

November 30, 2023
San Benito, Texas

A joint meeting of the Board of Directors of Cameron County Drainage District No. 3 and Cameron County Irrigation District No. 2 convened on November 30, 2023, at 10:00 a.m., at the office of the Districts pursuant to notice duly given as required by law. A quorum of the Directors of Cameron County Drainage District No. 3 was present, being Ronaldo Garcia (President) and Matthew McCarthy. A quorum of the Directors of Cameron County Irrigation District No. 2 was present, being Sam Simmons (President), Lupe Argullin, Buck Rhyner, and Brady Taubert. Also present was Sonia Lambert, Joint Manager; Craig Harmon, Assistant Manager; and B.R. Dossett, Attorney for both Districts.

1. A quorum of both Districts being present, President Garcia and President Simmons jointly called the meeting to order and jointly presided.
2. Public Comment Period. No one appeared. No written comments were received.
3. Jointly Recess Open Meeting and Jointly Convene Closed Meeting. At 10:01 a.m., the President of each District announced that the Boards of each District would jointly recess the open meeting and jointly convene a closed meeting pursuant to Texas Government Code § 551.074 to evaluate the Assistant Manager. In addition to the Board members of each District, Manager Lambert and Attorney Dossett also attended the closed meeting. Craig Harmon did not attend the closed meeting.
4. Reconvene in Open Session. At 10:23 a.m., President Garcia and President Simmons jointly reconvened the meeting and jointly presided. It was noted there was no change in those in attendance.
 - 4.1 The motion was made and seconded that Craig Harmon be employed as the Joint General Manager of Cameron County Irrigation District No. 2 and Cameron County Drainage District No. 3, beginning January 1, 2024, at a salary of \$120,000.00 per year, that Mr. Harmon, presently being on the Drainage District's payroll, remain on the Drainage District's payroll, and that the Irrigation District reimburse the Drainage District for 50% of the salary, social security, employer contributions to the Drainage District's retirement plan, and other employer related costs of Craig Harmon's employment, except health insurance. Following a discussion, the motion unanimously carried. Craig Harmon accepted these terms.
 - 4.2 It was noted that the Drainage District pays the same premium per employee for health care coverage, and that Craig Harmon is covered under a third party plan. The motion was made and seconded that the premium the Drainage District would have to pay for Craig Harmon's if he were covered under the Drainage District's health insurance plan be paid to Craig Harmon, and that the Irrigation District reimburse the Drainage District for 50% of the amount paid. Following a discussion, the motion unanimously carried.
 - 4.3 It was noted that Sonia Lambert has two months of unused vacation, which she elected not to use in order to be present during the months of November and December to assist in Craig Harmon's transition to General Manager. The motion was made and seconded that Sonia Lambert be paid for the two months unused vacation time. Following a discussion, the motion unanimously carried.
 - 4.4 The motion was made and seconded that Sonia Lambert be hired as a consultant / independent contractor for three months beginning January 1, 2024, the fee for her services to be the equivalent of her current monthly salary. Following a discussion, the motion unanimously carried.
 - 4.5 Sonia Lambert announced that she will continue to answer questions and consult with Craig Harmon and the Boards of each District's after the end of the three month consultant period. It was noted that as of today, there has been no action on Sonia Lambert's application for Medicaid coverage and as a consequence there most likely

will be a gap in her health insurance coverage between her last day as Manager and the day that her Medicaid coverage begins. The motion was made and seconded that as additional compensation for her consultant services, Sonia Lambert's health care coverage be continued, at the cost of the District's, until her Medicaid coverage commences. Following a discussion, the motion unanimously carried.

5. Adjournment. It was announced that the regular meeting of Cameron County Drainage District No. 3, scheduled to convene at 10:30 a.m, would convene after a short break. There being no further business, the meeting was adjourned at 10:32 a.m.

approved and signed xxxxx 12/18/23

Ronaldo Garcia, President

approved and signed xxxxx 12/18/23

Matthew McCarthy, Vice-President