

SOUTH TEXAS WATER AUTHORITY  
Special Board of Directors Meeting  
June 14, 2021  
Minutes

Board Members Present:

Brandon Barrera  
Jose Graveley  
Imelda Garza  
Frances Garcia  
Rudy Galvan  
Kathleen Lowman  
Patsy Rodgers  
Angela Pena

Board Members Absent:

None

Staff Present:

Carola G. Serrato

Guests Present:

Baldemar Garcia,  
RWSC  
Donald Lundmark,  
NWSC  
Katherine B. Ray,  
Ray Assoc., Inc.

1. Call to Order.

Mr. Brandon Barrera, Board President, called the Special Meeting of the STWA Board of Directors to order at 5:30 p.m. A quorum was present.

2. Citizen Comments.

Mr. Barrera opened the floor to citizen's comments. No comments were made.

3. Recruitment of Executive Director.

Ms. Ray reported to the Board that one of the five candidates had withdrawn from consideration as a result of being hired by a special utility district. She reviewed the Ranking Total Score information based on (1) the number of times a candidate was selected as the #1 pick, (2) the number of times a person is selected as #1 or #2 pick and (3) the number of times a person was in the top 3. Two candidates scored very close with the third candidate trailing by less than a five-point difference. The fourth candidate did not score as well.

When questioned about totals for all score sheets, Ms. Ray indicated that it appeared the scoring

was very subjective. Ms. Serrato commented that she was disappointed in the scoring of candidates with utility experience being lower than the candidate without actual utility experience. Ms. Ray reiterated that the scoring seemed subjective and that she had originally excluded that particular candidate since the individual did not have utility experience. However, she was asked to reinstate the candidate. Ms. Serrato clarified that the request was not from staff. Mr. Barrera indicated that he had made the request.

A question was asked about whether the candidates were required to have certain certifications and licenses. Ms. Serrato explained that a Tax Assessor/Collector certification and a minimum of a "C" Distribution license through the TCEQ would be best. She indicated that Jo Ella Wagner and Frances DeLeon had their Tax A/C certifications and certain field personnel had their "C" licenses. She added that the Board may want to make obtaining these licenses/certificates within a certain time frame as part of an employment contract.

Mr. Galvan commented that in some cases other skills and the ability to work with people can make up for lack of other knowledge. Ms. Garza commented that it was difficult to score the individuals based on their videos and answers to questions. She expressed a preference to meeting face to face with the candidates. Ms. Lowman agreed that the questions asked of the candidates may not have covered the type of information being sought by the Board. However, she also agreed that utility experience was a very important factor.

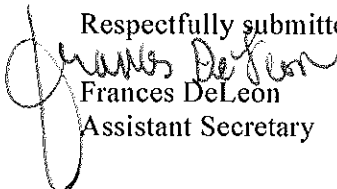
The Board revisited the Ranking Total Scores and considered the possibility of continuing with the screening process of three out of the four candidates. The subject of current employees applying for the position was broached. Ms. Serrato indicated she could provide additional details; however, she felt personnel matters warranted being discussed in a closed session.

The Board entered into Executive Session at 6:00 p.m. The Board returned to Open Session at 6:08 p.m. No action was taken during Executive Session.

After further discussion, a motion was made by Ms. Garza to proceed with the screening process and interviewing of all four (4) candidates and opening the position to current employees. Mr. Galvan seconded the motion. The motion passed on a seven to one vote.

13. Adjournment.

With no further business to discuss, the meeting was adjourned at 6:30 p.m.

Respectfully submitted,  
  
Frances DeLeon  
Assistant Secretary