

TEXAS ALLIANCE OF GROUNDWATER DISTRICTS

Executive Committee Meeting

Thursday, November 30, 2023, 2:00 PM

GoToMeeting Video Conference Call

Minutes

- A. Call to order & roll call.** President David Bailey called the meeting to order at 2:06 pm. Executive Committee members Amber Blount, Andy Garza, Diana Thomas, Doug Shaw, Kelley Cochran, Stephanie Keith, Dave Mauk, Haley Davis, and Zach Holland were present. Executive Committee member Janet Guthrie joined the meeting at 2:24 pm.
- B. Review and possible action on minutes from prior meetings.** President David Bailey presented the minutes from the October 24, 2023 Executive Committee meeting. Zach Holland made a motion to approve the minutes. Andy Garza seconded the motion. The motion carried unanimously. He then presented the minutes from the November 16, 2023 meeting. Andy Garza made a motion to approve the minutes and Doug Shaw seconded the motion. The motion carried unanimously.
- C. Executive Director updates.** President David Bailey asked Executive Director Leah Martinsson to provide an update on TAGD activities. Leah let the committee know that job descriptions and job titles for both Julia Stanford and Annick Maddox have been updated. Julia is now the Programs and Communications Director and Annick is the Manager of Administration. Leah provided an update on member renewals, TAGD investments, the upcoming Agreed Upon Procedures Report, and the Winter Regular Business Meeting planning – which will include a GCD boot camp on aquifer science. She also shared other efforts she has been working on, including proposed rule changes for groundwater availability certifications, updated real estate forms to address groundwater, possible legislative proposals regarding groundwater science funding and the agricultural conservation grants program, partnering with TWDB for a series of training webinars/videos, and the federal legislative effort by the National Special Districts Coalition to define “special districts.” No action was required.
- D. Discussion and possible action on incentive bonus for TAGD staff.** President David Bailey reminded the committee that at the November 16 meeting the committee unanimously supported the concept of incentive bonuses for Julia and Annick to ensure that TAGD institutional knowledge would not be lost. He then asked Zach to describe some more specific proposals to provide a percentage of salary bonus to be paid in two parts – the first to be paid in the near future and the second on October 31, 2024. Committee members asked questions about tax implications for both TAGD and the employees. There was then a discussion on whether there should be an adjustment to base salaries with a portion of the funds that were being suggested be paid as bonuses. President David Bailey reminded the committee that any portion of a bonus paid during this fiscal year would require a

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budget amendment that would go to the full membership at the January business meeting. Doug Shaw made a motion that TAGD pay Julia and Annick both a 20% of salary bonus (not subject to employer retirement contribution), with 30% payable on the February 2024 payroll and the remaining 70% payable on October 31, 2024 if the employee is still employed with TAGD on that date. Andy Garza seconded the motion. The motion carried unanimously.

E. Discussion and possible action on FY24 Q4 finances. (Doug Shaw left the meeting at 2:49 pm and Dave Mauk left the meeting at 2:51 pm). President David Bailey asked Executive Director Leah Martinsson to review the FY24 Q4 finances. Leah began by sharing that overall TAGD ended the year with over \$82,000 additional income from the budgeted income. She then walked through the budget vs. actuals report to highlight various income categories that all saw income in excess of what was budgeted and reviewed the expense categories, all of which came in either at or under budget. Leah shared that with that additional income, TAGD's savings are now over \$500,000, which is an exceptionally strong financial position and almost five times the savings that the organization had when she joined in 2019. Janet Guthrie made a motion to approve taking the FY24 Q4 finances to the full membership for approval. Kelley Cochran seconded the motion. The motion carried unanimously.

F. Discussion and possible action on other matters before the committee. President David Bailey asked if there were any other matters before the committee. Kelley Cochran asked that the group be provided an update on the Executive Director hiring process in advance of the December 21 interviews. There were questions and some discussion on logistical aspects of the upcoming Executive Director interviews. No action was taken.

G. Adjournment. President David Bailey adjourned the meeting at 2:57 pm.