

THE STATE OF TEXAS

COUNTY OF HARRIS

On the 2nd of November, 2021, the Crosby Municipal Utility District called an operation and planning meeting of the Board of Directors at the office of the District at 103 W. Wahl, Crosby, Texas with the following members present:

Steve Schreiber - President
Eddie Foster – Vice President
Donna Davenport - Treasurer
Wesley Zarsky – Secretary
Diane Feland – Assist Secretary

Visitors present: Beth McCormack, Chris Wallace, Kristie Wenzrel, JoAnn Matthiesen, Teague Harris, Cherie' Zarskey

Called to order at 5:30 p.m. by Steve Schreiber.

Steve Schreiber opened the meeting with a prayer.

I. Old Business

a. Discuss policy regarding employee raises and take any necessary action.
Discussed in executive session.

b. Consider and act on Investment Policy

JoAnn Matthiesen went over the Investment Policy and also advised the board that the policy will need to be reviewed yearly.

A motion was made by Wesley Zarsky and seconded by Eddie Foster to approve the Investment Policy that was presented by JoAnn Matthiesen. Motion carried.

II. New Business

N/A

III. Engineer

Engineer made the following requests:

Request for approval to award contract to the low bidder recommended by the developer's engineer.

A motion was made by Wesley Zarsky and seconded by Donna Davenport to concur with award of contract to the low bidder that is recommended by the developer's engineer.

Motion carried.

IV. Recess into Executive Session according to the Texas Government Code Section 551.074 (a) regarding personnel matters and/or Section 551.071 consultation Consider and take necessary action on the result of the Executive Session with attorney pending or contemplated litigation.
A motion was made by Wesley Zarsky and seconded by Donna Davenport at 5:57 p.m. to adjourn into executive session.
Motion carried.

V. Reconvene into regular session
Reconvene into regular session at 7:00 p.m.

VI. Consider and take necessary action on the result of the Executive Session
The Board discussed the need for a cap on the COLA increase. It was agreed to table that discussion until after the budget meeting. Director Schreiber stated that he wants to reconsider the \$5,000 bonuses approved at the last Board meeting, in order to make sure that Chris and Beth are satisfied. After a full discussion, a motion was made by Director Zarsky and seconded by Director Feland to give Chris 3 extra personal days, starting January 1st, and to give Chris a \$1500 bonus on December 1st, which motion unanimously carried.

Upon a motion by Director Zarsky, seconded by Director Feland, the Board approved a raise for Beth to \$75,000, starting January 1st.

Beth and Chris both expressed their appreciation for the opportunity to work for the District and the compensation package revisions.

It was agreed that Chris and Beth would perform annual evaluations of their employees and provide those to the Board each January. Director Feland stated that she would contact someone to provide training on employee evaluations.

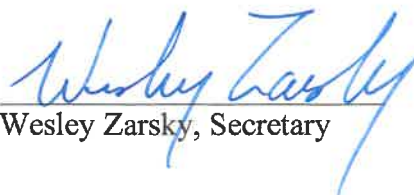
VIII. Adjourn

A motion was made by Wesley Zarsky and seconded by Diane Feland at 7:01 p.m. to adjourn.
Motion carried.



Steve Schreiber, President

ATTEST: KW



Wesley Zarsky, Secretary