



**Minutes of Special Called Board Meeting
Dawson County Hospital District
November 18, 2025**

Members Present: David Sanderson, Board President Nicky Chapman, Board Secretary
Mike Johnson, Board Member Leslie Hawkins, Board Member

Members Absent: Steven Hatchett, Board Vice-President (voting)

Guests Present: Craig Carter, Attorney for Jackson & Carter, PLLC; Mary Elizabeth Davis, Reporter for Lamesa Press Reporter; Melissa Matlock, resident of Dawson County; and Carter Schildknecht, resident of Dawson County

Staff Present: Freddy Olivarez, Chief Executive Officer; Jo Beth Smith, Chief Operating Officer; Colby Reeves, Chief Financial Officer; Diane Sherrill, Director of Nursing and Registered Nurse; Cynthia Maria Vasquez, Human Resources Director; Bryant Busby, Director of EMS; and Sara Del Busto, Recording Secretary

1. **Call to Order:** David Sanderson, Board President, called the meeting to order at 8:31 a.m., with the above-mentioned members, staff, and guest present.
2. **Invocation:** The invocation was given by David Sanderson, Board President.
3. **Pledge of Allegiance:** The pledge of allegiance was given by David Sanderson, Board President.
4. **Public Comment Session:** The Board of Directors entered Public Comment Session pursuant to the provisions of the Texas Open Meetings Act Government Code Section 551.001(4)(B) at 8:32 a.m.
 - A. The Board of Directors received public comments from the following citizens regarding support for recent positive changes at the hospital and for the Chief Executive Officer: Carter Schildknecht and Melissa Matlock. Additionally, Melissa Matlock presented a letter from the Chief Executive Officer of the Texas Organization for Rural and Community Hospitals endorsing Freddy Olivarez.
 - B. The Board of Directors received no additional public comments.
 - C. David Sanderson, Board President, adjourned the Public Comment Session at 8:37 a.m.

5. Consent Agenda:

- A. Approval of Minutes:** Action will be taken to approve the minutes of the Regular Scheduled Board Meeting held October 28, 2025.
- B. Medical Staff Report:**
 - 1. Receive report from Medical Staff representative.**
 - 2. Take action on any credentialing recommendations.**
- C. Report of Officers and Committees:**
 - 1. Receive and take action on the payments for the month of October 2025 Accounts Payable – Colby Reeves, Chief Financial Officer.**

Motion made by Nicky Chapman to approve the Consent Agenda, and seconded by Lelsie Hawkins. Motion carried unanimously.

6. Administrative Report:

- A. Freddy Olivarez, Chief Executive Officer –** Freddy Olivarez, Chief Executive Officer presented to the board the following:
 - 1. Freddy Olivarez presented to the board the upcoming board meeting date as presented in the administrative report packet: Regular Scheduled Board Meeting to be held January 27, 2026 for November and December business;
 - 2. Freddy Olivarez presented to the board the December 2025 Specialty Annex calendar as provided in the administrative report packet;
 - 3. Freddy Olivarez presented to the board the holiday events for Medical Arts Hospital:
 - Celebration of National Rural Health Day on Thursday, November 20, 2025 for employees and providers with a Thanksgiving meal and potluck of sides or desserts;
 - Auxiliary bake sale fundraiser on Tuesday, November 25, 2025 in the hospital private dining room;
 - Beginning November 28th, the community giving tree located in the hospital main lobby has available free cold gear accessories for visiting patients, guests, and those in need. Donations of items are welcomed;
 - Medical Arts is accepting donations of cereal boxes for the month of December 2025 for our local food bank;
 - Sponsorship of the hot cocoa bar for the Dawson County Library Christmas open house scheduled for Monday, December 1, 2025;
 - Extended an invitation to the board to attend the Medical Arts Christmas graze days on Thursday, December 4, 2025 with hospital district employees bringing their favorite holiday snack;
 - Employee Morale Committee is hosting a departmental Christmas decorating contest that ends on Friday, December 5, 2025;
 - Community event of free cookies and pictures with Santa on Wednesday, December 10, 2025 in the hospital community room;
 - Annual Medical Arts Hospital Christmas Party and service awards to be held Thursday, December 18, 2025. Freddy Olivarez extended an invitation for board members to join the event;
 - Hospital accepting donations of snacks for the Lamesa Boys and Girls Club;

- Hospital is scheduled to volunteer at the Lamesa Movieland theatre on Wednesday, December 31, 2025;
4. Freddy Olivarez presented to the board the Texas Healthcare Trustees (THT) webinar: *Quality Compliance Bootcamp for Rural Hospital Boards* to be held in December 2025. Freddy Olivarez presented to the board interested members may contact Sara Del Busto to assist with registration.
 5. Freddy Olivarez presented to the board regional workshops hosted by the Texas Healthcare Trustees (THT) in March 2026. Freddy Olivarez presented to the board interested members may contact Sara Del Busto to assist with registration.
- 7. Report of Officers and Committees:**
- A. Receive and take action on the Financial Reports for the month of October 2025**
 – Colby Reeves, Chief Financial Officer.
 Colby Reeves presented the October 2025 financial reports to the board. Motion made by Leslie Hawkins to accept the financial reports, and seconded by Mike Johnson. Motion carried unanimously.
- 8. Old Business:** None
- 9. New Business:**
- A. Receive and Take Action, if necessary, on Annual Re-Authorization of Line of Credit at First United Bank, a financial institution, for Dawson County Hospital District dba Medical Arts Hospital allowing for short term loans when necessary for occurrences such as participation in state and federal funding programs –**
 David Sanderson, President of the Board.
 David Sanderson presented to the board a deferment of the annual re-authorization of line of credit at First United Bank for allowing for short term loans when necessary for occurrences such as participation in state and federal funding programs. Freddy Olivarez, Chief Executive Officer, informed the board of the need to revise the resolution for the line of credit authorization and indicated that the updated resolution would be presented at a future meeting for approval. Freddy Olivarez, Chief Executive Officer, facilitated discussion between Colby Reeves, Chief Financial Officer, and the Board of Directors on the approved line of credit resolution with another bank, associated origination fees, municipal bonds, and proposed amendments to the resolution. No action was taken by the board.
- B. Receive and Take Action on Annual Evaluation of Freddy Olivarez, Chief Executive Officer –** David Sanderson, President of the Board.
 David Sanderson presented to the board the annual evaluation of Freddy Olivarez, Chief Executive Officer. A motion was made by Nicky Chapman to receive the evaluations and accepted them as is for the annual evaluation of Freddy Olivarez, and seconded by Leslie Hawkins. Motion carried unanimously.

10. Executive Session: Enter into Executive Session pursuant to Texas Government Code Sections: 551.074/personnel matters; 551.071/consultation with attorney regarding legal issues related to personnel.

- A. The Board of Directors of Dawson County Hospital District now convenes in Closed Session the date is November 18, 2025 and the time is 9:04 a.m.
- B. Enter into Executive Session pursuant to the above cited authorities:
 - 1. **Personnel Matters** – Freddy Olivarez, Chief Executive Officer.
 - 2. **Consultation with Attorney** – Craig Carter, Attorney of Jackson & Carter, PLLC.
 - 3. **Receive information on Chief Executive Officer agreement** – David Sanderson, President of the Board.
 - 4. **Receive information on the yearly evaluation for Freddy Olivarez, Chief Executive Officer** – David Sanderson, President of the Board.
- C. The Board of Directors of Dawson County Hospital District now adjourns its Closed Session and will return to Open Session. The date is November 18, 2025 and the time is 10:28 a.m.

11. New Business:

- A. **Discuss for Possible Action on Chief Executive Officer Agreement** – David Sanderson, President of the Board.

David Sanderson announced at the subsequent board meeting, the board put forth an incentive plan to align additional benefit to the Chief Executive Officer agreement addendum with an amendment of the annual salary with a three-year extension. A motion was made by Leslie Hawkins to extend the Chief Executive Officer Agreement, and seconded by Mike Johnson. Motion carried unanimously. The following board members were present and voted in favor to extend the Chief Executive Officer Agreement: David Sanderson, Board President; Nicky Chapman, Board Secretary; Mike Johnson, Board Member; and Leslie Hawkins, Board Member. The following board member was absent from the meeting: Steven Hatchett, Board Vice President.

- B. **Presentation of Board Education** – Craig Carter, Attorney for Jackson & Carter, PLLC. David Sanderson announced Craig Carter, Attorney for Jackson & Carter, to present a board education to the board. Craig Carter presented to the board the 'Legal Update' in a slideshow presentation for Medical Arts Hospital Board of Directors' educational material in compliance with legislation.
- C. **Receive and Complete Health Insurance Portability and Accountability Act (HIPAA) and Cyber Security Training** – David Sanderson, President of the Board. David Sanderson presented to the board the health insurance portability and accountability act (HIPAA) and cyber security training for completion as provided in the board packet.

12. Adjournment: There being no further business, the meeting was adjourned by a motion made by Mike Johnson, and seconded by Leslie Hawkins. Motion carried unanimously. Mr. David Sanderson, President of the Board, adjourned the meeting at 10:53 a.m.