

REGULAR MEETING
OF
TRINITY BAY CONSERVATION DISTRICT
Wednesday, July 15, 2026
9:00 O'CLOCK A.M.

THE STATE OF TEXAS
COUNTY OF CHAMBERS

The Board of Directors of Trinity Bay Conservation District met at the offices of the District in Stowell, Texas on Wednesday, July 15, 2026, with the following Directors present:

Victor Caraway	President
Rick Nicely	Vice-President
Annette Rayburn	Director
Justin Woody	Director

Also present were Jerry Shadden, Crystal Threadgill, Amos Roy, Manuel Mendoza, Jr., District employees, also present was Anna Seale of Germer PPLC, District Counsel, and Rodney Kahla - Chambers County Constable and Susan LeBlanc of Representative Terri Leo-Wilson's office.

Agenda Item 1:

President Caraway called the Public Hearing to order at 9:00 a.m.

Agenda Item 2:

The meeting was opened with a prayer by General Manager Shadden, who then led us in the Pledge of Allegiance to the American and Texas flags.

Agenda Item 3:

PUBLIC COMMENT

NONE

Agenda Item 4:

APPROVE MINTUES

Vice President Nicely made a Motion to approve the minutes of a Regular Meeting held June 10, 2026. The motion was seconded by Director Rayburn and it passed by unanimous vote.

Agenda Item 5:

FINANCIAL REPORTS

Director Woody made a Motion to approve the Financial Reports for June 30, 2026. The motion was seconded by Vice President Nicely and it passed by unanimous vote.

Agenda Item 6:

TAX REPORTS

Vice President Nicely made a Motion to approve the Tax Reports for June 30, 2026. The motion was seconded by Director Rayburn and it passed by unanimous vote.

Agenda Item 7:

ACCOUNTS PAYABLE

Director Justin Woody made a Motion to approve Accounts Payable. The motion was seconded by Vice President Nicely and it passed by unanimous vote.

Agenda Item 8:

WATER CONSERVATION PLAN

General Manager Shadden – This was on the agenda last month and we are required to do the water conservation plan. So, we tabled it because the Texas Water Development Board was going to review it. So, we didn't like send it in and then have to go back and forth. So, they said, just send it to us, we'll review it. And once we have our review, we'll approve it. It was supposed to be approved by this meeting. and contacting the water development board and everything. They're still looking at it. And so I'd like to table it again. They say that we don't have to have it done this month, so we're going to table it again until we get all of their feedback done. Just in case, since the agenda goes out four or five days before that, I just went and left it on there.

President Caraway - Okay, no problem.

TABLED.

Agenda Item 9:

RESOLUTION AUTHORIZING EXECUTION OF TEXAS WATER DEVELOPMENT BOARD APPLICATION AFFIDAVIT & AUTHORIZE THE GENERAL MANAGER TO ACT AS THE AUTHORIZED REPRESENTATIVE

General Manager Shadden – This has to do with one of the reasons why we're doing the plans that we just tabled. And this is the Water Development Board has roughly a billion dollars out there for, and this is 100% money. But the thing is that it has to be used for water loss and stuff. We met with LJA and talked to them about this. And there's a few things that we think we can do. We had talked once before about there's a 12 inch leaving the water plant and it stops at Otter Road and changes to an 8th and goes out to the highway that really needs to be upgraded. And also going all the way down I-10, now that we have two truck stops, or actually three there at Jenkins Road, we're pretty well tapped out on an 8" line and the sewer we have going out there. So, Manuel discussed with them and it looks like possibly we could run a 12" where that 8" is, use some of this money and possibly run a 12 from 1724 where it stops now all the way out to Stuckey's and somewhere out there on Jenkins Road. It has to be used for something that is supposed to help reduce water loss. We're looking very hard at ways we're eligible for \$21 million.

Water Superintendent, Manuel Mendoza, Jr. - That was the information I provided at the last board meeting. However, I want to find out, being that we have two PWSs, essentially the east and the west side, we were only allowed to apply for one of them. And based on the population, based on the number of connections, that puts us roughly around 10 million instead of 21 million. In this case, we have significant water loss on the west side to the east side, so it just makes sense to apply for that side.

General Manager Shadden - So, we're trying to make some projects, especially at 100% money, so to do that. So, I hope that we can run for \$10 million, we'll run that 12" as far down I can from the west side. So, this is boilerplate that goes in to apply for the application and everything to get the grant money. There's three of these in a row, and it's all for the same thing. It just has to be done by, passed by the board to approve applying for the money.

Director Woody - So what exactly is the difference in all three of them? Why is it three different ones?

General Manager Shadden - They're just a little bit different. One of them authorizes me to take care of the business for you all whenever you're not here. And the next one is for authorizing to file for the water supply infrastructure grant. And the next one is authorized filing for an application for financial participation. So, I don't know if they can approve all three of them at one time or if they need to approve them individually.

Anna Seale, District Co-Counsel - I would do them individually.

General Manager Shadden - Okay.

Anna Seale, District Co-Counsel - You don't have to leave it all out.

President Caraway - I've read one. I can do it again.

Director Woody made a Motion to approve a resolution authorizing the execution of the Texas Water Development Board application affidavit and authorizing the General Manager to act as the authorized representative in connection with the Water Supply and Infrastructure Grant application for financial assistance. The motion was seconded by Vice President Nicely and it passed by unanimous vote.

Agenda Item 10:

EXECUTION OF TWDB APPLICATION APPROVAL OF AUTHORIZED REPRESENTATIVE RESOLUTION (TWDB-021A) REQUESTING ASSISTANCE FROM THE TWBD AUTHORIZING THE FILING OF WATER SUPPLY AND INFRASTRUCTURE GRANT APPLICATION

Director Woody made a Motion for an Approval of an authorized Representative Resolution (TWDB-0201A) by Board of Directors of the Trinity Aby Conservation District requesting assistance from the Texas Water Development Board; authorizing the filing of a Water Supply and Infrastructure Grant (WSIG) application for assistance. The motion was seconded by Vice President Nicely and it passed by unanimous vote.

Agenda Item 11:

APPLCIATION RESOLUTION (TWBD-0201B) BY THE TBCD BOARD OF DIRECTORS REQUESTING FINANCIAL PARTICIPATION FROM THE TWDB, AUTHORIZING THE FILING OF AN APPLICATION FOR FINANCIAL PARTICIPATION

Vice President Nicely made a Motion to approve an application resolution (TWBD-0201B) by the Board of Directors of TBCD requesting financial participation from the Texas Water Development Board, authorizing the filing of an application for financial participation. The motion was seconded by Director Rayburn and it passed by unanimous vote.

Agenda Item 12:

ORDER CALLING DIRECTORS' ELECTION FOR NOVEMBER 3, 2026 AND APPOINTING AN ELECTIONS ADMINISTRATOR

Anna Seale, District Co-Counsel – So, you can go ahead and approve the order from Kate? Has Kate sent you the order yet?

General Manager Shadden – Yes, Kate's going to do the order for us.

Anna Seale, District Co-Counsel – Perfect, so you can go ahead and approve that now.

General Manager Shadden - OK, this is for precincts for Victor and Les. They're both of those are up, so we'll have to do an order, put it in the paper and advertise, and if anybody wants to run against them, they can. If not, then we'll just cancel the order and go forward. So, work on the staying, please.

And Crystal has volunteered to be the administrator. It's not really too bad now because we've actually done a few elections to where we actually have ours set up based on the county's precincts and everything else to where it's all in the computer now to where before we had to actually go out and physically find all the addresses and everything to do that. All of that is done now, so it's an opportunity to have.

Director Woody made a Motion to call the Directors Election for November 3, 2026, for Precincts 1 and 3, and appointing an Elections Administrator. The motion was seconded by Director Rayburn and it passed by unanimous vote.

Agenda Item 13:

ENTERING INTO A JOINT ELECTION AGREEMENT WITH CHAMBERS COUNTY FOR NOVEMBER 3, 2026

General Manager Shadden – Long time ago we used to do our own elections to where people would come to the office and vote and everything. The legislature got together and said two people have to do it, either school district or the county or everybody has to do something. Anyway, we decided to go with Chambers County. So, they actually do all of the election for us and everything else. It works out pretty good. You can go to any precinct that they have, whether it's in Mount Bellevue and if you live in our district, you can vote over there if you need to or whatever.

President Caraway - They charge us a little something to do that, don't they?

General Manager Shadden - Yes, they charge us a fee to do the election. Luckily, we didn't have to do one last year because nobody put in to run against Greg.

President Caraway - Or the year before.

General Manager Shadden - Or the year before so we haven't had to do one in a while. Anyway, this is boilerplate, that way if somebody does apply, we're set up with the County to get our stuff done.

Vice President Nicely made a Motion to approve entering into a Joint Election Agreement with Chambers County for November 3, 2026, Election for Precincts 1 and 3. The motion was seconded by Director Woody, and it passed by unanimous vote.

Agenda Item 14:

REVIEWING 2025-2026 YEAR END PROJECTIONS AND PROPOSED 2026-2027 BUDGET

General Manager Shadden – I emailed you all a copy of the draft budget for next year. So, money didn't change a whole lot. On the drainage side, we did away with Mr. Roy's job. He was a mechanic. And after he retired, he did away with his job and added a laborer there that's in his position. Really and truly drainage didn't change a whole lot. Same amount of people.

President Caraway - Have you changed Mark's job a little bit?

General Manager Shadden - Yes, I did. Amos is the Drainage Superintendent, and I made Mark his Assistant Superintendent. So, you have two of them in charge back there and they will run the place. And on the water side, I changed it quite a bit. We added another repair crew on the water side. We created another one last year, had three, and then most of this year we pulled Harold and Davis out of the drainage to help us. We're caught up pretty much on all of the new installations and everything where we had five pages and six months behind. Now we've caught up with all of that. So, we feel like we need another truck to keep up with it all. I have given you all a copy of the leaks that we have for the last four years on those to show you how many leaks we have. They have been humping it for leaks. We had a 50% loss on the west side last month again because of all the leaks that we had. Anyway, we feel like that we need another one of those. Joey is the Chief Operator, and he has two guys on the west side. I added Adam Davis on this side. He runs the water plant on this side and the wetlands. So, I split them up. The Hankamer package plant that we put in over there takes up lots of operation. So there's three on the west side, and I have an operator, so we're going to have three operators on the west side and three operators on this side. So, they'll operate the water plant, take samples, operate the sewer plant with samples and everything, and do all the maintenance and everything else. So, we'll have six operators all together. So, for like the two on this side, they take turns operating, and that's like every weekend. I mean, you're on call every other weekend, and you must man the thing seven days a week. In fact, the last time they did a study on it, they wanted us to do it 24 hours a day. So, I fought back

with them, and we put enough SCADA and stuff into where we can actually run it during the day and lock it up at night. And it has controls on it that if anything goes wrong, it will automatically shut the plant down and call an operator out to say, hey, something's wrong out here you can go and take care of. So that was a ton of paperwork to do that. But they wanted us to have an operator there 7, 24 hours a day. That would have put more operators in to be able to operate it. So anyway, I added a spot there. The meter readers, we should have all the auto reads in the ground by October the 1st. So instead of four, I dropped it to two. So, we'll have two meter readers that will do the turn-ons, turn offs, and do all of the calls like that. There's a ton of turnoffs. And if you look at the money, you know, there's-- we get about \$60,000, \$80,000 a year just turning water on and off, and fines, and so on and so forth. So, we figure that two people, one on each side, can pretty much take care of all the turn-ons and turn-offs. There shouldn't be any rereads too much because it's all auto read. Another change that we made was our biggest problem now that we've fixed the meter reader problem is the grinder problem. So, we're constantly at four o'clock in the morning, you know, there's always somebody calling for grinders. You know, we get probably 50 calls a lot, a lot. So right now, we have Lawrence Davis, he is our instrument technician to take care of the lift stations. So, I'm upping that program, and I added another electronics technician there to where we've got two people, one on both sides. And the problem is now the new people we've got; they go out there and change parts or this or that and the other, and they don't fix it. So, we need to up our game in the grinders and pump stations where when they go out there, they know what they're doing, and they can fix these things. So, I added another electronics tech there and gave them a laborer. So, you know, one of them just checking in there if they need a pool pump or something like that. There's three people in that park and I'm sure that's going to be needed to be upped in the future because the one we had over the holidays, it was on Friday over the holiday at four o'clock in the morning, they called and the pump had come loose and actually pumped sewer all in their house. So, which, that's our fault because the pump came loose and pumped it in their house. So, I had them call like a Serve Pro and themselves and they came out and cleaned all their house and everything. We took care of the pump station, And I think it cost us about \$2,000 maybe or under \$2,000 for those people to go in and clean it. And that was them calling them themselves. So, they picked the person that they wanted to have, they cleaned it professionally and so on and so forth. So, they -- you know, sometimes, you know, you never can-do things right. So, it was better for them to just to let them call somebody like Serve Pro or something like that and they went out, because it had gotten in all the bathrooms and it was a four-bathroom house. That wasn't a big deal to clean the whole house.

Anyway, we dropped from four meter readers to two and that's how I added one of the labor positions, David Hoyt's position went away and then I added one more person up here in the front office, there's that much work up there. David did it for a while and I kept asking for, hey, I need them to write down how many calls they have and this and that so we can look at it and see. And when Manuel got here, he did that and the need for three people was there. So, he asked for the third person up there. So that's pretty much the changes as far as the personnel and moving around and so on.

Director Woody - So how many vacant positions are there?

General Manager Shadden - Quite a few. We have a crew leader, Chico's spot and we just hired another crew leader that came on. He came from the gas company. So, he had some pipe experience, not really water experience, but he had a pipe repair. And we have TW. So, we had, so TW, Cooper and that, so we'll be adding that new position.

Director Rayburn - To answer your question, 12 vacancies. So, what are we going to do to fill these vacancies? It seems like it's a money issue...

General Manager Shadden - Yes, ma'am.

Director Rayburn - A training issue. Grinders being called out three or four times on the same grinder. You realize what that's costing us?

General Manager Shadden - Well, that's why I just upped that

Director Rayburn - We don't have employees.

General Manager Shadden - Well, that's we're going to have to pay the money to do it.

Director Rayburn - Exactly.

General Manager Shadden - Okay. So, what I did is all of these were all temporary employees that were filling all these positions that we had before. I made them permanent positions. The City of Houston starts everybody at \$18.00 an hour. So, these are \$18.00 an hour positions full time with benefits. So, this way hopefully we can get good enough people into that they'll stay.

President Caraway - Are you still going to try to hire people through the temp agency?

General Manager Shadden - That's what we've been doing. In fact, we were hiring them through the temp agency and that gives us 500 hours to say whether we like them or not. And if we do, then we hire them permanently. So, all of these positions, except for maybe one or two. So, if you actually look at the budget, I took \$200,000.00 out of temp wages and moved it into permanent wages. That way these people are going to be the lowest paid guys at \$18 an hour plus benefits. So they're actual laborers. And not only that, but that also gives the guy on his work truck a good person too. So, I'm trying.

Director Rayburn - But the agencies haven't been working out.

General Manager Shadden - Well, they're the same way, it's hard to find people.

President Caraway - But if we can find somebody, we can work them through the temp agency. It's not necessarily that we have to have them find the person.

Director Rayburn - Y'all need to start looking elsewhere, like some type of job fairs, going to schools, some type of training, job trainings, maybe through local schools.

General Manager Shadden - Yes, ma'am. We've applied through AWWA, American Water Works Society. It cost us, what, \$500 to advertise on their website. And these are people that are doing the same thing, and we have gotten none. Nothing. And we put the crew leader's position, a crew leader at \$25 an hour to start plus benefits, and it's been up there for at least three weeks and nothing.

Director Rayburn - But here's the issue with our area. You're not going to pull anybody from outside because there's no place for them to live. You can't afford to live here at that amount pay. So, we'll have to go locally.

General Manager Shadden - Last go around, I upped their pay to, it was \$12 an hour, and then I went to 16, and now we're at 18. So, I mean...

Susan LeBlanc - I'm interrupting, but I'll calculate it really quickly. That's \$37,000 and some change, and like she said, you can't even afford to live off this.

Director Rayburn - Even the kids, I mean, they can go to Whataburger and start at \$16 and work their way up. But they can't afford to live anywhere here. That's kids that are living with their parents.

General Manager Shadden - It's kind of like the level of service and if the board ... I would love to do more, but with the budget that I have to work with, this is the best that I could do. I had some of the operators in drainage that most of them make around \$29 an hour. And I had one or two, there were \$25 and had been here a few years, so, I moved them up to 29 that way I don't lose them. I tried, I looked at the whole budget and everybody, the new temp that we hired for Melinda's position was paid \$29 an hour and she left for a job in Houston for \$34. She lasted 2 days. So, we just upped that to \$30 an hour to try and to get someone in here. So we're going to have to do some kind of rate increase or do something if you want to do more. And you're telling me I'm not paying enough, but you don't want a rate increase, do you?

Director Rayburn - But we have to be able to look inside our company and see where our waste is at. Like we're going out and changing parts on these grinders, what's happening to the parts that we're changing out? You know, let's do something.

General Manager Shadden - Well, right now, we're buying 27 pumps at a time. If we buy a truckload which is 20, we get 7 free. So, we're buying 27 grinder pumps at a time. And that lasts maybe a month..

Water Superintendent Mendoza - 6 to 8 weeks.

General Manager Shadden - Six to 8 weeks.

Director Rayburn - These grinders, what are we going on? We're looking at grinders that are close to 30, 20 and 30 years old. So we know that's going to be a huge expense.

General Manager Shadden - Victor and I had the conversation about going up \$5 on the sewer side because that's where most of the money is being spent is to maintain these grinders.

President Caraway - But let's think about that. I mean, we only have about 3000 sewer accounts. And if you go up \$5, that ain't but \$15,000 a month. So, you're under \$200,000 a year?

General Manager Shadden - A Truckload of pumps is \$24,0000.

President Caraway - So I mean, that ain't, that's not a lot of help.

General Manager Shadden - I understand.

President Caraway - But if you go up \$5, you're going to get blowback from the public and I understand that.

General Manager Shadden - So like I said, I look, I agree with you. I'd love to pay more and do more, but I just, I'm working within what I have. And I did, if you look at this budget, It's right on the money. There's no fluff in there.

President Caraway - And all the increases is in personnel. There's, we've got about....

General Manager Shadden - All of our operating expenses and everything else, they're right on the money and only spending what we have to.

President Caraway - So the increase on this budget is about \$350,000 over last year. And it's all in personnel. So I mean, I understand that. That's where it needs probably to go.

General Manager Shadden - If you look also, I also put \$500,000 in the savings.

President Caraway - Right, but what I'm saying is that...

General Manager Shadden - We are taking \$80,000 a month and putting it in a construction fund so we can prepare.

President Caraway - But as far as expenditures go, we're going to be up about \$300,000 - \$350,000 and that and it's all it's all personnel costs.

General Manager Shadden - And this is why we're going to be... later on I ask for \$1,000,000 for the to continue with the sewer rehab that way, all this behind the hospital and back behind Keatings and all that in there, all that's rotten, so we're constantly going out there and unstopping lines. So, all of our people are tied up doing this and all the new stuff that we need to put in, they're not doing. It cut it down tremendously by what we did. So, if we continue on, eventually we'll cut a lot of that out too.

President Caraway - And I think adding one more electronics tech will help a lot because those two people will handle most of that.

General Manager Shadden - If they send somebody out there and they say, Hey, look, other than being tripped out or something simple, I mean, then they have somebody to call and come out and help them. Anyway, but like you say, they're 50, some of them 20, 30 years old, and we've got to up that program. That's where all of our calls are going to be in the future. And actually, just while we're on that subject, our new answering service started Monday.

Director Rayburn - But since we're already 12 vacancies on the waterside, would it be better to raise some of our employees since we're managing? To raise their salaries to keep them and maybe go with six new employees. I mean, how is that going to work?

General Manager Shadden - Well, actually, I have raised -- I look at like the Texas Municipal League or the American Water Works Association and go in there and look at what other cities are paying. And we pay very good. That's why the county can't take our people, because I pay better than the county does. That's why I was telling you there's a few of them in there that I've just raised them up two or \$3. So I'm just above what other people were paying. So, we're not....

Director Rayburn - But we can't compare because you can actually go live in Houston cheaper than, you know, rent or survive here in Winnie and something in Beaumont. People aren't going to move to Beaumont because of the school district. People want to come to Winnie because of the school district. So, we have a lot of....

General Manager Shadden - Like I say, I took everything ..

Director Rayburn - We want to keep our people.

General Manager Shadden - And we pay pretty well. So that means that since -- so we do have a few laborers now. So those few laborers that are making \$16 an hour, they're going to \$18 an hour, and they're going to be permanent. So, I brought those people up to where I'm putting them on permanent, and they will go with benefits and everything. So, they're going from \$16 to \$18. So, I've addressed what you're talking about. So, in the same with the crew leaders, our equipment operators, like I said, they're all in the almost \$30 an hour range. Now, they can go work construction for \$50 probably, but they don't work four days a week and they don't have the health care that we have and retirement and all that other kind of stuff. So, if you figure in the benefits, that's 40%.

Director Rayburn - Young people don't care about retirement.

General Manager Shadden - Well, I do.

Director Rayburn - We do. But those young kids do not.

President Caraway - We can't control what, you know, what they...

Director Rayburn - But if we could go after some of the older population. I mean, have we looked at that?

General Manger Shadden - How old is that crew leader we hired?

President Caraway - Because you still can't discriminate or go after a certain age demographic.

Director Rayburn - But I mean, we've been just going-- we've been getting the younger population.

General Manager Shadden - We've been taking anything that breathes just about.

President Caraway - I would think so.

General Manager Shadden - And if they're breathing and they can hold a shovel and a wrench, you know, and they'll show up to work, we'll just about hire you.

Water Superintendent Mendoza - I actually have a stack of resumes on my desk. I have about six for crew leaders, and I have about five or so for laborers. We're going to schedule an interview starting this afternoon and tomorrow.

General Manager Shadden - \$25 an hour, you know, that is not bad money. You throw another 40% for that. And especially with our staff, I mean, the employee doesn't pay very much. Really and truly, our employees should pay \$200-\$300 a month.

Director Rayburn - You know, with insurance with that, would die for the insurance.

Drainage Superintendent Roy - I'll tell you, it's great.

General Manager Shadden - I mean, that's part of the package, you know, so that's why it is good. That's why I keep it that way. Otherwise, it went up 7% this year. So, I gave employees a 3% increase, and our health insurance went up 7%. Our retirement is 91% funded, so that's very, very good. So, I mean, so we're almost 100% funded.

Director Rayburn - We need to focus on employees and telling them what we offer as a packages, not just.

General Manager Shadden - Mr. Roy, whenever he retired, he stood up and told him that. He said, y'all better be glad where you're at here, but these y'all have a very good job that pays good with good benefits. And then he actually stood up and told him that.

Director Rayburn - I mean, offer it like out in the community.

General Manager Shadden - Yes. I mean, I've I talked to everybody I go to, hey, asked him she had to do a bookkeeper you know uh you know I don't know uh I've asked everybody that I know of around here and everywhere I go and tell them hey look I even stood up in the church and said hey we've got a bunch of jobs open and nobody..... So in the framework that we have and the money that we have, like I said, we deleted a couple positions. So that leaves me, him, and him in the office pretty much. And with Diane, Crystal, bookkeeper, and then the three ladies up front. I mean, we're not overloaded at the top. I do all the secretary work, everything. And he's the same way. He does it all the time.

President Caraway - I'm sure you have the same issues. So, yeah, labor is always an issue. It always has been. And you know, I'm glad that I'm glad it's your job and not mine to have to recruit and keep people.

General Manager Shadden - Like I said, I'm trying to restructure and put them on permanent to address experience at all and we brought them in and after a couple of years they are running it.

Director Rayburn - Yes and they're all homegrown people so that's going to have to be the answer.

Human Resources, Crystal Threadgill - The problem with that is they are too young to be insurable on our drivers policy. There is a provision that they have to be 21 to drive our company vehicles. And it's the same thing temp agency they can't be on their insurance to even drive until they're 21

Director Woody - Graduating class is less than 30% of them have a driver's license.

Human Resources, Crystal Threadgill - We have one temp that has been with us several years, he will not get his license, so he's just staying as a temp.

Susan LeBlanc - The challenge that she said with the hourly rate and the fact that the younger population doesn't appreciate and cherish the benefits, because the benefits do not pay rent, the benefit doesn't pay for the vehicle note and the gas, but we see it as a savings of so many other things. So, you can talk that whole aspect up to them, but it's almost like it's going to fall on deaf ears. And I just recently was looking in the paper of our online that there's a place here that offers rent for 900 and something dollars a month. That's only for one bedroom, one bathroom. And if you look, that's 1/3 of what your monthly income would be, even with an \$18 an hour job, which is huge. Oh, I thought there's a great salary, but in reality, when you can't even afford rent on that, because by the time you've made your income tax and Social Security, you're not even going to bring home \$3,000 a month. And 1/3 of it is just going to go to rent. That's not even utilities or anything else. But for someone to take a job in Houston for \$4,000 more, they can't do math because the commute back to Houston is way more than \$4,000.

General Manager Shadden - Well, you don't want your taxes to go up, and you don't want your water bill to go up, and you're the Republicans is the one that funds this place. So, I mean, it would be, I did everything I could with the end of what I had to try to address our issues. And, you know, maybe next year we'll do better. Well, you know, and And it's getting better all the time. We just had a new truck stop come with Applebee's and that. We've got another new truck stop just started right here. They got the building up. The shell station here where Stuckey's is about to open up. And these people use a lot of water. Stuckey's is one out on Jenkins Road is one of our largest customers out there. So these people using the bathrooms and all the other stuff that they do. I mean, I'm hoping that eventually the water sales will overcome that. And actually, in here, if you look at it, it's pretty flat, you know, as far as income

goes and all that other kind of stuff. We haven't had a grant, and now we did just get the permit for this grant, the group on this ditch over here. It's been four years.

President Caraway - That's the only grant we've gotten since I've been here.

General Manager Shadden - That's the only grant that I've got since I've been here.

President Caraway - Yeah, and I've been here four years now.

General Manager Shadden - And we've applied for everything out there. You know, just about on here every meeting we're like proven hiring an engineer and this and that to do these things, but nothing has come through. So anyway, so like I say, I put it all together for you there. Other than that, there's not really any excitement to pull money from other places to add it into wages and so on and so forth. And I brought up to Justin the other day about, you know, we've actually got some guys that have been out and retired 12 to 15 years out there, and they've never had any kind of cola or raise in their retirement. I retired from Beaumont, and mine's gone up 30% since I've retired there. You know, I mean, they give us a COLA every year, two, 3%, something like that to try to help the retirees out. But that's a pleasure of the board. But that's also out there if you ever wanted to do it. I guess we have about 10 retirees. Yeah, we've got about 10 retirees out there all the way back to Kit Jones, John Finn and some of the other people that have been here for a while. Rex, Nash. Yeah, those guys. Anyway, but like I say, in Beaumont, I believe in my retirement, I get a cola every year just about to raise it up a little bit for the cost of living. So that's something else that the board could consider it some time or another if he ever wanted to do that. Okay. That's what y'all are here for. All I can do is bring it to your attention. Okay. So anyways, no other surprises in there. I did everything, everything's paid for pretty much, and I feel pretty good about it. There's still almost too many. Last year I had a, million and a half and utility lines and plants this year I put the same thing back in maintenance of lines and plants went from \$150,000 and we actually spent \$350,000 so I added in \$350,000 there. But normally like just regular operating supplies and this and that and there they don't change you know really like say the big thing is the salaries and stuff.

Vice President Nicely - You know I looked over the budget over the weekend. And you say, really not much change. And there's, I didn't see any, to my knowledge, as a lay point, any flow. But then whenever I come to this meeting and I see all these leaks, or a year's worth of leaks. And then I hear about grinders a lot per month. And then I hear some rework issues. And to me, you're doing a fantastic job with the budget, with the people you've got. And that's a compliment to the people that work here. I mean, when you look at all this and what we just learned in this meeting, I mean, it says a lot for your people Amos and Manuel. You know, it's had nothing but kudos.

General Manager Shadden - Yes, sir. Again, we're addressing, like I said, the answer service. He's added on the computer system and all this other kind of stuff. Like I said, we pulled a couple of guys out of drainage from Amos. But then again, I've got two track hoes there that we are paying \$6,000 or \$7,000 a month note on and sitting there, you know what I mean? So that's not good either.

Drainage Superintendent Roy - I try to cycle them as much as I can, y'all. I got no people on that. You just don't sit dead.

General Manager Shadden - But anyway, we're doing the best we can with what we have. So, we're at the point now that this is basically our budget workshop. It passed the preliminary budget, and has to be passed at our September meeting. Next meeting, it'll be insurance. Our insurance is going up by 7%. Right now, Arthur J. Gallagher, all our insurance for our plants, our equipment, and trucks and all that. Crystal and I are working on all that now. She wears 5 hats. I can't say enough about them. She kind of tells me what to do sometimes. Anyway, that's one of the hats. So, insurance, retirement, all these other things that go along with operating the place will be on our next month budget. Tax rates, certified tax rates, public hearing for taxes and all this. So, all that's coming next month. So that's why I threw this in this month, so you have plenty of time to take a look at it and go from there.

President Caraway - Very good. There's no action on this at all, then.

General Manager Shadden - If you'd like to approve the preliminary budget, we can. Isn't that how it works?

Anna Seale, District Co-Counsel - Yeah, you can or you can do no action.

President Caraway - Okay. It's up to y'all.

Vice President Nicely - I want to make sure everybody knows that Chambers County is one of the biggest, largest growing counties in the state of Texas. And this company and the employees have to grow with that.

President Caraway - That's right, I agree.

General Manager Shadden - This is what we're trying to do. That's why I reorganized to keep.

Vice President Nicely - If you don't keep up, the state will come in and say, we'll fix it.

General Manager Shadden - Yes, sir. Okay. So anyway, I don't plan on changing anything else, so this is our preliminary budget.

Director Woody – So do we vote?

General Manager Shadden - Yeah, I would make a motion. Preliminary budget and it's done.

President Caraway – A Motion to approve.

Director Woody made a motion to approve the preliminary budget for 2026-2027. The motion was seconded by Vice President nicely and passed by unanimous vote.

General Manager Shadden - Annette, we're willing to, if you have any other ideas as far as the whatever, we're always here to listen and we don't know it all, but, you know, we do the best we can. So, if you see something –

Director Rayburn - Well, Chambers County is in a bind for employees.

President Caraway – Yeah well, you know -- I think the whole world is.

General Manager Shadden - I've been going over there since 2011, and they've probably added 30 or 40 employees -- I mean they've got 3 fire chiefs and I'm

Constable Kahla – The Sheriff's Office has added 40 since I've been there.

General Manager Shadden – I mean they are they're acting like crazy and like I said.

Director Rayburn - They're adding where are they getting their employees from local or?

Constable Kahla - Well yeah but they did a lot of job fairs and stuff. A lot of them are people they had employed already in the jail and then they move them send them to the academy. They've kind of leveled off now I think they might ask for three or four more this year, but they will probably be it for a while. For a long time, they had an open standing opening in the sheriff's office, but not so much anymore. I don't think they are, but yeah, it's, but they pay really well. The pay is, it's yeah, phenomenal.

Susan LeBlanc - It's your manual labor jobs. It's the big difference from being your deputy. Versus mud, heat, sweat.

Constable Kahla - A big attraction to it as well is they have a collective bargaining agreement. So, every year they get 5 or 6%. They bargained for two years. This year they got six. I think they're standing at six again next year. And it'll continue. so in the 14 years that I worked there I think it raised the rate or it went up or it was probably 40% pay rates I guess in 14 years 50% close to it yeah every year 4 to 6%.

Director Rayburn – Can you try to consolidate in save the people we have and not maybe add as many positions to do better salaries to people.

General Manager Shadden - Melinda's about the only one we've lost other than Chico, the way he went out. But I mean, as far as the rest of it, TW, Cooper, I mean, if you look at it, all those guys have been here a long time. And the ones that left were retired. And they put 30 years in or something. So we're, money-wise, like I say, We're there. We're very competitive and as far....

Director Rayburn - But as I said, if we can do six, fill six vacancies, give them a little bit more money to get them here, keep them here, that would work better off.

General Manager Shadden - Like, I said, I took the money, the extra money that we had, plus all the temp money that we had, and I moved it into salaries. and benefits, which means that, you know, not only do I have to pay a full-time salary, now I've got to pay the benefits for healthcare and everything else. So, I moved, Victor's right, I moved all of that in there to make it and brought it up to \$18 an hour to make it permanent.

President Caraway - My experience in all the years that I had employees was a little extra money did not necessarily mean you got a better employee or you kept that employee longer. The money wasn't everything. So if you're competitive, I think you're okay. Then it boils down to do I like my job and is it a good place to work?

Drainage Superintendent Roy - The work environment.

President Caraway - Exactly. I think that's more important than a couple of dollars an hour.

Drainage Superintendent Roy - For what it's worth, I'm not trying to knock our young people by no means, I had about four young, amazing prospects come in for a labor position, and not one of them passed a drug test.

President Caraway - Yeah.

Human Resources, Crystal Threadgill – That is the same with the Temp agency. Their prospects either fail the drug screen or fail the background check or both.

President Caraway - Yeah, I think we'll. We're doing the best we can. I agree with that.

General Manager Shadden - We're trying.

Vice President Nicely - And we're going to have to expand as this population is.

President Caraway - Yeah, as it does. You know, you talk about the county increasing. The bulk of that is not in our area. The bulk of that's been west of the river. But it's coming this way. And as it does, we'll have to address it. I agree.

General Manager Shadden – So far, we have not had to tell anybody no.

President Caraway - Right.

General Manager Shadden – We put the 20 inch line in, which gave us a lot more on this side and everything else that we've done. So as far as any subdivision or anything coming so far, I haven't told anybody, no. We're finding a way to make workers stay one step ahead of it.

Vice President Nicely - Right.

General Manager Shadden - And that's what we're trying to do with these grants and stuff to get it out there for them. It's all going to be an I can, so.

Vice President Nicely - Exactly, I agree. All right.

Agenda Item 15:

PEECO ENGINEERED EQUIPMENT COMPANY REPAIR THE AIR SYSTEM AT THE OAK ISLAND SEWER PLANT

General Manager Shadden – If you recall, this is about what we paid in Anahuac. We had Pico come in and put in new airlines and everything in and redo the sludge system in the Anahuac plant. In both of them, they're twins. So anyway, PEECO is a manufacturer and distributor of these particular plants. So, you would have to go to them to buy the stuff anyway. So we're going back to the manufacturer. So, we're going to go ahead. We put a new generator down there. We had all the handrails, and everything changed. We put in an all-new electrical conduit and everything and boxes that were rusted out. We redid the pump station out in the front, put VFD in it. Redid both air blowers and everything else. So now we're going in and we're replacing the airlines that need to be done. And also, we're going to redo in the sludge rakes and chains and sprockets and all that stuff. And the lab building is completely rusted out. So, we found a nice used one and bought it. This should put this thing in good enough shape to ready to do something else in the future?

President Caraway - That was, I guess, my question, and I agree that we need to get it in better shape. I wonder what our life expectancy of that facility would be at this point, just, but you guys know better than I know.

General Manager Shadden - I think even if we decided to build another sewer plant to pump it to, and do away with that plant, we're looking five years. We are looking at at least five years.

President Caraway - But the plant in the condition it is in..

General Manager Shadden - Yes, it will. It'll last.

President Caraway - It looks rough, but it's functional.

General Manager Shadden - Maybe where the bolts are going into the concrete and stuff, and we have to patch them and stuff like that. And we're putting new bolts in and different things like that. But other than that, it's pretty much concrete and air blowers. Since I've been here, we've redone the rakes and chains and everything one time. And we've also redone the airlines one time.

President Caraway - This will get us in good shape then for five or six years down the road.

General Manager Shadden - This will take care of it for close to five years, I would say.

President Caraway - Okay. I'm good with that.

Vice President Nicely - And we'll stay in compliance.

Vice President Nicely made a Motion to approve PEECO Engineered Company repair the air at the Oak Island Sewer Plant at a cost of \$60,680.00. The motion was seconded by Director Woody, and it passed by unanimous vote.

Agenda Item 16:

PEECO ENGINEERED EQUIPMENT COMPANY REPAIR THE CLARIFIER AT THE OAK ISLAND SEWER PLANT

General Manager Shadden – Yes, sir, this is pretty much the same thing. They're doing the airlines and they're doing the sludge rake system, which is just a chain that goes around, there were paddle boards in there that pull the sludge out and it dumps it into a chamber and then it used to be that you'd take it out, put it in dry beds, but nowadays we just have a contractor come in with a vacuum truck and

haul it off. It's cheaper than trying to dry it underneath the building. It is just cheaper to have them come and take the sludge off of it. And then its not but maybe once a month or something like that.

Vice President Nicely - There's no outage involved while they're doing all this work.

General Manager Shadden - No, they shut it down and we have some lift stations there so they've got all day to work on it and then they'll turn it back on and then and so anyway, they work in between. I'll.

Director Woody made a Motion to approve PEECO Engineered Equipment Company to repair the clarifier at the Oak Island Sewer Plant for a cost of \$57,320.00. The motion was seconded by Vice President Nicely and it passed by unanimous vote.

Agenda Item 17:

LJA TO PROVIDE PROFESSIONAL ENGINEERING SERVICES FOR THE EVALUATION, DESIGN AND PERMITTING OF MODIFICATIONS TO THE RAW WATER POND SYSTEM

General Manager Shadden – We brought this to the board once before about, you know, we have tasted odor problems over there. This is the algae bloom and the phosphorus and everything in the water. So talking with the board and us, thought it would be a better idea to isolate the ponds and maybe do them one at a time and so on and so forth. So to change any of the function of the plant, you have to go back to the TCEQ and have them change the rules to say that you can intake here rather than intake there. So this is what LJA is doing for us as to where we can isolate each pond individually. And we'll also take it to where we'll even have a discharge that goes into the big pond in the back to where we can take the front two out, do any work we need to do to them and treat them one at a time. So, this will be so we can do that one at a time. But we have to have a set of drawings done and everything else to send to the TCEQ to get their approval to move the inlet.

President Caraway - Once we get the approval and the engineering and all done, are we going to do that work ourselves?

General Manager Shadden - Yes, it's going to be probably just a 24-inch pipe with a sleuth gate on it. So you can shut them off.

President Caraway - But we're allowed to do that.

General Manager Shadden - But the thing that really is changing is we'll have to take the discharge line where discharge is here, bring it down, bring it down the levee and dump it into the pond.

President Caraway - I just didn't know if we would be allowed to do that work or not.

General Manager Shadden – Yes. We'll be able to do that. Also, the pond that we mainly pull up and out of now, the suction line, it's got a hole in it or something. So, they can only suck the pond down about this far when they start sucking air. So, we'll have a pond down and we'll address that. I don't think y'all saw earlier on the pictures that I have up there. We replaced the pipe underneath the CLCND canal where it was holding water there in the front all the time. Amos and his guys did a good job. We've already changed all that out. We cleaned all the sludge and everything out of the basin where the pumps take the water from. Did they repair the piping?

Drainage Superintendent Roy - We haven't been able to do that yet.

General Manager Shadden - There's some suction problems with the pumps also there. So now that's all cleaned out, we're going to pump it out one day and go in there and change the piping on that. Those were all water pumps also.

Drainage Superintendent Roy - We're going to try to get it done before we have to open up the last one back up. We have dams, of course, it's raining profusely the last few days. Yes, that's the next angle of attack is to get those gaskets are changed out. Joe, from what I understand, Joey has all the parts already, so we just got to get in there. could be a little help.

General Manager Shadden – So, I said we've talked about this one before about breaking it under where we can isolate them and not have to do it all at one time.

President Caraway - Absolutely. Yeah, we've got to do it.

General Manager Shadden - There we are.

Director Woody - What is the exhibit on here?

General Manger Shadden - We don't have the drawing yet because if you have to pay him to do it.

Director Woody - No, I mean, what is this?

General Manager Shadden – That's part of the pipe bursting, sorry.

Director Woody - Okay, so that's in this one. That doesn't look like the sewer plant. I mean the treatment plant.

Vice President Nicely made a Motion to approve LJA Engineering Services to provide professional engineering services for the evaluation, design and permitting of modifications to the raw water pond system at the West Water Treatment Plant to control algae at a cost of \$54,000.00. The motion was seconded by Director Woody, and it passed by unanimous vote.

Agenda Item 18:

LJA ENGINEERING SERVICES TO PREPARE DOCUMENTS AND SOLICIT BIDS TO PIPEBURST EXISTING SEWER LINES IN THE WINNIE AND STOWELL AREAS

General Manager Shadden – This next map, if you take a look at it, you see the green, this is what we think is going to be about \$1 million worth right now. We've got the one subdivision over off of Buccaneer. There are holes all in the line. If you go over there right now, you can see the water running in. We're taking on groundwater everywhere. So, it's all old concrete pipe. We've actually done a lot of pipe bursting already, and it's helped us tremendously. I don't know if you can see your map there or not. Actually, this piece, right here is underneath Leroy's and we did that in emergency already. So that little piece is done. But as you see here, this is around Palm Street back in there. We did quite a bit because of Stratton's and then we're having problems and stuff. So, this is continuing at Buccaneer here there and taking care of that part. The one on the other side of 124 goes across the rice festival field and takes care where Rosie and them live in the little subdivision right there by the park. And like I said, this is the subdivision here right off of Buccaneer here going to the sewer plant. The red line that they have there is a 20" we've already pipe burst it. There's a 12" in there also. And since we put the new 20" in, we pretty much killed the 12" because it's in the bottom of the ditch and it's taken all the water. So, Manuel's pretty much killed it. And so that's taking care of that. So, what we have left mainly is over in Winnie. This is by the hospital and all that back up in there is totally rotten. We have a flush truck in there at least three times a month trying to get it unstopped because of the mud just falling inside the lines. There are holes in it everywhere. So, we did the same problem up behind the bank and the post office and that. So, we did quite a bit in the area. So anyway.

President Caraway - So, what's going to be left after we do this?

General Manager Shadden - If you see this part in the red right here of Winnie, that's pretty much what's left. The rest of it's plastic or even teacher bill out there is plastic. And now the plan is to go and I had this set up once before to go in there and smoke test it. and just hatch all the holes. It's all plastic and everything. But you go in there, people have got their roof drains running into your sewer system, or they'll knock a hole in the manhole in the backyard to drain their yard or stuff like that. So, it's pretty cheap to go in there and have a company just smoke test it. And I think you can also, even if it's on their service lines and stuff, there's some grants out there for infiltration to where we could even help repair the service line between the house and our main line.

(?) - So that would have to come from the county.

General Manager Shadden - Yeah, through the county.

President Caraway - So you still have a little bit left in Stowell as well.

General Manager Shadden - Yes, sir. There's a I've got a \$350,000 grant from the county and we pipers and everything up in there. But these few little lines right here and the rest of it is all all done.

President Caraway - Okay.

General Manager Shadden - Anyway, so this has been an ongoing project. So what we're having them do is to break it up into three different sections or so on and so forth. And then we can decide that if we don't want to do, if this comes in at \$800,000 or \$700,000, we might just do that. And then the next opportunity to get some more money, we'll take care of the rest of it, piece by piece like that. Anyway, it has made a tremendous difference. We were behind the post office constantly unstopping the line and everything, so it really made a big difference. And these have been -- this spot in the Winnie area right here that is still red, that's actually a slip line. What they did is they went in, and I want to say in the '80s maybe and slipped a four inch inside the whole six-inch concrete, but they didn't seal it or anything. So now you've got all the groundwater still going in. So, what we had them do is I had them pull the four-inch liner out and actually pipe burst it back to a six of all the stuff that we did and got away with that. So anyway, so we'd like to put some packages together, send them out for bid. And sometimes if they're too small, it's not worth it for a contractor from Houston to come over here and give us a cheap price. So, we want to try to make it worth their while to come down here. I want to say last time they were here, they stayed in the motel and the whole time they were here instead of driving back and forth except for on the weekends.

President Caraway - The good news is we have the money and we when we've saved, we've saved the money due to our last rate increase from a couple of years ago.

General Manager Shadden - So yes, Sir, we've done very well. I appreciate it.

President Caraway - It's one of the things that was on the list to get done and I'm sure Manuel and you have decided that it's the most important.

General Manager Shadden - Yes and eventually, I showed you a piece of the the transite pipe that was in here last week and busted and that needs to be replaced at some time. We finish the sewer system, then we'll move in and we'll do the same thing. We'll pick an area like that and have them come directional on the new line in and move it all over and replace all the water lines and do away with the water leaks. So that's, it only takes money.

President Caraway -That's it.

Vice President Nicely - And we've got to do away with the water leaks because that would save us money.

General Manager Shadden - Yes, sir.

Director Rayburn - Especially if it's 50%.

General Manager Shadden - Yes. And now it was 50% last month and the month before that it was 80. And then the month before that it was 50. So, it just depends on the leaks.

President Caraway - You think it's that we're finding those leaks and fixing them and that's why that we've lost it? Or is it just ongoing leaks that we don't know where they're at?

General Manager Shadden - I think they've done a pretty good job of trying to keep up with them. But being on a larger scale from the city that I came from, where we had a 40 million gallon a day capacity, you know, if you had a six-inch line blowout, it's not a big deal. Here, if a six-inch line blows out, if you don't fix it within a few hours, the whole place is out of water. And that's another thing that we're looking at through the grant is possibly putting the water tower out on I-10 somewhere around to help with, you know, you're supposed to have so much elevated storage for fire protection and so on and so forth so we don't run out of water so fast. So that's part of the loop that we're looking at doing and possibly adding a water tower or something. And in fact, I've tried to get them to put a water tower in at Smith Point. But they had already done all the environmental and everything else, and I couldn't get it done.

President Caraway - Gotcha.

Director Woody made a motion to approve having LJA Engineering Services prepare documents and solicit bids to pipeburst existing sewer lines in the Winnie and Stowell areas at a cost not to exceed \$1,000,000.00. The motion was seconded by Director Rayburn, and it passed by unanimous vote.

II. DRAINAGE REPORT:

Amos Roy reported on Drainage.

WILLOW MARSH LILLY REMOVAL:

We are using two long reach machines to cover this area removing the lilies.

OGDEN TRIBUTARY:

Using a long reach with a grinder to clear the vegetation from the outfall.

EAST FORK OF DOUBLE BAYOU:

Started in this area around the middle of June. We are using a short reach mulcher to clear the Outfall.

OGDEN DITCH:

We started on this section of Ogden recently cutting the vegetation on the outfall. Unfortunately, shortly after starting the cutter head we had a mechanical issue, and we are waiting to get it back from being rebuilt.

EAST FORK TRIBUTARY:

We pulled this machine from the West side and started on the East side of the tributary due to terrain issues.

WEST FORK OF DOUBLE BAYOU AT HELLER ROAD:

We utilized our smaller Komatsu machine to clear the vegetation and silt that was in this outfall. The North and South leg brings water to the main West fork draining fields.

HERBICIDE APPLICATORS:

Ground crews have been applying around the Winnie/Stowell are trying to catch up after all the wet weather. Looking to bring the helicopter back post-harvest to catch the areas that are being

farmed. Mowers are having to work ahead of the ground applicators so they can safely travel the right of ways.

WATER PLANT LATERAL PIPE CHANGEOUT:

This past week, we took on the task of changing out the failing pipe that is under our main raw water intake lateral at the West Water Treatment Facility. We replaced the existing pipe with a larger, more heavy-duty pipe to handle the silt build up and debris that may come through the outfall. We still have a little bit of finish work to do to finalize the project. TxDot is to clean the remaining roadside outfall so the water will flow away from the water plant.

III. UTILITY REPORT:

Presented by Manuel Mendoza, Jr.

District wide repairs are ongoing.

Meter changeouts are ongoing.

IV. EXECUTIVE SESSION

GOVERNMENT CODE 551, SUBCHAPTER D

SECTION 551.071 - CONSULTATION WITH DISTRICT'S ATTORNEY REGARDING POSSIBLE LITIGATION

SECTION 551.072 - DELIBERATION ABOUT REAL PROPERTY

SECTION 551.074 - MATTERS OF PERSONNEL

SECTION 551.075 - CONFERENCE WITH EMPLOYEE

SECTION 551.076 - TO DELIBERATE THE DEPLOYMENT OR SPECIFIC OCCASIONS FOR IMPLEMENTATION OF SECURITY PERSONNEL OR DEVICES

If, during the course of the meeting covered by this Notice, the Board should determine that a closed or executive session of the Board should be held or is required in relation to any agenda item included in this Notice, then such closed or executive meeting or session, as authorized by the Texas Open Meetings Act, will be held by the Board at the date, hour, and place given in this Notice concerning any and all subjects for any and all purposes permitted by §551.071-551.084 of the Texas Government Code and the Texas Open Meetings Act, including, but not limited to, §551.071—for the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law.

V. ACTION ON ITEMS DISCUSSED IN EXECUTIVE SESSION.

No Action taken.

VI. BOARD MEMBER REPORTS:

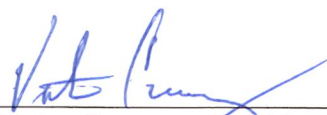
None.

VII. ADJOURN.

Vice President Nicely made a Motion to Adjourn. The motion was seconded by Secretary Hankamer and it passed by unanimous vote.

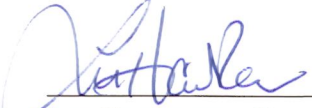
Meeting Adjourned at 9:40 a.m.

READ AND APPROVED:



Victor Caraway, President

Attest



Les Hankamer, Secretary

Date: 7/15/26