

**ECTOR COUNTY HOSPITAL DISTRICT
BOARD OF DIRECTORS
FINANCE COMMITTEE MEETING
AUGUST 4, 2026 – 4:30 p.m.**

MINUTES OF THE MEETING

MEMBERS PRESENT: Don Hallmark, Board Member
Will Kappauf, Board Member
Nimat Alam MD, Chief of Staff
Vijay Borra, MD, Vice Chief of Staff
Russell Tippin, President/Chief Executive Officer

MEMBER ABSENT: Bryn Hill, Chairman

OTHERS PRESENT: David Dunn, Board Member
Matt Collins, Chief Operating Officer
Steve Steen, Chief Legal Counsel
Dr. Timothy Benton, Chief Medical Officer
Sharon Clark, Chief Financial Officer
Grant Trollope, Assistant Chief Financial Officer
Kerstin Connolly, Paralegal
Lisa Russell, Executive Assistant to the CEO
Various other interested members of the Medical Staff, Employees
and Citizens

I. CALL TO ORDER

Don Hallmark called the meeting to order at 4:30 p.m. in the Ector County Hospital District Board Room at Medical Center Hospital. Notice of the meeting was properly posted as required by the Open Meetings Laws.

II. REVIEW OF MINUTES FOR JULY 7, 2026 MEETING

Don Hallmark asked if the committee had reviewed the minutes of the July 7, 2026 meeting, and if there were any additions or corrections.

Will Kappauf moved, and Dr. Nimat Alam seconded the motion to approve the minutes of the July 7, 2026 Finance Committee meeting as presented. The motion carried unanimously.

III. CONFLICT OF INTEREST DISCLOSURE BY ANY BOARD MEMBER

No conflicts were disclosed.

IV. PUBLIC COMMENTS ON AGENDA ITEMS

No comments from the public were received.

V. ITEMS FOR DISCUSSION/CONSIDERATION:

A. Finance Committee

1. Financial report for month ended June 30, 2026.

Sharon Clark, Chief Financial Officer, presented a summary review of the financial reports for the month ended June 30, 2026.

Will Kappauf moved, and Dr. Nimat Alam seconded the motion to approve the summary review of the financial reports for the month ended June 30, 2026 as presented. The motion carried.

2. Consider Approval of Envigorate Healthcare Solutions Agreement.

Sharon Clark, Chief Financial Officer, presented the Envigorate Healthcare Solutions Agreement for approval. Envigorate Healthcare Solutions provides managers with proven techniques to better utilize the time and skills of the people who work with them. This is a joint effort between Envigorate and MCH leadership using evaluations of skill mix, service level, time & motions studies, and utilization to develop management action plans.

Will Kappauf moved, and Dr. Nimat Alam seconded the motion to approve the Envigorate Healthcare Solutions Agreement as presented. The motion carried.

3. Consider Approval of Mercer Agreement.

Staci Ashley, Chief Human Resources Officer, presented the Mercer Agreement for approval. Mercer will help MCHS lay a foundation for continued growth and success that can scale by building and maintaining a comprehensive compensation program inclusive of

- Compensation philosophy
- Competitive compensation analysis for all employees
- Salary structure
- Cost modeling
- Change management and communications

Mercer's Integrated Health Networks Suite is the leading provider of national healthcare compensation data which allows development of specific peer groups for base pay, incentives, shift differentials, and all compensation.

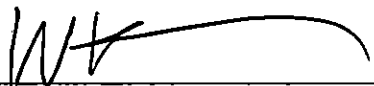
The first year will include development of the overall compensation philosophy, benchmarking, and change communication with an estimated 5-month engagement. The following years will be program maintenance with a full biannual competitive compensation analysis.

Will Kappauf moved, and Dr. Nimat Alam seconded the motion to approve the Mercer Agreement as presented. The motion carried.

ADJOURNMENT

There being no further business, the meeting was adjourned at 4:53 p.m.

Respectfully submitted,



Will Kappauf, Secretary
Ector County Hospital District Board of Directors