BOARD OF DIRECTORS
Becky Campo, President
Luis Avila, Vice-President
Ma Traore, Secretary
Sylvia Ramirez, Treasurer
Reyna Gomez, Director
PO Box 187, Patterson, CA 95363
Phone (209) 892-8781 Fax (209) 892-3755

SPECIAL BOARD OF DIRECTORS' MEETING MINUTES
Monday, September 8, 2025 @ 6:00 PM

1. **Call to Order** at 6:03 PM by President Becky Campo
2. **Pledge of Allegiance**
3. **Roll Call**

Director's Present:	President Becky Campo Vice-President Luis Avila Secretary Ma Traore Treasurer Sylvia Ramirez Director Reyna Gomez
Staff Present:	CEO, Karin Freese Chief Medical Officer, Dr. Rodriguez Ambulance Director, Paul Willette Clinical Education Manager, Jim Whitworth Human Resources Manager, Robert Trefault Health Center Manager, Suzie Benetiz Health Center Assistant Manager, Jennifer Gurski Financial Accounting Manager, Maria Reyes Administrative Staff Accountant, Danae Skinner
District Legal Council:	Derek Cole, Cole Huber, LLP
Members of the Public:	Tim Benefield, Patterson Irrigator

4. **Reading the Vision, Mission, and Value Statements**
   Vision: "A locally cultivated, healthier community."
   Mission: "To provide, promote, and partner in quality healthcare for all." Values: "Compassion – Commitment – Excellence"
5. **Public Comment Period** - None
6. **Declarations of Conflict** - None
7. **Approval of Agenda** **ACTION**

Motion: Approved the agenda, with Item B moved from the Consent Calendar to the Regular Calendar.
M/S: Avila/Traore
Ayes: Campo, Avila,Traore, Ramirez, Gomez
Nays: None
Abstain: None
Absent: None
Motion: Passed

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8. **Consent Calendar*** *[Routine committee reports, minutes, and non-controversial items]*
ACTION

   A. *Accept Finance Committee Meeting Minutes – June 25, 2025
   B. *Accept Finance Report and Warrants – June 30, 2025
   C. *Approve Special Board Meeting Minutes – August 4, 2025
   D. *Approve Special Closed Board Meeting Minutes – August 11, 2025

Motion: Move item 8B to the Regular Calendar
M/S: Avila/ Traore
Ayes: Campo, Avila, Traore, Ramirez, Gomez
Nays: None
Abstain: None
Absent: None
Motion: Passed

9. **Regular Calendar**
   A. **Any Consent Calendar items moved to the Regular Calendar* – Item 8B. Accept Finance Report and Warrants – June 30, 2025 **ACTION**
   Financial Accounting Manager, Maria Reyes, presented the fiscal year end finance report**.** As of June 30, total assets increased to $25.4M, primarily due to a $9.9M loan from Tri County Bank for the building project land purchase. Year-to-date net income is $2.07M, with unencumbered cash of $3.25M covering 156 days of operations, well above the 90-day reserve target. Actual revenue is 6% over budget, driven by higher tax collections, unbudgeted mitigation fees, and investment income, while expenses rose 14% over last year due to an increase in personnel plus increases in salary and benefit costs. Overall, performance remains consistent and financially stable.

Motion: Accept Finance Report and Warrants – June 30, 2025
M/S: Avila/ Ramirez
Ayes: Campo, Avila, Traore, Ramirez, Gomez
Nays: None
Abstain: None
Absent: None
Motion: Passed-Roll Call Vote

10. **Recessed to Closed Session at 6:18 PM** *[The Board of Directors may recess to closed session to discuss certain matters as legally permitted. Any action taken shall be reported in open session.]*

Gov't Code section 54957:	Public Employment Employee Performance Evaluation Title: Chief Executive Officer

11. **Return to Open Session at 7:33 PM** – No reportable action. Direction was given to staff.

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12. **Regular Calendar (continued)**

A. **Review Chief Executive Officer's Compensation & Contract**

The Board recognized and expressed strong appreciation for the CEO's dedication, leadership, and high performance over the past year, acknowledging both tangible achievements and overall effort. Areas for growth were also discussed for both the CEO and the district. Overall, the Board recognized their rating for the CEO FY2024-25 performance was "Excellent" based on DPHCD Policy #3017 required conclusion of either Excellent, Satisfactory, or Unsatisfactory.

The Board and CEO discussed the distinction between performance evaluation and compensation, emphasizing the importance of following established policies, including mid-market salary standards, while allowing for discretion where justified. Counsel clarified that CEO compensation is guided by Policies 3401, 3402, 3403, and 3417, which require salary ranges to be reviewed periodically and updated annually.

The Board discussed their 2024 request to engage an external consultant to validate the District's salary survey methodology, the CEO salary range, midpoint, and market comparability, ensuring fairness, transparency, and public trust. Discussions also included potential policy improvements, including a consolidated district compensation policies for clarity and a separate comprehensive CEO compensation policy to include a quantifiable performance incentive component.

The Board directed staff to initiate an RFP for a CEO salary survey and policy recommendation based on best practices. The proposals will be reviewed at the September 29 regular Board meeting. Additional governance topics included improving access to district policies via Teams, pre-meeting agenda planning, and consideration of moving to two monthly meetings to better manage operations, strategic planning, and large projects.

The meeting concluded with mutual appreciation for collaborative discussion, commitment to transparency and fair evaluation processes, and recognition of the CEO's leadership contributions.

13. **Upcoming Regular Board and Standing Committee Meeting Date INFORMATION ONLY**

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Finance – Wed, Sep 17 @ 8:30 AM	Board – Mon, Sep 29 @ 6:00 PM, City Hall
Finance – Wed, Oct 22 @ 8:30 AM	Board – Mon, Oct 27 @ 6:00 PM, City Hall
Finance – Wed, Nov 19 @ 8:30 AM	Board – Mon, Nov 24 @ 6:00 PM, City Hall

14. **Adjourn at 8:35 PM**

Respectfully submitted,

_____
Ma Traore, Secretary

_____
Date Signed