

**Barton Springs/Edwards Aquifer Conservation District  
Board of Directors Meeting Minutes  
Special Called Meeting and Work Session  
August 31, 2010**

Board members present at commencement: Mary Stone, Bob Larsen, and Craig Smith. Jack Goodman and Gary Franklin were absent. Staff present: Kirk Holland. No others attended. These minutes represent a summarized version of the meeting; the complete discussion of the following items is recorded digitally.

**1. Call to Order.**

Ms. Stone called the meeting to order at 6:01 p.m., noting that a quorum of the Board was present.

**2. Citizen Communications (Public Comments).**

There were no public comments.

**3. Discussion and possible action related to the annual review of the performance and the FY 2011 compensation of the General Manager/Chief Operating Officer, and a report on the General Manager's determination of FY 2011 staff compensation.**

Mr. Holland reviewed the prospective new salaries of the staff with the Board and answered a number of questions by the directors on the salaries and wages and their relation to budgeted amounts. The Board affirmed its support of the District's Incentive Compensation Policy generally but requested that certain provisions be reviewed in an upcoming Board meeting.

After discussion of the General Manager's performance, Mr. Smith stated that the General Manager has done a fine job and moved approval of a 2% increase for FY 2011.

Dr. Larsen seconded the motion and it passed unanimously with a vote of 3 to 0.

Mr. Smith moved to release \$5000 for the General Manager's Incentive Compensation.

Dr. Larsen seconded the motion for discussion. He then stated that the General Manager has done an admirable job and that he should be compensated, and made a "substitute motion" (but understood by the Board to be in fact a friendly amendment) to offer him the full 10%.

Mr. Smith agreed with the amended motion made by Dr. Larsen and it passed unanimously with a vote of 3 to 0.

**4. Work Session.**

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**The Board will hold a work session to discuss the establishment of the operational goals of the District in FY 2011.**

After discussion and upon the request of Ms. Stone, owing to only having three Board members present, the Board without objection agreed to re-schedule a work session for a later date when all members could be present.

**5. Adjournment.**

Ms. Stone adjourned the meeting at 7:25 p.m.

Approved by the Board:

By:   
Mary Stone, President

Attest:   
Craig Smith, Secretary