

MINUTES OF MEETING OF THE
BOARD OF COMMISSIONERS

December 16, 2025

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

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, December 16, 2025, at 4:00 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 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. Dan Wang, Financial Controller; Ms. Katie Conn, Director of Regulatory Affairs and Operations Support; Mr. Kevin Crocker, Chief Quality Officer; Ms. Kim Graham, Human Resources ("HR") Manager; Ms. Miranda Sevcik, Public Information Officer ("PIO"); Ms. Karisa Wendt, Executive Assistant; Mr. Brian Piatkowski, Experience Coordinator; Messrs. Michael Beardlsey, Facilities Manager, Lamont Muehr, Maintenance Specialist and Irvin "Mo" Halpert, Maintenance Specialist. Others in attendance were: Ms. Regina D. Adams 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.

DISTRICT PERSONNEL MATTERS, INCLUDING REVIEW CEO ANNUAL EVALUATIONS, PERFORM CEO EMPLOYMENT AGREEMENT ANNUAL SALARY AND PERFORMANCE REVIEW AND REVIEW PENDING EMPLOYMENT RELATED CLAIMS AND TAKE NECESSARY ACTIONS ON SAME

Ms. Adams stated that personnel matters would be discussed in Executive Session.

EXECUTIVE SESSION

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

All members of the Board present, Mr. Anderson and Ms. Adams convened into Executive Session at 4:12 p.m.

Commissioner Peckham entered the meeting and Executive Session at 4:25 p.m.

Mr. Anderson exited Executive Session at 4:26 p.m.

Ms. Adams exited Executive Session at 4:28 p.m. and re-entered at 5:10 p.m.

Ms. Adams exited and Mr. Anderson re-entered Executive Session at 5:15 p.m.

All other meeting attendees still present re-entered the meeting at 5:39 p.m.

RECONVENE IN OPEN SESSION

Commissioner Plummer reconvened the meeting in open session at approximately 5:39 p.m., at which time no action was taken by the Board.

PRESENTATION OF SERVICE AND MERITORIOUS AWARDS

Mr. Anderson then recognized Messrs. Beardsley, Muehr and Halpert, and presented them with Meritorious Service Awards in recognition of their extraordinary efforts during and after the recent tornado.

Messrs. Beardsley, Muehr and Halpert exited the meeting at this time.

APPROVAL OF THE MINUTES

The Board considered approval of the November 18, 2025 regular meeting minutes. Upon motion by Commissioner Peckham, seconded by Commissioner Adams, after full discussion and the question being put to the Board, the Board voted unanimously to approve the November 18, 2025 regular meeting minutes and related certified agenda.

CEO'S REPORT

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

Mr. Anderson presented to and reviewed with the Board the November 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 November, the District: 1) operated its ambulances with approximately 1,286 total lost unit hours; 2) received 5,597 calls, 69% (3,281) of which resulted in hospital transports; 3) provided mutual aid on eight (8) occasions and received mutual aid eight (8) times; 4) maintained an overall response time compliance rate of 85%; and 5) experienced three (3) critical failures.

Mr. Anderson further reported that the District's average response times for November 2025 were as follows: 1) eight minutes and 23 seconds (8:23) for Priority 1 ("P1") calls; 2) eight minutes and 50 seconds (8:50) for Priority 2 ("P2") calls; 3) ten minutes and six seconds (10:06) for Priority 3 ("P3") calls; and 4) 14 minutes and 30 seconds (14:30) for Priority 4 ("P4") calls. Mr. Anderson noted that the average response times for November 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 103,447 miles in November 2025.

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

A discussion ensued regarding the EF-2 tornado on November 24th that caused catastrophic damage to Building G.

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 approve the CEO's Report.

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.

Upon motion by Commissioner Peckham, seconded by Commissioner Adams, 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. 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 Investment Report.

REVIEW AND APPROVE ZOLL RESCUENET BILLING PRO PROPOSAL

Mr. Farmer then presented to and reviewed with the Board a memorandum regarding recommended upgrades to the District billing and collections platform with Zoll RescueNet, a copy of which is attached hereto. Mr. Farmer noted that the District implemented the Zoll RescueNet billing platform in 2023. Mr. Farmer stated that, with recent advances in technology, Zoll could provide additional tools and resources to improve the patient billing and collections process. Mr. Farmer went on to state that Billing Pro AR Boost could greatly improve the patient verification and third-party benefits process. Mr. Farmer noted that the cost to the District for implementation of Billing Pro AR Boost would be \$2.42 per claim. A discussion ensued.

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 accept the Zoll RescueNet Billing Pro AR Boost Proposal.

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

Mr. Farmer next presented to and reviewed with the Board a summary of the District's insurance structure and premium comparison, a copy of which is attached hereto. Mr. Farmer reported that the District's insurance cost for 2026 changed as follows: 1) auto liability coverage increased by approximately 18.2%; 2) workers compensation coverage decreased by approximately 18.1%; and 3) the total insurance premium increased by \$62,003.00 from the current insurance year. Upon motion by Commissioner Dalton, seconded by Commissioner Adams, after full discussion and the question being put to the Board, the Board voted unanimously to accept the insurance proposal from Arthur J. Gallagher, as presented.

TAX ASSESSOR/COLLECTOR'S REPORT

Ms. Adams reviewed with the Board the Tax Assessor/Collector's Report for November 2025, 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 two (2) PIA requests and Ms. Conn and RAB were working on the responses to same.

AUTHORIZE PUBLICATION OF NOTICE OF DISTRICT ADMINISTRATIVE OFFICE ADDRESS

Ms. Adams next reported that, pursuant to Texas Health and Safety Code, Section 775.036(f), RAB would publish the District's administrative office location notice in the *Houston Chronicle* by January 31, 2026.

AUTHORIZE FILING OF ANNUAL REPORT WITH TEXAS DEPARTMENT OF EMERGENCY MANAGEMENT ("TDEM")

Ms. Adams reported that, pursuant to Texas Health and Safety Code, Section 775.083, RAB would file the District's Annual Report with TDEM by January 1, 2026.

AUTHORIZE FILING OF FINANCIAL AND TAX-RELATED INFORMATION WITH TEXAS STATE COMPTROLLER (THE "COMPTROLLER") PURSUANT TO TEXAS LOCAL GOVERNMENT CODE, SECTION 203.062 AND TEXAS GOVERNMENT CODE, SECTION 403.0241 FOR THE SPECIAL PURPOSE DISTRICT PUBLIC INFORMATION DATABASE ("SPDPID")

Ms. Adams then reminded the Board that the District was required to annually file certain financial and tax-related information with the Comptroller's SPDPID. Ms. Adams noted that such information must be filed with the Comptroller by April 1, 2026.

REVIEW 2026 ANNUAL AGENDA

Ms. Adams then distributed the draft 2026 annual agenda for the Board's review, a copy of which is attached hereto.

Upon motion by Commissioner Adams, seconded by Commissioner Barkoh, after full discussion and the question being put to the Board, the Board voted unanimously to: 1) accept the Attorney's Report; 2) authorize the publication of the Notice of District Administrative Office; 3) authorize RAB to file the required Annual Report with TDEM; 4) authorize RAB to file the required financial and tax-related information in the SPDPID by April 1, 2026; 5) approve the proposed 2026 annual agenda; and 6) authorize any additional statutory filing/reporting, as necessary.

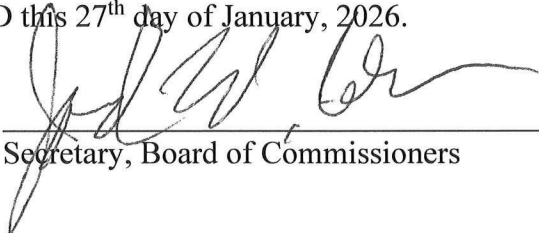
DISTRICT REAL ESTATE MATTERS, INCLUDING REVIEW STATEMENTS OF QUALIFICATIONS ("SOQ") FOR ENGINEERING SERVICES IN CONNECTION WITH THE POTENTIAL SALE OF REMAINDER OF ADMINISTRATIVE PROPERTY

Ms. Adams reported that RAB sent the RFQ to four (4) civil engineers and requested that they submit their SOQ to RAB by December 8th for the Board's consideration at the December 16, 2025 Board meeting. Ms. Adams stated that only one (1) SOQ was received. The Commissioners concurred to defer action on such matter.

There being no further business to come before the Board, the meeting was adjourned at 6:19 p.m.

PASSED, APPROVED AND ADOPTED this 27th day of January, 2026.





Secretary, Board of Commissioners