



MINUTES OF THE
Hemphill County Underground Water Conservation District
Board Meeting
December 9, 2025 @ 5:00 P.M.
Hemphill County UWCD District Board Room

The Hemphill County Underground Water Conservation District Board met with the following in attendance: Marty Carr, Tom Isaacs, Spencer Hanes, Craig Cowden, and Elizabeth Light

Others Present:

Members Absent:

1) ESTABLISHMENT OF A QUORUM

Following the roll call Christa Perry called the meeting to order at 5:30 p.m. on December 9, 2025 and established a quorum of the Board.

2) Public Comment

No Public Comment

3) Consent Agenda

(a) Review and Approval of Minutes of Board Meeting held as follows:

- October 14, 2025, Regular Board Meeting

Action: Motioned by Spencer Hanes and seconded by Elizabeth Light to approve Consent Agenda Item 3 (a)

Vote: 5-0 In Favor

4) Action Agenda-These items may not have been addressed in the order in which they are listed:

(a) Take up, consider and take action on Management Report from General Manager, discussing recent meetings attended, well registrations and permits acted on by the General Manager, status of any administratively incomplete applications (if any), field and water quality lab activity report, activities related to District's education program, rainfall information.

Action: Motioned by Spencer Hanes and seconded by Craig Cowden to approve the Management Report for December 2025 with the reminder to include the 5- year average rainfall spreadsheet.
Vote: 5-0 in Favor

(b) Take up, Consider and Take Action to Approve October and November 2025 Financial Reports, Ratify Bills Paid for October and November 2025.

Action: Motioned by Spencer Hanes and seconded by Craig Cowden to approve the Financial Report for October and November 2025

Vote: 5-0 in Favor

(c) Take up, Consider and Take Action to approve Rule Amendment Resolution and Order 2025-03.

Action: Motioned by Spencer Hanes and seconded by Craig Cowden to approve Rule Amendment Resolution and Order 2025-03 for legislative requirement changes of 88th and 89th Legislative Sessions.

Vote: 5-0 in Favor

(d) Take up, consider, and take action on TCDRS employment termination for part-time employees.

Action: Motioned by Spencer and seconded by Tom Isaacs to approve “terminate” or remove Carolyn Price and Jeff Hohertz from the TCDRS list as of December 9, 2025.

Vote: 5-0 In Favor

(e) Take up, Consider and Take Action on Enforcement Issues relating to drilling permit that exceeds the 60-day filing requirement under 5.711

Action: Motioned by Elizabeth Light and seconded by Tom Isaacs to approve the enforcement of \$200, or \$100/report for the late drilling report #711042 and late plugging report #250348, for Howard Drilling Company.

Vote: 5-0 in Favor.

(f) Review Annual Leave and Sick Leave Sections of the Employee Policy.

Action: Discussion to cut back sick leave to 10 days/year with no pay out annually or at termination with no carryover from one year to the next. For vacation, apply 3 weeks or 120 hour of vacation for general manager and 2 weeks or 80 hours for full time, 32-hour/week employee. Continue to discuss with HR lawyer to meet industry standards.

Vote: NO VOTE

(h) District Rules Work Session

Action: Review List of Chapters 1-4 updates from Drew Miller of Kemp Smith

Vote: No vote needed

(5) Discussion Agenda

(a) Discuss Items for Future Board Meeting Agenda and Set Next Meeting Date and Time

Action: Following open discussion, the next meeting date is confirmed Monday, January 12th, 2025.

6.) Adjournment

Action: Motioned by Elizabeth Lights and seconded by Craig Cowden for the board to adjourn at 7:30 pm.

Vote: 5-0 In Favor

Marty Carr, President

Elizabeth Light, Secretary