

MINUTES OF MEETING OF THE
BOARD OF COMMISSIONERS

October 28, 2025

THE STATE OF TEXAS
COUNTY OF HARRIS
HARRIS COUNTY EMERGENCY SERVICES DISTRICT NO. 11

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The Board of Commissioners (the "Board") of Harris County Emergency Services District No. 11 (the "District") met in regular session, open to the public, at the District's Administration Building, 18334 Stuebner Airline Road, Spring, Texas 77379, a meeting place inside the boundaries of the District, on Tuesday, October 28, 2025, at 5:00 p.m.; whereupon, the roll was called of the members of the Board, to-wit:

Karen Plummer	President
Dorothy Dalton	Vice President
Jared Adams	Secretary
Kofi Barkoh	Treasurer/Asst. Secretary
George Peckham	Asst. Treasurer

All members of the Board were present, except Commissioner Adams, thus constituting a quorum. Also attending the meeting were the following District employees: Mr. Jordan Anderson, Chief Executive Officer ("CEO"); Mr. Tony Farmer, Chief Financial Officer ("CFO"); Ms. Katie Conn, Director of Regulatory Affairs and Operations Support; Ms. Kim Graham, Human Resources ("HR") Manager; Ms. Miranda Sevcik, Public Information Officer ("PIO"); Ms. Karisa Wendt, Executive Assistant; and Messrs. Harry Fair and Michael Bailey. Others in attendance were: Ms. Cadence Dwyer and Mr. Robert Griffin of EVO; Messrs. Andy Lynch and Jeff Lynch of JT Lynch Company, LLC ("JT Lynch"); Mr. Tom Holt of HCA Northwest; Ms. Regina D. Adams, attorney, and Ms. Carla Christensen, paralegal, of Radcliffe Adams Barner PLLC ("RAB"), general counsel for the District; and Mr. Anthony Fetters of 62 Digital, LLC ("62 Digital"), the District's communications coordinator. A copy of the sign-in sheet is attached hereto.

WHEREUPON, the meeting was called to order by Commissioner Plummer and evidence was presented that public notice of the meeting had been given in compliance with the law. The posted notices of the meeting are attached hereto.

This meeting was video recorded by 62 Digital for use by the District. The meeting was also streamed live by 62 Digital on the District's website.

The Board held a moment of silence for prayer and reflection.

PUBLIC COMMENTS

There were no public comments at the time.

APPROVAL OF THE MINUTES

The Board considered approval of the September 23, 2025 regular meeting minutes. Upon motion by Commissioner Peckham, seconded by Commissioner Barkoh, after full discussion and the question being put to the Board, the Board voted unanimously to approve the September 23, 2025 regular meeting minutes.

HEAR ANNUAL COMPREHENSIVE REVIEW REPORT (THE "ANNUAL REPORT") PRESENTATION BY EVO AND TAKE ANY NECESSARY ACTIONS ON SAME

Commissioner Plummer then recognized Ms. Dwyer, who presented to and reviewed with the Board the 2024 Annual Report, a copy of which can be found in the District's files. Ms. Dwyer explained that EVO reviewed the District's assessed valuation and development trends, population projections and property account verifications. Ms. Dwyer noted that the District's certified taxable value for the 2024 tax year was \$77.14 billion, which was expected to increase to an estimated \$105.19 billion by 2039. Ms. Dwyer stated that the District's annual revenue was projected to increase from \$29.54 million in 2025 to \$32.68 million in 2030. Ms. Dwyer went on to state that the District's population was expected to increase from 641,468 in 2024 to 774,953 by 2039. Ms. Dwyer then answered various questions from the Board.

CEO'S REPORT

REVIEW COMPLIANCE, CLINICAL, IT, FLEET, PUBLIC RELATIONS, SAFETY AND OPERATIONS MATTERS

Mr. Anderson presented to and reviewed with the Board the September 2025 CEO's Report, which included the EMS Survey Team Patient Experience Report for the month, copies of which are attached hereto.

Mr. Anderson then provided updates regarding the status of the District's operational performance. Mr. Anderson reported that, in September, the District: 1) operated its ambulances with approximately 1,213 total lost unit hours and 1.42 lost unit hours due to "truck flips"; 2) received 4,988 calls, 70% (3,331) of which resulted in hospital transports; 3) provided mutual aid on nine (9) occasions and received mutual aid three (3) times; 4) maintained an overall response time compliance rate of 86%; and 5) experienced four (4) critical failures.

Mr. Anderson further reported that the District's average response times for September 2025 were as follows: 1) eight minutes and nine seconds (8:09) for Priority 1 ("P1") calls; 2) eight minutes and 41 seconds (8:41) for Priority 2 ("P2") calls; 3) nine minutes and 33 seconds (9:33) for Priority 3 ("P3") calls; and 4) 13 minutes and 30 seconds (13:30) for Priority 4 ("P4") calls. Mr. Anderson noted that the average response times for August 2025 were well within the District's response goals of: 1) < ten (10) minutes for P1 calls; 2) < 15 minutes for P2 calls; 3) < 15 minutes for P3 calls; and 4) < 20 minutes for P4 calls.

Mr. Anderson next presented to and reviewed with the Board the District's clinical public information and outreach activity reports, copies of which are attached hereto.

Mr. Anderson went on to review with the Board the fleet activity updates and information technology ("IT") initiatives, including system performance reports, copies of which are attached hereto. Additionally, Mr. Anderson reported that the District's ambulance and support vehicle fleet drove a total of 100,628 miles in September 2025. Mr. Anderson then provided an update on the District's vehicle procurements: 1) two (2) regular cab ambulances had been remounted and were placed in service in September 2025; 2) two (2) extended cab ambulances recently arrived at the remount facility; and 3) two (2) extended cab ambulances were awaiting remounts. Mr. Anderson went on to review with the Board the Fleet Vehicle Procurement Plan for 2026.

The IT, HR, safety programs, compliance, PIO and critical failures reports are attached hereto.

Mr. Anderson next presented the District's public relations and media engagement report, a copy of which is attached hereto.

Mr. Anderson then reported that District staff was preparing for a partial shutdown of non-essential systems on November 8th due to a planned power outage to upgrade the electrical service at Building G. A brief discussion ensued regarding same.

Upon motion by Commissioner Dalton, seconded by Commissioner Barkoh, after full discussion and the question being put to the Board, the Board voted unanimously to approve the CEO's Report.

Ms. Dwyer and Mr. Griffin exited the meeting at this time.

ADOPT ORDER DECLARING PROPERTY AS SURPLUS OR SALVAGE PROPERTY AND AUTHORIZING SALE OR DISPOSAL OF SAME ("SALVAGE PROPERTY ORDER")

Mr. Farmer and Ms. Adams next presented to and reviewed with the Board the Salvage Property Order. Mr. Farmer reported that the salvage property consisted of three (3) Surface Book 3 laptop computers. Ms. Adams noted that the adoption of the Salvage Property Order granted District staff the authority to properly dispose of the property. A discussion ensued.

Upon motion by Commissioner Barkoh, seconded by Commissioner Dalton, after full discussion and the question being put to the Board, the Board voted unanimously to adopt the Salvage Property Order, a copy of which is attached hereto, thereby authorizing the appropriate disposal of same and authorizing District staff, as designated by the CEO, to handle same in accordance with the applicable terms of Section 775.0735, Texas Health and Safety Code.

CFO'S REPORT

APPROVE PAYMENT OF BILLS AND ISSUANCE OF CHECKS

Mr. Farmer presented to and reviewed with the Board the summary of activity, profit and loss statement, budget comparison, statement of cash flows, debt service payment schedule and list of checks and related invoices being presented for payment, copies of which are attached hereto. Mr. Farmer stated that a check to Commissioner Plummer was added to the list of checks in the amount of \$663.00 for fees of office and expenses.

Upon motion by Commissioner Dalton, seconded by Commissioner Barkoh, after full discussion and the question being put to the Board, the Board voted unanimously to approve the payment of bills and issuance of checks.

REVIEW INVESTMENT REPORT

Mr. Farmer then presented to and reviewed with the Board the Investment Report, a copy of which is attached hereto.

REVIEW AND ADOPT FISCAL YEAR ENDING ("FYE") DECEMBER 31, 2026 BUDGET ("2026 BUDGET")

Mr. Farmer next presented to the Board the proposed 2026 Budget, a copy of which is attached hereto. Mr. Farmer noted that he and the CEO previously met with the Budget Committee to review same. A brief discussion ensued.

DISCUSS PROPERTY, LIABILITY, WORKERS' COMPENSATION AND CYBER LIABILITY INSURANCE RENEWAL THROUGH GALLAGHER (EXPIRES DECEMBER 31ST)

Mr. Farmer then stated that the District's Property, General Liability, Workers' Compensation and Cyber Liability insurance coverages were due for renewal as the then-current policy would expire December 31, 2025. Mr. Farmer reported that District staff was still coordinating with Gallagher regarding the insurance renewal and noted that he expected to receive the renewal proposal(s) prior to the December Board meeting.

REVIEW AND APPROVE 2026 EMPLOYEE INSURANCE/BENEFITS

Mr. Farmer next reported that open enrollment commenced for employee benefits. Mr. Farmer went on to report that Gallagher, the District's insurance broker, informed him that the District's cost for renewing employee health insurance through BlueCross BlueShield ("BCBS") for 2026 would increase approximately 14% and the District's cost for renewing employee dental and vision insurance through BCBS would increase 17%. Mr. Farmer stated that Gallagher shopped the market for additional health insurance proposals and obtained proposals from Everyhealth for employee health insurance and United Healthcare for employee dental and vision, which decreased the District's costs for same by 12% and 5%, respectively. A discussion ensued.

Upon motion by Commissioner Dalton, seconded by Commissioner Peckham, after full discussion and the question being put to the Board, the Board voted unanimously to authorize renewal of the District's employee health insurance through Everyhealth and employee dental and vision insurance through United Healthcare.

Upon motion by Commissioner Barkoh, seconded by Commissioner Peckham, after full discussion and the question being put to the Board, the Board voted unanimously to approve the CFO's Report and the Investment Report.

Upon motion by Commissioner Peckham, seconded by Commissioner Barkoh, after full discussion and the question being put to the Board, the Board voted unanimously to adopt the 2026 Budget, as discussed.

The CEO then introduced Ms. Graham, the District's new HR Manager.

TAX ASSESSOR/COLLECTOR'S REPORT

Ms. Adams reviewed with the Board the Tax Assessor/Collector's Report for September 2025, a copy of which is attached hereto.

PUBLIC HEARING REGARDING PROPOSED 2025 TAX RATE

The President declared the public hearing open regarding the District's proposed 2025 tax rate.

Ms. Adams reminded the Board that at the September 23, 2025 Board meeting, the Board voted to publish a total proposed 2025 tax rate of \$0.038078 per \$100 assessed valuation, comprised of \$0.031087 for maintenance and operations and \$0.006991 for debt service. Ms. Adams reported that the Notice of Public Hearing on Tax Increase for the proposed 2025 tax rate had been published, as required by law, in the *Houston Chronicle*.

There being no comments from the public, the public hearing was adjourned.

ADOPT ORDER SETTING RATE AND LEVYING TAX FOR 2025 ("TAX RATE ORDER")

Upon motion by Commissioner Dalton, seconded by Commissioner Barkoh, after full discussion and the question being put to the Board, the Board voted unanimously to adopt the Tax Rate Order, thereby levying a total ad valorem tax rate of \$0.038078 per \$100 assessed valuation, comprised of \$0.031087 for maintenance and operations and \$0.006991 for debt service, for the District's FYE December 31, 2026, a copy of which is attached hereto

ATTORNEY'S REPORT, INCLUDING:

REVIEW RECENT PUBLIC INFORMATION ACT ("PIA") OR SUBPOENA REQUESTS AND STATUS OF RESPONSES TO SAME, IF ANY

Ms. Adams reported that, in the prior month, the District received and responded to two (2) PIA requests.

DISTRICT REAL ESTATE MATTERS, INCLUDING:

PRESENTATION REGARDING PRELIMINARY SITE CONFIGURATION OF REMAINDER OF ADMINISTRATIVE PROPERTY FOR POTENTIAL SALE

AUTHORIZE REQUESTING QUALIFICATIONS FOR ENGINEERING SERVICES FOR SAME

Commissioner Plummer stated that real estate matters would be reviewed in Executive Session.

DISTRICT PERSONNEL MATTERS, INCLUDING:

PENDING EMPLOYMENT RELATED CLAIMS AND TAKE NECESSARY ACTIONS ON SAME

DISCUSS CEO ANNUAL EVALUATION PROCESS

Ms. Adams stated that personnel matters, including any pending attorney-client privileged employment claim matters and the CEO's annual evaluation process, would be discussed in Executive Session.

AUTHORIZE COMMISSIONER ATTENDANCE AT SAFE-D ANNUAL CONFERENCE

Upon motion by Commissioner Dalton, seconded by Commissioner Barkoh, after full discussion and the question being put to the Board, the Board voted unanimously to authorize the Board and District staff's attendance at the SAFE-D Annual Conference to be held in San Antonio, Texas on January 29-31, 2026.

RESCHEDULE NOVEMBER 25, 2025 AND DECEMBER 23, 2025 BOARD MEETINGS

Upon motion by Commissioner Dalton, seconded by Commissioner Peckham, after full discussion and the question being put to the Board, the Board voted unanimously to reschedule the November 25, 2025 Board meeting to November 18, 2025 at 5:00 p.m. and the December 23, 2025 Board meeting to December 16, 2025 at 4:00 p.m.

EXECUTIVE SESSION

Commissioner Plummer then stated that the Board would convene in Executive Session to deliberate attorney-client privilege, real estate and personnel matters pursuant to Sections 551.071, 551.072 and 551.074, Texas Government Code.

All members of the Board present, Mr. Anderson, Ms. Conn, Messrs. J. Lynch and A. Lynch, Ms. Adams and Ms. Christensen convened into Executive Session at 6:13 p.m.

Messrs. J. Lynch and A. Lynch exited the meeting at 6:35 p.m.

Ms. Conn exited the meeting at 7:05 p.m.

All other meeting attendees still present re-entered the meeting at 7:25 p.m.

RECONVENE IN OPEN SESSION

Commissioner Plummer reconvened the meeting in open session at approximately 7:28 p.m., at which time the following action was taken by the Board:

Upon motion by Commissioner Barkoh, seconded by Commissioner Peckham, after full discussion and the question being put to the Board, the Board voted unanimously to authorize requesting qualifications for civil engineering services related to administration of site development for the District-owned property located at 18126 and 18334 Stuebner Airline Road.

Upon motion by Commissioner Barkoh, seconded by Commissioner Dalton, after full discussion and the question being put to the Board, the Board voted unanimously to authorize employee claim settlement negotiation as discussed in Executive Session.

REVIEW AND APPROVE DISTRICT ORGANIZATIONAL CHART

Upon motion by Commissioner Barkoh, seconded by Commissioner Dalton, after full discussion and the question being put to the Board, the Board voted unanimously to authorize the CEO to approve all Organizational Chart modifications without prior Board approval.

There being no further business to come before the Board, the meeting was adjourned at 7:28 p.m.

PASSED, APPROVED AND ADOPTED this 18th day of November, 2025.



Secretary, Board of Commissioners

(DISTRICT SEAL)

