

Minutes
September 17, 2025
UGRA Board of Directors Regular Meeting

Notice having been duly given, a Regular Meeting of the Upper Guadalupe River Authority Board of Directors was held at the Guadalupe Basin Natural Resources Center, 125 Lehmann Drive, Kerrville, Texas, at 3:00 pm on Wednesday, September 17, 2025. Bill Rector, President; Maggie Snow, Vice-President; Austin Dickson, Secretary; Diane McMahon, Treasurer; Weir Labatt; Jonathan Letz; Blake Smith; and Jeanne Stacy were present and constituted a quorum. Also present were: Tara Bushnoe, General Manager; Tammy Thompson, Business Manager/Assistant General Manager; Nicole Shepherd, Environmental Laboratory Manager; Shelby Taber, Natural Resources Manager; Don Harris, Kerr County Commissioner Precinct 4; Matt Ables, KISTERS; Father Scott Jaynsek, Notre Dame Catholic Church; Chris Gordon, American Communications; Tom Moser; Lance Parish; and Sarah Stewart.

President Rector introduced Item II. Prayer and Pledge of Allegiance. Father Jaynsek gave the invocation, and President Rector led the Pledge of Allegiance.

President Rector introduced Item III. Visitors/Citizens forum. There were no comments from the audience.

President Rector introduced Item IV. Public Hearing on Proposed Tax Rate for Tax Year 2025 (FY26) and convened the hearing at 3:04 pm. There being no comments, President Rector closed the hearing at 3:04 pm.

President Rector introduced Item V. A. Minutes of the Regular Meeting of August 27, 2025. Director McMahon moved to approve the Minutes of the Regular Meeting of August 27, 2025 as presented. Director Letz seconded the motion. There being no discussion, President Rector called for a vote. The Minutes of the Regular Meeting of August 27, 2025 were approved by a unanimous vote. President Rector introduced Item V. B. Financial Report for the Month ended August 31, 2025. Ms. Bushnoe presented a summary of the financial report and highlighted various revenue and expense accounts. Director Smith moved that Item V. B. Financial Report for the Month ended August 31, 2025 be approved as presented. Director Snow seconded the motion. There being no discussion, President Rector called for a vote. The Financial Report for the Month ended August 31, 2025 was approved by a unanimous vote.

President Rector introduced Item VI. Presentation and Discussion of Committee Reports.

A. Executive Committee:

- President Rector provided the following committee updates:
 - Met on September 9, 2025.
 - Reviewed the budget, proposed Tax Rate, and items for the Board Agenda.

B. Human Resources Committee:

- Director Stacy provided the following committee updates:
 - Did not meet since the last Board Meeting.
 - Deferred to Item XVI. on the Board Agenda regarding selection of medical benefits provider.

C. Outreach and Education Committee:

- Director Dickson provided the following committee updates:
 - Did not meet since the last Board Meeting.
 - Discussed via email a sponsorship of riparian landowner workshops hosted by Hill Country Alliance. Deferred to item XV. on the Board Agenda.
 - Staff have conducted 10 site visits with landowners to discuss riparian restoration.

- Ms. Bushnoe reported that the Rainwater Catchment Rebate Program funded six applications since the last Board Meeting. Since the beginning of the program in March 2011, a total of 723 applications have been funded for \$84,656. To date in FY25, a total of 51 applications have been funded for \$16,992.

D. Watershed Stewardship Committee:

- Director McMahon provided the following committee updates:
 - Did not meet since the last Board Meeting.
 - Discussed pausing Brush Management Cost Share Program via email. Deferred to item XI. on the Board Agenda.
 - Also discussed via email allocating \$10,000 within the watershed programs budget to provide seeds and trees to help with restoration. Deferred to item XVIII. on the Board Agenda.
 - Ms. Bushnoe reported that the water enhancement through brush management cost share program has not funded any applications since the last board meeting. Since the beginning of the program in January 2010, a total of 207 applications have been funded for \$667,213 and treated approximately 16,098 acres. To date in FY25 there have been 4 applications funded for a total of \$16,133 across 230 acres.

E. Flood Prediction and Control Committee:

- President Rector provided the following committee updates:
 - Met on September 12, 2025.
 - Reviewed the Flood Warning System project activities and the Guadalupe River Flood Warning System working group activities.
 - Discussed requesting assistance from NRCS to develop a feasibility study of flood detention dams in Kerr County. Deferred to item VIII. on the Board Agenda.
 - The following members of the public spoke on this item: Chris Gordon, American Communications.

F. Habitat Conservation Ad Hoc Committee:

- Director Smith provided the following committee updates:
 - Discussions have continued regarding a format for Kerr County participants to have a role in the Habitat Conservation Plan. Instead of covering 2nd party take entities for certain activities, the plan may develop a standard aquatic resource relocation plan (ARRP) for Kerr County participants to use when needed. Also, GBRA will assist UGRA staff with certification to work with endangered freshwater mussels.

G. Aggregate Production Operation Community Advisory Council:

- Director McMahon provided the following committee updates:
 - Met on September 16, 2025.

- APO meeting topics: reports from quarries about volume of water in the pits during the flood, TPWD review of gravel deposits to determine if jurisdictional to remove.

President Rector introduced Item VII. Presentation – Flood Detention Dam Concept – Mike Hughes. President Rector introduced Mr. Hughes and gave a summary of Mr. Hughes’ background to the Board. Mr. Hughes presented the concept of Flood Detention Dams to the Board. The following members of the public spoke on this item: Tom Moser, Lance Parisher, and Matt Ables, KISTERS. General discussion followed. As this was a presentation only, no action was taken.

President Rector introduced Item VIII. Discussion and Appropriate Action – Review and Approve NRCS Watershed Program Planning Assistance Request. Ms. Bushnoe presented a summary of the NRCS Watershed Program and gave staff recommendation of submitting a letter requesting assistance to develop a preliminary feasibility study regarding detention dams in the Guadalupe River watershed in Kerr County. Director Labatt moved to approve submission of a request for assistance to NRCS to develop a preliminary feasibility study regarding flood detention dams in the Guadalupe River watershed in Kerr County. Director Snow seconded the motion. General discussion followed. There being no further discussion, President Rector called for a vote. Approved by a unanimous vote.

President Rector introduced Item IX. Discussion and Appropriate Action – Review and Approve Amendment to Contract for Flood Warning System with KISTERS North America. Ms. Bushnoe presented a summary of the Amendment to the Contract for Flood Warning System with KISTERS North America. Director Letz moved to approve Resolution No. 2025-19 Approve authorizing the General Manager to work with the Flood

Prediction and Control Committee to execute a contract amendment with KISTERS North America for additional Task 4 services as described in Attachment A in an amount not to exceed \$20,000. Director Stacy seconded the motion. General discussion followed. There being no further discussion, President Rector called for a vote. Resolution No. 2025-19 was approved by a unanimous vote.

President Rector introduced Item X. Discussion and Appropriate Action – Review and Approve Fiscal Year 2025 Budget Amendments. Ms. Bushnoe presented Fiscal Year 2025 Budget Amendments to the Board. Director Smith moved to approve Resolution No. 2025-20 Approve the FY25 annual budget amendments as presented in Attachment A. Director Dickson seconded the motion. There being no discussion, President Rector called for a vote. Resolution No. 2025-20 was approved by a unanimous vote.

President Rector introduced Item XI. Discussion and Appropriate Action – Review and Approve Revision to Water Enhancement Cost Share Program. Ms. Bushnoe presented a summary of the Water Enhancement Cost Share Program and the proposed modifications to the program guidelines presented in Attachment A. Director McMahon moved to approve Resolution No. 2025-21 Approve authorizing revisions to the Water Enhancement Cost Share Program. Director Labatt seconded the motion. General discussion followed. Director Letz stated he was not in favor of pausing the program because NRCS has restrictive guidelines for brush management in place that the landowners must follow. There being no further discussion, President Rector called for a vote. Resolution No. 2025-21 was approved by a 6-2 vote.

President Rector introduced Item XII. Discussion and Appropriate Action – Review and Approve Interlocal Agreement (ILA) Between Kerr County and UGRA for Water Quality Protection through Feral Hog Management Program. Ms. Bushnoe presented a summary of the ILA between Kerr County and UGRA for Water Quality Protection through Feral Hog Management Program. Director Letz moved to approve Resolution No. 2025-22 Approve authorizing the ILA Between Kerr County and UGRA for Water Quality Protection through Feral Hog Management for FY26. Director Snow seconded the motion. General discussion followed. There being no further discussion, President Rector called for a vote. Resolution No. 2025-22 was approved by a unanimous vote.

President Rector introduced Item XIII. Discussion and Appropriate Action – Review and Approve Agreement for UGRA 2nd Grade Science Day Program with Riverside Nature Center. Ms. Bushnoe presented a summary of the Agreement for UGRA 2nd Grade Science Day Program with Riverside Nature Center. Director McMahon moved to approve Resolution No. 2025-23 Approve authorizing the FY26 Agreement with Riverside Nature Center for the UGRA 2nd Grade Science Day Program in an amount not to exceed \$4,200. Director Smith seconded the motion. There being no discussion, President Rector called for a vote. Resolution No. 2025-23 was approved by a unanimous vote.

President Rector introduced Item XIV. Discussion and Appropriate Action – Review and Approve Agreement for Guadalupe River Water Resources Educational Programs with Riverside Nature Center. Ms. Bushnoe presented a summary of the Agreement for Guadalupe River Water Resources Educational Programs with Riverside Nature Center to the Board. Director Labatt moved to approve Resolution No. 2025-24 Approve authorizing

the FY26 Agreement with Riverside Nature Center for Guadalupe River Water Resources Educational Programs in an amount not to exceed \$4,000. Director Stacy seconded the motion. There being no discussion, President Rector called for a vote. Resolution No. 2025-24 was approved by a unanimous vote.

President Rector introduced Item XV. Discussion and Appropriate Action – Review and Approve Agreement for Riparian Landowner Workshops with Hill Country Alliance. Ms. Bushnoe presented a summary of the Agreement for Riparian Landowner Workshops with Hill Country Alliance. Director Letz moved to approve Resolution No. 2025-25 Approve authorizing the FY26 Agreement with Hill Country Alliance for post flood riparian restoration landowner workshops in an amount not to exceed \$2,800. Director Stacy seconded the motion. General discussion followed. There being no further discussion, President Rector called for a vote. Resolution No. 2025-25 was approved by a unanimous vote.

President Rector introduced Item XVI. Discussion and Appropriate Action – Review and Approve Selection of FY26 Employee Insurance Medical Benefits Provider and Plan. Ms. Bushnoe presented a summary of the recommended FY26 Employee Insurance Medical Benefits Provider and Plan to the Board. Director Labatt moved to approve Resolution No. 2025-26 Approve authorizing the selection of FY26 Employee Insurance Medical Benefits Provider and Plan. Director Snow seconded the motion. General discussion followed. There being no further discussion, President Rector called for a vote. Resolution No. 2025-26 was approved by a unanimous vote.

President Rector introduced Item XVII. Discussion and Appropriate Action – Review and Approve Agreement for Maintenance and Operation of USGS Gauges in Kerr County for FY26. Ms. Bushnoe presented a summary of the Agreement for Maintenance and Operation of USGS Gauges in Kerr County for FY26 to the Board. Director Snow moved to approve Resolution No. 2025-27 Approve authorizing the FY26 Agreement with USGS for operation and maintenance of gauges in Kerr County in an amount not to exceed \$58,940. Director Stacy seconded the motion. General discussion followed. There being no further discussion, President Rector called for a vote. Resolution No. 2025-27 was approved by a unanimous vote.

President Rector introduced Item XVIII. Discussion and Appropriate Action – Review and Adopt Fiscal Year 2026 Watershed Program Budget (Account 63480.03). Ms. Bushnoe presented a summary of the Fiscal Year 2026 Watershed Program Budget to the Board and the recommendation to adopt the budget line item separately from the entire budget. Director Smith moved to approve Resolution No. 2025-28 Approve Adopting the FY26 Watershed Programs Budget (Account 63480.03) in the amount of \$389,558. Director Stacy seconded the motion. General discussion followed. There being no further discussion, President Rector called for a vote. Resolution No. 2025-28 was approved by a 7-0 vote with Director Letz abstaining due to a disclosed conflict of interest.

President Rector introduced Item XIX. Discussion and Appropriate Action – Review and Adopt Fiscal Year 2026 Budget and Fund Balance Designations. Ms. Bushnoe presented a summary of the Fiscal Year 2026 Budget and Fund Balance Designations to the Board. Director Labatt moved to approve Resolution No. 2025-29 Approve adopting the FY26

Budget as depicted in Attachment A and Adopting Fund Balance Designations for FY26. Director Stacy seconded the motion. There being no discussion, President Rector called for a vote. Resolution No. 2025-29 was approved by a unanimous vote.

President Rector introduced Item XX. Discussion and Appropriate Action – Review and Adopt Maintenance Tax Rate for the 2025 Tax Year (FY26). Ms. Bushnoe presented a summary of the Maintenance Tax Rate for the 2025 Tax Year (FY26). Director McMahon moved to approve Resolution No. 2025-30 Approve Adopting the Maintenance Tax Rate for Tax Year 2025 (FY26). Director Snow seconded the motion. General discussion followed. There being no further discussion, President Rector called for a vote. Resolution No. 2025-30 was approved by a unanimous vote.

President Rector introduced Item XXI. Discussion and Appropriate Action – Conduct Election of FY26 Officers. Director Smith presented the Nominating Committee’s recommendation for slate of officers to serve from October 1, 2025 through September 30, 2026: Maggie Snow, Vice-President; Austin Dickson, Secretary; and Diane McMahon, Treasurer. Director Smith moved to approve the slate of Board Officers to serve from October 1, 2025 – September 30, 2026 as presented by the Nominating Committee. Director Letz seconded the motion. There being no discussion, President Rector called for a vote. The motion to approve the slate of officers as presented by the Nominating Committee was approved by a unanimous vote.

President Rector introduced Item XXII. A. General Manager’s Report. Ms. Bushnoe updated the Board on presentations activities and trainings in which UGRA initiated or

participated, investigations, Guadalupe Basin Flood Planning Group, Kerr Together Long-Term Recovery Board and Working Groups. President Rector introduced Item XXII. B. Business Manager’s Report. Ms. Thompson updated the Board on Business operations, facility maintenance, and the EduScape. President Rector introduced Item XXII. C. Laboratory Manager’s Report. Ms. Shepherd updated the board on current laboratory operations and presented lab testing metrics. President Rector introduced Item XXII. D. Natural Resources Manager’s Report. Ms. Taber presented the rainfall and streamflow reports to the Board.

There being no further business, the meeting adjourned at 4:50 pm.

UPPER GUADALUPE RIVER AUTHORITY

ATTEST:

William R. Rector, President
Board of Directors

Austin Dickson, Secretary
Board of Directors