

Minutes
Lakeway Municipal Utility District
Board of Directors Meeting
August 28, 2025

The Board of Directors met in Special session at 9:30AM at 1097 Lohmans Crossing, Lakeway, Texas, with the following participating:

Directors Present:	Lawrence Christian Frank Cooley Jason Buddin Phil Lanier Don Goff
Directors Absent :	None
Staff Present:	Earl Foster Stephanie Threinen
Attorneys Present:	None

QUORUM:

1. Determine Quorum and Call to Order
Meeting was called to order at 9:30 AM.
Christian declared a quorum of Directors present.
2. Pledge of Allegiance was led by Christian.

CITIZENS

3. None

AGENDA ITEMS:

4. Discussion and Possible Action pm FY25 Draft Revenue/Expense Budget.
 - Foster said there will be an HR Committee meeting later today to finalize the Health Insurance and Merit increase and said he was using the 4% for Merit, and that the new Health Insurance increase is 16.9% which is plugged into the budget.
 - Foster then reviewed the expenses by category stating the overall increase was around 6%.
 - Lanier asked about the insurance rates; Foster said 2 years ago we didn't have much increase, but over the years it has increased dramatically after Covid.
 - Cooley asked if Covid caused the increases; Foster replied they are trying to get whole from previous years when they were not and trying to project out what may happen.

- Cooley asked the name of the new plan; Foster replied Signa.
- Christian asked if we had anything where the numbers are consolidated; Foster replied yes in the Draft Summary.
- Cooley asked if we knew how other MUD's were doing; Foster replied everyone is in the same boat with insurance, and the 4% is common. Foster added our problem is keeping operators.
- Cooley asked about signing bonuses; Foster replied we don't have them but may need to look again at our salary grids.
- Cooley asked about apprentice programs; Foster replied that we are looking into that, and we do have a summer program in hopes of finding talent.
- Christian asked if the Finance Committee had reviewed the budget; Foster said they would review next Tuesday after the HR Committee meets today.
- Christian said we get the final cut at this at our next meeting; Foster replied yes, at the Regular Meeting on September 10.
- Christian asked if we will look at the Capital Expenditure report; Foster said yes, I've been revising it.
- Lanier asked when the Board would see it; Foster said anytime, and I call it the cash flow.
- General Board discussion.
- No action was taken.

5. Discussion and possible action to approve Leak Adjustment for 104 Wanakah Ct.

- This item was pulled.
- Cooley asked if we could make the use of Watersmart a condition for granting Leak Adjustments; Foster said we do negotiate with them as we are working through the Adjustment.

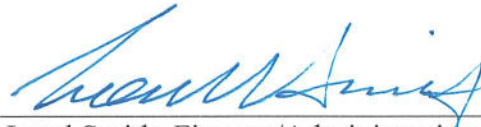
CONSENT AGENDA- The following consent items may be approved by one Board vote. Any Director may pull consent items from the consent agenda for discussion.

Goff moved to approve the consent agenda; Lanier seconded. Motion passed unanimously.

6. Approve Minutes from Regular Board meeting August 13, 2025.

ADJOURNMENT

The meeting was adjourned at 10:07 AM.



Loyd Smith, Finance/Administration Manager

Minutes approved on the 10thth day of September 2025.



VICE _____
President, Board of Directors

ATTEST:



Secretary, Board of Directors

