



Gulf Coast Water Authority

Gulf Coast Water Authority  
Board of Directors Special Meeting  
MINUTES  
August 25, 2017

Notice is hereby given that the Board of Directors of the Gulf Coast Water Authority will meet on **Friday, August 25, 2017 at 8:00 AM** at the GCWA Canal Division, 1500 West Highway 6, Alvin, Texas 77511, for the following purpose(s).

1. Convene Meeting

*Gulf Coast Water Authority Board of Directors President, Russell Jones, called the meeting to order at 8:27 AM.*

*Absent: Jones Jr*

2. Roll Call

*President Russell C Jones, Vice President C.B. "Bix" Rathburn, PhD, Secretary Eric Wilson, Assistant Secretary Brad Matlock PE, Director Cliff Mock, Director Mike O'Connell, Director Shane Hamilton, Director Cliff Mock and Director James McWhorter PE were in attendance. A quorum was present.*

*Absent: Jones Jr*

3. Conflict of Interest Declarations

*No Conflict of Interest Declarations.*

*Absent: Jones Jr*

4. Requests to Address the Board

*No Requests to Address the Board.*

*Absent: Jones Jr*

5. Action Agenda

- a. *The Executive Session is held in accordance with Texas Open Meetings Act, (Vernon's Civil Statutes) Texas Government Code, Section 551.074 - Personnel Matters, to discuss the following - The General Manager's Evaluation*

*The Gulf Coast Water Authority Board of Directors recessed in Executive Session at 8:52 AM.*

*The Gulf Coast Water Authority Board of Directors took a break beginning at 10:15 AM and ending at 10:25 AM.*

*The Gulf Coast Water Authority Board of Directors reconvened into Regular Session at 11:02 AM.*

*The Gulf Coast Water Authority Board of Directors took no action during the Executive Session.*

*Absent: Jones Jr*

- b. Discussion and possible action on the General Manager's Evaluation

*The GCWA Board of Directors stated they appreciated General Manager Ivan Langford's efforts.*

*C.B. Rathbun PhD made a motion to approve a 3% raise for General Manager Ivan Langford. Brad Matlock seconded the motion. Motion Passed by a vote of 8-0*

*Absent: Jones Jr*

- c. Discussion and possible action to adopt an Exceptional Performance Recognition Program for employees.

*The Gulf Coast Water Authority Board of Directors directed the following changes to the Exceptional Performance Recognition Program:*

*Nomination Process:*

*Proposed to the Board: In order to fund these recognitions in the next fiscal year, nominations need to be submitted to the **Human Resource Manager** no later than May 30th of each year; however exceptions may be made by the General Manager.*

*Board Directed Change: In order to fund these recognitions in the next fiscal year, nominations need to be submitted to the **General Manager** no later than May 30th of each year; however exceptions may be made by the General Manager.*

*The Selection Process:*

*Proposed to the Board: **General Manager and Human Resources Manager** will review the nominations and the General Manager will make the final determination who is approved for the recognition.*

*Board Directed Change: **A committee composed of managers** will review the nominations and the General Manager will make the final determination who is approved for the recognition.*

*Recognition:*

*Proposed to the Board: The recipients of the Exceptional Performance*

*Recognition are eligible to receive a one-time, lump sum payment between **three and five percent of base salary**. Selected individuals will also receive a letter of commendation in their personnel file.*

*Board Directed Change: The recipients of the Exception Performance Recognition are eligible to receive a one-time, lump sum payment between **three and five percent of the employee's current salary**. Selected individuals will also receive a letter of commendation in their personnel file.*

*Note: The recognition will be in addition to an employee's annual merit raise.*

*C.B. Rathburn PhD made a motion to approve the Exceptional Performance Recognition Program for employees with noted changes. Eric Wilson seconded the motion. Motion Passed by a vote of 8-0  
Absent: Jones Jr*

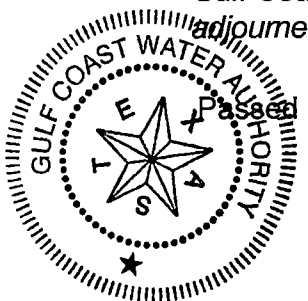
- d. Discussion and possible action to approve a Short Term Water Availability Agreement between NRG Texas Power LLC and Gulf Coast Water Authority for 10,000 acre-feet of water for Calendar Year 2018 and authorization for the General Manager to sign the pertinent documents.

*Ivan Langford announced NRG Representative Gene Fisseler's last day is September 2, 2017. GCWA had been negotiating the purchase of 10,000 A/F of firm water from NRG with Mr Fisseler. NRG has been conducting lay-offs, and it is expected to close doors and possibly declare bankruptcy. Russell Jones and Bix Rathburn both suggested GCWA look into the possible purchase of the water after bankruptcy is declared (if bankruptcy is declared). GCWA needs to monitor the situation. There is the possibility the water would be paired with the plant when sold, but it is also possible a trustee of the assets during the bankruptcy may sell it separately. Mr. Langford suggested GCWA consider hiring Gene Fisseler to discuss / negotiate the possibility with NRG. Mr. Jones and Mr. Rathburn both stated a bankruptcy attorney would be needed to proceed as well. Bix Rathburn suggested GCWA have a Letter of Offer prepared.*

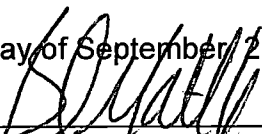
*Cliff Mock made a motion to approve a Short Term Water Availability Agreement between NRG Texas Power LLC and Gulf Coast Water Authority for 10,000 acre-feet of water for Calendar Year 2018 and authorize the General Manager to sign the pertinent documents. Brad Matlock seconded the motion. Motion Passed by a vote of 7-0  
Absent: Hamilton, Jones Jr*

6. Adjourn Meeting

*Gulf Coast Water Authority Board of Directors President, Russell Jones, adjourned the meeting at 11:20 AM.*



Passed and approved this 21st day of September, 2017.

  
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Brad Matlock, P.E.  
Assistant Secretary  
Gulf Coast Water Authority Board of Directors