



TO: Brownsville Public Utilities Board Compensation Committee
 FROM: Joseph L. Hollmann, PhD, Committee Chair
 SUBJECT: Notice of a Compensation Committee Meeting

Date: May 21, 2024

MEETING DATE: **May 24, 2024**
 TIME: **4:30 PM**
 LOCATION: **BPUB Annex Building
 Board Room
 1425 Robinhood Dr.
 Brownsville, TX 78521**

Dial In: 1-408-418-9388
Access Code: 2509 520 6543 # #

Members of the public may listen to the meeting as it is being held by dialing one of the numbers listed below (same access code above). Because of technology limitations, only a limited number of callers will be allowed to call in.

Dial by your location: 1-408-418-9388 (US Toll)	
1-617-315-0704 (Boston)	1-312-535-8110 (Chicago)
1-469-210-7159 (Dallas)	1-720-650-7664 (Denver)
1-904-900-2303 (Jacksonville)	1-213-306-3065 (Los Angeles)
1-646-992-2010 (New York City)	1-602-666-0783 (Phoenix)
1-206-207-1700 (Seattle)	1-202-860-2110 (Washington, DC)

DISCUSSION AND POSSIBLE ACTION ON THE FOLLOWING MATTERS:

MEETING AGENDA

Call Open Meeting to Order at 4:30 PM

PUBLIC COMMENTS

Please note the following:

PUBLIC COMMENTS WILL ONLY BE ACCEPTED IN WRITING NO LATER THAN ONE (1) HOUR IN ADVANCE OF THE MEETING BY SENDING THEM TO PublicComments@brownsville-pub.com. In the body of the email please include date, your name, your address, phone number, agenda item number, if applicable, or subject of discussion, and your comments.

- THERE IS A THREE (3)-MINUTE TIME LIMIT PER SPEAKER. THE PRESIDING OFFICER MAY, BUT IS NOT REQUIRED TO, ALLOW ADDITIONAL TIME TO A SPEAKER.
- THE SPEAKER MUST IDENTIFY BY NAME, ADDRESS, AND ORGANIZATIONAL AFFILIATION (IF ANY) BEFORE SPEAKING.
- QUESTIONS AND COMMENTS SHOULD BE ADDRESSED TO THE BOARD AS A WHOLE, NOT TO INDIVIDUAL BOARD MEMBERS, THE CEO, OR MEMBERS OF THE AUDIENCE.

- IF AN ISSUE ADDRESSED IS NOT INCLUDED ON THE AGENDA, NO FORMAL ACTION WILL BE TAKEN.

ITEMS FOR PRESENTATION AND DISCUSSION

1. Presentation and Discussion of a Proposed Budget for Employee Compensation—Sergio Delgadillo
2. Presentation and Discussion on Enhancements to Brownsville Public Utilities Board Employee Benefits—Sergio Delgadillo
3. Presentation and Discussion on Proposed Leadership Development and Training Plan—Joe Amaya
4. Presentation and Discussion of Hard-to-Fill Positions and Recruitment Strategies—Joe Paredes
5. Presentation and Discussion on Proposed Enhancement to Brownsville Public Utilities Board Retirement Program to Include a Creditable Service Buy-Back Provision—Emilia Guerra

RECESS TO CLOSED MEETING to Consider Matters Pursuant to Tex. Government Code Chapter 551, et seq.

CLOSED MEETING

At this time the items on the Agenda designated for Closed Meeting will be considered. If there is an approved motion to go into Closed Meeting the listeners will be placed on "hold" until the Board returns to Open Meeting.

1. Discussion on Executive and Senior Management (Directors) Team Compensation and Benefits (Sec. 551.074).

RECONVENE OPEN MEETING

1. Discussion and Possible Recommendation on Closed Meeting Items
2. Discussion and/or Requests for Future Agenda Items

Adjournment



Joseph L. Hollmann, PhD, Committee Chair

The Brownsville Public Utilities Board (BPUB) Compensation Committee reserves the right to adjourn into executive session at any time to discuss any of the matters listed above, as authorized by Texas Government Code § 551.071 (Consultation with Attorney), § 551.072 (Deliberations about Real Property), § 551.074 (Personnel Matters), § 551.076 (Deliberations about Security Devices), § 551.086 (Public Utility Competitive Matters), § 551.087 (Economic Development), and § 551.089 (Department of Information Resources).

BPUB reserves the right to change the Meeting Room within the BPUB Facilities. If the specified room in the BPUB Facilities is changed before the Meeting after posting Notice, the Security Guard on the 1st Floor will direct attendees to the room in which the Meeting will be held.

I certify that a copy of the forthgoing agenda of items to be considered by the BPUB was posted on 5/21/24.

ATTEST:



Normal Sanchez, Recording Secretary