

**CITY OF HARLINGEN WATERWORKS SYSTEM**  
**Special Board Meeting Minutes**  
**Tuesday, January 27, 2026**

The Special Board Meeting of the Utility Board of Trustees was conducted on the 27th day of January 2026 at 5:00 P.M. in the Harlingen Waterworks System's Board Room located on the second floor at 121 East Harrison Avenue, in the City of Harlingen, Texas.

City Commissioners Present: Frank Morales, District 4

Board Members' Present: Michael Garza, Chairman  
Michael Murphy, Vice Chairman  
Scott Allex, Trustee  
Steven Ritter, Trustee  
Wayne Lowry, Trustee

Staff Present: Roy Rodriguez, Interim General Manager  
Gene McCullough, System Attorney  
Ron De La Garza, Director of Finances  
Jose L. Rodriguez, Director of Information Technology  
Cassandra Mata, Human Resource Manager

**AGENDA ITEM NO. 1: OPEN MEETING AND WELCOME**

Chairman Michael Garza called the meeting to order at 5:02 P.M. and inquired if the agenda had been posted in compliance with the law, which Nilda Sanchez confirmed it had.

**AGENDA ITEM NO. 2: PLEDGE OF ALLEGINANCE FOLLOWED BY INVOCATION**

Michael Garza commenced the meeting by welcoming everyone in attendance and honoring our country with the Pledge of Allegiance. Nilda Sanchez followed with a prayer.

**AGENDA ITEM NO. 3: CONFLICT OF INTEREST**

Michael Garza read the conflict-of-interest disclosure and asked the Board if anyone had any known conflicts of interest for this Board Meeting. None of the trustees reported a conflict of interest.

**AGENDA ITEM NO. 4: COMMUNICATION / INPUT FROM CUSTOMERS AND RESIDENTS OF HARLINGEN**

None.

**AGENDA ITEM NO. 5: DISCUSSION ABOUT THE 2025 COMPENSATION STUDY**

Roy Rodriguez briefed the Board on last year's compensation study and presented several options to address salary adjustments. These options included increasing pay for

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lower-level classifications and adjusting select mid-range salaries for positions identified as undercompensated when compared to current market rates.

Cassandra Mata provided a detailed presentation comparing Waterworks salaries with those of surrounding cities for comparable positions. Her analysis showed that Waterworks compensation does not currently compete with prevailing market rates in neighboring organizations. She explained that implementing competitive salary adjustments would support employee retention, improve recruitment efforts, and attract more highly qualified candidates to fill system positions.

Board discussion followed regarding implementing the proposed pay increases, with consideration given to making the adjustments effective within the next few pay periods.

**AGENDA ITEM NO.6: RESOLUTION**

- a) Consideration and possible action regarding Compensation Study and related Salary Adjustments.

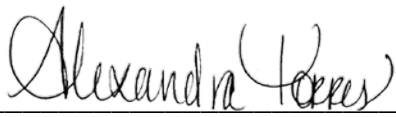
A motion was made to approve Resolution No. R2526-37 – approving 2025 Compensation Salary Increase.

Motion: Wayne Lowry  
Second: Michael Murphy

Motion to approve was carried by a vote of the Board (5-0).

**AGENDA ITEM NO. 7: ADJOURN**

There being no further business to discuss, Michael Garza adjourned the meeting at 5:22 P.M.

Attest:   
Alexandra Torres for Nilda Sanchez,  
Board Secretary