

**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., August 25, 2026 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. Bagley

3. Pledge of Allegiance

Led by Mr. Shirley

4. Roll Call

Present:

Robert Hudson
Tanya Peacock
Kelly Inman
Charles Shirley
Bob Bagley

Not Present:

Jackie Williams
Jason Walker

5. Public Comment

No one from the public made a comment.

6. Special Recognition

Employee of the Month

Field Employee – Traci Liles, Johna Gilson and Esteban Torrez

NonField Employee – Tatiana Melber

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, IT and Public Health.**
- d. **Health Care Services Report to include regulatory update, outreach, eligibility, service, utilization, community education and clinical services.**

e. Update on Accounting, Billing and Public Health departments.

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

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

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

Mrs. Ade Moronkeji, HCAP Manager presented the HCAP report.

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

- 8. Consider and act on Order Resolution to rescind Order to Call Election for Montgomery County Hospital District positions Director Pct. No. 3, Director Pct. No. 4 and At Large No. 2 for January 1, 2027 to December 31, 2030 due to no contested races. (Mrs. Williams, Secretary – MCHD Board)**

Mr. Shirley made a motion to consider and act on Order Resolution to rescind Order to Call Election for Montgomery County Hospital District positions Director Pct. No. 3, Director Pct. No. 4 and At Large No. 2 for January 1, 2027 to December 31, 2030 due to no contested races. Mr. Bagley offered a second and motion passed unanimously.

- 9. Consider and act on canceling the Election contract with Elections Administrator Suzie Harvey for administration of the November 3, 2026 Election. (Mrs. Williams, Secretary – MCHD Board)**

Mr. Shirley made a motion to consider and act on canceling the Election contract with Elections Administrator Suzie Harvey for administration of the November 3, 2026 Election. Mr. Bagley offered a second and motion passed unanimously.

- 10. Consider and act on canceling the Joint Election agreement with Elections Administrator Suzie Harvey for administration of the November 3, 2026 Election. (Mrs. Williams, Secretary – MCHD Board)**

Mr. Shirley made a motion to consider and act on canceling the Joint Election agreement with Elections Administrator Suzie Harvey for administration of the November 3, 2026 Election. Mr. Bagley offered a second and motion passed unanimously.

- 11. Consider and act on Demontrond Single Source. (Mr. Bagley, Chair EMS Committee)**

Mr. Bagley made a motion to consider and act on Demontrond Single Source. Mrs. Inman offered a second. After board discussion motion passed unanimously.

- 12. Consider and act on renewal of the Appointment of Health Authority for Public Health Department. (Mr. Shirley, Chairman – MCHD Board)**

Mr. Bagley made a motion to consider and act on renewal of the Appointment of Health Authority for Public Health Department. Mr. Hudson offered a second. After board discussion motion passed unanimously.

- 13. Consider and act on Public Health District Policy: (Mr. Shirley, Chairman – MCHD Board)**

a. PH 22-100 General Administration of Public Health Department.

Mr. Shirley made a motion to consider and act on Public Health District Policy, PH 22-100 General Administration of Public Health Department. Mr. Bagley offered a second and motion passed unanimously.

- 14. Consider and act on employment of Assistant Medical Director, Dr. DePasquale. (Mr. Bagley, Chair – EMS Committee)**

Mr. Bagley made a motion to consider and act on employment of Assistant Medical Director, Dr. DePasquale. Mr. Hudson offered a second.

Mr. Bagley made a motion to withdraw his original motion. After board discussion motion was withdrawn at Mr. Bagley's request. The matter will be readdressed when full board membership is in attendance.

- 15. Consider and act on adding the language "In God we Trust" to each ambulance. (Mr. Bagley, Chair – EMS Committee)**

Mr. Bagley made a motion to consider and act on adding the language "In God we Trust" to each ambulance. Mr. Shirley offered a second. After board discussion motion passed Four for (Mr. Bagley, Mr. Shirley, Mrs. Inman and Dr. Peacock) to one opposed (Mr. Hudson).

- 16. Review 2026 employee survey results. (Mrs. Williams, Chair – Personnel Committee)**

Mr. Randy Johnson, CEO addressed the board regarding the Wage and Salary Survey information that was presented to the board in December/2025 and January/2026. Staff will be bringing payscale information back next month with additional changes for board approval.

Staff proposed to present to the employees an employee survey in 4th quarter 2026 with results to be provided to the board in the 1st quarter 2027.

- 17. Presentation and review of the procedure for staging. (Mrs. Williams, Chair – Personnel Committee)**

Mr. James Campbell, Chief of EMS presented information on EMS procedures for staging and blocking and answered board questions to staging and blocking safety.

- 18. Presentation and review of reporting methods for employees who felt they were in harm's way. (Mrs. Williams, Chair – Personnel Committee)**

Mr. James Campbell, Chief of EMS presented the variety of reporting methods for EMS for employees who felt they were in harm's way during traffic incidents and potentially violent scenes.

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

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

- 20. 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)**

Mrs. Inman 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. Bagley offered a second and motion passed unanimously.

21. **CFO report of preliminary financials for ten months ended July 31, 2026, and report updates on financial statements and investment.**

Mr. Brett Allen, CFO presented the Financial Report to the board.

22. **Consider and ratify the payment of the Impac Fleet monthly invoice for fuel charges for the month of July, 2026. (Mr. Walker, Treasurer – MCHD Board)**

Mr. Shirley made a motion to consider and ratify the payment of Impac Fleet monthly invoice for fuel charges for the month of July, 2026. Mr. Bagley offered a second and motion passed unanimously.

23. **Consider and act on ratification of payment of District invoices. (Mr. Walker, 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.

24. **Consider and act on salvage and surplus. (Mr. Walker, 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.

25. **Consider and act on Secretary's Report – Minutes from the July 31, 2026 Regular BOD meeting and August 11, 2026 Special BOD meeting. (Mrs. Williams, Secretary – MCHD Board)**

Mrs. Inman made a motion to consider and act on Secretary's Report – Minutes from the July 31, 2026 Regular BOD meeting and August 11, 2026 Special BOD meeting. Dr. Peacock offered a second and motion passed unanimously.

26. **Convene into executive session pursuant to 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 551.074 of the Texas Government code to deliberate the appointment, employment, evaluation, reassignment, duties, of a public officer or employee; and under 551.071 to receive legal advice, both regarding Matthew Howard. (Mr. Shirley, Chairman – MCHD Board)**
- b. **In Executive Session, In regards to section 551.074 of the Texas Government code to deliberate the appointment, employment, evaluation, reassignment, duties, of a public officer or employee regarding Clinic staffing. (Mr. Shirley, Chairman – MCHD Board)**
- c. **In regards to section 551.074 of the Texas Government code to deliberate the appointment, employment, evaluation, reassignment, duties, of a public officer or employee; and under 551.071 to receive legal advice, both regarding Randy Johnson, CEO employment and succession planning. (Mr. Shirley, Chairman – MCHD Board)**
- d. **In regards to section 551.074 of the Texas Government code to deliberate the appointment, employment, evaluation, reassignment, duties, of a public officer or employee; MCHD employee feedback and outreach. (Mr. Shirley, Chairman – MCHD Board)**

Mr. Shirley made a motion at 5:32 p.m. to convene into executive session pursuant to 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 551.074 of the Texas Government code to deliberate the appointment, employment, evaluation, reassignment, duties, of a public officer or employee; and under 551.071 to receive legal advice, both**

- regarding Matthew Howard. (Mr. Shirley, Chairman – MCHD Board)
- b. In Executive Session, In regards to section 551.074 of the Texas Government code to deliberate the appointment, employment, evaluation, reassignment, duties, of a public officer or employee regarding Clinic staffing. (Mr. Shirley, Chairman – MCHD Board)
 - c. In regards to section 551.074 of the Texas Government code to deliberate the appointment, employment, evaluation, reassignment, duties, of a public officer or employee; and under 551.071 to receive legal advice, both regarding Randy Johnson, CEO employment and succession planning. (Mr. Shirley, Chairman – MCHD Board)
 - d. In regards to section 551.074 of the Texas Government code to deliberate the appointment, employment, evaluation, reassignment, duties, of a public officer or employee; MCHD employee feedback and outreach. (Mr. Shirley, Chairman – MCHD Board)

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

Mr. Shirley reconvened the board from executive session at 6:19 p.m.

- a. Dr. Peacock made a motion not to extend any supplemental wage benefits under HR policy HR 25-317 Emergency Medical Services Line of Duty Illness or Injury Leave of Absence for Matthew Howard. Mrs. Inman offered a second and motion passed unanimously.
- b. Mrs. Inman made a motion to consider and authorize the COO to negotiate an ILA with DSHS Region 6/5 South. Mr. Hudson offered a second and motion passed unanimously.
- c. Dr. Peacock made a motion to authorize HR staff to start looking for recruiting firms for the CEO position and provide a list of qualified firms. Mr. Hudson offered a second and motion passed unanimously.
- d. MCHD employee feedback and outreach to be tabled for a future meeting.

28. Adjourn.

The board adjourned at 6:20 p.m.



Jackie Williams, Secretary