CONCHO COUNTY HOSPITAL DISTRICT

MEETING MINUTES

STATE OF TEXAS

COUNTY OF CONCHO

1.) Call to Order

The Concho County Hospital District Board of Directors met in Eden, Texas at the Concho Medical Clinic Lobby, 551 Eaker Street, on Tuesday June 24, 2025, at 5:31 p.m.

2.) Roll Call & Attendance

Board Members

Julie Jones, President

Rosa Schreiber, Vice President-Absent

Stephanie Jones, Secretary

Brandi Gloria, Member

Anita Aguilar, Member

Priscilla Aguirre, Member

Other Present

Sheri Lowe, HR Manager & Admin Assistant

Robert A. Pascasio, Interim CEO

Trent Krienke, Attorney for CCHD (Reed & Claymon Law Firm) – via Teams

Jonathan Phillips, Remote CFO

Scott Fisher, Dietary

Mackenzie Hopkins, Radiology

Amanda Wahmann, Clinic Manger

Deborah Fort, IT

Shawna Cortez, Payroll Clerk

Esmeralda Trejo, CNA

Ericka Andrus, PIC

David Andrus

Vicki Pascasio

Will Jones

3.) Public Comments

Comments were made regarding Item #11 on the CCHD agenda, specifically addressing the current District Administrator/CEO position. Scott Fischer, Mackenzie Hopkins (with remarks read by Amanda Wahmann), and Sheri Lowe each expressed concerns about the potential loss of another CEO during this critical period.

Scott Fischer noted that during his five-year tenure, he has worked with three different administrators, with Mr. Pascasio being the fourth. He emphasized that under Mr. Pascasio's leadership, the organization has become more stable, and losing another CEO at this time would be devastating to the continuity and morale of the district.

Due to illness, Mackenzie Hopkins requested that Amanda Wahmann read her statement on her behalf. Amanda shared that in Mr. Pascasio's relatively short time with the organization, he has been instrumental in securing grants that have alleviated financial hardships. These funds have enabled the hospital to move forward with key projects necessary for continued growth and development.

Sheri Lowe spoke about previously low staff morale and a sense of instability in leadership. She emphasized that many employees are concerned about the future of healthcare in the rural community, where the hospital plays a vital role in stabilizing patients and saving lives. She commended Mr. Pascasio for clearly prioritizing the protection and advancement of rural healthcare.

4.) Approval of Board Minutes

a.) May 27, 2025, Regular Meeting

President Julie Jones called for a motion to approve the minutes from the May 27, 2025, meeting. Brandi Gloria moved to approve the minutes as presented, with a correction to the spelling of Lesa Grumbles' name. Stephanie Jones seconded the motion. The motion carried with a vote of 4–1, with Priscilla Aguirre abstaining.

5.) Finance Report

CFO Johnathan Phillips presented the financial statements to the Board. He noted that data collection for the audit is still in progress and stated he expects to receive updates soon. Several questions regarding Accounts Payable and Accounts Receivable disbursements were raised by Board members. Both Mr. Phillips and CEO Robert Pascasio provided clarifications and addressed all inquiries.

6.) CEO Report

Mr. Pascasio, Interim CEO, presented his report, which was included in the Board meeting packet. He highlighted key insights from the recent THT Conference and provided links to recorded sessions for the Board's reference. Mr. Pascasio also informed the Board that he has been developing promotional materials for the Swing Bed Program; a draft flyer was included in the packet for review. He noted that the Human Resources Report immediately follows his section in the packet. He concluded by encouraging Board members to reach out with any questions regarding the information presented.

10.) FY2026 Budget, First Draft

Jonthan Phillips reported that the first draft of the FY 2026 budget was included in the Board packet. He noted that the most recent audited financials—for FY 2020 and FY 2021—show surpluses of approximately $250,000 and $500,000, respectively. The proposed FY 2026 budget reflects revenue and expenses that are approximately 8% higher than those reported in the FY 2021 audited financials. Mr. Pascasio explained that the significant difference in projected net income is primarily due to the inclusion of $1.5 million in COVID relief funding received annually during FY 2020 and FY 2021. While operating expenses increased during those years in response to the pandemic, they have not decreased, even though those funding sources are no longer available. Pascasio informed the Board that a budget workshop will be held to conduct a more in-depth review of the draft. While the projected $1.5 million deficit may be viewed as conservative, current trends from FY 2024 and FY 2025 suggest it is a reasonable starting point for planning.

8.) Nurse Recruiting Incentive Program

Mr. Pascasio reported that CCHD continues to utilize agency staffing to help cover open shifts. Director of Nursing Sherri Thompson, RN, is actively working to reduce overall staffing levels and is strategically flexing current staff to minimize reliance on agency personnel.

To support long-term staffing stability, Administration recommends that CCHD implement a targeted RN signing bonus as follows: a total of $10,000 for a one-year commitment, with $5,000 payable after six months of continuous employment, and the remaining $5,000 payable upon completion of 12 months of continuous service.

Additionally, Administration proposes the introduction of a recruitment bonus applicable to all other staff. Under this initiative, any employee who successfully recruits a registered nurse who remains employed with CCHD for at least 12 continuous months will receive a $5,000 bonus, payable after the RN completes their one-year term. To qualify, the referring employee must also remain actively employed with CCHD for a minimum of 12 continuous months and for the full duration of the recruited RN's service term. President Julie Jones called for a motion to approve Brandi Gloria made the motion to adopt the incentive program only for RN's , Julie Jones 2nd the motion. All in favor- Motions carries 5-0.

9.) Organization Funding

Mr. Pascasio informed the Board that he had met with one of the two local banks and provided them with relevant information. He stated that he plans to visit the second bank and make one or two additional contacts, after which he will report back to the Board with the outcomes of those discussions.

7.) Participation in the QIPP Program

Mr. Pascasio informed the Board that CCHD has an opportunity to participate in a new program involving three residential homes under the same owner/operator. He explained that CCHD would be responsible for the financial management of the program. Mr. Pascasio then introduced Trent Krienke of the Reed Claymon Law Firm, CCHD's legal counsel, and invited him to share his perspective. Mr. Krienke informed the Board that he has worked with several hospitals engaged in similar programs and provided insight based on his experience. Following the discussion, Priscilla Aguirre made a motion to proceed with the program, contingent upon additional information from legal. Brandi Gloria seconded the motion. The motion carried unanimously, 5–0.

Chair Julie Jones moved the meeting to Executive Session at 6:51 pm

The Board returned to the Open Session at 8:05 pm

11.) District Administrator/CEO Position

12.) Medical Staff Report

13.) Consult with Attorney

14.) Employment of a district/public officer

15.) Medical Staff Reports, rules and regulations, credentials request and Hospital QA/PI reports

16.) Action on Executive Session Matters

No Actions were taken from Executive Session

17.) Future Board Meeting Dates

Board Meeting for Budget Workshop was set for July 9, 2025 @ 4:30 p.m.

18.) Adjourn

There being no further business to consider, Meeting adjourned at 8:08 p.m.- Motion by Brandi Gloria 2nd by Rosa Schreiber Motion passed 5-0.

Julie M. Jones   8/26/2025

Concho County Hospital Board President   **Date**