ad Valorem (Property) Tax Abatement Request

A presentation was made by Garrett Peters and clients regarding the tax abatements. Several board members inquired about what happens after the 10-year abatement period. It was explained that after 10 years, the properties would revert to the regular tax rate. If developers do not meet the required timelines, penalties and interest would apply. PILOT payments would be made once a year. In many cases, developers could end up paying more than the standard tax rate, which would ultimately increase tax revenues. No motion was made at this time. The board requested that the CEO Pascasio continue negotiations.

9.) Discuss, Consider and take action on, if necessary, Development of Captive 501c3

CEO Pascasio shared with the board that he feels the hospital needs this in order to qualify for grants and that it may help us secure additional funding. He continued by explaining that, when applying for many grants, organizations are required to have a 501(c)(3) designation. No action was taken.

10.) Discuss, Consider and take action on, if necessary Marketing Agency Agreement

CEO Pascasio shared that due to a "grant" from TAMU/RCHI CCHD has been using Groundswell Marketing for 5 ½ months in our agreement, which is set to expire in mid-November. Groundswell has sent over a new service agreement to continue assisting with our website, Facebook, and media marketing, as CCHD does not have its own marketing team. CEO Pascasio acknowledged that their fees are high but noted he is unsure who else could provide these services. Chair Julie Jones made the motion to move forward and have CEO Pascasio sign the agreement. Rosa Schreiber asked whether we could include a 30-day opt-out clause and revisit the agreement in six months. Brandi Gloria seconded the motion. The motion passed 4–0.

11.) Discuss, Consider and take action on, if necessary , Case Management Agreement

Discussion was held regarding whether to continue the Case Management program and the potential outcomes it could achieve. The goals include improving quality, increasing admissions, and ensuring appropriate payment. No action was taken at this time.

12.) Discuss, Consider and take action on, if necessary, TCDRS Contribution Rate

This item was tabled due to Priscilla Aguirre having a conflict of interest, as she holds an account with TCDRS. Priscilla recused herself, leaving insufficient members present to take a vote.

13.) Discuss, consider and take action on, if necessary, Policy Statement

a.) Education Reimbursement

A motion was made to approve the Education Reimbursement Policy as presented and discussed. The motion was made by Rosa Schreiber, seconded by Priscilla Aguirre, and approved by a vote of 4–0.

Chair Julie Jones moved the meeting into Executive Session at 7:33 pm

The Board returned to the Open Session at 8:48pm

7.) **Bid Opening/discuss, consider and take action on, if necessary, Disposition/Sale of District Property**

A motion was made to direct CEO Pascasio to obtain an appraisal on the property. The motion was made by Rosa Schreiber, seconded by Priscilla Aguirre, and approved 4–0.

14.) Discuss, consider and take action on, if necessary, Eden EMS Correspondence

Authorize CEO Pascasio to continue discussion and ensure coverage. Motion by Chair Julie Jones, second by Brandi Gloria. Motion Carries 4-0

15.) Discuss, consider and take action on, if necessary, Transfer Agreement

Tabled

16.) Discuss, consider and take action on, if necessary, Medical Staff Report

Motion to approve Medical Staff Report as presented, including credentials as recommended by Medical Staff – Motion by Brandi Gloria, Second by Priscilla Aguirre. Motion carried 4-0

22.) Discuss consider and take action, if necessary, on Future Board Meeting Dates- November and December 2025; Holidays.

Motion by Chair Julie Jones to leave November meeting as it is, December tabled second by Brandi Gloria motion carries 4-0.

Adjourn

There being no further business to discuss, the meeting was adjourned at 8:54 p.m. The motion to adjourn was made by Priscilla Aguirre, seconded by Brandi Gloria and passed unanimously with a vote of 4–0.

Julie M. Jones | 11/25/25

Concho County Hospital Board President | Date