



CENTRAL HEALTH

Our Vision

Central Texas is a model healthy community.

Our Mission

By caring for those who need it most, Central Health improves the health of our community.

Our Values

Central Health will achieve excellence through:

Stewardship - We maintain public trust through fiscal discipline and open and transparent communication.

Innovation - We create solutions to improve healthcare access.

Right by All - By being open, anti-racist, equity-minded, and respectful in discourse, we honor those around us and do right by all people.

Collaboration - We partner with others to improve the health of our community.

BOARD OF MANAGERS MEETING

Wednesday, April 24, 2024, 4:00 p.m.

Or immediately following the Executive Committee Meeting

Videoconference meeting¹

A quorum of the Board and the presiding officer will be present at:

Central Health Administrative Offices
1111 E. Cesar Chavez St.
Austin, Texas 78702
Board Room

Members of the public may attend the meeting at the address above, or observe and participate in the meeting by connecting to the Zoom meeting link listed below (copy and paste into your web browser):

<https://us06web.zoom.us/j/88380902453?pwd=Zf2mGNfkXlaHhxBLFc9WL9WhQhvks5.1>

Meeting ID: 883 8090 2453

Passcode: 727585

Links to livestream video are available at the URL below (copy and paste into your web browser):

<https://www.youtube.com/@tchealthdistrict/streams>

Or to participate by telephone only:

Dial: (346) 248 7799

Meeting ID: 883 8090 2453

Passcode: 727585

The Board may meet via videoconference with a quorum present in person and will allow public participation via videoconference and telephone as allowed under the Open Meetings Act. Although a quorum of the Central Health Board will be physically present at the location posted in the meeting notice, we strongly encourage all members of the public to observe the meeting virtually and participate in public comment, if desired, through the virtual meeting link or telephone number listed on each meeting notice.

Members of the public who attend in person should conduct a self-assessment before coming to the building to ensure they do not have a high temperature or any symptoms of COVID-19. Anyone who is symptomatic and/or has a fever should contact their healthcare provider for further instructions. Symptomatic members of the public can still participate, if desired, through the virtual meeting link or telephone number listed on each meeting notice. Resources related to COVID-19 can be found at the following link:

<https://www.centralhealth.net/covid-info/>.

A member of the public who wishes to make comments virtually during Public Communication for the Board of Managers meeting or the Executive Committee meeting must properly register with Central Health **no later than 2:30 p.m. on April 24, 2024**. The Public Communication portion of the meeting will begin at 5:30 p.m. Registration can be completed in one of three ways:

- Complete the virtual sign-in form at <https://www.centralhealth.net/meeting-sign-up/>;
- Call 512-978-9190. Please leave a voice message with your full name and your request to comment via telephone at the meeting; with the name of the meeting at which you wish to speak; or
- Sign-in at the front desk on the day of the meeting, prior to the start of the meeting.

Individuals who register to speak on the website or by telephone will receive a confirmation email and/or phone call by staff with instructions on how to join the meeting and participate in the public hearing or public communication.

PUBLIC COMMUNICATION

Public Communication rules for Central Health Board and Committee meetings include setting a fixed amount of time per person to speak and limiting Committee responses to public inquiries, if any, to statements of specific factual information or existing policy.

CONSENT AGENDA

All matters listed under the CONSENT AGENDA will be considered by the Board of Managers to be routine and will be enacted by one motion. There will be no separate discussion of these items unless members of the Board request specific items be moved from the CONSENT AGENDA to the REGULAR AGENDA for discussion prior to the vote on the motion to adopt the CONSENT AGENDA.

- C1. Approve the minutes of the Central Health Board of Managers March 27, 2024 meeting.
- C2. Receive and ratify Central Health Investments for March 2024.

REGULAR AGENDA²

- 1. Receive an update on Fiscal Year 2024 Budget Resolution priorities, including an update on the Employee Engagement Survey Platform, Organizational Growth, and Joint Tech Systems. *(Informational Item)*
- 2. Confirm the next regular Board meeting date, time, and location. *(Informational Item)*

Notes:

- ¹ This meeting may include one or more members of the Board of Managers participating by videoconference. It is the intent of the presiding officer to be physically present and preside over the meeting at Central Health Administrative Offices, 1111 E. Cesar Chavez, Austin, TX 78702, Board Room. This meeting location will be open to the public during the open portions of the meeting, and any member participating by videoconference shall be both visible and audible to the public whenever the member is speaking. **Members of the public are strongly encouraged to participate remotely through the toll-free videoconference link or telephone number provided.**
- ² The Board of Managers may take items in an order that differs from the posted order and may consider any item posted on the agenda in a closed session if the item involves issues that require consideration in a closed session and the Board announces that the item will be considered during a closed session.

A recording of this meeting will be made available to the public through the Central Health website (www.centralhealth.net) as soon as possible after the meeting.

Any individual with a disability who plans to attend this meeting and requires auxiliary aids or services should notify Central Health at least two days in advance, so that appropriate arrangements can be made. Notice should be given to the Board Governance Manager by telephone at (512) 978-8049.

Cualquier persona con una discapacidad que planea asistir o ver esta reunión y requiera ayudas o servicios auxiliares debe notificar a Central Health con la mayor anticipación posible de la reunión, pero no menos de dos días de anticipación, para que se puedan hacer los arreglos apropiados. Se debe notificar al Gerente de Gobierno de la Junta por teléfono al (512) 978-8049.

Consecutive interpretation services from Spanish to English are available during Public Communication or when public comment is invited. Please notify the Board Governance Manager by telephone at (512) 978-8049 if services are needed.

Servicios de interpretación consecutiva del español al inglés están disponibles durante la Comunicación Pública o cuando se le invita al público a comentar. Notifique al Gerente de Gobierno de la Junta por teléfono al (512) 978-8049 si necesita servicios.



CENTRAL HEALTH

STAYS IN FILE

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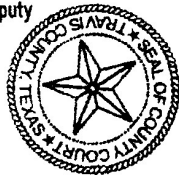
Cualquier persona con una discapacidad que planea asistir o ver esta reunión y requiera ayudas o servicios auxiliares debe notificar a Central Health con la mayor anticipación posible de la reunión, pero no menos de dos días de anticipación, para que se puedan hacer los arreglos apropiados. Se debe notificar al Gerente de Gobierno de la Junta por teléfono al (512) 978-8049.

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Came to hand and posted on a Bulletin Board in the
County Recording Office, Austin, Travis County, Texas on this the
19th day of April 2024
Dyana Limon-Mercado
County Clerk, Travis County, Texas
By Ashley Miller Deputy

ASHLEY MILLER



202480558

**FILED AND RECORDED
OFFICIAL PUBLIC RECORDS**

Dyana Limon-Mercado
**Dyana Limon-Mercado, County Clerk
Travis County, Texas**

**Apr 19, 2024 10:46 AM
Fee: \$0.00 MILLERA**

Central Health Board of Managers Shared Commitments Agreed adopted on June 30, 2021

Whereas, the Board of Managers of Central Health has come together as a governing body to ensure the Vision of Central Health: Central Texas is a model health Community;

Whereas, the Board of Managers of Central Health bring this vision into reality by enacting the mission of caring for those who need it most and thereby improving the health of our community;

Whereas, the Board of Managers of Central Health achieves excellence toward this vision and mission through the stated values of Stewardship, Innovation, Respect, and Collaboration;

Whereas, the Board of Managers of Central Health further known as we in this document understand that systemic racism is the root of health inequities that emerge from a history of racism in Texas including Travis County that contributes to the social determinants of health that play a primary role in producing inequitable health outcomes;

Whereas, as an organization, Central Health is anti-racist and committed to a diverse and inclusive culture that seeks equity and social justice in the pursuit of its mission:

1. We Commit to informing all of our actions as Board Managers with the understanding that we are accountable to recognizing and to interrupting systems of oppression. This includes understanding the power structure in the United States, and Texas, and Travis County, that advantages certain community members and has historically disadvantaged other community members based on the color of their skin, race, ethnicity, language, and/or other characteristics. We further understand that to disrupt this power structure and the health inequities it produces, we must collaborate to collectively respond to the lived realities of all ethnicities, races, and identities disadvantaged within this system and all historically oppressed identities and communities disadvantaged within this system. We Commit to understanding that when disadvantaged communities compete against each other, we all lose in this system, and the only way forward is to work together for the benefit of all oppressed communities collectively.
2. We Commit to a model of Generative Leadership which requires us to understand and practice collaboration and accountability demonstrated by following our agreed upon meeting procedures and ensuring all members have the opportunity for comparable speaking time. We further Commit to intentionality prior to speaking including: considering: what is the goal of what I

- want to share; is this the right time to share it; and is this in keeping with our collective goal for this particular moment within this particular meeting?
3. We Commit to Generative Conflict which includes engaging in disagreements and differences in perspective in a way that deepens relationships and trust by expanding knowledge and understanding of each other, including expecting our ideas to be expanded and enriched by learning and engaging with other Board Manager ideas, choosing curiosity over competition of ideas, and anchoring our conversations in our common purpose.
 4. We Commit to practicing emotional intelligence as leaders which includes being aware of our own emotions and reactions and managing them, as well as being aware of our impact on others and managing this impact for the collective good when we are in our role as Board Managers.
 5. We Commit to being aware of our own privileges and advantages in the sociopolitical and economic structure of the United States, Texas, and Travis County to use these for the benefit of interrupting inequities across historically disadvantaged identities.
 6. We Commit to preventing the commission of microaggressions through the awareness of the history and oppression of diverse identities and communities. To this end, we Commit to strive to learn the historical context informing the lived realities of all historically oppressed identities and communities, and to use this to prevent use of language and commission of actions that can be harmful given these histories.
 7. If we inadvertently commit a microaggression, we strive to immediately become aware on our own of the harm we have caused. If another Board Manager generously helps us become aware of a microaggression we have committed we welcome the support in our learning and growing process as a leader and immediately express appreciation for having made us aware, own the mistake we have made, acknowledge the impact of the harm we have caused, and engage repair through apology and the articulation of what we will do to avoid the repetition of such harm in the future.
 8. If we observe one of our fellow Board Managers commit a microaggression, we Commit to calling them in by letting them know in a respectful and kind manner of the mistake that has been made.
 9. We understand that many of us, as survivors of historically oppressed identities and communities, carry internalized narratives of oppression, and we can inadvertently express these oppressions against others in ways that cause harm and we Commit to the same process identified in 7 and 8 to engage repair and return to generative collaborative processes.
 10. We understand that even without the history of oppression potentiating the weight of harm, expressions of prejudice and rudeness can also cause harm to our shared aims, and we Commit to the same process identified in 7 and 8 to engage repair and return to generative collaborative processes.

11. We Commit to using our Racial and Social Justice Framework (next page) for decision-making as we work together for the collective good of our communities as we eradicate health inequities and create a model healthy community.
12. We understand that we are entrusted with a vital responsibility for our communities and are accountable stewards for the time and resources available to our Board of Managers. We understand that these commitments are entered into to ensure responsible stewardship of this time and resources through generative collaborative processes to reach our vision and mission and we agree that if we do not follow any one of these commitments we welcome our Board Manager colleagues to bring this to our attention through the agreed upon process reflected here and when this occurs, we commit to immediately acknowledging the mistake and engaging in a repair and correction process as indicated in these commitments so that our work to dismantle systemic racism and resulting barriers and achieve health equity can move forward.

Be it adopted that the above agreements will be honored and acted upon by each Board Manager as of 6/30/2021 and henceforth forward as indicated by signature below.

Board Manager Signature

Date

Board Manager Printed Name

Calling In and Repairing Harm

Calling In after Harm in Groups with Shared Values and Aims Stance

Hey, this thing you said/did hurt some folks or could hurt some folks.

A) Here's why that can be hurtful or,

B) Please do some research to learn the history of why that's hurtful.

Implied message: I know you are good and are on this journey with us and we are all going to make mistakes as we unlearn things.

Calling In after Harm in Groups with Shared Values and Aims Sample Language

- I know it wasn't your intention, but what you just said minimizes the horror of _____ e.g. the history of racism, enslavement, the holocaust, etc.
- I know it wasn't your intention but what you just said has the impact of implying that _____ are not competent or as intelligent as others.
- What you just said suggests that _____ people don't belong.
- That phrase has been identified as being disrespectful and painful to _____ people and it's important that we not use it.
- Oh, I have also used that term, but I have now learned that when we use it we are leaving out people who _____ or we are implying that _____ and the word people are learning to use now is _____.
- The term used now by people living with that identity is _____.

Repairing Harm after Microaggressions, Mistakes, and expressions of Prejudice

- Own / Name it
- Recognize the Impact
- Apologize (Do not share context or explanations)
- Make any amends that are possible
- State what you are going to do to learn and do better in the future.

Sample Language: Thank you so much for letting me know. You are right, I used this term or said that phrase and realize that it has the impact of minimizing the experience of _____ or implying that _____. I am deeply sorry and will practice learning the correct language and will research and learn more about this to ensure that I do not make this mistake and cause this harm in the future.

RACIAL and SOCIAL JUSTICE FRAMEWORK

Values and Anti-Racism/Anti-Oppression

- Is this consistent with our values?
- Are we taking steps so we cannot predict outcomes by race and other systemically disadvantaged characteristics?

Intentional and Accountable Storytelling

- What data are we using and has it been disaggregated by race? What is the source of the data? Who is it making visible and invisible? Whose experience is being centralized and whose is being marginalized in the data? Does the way we are using the data reflect the complexity of the issues and reflect the issues accurately?
- What are the stories and narratives we are telling? What is the purpose? Who is interpreting the meaning? Who's it meant for? Who's impacted and how?
- Are we refusing to be ahistorical? Are we fully considering history and the impacts of the historical context?

Power Analysis

- What are the power dynamics in this situation? What are the intersecting spheres of oppression at work in this situation?
- What are the cultural norms of white supremacy at work in this situation?
- Who would benefit and who would be harmed by this action/decision?
- Does this interrupt/disrupt or collude with/reinforce oppressive systems/power structures?
- If this is attempting a solution, where are we locating the problem?
- Does the solution/strategy we are proposing change the system or the individual?
- Who are we asking to change and why?

Relationships

- Who is in the room and who isn't and why? Who is sharing and who is not and why?
- Whose perspective is represented/who is left out? And who is doing the representing? Who do we believe, who do we find credible? Why? Why not?
- Whose experience is being centralized and whose experience is being marginalized? Who is gazing and who is being gazed upon?
- Are we boldly leading toward our racial justice aim by building a broad coalition of support?
- Are we operating from a similar/shared understanding of anti-racism work? Do we have a shared anti-racist understanding of where the problem is located and a shared anti-racist theory of change to generate a solution? Have we agreed upon a shared goal?

BOARD MEETING

April 24, 2024

AGENDA ITEM C1

Approve the minutes of the Central Health Board of Managers March 27, 2024 meeting.

MINUTES OF MEETING – MARCH 27, 2024
CENTRAL HEALTH
BOARD OF MANAGERS

On Wednesday, March 27, 2024, a meeting of the Central Health Board of Managers convened in open session at 6:02 p.m. remotely by toll-free videoconference and in person at the Central Health Administrative Offices. Clerk for the meeting was Briana Yanes.

Board members present at Central Health: Chairperson Kitchen, Vice Chairperson Brinson, Treasurer Museitif, Secretary Martin, Manager Jones, Manager Valadez, and Manager Zamora

Board members present via video and audio: Manager Motwani (departed 6:13)

Absent: Manager Bell

CONSENT AGENDA

- C1. Approve the minutes for the following:**
- Ad hoc Succession Committee October 31, 2023,
 - Ad Hoc Nominations Committee December 6, 2023 meeting, and
 - Central Health Board of Managers February 21, 2024 meeting.
- C2. Receive and ratify Central Health Investments for February 2024.**
- C3. Approve action directing the President & CEO to negotiate and execute an agreement with the Texas Department of Transportation for transfer of real property impacted by the I-35 Expansion project as recommended by the Budget and Finance Committee.**
- C4. Approve action to increase the budget for the Hornsby Bend capital project as recommended by the Budget and Finance Committee.**

Manager Valadez moved that the Board approve Consent Agenda Items C1 through C4.

Manager Museitif seconded the motion.

Chairperson Ann Kitchen	For
Vice Chairperson Cynthia Brinson	For
Treasurer Maram Museitif	For
Secretary Manuel Martin	For
Manager Charles Bell	Absent
Manager Shannon Jones	For
Manager Amit Motwani	For
Manager Cynthia Valadez	For
Manager Guadalupe Zamora	For

REGULAR AGENDA

- 1. Receive and discuss an introduction to forces driving Fiscal Year 2025 emerging priorities.**

Clerk's Notes: Discussion on this item began at 6:05 p.m. Dr. Patrick Lee, President & CEO, and Ms. Monica Crowley, Chief Strategy and Planning Officer & Sr. Counsel, presented an introduction to the forces driving the FY25 emerging priorities. Each board member then provided feedback on these driving forces.

2. **Discuss updates on matters related to a Performance Review contracted by Travis County, including delegations to the President & CEO to execute necessary agreements between Central Health and Travis County, and Mazars USA.**

Clerk's Notes: This item was not discussed.

3. **Receive and discuss a briefing regarding *Travis County Healthcare District d/b/a Central Health v. Ascension Texas f/k/a Seton Healthcare Family*, Cause No. D-1-GN-23-000398.**

Clerk's Notes: This item was not discussed.

4. **Receive and discuss a briefing regarding *Birch, et al. v. Travis County Healthcare District d/b/a Central Health and Mike Geeslin*, Cause No. D-1-GN-17-005824 in the 345th District Court of Travis County.**

Clerk's Notes: This item was not discussed.

5. **Confirm the next regular Board meeting date, time, and location.**

Manager Valadez moved that the meeting adjourn.

Manager Brinson seconded the motion.

Chairperson Ann Kitchen	For
Vice Chairperson Cynthia Brinson	For
Treasurer Maram Museitif	For
Secretary Manuel Martin	For
Manager Charles Bell	Absent
Manager Shannon Jones	For
Manager Amit Motwani	For
Manager Cynthia Valadez	For
Manager Guadalupe Zamora	For

The meeting was adjourned at 6:30 p.m.

ATTESTED TO BY:

Ann Kitchen, Chairperson
Central Health Board of Managers

Manuel Martin, Secretary
Central Health Board of Managers

BOARD MEETING

April 24, 2024

AGENDA ITEM C2

Receive and ratify Central Health Investments for March 2024.

STATE OF TEXAS

COUNTY OF TRAVIS

CENTRAL HEALTH

Whereas, it appears to the Board of Managers of the Central Health, Travis County, Texas that there are sufficient funds on hand over and above those of immediate need for operating demand,

Now, Therefore, the Board of Managers hereby orders

- 1.) that the County Treasurer of Travis County, Texas, acting on behalf of Central Health, execute the investment of these funds in the total amount of \$45,894,379.27 in legally authorized securities as stipulated in the Travis County Healthcare District Investment and Collateral Policy for the periods as indicated in Attachment A, which consists of 20 pages.
- 2.) that the County Treasurer, acting on behalf of Central Health, take and hold in safekeeping all individual security investment instruments, relinquishing same only by order of the Board of Managers or for surrender at maturity.

Date: April 24, 2024

CHAIR, BOARD OF MANAGERS

VICE CHAIR, BOARD OF MANAGERS

MANAGER

MANAGER

MANAGER

MANAGER

MANAGER

MANAGER

MANAGER

CENTRAL HEALTH
INVESTMENT DEPARTMENT
SECURITY TRANSACTION FORM

DATE: 3/1/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	TexasDaily Select	FUND NAME:	CENTRAL HEALTH
PAR VALUE:	\$ 1,254,000.00	SAFEKEEPING NO:	N/A
CPN/DISC RATE:	N/A	PRICE:	100%
MATURITY DATE	N/A	BOND EQ. YIELD:	5.4700%
PRINCIPAL:	1,254,000.00	PURCHASED THRU:	TexasDaily Select
ACCRUED INT:	N/A	BROKER:	N/A
TOTAL DUE:	1,254,000.00	CUSIP #:	N/A
TRADE DATE:	3/1/2024	SETTLEMENT DATE:	3/1/2024

AUTHORIZED BY: Deborah Laudersmilk
CASH/INVESTMENT MANAGER

CENTRAL HEALTH
 INVESTMENT DEPARTMENT
 SECURITY TRANSACTION FORM

DATE: 3/1/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	TexasDaily Select	FUND NAME:	CENTRAL HEALTH
PAR VALUE:	\$ 4,025.00	SAFEKEEPING NO:	N/A
CPN/DISC RATE:	N/A	PRICE:	100%
MATURITY DATE	N/A	BOND EQ. YIELD:	5.4700%
PRINCIPAL:	4,025.00	PURCHASED THRU:	TexasDaily Select
ACCRUED INT:	N/A	BROKER:	N/A
TOTAL DUE:	4,025.00	CUSIP #:	N/A
TRADE DATE:	3/1/2024	SETTLEMENT DATE:	3/1/2024

AUTHORIZED BY: Deborah Laudermilke
 CASH/INVESTMENT MANAGER

CENTRAL HEALTH
INVESTMENT DEPARTMENT
SECURITY TRANSACTION FORM

DATE: 3/1/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	TexasDaily Select	FUND NAME:	CENTRAL HEALTH
PAR VALUE:	\$ 10,416.00	SAFEKEEPING NO:	N/A
CPN/DISC RATE:	N/A	PRICE:	100%
MATURITY DATE	N/A	BOND EQ. YIELD:	5.4700%
PRINCIPAL:	10,416.00	PURCHASED THRU:	TexasDaily Select
ACCRUED INT:	N/A	BROKER:	N/A
TOTAL DUE:	10,416.00	CUSIP #:	N/A
TRADE DATE:	3/1/2024	SETTLEMENT DATE:	3/1/2024

AUTHORIZED BY:

Deborah Laudermilk
CASH/INVESTMENT MANAGER

CENTRAL HEALTH
INVESTMENT DEPARTMENT
SECURITY TRANSACTION FORM

DATE: 3/4/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	TexasDaily Select	FUND NAME:	CENTRAL HEALTH
PAR VALUE:	\$ 18,750.00	SAFEKEEPING NO:	N/A
CPN/DISC RATE:	N/A	PRICE:	100%
MATURITY DATE	N/A	BOND EQ. YIELD:	5.4500%
PRINCIPAL:	18,750.00	PURCHASED THRU:	TexasDaily Select
ACCRUED INT:	N/A	BROKER:	N/A
TOTAL DUE:	18,750.00	CUSIP #:	N/A
TRADE DATE:	3/4/2024	SETTLEMENT DATE:	3/4/2024

AUTHORIZED BY:


CASH/INVESTMENT MANAGER

CENTRAL HEALTH
 INVESTMENT DEPARTMENT
 SECURITY TRANSACTION FORM

DATE: 3/6/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	<u>TexasDaily Select</u>	FUND NAME:	<u>CENTRAL HEALTH</u>
PAR VALUE:	<u>\$ 100,000.00</u>	SAFEKEEPING NO:	<u>N/A</u>
CPN/DISC RATE:	<u>N/A</u>	PRICE:	<u>100%</u>
MATURITY DATE:	<u>N/A</u>	BOND EQ. YIELD:	<u>5.4500%</u>
PRINCIPAL:	<u>100,000.00</u>	PURCHASED THRU:	<u>TexasDaily Select</u>
ACCRUED INT:	<u>N/A</u>	BROKER:	<u>N/A</u>
TOTAL DUE:	<u>100,000.00</u>	CUSIP #:	<u>N/A</u>
TRADE DATE:	<u>3/6/2024</u>	SETTLEMENT DATE:	<u>3/6/2024</u>

AUTHORIZED BY: Deborah Laudermilk
 CASH/INVESTMENT MANAGER


CENTRAL HEALTH
 INVESTMENT DEPARTMENT
 SECURITY TRANSACTION FORM

DATE: 3/7/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	TexasDaily Select	FUND NAME:	CENTRAL HEALTH
PAR VALUE:	\$ 87,000.00	SAFEKEEPING NO:	N/A
CPN/DISC RATE:	N/A	PRICE:	100%
MATURITY DATE	N/A	BOND EQ. YIELD:	5.4500%
PRINCIPAL:	87,000.00	PURCHASED THRU:	TexasDaily Select
ACCRUED INT:	N/A	BROKER:	N/A
TOTAL DUE:	87,000.00	CUSIP #:	N/A
TRADE DATE:	3/7/2024	SETTLEMENT DATE:	3/7/2024

AUTHORIZED BY: 
 CASH/INVESTMENT MANAGER

CENTRAL HEALTH
INVESTMENT DEPARTMENT
SECURITY TRANSACTION FORM

DATE: 3/13/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	TexasDaily Select	FUND NAME:	CENTRAL HEALTH
PAR VALUE:	\$ 279,500.00	SAFEKEEPING NO:	N/A
CPN/DISC RATE:	N/A	PRICE:	100%
MATURITY DATE:	N/A	BOND EQ. YIELD:	5.4500%
PRINCIPAL:	279,500.00	PURCHASED THRU:	TexasDaily Select
ACCRUED INT:	N/A	BROKER:	N/A
TOTAL DUE:	279,500.00	CUSIP #:	N/A
TRADE DATE:	3/13/2024	SETTLEMENT DATE:	3/13/2024

AUTHORIZED BY:

Deborah Laudermilk
CASH/INVESTMENT MANAGER

CENTRAL HEALTH
 INVESTMENT DEPARTMENT
 SECURITY TRANSACTION FORM

DATE: 3/14/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	TexPool	FUND NAME:	CENTRAL HEALTH
PAR VALUE:	2,626,707.45	SAFEKEEPING NO:	N/A
CPN/DISC RATE:	N/A	PRICE:	100%
MATURITY DATE:	N/A	BOND EQ. YIELD:	5.3125%
PRINCIPAL:	2,626,707.45	PURCHASED THRU:	TexPool
ACCRUED INT:	N/A	BROKER:	N/A
TOTAL DUE:	2,626,707.45	CUSIP #:	N/A
TRADE DATE:	3/14/2024	SETTLEMENT DATE:	3/14/2024

AUTHORIZED BY:

Reagan James
 CASH INVESTMENT MANAGER

CENTRAL HEALTH
 INVESTMENT DEPARTMENT
 SECURITY TRANSACTION FORM

DATE: 3/14/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	TexPool	FUND NAME:	CENTRAL HEALTH
PAR VALUE:	529,165.23	SAFEKEEPING NO:	N/A
CPN/DISC RATE:	N/A	PRICE:	100%
MATURITY DATE	N/A	BOND EQ. YIELD:	5.3125%
PRINCIPAL:	529,165.23	PURCHASED THRU:	TexPool
ACCRUED INT:	N/A	BROKER:	N/A
TOTAL DUE:	529,165.23	CUSIP #:	N/A
TRADE DATE:	3/14/2024	SETTLEMENT DATE:	3/14/2024

AUTHORIZED BY:


 CASH/INVESTMENT MANAGER

CENTRAL HEALTH
 INVESTMENT DEPARTMENT
 SECURITY TRANSACTION FORM

DATE: 3/13/2024

TIME: 1:00 PM

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	FNMA Callable	FUND NAME:	CENTRAL HEALTH OPERATING
PAR VALUE:	\$ 12,000,000.00	SAFEKEEPING NO:	P 31317
COUPON / DISCOUNT RATE	5.000%	PRICE:	100.0000000
MATURITY DATE:	3/16/2027	US TREASURY CONVENTION YLD	5.0000%
PRINCIPAL:	\$ 12,000,000.00	PURCHASED THROUGH:	ACADEMY SECURITIES
ACCRUED INT:	\$ 0.00	BROKER:	DAVID SHAPIRO
TOTAL DUE:	\$ 12,000,000.00	CUSIP #:	3135GAQD6
TRADE DATE:	3/13/2024	SETTLEMENT DATE:	3/15/2024

AUTHORIZED BY:

Deborah Laudermilk

CENTRAL HEALTH
 INVESTMENT DEPARTMENT
 SECURITY TRANSACTION FORM

DATE: 3/18/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	TexasDaily Select	FUND NAME:	CENTRAL HEALTH
PAR VALUE:	\$ 10,007,763.88	SAFEKEEPING NO:	N/A
CPN/DISC RATE:	N/A	PRICE:	100%
MATURITY DATE:	N/A	BOND EQ. YIELD:	5.4600%
PRINCIPAL:	10,007,763.88	PURCHASED THRU:	TexasDaily Select
ACCRUED INT:	N/A	BROKER:	N/A
TOTAL DUE:	10,007,763.88	CUSIP #:	N/A
TRADE DATE:	3/18/2024	SETTLEMENT DATE:	3/18/2024

AUTHORIZED BY:


 CASH/INVESTMENT MANAGER

CENTRAL HEALTH
 INVESTMENT DEPARTMENT
 SECURITY TRANSACTION FORM

DATE: 3/18/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	TexasDaily Select	FUND NAME:	CENTRAL HEALTH
PAR VALUE:	\$ 35,000.00	SAFEKEEPING NO:	N/A
CPN/DISC RATE:	N/A	PRICE:	100%
MATURITY DATE:	N/A	BOND EQ. YIELD:	5.4600%
PRINCIPAL:	35,000.00	PURCHASED THRU:	TexasDaily Select
ACCRUED INT:	N/A	BROKER:	N/A
TOTAL DUE:	35,000.00	CUSIP #:	N/A
TRADE DATE:	3/18/2024	SETTLEMENT DATE:	3/18/2024

AUTHORIZED BY:


 CASH/INVESTMENT MANAGER

CENTRAL HEALTH
 INVESTMENT DEPARTMENT
 SECURITY TRANSACTION FORM

DATE: 3/21/2024

TIME: 11:00 AM

The following transaction was executed on behalf of Central Health

DESCRIPTION:	FNMA CALLABLE	FUND NAME:	CENTRAL HEALTH OPERATING
PAR VALUE:	\$ 10,000,000.00	SAFEKEEPING NO:	P 31317
COUPON / DISCOUNT RATE	5.200%	PRICE:	100.0000000
MATURITY DATE:	3/25/2027	US TREASURY CONVENTION YLD	5.2000%
PRINCIPAL:	\$ 10,000,000.00	PURCHASED THROUGH:	BANCROFT
ACCRUED INT:	\$ 0.00	BROKER:	JESSE JEFFERSON
TOTAL DUE:	\$ 10,000,000.00	CUSIP #:	3135GAQL8
TRADE DATE:	3/21/2024	SETTLEMENT DATE:	3/25/2024

AUTHORIZED BY: Deborah Laudermilk

CENTRAL HEALTH
 INVESTMENT DEPARTMENT
 SECURITY TRANSACTION FORM

DATE: 3/21/2024

TIME: 12:30 PM

The following transaction was executed on behalf of Central Health

DESCRIPTION:	<u>FFCB BULLET</u>	FUND NAME:	<u>CENTRAL HEALTH OPERATING</u>
PAR VALUE:	\$ <u>7,535,000.00</u>	SAFEKEEPING NO:	<u>P 31317</u>
COUPON / DISCOUNT RATE	<u>5.250%</u>	PRICE:	<u>99.9900000</u>
MATURITY DATE:	<u>10/2/2024</u> US TREASURY CONVENTION YLD		<u>5.2660%</u>
PRINCIPAL:	\$ <u>7,534,246.50</u>	PURCHASED THROUGH:	<u>MULTIBANK SECURITIES</u>
ACCRUED INT:	\$ <u>186,805.21</u>	BROKER:	<u>CAROL MACKOFF</u>
TOTAL DUE:	\$ <u>7,721,051.71</u>	CUSIP #:	<u>3133EPVK8</u>
TRADE DATE:	<u>3/21/2024</u>	SETTLEMENT DATE:	<u>3/22/2024</u>

AUTHORIZED BY:

Deborah Laudermilk

CENTRAL HEALTH
 INVESTMENT DEPARTMENT
 SECURITY TRANSACTION FORM

DATE: 3/22/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	TexasDaily Select	FUND NAME:	CENTRAL HEALTH
PAR VALUE:	\$ 322,000.00	SAFEKEEPING NO:	N/A
CPN/DISC RATE:	N/A	PRICE:	100%
MATURITY DATE	N/A	BOND EQ. YIELD:	5.4600%
PRINCIPAL:	322,000.00	PURCHASED THRU:	TexasDaily Select
ACCRUED INT:	N/A	BROKER:	N/A
TOTAL DUE:	322,000.00	CUSIP #:	N/A
TRADE DATE:	3/22/2024	SETTLEMENT DATE:	3/22/2024

AUTHORIZED BY: Deborah Laudermilke
 CASH/INVESTMENT MANAGER

CENTRAL HEALTH
 INVESTMENT DEPARTMENT
 SECURITY TRANSACTION FORM

DATE: 3/25/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	TexasDaily Select	FUND NAME:	CENTRAL HEALTH
PAR VALUE:	\$ 22,000.00	SAFEKEEPING NO:	N/A
CPN/DISC RATE:	N/A	PRICE:	100%
MATURITY DATE	N/A	BOND EQ. YIELD:	5.4600%
PRINCIPAL:	22,000.00	PURCHASED THRU:	TexasDaily Select
ACCRUED INT:	N/A	BROKER:	N/A
TOTAL DUE:	22,000.00	CUSIP #:	N/A
TRADE DATE:	3/25/2024	SETTLEMENT DATE:	3/25/2024

AUTHORIZED BY: Deborah Laudermilk
 CASH/INVESTMENT MANAGER

CENTRAL HEALTH
 INVESTMENT DEPARTMENT
 SECURITY TRANSACTION FORM

DATE: 3/25/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	<u>TexasDaily Select</u>	FUND NAME:	<u>CENTRAL HEALTH</u>
PAR VALUE:	<u>\$ 130,000.00</u>	SAFEKEEPING NO:	<u>N/A</u>
CPN/DISC RATE:	<u>N/A</u>	PRICE:	<u>100%</u>
MATURITY DATE	<u>N/A</u>	BOND EQ. YIELD:	<u>5.4600%</u>
PRINCIPAL:	<u>130,000.00</u>	PURCHASED THRU:	<u>TexasDaily Select</u>
ACCRUED INT:	<u>N/A</u>	BROKER:	<u>N/A</u>
TOTAL DUE:	<u>130,000.00</u>	CUSIP #:	<u>N/A</u>
TRADE DATE:	<u>3/25/2024</u>	SETTLEMENT DATE:	<u>3/25/2024</u>

AUTHORIZED BY: Deborah Lauder milk
 CASH/INVESTMENT MANAGER

CENTRAL HEALTH
INVESTMENT DEPARTMENT
SECURITY TRANSACTION FORM

DATE: 3/26/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	TexasDaily Select	FUND NAME:	CENTRAL HEALTH
PAR VALUE:	\$ 225,000.00	SAFEKEEPING NO:	N/A
CPN/DISC RATE:	N/A	PRICE:	100%
MATURITY DATE	N/A	BOND EQ. YIELD:	5.4600%
PRINCIPAL:	225,000.00	PURCHASED THRU:	TexasDaily Select
ACCRUED INT:	N/A	BROKER:	N/A
TOTAL DUE:	225,000.00	CUSIP #:	N/A
TRADE DATE:	3/26/2024	SETTLEMENT DATE:	3/26/2024

AUTHORIZED BY


CASH/INVESTMENT MANAGER

CENTRAL HEALTH
INVESTMENT DEPARTMENT
SECURITY TRANSACTION FORM

DATE: 3/27/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	TexasDaily Select	FUND NAME:	CENTRAL HEALTH
PAR VALUE:	\$ 448,000.00	SAFEKEEPING NO:	N/A
CPN/DISC RATE:	N/A	PRICE:	100%
MATURITY DATE	N/A	BOND EQ. YIELD:	5.4600%
PRINCIPAL:	448,000.00	PURCHASED THRU:	TexasDaily Select
ACCRUED INT:	N/A	BROKER:	N/A
TOTAL DUE:	448,000.00	CUSIP #:	N/A
TRADE DATE:	3/27/2024	SETTLEMENT DATE:	3/27/2024

AUTHORIZED BY: Deborah Laudermilke
CASH/INVESTMENT MANAGER

CENTRAL HEALTH
INVESTMENT DEPARTMENT
SECURITY TRANSACTION FORM

DATE: 3/28/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	TexasDaily Select	FUND NAME:	CENTRAL HEALTH
PAR VALUE:	\$ 74,000.00	SAFEKEEPING NO:	N/A
CPN/DISC RATE:	N/A	PRICE:	100%
MATURITY DATE	N/A	BOND EQ. YIELD:	5.4700%
PRINCIPAL:	74,000.00	PURCHASED THRU:	TexasDaily Select
ACCRUED INT:	N/A	BROKER:	N/A
TOTAL DUE:	74,000.00	CUSIP #:	N/A
TRADE DATE:	3/28/2024	SETTLEMENT DATE:	3/28/2024

AUTHORIZED BY: 
CASH/INVESTMENT MANAGER

CENTRAL HEALTH MONTHLY INVESTMENT REPORT
 PORTFOLIO STATISTICS

DATE: March 31, 2024

By Fund Type			
Operating		\$ 775,004,671.66	85.34%
LPPF		16,214,174.12	1.79%
Bond Proceeds		116,970,213.53	12.88%
Other		-	0.00%
	Total Portfolio	<u>\$ 908,189,059.31</u>	<u>100.00%</u>

By Security Type			
Operating-			
TexasDAILY		\$ 71,914,045.62	9.28%
TexasDAILY Select		\$ 182,933,214.61	23.60%
TexPool		\$ 61,369,813.72	7.92%
TexSTAR		\$ 1,976,268.05	0.26%
TexasTERM CP		30,000,000.00	3.87%
Non-Int Bearing Bank Account		908,284.01	0.12%
Certificates of Deposit		-	0.00%
Treasury Securities		-	0.00%
Government Agencies		377,033,684.00	48.65%
Commercial Paper		-	0.00%
Municipal Bonds		48,869,361.65	6.31%
	Total	<u>\$ 775,004,671.66</u>	<u>100.00%</u>

LPPF-

TexPool		16,214,174.12	100.00%
	Total	<u>\$ 16,214,174.12</u>	<u>100.00%</u>

Bond Proceeds-

TexPool		\$ 116,970,213.53	100.00%
	Total	<u>\$ 116,970,213.53</u>	<u>100.00%</u>

Compared to Policy Limits			Actual %	Guidelines
TexasDAILY		71,914,045.62	7.93%	30.00%
TexasDAILY Select		182,933,214.61	20.16%	30.00%
TexPool		194,554,201.37	21.44%	50.00%
TexSTAR		1,976,268.05	0.22%	30.00%
TexasTERM CP		30,000,000.00	3.31%	30.00%
	Total LGIPS	<u>\$ 481,377,729.65</u>	<u>32.89%</u>	<u>70.00%</u>
Certificates of Deposit		-	0.00%	50.00%
Treasury Securities		-	0.00%	100.00%
Government Agencies		377,033,684.00	41.56%	75.00%
Commercial Paper		-	0.00%	20.00%
Municipal Bonds		48,869,361.65	5.39%	20.00%
		<u>\$ 907,280,775.30</u>	<u>79.84%</u>	

Municipal Bonds by Entity as a Percentage of Portfolio

City of Hampton VA - GO	\$ 1,157,199.00	0.15%	5.00%
City of Lafayette LA Utility - Rev	\$ 5,870,448.00	0.76%	5.00%
City of Yuma AZ - REV	\$ 1,500,000.00	0.19%	5.00%
Clear Creek TX ISD 2/15/2025	\$ 4,856,355.00	0.63%	5.00%
DFW Airport - REV	\$ 3,616,168.05	0.47%	5.00%
Mayes Cnty OK ISD	\$ 5,027,400.00	0.65%	5.00%
NYC Tran Fin Tax - REV	\$ 5,000,000.00	0.65%	5.00%
Penn Sate Univ - REV	\$ 1,253,057.20	0.16%	5.00%
Shakopee, MN ISD - GO	\$ 1,000,000.00	0.13%	5.00%
State of Hawaii - GO	\$ 2,812,170.00	0.36%	5.00%
State of Mississippi CP	\$ 3,000,000.00	0.39%	5.00%
Texas A&M Univ - REV	\$ 1,734,014.40	0.22%	5.00%
Tulsa OK ISD GO 6/25	\$ 1,000,000.00	0.13%	5.00%
Tulsa OK ISD GO 6/26	\$ 5,000,000.00	0.65%	5.00%
TX PUB Fin Auth - GO	\$ 5,042,550.00	0.65%	5.00%
Univ Cincinnati OH Tax - Rev	\$ 1,000,000.00	0.13%	5.00%
	<u>\$ 48,869,361.65</u>	<u>6.31%</u>	<u>25.00%</u>

<u>Investment Revenue & Accrued Interest</u>	<u>March-24</u>	<u>Fiscal YTD</u>
Interest/Dividends-		
TexasDAILY	\$ 397,502.50	\$ 3,330,789.11
TexasDAILY Select	\$ 811,208.85	\$ 2,034,854.58
TexPool	900,803.16	\$ 5,464,333.70
TexSTAR	8,853.76	\$ 57,099.12
TexasTERM CP	0.00	\$ 764,506.85
Certificates of Deposit	0.00	\$ -
Treasury Securities	0.00	\$ -
Government Agencies	470,450.00	\$ 3,302,690.00
Commercial Paper	0.00	\$ -
Municipal Bonds	14,441.00	\$ 279,032.48
	<u>\$ 2,603,259.27</u>	<u>\$ 15,233,305.84</u>
Discounts, Premiums, & Accrued Interest		
TexasTERM CP	\$ 142,851.30	\$ 631,229.52
-less previous accruals	0.00	\$ (726,783.56)
Certificates of Deposit	0.00	\$ -
-less previous accruals	0.00	\$ -
Treasury Securities	0.00	\$ -
-less previous accruals	0.00	\$ -
Government Agencies	962,880.57	\$ 3,476,406.74
-less previous accruals	(602,075.64)	\$ (2,971,042.33)
Commercial Paper	0.00	\$ -
-less previous accruals	0.00	\$ -
Municipal Bonds	119,738.80	\$ 619,792.27
-less previous accruals	(28,330.92)	\$ (329,128.45)
	<u>\$ 595,064.11</u>	<u>\$ 700,474.19</u>
Total Investment Revenue & Accrued Interest	<u>\$ 3,198,323.38</u>	<u>\$ 15,933,780.03</u>

STATE OF TEXAS

COUNTY OF TRAVIS

CENTRAL HEALTH - LPPF

Whereas, it appears to the Board of Managers of the Central Health, Travis County, Texas that there are sufficient funds on hand over and above those of immediate need for LPPF demand,

Now, Therefore, the Board of Managers hereby orders

- 1.) that the County Treasurer of Travis County, Texas, acting on behalf of Central Health LPPF, execute the investment of these funds in the total amount of \$1,000,000.00 in legally authorized securities as stipulated in the Travis County Healthcare District Investment and Collateral Policy for the periods as indicated in Attachment A, which consists of 1 page(s).
- 2.) that the County Treasurer, acting on behalf of Central Health LPPF, take and hold in safekeeping all individual security investment instruments, relinquishing same only by order of the Board of Managers or for surrender at maturity.

Date: April 24, 2024

CHAIR, BOARD OF MANAGERS

VICE CHAIR, BOARD OF MANAGERS

MANAGER

MANAGER

MANAGER

MANAGER

MANAGER

MANAGER

MANAGER

CENTRAL HEALTH
INVESTMENT DEPARTMENT
SECURITY TRANSACTION FORM

DATE: 3/27/2024

TIME: 10:30

The following transaction was executed on behalf of Central Health:

DESCRIPTION:	TexPool LPPF	FUND NAME:	CENTRAL HEALTH LPPF
PAR VALUE:	1,000,000.00	SAFEKEEPING NO:	N/A
CPN/DISC RATE:	N/A	PRICE:	100%
MATURITY DATE:	N/A	BOND EQ. YIELD:	5.3177%
PRINCIPAL:	1,000,000.00	PURCHASED THRU:	TexPool LPPF
ACCRUED INT:	N/A	BROKER:	N/A
TOTAL DUE:	1,000,000.00	CUSIP #:	N/A
TRADE DATE:	3/27/2024	SETTLEMENT DATE:	3/27/2024

AUTHORIZED BY:

Reagan Lewis
CASH INVESTMENT MANAGER

CENTRAL HEALTH - LPPF INVESTMENT REPORT
 PORTFOLIO STATISTICS
 DATE: March 31, 2024

By Fund Type		
LPPF	\$ 16,214,174.12	100.00%
Total Portfolio	\$ 16,214,174.12	100.00%

By Security Type		
LPPF-		
TexasDAILY	\$ -	0.00%
TexPool	\$ 16,214,174.12	100.00%
TexSTAR	\$ -	0.00%
TexasTERM CP	\$ -	0.00%
Non-Int Bearing Bank Account	\$ -	0.00%
Certificates of Deposit	\$ -	0.00%
Treasury Securities	\$ -	0.00%
Government Agencies	\$ -	0.00%
Commercial Paper	\$ -	0.00%
Municipal Bonds	\$ -	0.00%
Total	\$ 16,214,174.12	100.00%

LPPF Investment Revenue & Accrued Interest	March-24	Fiscal YTD
Interest/Dividends-		
TexasDAILY	0.00	0.00
TexPool	69,110.78	878,160.62
TexSTAR	0.00	0.00
TexasTERM CP	0.00	0.00
Certificates of Deposit	0.00	0.00
Treasury Securities	0.00	0.00
Government Agencies	0.00	0.00
Commercial Paper	0.00	0.00
Municipal Bonds	0.00	0.00
LPPF Total Investment Revenue & Accrued Interest	\$ 69,110.78	\$ 878,160.62

BOARD MEETING

April 24, 2024

REGULAR AGENDA ITEM 1

Receive an update on Fiscal Year 2024 Budget Resolution priorities, including an update on the Employee Engagement Survey Platform, Organizational Growth, and Joint Tech Systems.
(Informational Item)

AGENDA ITEM SUBMISSION FORM

This form is to provide a general overview of the agenda item in advance of posting for the Board meeting. Proposed motion language is a recommendation only and not final until the meeting and may be changed by the Board Manager making the motion. All information in this form is subject to the Public Information Act.

Agenda Item Meeting Date	<u>April 24, 2024</u>
Who will present the agenda item? (Name, Title)	<u>No presentation</u>
General Item Description	<u>Receive an update on Fiscal Year 2024 Budget Resolution priorities.</u>
Is this an informational or action item?	<u>Informational</u>
Fiscal Impact	<u>FY24 Budget Resolution strategic priorities</u>
Recommended Motion (if needed – action item)	<u>N/A</u>

Key takeaways about agenda item, and/or feedback sought from the Board of Managers:

- Staff will provide periodic updates to the Board related to budget resolution priorities. This
- 1) month those updates include:
 - 2) • Employee Engagement Survey Platform update
 - 3) • Organizational Growth
 - 4) • Joint Tech update
 - 5) _____

What backup will be provided, or will this be a verbal update? (Backup is due one week before the meeting.)

Memos provided in the packet

Estimated time needed for presentation & questions?

No presentation

Is closed session recommended? (Consult with attorneys.)

No

Form Prepared By/Date Submitted:

Briana Yanes/February 19, 2024



To: Central Health Board of Managers

cc: Dr. Patrick Lee, President & CEO
Briana Yanes, Board Governance Senior Manager

From: Jeannie E. Virden, Enterprise CHRO

Date: Wednesday, April 24, 2024

Subject: FY2024 Budget Resolution Update: Employee Engagement Survey Platform

Background

As part of the approved FY2024 Budget Resolutions for Central Health, a strategic objective to “acquire and implement a modern survey tool” was identified. The goal is to “support employee retention and satisfaction.”

Identified Need & Expected Outcome

Over the last seven (7) years, the Human Resources department has not been utilizing the most effective survey tools, nor has there been a clear investment in updated human resources technology that can produce actionable workforce analytics needed to be competitive in this market. With this initiative, we will be implementing a modern system that utilizes advanced analytics to provide us with the detailed feedback and metrics we need to drive actual, tangible outcomes.

Activities to Date

We are currently working with our partners in Joint Tech to scope out and finalize the system requirements so we can then transition to working with our partners in Purchasing to complete the RFP process and select a vendor. We anticipate the analysis will be completed by July 2024 and then we can proceed to the selection process and have a solution identified by the end of this fiscal year.



To: Central Health Board of Managers

cc: Dr. Patrick Lee, President & CEO
Briana Yanes, Board Governance Senior Manager

From: Jeannie E. Virden, Enterprise CHRO

Date: Wednesday, April 24, 2024

Subject: FY2024 Budget Resolution Update: Organizational Growth

Background

As part of the approved FY2024 Budget Resolutions for Central Health, the Board of Managers acknowledges and supports the “prioritization of staffing to support organizational growth and enhancement of operational capabilities.”

Current State of the Organization

At the end of last fiscal year, Central Health employed 299 team members. As we closed out March 2024, Central Health had 460 team members, representing a remarkable growth of 53.85% during the first six months of this fiscal year. Our robust team constitutes almost 25% of our current 1,800+ employees across the Enterprise.

Given the rapid growth we've experienced, it's understandable that a significant portion of our team is relatively new to Central Health. However, it's noteworthy that 24.78% of our team members have been with us for five years or more.

While it's common for healthcare teams to be predominantly female, and our workforce does demonstrate this, it is important to note that compared to this time last year, we've seen a notable increase of 73.5% in male representation among our team members, demonstrating our commitment to gender diversity.

Our workforce also boasts generational diversity, with Millennials (ages 23 – 42) and Generation X (ages 43 – 58) comprising the majority. However, with Millennials showing the most dynamic growth and the emergence of Gen Z (aged 11 – 22) team members into our workforce, this reflects the organization's ongoing generational transition.

Central Health takes pride in its ethnic diversity. While Hispanic or Latino representation remains the largest among our employees, other Ethnicity Groups have seen significant growth rates, particularly in categories such as Two or More Races, Black or African, Asian, and American Indian or Alaskan native.

Finally, as we celebrate the diversity and talent within our organization, let's also acknowledge the breadth of our team's presence across various locations. Our employees are not only diverse in their backgrounds and contributions but also in their geographical spread. In Texas, Central Health employee locations have expanded significantly in the last five years, increasing from 49 zip codes to 106, representing a 116% increase. Additionally, our remote worker expansion has extended from 3 states to 11, with 57% of this growth occurring within the last 4 quarters alone.



To: Central Health Board of Managers
cc: Perla Cavazos, Deputy Administrator
From: Joint Tech Department- John Clark, CIO
Date: Wednesday, April 24, 2024
Subject: Quarterly Report- Fiscal Year 2024, Q2 Updates

Background

This memo provides a comprehensive update on the initiatives and projects undertaken during the first quarter of Fiscal Year 2024. The report covers various aspects, including staffing, joint tech initiatives, consulting services, PMO and training team initiatives, infrastructure monitoring, application team initiatives, and cyber security efforts.

Staffing Update

In line with the business case, 21 new positions for FY24 were approved. The status of staffing initiatives is as follows:

- PMO & IT Trainers: Remaining PMO role will be converted to 1 IT Program Manager role in Q4. Two IT Trainers were hired in February and 2 positions are slated for Q3-Q4.
- User Support/Field Tech: The team has filled all FTEs requested for FY24.
- Asset Management: The recruitment process for IT Disposal Management Personnel was placed on hold and the team will wait for direction and growth within the Enterprise.
- Other positions in the business case are slated for the subsequent quarters, and updates will be provided as progress.

Joint Tech Initiatives

1. EMPI (Enterprise Master Patient Index):

- Key Accomplishments: Contract with EMPI vendor has been executed, and the implementation kick-off is underway.
- Upcoming Milestones: Activation of the EMPI software solution, in the cloud, is expected in Q3. Training for the data engineering team is also expected in Q3. We're anticipating a go live of the EMPI solution in August and a full cutover to the solution by October.

2. Data Governance & Data Governance Platform:

- Key Accomplishments: RFP solicitation is still in progress; we've narrowed selection down to three potential solutions. We've requested best and final offers from the finalists and will select based on those responses.
- Upcoming Milestones: Anticipating vendor selection in the coming weeks. Contracting will begin shortly after, anticipating an executed contract in Q3 or Q4. We'll begin implementation soon after contract execution.

3. Cloud Enterprise Data Warehouse (EDW):

- Key Accomplishments: Executed contract and BAA with Carahsoft for Snowflake's cloud data platform. Completed fundamentals training for Data Engineering & Integration team. Scheduled a QuickStart program to engage with Snowflake resources. QuickStart program kickoff started 04/09/2024 and will conclude on 4/30/2024.
- Upcoming Milestones: Pilot will begin 5/1/2024 with an anticipated conclusion by end of Q3.

4. IT University/ Training Team Initiatives:

- Key Accomplishments: The IT University Go-live date was March 28th.
- Upcoming Milestones: The team will gather feedback from Enterprise users to continue development of overall training program.

Other Budgeted/Active Initiatives

Application Team:

- Information Technology and Medical Equipment Assets:
 - The initiative was completed as part of Hardware Asset Management (HAM) Phase 1 go live on March 21st.
 - ServiceNow for HR: The initiative was discontinued, and HR is exploring the use of Smart Sheets as an alternative.

Security Team:

- Development of Security Operation Center (SOC) and Internet of Things (IoT)/Internet of Medical Things (IoMT): Policies will be implemented Aug.-Oct. 2024 for new IoT/IoMT devices within the Enterprise. Network segregation for these devices is already in-place to manage and monitor.
 - April 2024 Fortified/Medigage finalize contract for the Enterprise.
 - May/June 2024 Fortified roll-out of appliances to the sites.
 - June-Oct. 2024 MFA and SSO for applications.
 - Aug.-Oct. 2024 Yubikey approval for Enterprise use.

Infrastructure Team:

- The Cisco Identity Service Engine (ISE) project for 2024 has been contracted and will kick off in Feb. 2024 with Cisco and NetSync.
 - The initial statement of work (SOW) has been defined, and Cisco will ensure that the first site rollout is in accordance with Cisco standards.
 - The timeline for 2024 for Cisco ISE is the following.
 - April/May 2024 New SOW (statement of work) and contract with Cisco and Netsync: Cisco ISE review and kick-off.
 - June- Oct. 2024 Install Cisco ISE devices, configure Certificate Servers for Network and 802.1x (WiFi).
 - Aug. - Oct. 2024 SD-Access policies and Azure Cloud services.

❖ Future board memos will address updates to this.

Fiscal Impact:

The initiatives outlined demonstrate significant progress, contributing to the organization's strategic goals. Investments in staffing, technology, and training are aligned with the long-term vision, ensuring a positive fiscal impact through enhanced efficiency and innovation. Currently, no additional funding is requested to complete the work of FY24.

BOARD MEETING

April 24, 2024

REGULAR AGENDA ITEM 2

Confirm the next regular Board meeting date, time, and location. (*Informational Item*)