

**MINUTES OF A REGULAR MEETING
OF THE BOARD OF DIRECTORS
MONTGOMERY COUNTY HOSPITAL DISTRICT**

The regular meeting of the Board of Directors of Montgomery County Hospital District was duly convened at 4:00 p.m., December 9, 2025 in the Administrative offices of the Montgomery County Hospital District, 1400 South Loop 336 West, Conroe, Montgomery County, Texas.

1. Call to Order

Meeting called to order at 4:00 p.m.

2. Invocation

Led by Mr. Grice

3. Pledge of Allegiance

Led by Mr. Bagley

4. Roll Call

Present:

Robert Hudson
Charles Shirley
Chris Grice
Jackie Williams
Bob Bagley

Not Present:

Kelly Inman
Jason Walker

5. Public Comment

No one from the public made a comment.

6. Special Recognition

Service Award – 25 Years – Chad Thacker

Field Employee – Sean Karsky

NonField Employee – Amy Sewell

7. Monthly Reports:

- a. **CEO Report to include update on District operations, strategic plan, capital purchases, employee issues and benefits, transition plans and other healthcare matters, grants and any other related district matters.**
- b. **Chief of EMS Report to include updates on EMS staffing, performance measures, staff activities, patient concerns, transport destinations, emergency preparedness and fleet.**
- c. **COO Report to include updates on facilities, radio system, supply chain, staff activities, community paramedicine, and IT.**

- d. **Health Care Services Report to include regulatory update, outreach, eligibility, service, utilization, community education and clinical services.**
- e. **Update on Accounting and Billing departments.**

Mr. Randy Johnson, CEO presented the CEO report to the board.

Mr. James Campbell, EMS Chief presented the EMS report to the board.

Mrs. Melissa Miller, COO presented the COO report to the board.

Mrs. Melissa Miller, COO presented the HCAP report to the board.

Mr. Brett Allen, CFO presented Accounting and Billing report to the board.

8. Consider and act on Wage and Salary Survey. (Mrs. Williams, Chair – Personnel Committee)

Mrs. Williams made a motion to consider and act on Wage and Salary Survey and noted for the record that it does not include the Medical Director and Executive Staff positions. Mr. Shirley offered a second.

Mr. Randy Johnson, CEO and Mrs. Melissa Miller, COO made a presentation to the board.

After board discussion, Mrs. Williams made an amendment to her original motion to approve a 7% wage and salary increase for all employees with exceptions that were noted in her original motion. Mr. Bagley offered a second and motion unanimously.

9. Consider and act on District Policy HR 25-508 District Provided Communication. (Mrs. Williams, Chair – Personnel Committee)

Mrs. Williams made a motion to consider and act on District Policy HR 25-508 District Provided Communication. Mr. Shirley offered a second and motion passed unanimously.

10. Consider and act on the purchase of (4) 14' units from Frazer. (Mr. Hudson, Chair – EMS Committee)

Mr. Hudson made a motion to consider and act on the purchase of (4) 14' units from Frazer. Mr. Bagley offered a second and motion passed unanimously.

11. Consider and act on the purchase of 1 additional Dodge 5500 chassis to replace Shop 62. (Mr. Hudson, Chair – EMS Committee)

Mr. Hudson made a motion to consider and act on the purchase of 1 additional Dodge 5500 chassis to replace Shop 62. Mr. Shirley offered a second and motion passed unanimously.

12. Consider and act on a LOI for the purchase of 8 units from Frazer in FY 2027. (Mr. Hudson, Chair – EMS Committee)

Mr. Hudson made a motion to consider and act on a LOI for the purchase of 8 units from Frazer in FY 2027. Mr. Bagley offered a second and motion passed unanimously.

13. Consider and act on Healthcare Assistance Program claims from Non-Medicaid 1115 Waiver providers. (Mrs. Inman, Chair – Indigent Care Committee)

Mr. Grice made a motion to consider and act on Healthcare Assistance Program claims from Non-Medicaid 1115 Waiver providers. Mrs. Williams offered a second and motion passed unanimously.

- 14. Consider and act on ratification of voluntary contributions for uncompensated care to the Medicaid 1115 Waiver program of Healthcare Assistance Program claims. (Mrs. Inman, Chair – Indigent Care Committee)**

Mr. Grice made a motion to consider and act on ratification of voluntary contributions for uncompensated care to the Medicaid 1115 Waiver program of Healthcare Assistance Program claims. Mr. Shirley offered a second and motion passed unanimously.

- 15. CFO report of preliminary financials for twelve months ended September 30, 2025, and report updates on financial statements and investment.**

Mr. Brett Allen, CFO presented Financial Report on twelve months ended September 30, 2025.

- 16. CFO report of preliminary financials for one month ended October 31, 2025, and report updates on financial statements and investment.**

Mr. Brett Allen, CFO presented Financial Report on one month ended October 31, 2025.

- 17. Consider and act upon recommendation for amendment(s) to the budget for fiscal year ending September 30, 2025. (Mr. Shirley, Treasurer - MCHD Board)**

Mr. Shirley made a motion to consider and act upon recommendation for amendment(s) to the budget for fiscal year ending September 30, 2025. Mrs. Williams offered a second and motion passed unanimously.

- 18. Consider and act upon recommendation for amendment(s) to the budget for fiscal year ending September 30, 2026. (Mr. Shirley, Treasurer - MCHD Board)**

Mr. Shirley made a motion to consider and act upon recommendation for amendment(s) to the budget for fiscal year ending September 30, 2026. Mr. Bagley offered a second and motion passed unanimously.

- 19. Consider and act on 2026 EMS Fee Schedule. (Mr. Shirley, Treasurer – MCHD Board)**

Mr. Shirley made a motion to consider and act on 2026 EMS Fee Schedule. Mr. Bagley offered a second and motion passed unanimously.

- 20. Consider and act on ratification of payment of District invoices. (Mr. Shirley, Treasurer – MCHD Board)**

Mr. Shirley made a motion to consider and act on ratification of District invoices. Mr. Bagley offered a second and motion passed unanimously.

- 21. Consider and act on salvage and surplus. (Mr. Shirley, Treasurer – MCHD Board)**

Mr. Shirley made a motion to consider and act on salvage and surplus. Mr. Bagley offered a second and motion passed unanimously.

- 22. Consider and act on Secretary's Report – Minutes from the October 28, 2025 MCHD Regular BOD meeting.**

Mrs. Williams made a motion to approve the Minutes from the October 28, 2025 MCHD Regular BOD meeting. Mr. Shirley offered a second and motion passed unanimously.

- 23. Convene into executive session as authorized by the Texas Open Meetings Act to deliberate in closed session on the following matters authorized under the Texas Open Meetings Act:**

- a. **In regards to section 551.072 of the Texas Government code for deliberations about real estate property and under 551.071 to receive legal advice, both regarding property on 200 South Kennedy, Willis, TX and other comparable properties. (Mr. Grice, Chairman – MCHD Board)**

Mr. Grice convened the board into executive session at 5:00 p.m. as authorized by the Texas Open Meetings Act to deliberate in closed session on the following matters authorized under the Texas Open Meetings Act:

- a. In regards to section 551.072 of the Texas Government code for deliberations about real estate property and under 551.071 to receive legal advice, both regarding property on 200 South Kennedy, Willis, TX and other comparable properties. (Mr. Grice, Chairman – MCHD Board)

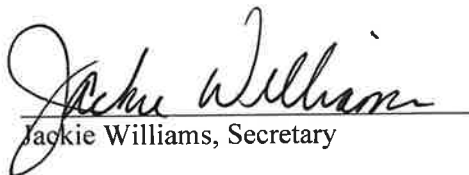
24. Reconvene into open session and take action, if necessary, on matters discussed in closed executive session. (Mr. Grice, Chairman - MCHD Board)

Mr. Grice reconvened the board into open session at 5:11 p.m.

Mr. Grice made a motion to request a joint board meeting for ESD1, Willis Fire Department to coincide with their next board meeting. Mrs. Williams offered a second and motion passed unanimously.

25. Adjourn.

The board adjourned at 5:12 p.m.


Jackie Williams, Secretary