

**MINUTES OF MEETING
HURST CREEK MUNICIPAL UTILITY DISTRICT
NOVEMBER 10, 2025**

THE STATE OF TEXAS §

COUNTY OF TRAVIS §

The Board of Directors of Hurst Creek Municipal Utility District (the "District") met this date at 9:00 A.M. in Special session, open to the public at 102 Trophy Drive, The Hills, Texas 78738, and the roll was called of the duly constituted officers and members of the Board, to wit:

Present:	William A. Coskey	President
	James M. Wingard	Vice President
	Mike Maroney	Secretary
	Tom Stiles	Treasurer
	John Almond	Assistant Secretary

thus, constituting a quorum.

Also present were Earl Wood of Hurst Creek MUD and Angie Massey of the Village of The Hills.

1. Consider, discuss, and take any necessary action regarding Hurst Creek MUD's Employee Salary Survey/Study.

Earl Wood provided the report for this item. He explained why he selected the agencies he did and the Board discussed the salaries of all Hurst Creek MUD employees and how they compare with surrounding agency employees who perform similar duties. He reviewed current job postings and the current state of operations. He shared the labor shortage in water and wastewater operations and how it could threaten the Texas water supply. The Board asked about the certification process and Earl explained the process for water and wastewater operators in the state of Texas, including reciprocity of other states. He reviewed operation duties by class and indicated that Hurst Creek MUD operators can cover multiple departments. Earl discussed staff's recommendations for adjustments to employee salary brackets and how those would affect current employee pay rates. Finally, he reviewed current retirement benefits compared with other nearby agencies and their retirement benefits.

The Board requested a representative from TCDRS attend the June Board meeting when the Board will hold another discussion regarding salaries.

2. *The Board may go into Executive Session pursuant to Texas Government Code Sections §551.071 – Consultation with Attorney; §551.072 – Deliberation Regarding Real Property; §551.073 – Deliberation Regarding Prospective Gift; §551.074 – Personnel Matters; and/or §551.076 - Deliberation Regarding Security Devices or Security Audits.*

The Board recessed the open meeting and convened the Executive Session at 10:10 A.M.

The Board reconvened the open meeting at 10:55 A.M.

Director Stiles moved to approve the proposed Employee Salary Bracket Adjustments and Salary Adjustments, with one change: increasing the Receptionist's rate adjustment from \$1 to \$2 per hour. These adjustments are intended to align current employee salaries with the new bracket ranges and will take effect starting the first pay period in December 2025; Director Maroney seconded the motion, which carried 5-0.

The Board requested a special meeting on Monday, January 12, 2026, to brainstorm regarding long term succession and staffing, canceling the regular meeting scheduled for January 19th and scheduling a special meeting on Monday, January 26, 2026, at 9:00 A.M. instead.

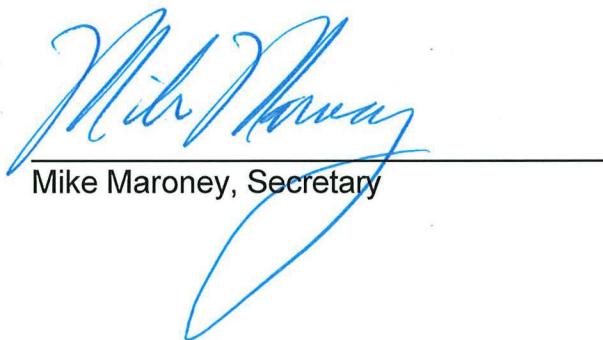
Earl mentioned that based on new Governmental Accounting Standards Board (GASB 101, Compensated Absences) the District's auditors recommended formalizing the policy on paid employee leave. Therefore, this item will be added to the November regular meeting agenda for consideration and approval.

Director Stiles moved to adjourn the Special meeting at 11:00 A.M.; Director Maroney seconded the motion, which carried 5-0.

The meeting adjourned at 11:00 A.M.

Approved by the Board of Directors and signed this 15th day of December 2025.

(seal)



Mike Maroney, Secretary