

TEXAS ALLIANCE OF GROUNDWATER DISTRICTS

Executive Committee Meeting

Thursday, November 16, 2023, 10:00 AM

GoToMeeting Video Conference Call

Minutes

- A. Call to order & roll call.** President David Bailey called the meeting to order at 10:05 am. Executive Committee members Amber Blount, Andy Garza, Diana Thomas, Doug Shaw, Kelley Cochran, Stephanie Keith, and Zach Holland were present. Executive Committee member Janet Guthrie joined the meeting at 10:07 am and Haley Davis joined the meeting at 10:09 am.
- B. Discussion and possible action on Executive Director job posting document.** President David Bailey presented the draft job posting document, that was previously distributed to the Executive Committee. Andy Garza made a motion to approve the job posting for publication. Kelley Cochran seconded the motion. Discussion followed to address a proposed question by Zach Holland. Zach asked if there could be a paradigm shift in the direction of the organization having the primary focus of the Executive Director shift to membership and services and away from legislation and policy. He understood this would be a complete upheaval of what TAGD has always been but, recognizing the change in membership, believed it was a relevant thought to propose. The committee determined that more time is needed to thoroughly examine the effects on all staff positions, membership, financials, and the overall TAGD organization. Zach Holland called the question. The motion to approve the job posting for publication carried unanimously.
- C. Discussion and possible action on staff bonuses.** President David Bailey asked Zach Holland to explain the thoughts and direction behind the item. Zach stated his belief that the organization would benefit from offering an incentive bonus to staff, Julia Stanford and Annick Maddox, for remaining with TAGD through October 31, 2024. The two goals behind the incentive would be (1) to reinforce the commitment and appreciation for the staff individually and their roles from the organization and (2) provide a fair probationary window for staff and the new Executive Director to work together through all TAGD organizational processes of a typical year. Zach noted that the potential of losing all institutional knowledge within months would cripple the organization and add strain to the Executive Committee to complete these actions. The committee unanimously supported the concept and continued to discuss whether the appropriate incentive bonus structure should be a lump sum or percentage basis. The incentive bonus structure will be discussed at the next Executive Committee meeting and a proposal will be prepared for membership approval. Zach Holland made a motion to provide an incentive bonus to retain Julia Stanford and Annick Maddox through October 31, 2024, pending membership approval. Doug Shaw seconded the motion. The motion carried unanimously.

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- D. Discussion and possible action on timeline for the selection process for hiring a new Executive Director of TAGD.** (Doug Shaw left the meeting at 11:05 am; Haley Davis left the meeting at 11:07 am) President David Bailey laid out the timeline moving forward. The job description would be published in the weekly updates and distributed throughout the water community. All applications and resumes should be received by December 8, 2023. The pre-review committee would meet the week of December 11, 2023, to conduct phone interviews and select 3-5 applications for in-person interviews with the elected officers. In-person interviews would be scheduled for December 19, 2023, or December 20, 2023, with the officers, pending the availability of the meeting space. All Executive Committee and pre-review committee members available to attend are also encouraged to do so. The start date for the new Executive Director would be January 8, 2024, to allow two weeks for on-boarding and transition with Leah Martinsson. Lloyd Gosselink had provided meeting space in the past and Kelley Cochran would reach out to them for availability. Zach Holland also offered to contact Bickerstaff, if necessary. Janet Guthrie made a motion to approve the timeline for the selection process as presented. Amber Blount seconded the motion. The motion carried unanimously.
- E. Discussion and possible action on other matters before the committee.** President David Bailey asked for Stephanie Keith to distribute the Executive Committee contact information form to the group. Janet Guthrie (jguthrie@northplainsgcd.org) and Haley Davis (generalmanager@ccgwcd.com) had errors in their email addresses that were corrected.
- F. Adjournment.** Amber Blount made a motion to adjourn the meeting, which was seconded by Zach Holland. President David Bailey adjourned the meeting at 11:21 am.