



Meeting Minutes
June 16, 2025
7:00 P.M.

The Bexar County Emergency Services District No. 4 (ESD 4) conducted a meeting at 28036 Old Boerne Stage Road, Boerne, Texas, 78006 on Monday June 16, 2025, at 7:00 P.M. The following was discussed:

1. Commissioner Haygood called the Bexar County ESD 4 Meeting to Order at 7:06 P.M. and established a quorum. All commissioners were present.
2. Citizen Public Forum. Several citizens chose to speak, including:
 - Mr. Craig Ramon
 - Mr. Thomas Hernandez
 - Ms. Laura Koerner
 - Ms. Caitlin Fairhurst
 - Mr. Hunter Burns
 - Mr. Simon Mercer
3. Mr. Charles Laljer, Administrator, provided an overview of the Texas County and District Retirement System required employer funding level of 12.22% matching in calendar year 2026. Mr. Laljer recommended staying at the current 12.68% matching to provide the ESD 4 with a slight cushion against larger increases in the future. Commissioner Rasmussen motioned to remain at the current funding level in 2026. Commissioner Huber seconded the motion. Motion carried by a 5/0 vote in favor of.
4. Mobile Integrated Health (MIH) Megan Pease discussed the status of ESD 4 employee morale. MIH Pease stated that morale was low, trust was eroding in leadership, and personnel were working long hours and suffering from burn-out. Several allegations were made regarding Board head hunting department leadership, financial mismanagement, and lack of transparency. The Board requested detailed information to substantiate the allegations. Commissioner Haygood stated the ESD 4 Board is fully committed to the department and providing the requested resources and any rumor's to the about lack of support are incorrect.
5. The Board entered into Executive Session at 8:25 P.M. to discuss the annual performance review of Chief Craig Ramon. The Board returned to regular session at 9:31 P.M. No action was taken during the Executive Session.

6. Determine date, time, and possible agenda items for the next meeting. The next regularly scheduled Board meeting will be Monday, July 7, 2025.
7. Adjourn. With no further business before the Board, Commissioner Huber made a motion to adjourn. Commissioner Lopez-Maddox seconded the motion. Motion carried by a 5/0 vote in favor of. The meeting was adjourned at 9:32 P.M.