



BEAR CREEK SUD

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Lavon, Texas 75166

Date: January 20, 2025 **Time:** 6:02PM

MINUTES OF REGULAR BOARD MEETING

Call to order by: President Elder

Directors Present at call to order: Chris Elder, Herman Stork, Lisa Block, Leticia Harrison, Colby McClendon, James Watts

Directors Absent at call to order: Robert Haynes

Public Comment: None

Consent Items:

Approval of Minutes of Regular Meeting on December 16, 2025.

Approval of December 2025 Financials.

Approval of December 2025 General Manager Report.

Motion made by Director H. Stork, seconded by director J. Watts to move money from the money market account to a CD. Motion carried unanimously. Director R. Haynes absent

Motion made by Director J. Watts, seconded by Director L. Block to approve Consent Agenda Items. Motion carried unanimously. Director R. Haynes absent

Regular Agenda Items:

A. Discuss and act upon human resources consulting

Brenda with Thrive HR presented to the board about doing an HR audit to provide recommendations where changes can be made. The next step is for Brenda to provide pricing for review at the next board meeting. No action taken.

- B. Discuss, consider, and adopt Resolution Calling May 2, 2026, General Election of Directors - Order of Election.

(Discutir, considerar y adoptar la Resolución que convoca a Elecciones Generales de Directores el 2 de mayo de 2026 - Orden de Elección.).

Motion made by H. Stork seconded by L. Block to approve Resolution regarding May 2, 2026, Election of Directors-Order of Election. Motion carried unanimously. Director R. Haynes absent.

- C. Discuss and act upon renovations at current office and building plans for new Office.

The Board discussed renovations at current office location and timeline for starting new office. No action taken.

- D. Discuss and act upon Backflows

R. Nelson discussed sending out for bid to have all backflow inspections done by one company. No action taken.

- E. Discuss and act upon provision in Rate Order on adjustments to bills due to water leaks.

The Board discussed adjusting bills for customers who have a leak and options. The Board requested examples for next board meeting. No action taken.

- F. Discussion of Personnel Matters involving the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear a complaint against an officer or employee.

Board to Set Future Meetings and Agendas:

President, C. Elder, asked if anyone had any future meetings to be set or any items for future agendas. The Board discussed adding review of rates to the agenda.

Next Regular Board Meeting scheduled for February 17, 2026, at 6:00 p.m.

Adjournment to Executive Session at 7:18 PM under Sections 551.071 and 551.074 of the Texas Government Code:

Executive Session:

Executive Session Call to Order at 7:20 PM.

Executive Session Agenda Item:

(A) The Board recessed into closed or executive session to discuss the following:

- (1) Texas Government Code Section 551.071 – Attorney Client Consultation
- (2) Texas Government Code Section 551.074 – Personnel Matters

(B) Reconvene into Regular Session and take any action necessary as a result of the Executive Session.

Adjourn Executive Session at 7:45 PM

In accordance with Texas Government Code, Chapter 551, President Chris Elder reconvened the meeting at 7:46PM and stated no action was taken in executive session.

Adjournment of Regular Meeting at 8:47PM.

Chris Elder, President

Lisa Block, Secretary

Richard Nelson, Recorder