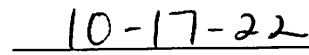


***SOUTHWEST MILAM WATER SUPPLY CORPORATION
BOARD OF DIRECTORS MEETING
September 27, 2022***

1. *Pledge of Allegiance*
2. *Invocation led by Thomas Nelson, Vice-President*
3. *President Called Meeting to Order 6:00 p.m.*
Present: Kit Worley, Thomas Nelson, Ricky Stewart, Bob Wilson, Gary Oslick, James Cargill, Lee Pelzel, Mike Offield and Robert VonGonten
Absent:
4. *Public Comment: None.*
5. *Discuss and Take Action: General Manager's position. The Board expressed their gratitude towards Ken Hall for his time served at Southwest Milam WSC. Discussed how to move forward with filling the vacancy. Motion made to go out and look for employment made by Ricky Stewart, seconded by Thomas Nelson – motion passed. Further discussed the advertising. Kit Worley, President discussed the need for Committees. The Application Review Committee was established and accepted by Kit Worley-President, Thomas Nelson-Vice President and Ricky Stewart-Secretary/Treasurer. Discussed that a job description needs to be written and a salary range needs to be established that would be based upon experience. Discussed Ken Hall's starting salary when he was hired and also Clay Pelzels's starting salary as the Assistant Manager. Motion made to start new manager at \$100,000.00 and up depending on qualifications made by Thomas Nelson, seconded by Ricky Stewart – motion passed. Discussed entities that can assist with a job description. The Job Description Committee was established and accepted by James Cargill, Gary Oslick and Robert VonGonten and the Advertising Committee was established and accepted by Mike Offield, Bob Wilson and Lee Pelzel. Discussed that applications will be required to be sent in by mail. Discussed a time limit that will limit how long the Board will accept applications and was agreed to be upwards of 90 days or until filled. The Board agreed to not advertise in any newspapers. Ken Hall discussed with the Board what procedures or compensations are needed during the General Manager's vacancy for employees that will be most affected. The Board agreed to discuss at the next Board meeting.*
6. *Meeting adjourned at 7:17 p.m.*



SECRETARY/TREASURER



DATE