

RESOLUTION TO INDEMNIFY BOARD OF DIRECTORS

THE STATE OF TEXAS §
 §
COUNTIES OF TRAVIS §
AND HAYS §

WEST TRAVIS COUNTY PUBLIC UTILITY AGENCY:

WHEREAS, the Board of Directors of the West Travis County Public Utility Agency (“the Agency”) desires to adopt a resolution to indemnify and defend the officers and employees of the Agency, including members of the Board of Directors, in cases where claims or actions are brought against individual officers and employees in connection with the performance of their official duties for the Agency.

NOW THEREFORE, be it resolved by the Board of Directors of the West Travis County Public Utility Agency that:

Section 1. The Agency shall defend and indemnify any qualified officer or employee of the Agency, if any such officer or employee was, is, or is threatened to be made a named defendant or respondent in a proceeding, whether civil, criminal, administrative, arbitrative, or investigative, including all appeals, because of that person’s actions within the scope of duties as an officer or employee of the Agency. Indemnification shall be against all expenses, including, without limitation, attorneys’ fees, court costs, expert witness fees, judgments, decrees, civil fines, but not criminal fines if found guilty, and reasonable expenses actually incurred by such director in connection with the proceeding. However, the Agency Board of Directors may in its discretion establish a budget for such indemnification that may not be exceeded without prior approval of the Board of Directors. Such indemnification will not be provided for any act arising out of the intentional or knowing violation of any penal statute or ordinance or arising out of any conduct determined by final judgment to be an act of fraud or to have been taken with the intent to deceive or defraud, or for any personal or private business of such officer or employee, or for the gross negligence or official misconduct, or willful or intentionally wrongful act, or omission of such officer or employee. This indemnification is extended to current and past officers and employees for performance of their scope of duties for the Agency.

Section 2. The indemnification provided in this resolution shall also extend to good-faith expenditures incurred in anticipation of, or preparation for, threatened or proposed litigation, subject to any budget limitations established by the Board of Directors. The Board of Directors may, in proper cases, extend the indemnification to cover the good-faith settlement of any such action, suit, or proceeding, whether formally instituted or not.

Section 3. Indemnification provided in this resolution is extended to cover any appointed director upon being qualified as a director and taking the Oath of Office, and any employee upon commencing employment.

PASSED, APPROVED, AND ADOPTED this 15th day of July, 2020.

(SEAL)

Scott Roberts, President
Board of Directors

ATTEST:

Name: _____
Secretary, Board of Directors

DRAFT

American Water Works Association - Medium - 2019

Water/Wastewater Participants

Job L100 - Top Executive

Summary of All Reported Data by Ownership/Management Type

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E/N/U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
All	119	121	80	92% 3% 5%	\$143,293	\$151,713	\$149,887	\$111,088	\$134,276	\$156,359	18
Board Operated	67	66	73	96% 1% 3%	\$149,000	\$156,447	\$156,323	\$121,511	\$145,371	\$168,132	20
City/County	42	44	80	86% 5% 9%	\$120,000	\$131,079	\$129,568	\$100,044	\$121,977	\$142,845	14
Private	5	6	48	100% 0% 0%	\$146,000	\$149,100	\$145,000	*	*	*	*
Other	4	4	*	*	*	*	*	*	*	*	*

Summary of All Reported Data by Population Size

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E/N/U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
50 - 100,000	32	28	155	88% 3% 9%	\$152,861	\$169,599	\$169,599	\$123,423	\$150,726	\$169,664	25
25 - 50,000	29	28	91	90% 7% 3%	\$149,507	\$167,605	\$167,605	\$123,144	\$150,802	\$177,572	16
10 - 25,000	58	65	39	97% 0% 3%	\$127,150	\$135,119	\$133,763	\$96,067	\$113,986	\$134,719	16

Summary of All Reported Data by Total Employment

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E/N/U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range			Avg Weekly Overtime
								Min	Mid	Max	
Over 1,000	0	0	*	*	*	*	*	*	*	*	*
500 - 1,000	2	2	140	100% 0% 0%	\$205,504	\$212,667	\$212,667	\$153,297	\$186,736	\$227,843	*
200 - 500	8	7	131	100% 0% 0%	\$186,805	\$175,101	\$172,438	\$118,876	\$156,511	\$191,318	*
100 - 200	18	19	69	85% 8% 7%	\$146,082	\$141,018	\$141,018	\$112,900	\$136,449	\$157,417	15
50 - 100	39	36	33	100% 0% 0%	\$133,236	\$139,270	\$139,270	\$110,369	\$129,011	\$143,746	*
25 - 50	26	24	23	88% 0% 12%	\$117,452	\$123,393	\$123,530	\$91,110	\$107,797	\$128,769	13

D.V.D