



edwards aquifer
AUTHORITY

2025

OPERATING BUDGET

Adopted November 12, 2024

San Antonio, Texas

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2025 Operating Budget

Adopted November 12, 2024

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GOVERNMENT FINANCE OFFICERS ASSOCIATION

*Distinguished
Budget Presentation
Award*

PRESENTED TO

**Edwards Aquifer Authority
Texas**

For the Fiscal Year Beginning

January 01, 2024

Christopher P. Morrill

Executive Director

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MESSAGE FROM THE GENERAL MANAGER

February 7, 2025



Presented herein is the 2025 Operating Budget of the Edwards Aquifer Authority (EAA). This budget, adopted by the EAA Board of Directors (Board) on November 12, 2024, provides funding for EAA operations and programs in support of our mission to manage, enhance, and protect the Edwards Aquifer as directed by the Texas Legislature through the EAA Act (Act).

This budget is divided into and supports two distinct programmatic funds: a General Fund of \$24.8 million in projected expenses, supported primarily by revenue generated through the assessment of a general aquifer management fee (AMF) of \$50 per acre-foot; and an Edwards Aquifer Habitat Conservation Plan (EAHCP) Fund of \$21.1 million in projected expenses, supported primarily by revenue generated through the assessment of a \$40 per acre-foot program AMF. Combined, these two funds make for a \$45.9 million comprehensive budget funded by an overall AMF of \$90 per acre-foot, which represents a 2.27% (or \$2) increase over the previous year overall AMF rate. The purpose of the increase in AMF rate is due to inflationary costs absorbed over the past decade and the anticipated need to absorb costs of the triggering of the Voluntary Irrigation Suspension Program Option (VISPO) forbearance conservation measure for a third year in a row. The adopted rate for each respective programmatic area contemplates the planned expenses and the resulting projected reserve balances for each fund discussed later in this document. Please note that in addition to AMFs, some revenues are generated through collections related to the settlement of compliance matters and through EAA-controlled groundwater permit leases. These non-AMF-generated funds are not used to meet the operational requirements of the EAA. Instead, the Board has designated this revenue to be set aside in a Conservation/Aquifer Protection Fund dedicated to

providing funding for future and/or on-going special projects and programs related to the conservation and protection of the Aquifer.

EAA GENERAL FUND

The General Fund budget includes \$18 million in revenue and \$24.8 million in expenses (including capital outlays for equipment and debt service), representing a decrease of 17.5% and .6%, respectively, from 2024. The difference between the expenses and revenue results in a projected Net Loss of \$6.8 million, before depreciation, and will require the use of General Fund reserves from prior years. Possible utilization of reserves to cover operating and capital expenses is considered during the budget development process. The General Fund operating reserve balance is discussed in detail later in this document.

	Amended Budget FY2024	Adopted Budget FY2025	Variance	Percent Variance
Revenues				
Operating Revenues	\$ 21,526,700	\$ 17,602,750	\$ (3,923,950)	-18.2%
Non-Operating Revenues	238,954	354,385	115,431	48.3%
Total Revenues	\$ 21,765,654	\$ 17,957,135	\$ (3,808,519)	-17.5%
Expenses				
Capital Expenses *	\$ 1,586,484	\$ 1,544,000	\$ (42,484)	-2.7%
Operating Expenses	23,328,646	23,233,414	(95,232)	-0.4%
Total Expenses	\$ 24,915,130	\$ 24,777,414	\$ (137,716)	-0.6%
Net Income/(Loss)				
(Before Depreciation)	<u>\$ (3,149,476)</u>	<u>\$ (6,820,279)</u>	<u>\$ (3,670,803)</u>	
<i>* Includes both equipment and note principal payments</i>				

Revenues

Operating Revenue

General Fund operating revenue is derived almost solely from the AMF charged to all groundwater withdrawal permit holders. By far, the largest source of EAA revenue is the AMFs paid by non-agricultural groundwater withdrawal permit holders; that is Municipal and Industrial (M&I) users. As set forth in the EAA Act, M&I permit holders pay AMFs based on the amount of groundwater **authorized** under their permits.

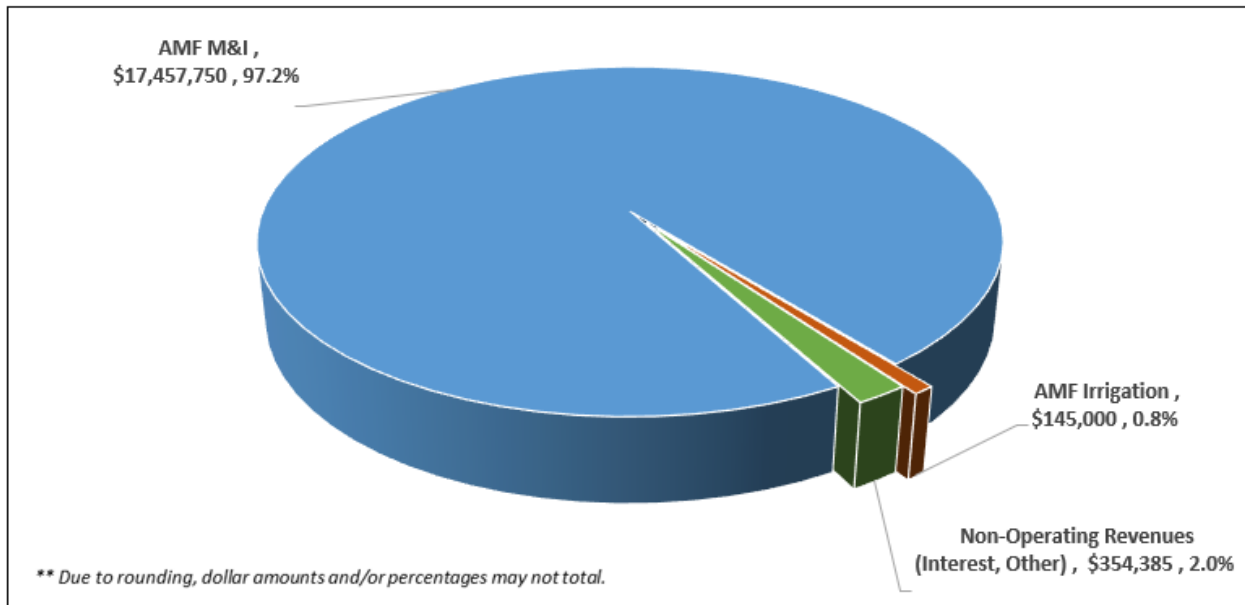
In 2025, the General Fund AMF rate decreased from \$58 to \$50 resulting in a decrease in revenue. Revenue from this source represents about 97.2% of total General Fund revenues in 2025.

Additional AMF-generated revenue comes from agricultural permit holders, who pay \$2 per acre-foot of groundwater **actually pumped** in a year as set forth in the Act. This represents less than 1% of the total budgeted revenue.

Non-Operating Revenue

Non-operating revenue, representing about 2% of total General Fund revenue, consists of interest income and miscellaneous income. Interest income is expected to decline in 2025 when compared to 2024 due to anticipated decreases in the federal funds interest rate throughout the year. Miscellaneous income (including application fees) is relatively insignificant.

**Total Revenues by Source
2025**

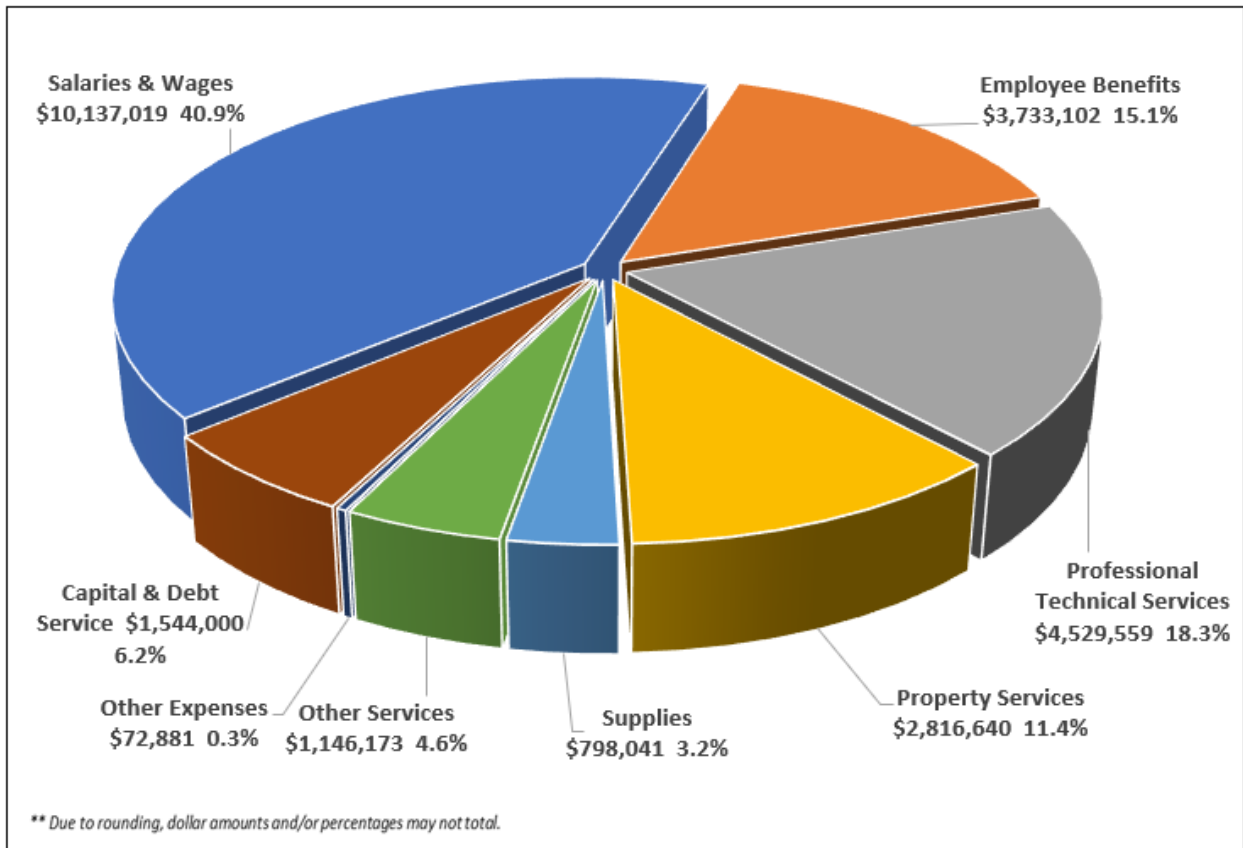


Expenses

This 2025 General Fund budget funds the programs and staffing necessary to accomplish the EAA’s strategic initiatives and conduct daily operations. Expenditures (operating expenses, capital outlay and debt service) for 2025 total approximately \$24.8 million, representing a .6% decrease from 2024. In 2025, approximately 56% of the budgeted General Fund expenses is associated with employee salaries and benefits. Another 18% is for professional and technical services. The remaining categories, which include expenses such as Conservation Initiatives, Building Debt Service, Supplies, Property Services, Capital Outlays, and Other Services, make up the remaining 26% of total expenditures. The budget provides specific focus on funding strategic initiatives related to aquifer sustainability: water quality and quantity; aquifer protection and research; a first responder education program; and an abandoned well awareness, prioritization, and closure program. Funding of expenses for the education outreach center (aimed at raising awareness of the Edwards Aquifer and inviting greater inclusion in the EAA mission across the region) and a dedicated field research park for aquifer data collection and research (principally for conducting long-term studies focused on aquifer sustainability and to develop, research and implement practices that lead to enhanced water quality and quantity of recharge to the aquifer) continue and are included in the 2025 budget, as are plans to expand the EAA’s Automated Meter Reading program by providing the opportunity for irrigator volunteers to participate in the program and to explore pilot participation projects with potential industrial or municipal users. The 2025 budget also includes a cost share agreement between EAA and the City of San Antonio (City) by which the EAA is partly reimbursed

for providing technical support and monitoring services to support the City’s Edwards Aquifer Protection Program.

**Expenses by Category
2025**



General Fund Budget Highlights

The following is a list of Operating Expense highlights for 2025 that are over \$100,000, by project.

- Attorney services (as may be necessary) \$525,000
- Employee cost-of-living/merit adjustments (incremental) 454,726
- USGS Data Collection 380,000
- Interformational flow studies 300,000
- Laboratory services 290,000
- Outreach (social media/advertising)/Rebranding Initiatives 255,000
- Diffuse Recharge Research 250,000
- Property, Casualty and Workers Compensation Insurance 227,800
- Modeling updates 225,000
- Precipitation enhancement 175,000
- Legislative services 150,000
- Database management/consulting assistance 150,000
- Cloud Services 150,000
- Website Development/Maintenance 150,000
- Education Outreach Center – Morgan’s Wonderland Camp – Facility rent 139,164
- Field Research Park/Hydrologic budget studies 130,000

- Electrical Services (building) 116,886
- Edwards Aquifer Conservancy 100,000

Capital Budget and Debt Service

The 2025 General Fund operating expenses described above include a capital budget to fund those individual items that cost more than \$5,000 and have an expected life span of at least one year. The 2025 Capital/Debt Service Budget is approximately 2.7% lower than the 2024 Amended Capital/Debt Service Budget. Following is a list of the 2025 General Fund Operations Capital Budget highlights.

- Conservation Easement Assessment Tool \$350,000
- Building/infrastructure improvements 300,000
- Debt service (building note principal) ¹ 260,000
- Vehicle replacements (3); Off-road easement monitoring vehicle (1) 211,500
- Water sampling/logging/monitoring equipment 167,500
- Computer hardware/software 155,000

Designated Funds

In addition to the EAA’s standard operating expenses, funds have been designated to meet specific objectives set forth by the Board. A summary of each of these designations is provided below. Activities related to the fulfillment of each fund’s purpose have been included in the 2025 budget.

Abandoned Well Closure Assistance Fund

The Abandoned Well Closure Assistance Fund was established in 2010 as a funding source to provide qualified, low-income well owners financial assistance to resolve abandoned well compliance matters. For 2025, this program budget does not include funding for specific projects.

Conservation/Aquifer Protection Fund

The Conservation/Aquifer Protection Fund receives revenue through compliance settlement agreements and EAA permit lease revenue which are used for funding future and/or on-going projects and programs related to the conservation and protection of the Aquifer. The EAA does not use any of the revenue derived from compliance settlements for general fund operating expenses or capital purchases. For 2025, this program budget includes \$100,000 in funding for projects managed by the Edwards Aquifer Conservancy, a supporting non-profit organization of the EAA.

General Fund Operating Reserve

The 2025 budget assumes an ending operating reserve of \$15.1 million, which includes an undesignated portion of \$12.5 million. The ending operating reserve and undesignated operating reserve balances are 61.1% and 50.4%, respectively, of the 2025 budgeted expenses. As discussed previously with the Board, building and maintaining a higher reserve balance now and in the future is contemplated as part of a larger strategy to build financial capacity within the budget to leverage

¹ Interest in the amount of \$72,881 is budgeted as an operating expense.

and support collaborative initiatives to protect, preserve and enhance aquifer sustainability, including yet-to-be-identified costs associated with a renewed EAHCP that is anticipated to be implemented beginning in 2028.

EDWARDS AQUIFER HABITAT CONSERVATION PLAN FUND

On March 18, 2013, the United States Fish and Wildlife Service (FWS) issued an Incidental Take Permit (ITP) to cover the use of the Edwards Aquifer and associated spring systems. The ITP is supported by the EAHCP and runs through March 2028.

In 2013, the EAA began implementing the EAHCP, which consists of a number of measures designed to maintain minimum springflows at Comal and San Marcos springs for the benefit of protected species, to improve habitat conditions at those springs, and to provide for artificial refugia in the event conditions warrant the removal of endangered species from their natural habitat.

The 2025 EAHCP budget includes approximately \$14.7 million in revenue and \$21.1 million in expenses, resulting in a Net Loss of approximately \$6.4 million, before depreciation, and will require the use of EAHCP reserves from prior years. Possible utilization of reserves to cover operating expenses is considered during the budget development process. The EAHCP reserve balance is discussed later in this document. The EAHCP expense budget is derived largely from Table 7.1 of the EAHCP. For 2025, the EAHCP budget is greater than Table 7.1 by \$5,137,654 largely due to the funding Voluntary Irrigation Suspension Program Option (VISPO) forbearance payments in 2025.

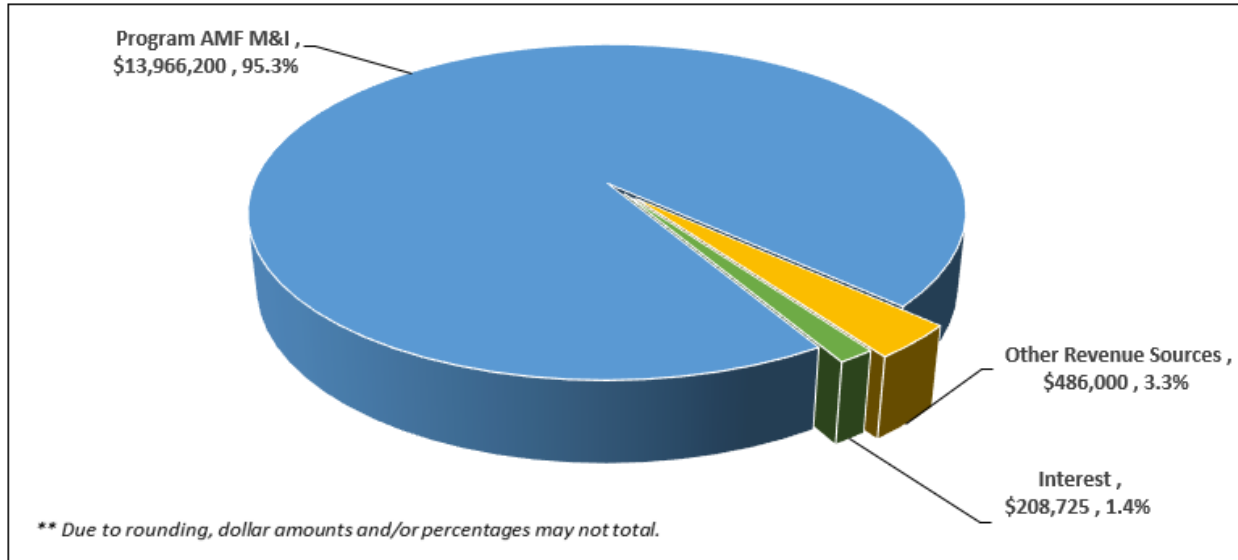
	Amended Budget FY2024	Adopted Budget FY2025	Variance	Percent Variance
Revenues				
Operating Revenues	\$ 11,545,500	\$ 14,452,200	\$ 2,906,700	25.2%
Non-Operating Revenues	356,558	208,725	(147,833)	-41.5%
Total Revenues	\$ 11,902,058	\$ 14,660,925	\$ 2,758,867	23.2%
Expenses				
Capital Expenses	\$ -	\$ -	\$ -	0.0%
Operating Expenses	21,341,216	21,075,501	(265,715)	-1.2%
Total Expenses	\$ 21,341,216	\$ 21,075,501	\$ (265,715)	-1.2%
Net Income/(Loss)				
(Before Depreciation)	<u>\$ (9,439,158)</u>	<u>\$ (6,414,575)</u>	<u>\$ 3,024,583</u>	

EAHCP Revenues

Operating revenue to fund the activities of the EAHCP is primarily derived from a program AMF, which is assessed against all M&I permit holders based on the amount of groundwater withdrawal permits authorized for 2025. The program AMF, which represents approximately 95.3% of total revenue, increased from \$30 to \$40 per acre-foot for 2025. In addition to revenue collected through the assessment of program AMFs, the 2025 EAHCP Program budget includes pledged revenue from

other entities. Seven organizations – the Guadalupe Blanco River Authority, Union Carbide, CPS Energy, the San Antonio River Authority, the City of Victoria, the Guadalupe Basin Coalition, and the Nueces River Authority – have pledged their intent to financially assist the EAA in the implementation of the EAHCP. Total revenue from these sources is budgeted at \$486,000, approximately 3.3% of total revenue, in 2025. Non-operating interest income, which represents approximately 1.4% of total revenue, is expected to decrease in 2025 from 2024, as previously discussed in this document.

**Total Revenues by Source
2025**



EAHCP Expenses

The 2025 EAHCP Fund budget totals approximately \$21.1 million, a 1.2% decrease from the amended 2024 budget. This budget will fund the following conservation measures:

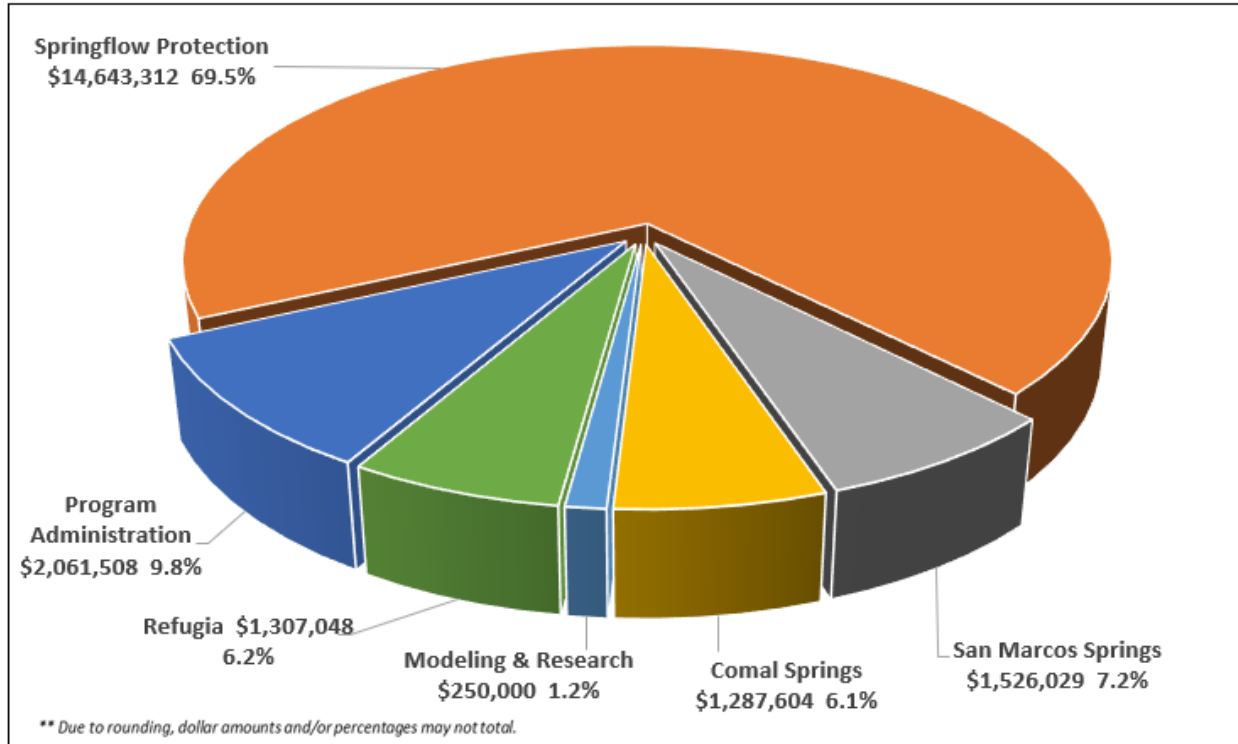
Springflow Protection conservation measures totaling about \$14.6 million account for about 69.5% of the EAHCP budget in 2025.

- VISPO requires payment to Edwards groundwater withdrawal permit holders for forbearance of enrolled water when aquifer levels decline to certain critical levels. On October 1, 2024, the aquifer was below the requisite level, triggering a forbearance year and suspension payments to be made in 2025. This 2025 budget includes funding for VISPO stand-by payments in the amount of \$2.3 million and VISPO forbearance payments in the amount of \$6.7 million.
- San Antonio Water System’s (SAWS) aquifer storage and recovery (ASR) project is another significant EAHCP Springflow Protection conservation measure. Under this program, the EAA acquires Edwards groundwater for the purpose of injecting into the SAWS ASR for storage and use during a drought of record. The injection goal of 126,000 acre-feet of groundwater into the SAWS ASR was met in 2020; therefore, the 2025 budget includes only

ASR lease and forbearance agreement payments in the amount of \$5.7 million, but no ASR operation costs.

The remaining 30.5% of the EAHCP budget will fund various activities and work plans to be implemented by the signatories to the plan during 2025: the EAA, the City of New Braunfels, the City of San Marcos, the City of San Antonio through SAWS, and Texas State University.

Expenses by HCP Measure 2025



EAHCP Reserves

The 2025 budget shows an EAHCP ending reserve balance of \$4.7 million. The EAA’s goal has been to maintain a minimum EAHCP ending reserve balance sufficient to help absorb costs associated with the potential triggering of ASR and VISPO springflow protection measures during historic drought years, more specifically to cover up to four (4) VISPO trigger events over the term of the EAHCP. The 2025 VISPO triggering event for forbearance represents the fourth VISPO trigger during the current ITP term. Future triggering events, however, could necessitate further increases to the EAHCP Fund AMF rate to ensure continued coverage through the remainder of the current EAHCP term, which concludes in March 2028. As previously mentioned, the setting of AMF rates, by programmatic area, considers reserve balances to offset the need to sharply increase the overall AMF rate in any given fiscal calendar year.

Summary

In conclusion, I am confident that this budget for 2025 sufficiently provides for the EAA's strategic initiatives identified by the Board while demonstrating responsible fiscal stewardship on behalf of the EAA permit holders, who largely fund our operation. I want to thank our permit holders for their continued collaboration, EAA staff for its hard work in developing this budget, and the Board of Directors for its steadfast diligence to upholding fiscally sound and responsible standards of management practices at the EAA. If you have any questions, please call me at (210) 477-5143, or Marc Friberg, Deputy General Manager, at (210) 477-8522.

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Board of Directors

As of February 7, 2025

<u>County/District No.</u>	<u>Director</u>	<u>Term Expires</u>
Bexar County		
District 1	Carol Patterson	December 1, 2026
District 2	Byron Miller, Treasurer	December 1, 2028
District 3	Abelardo A. Salinas, III	December 1, 2026
District 4	Benjamin F. Youngblood, Secretary	December 1, 2028
District 5	Randall Perkins	December 1, 2026
District 6	Deborah Carington	December 1, 2028
District 7	Enrique Valdivia, Chair	December 1, 2026
Comal County		
District 8	Stuart Hansmann	December 1, 2028
Comal & Guadalupe Counties		
District 9	Matthew Hoyt	December 1, 2026
Hays County		
District 10	Maggie Hutchins-Wagner	December 1, 2028
Hays & Caldwell Counties		
District 11	Rachel Allyn Sanborn, Vice-Chair	December 1, 2026
Medina County		
District 12	Scott Yanta	December 1, 2028
Medina & Atascosa Counties		
District 13	Russell Persyn	December 1, 2026
Uvalde County		
District 14	Steve Cargil	December 1, 2028
District 15	Rader Gilleland	December 1, 2026
South Central Texas Water Advisory Committee Representative		
	Gary Middleton	December 1, 2028
Medina/Uvalde County Representative (appointed by Commissioner's Court)		
	J Carnes	December 1, 2028

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Format of the Budget Document

This document is the annual budget for the Edwards Aquifer Authority, hereafter referred to as the “EAA”, for the period January 1, 2025 through December 31, 2025. A budget is a formal plan of action for a specified period of time that is expressed in monetary terms. This document details the EAA plan for FY2025.

The budget document is divided into the below sections. The document is organized with the summary information at the beginning and the detailed information toward the back. Each section contains information related to the budget process and/or the approved budget.

Adopted Budget Overview

This section of the budget document is a high level summary of the budget adopted for FY2025.

The Edwards Aquifer Authority Profile

This section of the budget document begins with an introduction on the creation Edwards Aquifer Authority, governance, description of the Edwards Aquifer system, and today’s issues.

Community Profile (San Antonio-New Braunfels MSA)

This section provides a profile of the San Antonio-New Braunfels MSA, the largest metropolitan service area the EAA serves.

Financial Planning

This section of the budget document provides a description of the budget process, timing, as well as, a description of the various assumptions used and policies that affect the development of the budget. A section on budget trends is also included.

Financial Overview

This section of the budget document includes a summary of the annual budget. Revenues are presented by source and expenses are detailed by category. A summary of changes from the proposed budget to the final adopted budget is included, as well as, a 5-year forecast.

Division/Department Detail

This section details the individual divisions and departments of the EAA. It includes an organization-wide organizational chart, detailed expense budget by divisions/departments, as well as, their respective responsibilities.

Capital Program

This section defines capital expenditures, provides a multi-year capital plan with recurring and non-recurring capital expenditures highlighted, and a description of the various capital projects planned for the next fiscal year.

Performance Measures

This section details the performance measures for the EAA.

Appendices

This section includes a copy of the Strategic Plan, a copy of the authorizing resolution, a copy of the amortization schedule, a copy of the 5-year forecast presentation to the EAA board, and a glossary of acronyms and terms used throughout this document.

2025 Budget Overview

The 2025 budget provides funding, through two distinct programmatic Enterprise Funds (General Fund and Edwards Aquifer Habitat Conservation Plan (EAHCP) Fund), for the EAA programs that support the mission to manage, enhance and protect the Edwards Aquifer as directed by the Texas Legislature through the EAA Act. The main underlying plan is the prioritization of the importance of people, practical programming and effective processes to achieve the goals set forth in the strategic plan. This budget summary provides a high-level review of revenues and expenses included for 2025 activities.

General Fund Overview

	Amended Budget FY2024	Adopted Budget FY2025	Variance	Percent Variance
Revenues				
Operating Revenues	\$ 21,526,700	\$ 17,602,750	\$ (3,923,950)	-18.2%
Non-Operating Revenues	238,954	354,385	115,431	48.3%
Total Revenues	\$ 21,765,654	\$ 17,957,135	\$ (3,808,519)	-17.5%
Expenses				
Capital Expenses *	\$ 1,586,484	\$ 1,544,000	\$ (42,484)	-2.7%
Operating Expenses	23,328,646	23,233,414	(95,232)	-0.4%
Total Expenses	\$ 24,915,130	\$ 24,777,414	\$ (137,716)	-0.6%
Net Income/(Loss)				
(Before Depreciation)	<u>\$ (3,149,476)</u>	<u>\$ (6,820,279)</u>	<u>\$ (3,670,803)</u>	

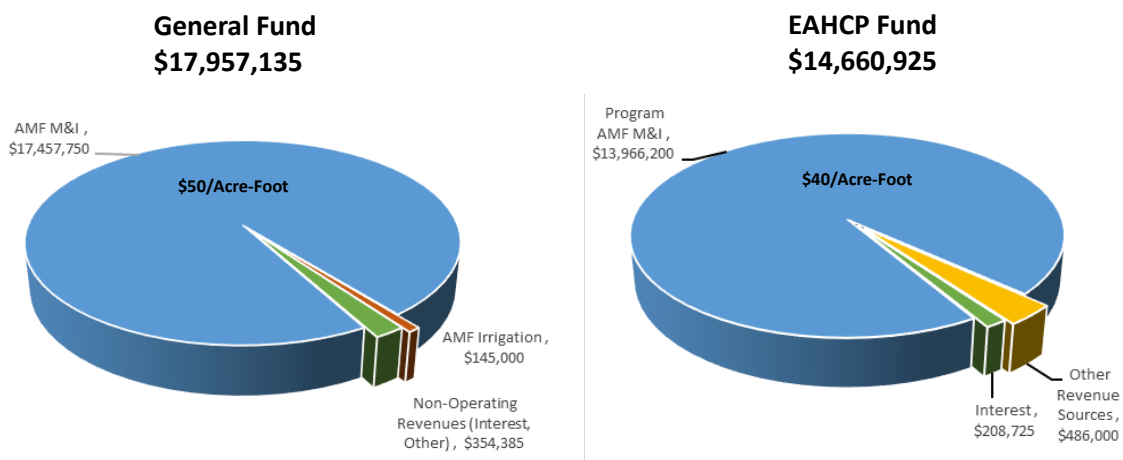
** Includes both equipment and note principal payments*

EAHCP Fund Overview

	Amended Budget FY2024	Adopted Budget FY2025	Variance	Percent Variance
Revenues				
Operating Revenues	\$ 11,545,500	\$ 14,452,200	\$ 2,906,700	25.2%
Non-Operating Revenues	356,558	208,725	(147,833)	-41.5%
Total Revenues	\$ 11,902,058	\$ 14,660,925	\$ 2,758,867	23.2%
Expenses				
Capital Expenses	\$ -	\$ -	\$ -	0.0%
Operating Expenses	21,341,216	21,075,501	(265,715)	-1.2%
Total Expenses	\$ 21,341,216	\$ 21,075,501	\$ (265,715)	-1.2%
Net Income/(Loss)				
(Before Depreciation)	<u>\$ (9,439,158)</u>	<u>\$ (6,414,575)</u>	<u>\$ 3,024,583</u>	

EAA Revenues

- Maintain a reasonable, total combined fee amount charged to Municipal and Industrial permit holders: \$90/Acre-Foot
 - Total combined fee increased \$2 (2.27%) from 2024
- Fee assessed to Irrigation permit holders: \$2/Acre-foot (per EAA Act)
- Miscellaneous/Non-operating revenue: Interest, Other Fees
- EAHCP Fund Other Revenue Sources: Joint Funding Agreements
- No debt incurred to meet the 2025 operating budget obligations
 - The current general operations reserve balance is available to cover unanticipated expenditures not currently budgeted without the need to incur debt.



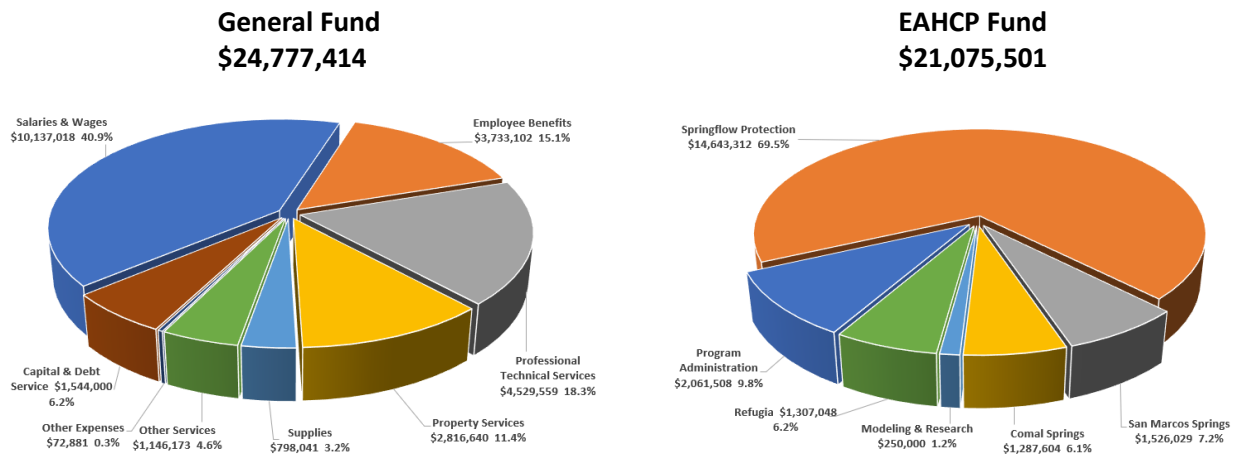
EAA Expenses

- Funding for staff cost of living/merit increases budgeted at an average of 6% per employee (Both Funds, Total Full-Time and Part-Time Positions: 104)
- General Fund Operating Expenses over \$100,000, by project:

○ Attorney services (as may be necessary)	\$525,000
○ Employee cost-of-living/merit adjustments (incremental)	454,726
○ USGS Data Collection	380,000
○ Interformational flow studies	300,000
○ Laboratory services	290,000
○ Outreach (social media/advertising)/Rebranding Initiatives	255,000
○ Diffuse Recharge Research	250,000
○ Property, Casualty and Workers Compensation Insurance	227,800
○ Modeling updates	225,000
○ Precipitation enhancement	175,000
○ Legislative services	150,000
○ Database management/consulting assistance	150,000
○ Cloud Services	150,000

- Website Development/Maintenance 150,000
- Education Outreach Center – Facility rent 139,164
- Field Research Park/Hydrologic budget studies 130,000
- Electrical Services (building) 116,886
- Edwards Aquifer Conservancy 100,000
- General Fund Capital Budget Expenses over \$100,000, by project:
 - Conservation Easement Assessment Tool \$350,000
 - Building/infrastructure improvements 300,000
 - Debt service (building note principal) ¹ 260,000
 - Vehicle replacements (3); Off-road easement monitoring vehicle (1) 211,500
 - Water sampling/logging/monitoring equipment 167,500
 - Computer hardware/software 155,000
- EAHCP Fund Expenses, by EAHCP Measure:
 - Program Administration \$ 2,061,508
 - Springflow Protection 14,643,312
 - San Marcos Springs 1,526,029
 - Comal Springs 1,287,604
 - Modeling & Research 250,000
 - Refugia 1,307,048

The following charts provide an expense breakdown, by Fund. Details are in the “Division/Department Detail” section of this document.



¹ Interest in the amount of \$72,881 is budgeted as an operating expense.

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THE EDWARDS AQUIFER AUTHORITY PROFILE

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The Edwards Aquifer Authority Profile

Creation

The Edwards Aquifer Authority (EAA) was created in 1993 by the Texas Legislature's passage of the Edwards Aquifer Authority Act (Act) as a special regional water management agency in charge of managing the San Antonio segment of the Balcones Fault Zone Edwards Aquifer, more commonly referred to as the Edwards Aquifer. This jurisdictional area encompasses all or parts of eight counties including Uvalde, Medina, Atascosa, Bexar, Comal, Guadalupe, Hays and Caldwell counties. In all, the Edwards Aquifer is the primary source of water for approximately 2.8 million people living in south central Texas.

Article 1, Section 1.01 of the Act identifies the Edwards Aquifer as:

A unique and complex hydrological system, with diverse economic and social interests dependent on the aquifer for water supply. In keeping with that finding, the Edwards Aquifer is declared to be a distinctive natural resource in this state, a unique aquifer, and not an underground stream. To sustain these diverse interests and that natural resource, a special regional management district is required for the effective control of the resource to protect terrestrial and aquatic life, domestic and municipal water supplies, the operation of existing industries, and the economic development of the state. Use of water in the district for beneficial purposes requires that all reasonable measures be taken to be conservative in water use.

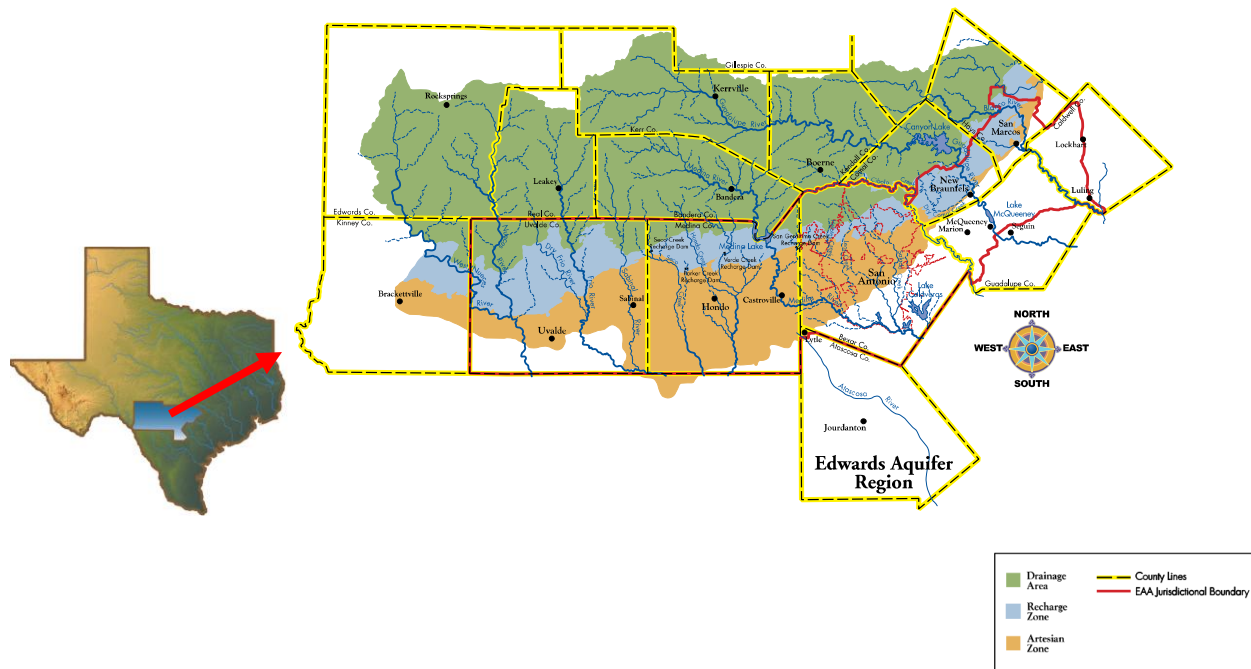
Governance

As a political subdivision of the State of Texas, the EAA is governed by a 17-member board of directors. Fifteen of the directors are elected by popular vote from single-member user districts and two are appointed – one on an alternating basis by the commissioners' courts of Medina and Uvalde counties, and the other by the South Central Texas Water Advisory Committee (SCTWAC). SCTWAC advises the EAA Board of Directors on downstream water rights and issues. At least one representative from each county helps the EAA manage the aquifer. Directors represent agricultural, industrial, domestic, municipal, spring and downstream user groups.

The Edwards Aquifer System

The Edwards Aquifer system is about 180 miles long from west to east and about 5 to 40 miles wide north to south. It lies under about 3,320 square miles of land across portions of 10 counties. However, the actual aquifer is just part of a complex hydrologic system that includes 17 counties and about 8,760 square miles. The system consists of three segments: the drainage area, the recharge zone, and the artesian zone.

Below is a map of the Edwards Aquifer Region.



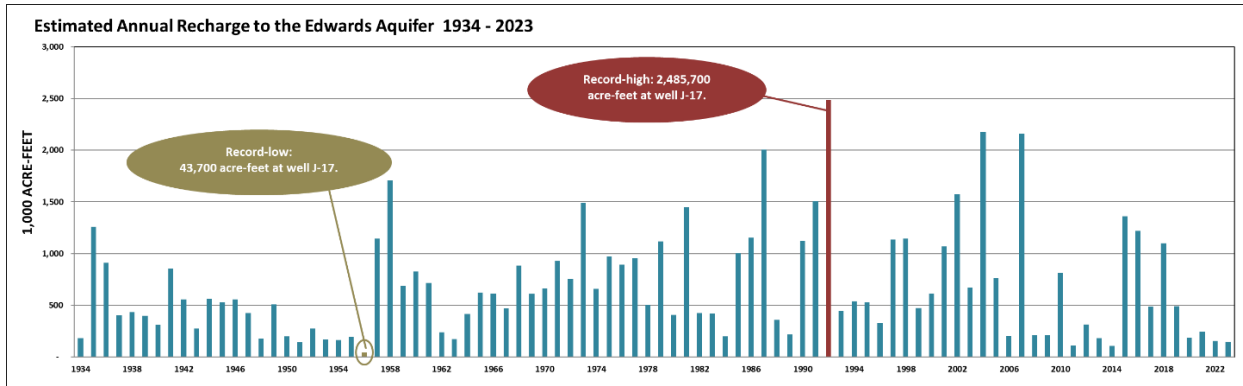
Segments of the Edwards Aquifer

In the Drainage Area, rainfall soaks into the rock to form a large water table aquifer in the Edwards Plateau. Water then flows from the edge of the Edwards Plateau to form spring-fed streams. The streams flow downhill to the recharge zone.

In the Recharge Zone, Edwards Limestone is exposed on the land surface. Water from the streams and rivers, as well as from rainfall, flows into the limestone's fractures and faults, caves and sinkholes. The water sinks into the ground where it flows to the artesian zone.

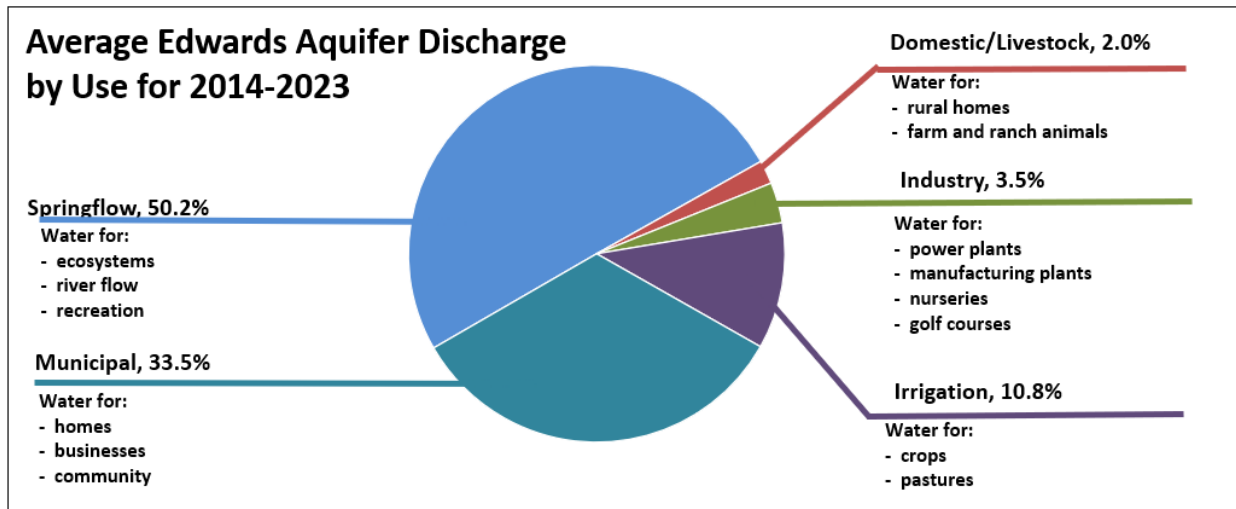
In the Artesian Zone, water flows underground generally from west to east through the Edwards Limestone. Within the limestone exists an intricate network of interconnected voids that vary in size from microscopic up to several feet in diameter. These voids are filled with water that is under artesian pressure. When there is enough pressure, some of the water is forced to the surface through faults and fractures to form natural artesian springs.

The amount of water that flows into the Edwards Aquifer each year depends on rainfall amounts. From 1934 to 2023 (period of record), the average amount of recharge was 683,000 acre-feet per year. However, the actual amount of recharge to the aquifer can vary greatly from year to year. In 2023, the estimated amount of recharge was 147,000 acre-feet.



Water use today

The Edwards Aquifer, through springs and wells, provides water for people in cities and on farms. The chart below shows the different ways the aquifer is used. Together, spring flow, municipal, industrial and irrigation uses account for approximately 100% of the water discharged from the Edwards Aquifer.



Life in the aquifer

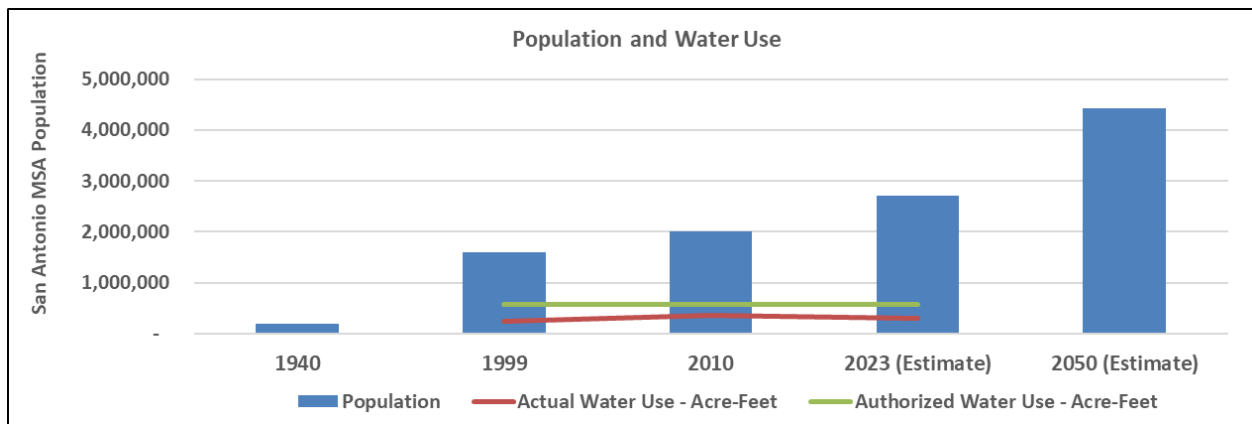
Besides supplying water for people, the aquifer is home to many different species. Organisms that live underground in the aquifer include invertebrates such as flatworms, snails, and a variety of crustaceans—including shrimp, amphipods, copepods, ostracods and isopods—as well as vertebrates such as salamanders and fish. Many species, ranging from invertebrates, fish, salamanders, turtles, to plants also live in the springs and rivers that depend on the aquifer for their water flow. In addition, some species associated with the Edwards Aquifer are endangered and receive protection by the United States Fish and Wildlife Service (USFWS) through the Endangered Species Act. Conservation of the species habitat ensures the stability of the Edwards Aquifer as a regional water supply.

On March 18, 2013, the USFWS issued an Incidental Take Permit (ITP) for the use of the Edwards Aquifer and associated spring systems. The ITP is supported by the Edwards Aquifer Habitat Conservation Plan (EAHCP) and will expire in March 2028.

Along with the other Permittees, the EAA began full implementation of the EAHCP in 2013 which consists of a number of measures designed to maintain minimum springflows at Comal Springs and San Marcos Springs, improving conditions at those springs, and providing for artificial refugia in the event conditions warrant the removal of endangered species from their natural habitat. The EAA manages the EAHCP budget and all financial transactions separately from the EAA General Fund.

The future of the Edwards Aquifer

The Edwards Aquifer has provided clean, fresh water for thousands of years. However, as the region has developed and grown, so has the demand for water, as well as the risk for the aquifer to become polluted. In 1940, about 200,000 people depended on the water from the aquifer.



Source: Texas Demographic Center, U.S. Census Bureau; EAA Permit Database; EAA Act

According to the 2023 U.S. Census estimates, that number grew to approximately 2.7 million people – 13.5 times the number of people in 1940 and the population is continuing to grow. By 2050, the population for the Edwards region is expected to reach 4.4 million.

Prior to the adoption of the Act, well owners could withdraw an unlimited amount of groundwater from the aquifer. Today, the Act restricts the amount of groundwater that can be withdrawn from the aquifer to no more than 572,000 acre-feet. In 1999, the EAA began a permit program to manage the amount of water that can be pumped from the aquifer. By 2023, records show that while the region’s population increased approximately 69%, permitted pumpers withdrew 24.7% more water from the aquifer than they did in 1999 when the permitting program was initiated. Water use varies from year to year based on multiple factors including population, rainfall, and water management. Under the EAA’s management, groundwater is being used more carefully and wisely, benefiting the entire region – confirmation of meeting the stated mission of the EAA.

Sustaining Aquifer Levels in Times of Drought

In times of declining groundwater levels, the EAA implements a Critical Period Management (CPM) Plan that helps sustain aquifer and springflow levels by temporarily reducing the authorized withdrawal amounts of Edwards groundwater permit holders. By curbing pumping from the aquifer during periods of little or no rain, this program is designed to slow the rate of decline in aquifer levels and spring discharges until such time that it does rain and the aquifer can recharge itself.

The CPM Plan is divided into five critical period stages of escalating reduced pumping percentage requirements, each triggered by declining aquifer levels or springflow discharge rates as calculated in 10-day averages. In other words, required reductions increase as aquifer levels or springflows decrease.

The following table provides the past 3 years of critical period annual reduction percentages that are calculated on the basis of number of days in a critical period stage throughout the year. The increase in the annual reduction percentages is indicative of the increasing and persistent drought in the EAA region. As reductions increase, water suppliers are looking for and relying on alternative resources to decrease dependence on the Edwards Aquifer.

Year	San Antonio Pool (All counties excluding Uvalde)	Uvalde Pool
2024	36.43%	38.90%
2023	35.81%	17.29%
2022	26.59%	4.49%

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COMMUNITY PROFILE (SAN ANTONIO-NEW BRAUNFELS MSA)

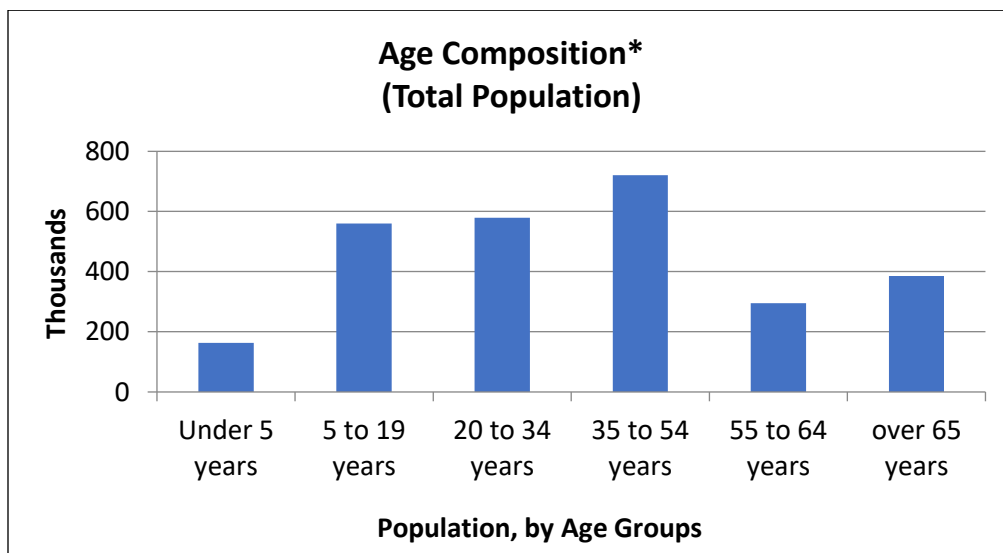
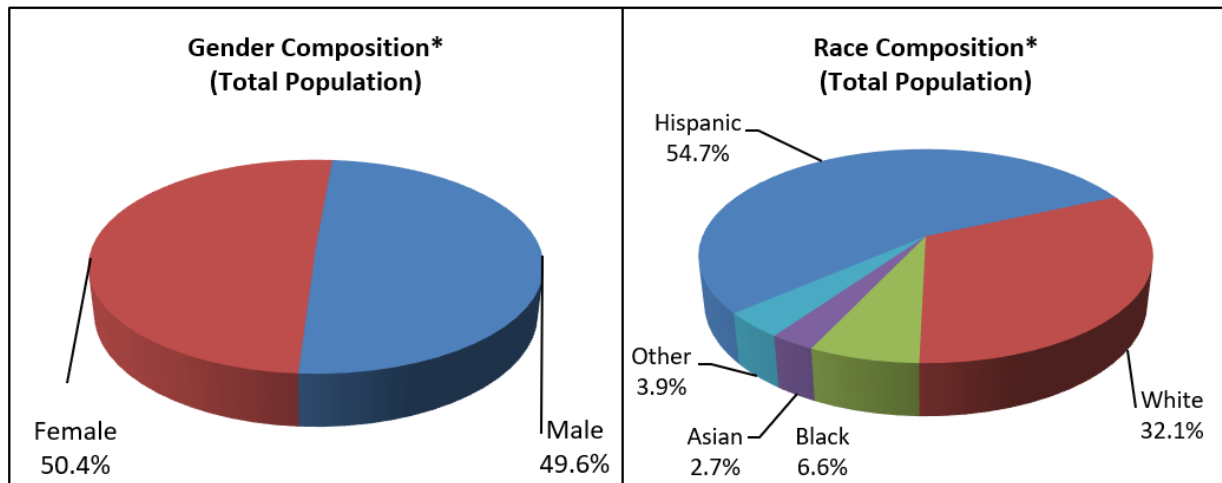
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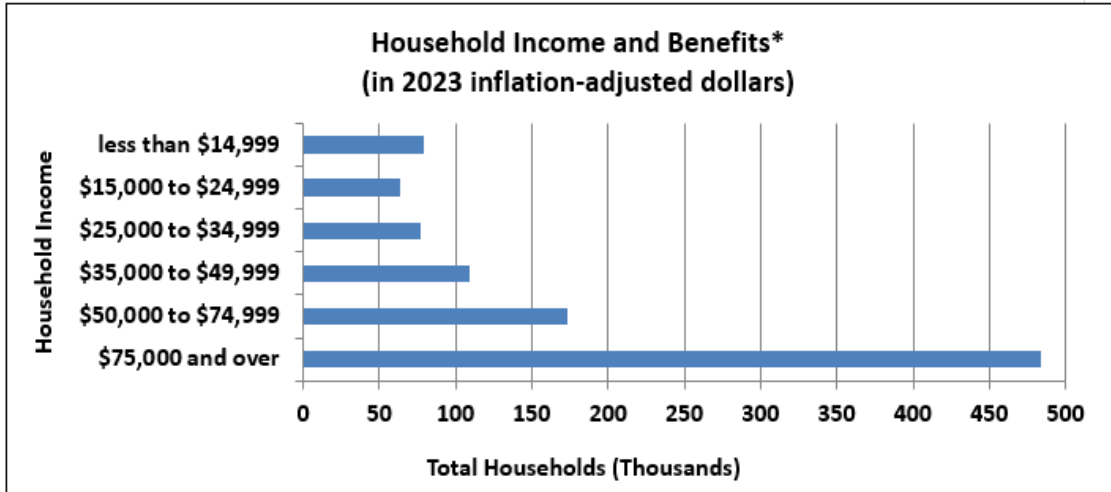
Community Profile

According to the U.S. Census Bureau, the San Antonio-New Braunfels metropolitan statistical area (MSA) is the 24th largest metropolitan area in the United States. The MSA is comprised of eight-counties in south-central Texas and encompasses 88% of the area served by the Edwards Aquifer. The City of San Antonio, the most populous city in the MSA, is the second largest city in Texas and the seventh largest in the United States.

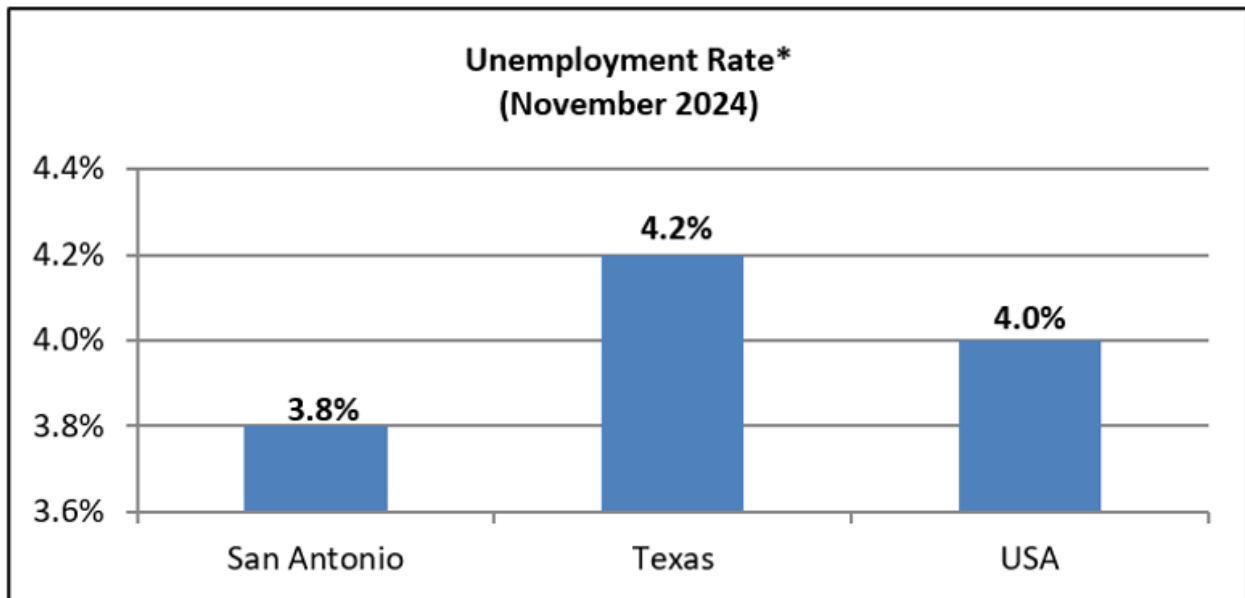
The following selected economic, social, housing and demographic characteristics obtained through the Texas Labor Market Information, Texas Workforce Commission and U.S. Census Bureau websites with the most current data available.

The gender, race and age compositions of the San Antonio MSA are presented below, as well as household income, presented in 2023 inflation adjusted dollars (the latest information available). All data in these charts is from the U.S. Census Bureau.



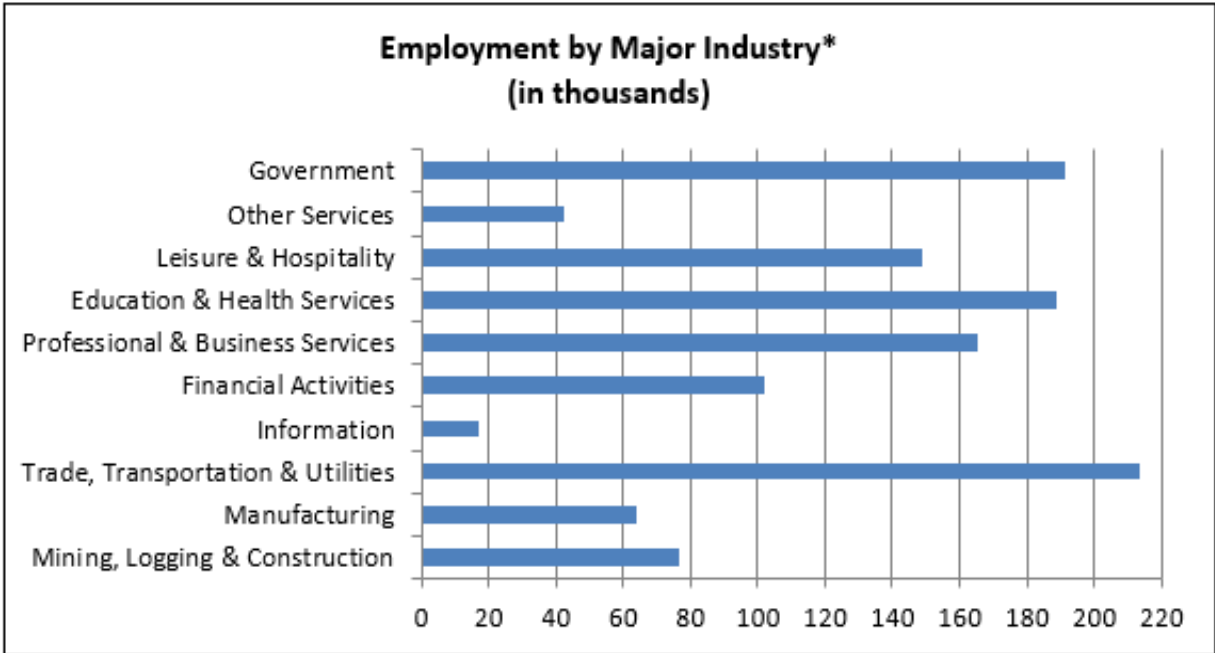


As of November 2024, the unemployment rate for San Antonio is 3.8%, which is below the State and national unemployment rate of 4.2% and 4.0% respectively. Increases in the unemployment rates were seen in each of the categories from the prior year.



*Source: Labor Market and Career Information Department, Texas Workforce Commission

The San Antonio economy is predominately based on the following sectors: trade, transportation & utilities; education/health services; government; business/financial services; and tourism. By far, the largest employer in the area is the Military (Joint Base San Antonio), employing approximately 67,350 direct personnel, including civilian-related employment.



*Source: Labor Market and Career Information Department, Texas Workforce Commission

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FINANCIAL PLANNING

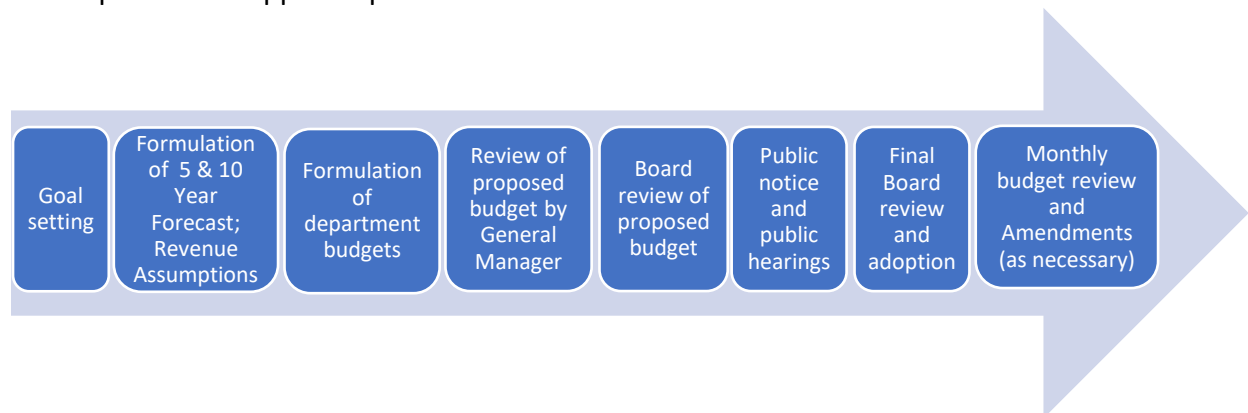
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Budget Process

The EAA is required to adopt an annual budget before the commencement of a new fiscal year. The fiscal year for the EAA begins on January 1st and ends on the following December 31st. The EAA's planning and budget development schedule is generally a seven-month process.

- | | |
|------------------|---|
| May – June | <ul style="list-style-type: none">-Development of the 5-year financial forecast template for input-Meet with General Manager and executive staff-Executive staff provides inputs for the 5-year forecast-Finalize 5-year forecast and extend to 10-year forecast for review/consideration at Board |
| July – September | <ul style="list-style-type: none">-Development of the next year budget, using 5-year forecast as stepping stone-Meet with General Manager to discuss proposed budget-Preparation of proposed budget-Presentation of proposed budget to Board-Proposed budget available to the public |
| October | <ul style="list-style-type: none">-Public hearing on annual budget for public review/input-Final Budget prepared for Board consideration |
| November | <ul style="list-style-type: none">-Board approval of annual budget |

Below is a graphical depiction of how the EAA's budget process flows over its seven-month development and approval period.



Goal Setting

The EAA's budget process involves the Board of Directors, management and the public and begins with the Board's establishing goals for the EAA that drive the planning process. Each year, consultants and EAA staff review the strategic goals of the EAA. These goals are reviewed for attainment, evaluated and adjusted according to Board input, including legislative changes, if applicable. The strategic plan for 2021 - 2030 is included as Appendix A in this document.

Long Range Financial Planning

Consistent with the strategic goals of the EAA, executive staff establishes a long-term forecast to support the goals of the strategic and operational plan. The budget planning process begins with the development of the 5-Year Financial Forecast (Forecast) in May, whereby the Department Directors and Executive Directors identify programmatic spending priorities for the next five fiscal years with an emphasis on expenditures for the coming fiscal year. The 5-year forecast is extended to a 10-year forecast in order to provide a long-range view of possible rate impacting decisions. As noted in the Capital Program section of this budget document, the EAA's mission and responsibilities do not include construction of water treatment plants, distribution systems, or other large infrastructure projects. The EAA believes the 10-year forecast provides sufficient long-range consideration for expenses and the possible rate (revenue) impacts and needs. The 5-year Forecast becomes the primary planning document for the General Manager's Proposed Budget.

Revenue Assumptions

Based on historical trends, approximately 96% of the EAA's revenue comes from aquifer management fees (AMFs) assessed to Municipal & Industrial (M&I) permit holders. Using the EAA's permit database, staff obtains the current and future year estimated acre-feet (AF) of groundwater authorized for M&I permit holders. Ultimately, this AF estimate is used in the AMF revenue calculation. There are many factors considered in setting the AMF rate which are discussed during the budget development process: proposed expenses for the forecast period, estimated ending reserve balance, and efforts to maintain a reasonable and stable AMF structure. Other revenue sources are estimated from trends, market conditions and/or by agreements with other entities.

Formulation of the Departmental Budget

Using the 5-year Forecast as a precursor for the upcoming budget year, executive staff further refines department budgets that are sufficient to support the goals as stated in the Strategic Plan. Detailed department budgets can be found in the detail section of this document. Expenses and capital purchases are budgeted annually. Once the budget information is developed, Accounting staff compiles the information electronically and consolidates the department budgets into an overall EAA budget.

General Manager Review

The preliminary operating budget is compiled and submitted to the General Manager for review. During this process, the budget is reviewed at the individual department's line item detail level and non-routine expenditures, estimates, capital purchase requests, as well as staffing increases are all considered for reasonableness and necessity. The proposed budget is also reviewed from the aspect of making sure it is in sync with the overall goals set forth in the Strategic Plan. The proposed budget is then drafted and presented to the Board for their consideration.

Board review of Proposed Budget

The proposed budget is presented to the Board for review for comments and revisions (if necessary). Highlights of the proposed budget are discussed including new initiatives, staffing increases and agency programs. The Board then directs staff to make the proposed budget available to the public for comment.

Public Notice and Public Hearings

The proposed budget is made available to the public through public notices initiating a public review and comment period. Public hearings are held throughout the EAA's jurisdictional area where feedback and input from the public is documented and shared with the Board.

Final Board Review and Adoption

The Board reviews the final budget and recommends the budget be adopted as presented or with changes recommended by the public, EAA staff, or the Board itself. The Board Resolution and Order adopting the budget is included in Appendix B in this document. According to the EAA's bylaws, each annual budget adopted by the Board shall set forth:

1. Estimates of the amount of funds available from all sources for expenditure by the EAA during the next fiscal year; and
2. Allocations of the amount of funds that may be expended during the forthcoming fiscal year. Such allocations shall vest with the General Manager's full authority, without further authorization of the Board, to expend funds of the EAA in amounts up to, but not exceeding, the amounts specifically allocated for such purposes in the annual budget, except as otherwise noted in the Bylaws.

Financial Policies

The following financial policies provide information relevant to the fiscal operation of the EAA. The purpose of the policies is to provide guidelines for operational and strategic decision making. The policies are reviewed as needed and updated to reflect changes in generally accepted accounting principles, operational requirements and Board direction, where applicable.

Basis of Accounting

The EAA operates as an enterprise fund. Enterprise funds are used to account for operations (a) that are financed and operated in a manner similar to private business enterprises where the intent of the governing body is that the costs of providing goods or services to the general public on a continuous basis be financed or recovered primarily through user charges; or (b) where the governing body has decided that periodic determination of revenues earned, expenses incurred, and/or net income is appropriate for capital maintenance, public policy, management control, accountability, or other purposes.

The EAA's financial statements are prepared using the economic resources measurement focus and the accrual basis of accounting. Under this method, revenues are recognized when earned and expenses are recognized when incurred. The basis of budgeting uses the same basis of accounting.

Fund Balance

Net position is the excess amount of assets over liabilities (or Fund Balance). An adequate balance is necessary to ensure funds are available to provide cash for both current and future needs. Funds constrained by local or state laws or contractual obligations are categorized as Restricted Net Position. Unrestricted Net Position include funds which have been set aside by the Board for purposes deemed to be prudent, but not legally required.

The General Fund is categorized as Unrestricted because the funds derived from the aquifer management fee are not contractually obligated or legally required to be used for a specific purpose, but rather for purposes deemed prudent by the Board. As such, Unrestricted Net Position includes amounts set aside to provide financial resources to protect the EAA against revenue shortfalls or unpredicted one-time expenditures; assistance for qualified owners of abandoned Edwards Aquifer wells to bring wells into compliance with EAA rules and state law; conservation grants and programs; and funding for mitigation expenses related to implementation of the EAHCP.

The EAHCP Fund is categorized as Restricted because the funds derived from the program aquifer management fee are contractually obligated to fulfill the requirements set forth in the EAHCP Plan. As noted earlier, the EAHCP Plan was filed with USFWS as part of the ITP. Therefore, Net Position related to the EAHCP Fund are Restricted and reported separately.

Investment Policy

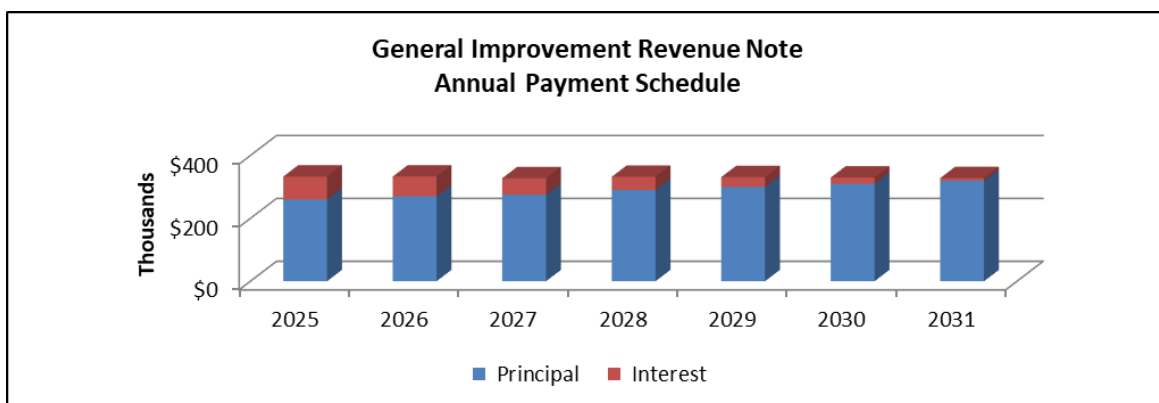
The EAA recognizes that an effective investment policy is an essential element of sound fiscal management. The EAA's investment policy is reviewed and approved annually by the Board of Directors as required by the Public Funds Investment Act of the State of Texas as well as the EAA Bylaws. The investment policy outlines the primary objectives, in order of priority, as follows:

1. Suitability
2. Safety of principal
3. Liquidity
4. Marketability
5. Diversification
6. Yield

The policy delegates responsibility for oversight of the program, defines the standard of prudence to be exercised in managing the portfolio by the investment officers, outlines the investment strategy, provides for the formulation of a system of internal controls, and defines the investments that are considered allowable under the policy and the parameters for diversification. EAA staff reviews all investments to ensure compliance under the investment policy. Quarterly reports of the performance of the portfolio are provided to the Board of Directors.

Debt Policy

The EAA has a 20-year general improvement revenue note issued in the amount of \$3,370,000, at a 3.76% annual interest rate, for the sole purpose of funding the building consolidation project. Construction began in 2011 and completed in January 2013. As the EAA issued a general revenue note to finance capital improvements to its main office building, the EAA's financial advisor and bond counsel advised, due to the amount of debt issued, to proceed with a negotiated bank note at the fixed annual interest rate stated above. This bank note did not require a bond rating. A total of \$332,881 in debt service payments of principal and interest of \$260,000 and \$72,881, respectively, has been appropriated for 2025. The EAA will repay the note over a period of time that does not exceed the useful life of the asset. Appendix C in this document includes the amortization schedule for the life of the note; a graphical representation of the remaining principal and interest payments is as follows:



The EAA did not use proceeds from the note issuance to fund current operations. Furthermore, the EAA does not foresee any need to acquire additional financing for activities in the near term, including 2025. As discussed in various sections of this document, the EAA's unrestricted fund balance will be utilized, if needed, for unpredicted one-time expenditures, etc. The projected balance for 2025 is deemed to be sufficient and there is no need to search for outside sources of funding. Moreover, each year EAA staff reviews the 5 and 10 year anticipated expenditure requirements with the Board through the budgeting process and assesses the need to adjust the aquifer management fee rate in order to self-fund or to acquire debt in order to meet the needs. Each of these options would be vetted and approved by the Board through the budget adoption process or separate action.

Debt limit, as used herein, is the amount of debt that the EAA is restricted to borrowing as set by a legislative mechanism. The EAA does not have any legal debt limit; however, it may not levy a property tax.

According to the Act:

The Authority may issue revenue bonds to finance the purchase of land or the purchase, construction, or installation of facilities or equipment. The Authority may not allow for any person to construct, acquire, or own facilities for transporting groundwater out of Uvalde County or Medina County. Bonds issued by the Authority are subject to review and approval of the attorney general and the commission. If the attorney general finds that the bonds have been authorized in accordance with the law, the attorney general shall approve them, and the comptroller of public accounts shall register the bonds. Following approval and registration, the bonds are incontestable and are binding obligations according to their terms. The Authority board may organize proceeds of the bonds into funds and accounts and may invest the proceeds as the Authority board determines is appropriate.

Revenue Policy

It is the goal of the EAA to maintain a diversified and stable revenue system to shelter it from unforeseen short-run fluctuations in any one-revenue source. Objective, annual estimates will be made for all revenue sources for the next ten years to be updated annually. One-time revenues, identified under any budget cycle may be considered for one-time capital purchases or funding reserves, but will not be used to maintain or establish recurring expenditures. Through the budget adoption process, the Board approves any changes in the fee rates or one-time assessments. In accordance with the EAA Act, the EAA may not increase aquifer management fees by more than eight percent (8%) per year.

Procurement

It is the policy of the EAA to secure the highest quality goods and services with its limited resources. It is also the policy of the EAA to award contracts to the responsible bidder that, in the EAA's judgment, will be most advantageous to the EAA. The EAA Act calls for a good faith effort to award 20% of total annual contract amounts to minority-owned and women-owned businesses. The EAA Bylaws increased this goal to 30%. The General Manager is authorized to develop procurement procedures to ensure that staff conducts all procurement activity in

accordance with applicable laws, as well as the EAA Bylaws. Procurement and accounting staff ensure that the procedures are applied and followed in soliciting, purchasing, contractual agreements, requisition and purchase order processes. EAA staff reviews all purchases as to ensure compliance with this policy.

Budget Review, Amendment Process and Expense Policy

During the fiscal year, the General Manager submits monthly operating statements to the Board showing the status of allocations and expenditures. The expenditures of the EAA are charged against funds allocated for the purpose for which such expenditures are made in accordance with generally accepted accounting principles (GAAP).

The EAA requires purchase orders for purchases. Each year upon budget adoption, the detailed line-item budget is imported into the EAA's accounting system. The accounting system purchase order approval process prohibits the approval of a purchase order if it exceeds the allowable budget for a specific budget line item.

The EAA may not have expenses in excess of the total budgeted expenses for a fiscal year, as adopted, unless the Board amends the budget. The annual budget may be amended or revised after its adoption at any meeting of the Board. However, the General Manager may transfer funds as needed between budgeted accounts according to the following provisions of the EAA's Bylaws:

1. The General Manager may not increase total budgeted expenses.
2. Transfers must be within the General Manager's signature authority (\$50,000);
3. Transfers will be reported to the Finance/Administrative Committee quarterly (at a minimum). Administrative transfers are reported as part of staff's monthly presentation of EAA financial statements to the Finance/Administrative Committee and Board.

Balancing the Budget

A balanced budget is defined by the EAA as a budget in which expenses are projected such that they are less than, or equal to, the amount of revenues projected. The EAA is committed to balancing its annual budget and strives to reach this goal during the annual budget process. The EAA also considers the reserve balance to be a factor in the balanced budget concept when considering the budgeted expenses for a given year and the effort to maintain a reasonable and stable aquifer management fee structure. Each year, a focused review of the 5 and 10 year forecast expenditure requirements is undertaken in order to assess the need to adjust the aquifer management fee rate in order to self-fund or to acquire debt in order to meet needs. Each of these options would be vetted and approved by the Board through the budget adoption process or separate action.

Capital Assets/Inventory

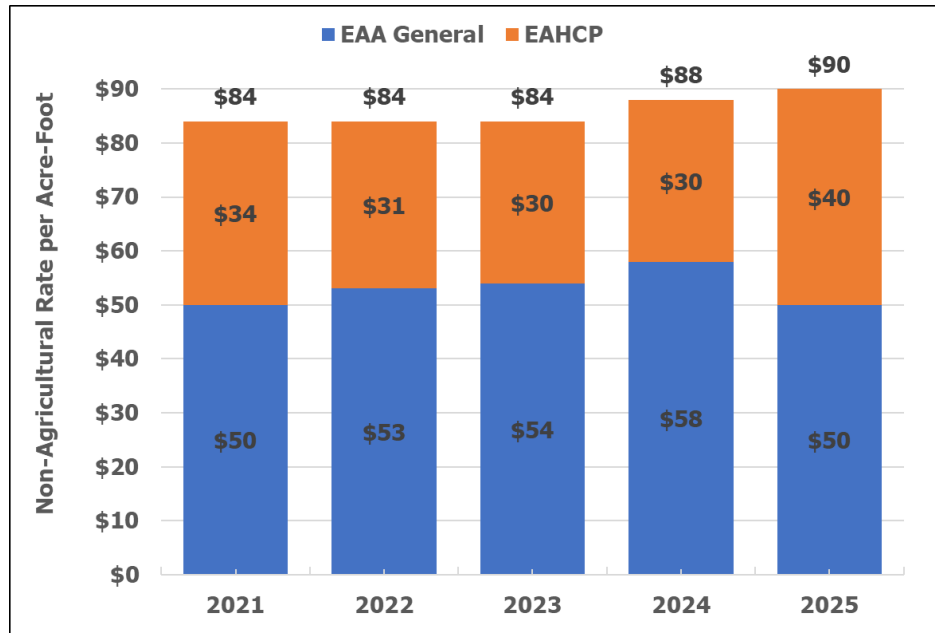
Capital Assets include equipment, computers, furniture and vehicles that meet the EAA's capitalization threshold of \$5,000 and have a useful life of more than one year. All items are tagged with an identification number when purchased and entered into an asset management

system. The responsibility for maintaining capital assets is assigned either to an individual or a department. Asset inventory is conducted every other year, while transfers/retirements are monitored routinely.

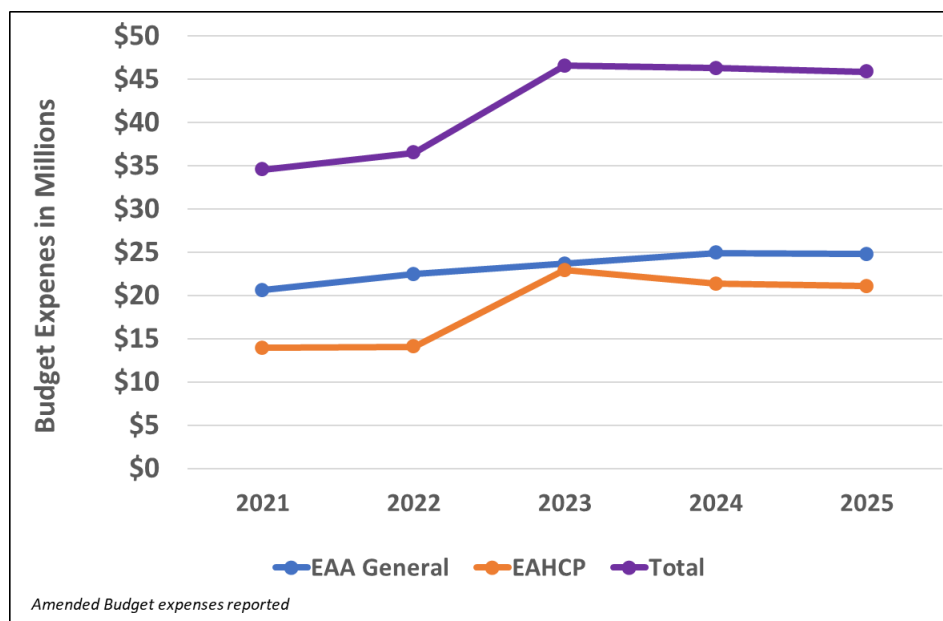
Budget Trends

The below charts provide the budget trends for rates and expenses for the past 5 years.

As previously noted, the comprehensive budget is funded by an overall AMF of \$90 per acre-foot for 2025, a fee rate increase of \$2 (or 2.27%) from 2024. Revenues generated from AMFs represent approximately 96.3% of overall budgeted revenue.



Budgeted expenses are shown below for each fund. For years prior to 2025, the annual amended budget amounts are shown. For the EAHCP Fund, the increase in expenses in 2023 and 2024 are related to VISPO forbearance payments which are explained in other sections of this budget document. VISPO forbearance payments were also budgeted in 2025.



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FINANCIAL OVERVIEW

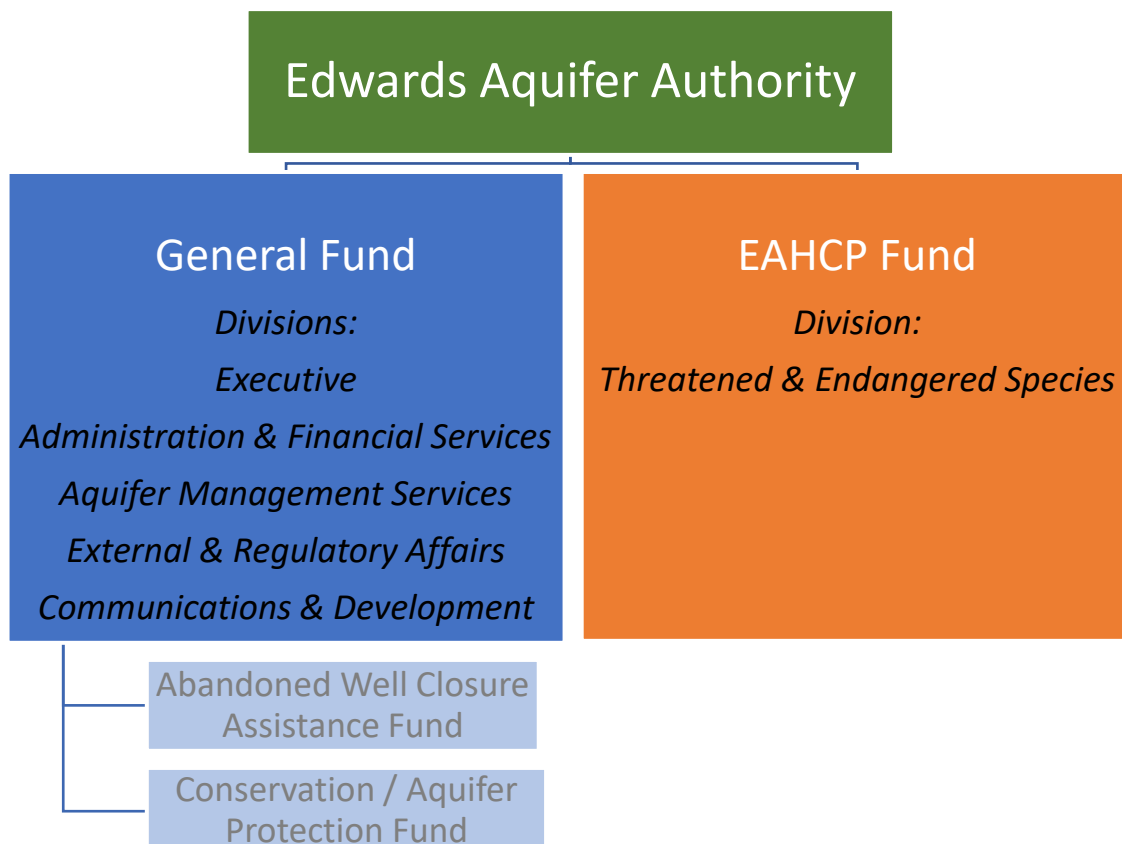
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Financial Overview

This summary section provides an overview of the EAA’s enterprise fund structure, a summary of changes from the 2025 proposed to adopted budget, 2025 combined budget summary of both programmatic funds, projected fund balance review, as well as, an individual narrative and a summary schedule for each of the funds.

Fund Structure

The below diagram reflects the EAA Fund Structure and Divisions. Within the General Fund, designations are made for specific tracking purposes (sub-funds) which are depicted below. Division/department descriptions and details are provided in the “Division/Department Detail” section of this document. As enterprise funds, each fund’s revenue supports the expenses incurred by the fund’s divisions to support the overall mission of the EAA.



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2025 Board Budget Adoption

The Board adopted the 2025 budget on November 12, 2024 and complies with the financial policies noted in this document. During the budget adoption process, changes were made to the proposed budget as costs and/or needs changed. The changes from the 2025 proposed to adopted budget, by fund, are noted in the table below:

	<u>2025</u>
General Fund - Proposed Budget	\$ 24,777,414
Changes:	0
General Fund - Adopted Budget	\$ 24,777,414
EACHP Fund - Proposed Budget	\$ 20,359,901
Changes:	
San Marcos Springs:	
LID/BMP Management	675,000
Litter Control/Floating Vegetation	20,400
Management - Key Public Rec Areas	9,000
Non-Native Animal Species Control	(13,800)
Non-Native Plant Spec Control	25,000
EACHP Fund - Adopted Budget	\$ 21,075,501

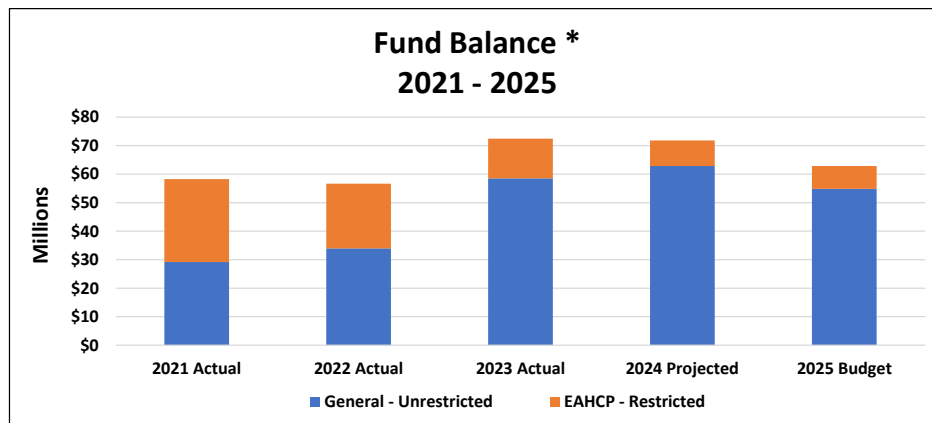
**Edwards Aquifer Authority
2025 Adopted Operating Budget**

Fund Summary: General and Habitat Conservation Plan

	GENERAL	EAHCP	TOTAL
Aquifer Management Fees, per Acre-Foot:			
Non-Agricultural (AMF/Program AMF)	\$ 50.00	\$ 40.00	\$ 90.00
Agricultural	\$ 2.00	\$ -	\$ 2.00
REVENUES			
Aquifer Management Fees	\$ 17,457,750	\$ -	\$ 17,457,750
Program Aquifer Management Fees	-	13,966,200	13,966,200
Aquifer Management Fee (Agricultural)	145,000	-	145,000
Interest	329,385	208,725	538,110
Miscellaneous	25,000	486,000	511,000
Subtotal Revenues	<u>17,957,135</u>	<u>14,660,925</u>	<u>32,618,060</u>
EXPENSES			
Salaries & Wages	10,137,018	619,416	10,756,434
Employee Benefits	3,733,102	226,592	3,959,694
Professional Technical Services	4,529,559	20,152,993	24,682,552
Property Services	2,816,640	18,000	2,834,640
Supplies	798,041	8,500	806,541
Other Services	1,146,173	50,000	1,196,173
Other Expenses	72,881	-	72,881
Capital	1,544,000	-	1,544,000
Subtotal Expenses	<u>24,777,414</u>	<u>21,075,501</u>	<u>45,852,915</u>
Net Income (Loss) Before Depreciation	<u>\$ (6,820,279)</u>	<u>\$ (6,414,575)</u>	<u>\$ (13,234,854)</u>
Net Asset Designations:			
Projected Operating Reserve, January 1, 2025	\$ 21,959,000	\$ 11,132,021	\$ 33,091,021
Net Increase (Decrease) in Fund Balance	<u>(6,820,279)</u>	<u>(6,414,575)</u>	<u>(13,234,854)</u>
Projected Operating Reserve, December 31, 2025	<u>\$ 15,138,721</u>	<u>\$ 4,717,446</u>	<u>\$ 19,856,167</u>
<i>Estimated % of Expenses</i>	<i>61.1%</i>		
Designated Operating Reserve:			
Abandoned Well Closure Assistance	489,311	-	489,311
Conservation/Aquifer Protection	2,159,158	-	2,159,158
Habitat Conservation Plan		4,717,446	4,717,446
Designated Operating Reserve Balance	<u>\$ 2,648,469</u>	<u>\$ 4,717,446</u>	<u>\$ 7,365,915</u>
<i>Estimated % of Expenses</i>	<i>10.7%</i>		
Undesignated Operating Reserve Balance	<u>\$ 12,490,252</u>	<u>\$ -</u>	<u>\$ 12,490,252</u>
<i>Estimated % of Expenses</i>	<i>50.4%</i>		

**Edwards Aquifer Authority
Projected Fund Balance
2025**

	GENERAL	EAHCP	TOTAL
AMF/Program AMF, per Acre-Foot:	\$ 50.00	\$ 40.00	\$ 90.00
REVENUES			
Aquifer Management Fees	\$ 17,457,750	\$ -	\$ 17,457,750
Program Aquifer Management Fees	-	13,966,200	13,966,200
Aquifer Management Fee (Agricultural)	145,000	-	145,000
Interest	329,385	208,725	538,110
Miscellaneous	25,000	486,000	511,000
Subtotal Revenues	17,957,135	14,660,925	32,618,060
EXPENSES			
Salaries & Wages	\$ 10,137,018	\$ 619,416	\$ 10,756,434
Employee Benefits	3,733,102	226,592	3,959,694
Professional Technical Services	4,529,559	20,152,993	24,682,552 ⁽¹⁾
Property Services	2,816,640	18,000	2,834,640
Supplies	798,041	8,500	806,541
Other Services	1,146,173	50,000	1,196,173
Other Expenses	72,881	-	72,881
Capital	1,544,000	-	1,544,000
Depreciation	1,129,848	40,458	1,170,306
Subtotal Expenses	25,907,262	21,115,959	47,023,221
Net Income (Loss)	\$ (7,950,127)	\$ (6,455,033)	\$ (14,405,160)
Projected Fund Balance, January 1, 2025	\$ 62,823,509	\$ 8,974,592	\$ 71,798,101
Reversal of December 31, 2024 recorded commitment for 2025 VISPO Forbearance payments; 2025 EAHCP Budget above includes expense ⁽¹⁾		\$ 5,494,192	\$ 5,494,192
Projected Fund Balance, December 31, 2025	\$ 54,873,382	\$ 8,013,751	\$ 62,887,132



* Fund Balance is defined as the excess amount of assets over liabilities (Net Assets).

⁽¹⁾ On December 31, 2024, an accrual was recorded for VISPO Forbearance payment commitments to be paid in 2025. The EAA includes the budgeted expense for payout in the year of payment (2025) and reversed the accrual from 2024, resulting in a net \$0 impact to ending Net Position at December 31, 2025.

Changes to Projected Fund Balances:

The proposed increase to the aquifer management fees (AMFs) originally planned in 2021 was postponed to 2024 to maintain stability in the comprehensive rate. As a result, fund reserve balances were anticipated to be used in 2022 - 2025. The decrease in the projected General Fund balance primarily relates to the decrease in the General AMF rate, while increasing the EAHCP AMF rate to lessen the impact to the EAHCP Fund balance. The decrease in the EAHCP Fund balance is largely due to the persistent drought requiring three consecutive years of VISPO forbearance payments (discussed earlier in this document). The projected EAHCP Fund balance is sufficient to cover another year of VISPO forbearance payments, if needed, but further increases to, or management of, the EAHCP AMF rate may be considered to ensure a continued sufficient EAHCP fund balance in the future.

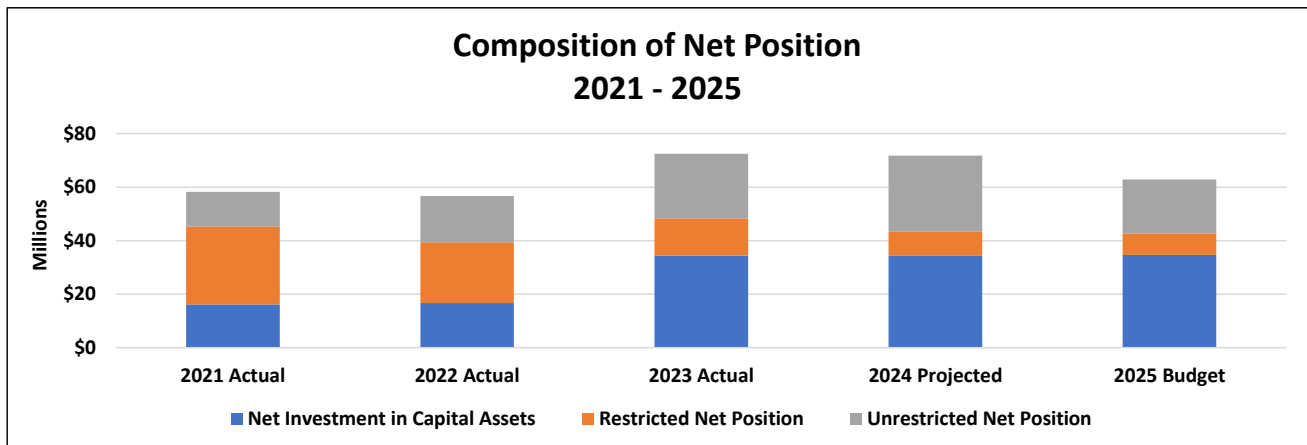
From 2024 to 2025:

Projected General Fund (Unrestricted) Fund Balance - Decrease of 12.7%

Projected EAHCP Fund (Restricted) Fund Balance - Decrease of 10.7%

Edwards Aquifer Authority
Projected Composition of Fund Balance (Net Position)
2025

Projected Net Position, Beginning of Year		\$ 71,798,101
Reversal - December 31, 2024		
Commitment - 2025 VISPO Forbearance (1)	\$ 5,494,192	
<i>Adjusted</i> Projected Net Position, Beginning of Year		\$ 77,292,293
Net Income/(Loss) before Depreciation	(13,234,854)	
Depreciation	(1,170,306)	
Net Income/(Loss) after Depreciation	\$ (14,405,160)	
Projected Net Position, End of Year		\$ 62,887,132



	2021	2022	2023	2024	2025
Net Position					
Net Investment in Capital Assets	\$ 16,143,386	\$ 16,696,597	\$ 34,391,960 ⁽²⁾	\$ 34,332,806	\$ 34,706,500
Restricted Net Position	29,099,665	22,702,150	13,918,434	8,974,592	8,013,751
Unrestricted Net Position	12,998,426	17,266,664	24,167,286	28,490,703	20,166,882
Total Net Position	\$ 58,241,477	\$ 56,665,411	\$ 72,477,680	\$ 71,798,101	\$ 62,887,132

The "Restricted Net Position" in this schedule is solely related to the EAHCP.

⁽¹⁾ On December 31, 2024, an accrual was recorded for VISPO Forbearance payment commitments to be paid in 2025. The EAA includes the budgeted expense for payout in the year of payment (2025) and reversed the accrual from 2024, resulting in a net \$0 impact to ending Net Position at December 31, 2025.

⁽²⁾ The Edwards Aquifer Conservancy (EAC), a nonprofit supporting organization of the EAA, is reported as a blended component unit in the EAA's financial statements. In 2023, the EAC acquired conservation easements (valued at approximately \$17,400,000) and are included in the "Net Investment in Capital Assets" line above beginning in 2023.

General Fund

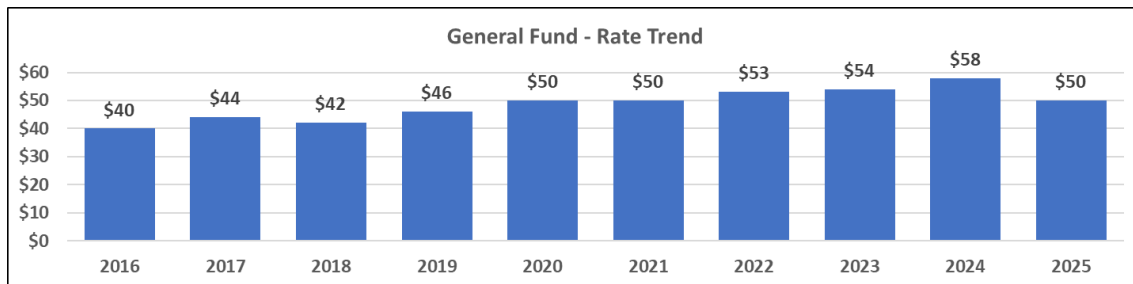
Revenue Summary

Funding for the EAA General Fund comes primarily from an aquifer management fee assessed on permitted agricultural and non-agricultural users of Edwards Aquifer groundwater. The 2025 aquifer management fee (AMF) for non-agricultural (M&I) users, assessed on the total groundwater authorized for use in 2025, decreased from \$58 to \$50. Revenue derived from the non-agricultural aquifer management fees represent 97.2% of the total budgeted EAA General Fund revenue for 2025.

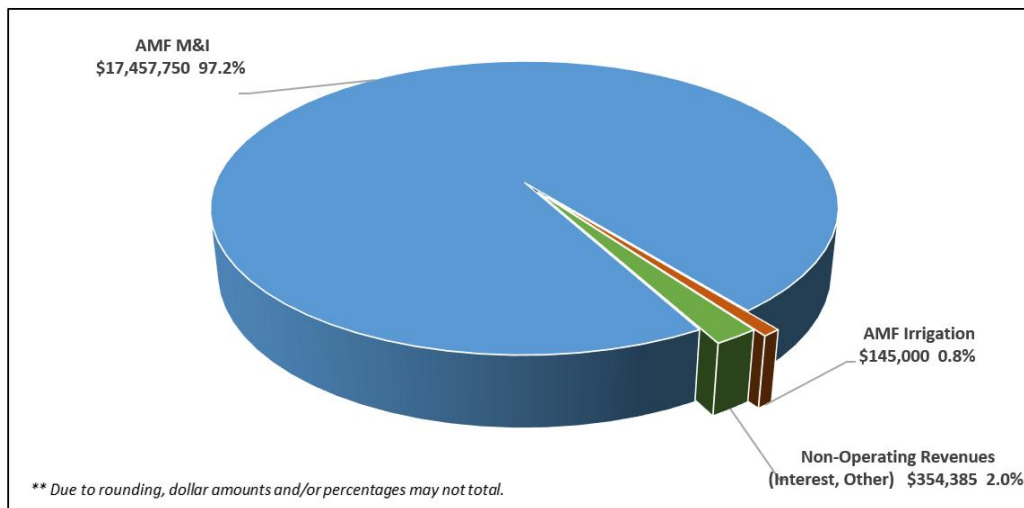
Fees for agricultural users are charged on groundwater actually used during the preceding year. The EAA Act limits the agricultural fee rate to \$2 per acre-foot. Agricultural fee revenue represents .8% of total EAA General Fund revenue.

Miscellaneous funding sources account for the remaining 2% of EAA budget General Fund revenue in 2025. Revenue in this category includes interest earnings and miscellaneous fees.

The below charts provide aquifer management fee rate trends since 2016 and 2025 Revenue Sources.



2025 General Fund - Revenue Sources



Expense Summary

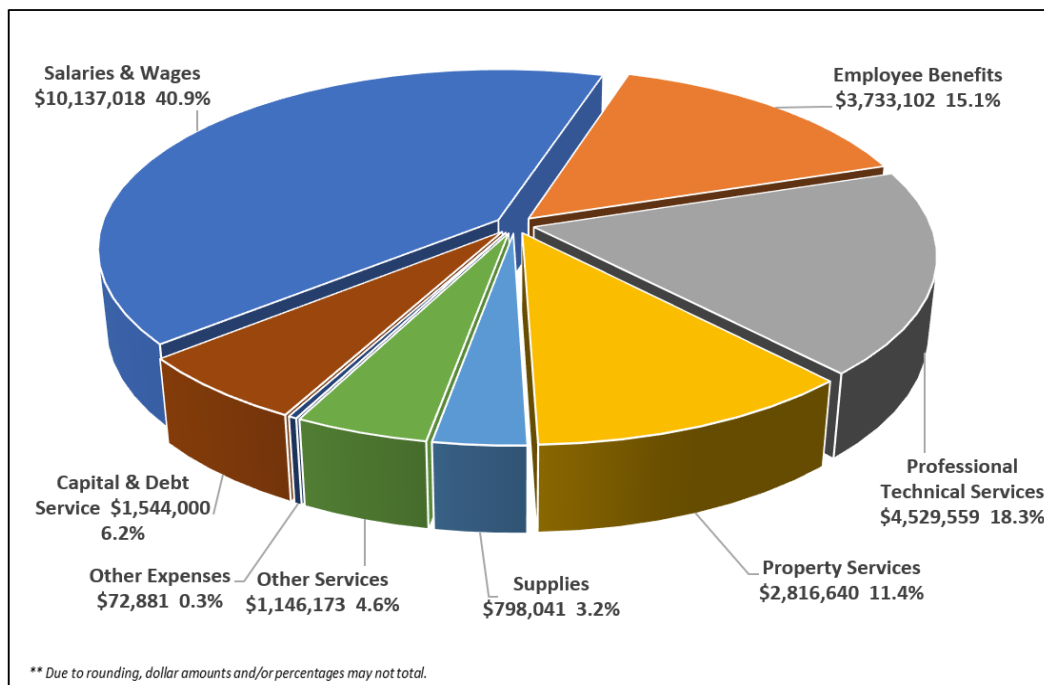
The EAA General Fund expenses are classified by major category. These categories include: salaries and wages, employee benefits, professional technical services, property services, supplies, other services, and other expenses (excluding depreciation), which total approximately \$24.8 million for 2025.

Salaries and Wages includes wages paid to employees at bi-weekly intervals and include overtime as well as sick leave, holiday pay, personal leave and other paid absences. Employee Benefits include items such as employer contributions to retirement, FICA, and insurance premiums.

Professional Technical Services include services such as outside consultants, analysis, evaluation, planning, or recommendation, and result in the production of a report or the completion of a task or project.

Property Services include items such as utilities, property maintenance, and support/maintenance for equipment. Other Services include printing, telecommunications, public notices and staff training. Supplies include fuel, postage, and promotional/educational items. Other Expenses includes conservation grants and debt interest payments. Capital and debt service includes capital expenditures and the principal portion of the general improvement revenue note (debt).

The below chart depicts 2025 budgeted expenses, by category.



**Edwards Aquifer Authority
2025 Adopted Operating Budget**

Fund Summary: General

	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed Budget
Aquifer Management Fees, per Acre-Foot:				
Non-Agricultural	\$ 54.00	\$ 58.00	\$ 58.00	\$ 50.00
Agricultural	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00
 REVENUES				
Aquifer Management Fees	\$ 20,013,806	\$ 21,381,700	\$ 20,423,444	\$ 17,457,750
Aquifer Management Fee (Agricultural)	160,612	145,000	100,000	145,000
Interest	1,915,867	213,954	1,000,000	329,385
Miscellaneous	2,952,487	25,000	360,000	25,000
Subtotal Revenues	25,042,772	21,765,654	21,883,444	17,957,135
 EXPENSES				
Salaries & Wages	8,247,799	9,711,175	9,711,175	10,137,018
Employee Benefits	2,325,997	3,387,180	3,387,180	3,733,102
Professional Technical Services	3,081,028	5,659,967	5,120,167	4,529,559
Property Services	1,706,615	2,578,563	2,559,163	2,816,640
Supplies	408,676	643,206	639,006	798,041
Other Services	557,189	966,148	956,148	1,146,173
Other Expenses	590,942	382,407	382,407	72,881
Capital	1,244,082	1,586,484	1,336,484	1,544,000
Subtotal Expenses	18,162,328	24,915,130	24,091,730	24,777,414
Net Income (Loss) Before Depreciation	\$ 6,880,444	\$ (3,149,476)	\$ (2,208,286)	\$ (6,820,279)
 Net Asset Designations:				
Projected Operating Reserve, January 1, 2025				\$ 21,959,000
Net Increase (Decrease) in Fund Balance				<u>(6,820,279)</u>
Projected Operating Reserve, December 31, 2025				<u>\$ 15,138,721</u>
<i>Estimated % of Expenses</i>				<i>61.1%</i>
 <i>Designated Operating Reserve:</i>				
Abandoned Well Closure Assistance				489,311
Conservation/Aquifer Protection				2,159,158
Next Generation				-
Designated Operating Reserve Balance				<u>\$ 2,648,469</u>
<i>Estimated % of Expenses</i>				<i>10.7%</i>
 Undesignated Operating Reserve Balance				
				<u>\$ 12,490,252</u>
<i>Estimated % of Expenses</i>				<i>50.4%</i>

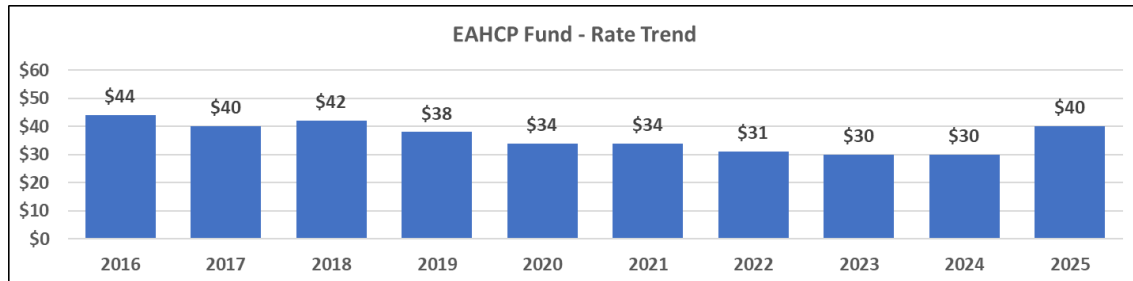
Edwards Aquifer Authority Habitat Conservation Plan (EAHCP) Fund

Revenue Summary

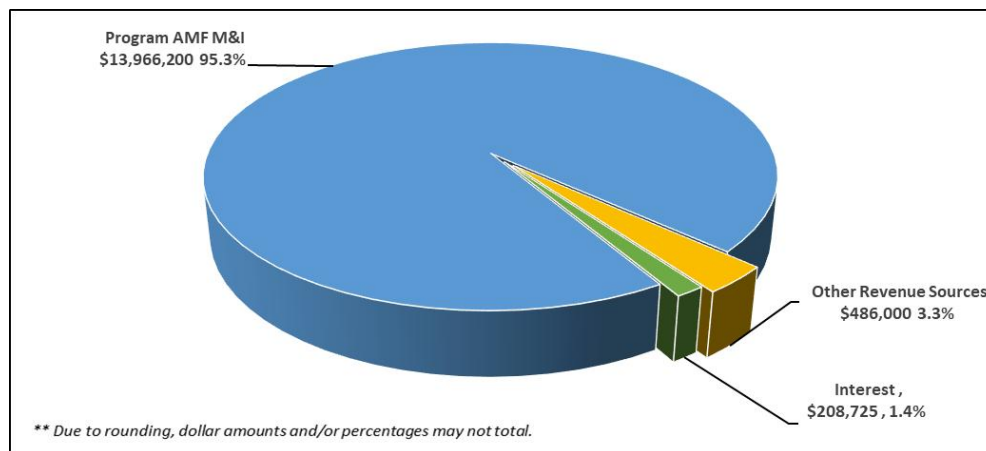
Operating revenue to fund the activities of the EAHCP is primarily derived from a program aquifer management fee assessed against all M&I permit holders based on the amount of groundwater withdrawal permits authorized for 2025. The 2025 EAHCP program aquifer management fee rate increased from \$30 to \$40 per acre-foot. Revenue derived from the non-agricultural program aquifer management fees represent 95.3% of the total budgeted EAHCP Fund revenue for 2025.

In addition to revenue collected through the assessment of program aquifer management fees, the 2025 EAHCP Program budget includes pledged revenue from other entities. Seven organizations – the Guadalupe Blanco River Authority (GBRA), Union Carbide, CPS Energy, the San Antonio River Authority, the City of Victoria, the Guadalupe Basin Coalition, and the Nueces River Authority – have pledged their intent to financially assist the EAA in the implementation of the EAHCP. Total revenue from these sources is budgeted at \$486,000 and represent 3.3% of total budgeted EAHCP Fund revenue. Interest revenue, 1.4% of total revenue, is expected to decrease in 2025, as previously discussed in this document.

The below charts provide aquifer management fee rate trends since 2016 and 2025 Revenue Sources.



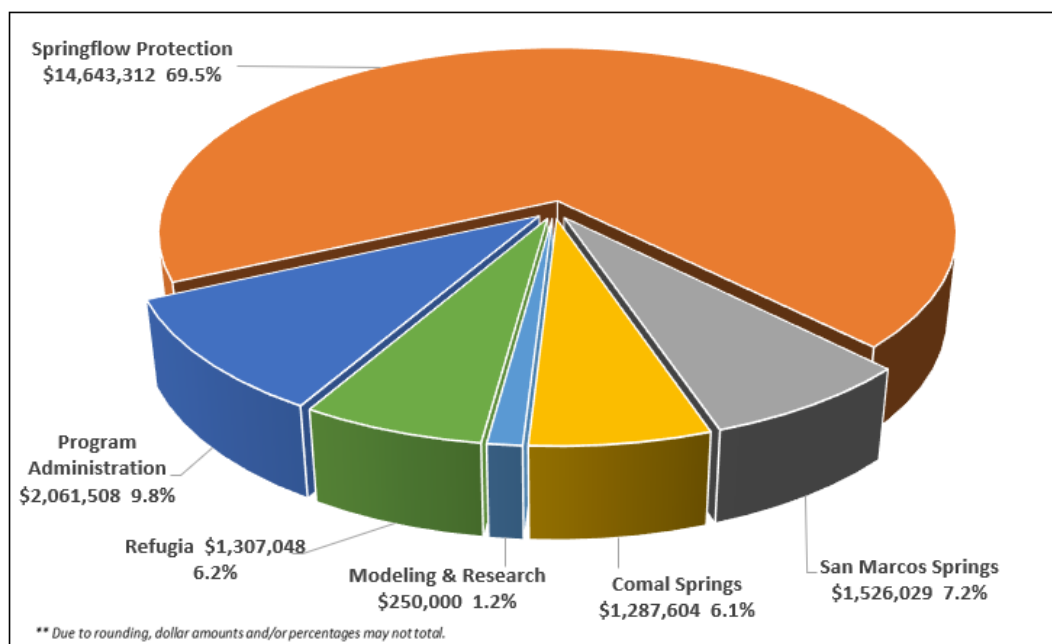
2025 EAHCP Fund - Revenue Sources



Expense Summary

The 2025 budget includes \$21.1 million, a 1.2% decrease from the amended 2024 budget, to fund the conservation measures and other activities mentioned below and will use a portion of the cash reserve built in prior years to fund these activities. The Springflow Protection conservation measures account for approximately \$14.6 million of the EAHCP budget in 2025. One of the Springflow Protection conservation measures is the Voluntary Irrigation Suspension Program Option (VISPO). VISPO requires payment to Edwards groundwater withdrawal permit holders for forbearance of enrolled water when aquifer levels decline to certain critical levels. On October 1, 2024, the aquifer was below the requisite level thus triggering a forbearance year and suspension payments for 2025. The 2025 budget includes both stand-by payments (\$2.3 million) and suspension payments (\$6.7 million) to be paid in 2025. However, in accordance with generally accepted accounting principles, the EAA accrues these amounts as an expense in 2024. The budget also includes funding to support the use of the San Antonio Water System's (SAWS) aquifer storage and recovery (ASR) project as another significant EAHCP Springflow Protection conservation measure. The injection goal of 126,000 acre-feet of groundwater into the SAWS ASR was met in 2020; therefore, the 2025 budget includes only ASR lease and forbearance payments in the amount of \$5.7 million, but no ASR operation costs. The remaining 30.5% of the EAHCP budget will fund various activities and work plans to be implemented by the signatories to the plan during 2025: the EAA, the City of New Braunfels, the City of San Marcos, the City of San Antonio through San Antonio Water System, and Texas State University.

The below chart depicts 2025 budgeted expenses, by category.



**Edwards Aquifer Authority
2025 Adopted Operating Budget**

Fund Summary: Habitat Conservation Plan

	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed Budget
<i>Aquifer Management Fees, per Acre-Foot: Non-Agricultural</i>	\$ 30.00	\$ 30.00	\$ 30.00	\$ 40.00
REVENUES				
Program Aquifer Management Fees	\$ 11,603,854	\$ 11,059,500	\$ 10,563,954	\$ 13,966,200
Interest	1,305,802	356,558	820,000	208,725
Miscellaneous	486,000	486,000	486,000	486,000
Subtotal Revenues	13,395,656	11,902,058	11,869,954	14,660,925
EXPENSES				
Salaries & Wages	380,295	590,533	590,533	619,416
Employee Benefits	104,467	204,959	204,959	226,592
Professional Technical Services	19,353,805	20,464,224	20,464,224	20,152,993
Property Services	13,599	18,000	18,000	18,000
Supplies	8,472	12,500	12,500	8,500
Other Services	32,891	51,000	51,000	50,000
Other Expenses	(3,432)	-	-	-
Capital	-	-	-	-
Subtotal Expenses	19,890,097	21,341,216	21,341,216	21,075,501
 Net Income (Loss) Before Depreciation	 \$ (6,494,441)	 \$ (9,439,158)	 \$ (9,471,262)	 \$ (6,414,575)
<i>Net Asset Designations:</i>				
Projected Operating Reserve, January 1, 2025				\$ 11,132,021
Net Increase (Decrease) in Fund Balance				(6,414,575)
Projected Operating Reserve, December 31, 2025				\$ 4,717,446

2025 5-Year Forecast

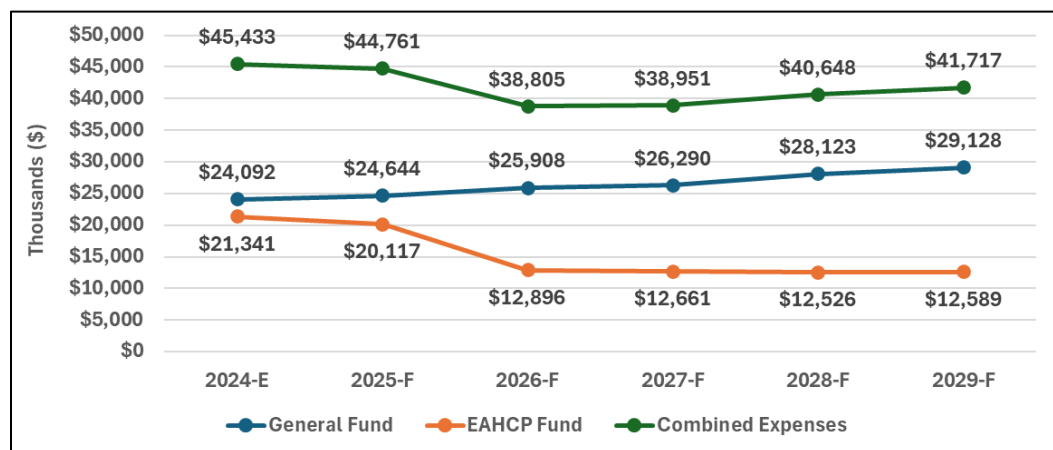
The first step in the budget process is the development of the 5-year forecast. The 5-year forecast takes into consideration staff positions needed, continued and/or new program initiatives, capital expenditures related to initiatives, aquifer management and program aquifer management fee rates required to generate supporting revenue, and an overall ending reserve balance.

At the time of development, the 5-year forecast highlights and considerations included:

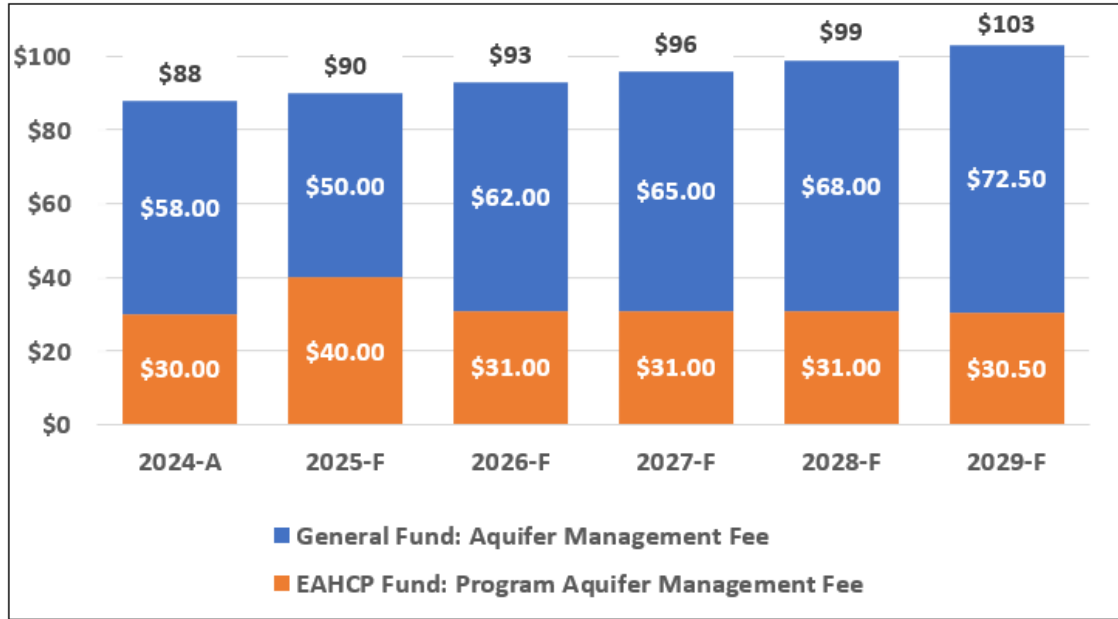
- Average staff cost of living/merit increases at an average of 6% per employee; no additional full time or part time staff positions
- New aquifer research tool development and expenses
- Continuation of existing efforts to provide sustainability of the aquifer for the region
- No VISPO forbearance payments after 2025
- Proposed rate increases to the combined Municipal & Industrial (M&I) aquifer management/program aquifer management fee rate are limited to a maximum 8% increase per year by the Legislature. As the forecast is developed each year, prior year ending reserve balances and projected expenses are considered prior to considering a proposed rate increase.

Below are graphical representations of expenses and the AMF rates proposed in the most recent 5-year forecast:

Expenses, By Fund



**M&I
Rates,
per AF**



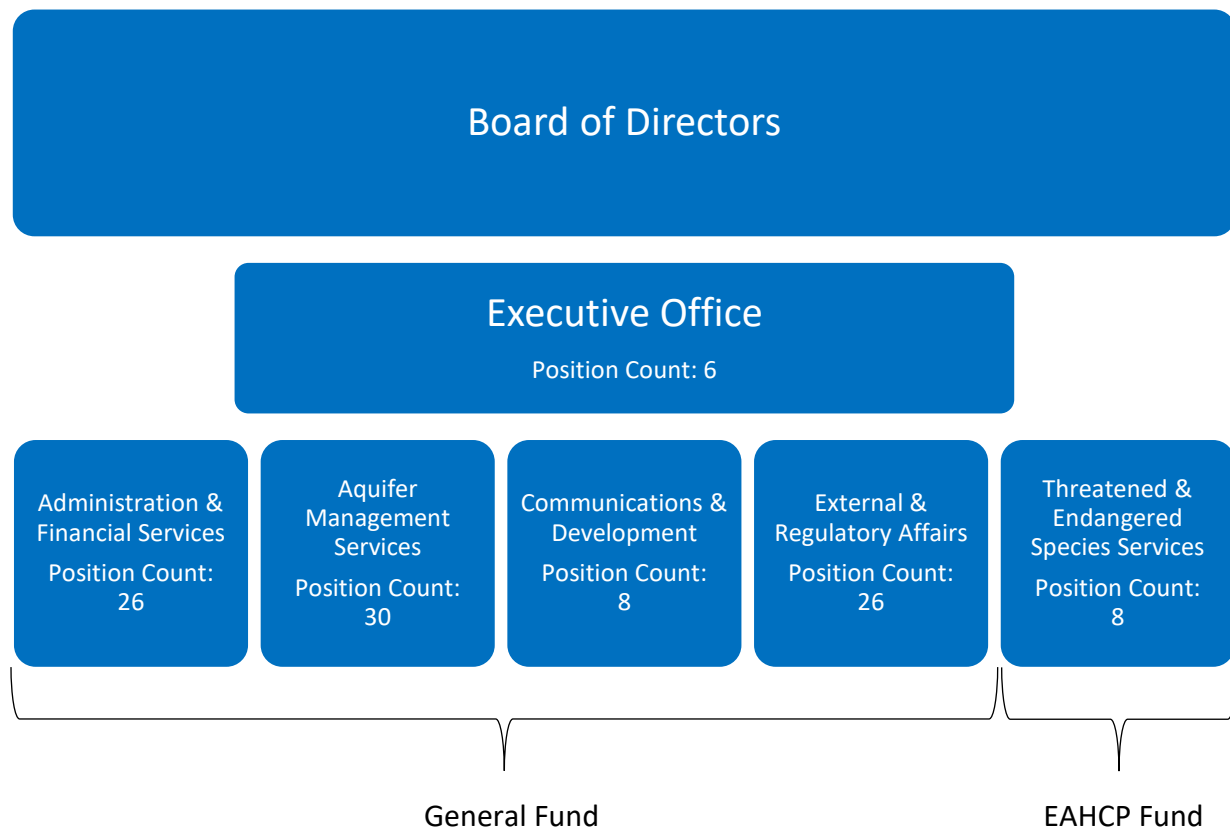
DIVISION/DEPARTMENT DETAIL

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Organization Structure

EAA operations are structured into six (6) functional divisions: Executive Office, Administration & Financial Services; Aquifer Management Services; External & Regulatory Affairs; Communications & Development and Threatened & Endangered Species Services. The core values of the EAA, which includes collaboration, creativity, integrity, professionalism, science-based and stewardship, are shared across funds, divisions and departments, as well as, with the constituents served by the EAA.

Below is a graphical depiction of the EAA’s organizational structure. As noted in the fund structure diagram below, various divisions are reportable under certain Funds.

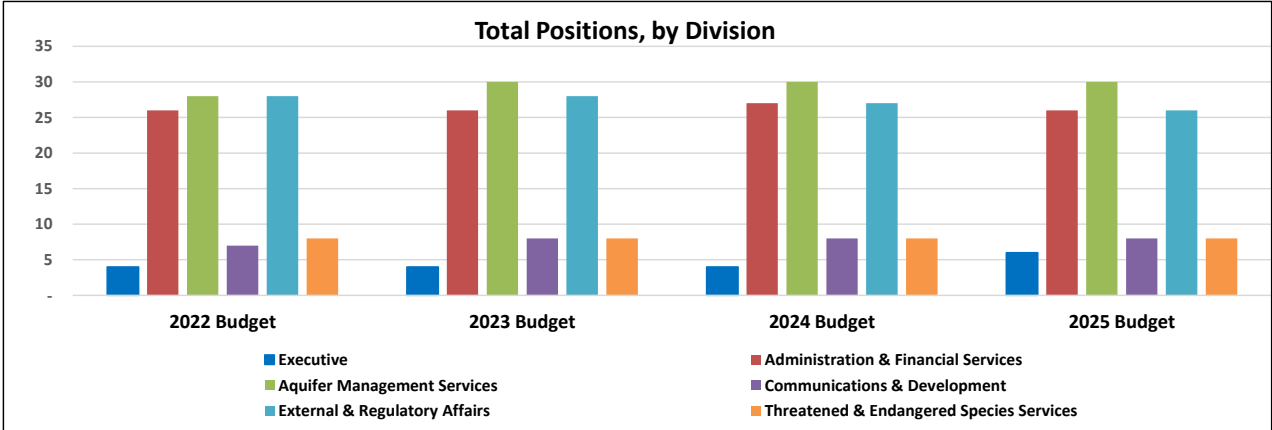


The following sections depict the 2025 narratives, budget and organizational chart applicable to each of these divisions representing the operations of the EAA.

Position Schedule

In 2022, one (1) new part-time position was added in the Administration and Financial Services Division. In 2023, two (2) new full-time positions in the Aquifer Management Services Division and one (1) new full-time position in Communications and Development Division were added. For 2024 and 2025, the total number of full-time and part-time positions remained unchanged.

<u>Positions by Division/Department</u>	<u>2022 Budget</u>	<u>2023 Budget</u>	<u>2024 Budget</u>	<u>2025 Budget</u>
Full-Time Positions				
<u>Executive</u>				
EXE-General	4	4	4	6
<u>Administration & Financial Services</u>				
AFS - General	1	1	1	1
Accounting	5	5	5	5
Authority Operations	1	1	1	1
Business Diversity & Inclusion	3	1	1	1
Human Resources	7	8	9	8
Information Technology	6	7	7	7
Records	1	1	1	1
<u>Aquifer Management Services</u>				
AMS - General	1	1	1	1
Aquifer Sustainability	8	8	9	9
Aquifer Science Research & Modeling	12	14	12	12
Data Management	7	7	8	8
<u>Communications & Development</u>				
C&D - General	1	1	1	1
Public Information	5	6	5	5
School Education	1	1	2	2
<u>External & Regulatory Affairs</u>				
ERA - General	1	1	1	1
Intergovernmental Relations	2	2	2	-
Meters	7	7	7	7
Regulatory Affairs & Water Resources	18	18	17	18
<u>Threatened & Endangered Species Services</u>				
Program Administration	8	8	8	8
Subtotal	99	102	102	102
<u>Part-Time Positions</u>				
<u>Administration & Financial Services</u>				
Human Resources	2	2	2	2
Subtotal	2	2	2	2
<u>Total Positions</u>				
Executive	4	4	4	6
Administration & Financial Services	26	26	27	26
Aquifer Management Services	28	30	30	30
Communications & Development	7	8	8	8
External & Regulatory Affairs	28	28	27	26
Threatened & Endangered Species Services	8	8	8	8
Total	101	104	104	104



GENERAL FUND – DIVISION/DEPARTMENT SUMMARY

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**Edwards Aquifer Authority
2025 Adopted Operating Budget**

General Fund: Division/Department Summary

Division/Department	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Executive	\$ 2,058,946	\$ 2,875,180	\$ 2,825,180	\$ 2,920,253
EXE - General	1,143,338	1,253,680	1,253,680	1,743,753
Board of Directors	38,882	173,500	123,500	123,500
Legal	563,452	641,000	641,000	641,000
Strategic Policy	313,274	807,000	807,000	412,000
Administration & Financial Services	5,655,495	7,581,473	7,392,273	7,912,694
AFS - General	2,303,312	3,311,779	3,311,779	3,495,749
Accounting	335,342	417,937	417,937	465,934
Authority Operations	1,332,912	1,640,487	1,640,487	1,717,876
Business Diversity & Inclusion	20,784	57,500	57,500	99,500
Human Resources	223,492	422,861	388,661	499,745
Information Technology	1,413,556	1,690,600	1,535,600	1,585,700
Records	26,097	40,309	40,309	48,190
Aquifer Management Services	4,766,809	7,166,924	6,916,924	7,540,556
AMS - General	3,235,008	3,772,631	3,772,631	4,026,347
Aquifer Science Research	1,067,968	2,224,284	1,974,284	2,254,700
Aquifer Sustainability	(160,728)	23,859	23,859	151,859
Data Management	181,709	384,800	384,800	331,800
Field Research Park	209,698	256,350	256,350	264,350
Modeling	233,154	505,000	505,000	511,500
Communication & Development	1,438,309	2,128,886	2,044,686	2,130,881
C&D - General	805,825	955,386	955,386	1,014,981
Public Information	535,548	902,300	862,300	859,500
School Education	96,936	271,200	227,000	256,400
External & Regulatory Affairs	4,242,769	5,162,667	4,912,667	4,273,030
ERA - General	3,138,617	3,921,029	3,921,029	3,805,940
Abandoned Well Closures	0	250,000	0	0
Meters	220,336	247,548	247,548	276,740
Regulatory Affairs & Water Resources	883,816	744,090	744,090	190,350
Grand Total	\$ 18,162,328	\$ 24,915,130	\$ 24,091,730	\$ 24,777,414

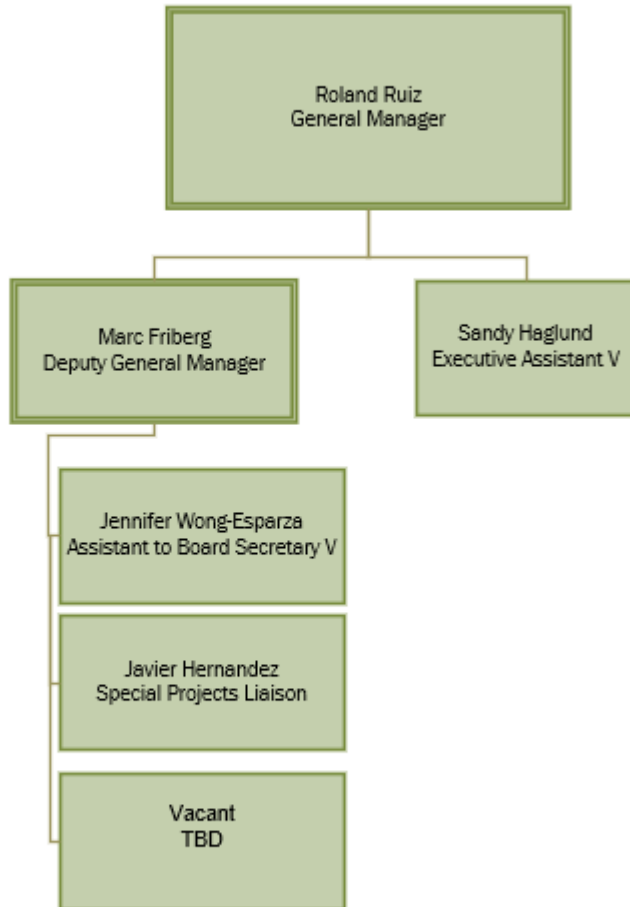
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EXECUTIVE DIVISION

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Executive Division



Executive

The Edwards Aquifer Authority (the “EAA”) is governed by a 17-member board of directors. Fifteen of these directors are voting members, elected from single-member districts. One director is appointed by the South Central Texas Water Advisory Committee (SCTWAC) and one is appointed on a four-year rotating cycle from Medina and Uvalde counties.

The Executive Office, consisting of the General Manager, Deputy General Manager, Assistant to the Board Secretary, and the Executive Assistant manage all aspects of EAA operations. Additionally, the Executive Office oversees the activities of the EAA’s outside counsel, as well as, the strategic policies/direction of the EAA. The Executive division is comprised of the following departments:

- ✚ **General:** Expenses not directly associated with a specific operational program, such as salaries and benefits, conferences and training, meeting and travel, memberships, and subscriptions are reflected in this department.

- ✚ **Board of Directors & South Central Texas Water Advisory Committee (SCTWAC):** The board determines EAA policies and hires the General Manager to manage all EAA operations. The SCTWAC is made up of representatives from downstream counties to interact with the EAA when issues related to downstream water rights are addressed, and conducts a biennial report assessing the effectiveness of the EAA.

- ✚ **Legal Services:** The board hires a general counsel to provide comprehensive legal services regarding all aspects of EAA operations. Executive Office staff provide a centralized, point-of-contact for EAA counsel, and serve as liaison between the board and legal counsel to manage work referred to counsel.

- ✚ **Strategic Policy:** The EAA was created by the Texas Legislature and as such maintains ongoing communications with the legislature and other political and governmental entities. These include, but are not limited to, various committees of the House and Senate, including the Edwards Aquifer Legislative Oversight Committee, regional water planning groups, groundwater management areas, and other water-related regulatory or planning entities. This program coordinates activities such as the gathering and sharing of pertinent information with legislative bodies and other governmental entities and assisting in the planning of water management on a regional basis for both groundwater and surface water to help meet future needs. This program also oversees the EAA’s precipitation enhancement (cloud seeding) program to increase recharge and reduce irrigation demand.

Division Expenses, by Classification:

Expense Classification	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Salaries & Wages	\$ 896,353	\$ 931,851	\$ 931,851	\$ 1,220,867
Employee Benefits	239,082	257,829	257,829	358,886
Professional Technical Services	818,484	1,442,000	1,392,000	992,000
Property Services	12,948	40,200	40,200	40,200
Supplies	5,581	15,300	15,300	20,300
Other Services	86,498	188,000	188,000	288,000
Grand Total	\$ 2,058,946	\$ 2,875,180	\$ 2,825,180	\$ 2,920,253

Division Expenses, by Department:

Department	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
EXE - General	\$ 1,143,338	\$ 1,253,680	\$ 1,253,680	\$ 1,743,753
Board of Directors	38,882	173,500	123,500	123,500
Legal	563,452	641,000	641,000	641,000
Strategic Policy	313,274	807,000	807,000	412,000
Grand Total	\$ 2,058,946	\$ 2,875,180	\$ 2,825,180	\$ 2,920,253

Division/Department Performance Measures

Please see the separate “Performance Measures” section in this budget document for a summary narrative regarding the Strategic Plan/Key Objectives. Below are the specific performance measures for this Division.

Department	Performance Measure (PM)	Strategic Plan Objective	2023 Achievement	2024 Goal	2024 Achievement	2025 Goal
Business Diversity & Inclusion	1 Organization-wide percentage of contracts awarded to Minority/Women Owned Businesses in accordance with EAA ByLaw good faith effort goal	5; Inclusion	28.5%	30%	30.2%	30%

Department	Performance Measure (PM)	Strategic Plan Objective	2023 Achievement	2024 Goal	2024 Achievement	2025 Goal
General	2 Percentage of Staff attending Internal Training and Professional Development Events	5; Inclusion	32%	50%	21%	50%
Executive/ Board	3 Directors submitting annual Code of Ethics Statements of Affirmation	5; Inclusion	100%	100%	100%	100%
Executive/ Board	4 Board minutes published in Legistar within 30 days of approval	5; Inclusion	100%	100%	100%	100%
Legal Services	5 Provide the EAA Board of Directors with a monthly accounting of the past month's legal expenses and a running total of the expenses incurred for the year.	4; Assuredness	Pass	Pass/ Fail	Pass	Pass/ Fail
Recharge Enhancement	6 Provide the EAA Board of Directors with recharge estimates associated with cloud seeding activities completed in the previous year and report number of clouds seeded and flights made during the previous year	4; Assuredness	Pass	Pass/ Fail	Pass	Pass/ Fail

Department	Performance Measure (PM)		Strategic Plan Objective	2023 Achievement	2024 Goal	2024 Achievement	2025 Goal
Strategic Partnerships	7	Provide sponsorships for at least 3 like-minded organizations to enhance partnership and networking opportunities for EAA programs	1; Partnerships	Pass	Pass/ Fail	Pass	Pass/ Fail

PM 2: Open or vacant positions during the year could cause this goal not to be obtained.

Edwards Aquifer Authority
2025 Adopted Operating Budget

Executive Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Salaries & Wages	Salaries & Wages	\$ 716,810	\$ 931,851	\$ 931,851	\$ 1,220,867
	Holiday Leave	46,103	-	-	-
	Sick Leave	71,003	-	-	-
	Vacation Leave	62,437	-	-	-
Salaries & Wages Total		896,353	931,851	931,851	1,220,867
Employee Benefits	401a Money Purchase Plan Contributions	21,777	-	-	-
	401a Profit-Sharing & Trust Plan Contributions	22,500	-	-	-
	Allowances	18,150	19,500	19,500	19,500
	Dental Insurance	984	1,416	1,416	2,135
	Employer FICA & Medicare	57,234	71,287	71,287	93,396
	Health Insurance	22,236	34,905	34,905	68,148
	Life & AD&D Insurance	2,296	3,690	3,690	5,274
	LT Disability Insurance	1,243	2,609	2,609	3,418
	Medical Allowance Reimbursement	26,700	20,000	20,000	30,000
	Pension Expense	65,885	-	-	-
	Retirement Contributions	32	103,342	103,342	135,394
State Unemployment Tax	45	1,080	1,080	1,620	
Employee Benefits Total		239,082	257,829	257,829	358,886
Professional Technical Services	Contractual Professional Services	17,868	125,000	75,000	75,000
	Elections	-	400,000	400,000	-
	Legal Services	500,681	525,000	525,000	525,000
	Legislative Services	150,000	150,000	150,000	150,000
	Precipitation Enhancement	149,935	175,000	175,000	175,000
	Region L	-	17,000	17,000	17,000
	Strategic Partnerships	-	50,000	50,000	50,000
Professional Technical Services Total		818,484	1,442,000	1,392,000	992,000
Property Services	Constituency Services	-	25,000	25,000	25,000
	Event Sponsorships	12,948	14,000	14,000	14,000
	Facilities Rental	-	1,000	1,000	1,000
	Non-Capital Assets	-	200	200	200
Property Services Total		12,948	40,200	40,200	40,200
Supplies	Memberships	4,987	5,000	5,000	5,000
	Office Supplies	-	1,000	1,000	1,000
	Subscriptions & Publications	594	9,300	9,300	14,300
Supplies Total		5,581	15,300	15,300	20,300
Other Services	Conferences, Seminars & Training	-	18,000	18,000	18,000
	Meeting Expenses	39,489	84,500	84,500	84,500
	Printing	-	500	500	500
	Public & Legal Notices	47,009	85,000	85,000	85,000
	Edwards Aquifer Conservancy Support	-	-	-	100,000
Other Services Total		86,498	188,000	188,000	288,000
Grand Total		\$ 2,058,946	\$ 2,875,180	\$ 2,825,180	\$ 2,920,253

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Executive
Department: General

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Salaries & Wages	100-901-51000-00	Salaries & Wages	\$ 716,810	\$ 931,851	\$ 931,851	\$ 1,220,867
	100-901-51200-00	Sick Leave	71,003	-	-	-
	100-901-51300-00	Vacation Leave	62,437	-	-	-
	100-901-51400-00	Holiday Leave	46,103	-	-	-
Salaries & Wages Total			896,353	931,851	931,851	1,220,867
Employee Benefits	100-901-52002-00	Employer FICA & Medicare	57,234	71,287	71,287	93,396
	100-901-52003-00	Retirement Contributions	32	103,342	103,342	135,394
	100-901-52004-00	LT Disability Insurance	1,243	2,609	2,609	3,418
	100-901-52005-00	Health Insurance	22,236	34,905	34,905	68,148
	100-901-52006-00	Dental Insurance	984	1,416	1,416	2,135
	100-901-52008-00	State Unemployment Tax	45	1,080	1,080	1,620
	100-901-52024-00	Life & AD&D Insurance	2,296	3,690	3,690	5,274
	100-901-52035-00	Medical Allowance Reimbursement	26,700	20,000	20,000	30,000
	100-901-52100-00	Allowances	18,150	19,500	19,500	19,500
	100-901-52103-00	Pension Expense	65,885	-	-	-
	100-901-52104-00	401a Profit-Sharing & Trust Plan Contributions	22,500	-	-	-
	100-901-52105-00	401a Money Purchase Plan Contributions	21,777	-	-	-
Employee Benefits Total			239,082	257,829	257,829	358,886
Professional Technical Services	100-001-53100-00	Contractual Professional Services	-	35,000	35,000	35,000
Professional Technical Services Total			-	35,000	35,000	35,000
Property Services	100-001-54500-00	Non-Capital Assets	-	200	200	200
Property Services Total			-	200	200	200
Supplies	100-001-56105-00	Office Supplies	-	500	500	500
	100-001-56501-00	Memberships	4,987	5,000	5,000	5,000
	100-001-56502-00	Subscriptions & Publications	-	4,300	4,300	4,300
Supplies Total			4,987	9,800	9,800	9,800
Other Services	100-001-55100-00	Printing	-	500	500	500
	100-001-55400-00	Conferences, Seminars & Training	-	10,000	10,000	10,000
	100-001-55500-00	Meeting Expenses	2,916	8,500	8,500	8,500
	225-001-58200-00	Edwards Aquifer Conservancy Support	-	-	-	100,000
Other Services Total			2,916	19,000	19,000	119,000
Grand Total			\$ 1,143,338	\$ 1,253,680	\$ 1,253,680	\$ 1,743,753

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Executive
Department: Board of Directors

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	100-102-53100-00	Contractual Professional Services	\$ 2,700	\$ 65,000	\$ 15,000	\$ 15,000
Professional Technical Services Total			2,700	\$ 65,000	\$ 15,000	\$ 15,000
Property Services	100-102-54301-00	Constituency Services	-	\$ 25,000	\$ 25,000	\$ 25,000
Property Services Total			-	\$ 25,000	\$ 25,000	\$ 25,000
Supplies	100-102-56105-00	Office Supplies	-	\$ 500	\$ 500	\$ 500
	100-102-56501-00	Memberships	-	\$ -	\$ -	\$ -
Supplies Total			-	\$ 500	\$ 500	\$ 500
Other Services	100-102-55400-00	Conferences, Seminars & Training	-	\$ 8,000	\$ 8,000	\$ 8,000
	100-102-55500-00	Meeting Expenses	36,182	\$ 75,000	\$ 75,000	\$ 75,000
Other Services Total			36,182	\$ 83,000	\$ 83,000	\$ 83,000
Grand Total			\$ 38,882	\$ 173,500	\$ 123,500	\$ 123,500

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Executive
Department: Legal

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	100-103-53100-00	Contractual Professional Services	\$ 15,168	\$ 25,000	\$ 25,000	\$ 25,000
	100-103-53104-00	Legal Services	500,681	525,000	525,000	525,000
Professional Technical Services Total			515,849	550,000	550,000	550,000
Property Services	100-103-54202-00	Facilities Rental	-	1,000	1,000	1,000
Property Services Total			-	1,000	1,000	1,000
Supplies	100-103-56502-00	Subscriptions & Publications	594	5,000	5,000	5,000
Supplies Total			594	5,000	5,000	5,000
Other Services	100-103-55200-00	Public & Legal Notices	47,009	85,000	85,000	85,000
Other Services Total			47,009	85,000	85,000	85,000
Grand Total			\$ 563,452	\$ 641,000	\$ 641,000	\$ 641,000

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Executive
Department: Strategic Policy

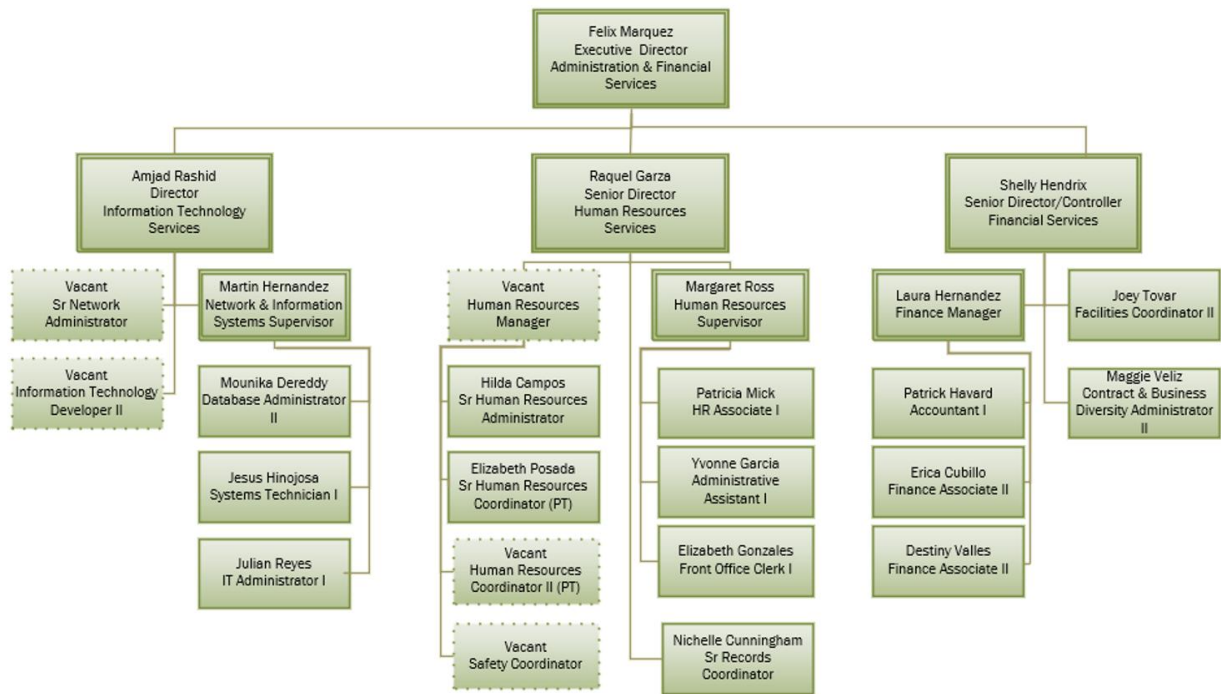
Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	100-309-53105-00	Precipitation Enhancement	\$ 149,935	\$ 175,000	\$ 175,000	\$ 175,000
	100-104-53143-00	Legislative Services	150,000	150,000	150,000	150,000
	100-104-53145-00	Region L	-	17,000	17,000	17,000
	100-104-53150-00	Elections	-	400,000	400,000	0
	100-104-53155-00	Strategic Partnerships	-	50,000	50,000	50,000
Professional Technical Services Total			299,935	792,000	792,000	392,000
Property Services	100-104-54300-00	Event Sponsorships	12,948	14,000	14,000	14,000
Property Services Total			12,948	14,000	14,000	14,000
Supplies	100-104-56502-00	Subscriptions & Publications	-	0	0	5,000
Supplies Total			-	0	0	5,000
Other Services	100-104-55500-00	Meeting Expenses	391	1,000	1,000	1,000
Other Services Total			391	1,000	1,000	1,000

**ADMINISTRATION &
FINANCIAL SERVICES DIVISION**

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Administration & Financial Services Division



Administration & Financial Services

The Administration & Financial Services division serves the entire staff of the EAA by providing all organizational support activities and by ensuring all EAA teams have the supplies, equipment, facilities and technology available to perform their duties. This includes meeting the organization's financial, technological, and human resource needs to keep the organization operating efficiently. The Administration & Financial Services division is comprised of the following departments:

- ✚ **General:** Expenses not directly associated with a specific operational program, such as salaries and benefits.
- ✚ **Accounting:** The Accounting program conducts all activities associated with payroll, accounts payable, accounts receivable, procurement and contract administration, budget, audits, investment activities, property, casualty, and workers' compensation insurance.
- ✚ **Authority Operations:** The EAA Authority Operations program supports the entire organization by overseeing building improvements, facility maintenance, vehicle maintenance, office equipment purchases and leases, and utilities.
- ✚ **Business Diversity/Inclusion:** The Business Diversity/Inclusion program develops, implements, manages and monitors the EAA's business diversity initiatives and strategy by working as a community outreach partner in collaboration with other local agencies and businesses to enhance engagement of minority-owned or woman-owned businesses (MWBES) in contract awards. Through this endeavor, staff strives to meet the EAA aspirational goal of awarding at least 30% of its contracts to MWBEs.
- ✚ **Human Resources:** The Human Resources program administers all aspects of recruiting and retaining talent to the EAA. These activities include staffing, recruitment, pre-employment and post-employment processing, employee benefits administration, compensation, safety training, staff development, as well as managing the agency's records retention program, administrative support function and college internship/work-study program.
- ✚ **Information Technology:** The Information Technology program supports and administers all technology resources to ensure EAA staff has high quality and dependable technology to accomplish its mission. Funding includes access to technology resources including personal computers, servers, databases, imaging, printers, sensors, networking, programming and professional grade software to empower staff. In addition, this program provides technology services including planning, purchasing, maintenance and security while offering guidance on new and emerging technologies to empower staff as they build the next generation of the EAA.

- + **Records:** Through centralized organization and electronic records management software, the Records program area ensures the EAA maintains all records according to an adopted plan. In accordance with this plan, records management staff ensure proper filing, archival, retrieval and destruction of EAA files. Records management staff members also respond to public information requests.

Division Expenses, by Classification:

Expense Classification	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Salaries & Wages	\$ 1,795,930	\$ 2,446,177	\$ 2,446,177	\$ 2,545,617
Employee Benefits	521,658	900,602	900,602	990,132
Professional Technical Services	348,237	927,557	742,757	710,200
Property Services	1,150,320	1,598,199	1,593,799	1,791,990
Supplies	319,528	391,106	391,106	531,641
Other Services	326,369	475,425	475,425	528,733
Other Expenses	190,942	82,407	82,407	72,881
Capital Assets	1,002,511	760,000	760,000	741,500
Grand Total	\$ 5,655,495	\$ 7,581,473	\$ 7,392,273	\$ 7,912,694

Division Expenses, by Department:

Department	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
AFS - General	\$ 2,303,312	\$ 3,311,779	\$ 3,311,779	\$ 3,495,749
Accounting	335,342	417,937	417,937	465,934
Authority Operations	1,332,912	1,640,487	1,640,487	1,717,876
Business Diversity & Inclusion	20,784	57,500	57,500	99,500
Human Resources	223,492	422,861	388,661	499,745
Information Technology	1,413,556	1,690,600	1,535,600	1,585,700
Records	26,097	40,309	40,309	48,190
Grand Total	\$ 5,655,495	\$ 7,581,473	\$ 7,392,273	\$ 7,912,694

Division/Department Performance Measures

Please see the separate “Performance Measures” section in this budget document for a summary narrative regarding the Strategic Plan/Key Objectives. Below are the specific performance measures for this Division.

Department	Performance Measure (PM)	Strategic Plan Objective	2023 Achievement	2024 Goal	2024 Achievement	2025 Goal
General	1 Percentage of Staff attending Internal Training and Professional Development Events	5; Inclusion	46%	50%	32%	50%
Accounting	2 Accounts Payable Days Outstanding	5; Inclusion	18	30 days or less	16	30 days or less
Accounting	3 Timely submit and receive the GFOA Distinguished Budget Award	5; Inclusion	100%	100%	100%	100%
Authority Operations	4 Implement and utilize service/work order system to track facilities and fleet requests	5; Inclusion	Pass	Pass/Fail	Pass	Pass/Fail
Authority Operations	5 Timely submit all required documentation and reports to various regulatory agencies for inspections.	5; Inclusion	100%	100%	100%	100%
Human Resources	6 Benefit Administration - Process and maintain all employee benefits within policy requirements	5; Inclusion	100%	100%	100%	100%
Human Resources	7 Workers Compensation Claims - Complete and report incident claims to carrier on a timely basis.	5; Inclusion	100%	2 or less	2 or less	2 or less

Department	Performance Measure (PM)	Strategic Plan Objective	2023 Achievement	2024 Goal	2024 Achievement	2025 Goal
Human Resources	8 Employment Rate: Maintain an annual employment rate of 90% or greater for regular full-time and part-time positions (% of filled positions)	5; Inclusion	90%	90%	90%	90%
Human Resources / Accounting	9 Process biweekly Timesheets/Payroll and special payrolls within required timelines with a minimum accuracy rate of 99%	5; Inclusion	100%	100%	100%	100%
Information Technology	10 Computer/Server Uptime	5; Inclusion	99%	99%	99%	99%
Information Technology	11 Obtain a phish prone percentage below the industry average of 16%	5; Inclusion	6%	Under 16%	9%	Under 16%
Records	12 Open Records Request - Process open records request per company policy	5; Inclusion	100%	100%	100%	100%
Records	13 Records Destruction - Meet with department managers annually to review file plan and complete annual records destruction per records retention schedule	5; Inclusion	100%	100%	100%	100%

PM 1: Open or vacant positions during the year could cause this goal not to be obtained.

Edwards Aquifer Authority
2025 Adopted Operating Budget

Administration & Financial Services Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Salaries & Wages	Salaries & Wages	\$ 1,548,003	\$ 2,440,177	\$ 2,440,177	\$ 2,539,617
	Holiday Leave	97,688	-	-	-
	Overtime	721	6,000	6,000	6,000
	Sick Leave	51,473	-	-	-
	Vacation Leave	77,730	-	-	-
	Compensated Absences	20,315	-	-	-
Salaries & Wages Total		1,795,930	2,446,177	2,446,177	2,545,617
Employee Benefits	401a Money Purchase Plan Contributions	27,953	-	-	-
	Allowances	10,050	10,200	10,200	10,200
	Dental Insurance	5,957	9,204	9,204	9,251
	Employer FICA & Medicare	122,303	187,133	187,133	194,740
	Health Insurance	103,724	253,059	253,059	318,024
	Life & AD&D Insurance	6,309	8,949	8,949	10,169
	LT Disability Insurance	4,404	6,328	6,328	6,591
	Medical Allowance Reimbursement	84,923	130,000	130,000	130,000
	Other Benefit Expenses	1,910	-	-	-
	Pension Expense	139,536	-	-	-
	Retirement Contributions	82	251,280	251,280	261,708
	State Unemployment Tax	231	9,450	9,450	9,450
	Tuition/Student Loan Reimbursements	14,276	35,000	35,000	40,000
Employee Benefits Total		521,658	900,602	900,602	990,132
Professional Technical Services	Contractual Professional Services	333,425	910,300	725,300	690,700
	Displays	-	-	-	1,000
	Pre-Employment Services	7,947	7,600	7,600	8,000
	Records Services	3,701	6,657	6,657	7,000
	Temporary Services	3,164	3,000	3,200	3,500
Professional Technical Services Total		348,237	927,557	742,757	710,200
Property Services	Equipment Rental	17,271	50,000	50,000	50,000
	Equipment Rental	15,663	17,000	17,000	35,000
	Event Sponsorships	8,916	35,000	30,000	35,000
	Facilities Maintenance	278,095	322,174	322,174	375,000
	Facilities Rental	-	137,155	137,155	139,914
	Hosting - Software as a Service	471,979	654,505	655,105	715,681
	Non-Capital Assets	207,648	122,000	122,000	164,500
	Pest Control	7,022	9,540	9,540	10,017
	Security & Fire	20,301	15,000	15,000	21,000
	Vehicles Maintenance	59,811	50,000	50,000	52,500
	Waste Disposal	6,176	5,276	5,276	6,825
	Water & Sewage	7,159	10,049	10,049	11,053
	Equipment Maintenance	50,279	170,500	170,500	175,500
Property Services Total		1,150,320	1,598,199	1,593,799	1,791,990
Supplies	Clothing	13,744	20,000	20,000	55,000

Edwards Aquifer Authority
2025 Adopted Operating Budget

Administration & Financial Services Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Supplies	Computer Supplies	32,459	43,000	43,000	33,000
	Electrical Services	108,225	111,320	111,320	116,886
	Event Materials and Supplies	191	500	500	500
	Fuel	37,673	48,000	48,000	50,000
	Kitchen & Janitorial	69,672	82,881	82,881	127,000
	Memberships	14,257	17,705	17,705	58,955
	Office Supplies	21,849	38,900	38,900	61,500
	Postage	19,000	20,000	20,000	20,000
	Promotional Supplies	2,145	8,000	8,000	8,000
	Subscriptions & Publications	313	800	800	800
Supplies Total		319,528	391,106	391,106	531,641
Other Services	Conferences, Seminars & Training	20,050	69,200	69,200	69,000
	Fees, Licenses and Permits	16,308	15,025	15,025	15,733
	Meeting Expenses	28,240	61,500	61,500	69,000
	Other Services Expense	2,033	-	-	-
	Printing	1,098	3,000	3,000	6,000
	Property & Casualty Insurance	155,326	185,500	185,500	227,800
	Public & Legal Notices	19,573	28,000	28,000	28,000
	Telecommunication Services	83,741	113,200	113,200	113,200
Other Services Total		326,369	475,425	475,425	528,733
Other Expenses	Bad Debt Expense	20,370	-	-	-
	Interest Expense - Note Payable	91,556	82,407	82,407	72,881
	Interest Expense - ROU Assets	77,868	-	-	-
	Interest Expense - Subscription Assets	1,148	-	-	-
Other Expenses Total		190,942	82,407	82,407	72,881
Capital Assets	Buildings CY	123,384	85,600	85,600	200,000
	Computer Hardware CY	305,566	85,000	85,000	100,000
	Construction in Progress	(124,184)	-	-	-
	Furniture & Office Equipment CY	5,095	-	-	-
	Imp Other than Buildings CY	87,587	129,400	129,400	-
	Note Payable - Long Term	240,000	250,000	250,000	260,000
	Vehicles CY	365,063	210,000	210,000	181,500
	Land CY	-	-	-	-
Capital Assets Total		1,002,511	760,000	760,000	741,500
Grand Total		\$ 5,655,495	\$ 7,581,473	\$ 7,392,273	\$ 7,912,694

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Administration & Financial Services
Department: General

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Salaries & Wages	100-902-51000-00	Salaries & Wages	\$ 1,548,003	\$ 2,440,177	\$ 2,440,177	\$ 2,539,617
	100-902-51100-00	Overtime	721	6,000	6,000	6,000
	100-902-51200-00	Sick Leave	51,473	0	0	0
	100-902-51300-00	Vacation Leave	77,730	0	0	0
	100-902-51400-00	Holiday Leave	97,688	0	0	0
	100-902-51500-00	Compensated Absences	20,315	0	0	0
Salaries & Wages Total			1,795,930	2,446,177	2,446,177	2,545,617
Employee Benefits	100-902-52002-00	Employer FICA & Medicare	122,303	187,133	187,133	194,740
	100-902-52003-00	Retirement Contributions	82	251,280	251,280	261,708
	100-902-52004-00	LT Disability Insurance	4,404	6,328	6,328	6,591
	100-902-52005-00	Health Insurance	103,724	253,059	253,059	318,024
	100-902-52006-00	Dental Insurance	5,957	9,204	9,204	9,251
	100-902-52008-00	State Unemployment Tax	231	9,450	9,450	9,450
	100-902-52024-00	Life & AD&D Insurance	6,309	8,949	8,949	10,169
	100-902-52035-00	Medical Allowance Reimbursement	84,923	130,000	130,000	130,000
	100-902-52100-00	Allowances	10,050	10,200	10,200	10,200
	100-902-52103-00	Pension Expense	139,536	0	0	0
	100-902-52105-00	401a Money Purchase Plan Contributions	27,953	0	0	0
	100-902-52999-00	Other Benefit Expenses	1,910	0	0	0
Employee Benefits Total			507,382	865,602	865,602	950,132
Grand Total			\$ 2,303,312	\$ 3,311,779	\$ 3,311,779	\$ 3,495,749

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Administration & Financial Services
Department: Accounting

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	100-201-53100-00	Contractual Professional Services	\$ 85,112	\$ 114,300	\$ 114,300	\$ 122,700
Professional Technical Services Total			85,112	114,300	114,300	122,700
Property Services	100-201-54104-00	Hosting - Software as a Service	63,064	60,582	60,582	55,697
	100-201-54202-00	Facilities Rental	-	750	750	750
	100-201-54500-00	Non-Capital Assets	648	2,000	2,000	1,000
Property Services Total			63,712	63,332	63,332	57,447
Supplies	100-201-56105-00	Office Supplies	974	900	900	500
	100-201-56501-00	Memberships	2,944	3,655	3,655	3,655
Supplies Total			3,918	4,555	4,555	4,155
Other Services	100-201-55100-00	Printing	1,098	-	-	3,000
	100-201-55200-00	Public & Legal Notices	10,400	20,000	20,000	20,000
	100-201-55400-00	Conferences, Seminars & Training	1,208	15,000	15,000	14,500
	100-201-55500-00	Meeting Expenses	531	600	600	1,000
	100-201-55600-00	Property & Casualty Insurance	155,326	185,500	185,500	227,800
	100-201-55900-00	Fees, Licenses and Permits	14,037	14,650	14,650	15,333
Other Services Total			182,600	235,750	235,750	281,633
Grand Total			\$ 335,342	\$ 417,937	\$ 417,937	\$ 465,934

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Administration & Financial Services
Department: Authority Operations

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Property Services	100-202-54001-00	Waste Disposal	\$ 6,176	\$ 5,276	\$ 5,276	\$ 6,825
	100-202-54002-00	Water & Sewage	7,159	10,049	10,049	11,053
	100-202-54003-00	Pest Control	7,022	9,540	9,540	10,017
	100-202-54004-00	Security & Fire	20,301	15,000	15,000	21,000
	100-202-54101-00	Vehicles Maintenance	59,811	50,000	50,000	52,500
	100-202-54102-00	Equipment Maintenance	50,279	1,500	1,500	1,500
	100-202-54103-00	Facilities Maintenance	278,095	322,174	322,174	375,000
	100-202-54104-00	Hosting - Software as a Service	5,467	13,985	13,985	15,299
	100-202-54201-00	Equipment Rental	17,271	50,000	50,000	50,000
	100-202-54202-00	Facilities Rental	-	136,405	136,405	139,164
	100-202-54500-00	Non-Capital Assets	29,030	50,000	50,000	50,000
Property Services Total			480,611	663,929	663,929	732,359
Supplies	100-202-56104-00	Kitchen & Janitorial	49,476	57,881	57,881	102,000
	100-202-56200-00	Fuel	37,673	48,000	48,000	50,000
	100-202-56400-00	Electrical Services	108,225	111,320	111,320	116,886
	100-202-56501-00	Memberships	-	450	450	450
	100-202-56502-00	Subscriptions & Publications	313	800	800	800
Supplies Total			195,687	218,451	218,451	270,136
Other Services	100-202-55400-00	Conferences, Seminars & Training	-	700	700	1,000
	100-202-55999-00	Other Services Expense	2,033	-	-	-
Other Services Total			2,033	700	700	1,000
Other Expenses	100-202-58502-00	Interest Expense - Note Payable	91,556	82,407	82,407	72,881
	100-202-58700-00	Bad Debt Expense	20,370	-	-	-
	100-202-58503-00	Interest Expense - ROU Assets	77,868	-	-	-
	100-202-58504-00	Interest Expense - Subscription Assets	1,148	-	-	-
Other Expenses Total			190,942	82,407	82,407	72,881
Capital Assets	100-202-17200-01	Buildings CY	123,384	85,600	85,600	200,000
	100-202-17300-01	Imp Other than Buildings CY	87,587	129,400	129,400	-
	100-202-17400-01	Vehicles CY	365,063	210,000	210,000	181,500
	100-202-17500-01	Furniture & Office Equipment CY	5,095	-	-	-
	100-202-25000-00	Note Payable - Long Term	240,000	250,000	250,000	260,000
	100-202-17100-01	Land CY	-	-	-	-
	100-202-17800-00	Computer Hardware CY	(357,490)	-	-	-
Capital Assets Total			463,639	675,000	675,000	641,500
Grand Total			\$ 1,332,912	\$ 1,640,487	\$ 1,640,487	\$ 1,717,876

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Administration & Financial Services
Department: Business Diversity & Inclusion

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	100-211-53100-00	Contractual Professional Services	\$ -	\$ 5,000	\$ 5,000	\$ 5,000
	100-211-53700-00	Displays	-	-	-	1,000
Professional Technical Services Total			-	5,000	5,000	6,000
Property Services	100-211-54300-00	Event Sponsorships	8,916	25,000	25,000	25,000
Property Services Total			8,916	25,000	25,000	25,000
Supplies	100-211-56102-00	Promotional Supplies	2,145	8,000	8,000	8,000
	100-211-56105-00	Office Supplies	-	500	500	500
	100-211-56107-00	Event Materials and Supplies	191	500	500	500
	100-211-56501-00	Memberships	8,850	10,000	10,000	51,000
Supplies Total			11,186	19,000	19,000	60,000
Other Services	100-211-55100-00	Printing	-	3,000	3,000	3,000
	100-211-55400-00	Conferences, Seminars & Training	278	3,000	3,000	3,000
	100-211-55500-00	Meeting Expenses	404	2,500	2,500	2,500
Other Services Total			682	8,500	8,500	8,500
Grand Total			\$ 20,784	\$ 57,500	\$ 57,500	\$ 99,500

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Administration & Financial Services
Department: Human Resources

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Employee Benefits	100-204-52200-00	Tuition/Student Loan Reimbursements	\$ 14,276	\$ 35,000	\$ 35,000	\$ 40,000
Employee Benefits Total			14,276	35,000	35,000	40,000
Professional Technical Services	100-204-53100-00	Contractual Professional Services	20,642	126,000	91,000	126,000
	100-204-53500-00	Pre-Employment Services	7,947	7,600	7,600	8,000
	100-204-53600-00	Temporary Services	3,164	3,000	3,200	3,500
Professional Technical Services Total			31,753	136,600	101,800	137,500
Property Services	100-204-54104-00	Hosting - Software as a Service	48,095	65,186	65,786	69,395
	100-204-54500-00	Non-Capital Assets	9,634	-	-	8,500
Property Services Total			57,729	65,186	65,786	77,895
Supplies	100-204-56104-00	Kitchen & Janitorial	20,196	25,000	25,000	25,000
	100-204-56105-00	Office Supplies	20,306	35,000	35,000	58,000
	100-204-56106-00	Clothing	13,744	20,000	20,000	55,000
	100-204-56300-00	Postage	19,000	20,000	20,000	20,000
	100-204-56501-00	Memberships	2,063	2,200	2,200	2,450
Supplies Total			75,309	102,200	102,200	160,450
Other Services	100-204-55100-00	Printing	-	-	-	-
	100-204-55200-00	Public & Legal Notices	9,173	8,000	8,000	8,000
	100-204-55400-00	Conferences, Seminars & Training	8,051	20,500	20,500	20,500
	100-204-55500-00	Meeting Expenses	24,930	55,000	55,000	55,000
	100-204-55900-00	Fees, Licenses and Permits	2,271	375	375	400
Other Services Total			44,425	83,875	83,875	83,900
Grand Total			\$ 223,492	\$ 422,861	\$ 388,661	\$ 499,745

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Administration & Financial Services
Department: Information Technology

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	100-205-53100-00	Contractual Professional Services	\$ 226,049	\$ 660,000	\$ 510,000	\$ 420,000
Professional Technical Services Total			226,049	660,000	510,000	420,000
Property Services	100-205-54104-00	Hosting - Software as a Service	337,623	\$ 496,000	\$ 496,000	\$ 556,000
	100-205-54201-00	Equipment Rental	15,663	\$ 17,000	\$ 17,000	\$ 35,000
	100-205-54300-00	Event Sponsorships	-	\$ 10,000	\$ 5,000	\$ 10,000
	100-205-54500-00	Non-Capital Assets	168,336	\$ 65,000	\$ 65,000	\$ 105,000
	100-205-54102-00	Equipment Maintenance	-	\$ 169,000	\$ 169,000	\$ 174,000
Property Services Total			521,622	\$ 757,000	\$ 752,000	\$ 880,000
Supplies	100-205-56101-00	Computer Supplies	32,459	\$ 43,000	\$ 43,000	\$ 33,000
	100-205-56105-00	Office Supplies	8	\$ 500	\$ 500	\$ 500
	100-205-56501-00	Memberships	-	\$ 1,000	\$ 1,000	\$ 1,000
Supplies Total			32,467	\$ 44,500	\$ 44,500	\$ 34,500
Other Services	100-205-55300-00	Telecommunication Services	83,741	\$ 113,200	\$ 113,200	\$ 113,200
	100-205-55400-00	Conferences, Seminars & Training	10,513	\$ 30,000	\$ 30,000	\$ 30,000
	100-205-55500-00	Meeting Expenses	292	\$ 900	\$ 900	\$ 8,000
Other Services Total			94,546	\$ 144,100	\$ 144,100	\$ 151,200
Capital Assets	100-205-17800-01	Computer Hardware CY	663,056	\$ 85,000	\$ 85,000	\$ 100,000
	100-205-18100-00	Construction in Progress	(124,184)	\$ -	\$ -	\$ -
Capital Assets Total			538,872	\$ 85,000	\$ 85,000	\$ 100,000
Grand Total			\$ 1,413,556	\$ 1,690,600	\$ 1,535,600	\$ 1,585,700

Edwards Aquifer Authority
 2025 Adopted Operating Budget

Division: Administration & Financial Services
 Department: Records

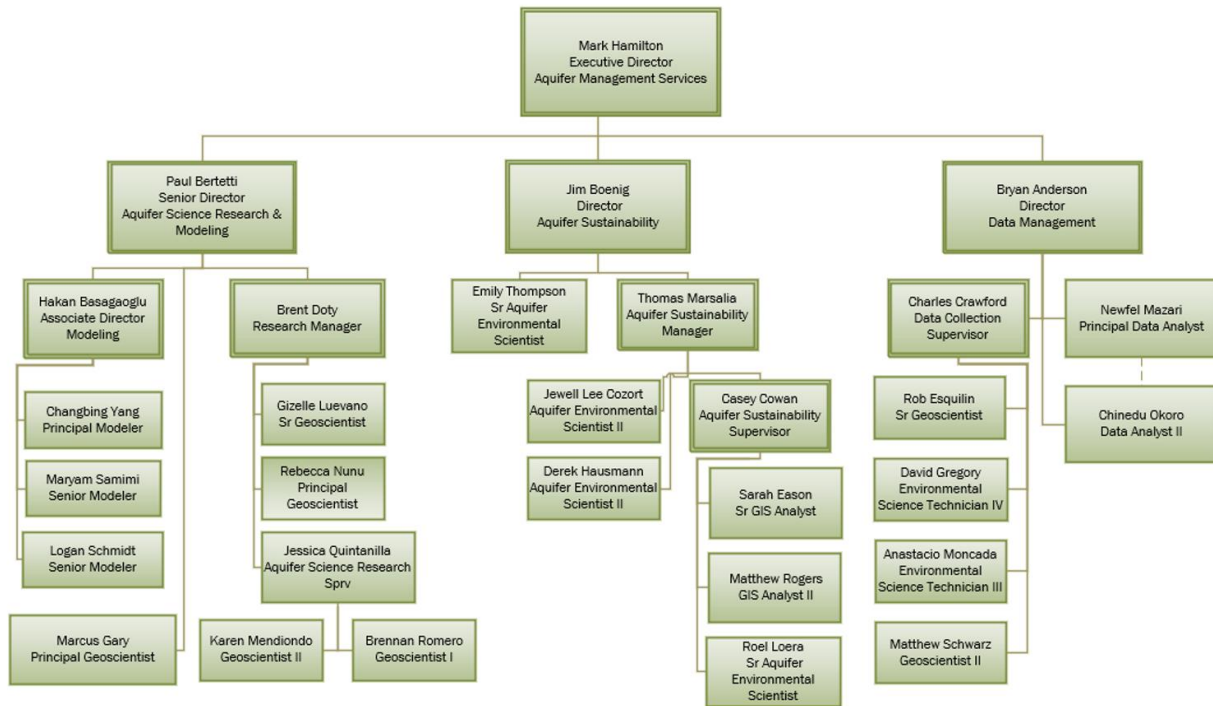
Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	100-208-53100-00	Contractual Professional Services	\$ 1,622	\$ 5,000	\$ 5,000	17,000
	100-208-53400-00	Records Services	3,701	6,657	6,657	7,000
Professional Technical Services Total			5,323	11,657	11,657	24,000
Property Services	100-208-54104-00	Hosting - Software as a Service	17,730	18,752	18,752	19,290
	100-208-54500-00	Non-Capital Assets	-	5,000	5,000	-
Property Services Total			17,730	23,752	23,752	19,290
Supplies	100-208-56105-00	Office Supplies	561	2,000	2,000	2,000
	100-208-56501-00	Memberships	400	400	400	400
Supplies Total			961	2,400	2,400	2,400
Other Services	100-208-55500-00	Meeting Expenses	2,083	2,500	2,500	2,500
Other Services Total			2,083	2,500	2,500	2,500
Grand Total			\$ 26,097	\$ 40,309	\$ 40,309	48,190

AQUIFER MANAGEMENT SERVICES DIVISION

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Aquifer Management Services Division




Aquifer Management Services


The Aquifer Management Services Division is subdivided into three program areas that support the mission of the Edwards Aquifer Authority. Specifically, research and groundwater modeling activities are conducted by the Aquifer Science Research and Modeling Program. This program strives to continually improve the overall understanding of aquifer behavior with the goal of informing policy makers using sound science that contributes to managing the aquifer today and in the future. The Data Management and Data Collection Program is tasked with collecting rainfall, weather, and water level data across the region through use of telemetered and manually collected data. This program is also responsible for the proper storage and qualification of these data. The Aquifer Sustainability Program has charge of annual conservation easement inspections held by both the City of San Antonio and the EAA across the region as well as responsibility for geographic information systems (GIS) services. Easement protected lands currently total over 170,000 acres and 100 different properties. The division is also responsible for the EAA's Field Research Park, a 151-acre Recharge Zone property that is home to a series of sustainable land management practices used as both a demonstration and research endeavor. These practices are aimed at contributing to aquifer sustainability and enhancing the understanding of aquifer and groundwater behavior in the region. The division comprises the following departments:


-  **General:** Expenses not directly associated with a specific operational program, such as salaries and benefits, conferences and training, meeting and travel, memberships, and subscriptions are reflected in this department.


-  **Aquifer Science Research:** EAA funded research projects are conducted to address questions directly related to understanding and managing of the Edwards Aquifer. Information collected through the program is used to improve our understanding of the aquifer and continually refine the conceptual model of the aquifer system as well as support the EAA Habitat Conservation Program, as needed. Subsequently, these refinements are carried forward to improve EAA groundwater models and protection methodologies, allowing for better management and increased sustainability of the resource. This group is also responsible for collecting multiple data sets, such as water chemistry in support of the research.

-  **Aquifer Sustainability:** Through the Edwards Aquifer Protection Program, staff monitors City of San Antonio (City) and EAA-held conservation easements and assists other entities with conservation easement acquisitions and monitoring regionally. The City and the EAA inter-local agreement provides for a reimbursement to the EAA to perform conservation easement monitoring and geologic assessment services under the City's Edwards Aquifer Protection Program. The City reimbursement (\$246,141) is budgeted in this department as an offset to expenses incurred and for reimbursement of various personnel costs recorded in the General category of expenses above. Other areas of responsibility include annual maintenance and data collection at the four recharge dams in Medina County. Additionally, through this program, the EAA provides cost share incentives to landowners who perform brush control (generally Ashe juniper control) on properties located on the

Edwards Aquifer Recharge Zone. The EAA works in cooperation with the U.S. Department of Agriculture – Natural Resources Conservation Service to support brush control by providing partial reimbursement for NRCS approved projects. Funding for range management and land management research projects, as well as educational workshops related to the work performed at the Field Research Park is also included in this program area as part of a new incentive to restore the water holding capacity of soils in the region.

-  **Data Management:** Data management refers to the overall process of properly collecting, storing, analyzing, quality checking, and retrieving the multiple data streams under the AMS Division umbrella. This program is also responsible for developing and maintaining standard procedures for data collection and storage. Another component of data management is focused on the use of telemetry systems to transmit water level, rainfall, weather, and real-time water quality data directly to EAA databases. The telemetry network improves staff efficiency and will continue to be refined and upgraded over time. Telemetered data are used for multiple purposes, to include evapotranspiration estimates, recharge estimates and production of high-resolution rainfall data for the region.

-  **Field Research Park:** Through the Field Research Park the EAA is working to develop long term monitoring and quantification methodologies for practices that potentially affect aquifer system behavior and groundwater sustainability. For example, data collection associated with rainfall, solar radiation, temperature, wind speed, soil moisture, and vadose zone water content have been initiated and will be continued and potentially expanded over time. Other pertinent ongoing data collection efforts include groundwater levels, water chemistry, and vegetation mapping. Most recently, spectral imagery data are being collected to assess vegetation health and response to land management practices. This site affords the EAA the opportunity to make long-term observations that will improve our understanding of system behavior under various atmospheric and hydrologic conditions. The Field Research Park is also the site for development and quantification of land management techniques that have the potential to positively impact water quality and quantity and contribute to sustainability of the system.

-  **Modeling:** Modeling is conducted using hybrid machine learning and physics-based computer models developed specifically for the Edwards Aquifer region. The models are designed to improve groundwater management capacity and to support analysis of climate change scenarios in support of the EAA HCP. These models are periodically refined through ongoing research as conducted by the research and data collection process. Additionally, new modeling techniques are being applied using sub-regional surface water/groundwater coupled models that hold promise for improved management of the system in the future.

Division Expenses, by Classification:

Expense Classification	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Salaries & Wages	\$ 2,502,592	\$ 2,763,308	\$ 2,763,308	\$ 2,907,452
Employee Benefits	703,112	960,373	960,373	1,066,445
Professional Technical Services	988,950	1,933,359	1,933,359	2,008,359
Property Services	278,320	509,100	509,100	536,600
Supplies	34,875	77,500	77,500	75,000
Other Services	69,924	137,200	137,200	144,200
Capital Assets	189,036	786,084	536,084	802,500
Grand Total	\$ 4,766,809	\$ 7,166,924	\$ 6,916,924	\$ 7,540,556

Division Expenses, by Department:

Department	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
AMS - General	\$ 3,235,008	\$ 3,772,631	\$ 3,772,631	\$ 4,026,347
Aquifer Science Research	1,067,968	2,224,284	1,974,284	2,254,700
Aquifer Sustainability	(160,728)	23,859	23,859	151,859
Data Management	181,709	384,800	384,800	331,800
Field Research Park	209,698	256,350	256,350	264,350
Modeling	233,154	505,000	505,000	511,500
Grand Total	\$ 4,766,809	\$ 7,166,924	\$ 6,916,924	\$ 7,540,556

Division/Department Performance Measures

Please see the separate “Performance Measures” section in this budget document for a summary narrative regarding the Strategic Plan/Key Objectives. Below are the specific performance measures for this Division.

Department	Performance Measure (PM)	Strategic Plan Objective	2023 Achievement	2024 Goal	2024 Achievement	2025 Goal
General	1 Percentage of Staff attending Internal Training and Professional Development Events	5; Inclusion	31%	50%	29%	50%
Aquifer Science Research	2 Quality-accepted results from sampling of aquifer water at 25 wells and 2 major spring outlets.	2; Science	100%	90%	100%	90%

Department	Performance Measure (PM)	Strategic Plan Objective	2023 Achievement	2024 Goal	2024 Achievement	2025 Goal
Data Management	3 Collect telemetered data from the EAA environmental monitoring network annually.	2; Science	99%	90%	90%	99%
Aquifer Sustainability	4 Complete required inspections of City of San Antonio held conservation easements.	1; Partnerships	100%	100%	100%	100%
Field Research Park	5 Collect remote sensing data, using drone technology a minimum of four times across warm and cool seasons and rainfall cycles (if possible), compare results upon completion of data collection effort.	2; Science		Pass/Fail	Pass	Pass/Fail
Modeling	6 Deliver a downscaling methods report and complete climate-informed model projections for HCP ITP renewal.	2; Science		100%	100%	100%

Performance Measure Achievement Comments:

PM 1: Open or vacant positions during the year could cause this goal not to be obtained.

Edwards Aquifer Authority
2025 Adopted Operating Budget

Aquifer Management Services Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Salaries & Wages	Salaries & Wages	\$ 2,108,583	\$ 2,757,308	\$ 2,757,308	\$ 2,901,452
	Holiday Leave	138,181	-	-	-
	Overtime	391	6,000	6,000	6,000
	Sick Leave	94,698	-	-	-
	Vacation Leave	160,739	-	-	-
Salaries & Wages Total		2,502,592	2,763,308	2,763,308	2,907,452
Employee Benefits	401a Money Purchase Plan Contributions	17,784	-	-	-
	Allowances	7,300	8,400	8,400	8,400
	Dental Insurance	8,322	10,266	10,266	10,318
	Employer FICA & Medicare	181,585	211,393	211,393	222,420
	Health Insurance	153,620	253,059	253,059	329,382
	Life & AD&D Insurance	9,163	10,919	10,919	12,534
	LT Disability Insurance	6,682	7,720	7,720	8,124
	Medical Allowance Reimbursement	110,654	145,000	145,000	145,000
	Pension Expense	207,803	-	-	-
	Retirement Contributions	(78)	305,785	305,785	322,436
State Unemployment Tax	277	7,830	7,830	7,830	
Employee Benefits Total		703,112	960,373	960,373	1,066,445
Professional Technical Services	Aquarena Center Services	350	2,500	2,500	2,500
	Aquifer Science Advisory Panel	7,021	15,000	15,000	15,000
	City of San Antonio - ILA Cost Share Reimbursement	(246,141)	(246,141)	(246,141)	(246,141)
	Contractual Professional Services	219,324	497,000	497,000	547,000
	Cost Share for Brush Removal	-	-	-	-
	Diffuse Recharge Research	33,521	250,000	250,000	250,000
	EA Model	93,433	225,000	225,000	225,000
	Focused Flow Path Studies	-	-	-	-
	Groundwater Mgt Advisory Panel	-	15,000	15,000	15,000
	Hydrologic Budget Studies	85,587	130,000	130,000	130,000
	Interinformational Flow Studies	159,475	300,000	300,000	300,000
	Joint Funding Agreement	375,115	380,000	380,000	380,000
	Lab Services	102,865	290,000	290,000	290,000
	NBU/COSM Interlocal Support	-	15,000	15,000	15,000
Trinity-Edwards USGS Mapping IV	158,400	-	-	-	
USGS Mapping/Vulnerability Project	-	60,000	60,000	85,000	
Professional Technical Services Total		988,950	1,933,359	1,933,359	2,008,359
Property Services	Equipment Rental	2,317	7,000	7,000	7,000
	Event Sponsorships	2,778	13,000	13,000	13,500
	Facilities Maintenance	21,413	77,500	77,500	77,500
	Facilities Rental	100	3,600	3,600	3,600
	Hosting - Software as a Service	79,309	129,000	129,000	143,000
	Non-Capital Assets	148,701	189,000	189,000	221,000
	Vehicles Maintenance	2,855	7,000	7,000	8,000
	Equipment Maintenance	20,847	83,000	83,000	63,000
Property Services Total		278,320	509,100	509,100	536,600
Supplies	Computer Supplies	-	1,000	1,000	1,000
	Electrical Services	727	2,300	2,300	2,300

Edwards Aquifer Authority
2025 Adopted Operating Budget

Aquifer Management Services Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Supplies	Field Supplies	27,783	64,000	64,000	61,500
	Memberships	6,365	10,000	10,000	10,000
	Subscriptions & Publications	-	200	200	200
Supplies Total		34,875	77,500	77,500	75,000
Other Services	Conferences, Seminars & Training	32,568	50,000	50,000	65,000
	Meeting Expenses	4,467	12,950	12,950	13,950
	Printing	8,599	24,250	24,250	23,250
	Telecommunication Services	23,506	40,000	40,000	32,000
	Travel/Lodging	784	10,000	10,000	10,000
Other Services Total		69,924	137,200	137,200	144,200
Capital Assets	Buildings CY	-	-	-	-
	Computer Hardware CY	5,234	42,000	42,000	45,000
	Computer Software CY	21,488	10,000	10,000	10,000
	Easement Assessment Tool CY	-	350,000	100,000	350,000
	Furniture & Office Equipment CY	-	5,000	5,000	5,000
	Imp Other than Buildings CY	126,940	100,000	100,000	100,000
	Vadose Zone Research Equipment CY	-	144,584	144,584	60,000
	Vehicles CY	-	7,000	7,000	30,000
	Water Sampling/Monitoring Equipment CY	35,374	93,300	93,300	167,500
	Well Logging Equipment CY	-	25,000	25,000	35,000
Furniture and Office Equipment CY	-	9,200	9,200	-	
Capital Assets Total		189,036	786,084	536,084	802,500
Grand Total		\$ 4,766,809	\$ 7,166,924	\$ 6,916,924	\$ 7,540,556

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Aquifer Management Services
Department: General

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Salaries & Wages	100-903-51000-00	Salaries & Wages	\$ 2,108,583	\$ 2,757,308	\$ 2,757,308	\$ 2,901,452
	100-903-51100-00	Overtime	391	6,000	6,000	6,000
	100-903-51200-00	Sick Leave	94,698	-	-	-
	100-903-51300-00	Vacation Leave	160,739	-	-	-
	100-903-51400-00	Holiday Leave	138,181	-	-	-
Salaries & Wages Total			2,502,592	2,763,308	2,763,308	2,907,452
Employee Benefits	100-903-52002-00	Employer FICA & Medicare	181,585	211,393	211,393	222,420
	100-903-52003-00	Retirement Contributions	(78)	305,785	305,785	322,436
	100-903-52004-00	LT Disability Insurance	6,682	7,720	7,720	8,124
	100-903-52005-00	Health Insurance	153,620	253,059	253,059	329,382
	100-903-52006-00	Dental Insurance	8,322	10,266	10,266	10,318
	100-903-52008-00	State Unemployment Tax	277	7,830	7,830	7,830
	100-903-52024-00	Life & AD&D Insurance	9,163	10,919	10,919	12,534
	100-903-52035-00	Medical Allowance Reimbursement	110,654	145,000	145,000	145,000
	100-903-52100-00	Allowances	7,300	8,400	8,400	8,400
	100-903-52103-00	Pension Expense	207,803	-	-	-
	100-903-52105-00	401a Money Purchase Plan Contributions	17,784	-	-	-
Employee Benefits Total			703,112	960,373	960,373	1,066,445
Property Services	100-003-54500-00	Non-Capital Assets	3,727	1,500	1,500	1,500
Property Services Total			3,727	1,500	1,500	1,500
Supplies	100-003-56101-00	Computer Supplies	-	1,000	1,000	1,000
	100-003-56501-00	Memberships	6,365	10,000	10,000	10,000
	100-003-56502-00	Subscriptions & Publications	-	200	200	200
Supplies Total			6,365	11,200	11,200	11,200
Other Services	100-003-55400-00	Conferences, Seminars & Training	18,335	24,500	24,500	28,000
	100-003-55500-00	Meeting Expenses	877	1,750	1,750	1,750
Other Services Total			19,212	26,250	26,250	29,750
Capital Assets	100-003-17800-01	Computer Hardware CY	-	10,000	10,000	10,000
Capital Assets Total			-	10,000	10,000	10,000
Grand Total			\$ 3,235,008	\$ 3,772,631	\$ 3,772,631	\$ 4,026,347

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Aquifer Management Services
Department: Aquifer Science Research

Expense Classification	Account Number	Account Description	2023	2024	2024	2025
			Actual Expenses	Amended Budget	Estimated Expenses	Adopted Budget
Professional Technical Services	100-302-53100-00	Contractual Professional Services	\$ 6,904	\$ 20,000	\$ 20,000	\$ 20,000
	100-302-53108-00	Joint Funding Agreement	375,115	380,000	380,000	380,000
	100-302-53110-00	Lab Services	102,865	290,000	290,000	290,000
	100-302-53126-00	Focused Flow Path Studies	-	-	-	-
	100-302-53127-00	Interformational Flow Studies	159,475	300,000	300,000	300,000
	100-302-53133-00	Aquifer Science Advisory Panel	7,021	15,000	15,000	15,000
	100-302-53138-00	Hydrologic Budget Studies	85,587	130,000	130,000	130,000
	100-302-53151-00	Aquarena Center Services	350	2,500	2,500	2,500
	100-302-53153-00	NBU/COSM Interlocal Support	-	15,000	15,000	15,000
	100-302-53154-03	Trinity-Edwards USGS Mapping IV	158,400	-	-	-
	100-302-53128-00	Diffuse Recharge Research	33,521	250,000	250,000	250,000
	100-302-53154-05	USGS Mapping/Vulnerability Project	-	60,000	60,000	85,000
Professional Technical Services Total			929,238	1,462,500	1,462,500	1,487,500
Property Services	100-302-54102-00	Equipment Maintenance	7,827	20,000	20,000	20,000
	100-302-54104-00	Hosting - Software as a Service	32,807	60,000	60,000	65,000
	100-302-54201-00	Equipment Rental	1,384	2,500	2,500	2,500
	100-302-54202-00	Facilities Rental	-	3,500	3,500	3,500
	100-302-54300-00	Event Sponsorships	-	2,500	2,500	2,500
	100-302-54500-00	Non-Capital Assets	42,914	58,000	58,000	65,000
Property Services Total			84,932	146,500	146,500	158,500
Supplies	100-302-56103-00	Field Supplies	14,294	25,000	25,000	25,000
Supplies Total			14,294	25,000	25,000	25,000
Other Services	100-302-55100-00	Printing	-	7,000	7,000	7,000
	100-302-55400-00	Conferences, Seminars & Training	8,170	17,000	17,000	22,000
	100-302-55500-00	Meeting Expenses	663	1,700	1,700	1,700
	100-302-55800-00	Travel/Lodging	784	3,000	3,000	3,000
Other Services Total			9,617	28,700	28,700	33,700
Capital Assets	100-302-17500-05	Water Sampling/Monitoring Equipment CY	29,887	50,800	50,800	140,000
	100-302-17500-06	Vadose Zone Research Equipment CY	-	144,584	144,584	60,000
	100-302-17500-07	Easement Assessment Tool CY	-	350,000	100,000	350,000
	100-302-17400-01	Vehicles CY	-	7,000	7,000	-
	100-302-17500-01	Furniture and Office Equipment CY	-	9,200	9,200	-
Capital Assets Total			29,887	561,584	311,584	550,000
Grand Total			\$ 1,067,968	\$ 2,224,284	\$ 1,974,284	\$ 2,254,700

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Aquifer Management Services
Department: Aquifer Sustainability

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	100-306-53100-00	Contractual Professional Services	\$ 30,429	\$ 120,000	\$ 120,000	\$ 195,000
	100-306-53100-02	City of San Antonio - ILA Cost Share Reimbursement	(246,141)	(246,141)	(246,141)	(246,141)
	100-305-53102-00	Cost Share for Brush Removal	-	-	-	-
Professional Technical Services Total			(215,712)	(126,141)	(126,141)	(51,141)
Property Services	100-306-54102-00	Equipment Maintenance	-	3,000	3,000	3,000
	100-306-54103-00	Facilities Maintenance	11,559	65,000	65,000	65,000
	100-306-54104-00	Hosting - Software as a Service	32,413	36,000	36,000	45,000
	100-306-54500-00	Non-Capital Assets	430	14,500	14,500	14,500
	100-306-54300-00	Event Sponsorships	250	500	500	1,000
100-306-54101-00	Vehicles Maintenance	2,855	7,000	7,000	8,000	
Property Services Total			47,507	126,000	126,000	136,500
Supplies	100-306-56103-00	Field Supplies	276	9,000	9,000	11,500
Supplies Total			276	9,000	9,000	11,500
Other Services	100-306-55100-00	Printing	1,714	2,000	2,000	2,000
	100-306-55500-00	Meeting Expenses	-	2,500	2,500	2,500
	100-306-55800-00	Travel/Lodging	-	3,000	3,000	3,000
Other Services Total			1,714	7,500	7,500	7,500
Capital Assets	100-306-17400-01	Vehicles CY	-	-	-	30,000
	100-306-17500-05	Water Sampling/Monitoring Equipment CY	5,487	7,500	7,500	17,500
Capital Assets Total			5,487	7,500	7,500	47,500
Grand Total			\$ (160,728)	\$ 23,859	\$ 23,859	\$ 151,859

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Aquifer Management Services
Department: Data Management

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	100-312-53100-00	Contractual Professional Services	\$ 43,817	\$ 97,000	\$ 97,000	\$ 57,000
Professional Technical Services Total			43,817	97,000	97,000	57,000
Property Services	100-312-54102-00	Equipment Maintenance	11,540	50,000	50,000	30,000
	100-312-54103-00	Facilities Maintenance	1,125	5,000	5,000	5,000
	100-312-54104-00	Hosting - Software as a Service	13,890	25,000	25,000	25,000
	100-312-54201-00	Equipment Rental	-	2,500	2,500	2,500
	100-312-54500-00	Non-Capital Assets	74,861	75,000	75,000	100,000
Property Services Total			101,416	157,500	157,500	162,500
Supplies	100-312-56103-00	Field Supplies	11,356	25,000	25,000	20,000
	100-312-56400-00	Electrical Services	727	2,300	2,300	2,300
Supplies Total			12,083	27,300	27,300	22,300
Other Services	100-312-55100-00	Printing	-	2,000	2,000	1,000
	100-312-55300-00	Telecommunication Services	23,506	30,000	30,000	32,000
	100-312-55500-00	Meeting Expenses	887	1,000	1,000	2,000
Other Services Total			24,393	33,000	33,000	35,000
Capital Assets	100-312-17500-05	Water Sampling/Monitoring Equipment CY	-	35,000	35,000	10,000
	100-312-17800-01	Computer Hardware CY	-	10,000	10,000	10,000
	100-312-17500-04	Well Logging Equipment CY	-	25,000	25,000	35,000
Capital Assets Total			-	70,000	70,000	55,000
Grand Total			\$ 181,709	\$ 384,800	\$ 384,800	\$ 331,800

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Aquifer Management Services
Department: Field Research Park

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	100-310-53100-00	Contractual Professional Services	\$ 57,190	\$ 85,000	\$ 85,000	\$ 100,000
Professional Technical Services Total			57,190	85,000	85,000	100,000
Property Services	100-310-54102-00	Equipment Maintenance	1,480	10,000	10,000	10,000
	100-310-54103-00	Facilities Maintenance	8,729	7,500	7,500	7,500
	100-310-54201-00	Equipment Rental	933	2,000	2,000	2,000
	100-310-54202-00	Facilities Rental	100	100	100	100
	100-310-54300-00	Event Sponsorships	2,528	10,000	10,000	10,000
	100-310-54500-00	Non-Capital Assets	7,901	10,000	10,000	10,000
	100-310-54104-00	Hosting - Software as a Service	-	-	-	-
Property Services Total			21,671	39,600	39,600	39,600
Supplies	100-310-56103-00	Field Supplies	1,857	5,000	5,000	5,000
Supplies Total			1,857	5,000	5,000	5,000
Other Services	100-310-55100-00	Printing	-	1,250	1,250	1,250
	100-310-55500-00	Meeting Expenses	2,040	4,500	4,500	4,500
	100-310-55800-00	Travel/Lodging	-	4,000	4,000	4,000
	100-310-55300-00	Telecommunication Services	-	10,000	10,000	-
Other Services Total			2,040	19,750	19,750	9,750
Capital Assets	100-310-17300-01	Imp Other than Buildings CY	126,940	100,000	100,000	100,000
	100-310-17400-01	Vehicles CY	-	-	-	-
	100-310-17500-01	Furniture & Office Equipment CY	-	5,000	5,000	5,000
	100-310-17800-01	Computer Hardware CY	-	2,000	2,000	5,000
	100-310-17200-01	Buildings CY	-	-	-	-
Capital Assets Total			126,940	107,000	107,000	110,000
Grand Total			\$ 209,698	\$ 256,350	\$ 256,350	\$ 264,350

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Aquifer Management Services
Department: Modeling

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	100-304-53100-00	Contractual Professional Services	\$ 80,984	\$ 175,000	\$ 175,000	\$ 175,000
	100-304-53118-00	EA Model	93,433	225,000	225,000	225,000
	100-304-53119-00	Groundwater Mgt Advisory Panel	-	15,000	15,000	15,000
Professional Technical Services Total			174,417	415,000	415,000	415,000
Property Services	100-304-54104-00	Hosting - Software as a Service	199	8,000	8,000	8,000
	100-304-54500-00	Non-Capital Assets	18,868	30,000	30,000	30,000
Property Services Total			19,067	38,000	38,000	38,000
Other Services	100-304-55100-00	Printing	6,885	12,000	12,000	12,000
	100-304-55400-00	Conferences, Seminars & Training	6,063	8,500	8,500	15,000
	100-304-55500-00	Meeting Expenses	-	1,500	1,500	1,500
Other Services Total			12,948	22,000	22,000	28,500
Capital Assets	100-304-17700-01	Computer Software CY	21,488	10,000	10,000	10,000
	100-304-17800-01	Computer Hardware CY	5,234	20,000	20,000	20,000
Capital Assets Total			26,722	30,000	30,000	30,000
Grand Total			\$ 233,154	\$ 505,000	\$ 505,000	\$ 511,500

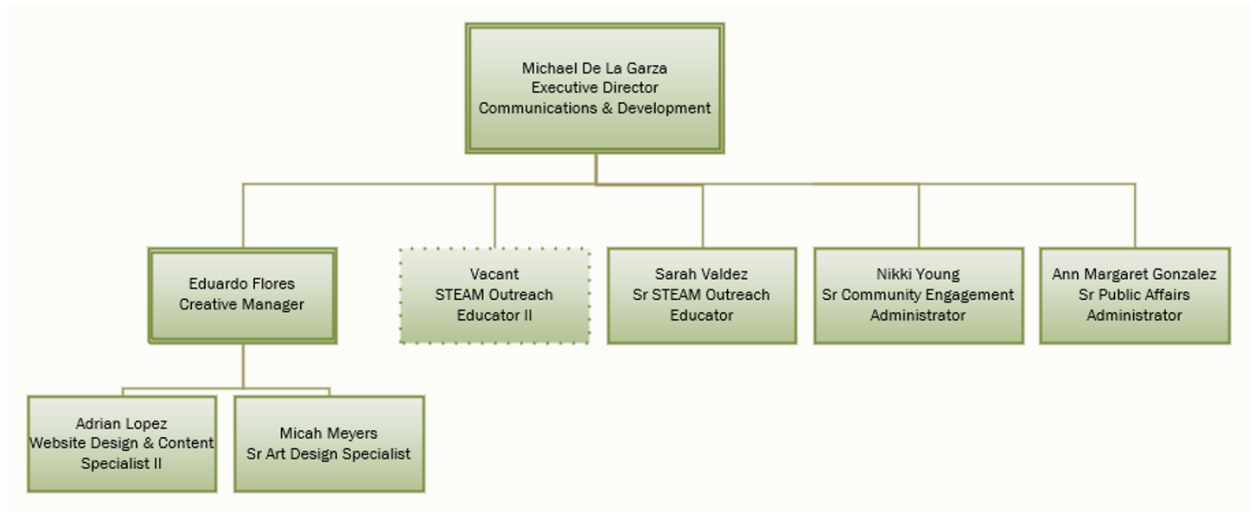
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COMMUNICATIONS & DEVELOPMENT DIVISION

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Communications & Development Division



Communications & Development

The Communications & Development division takes a proactive, strategic approach to communication and outreach across all EAA operations to foster greater cohesion, collaboration, and consistency in public information dissemination. Additionally, the division is responsible for the administration of the Edwards Aquifer Conservancy (EAC), including planning and execution of activities focused on building awareness and financial support of the EAA and its mission. The Communications & Development division is comprised of the following departments:

- ✚ **General:** Expenses not directly associated with a specific operational program, such as salaries and benefits, conferences and training, meeting and travel, memberships, and subscriptions are reflected in this department.
- ✚ **Edwards Aquifer Conservancy:** The EAC solely supports and benefits the work of the EAA, including the establishment of programs and practices that protect habitat and species, sustain agricultural practices, promote water conservation, and support the development of water management solutions within the diverse Edwards Aquifer region. In 2024, the EAC will continue to resume development efforts to generate funds to support Next Generation projects, including funding for the Education Outreach Center and The Field Research Park and Observatory. Additionally, after hosting a successful inaugural Gala in 2023, the EAC will stage a second special event gala fundraiser in 2024, with the purpose of generating income for supporting the hiring of a full-time executive director and staff. The Gala will encompass supporters to date, as well as serve to attract and add to the cadre of potential funders.
- ✚ **Public Information:** To convey its mission in and throughout the community the department spearheads public information campaigns, employs a speakers' bureau, and undertakes media relations, marketing, social media & community outreach programs throughout the region. Furthermore, the EAA's communications team provides support and materials as needed to aid in the individual missions of all EAA programs, in terms of developing and sharing program-specific information with permit holders, stakeholders, and other interested parties. A rebranding/imaging exercise, undertaken in 2023, positions the department to meaningfully engage in the refreshing of the main EAA website in 2024, and continuing into 2025. Rebranding will also include the introduction and promotion of a new EAA logo, the third in its history. We will continue to promote the EAA through already vigorous Social Media efforts, including the use of Facebook, Twitter, LinkedIn, Instagram and the NextDoor social platform.
- ✚ **School Education:** The EAA education program works with students and teachers in the region to educate them on water-related issues, specifically as they relate to the Edwards Aquifer. Funds are budgeted in this program for educational materials, website programming offerings, workshops and field trips for students and area teachers at the Education Outreach Center. Since the opening of the Education Outreach center in 2022, the focus in 2025 will continue to be on generating planned school visits, focusing on

executing a school-specific publicity and outreach plan for the EOC -- a primary outlet for education and information presented in an interactive and engaging manner for people of all ages.

Division Expenses, by Classification:

Expense Classification	2023	2024	2024	2025
	Actual Expenses	Amended Budget	Estimated Expenses	Adopted Budget
Salaries & Wages	\$ 642,568	\$ 697,465	\$ 697,465	\$ 729,507
Employee Benefits	163,037	252,921	252,921	280,474
Professional Technical Services	407,636	655,000	600,000	585,000
Property Services	118,633	266,000	251,000	257,500
Supplies	36,221	144,200	140,000	156,000
Other Services	32,529	106,500	96,500	122,400
Capital Assets	37,685	6,800	6,800	-
Grand Total	\$ 1,438,309	\$ 2,128,886	\$ 2,044,686	\$ 2,130,881

Division Expenses, by Department:

Department	2023	2024	2024	2025
	Actual Expenses	Amended Budget	Estimated Expenses	Adopted Budget
C&D - General	\$ 805,825	\$ 955,386	\$ 955,386	\$ 1,014,981
Public Information	535,548	902,300	862,300	859,500
School Education	96,936	271,200	227,000	256,400
Grand Total	\$ 1,438,309	\$ 2,128,886	\$ 2,044,686	\$ 2,130,881

Division/Department Performance Measures

Please see the separate “Performance Measures” section in this budget document for a summary narrative regarding the Strategic Plan/Key Objectives. Below are the specific performance measures for this Division.

Department	Performance Measure (PM)	Strategic Plan Objective	2023 Achievement	2024 Goal	2024 Achievement	2025 Goal
General	1 Percentage of Staff attending Internal Training and Professional Development Events	5; Inclusion	25%	50%	32%	50%

Department	Performance Measure (PM)	Strategic Plan Objective	2023 Achievement	2024 Goal	2024 Achievement	2025 Goal	
Outreach/Public Information	2	Education Outreach Center Visitor Favorable Satisfaction Response Rate	2; Science & 1; Partnerships	90%	90%	90%	90%
Outreach/Public Information	3	Percentage of Education Outreach Center Visitors from Morgan's Wonderland Campers	5; Inclusion	5%	1%	1%	1%
School Education	4	Percentage of Education Outreach Center Visitors from School Students	5; Inclusion	90%	90%	92%	90%
Outreach/Public Information	5	Increase in Social Media "Follows" for EAA, EOC and EAC accounts	5; Inclusion	45%	50%	50%	50%
Outreach/Public Information	6	EAA Mission Awareness by General Public in the Region	5; Inclusion	N/A	20%	20%	20%
Creative Services	7	EAA Brand Execution and Rollout	5; Inclusion		Pass/Fail	Pass	Pass/Fail

PM 1: Open or vacant positions during the year could cause this goal not to be obtained.

PM 3: The expected visitors at the Morgan's Wonderland Camp facility were not achieved; therefore, the visitors to the EAA Education Outreach Center (EOC) were lower from the Camp. Staff will work closely with Camp administration to increase visitors to the EOC.

Edwards Aquifer Authority
2025 Adopted Operating Budget

Communications & Development Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Salaries & Wages	Salaries & Wages	\$ 559,060	\$ 697,465	\$ 697,465	\$ 729,507
	Holiday Leave	35,732	-	-	-
	Sick Leave	17,513	-	-	-
	Vacation Leave	30,263	-	-	-
Salaries & Wages Total		642,568	697,465	697,465	729,507
Employee Benefits	Allowances	2,700	2,700	2,700	2,700
	Dental Insurance	2,287	2,832	2,832	2,846
	Employer FICA & Medicare	36,329	53,356	53,356	55,807
	Health Insurance	46,407	69,809	69,809	90,864
	Life & AD&D Insurance	2,304	2,762	2,762	3,151
	LT Disability Insurance	1,679	1,953	1,953	2,043
	Medical Allowance Reimbursement	24,853	40,000	40,000	40,000
	Pension Expense	46,250	-	-	-
	Retirement Contributions	147	77,349	77,349	80,902
	State Unemployment Tax	81	2,160	2,160	2,160
Employee Benefits Total		163,037	252,921	252,921	280,474
Professional Technical Services	Contractual Professional Services	407,636	655,000	600,000	585,000
Professional Technical Services Total		407,636	655,000	600,000	585,000
Property Services	Event Sponsorships	56,561	130,000	115,000	115,000
	Facilities Maintenance	16,861	-	-	5,000
	Facilities Rental	13,606	17,500	17,500	17,500
	Hosting - Software as a Service	3,888	34,500	34,500	36,000
	Non-Capital Assets	27,717	45,000	45,000	45,000
	Vehicles Maintenance	-	4,000	4,000	4,000
	Equipment Maintenance	-	35,000	35,000	35,000
Property Services Total		118,633	266,000	251,000	257,500
Supplies	Clothing	-	5,000	5,000	5,000
	Event Materials and Supplies	6,287	46,000	46,000	50,000
	Memberships	75	3,000	3,000	3,000
	Office Supplies	5,770	10,000	10,000	10,000
	Promotional Supplies	7,901	63,200	60,000	72,000
	Subscriptions & Publications	16,188	17,000	16,000	16,000
Supplies Total		36,221	144,200	140,000	156,000
Other Services	Conferences, Seminars & Training	220	5,000	5,000	5,000
	Meeting Expenses	2,454	11,500	11,500	12,400
	Printing	29,855	90,000	80,000	105,000
Other Services Total		32,529	106,500	96,500	122,400
Capital Assets	Construction in Progress	-	-	-	-
	Imp Other than Buildings CY	39,135	6,800	6,800	-
	Furniture & Equipment	(8,253)	-	-	-

**Edwards Aquifer Authority
2025 Adopted Operating Budget**

Communications & Development Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Capital Assets	Computer Hardware	6,803	-	-	-
Capital Assets Total		37,685	6,800	6,800	-
Grand Total		\$ 1,438,309	\$ 2,128,886	\$ 2,044,686	\$ 2,130,881

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Communications & Development
Department: General

Expense Classification	Account Number	Account Description	2023	2024	2024	2025
			Actual Expenses	Amended Budget	Estimated Expenses	Adopted Budget
Salaries & Wages	100-906-51000-00	Salaries & Wages	\$ 559,060	\$ 697,465	\$ 697,465	\$ 729,507
	100-906-51200-00	Sick Leave	17,513	-	-	-
	100-906-51300-00	Vacation Leave	30,263	-	-	-
	100-906-51400-00	Holiday Leave	35,732	-	-	-
Salaries & Wages Total			642,568	697,465	697,465	729,507
Employee Benefits	100-906-52002-00	Employer FICA & Medicare	36,329	53,356	53,356	55,807
	100-906-52003-00	Retirement Contributions	147	77,349	77,349	80,902
	100-906-52004-00	LT Disability Insurance	1,679	1,953	1,953	2,043
	100-906-52005-00	Health Insurance	46,407	69,809	69,809	90,864
	100-906-52006-00	Dental Insurance	2,287	2,832	2,832	2,846
	100-906-52008-00	State Unemployment Tax	81	2,160	2,160	2,160
	100-906-52024-00	Life & AD&D Insurance	2,304	2,762	2,762	3,151
	100-906-52035-00	Medical Allowance Reimbursement	24,853	40,000	40,000	40,000
	100-906-52100-00	Allowances	2,700	2,700	2,700	2,700
100-906-52103-00	Pension Expense	46,250	-	-	-	
Employee Benefits Total			163,037	252,921	252,921	280,474
Professional Technical Services	100-006-53100-00	Contractual Professional Services	-	-	-	-
Professional Technical Services Total			-	-	-	-
Other Services	100-006-55400-00	Conferences, Seminars & Training	220	5,000	5,000	5,000
	100-006-55500-00	Meeting Expenses	-	-	-	-
Other Services Total			220	5,000	5,000	5,000
Grand Total			\$ 805,825	\$ 955,386	\$ 955,386	\$ 1,014,981

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Communications & Development
Department: Public Information

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	100-403-53100-00	Contractual Professional Services	\$ 313,127	\$ 520,000	\$ 480,000	\$ 440,000
Professional Technical Services Total			313,127	520,000	480,000	440,000
Property Services	100-403-54104-00	Hosting - Software as a Service	3,888	30,000	30,000	30,000
	100-403-54202-00	Facilities Rental	13,606	17,500	17,500	17,500
	100-403-54300-00	Event Sponsorships	54,281	100,000	100,000	100,000
	100-403-54500-00	Non-Capital Assets	27,717	40,000	40,000	40,000
	100-403-54101-000	Vehicles Maintenance	-	4,000	4,000	4,000
	100-403-54103-00	Facilities Maintenance	16,861	-	-	5,000
Property Services Total			116,353	191,500	191,500	196,500
Supplies	100-403-56102-00	Promotional Supplies	6,901	40,000	40,000	60,000
	100-403-56105-00	Office Supplies	4,211	5,000	5,000	5,000
	100-403-56106-00	Clothing	-	5,000	5,000	5,000
	100-403-56107-00	Event Materials and Supplies	6,287	46,000	46,000	50,000
	100-403-56501-00	Memberships	75	3,000	3,000	3,000
	100-403-56502-00	Subscriptions & Publications	16,188	15,000	15,000	15,000
Supplies Total			33,662	114,000	114,000	138,000
Other Services	100-403-55100-00	Printing	32,334	60,000	60,000	75,000
	100-403-55500-00	Meeting Expenses	2,387	10,000	10,000	10,000
Other Services Total			34,721	70,000	70,000	85,000
Capital Assets	100-403-18100-00	Construction in Progress	-	-	-	-
	100-403-17500-01	Furniture & Equipment	(8,253)	-	-	-
	100-403-17800-01	Computer Hardware	6,803	-	-	-
	100-403-17300-01	Imp Other than Buildings CY	39,135	6,800	6,800	-
Capital Assets Total			37,685	6,800	6,800	-
Grand Total			\$ 535,548	\$ 902,300	\$ 862,300	\$ 859,500

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Communications & Development
Department: School Education

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	100-405-53100-00	Contractual Professional Services	\$ 94,509	\$ 135,000	\$ 120,000	\$ 145,000
Professional Technical Services Total			94,509	135,000	120,000	145,000
Property Services	100-405-54300-00	Event Sponsorships	2,280	30,000	15,000	15,000
	100-405-54500-00	Non-Capital Assets	-	5,000	5,000	5,000
	100-405-54102-00	Equipment Maintenance	-	35,000	35,000	35,000
	100-405-54104-00	Hosting - Software as a Service	-	4,500	4,500	6,000
Property Services Total			2,280	74,500	59,500	61,000
Supplies	100-405-56102-00	Promotional Supplies	1,000	23,200	20,000	12,000
	100-405-56105-00	Office Supplies	1,559	5,000	5,000	5,000
	100-405-56502-00	Subscriptions & Publications	-	2,000	1,000	1,000
Supplies Total			2,559	30,200	26,000	18,000
Other Services	100-405-55100-00	Printing	(2,479)	30,000	20,000	30,000
	100-405-55500-00	Meeting Expenses	67	1,500	1,500	2,400
Other Services Total			(2,412)	31,500	21,500	32,400
Grand Total			\$ 96,936	\$ 271,200	\$ 227,000	\$ 256,400

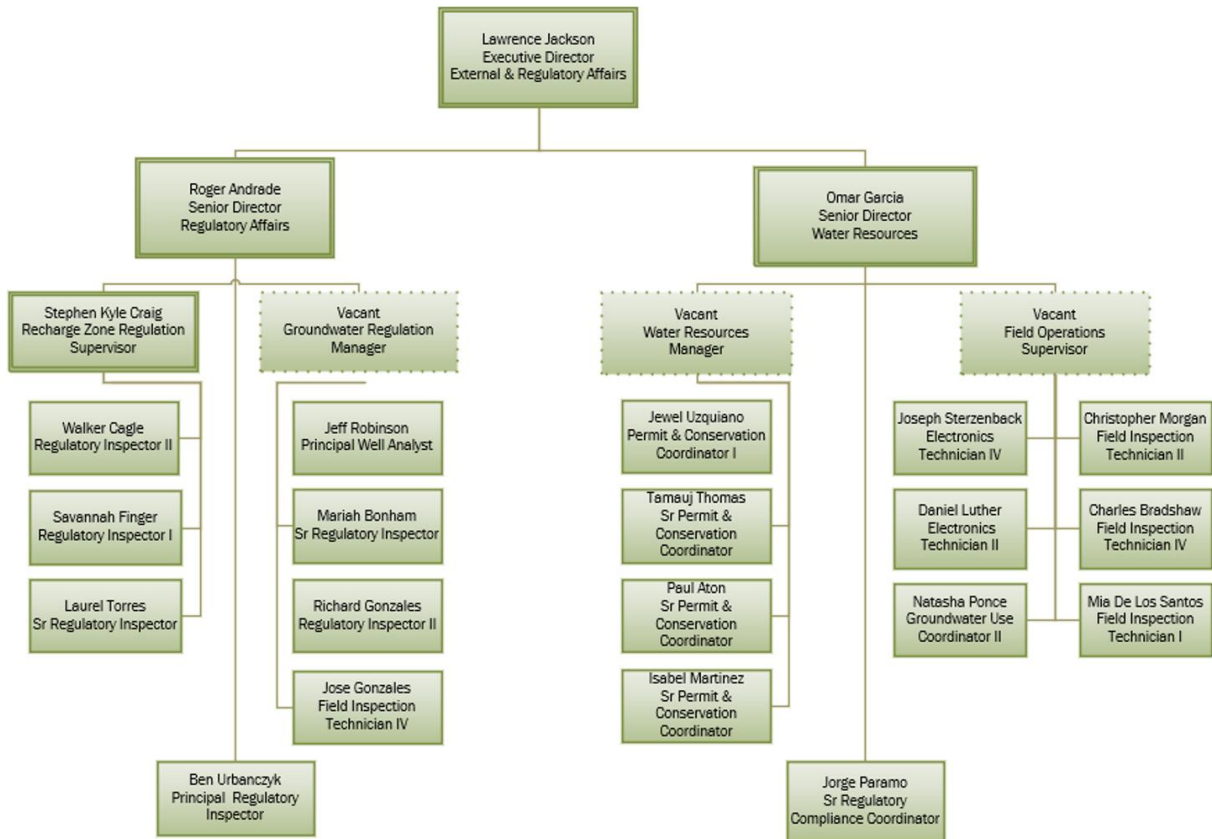
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EXTERNAL & REGULATORY AFFAIRS DIVISION

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External & Regulatory Affairs Division



External & Regulatory Affairs

The External & Regulatory Affairs division objective is to manage, enhance, and protect the Edwards Aquifer by: managing production from the aquifer through a comprehensive permitting, metering, and drought management system; serving as a resource to the regulated community and area stakeholders; protecting and conserving the aquifer through the Recharge Zone Protection and Conservation programs; and increasing awareness and understanding of the EAA through intergovernmental and community outreach efforts, including communicating critical issues clearly and concisely, increasing pro-active efforts to build support of the EAA mission throughout the region, and helping to ensure good communication. The External and Regulatory Affairs division is comprised of the following departments:

- ✚ **General:** Expenses not directly associated with a specific operational program, such as salaries and benefits, conferences and training, meetings and travel, memberships, and subscriptions are reflected in this department.
- ✚ **Abandoned Well Closure:** Permanently closing or rehabilitating abandoned wells is the responsibility of the property owner. However, the EAA is committed to identifying and prioritizing potential wells at-risk for aquifer contamination, exploring alternative funding mechanisms, including needs-based financial assistance to help bring existing wells into compliance with the law and to protect the water quality of the aquifer.
- ✚ **Elections:** The Edwards Aquifer Authority Act requires the EAA to hold elections for director positions on the general election day in November of every even-numbered year. EAA directors serve staggered four-year terms.
- ✚ **Meters:** Meters are required on all non-exempt Edwards Aquifer wells. The meter program manages a network of EAA-installed meters on approximately 600 irrigation wells and maintains records for approximately 1,000 industrial and municipal wells. EAA staff's goal is to check and read every meter at least once per year, and more often, as appropriate. The meter program gathers and maintains data related to meter registration and groundwater use reporting for the EAA. In addition, the program manages the EAA's Automated Meter Reading and Meter Accuracy Verification programs.
- ✚ **Regulatory Affairs and Water Resources:** The *Regulatory Affairs* program administers the EAA's compliance and enforcement program, and several other regulatory programs related to groundwater production and protection. This includes regulating the metering and reporting of groundwater withdrawals, the storage of regulated materials, aboveground and underground storage tanks, and the overall, general enforcement of all EAA rules. The program oversees water quality-oriented regulatory matters, including assisting agricultural aboveground storage tank owners and operators with proper containment measures and operational practices. This program also ensures permit holders are in compliance with all EAA Rules for such things as groundwater use reporting. As such, funding for enforcement of non-compliance is also included as part of this

program area. The **Water Resources** program focuses on the administration of both groundwater withdrawal and well construction permits and water conservation. This program administers EAA groundwater withdrawal right permits, issues groundwater well construction permits, manages and helps enforce pumping reductions mandated with the EAA Act and EAA rules during times of drought, enforces well construction and use standards, and helps to facilitate conservation through an EAA groundwater conservation program, which includes an internal grant program. The Water Resources program also helps to address increasing water demands, extreme weather variability, and mandated reductions in pumping during critical times. The EAA’s Groundwater Conservation Plan and related programs help users improve water-use efficiency. In addition, the program also helps administer the Edwards Aquifer Habitat Conservation Plan’s Springflow Protection Programs – including the Aquifer Storage and Recovery Springflow Protection Program and Voluntary Irrigation Suspension Program Option.

Division Expenses, by Classification:

Expense Classification	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Salaries & Wages	\$ 2,410,356	\$ 2,872,374	\$ 2,872,374	\$ 2,733,575
Employee Benefits	699,108	1,015,455	1,015,455	1,037,165
Professional Technical Services	517,721	702,051	452,051	234,000
Property Services	146,394	165,064	165,064	190,350
Supplies	12,471	15,100	15,100	15,100
Other Services	41,869	59,023	59,023	62,840
Other Expenses	400,000	300,000	300,000	-
Capital Assets	14,850	33,600	33,600	-
Grand Total	\$ 4,242,769	\$ 5,162,667	\$ 4,912,667	\$ 4,273,030

Division Expenses, by Department:

Department	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
ERA - General	\$ 3,138,617	\$ 3,921,029	\$ 3,921,029	\$ 3,805,940
Abandoned Well Closures	-	250,000	-	-
Meters	220,336	247,548	247,548	276,740
Regulatory Affairs & Water Resources	883,816	744,090	744,090	190,350
Grand Total	\$ 4,242,769	\$ 5,162,667	\$ 4,912,667	\$ 4,273,030

Division/Department Performance Measures

Please see the separate “Performance Measures” section in this budget document for a summary narrative regarding the Strategic Plan/Key Objectives. Below are the specific performance measures for this Division.

Department	Performance Measure (PM)	Strategic Plan Objective	2023 Achievement	2024 Goal	2024 Achievement	2025 Goal	
General	1	Percentage of Staff attending Internal Training and Professional Development Events	5; Inclusion	33%	50%	28%	50%
Meters	2	Annual Meter Reading Validations (% of active, metered wells)	4; Assuredness	93%	70%	92%	70%
Regulatory Affairs & Water Resources	3	Annual number of wells inspected (existing and new)	4; Assuredness	310	100	100	100
Regulatory Affairs & Water Resources	4	Annual number of Regulated Facilities Inspected	4; Assuredness	252	100	229	100
Regulatory Affairs & Water Resources	5	Maintain full enrollment in Springflow Protection Programs for Habitat Conservation Program	4; Assuredness	Pass	Pass/Fail	Pass	Pass/Fail
Abandoned Well Closure	6	Facilitate the plugging of at least 2 priority abandoned wells	4; Assuredness	Pass	Pass/Fail	Pass	Pass/Fail

PM 1: Open or vacant positions during the year could cause this goal not to be obtained.

Edwards Aquifer Authority
2025 Adopted Operating Budget

External & Regulatory Affairs Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Salaries & Wages	Salaries & Wages	\$ 2,012,181	\$ 2,872,374	\$ 2,872,374	\$ 2,733,575
	Holiday Leave	140,297	-	-	-
	Overtime	2,111	-	-	-
	Sick Leave	96,515	-	-	-
	Vacation Leave	159,252	-	-	-
Salaries & Wages Total		2,410,356	2,872,374	2,872,374	2,733,575
Employee Benefits	401a Money Purchase Plan Contributions	5,734	-	-	-
	Allowances	5,350	12,900	12,900	12,900
	Dental Insurance	8,861	10,974	10,974	10,318
	Employer FICA & Medicare	178,319	219,737	219,737	209,119
	Health Insurance	161,734	270,511	270,511	329,382
	Life & AD&D Insurance	9,656	11,375	11,375	11,809
	LT Disability Insurance	6,911	8,043	8,043	7,654
	Medical Allowance Reimbursement	128,371	155,000	155,000	145,000
	Pension Expense	194,283	-	-	-
	Retirement Contributions	(395)	318,546	318,546	303,153
State Unemployment Tax	284	8,370	8,370	7,830	
Employee Benefits Total		699,108	1,015,455	1,015,455	1,037,165
Professional Technical Services	Contractual Professional Services	45,866	476,200	226,200	234,000
	Contractual Professional Services - AST Upgrades	465,890	202,140	202,140	-
	Contractual Professional Svcs - BOR R23AP00271	5,965	23,711	23,711	-
Professional Technical Services Total		517,721	702,051	452,051	234,000
Property Services	Equipment Rental	-	2,000	2,000	2,000
	Event Sponsorships	1,850	3,000	3,000	5,000
	Facilities Rental	-	870	870	3,000
	Hosting - Software as a Service	8,100	8,664	8,664	9,400
	Non-Capital Assets	79,561	94,461	94,461	164,950
	Non-Capital Assets - BOR R23AP00271	43,905	49,069	49,069	-
	Equipment Maintenance	12,978	7,000	7,000	6,000
Property Services Total		146,394	165,064	165,064	190,350
Supplies	Field Supplies	2,859	6,000	6,000	6,000
	Memberships	9,607	3,000	3,000	3,000
	Office Supplies	-	100	100	100
	Subscriptions & Publications	5	6,000	6,000	6,000
Supplies Total		12,471	15,100	15,100	15,100
Other Services	Conferences, Seminars & Training	13,771	15,000	15,000	15,000
	Meeting Expenses	2,838	3,700	3,700	4,200
	Printing	-	4,750	4,750	5,500
	Telecommunication Services	25,260	35,573	35,573	38,140
Other Services Total		41,869	59,023	59,023	62,840
Other Expenses	Conservation Initiatives	400,000	300,000	300,000	-
Other Expenses Total		400,000	300,000	300,000	-
Capital Assets	Computer Software CY	-	20,000	20,000	-
	Furniture & Office Equipment CY	14,850	-	-	-
	EAA Groundwater Rights	-	13,600	13,600	-

**Edwards Aquifer Authority
2025 Adopted Operating Budget**

External & Regulatory Affairs Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Capital Assets Total		14,850	33,600	33,600	-
Grand Total		\$ 4,242,769	\$ 5,162,667	\$ 4,912,667	\$ 4,273,030

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: External & Regulatory Affairs
Department: General

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Salaries & Wages	100-904-51000-00	Salaries & Wages	\$ 2,012,181	\$ 2,872,374	\$ 2,872,374	\$ 2,733,575
	100-904-51100-00	Overtime	2,111	-	-	-
	100-904-51200-00	Sick Leave	96,515	-	-	-
	100-904-51300-00	Vacation Leave	159,252	-	-	-
	100-904-51400-00	Holiday Leave	140,297	-	-	-
Salaries & Wages Total			2,410,356	2,872,374	2,872,374	2,733,575
Employee Benefits	100-904-52002-00	Employer FICA & Medicare	178,319	219,737	219,737	209,119
	100-904-52003-00	Retirement Contributions	(395)	318,546	318,546	303,153
	100-904-52004-00	LT Disability Insurance	6,911	8,043	8,043	7,654
	100-904-52005-00	Health Insurance	161,734	270,511	270,511	329,382
	100-904-52006-00	Dental Insurance	8,861	10,974	10,974	10,318
	100-904-52008-00	State Unemployment Tax	284	8,370	8,370	7,830
	100-904-52024-00	Life & AD&D Insurance	9,656	11,375	11,375	11,809
	100-904-52035-00	Medical Allowance Reimbursement	128,371	155,000	155,000	145,000
	100-904-52100-00	Allowances	5,350	12,900	12,900	12,900
	100-904-52103-00	Pension Expense	194,283	-	-	-
	100-904-52105-00	401a Money Purchase Plan Contributions	5,734	-	-	-
Employee Benefits Total			699,108	1,015,455	1,015,455	1,037,165
Property Services	100-004-54300-00	Event Sponsorships	1,850	3,000	3,000	5,000
	100-004-54500-00	Non-Capital Assets	1,082	3,000	3,000	3,000
Property Services Total			2,932	6,000	6,000	8,000
Supplies	100-004-56501-00	Memberships	9,607	3,000	3,000	3,000
	100-004-56502-00	Subscriptions & Publications	5	6,000	6,000	6,000
Supplies Total			9,612	9,000	9,000	9,000
Other Services	100-004-55400-00	Conferences, Seminars & Training	13,771	15,000	15,000	15,000
	100-004-55500-00	Meeting Expenses	2,838	3,200	3,200	3,200
Other Services Total			16,609	18,200	18,200	18,200
Grand Total			\$ 3,138,617	\$ 3,921,029	\$ 3,921,029	\$ 3,805,940

**Edwards Aquifer Authority
2025 Adopted Operating Budget**

Division: External & Regulatory Affairs
Department: Abandoned Well Closures

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	235-311-53100-00	Contractual Professional Services	\$ -	\$ 250,000	\$ -	\$ -
Professional Technical Services Total			-	250,000	-	-
Grand Total			\$ -	\$ 250,000	\$ -	\$ -

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: External & Regulatory Affairs
Department: Meters

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	100-406-53100-00	Contractual Professional Services	\$ 42,916	\$ 38,200	\$ 38,200	\$ 64,000
	100-406-53100-03	Contractual Professional Svcs - BOR R23AP00271	5,965	23,711	23,711	-
Professional Technical Services Total			48,881	61,911	61,911	64,000
Property Services	100-406-54102-00	Equipment Maintenance	12,978	7,000	7,000	6,000
	100-406-54104-00	Hosting - Software as a Service	8,100	8,664	8,664	9,400
	100-406-54500-00	Non-Capital Assets	78,479	81,461	81,461	151,950
	100-406-54500-01	Non-Capital Assets - BOR R23AP00271	43,905	49,069	49,069	-
	100-406-54202-00	Facilities Rental	-	870	870	3,000
Property Services Total			143,462	147,064	147,064	170,350
Supplies	100-406-56103-00	Field Supplies	2,733	3,000	3,000	3,000
Supplies Total			2,733	3,000	3,000	3,000
Other Services	100-406-55100-00	Printing	-	-	-	750
	100-406-55300-00	Telecommunication Services	25,260	35,573	35,573	38,140
	100-406-55500-00	Meeting Expenses	-	-	-	500
Other Services Total			25,260	35,573	35,573	39,390
Grand Total			\$ 220,336	\$ 247,548	\$ 247,548	\$ 276,740

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: External & Regulatory Affairs
Department: Regulatory Affairs & Water Resources

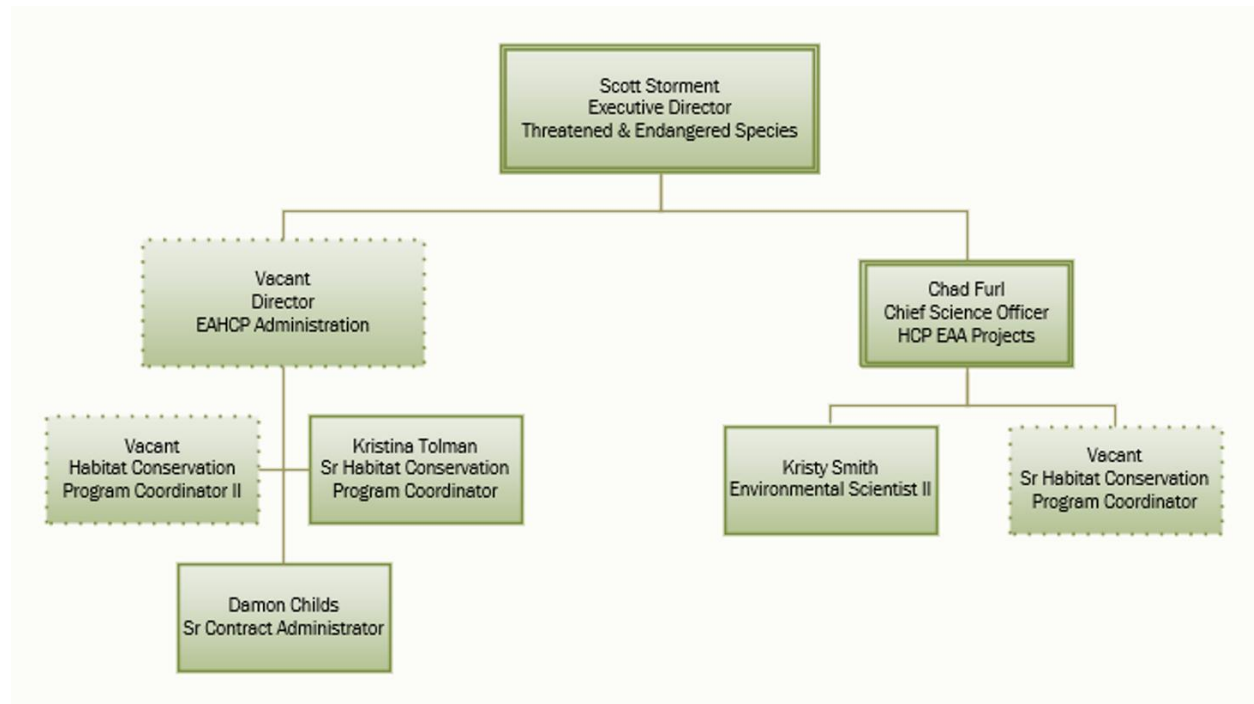
Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	100-407-53100-00	Contractual Professional Services	\$ 2,950	\$ 188,000	\$ 188,000	\$ 170,000
	225-407-53100-00	Contractual Professional Services - AST Upgrades	465,890	202,140	202,140	-
Professional Technical Services Total			468,840	390,140	390,140	170,000
Property Services	100-407-54201-00	Equipment Rental	-	2,000	2,000	2,000
	100-407-54500-00	Non-Capital Assets	-	10,000	10,000	10,000
Property Services Total			-	12,000	12,000	12,000
Supplies	100-407-56103-00	Field Supplies	126	3,000	3,000	3,000
	100-407-56105-00	Office Supplies	-	100	100	100
Supplies Total			126	3,100	3,100	3,100
Other Services	100-407-55100-00	Printing	-	4,750	4,750	4,750
	100-407-55500-00	Meeting Expenses	-	500	500	500
Other Services Total			-	5,250	5,250	5,250
Other Expenses	100-407-58100-00	Conservation Initiatives	400,000	300,000	300,000	-
Other Expenses Total			400,000	300,000	300,000	-
Capital Assets	100-407-17500-01	Furniture & Office Equipment CY	14,850	-	-	-
	100-407-17700-01	Computer Software CY	-	20,000	20,000	-
	100-407-17900-01	EAA Groundwater Rights	-	13,600	13,600	-
Capital Assets Total			14,850	33,600	33,600	-
Grand Total			\$ 883,816	\$ 744,090	\$ 744,090	\$ 190,350

**EDWARDS AQUIFER HABITAT
CONSERVATION PLAN FUND –
THREATENED & ENDANGERED SPECIES
DIVISION**

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Threatened & Endangered Species Division



* NOTE: The Chief Science Officer and Environmental Scientist II budgetary dollars are included in the External and Regulatory Affairs division budget. However, these positions report to the Executive Director - Threatened & Endangered Species.

Threatened & Endangered Species

The Threatened & Endangered Species division is responsible for administering and managing all activities related to the Edwards Aquifer Habitat Conservation Plan (EAHCP). This includes managing all EAHCP related activities associated with the Edwards Aquifer Authority, the City of San Marcos, the City of New Braunfels, Texas State University, and the San Antonio Water System. The Threatened & Endangered Species division is comprised of the following programs:

- ✚ **Program Administration:** includes all expenses associated with the program management team. This includes salaries and benefits, travel costs, contractual professional services, EAHCP related meeting and miscellaneous expenses.
- ✚ **Springflow Protection:** Springflow Protection includes those measures designed to protect and maintain spring flow in the Comal and San Marcos spring systems. These activities include the Regional Water Conservation Program, the VISPO, and the SAWS-ASR program.
- ✚ **San Marcos Springs:** San Marcos Springs expenses include all minimization and mitigation measures as well as monitoring measures in the San Marcos spring system. This includes habitat restoration, invasive plant and animal species control, riparian restoration, water quality protection measures, enhanced water quality monitoring, and biological monitoring.
- ✚ **Comal Springs:** Comal Springs expenses include all minimization and mitigation measures as well as monitoring measures in the Comal spring system. This includes habitat restoration, invasive plant and animal species control, riparian restoration, water quality protection measures, flow-split management, enhanced water quality monitoring, and biological monitoring.
- ✚ **Applied Research:** Research expenses in this category are designed to support program adaptive management.
- ✚ **Refugia:** Refugia includes costs primarily associated with the USFWS providing refugia operations and research on covered species at the San Marcos Aquatic Resources Center (SMARC) and the Uvalde National Fish Hatchery (UNFH). Other expenses include annual reporting, meetings and presentations.

Division Expenses, by Classification:

Expense Classification	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Salaries & Wages	\$ 380,295	\$ 590,533	\$ 590,533	\$ 619,416
Employee Benefits	104,467	204,959	204,959	226,592
Professional Technical Services	19,353,805	20,464,224	20,464,224	20,152,993
Property Services	13,599	18,000	18,000	18,000
Supplies	8,472	12,500	12,500	8,500
Other Services	32,891	51,000	51,000	50,000
Other Expenses	(3,432)	-	-	-
Grand Total	\$ 19,890,097	\$ 21,341,216	\$ 21,341,216	\$ 21,075,501

Division Expenses, by Department:

Department	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Program Administration	\$ 1,144,660	\$ 1,743,757	\$ 1,743,757	\$ 2,061,508
Springflow Protection	14,702,251	15,018,357	15,018,357	14,643,312
San Marcos Springs	1,453,817	1,491,029	1,491,029	1,526,029
Comal Springs	1,209,447	953,730	953,730	1,287,604
Applied Research	80,776	250,000	250,000	250,000
Refugia	1,299,146	1,884,343	1,884,343	1,307,048
Grand Total	\$ 19,890,097	\$ 21,341,216	\$ 21,341,216	\$ 21,075,501

Division/Department Performance Measures

Please see the separate “Performance Measures” section in this budget document for a summary narrative regarding the Strategic Plan/Key Objectives. Below are the specific performance measures for this Division.

Department	Performance Measure (PM)	Strategic Plan Objective	2023 Achievement	2024 Goal	2024 Achievement	2025 Goal
General	1 Percentage of Staff attending Internal Training and Professional Development Events	5; Inclusion	17%	50%	15%	50%
Program Administration	2 Percentage of EAHCP Committee member attendance	4; Assuredness & 1; Partnerships	91%	75%	92%	75%

Department	Performance Measure (PM)	Strategic Plan Objective	2023 Achievement	2024 Goal	2024 Achievement	2025 Goal
Program Administration	3 Annual readership for EAHCP Steward newsletter (site visitors)	4; Assuredness & 5; Inclusion	703	400	830	400
Springs Communities	4 Annualized remaining take of species less than defined in the Incidental Take Permit (ITP)	4; Assuredness	Pass	Pass/ Fail	Pass	Pass/ Fail
Program Administration	5 Produce Technical Memos as part of the ITP Renewal process.	4; Assuredness	4 Memos	3 Memos	3 Memos	3 Memos

PM 1: Open or vacant positions during the year could cause this goal not to be obtained.

Edwards Aquifer Authority
2025 Adopted Operating Budget

Threatened & Endangered Species Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Salaries & Wages	Salaries & Wages	\$ 314,374	\$ 590,533	\$ 590,533	\$ 619,416
	Holiday Leave	21,587	-	-	-
	Overtime	-	-	-	-
	Sick Leave	15,449	-	-	-
	Vacation Leave	24,667	-	-	-
	Compensated Absences	4,218	-	-	-
Salaries & Wages Total		380,295	590,533	590,533	619,416
Employee Benefits	Allowances	3,600	4,200	4,200	4,200
	Dental Insurance	1,278	2,124	2,124	2,135
	Employer FICA & Medicare	27,389	45,176	45,176	47,385
	Health Insurance	24,730	52,357	52,357	68,148
	Life & AD&D Insurance	1,433	2,339	2,339	2,676
	LT Disability Insurance	1,045	1,653	1,653	1,734
	Medical Allowance Reimbursement	7,252	30,000	30,000	30,000
	Pension Expense	37,654	-	-	-
	Retirement Contributions	50	65,490	65,490	68,693
State Unemployment Tax	36	1,620	1,620	1,620	
Employee Benefits Total		104,467	204,959	204,959	226,592
Professional Technical Services	Applied Research	80,776	240,000	240,000	240,000
	Aquatic Vegetation Restoration	79,780	80,000	80,000	100,000
	Biological Monitoring	642,953	755,774	755,774	755,774
	Contractual Professional Services	610,369	881,765	881,765	1,154,000
	Decaying Vegetation Removal	14,924	15,000	15,000	15,000
	Gill Parasite Control	9,987	10,000	10,000	10,000
	Household Hazardous Waste Program	70,385	70,385	70,385	70,385
	LID/BMP Management	1,259,570	787,000	787,000	1,072,110
	Litter Control/Floating Vegetation	96,344	110,400	110,400	110,400
	Management - Key Public Rec Areas	56,000	65,000	65,000	65,000
	NFHTC Refugia	1,299,146	1,884,343	1,884,343	1,307,048
	Non-Native Animal Species Control	56,200	56,200	56,200	56,200
	Non-Native Plant Spec Control	209,728	200,000	200,000	225,000
	Old Channel Restoration	27,424	140,000	140,000	50,000
	Restoration - Riparian Zones	69,988	70,000	70,000	70,000
	Riparian Impr - Riffle Beetle	9,974	10,000	10,000	128,764
	SAWS ASR Leasing	5,765,325	5,765,190	5,765,190	5,689,162
	TX Wild Rice Enh/Restoration	10,000	10,000	10,000	20,000
	VISPO	8,936,926	9,253,167	9,253,167	8,954,150
Water Quality Monitoring	48,006	60,000	60,000	60,000	
Professional Technical Services Total		19,353,805	20,464,224	20,464,224	20,152,993
Property Services	Event Sponsorships	8,000	-	-	-
	Hosting - Software as a Service	1,807	2,000	2,000	2,000
	Non-Capital Assets	3,792	16,000	16,000	16,000
Property Services Total		13,599	18,000	18,000	18,000

Edwards Aquifer Authority
 2025 Adopted Operating Budget

Threatened & Endangered Species Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Supplies	Field Supplies	4,818	5,000	5,000	5,000
	Memberships	199	2,000	2,000	2,000
	Office Supplies	588	1,500	1,500	1,500
	Promotional Supplies	2,867	4,000	4,000	-
Supplies Total		8,472	12,500	12,500	8,500
Other Services	Conferences, Seminars & Training	11,308	20,000	20,000	22,000
	Meeting Expenses	16,741	22,000	22,000	20,000
	Printing	4,842	8,000	8,000	8,000
	Travel/Lodging	-	1,000	1,000	-
Other Services Total		32,891	51,000	51,000	50,000
Other Expenses	Bad Debt Expense	(3,432)	-	-	-
Other Expenses Total		(3,432)	-	-	-
Grand Total		\$ 19,890,097	\$ 21,341,216	\$ 21,341,216	\$ 21,075,501

Edwards Aquifer Authority
2025 Adopted Operating Budget

Threatened & Endangered Species Division Summary, by Program/Measure

Department/Measure	Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Program Administration	Salaries & Wages	Salaries & Wages	\$ 314,374	\$ 590,533	\$ 590,533	\$ 619,416
		Holiday Leave	21,587	-	-	-
		Overtime	-	-	-	-
		Sick Leave	15,449	-	-	-
		Vacation Leave	24,667	-	-	-
		Compensated Absences	4,218	-	-	-
	Employee Benefits	Allowances	3,600	4,200	4,200	4,200
		Dental Insurance	1,278	2,124	2,124	2,135
		Employer FICA & Medicare	27,389	45,176	45,176	47,385
		Health Insurance	24,730	52,357	52,357	68,148
		Life & AD&D Insurance	1,433	2,339	2,339	2,676
		LT Disability Insurance	1,045	1,653	1,653	1,734
		Medical Allowance Reimbursement	7,252	30,000	30,000	30,000
		Pension Expense	37,654	-	-	-
		Retirement Contributions	50	65,490	65,490	68,693
		State Unemployment Tax	36	1,620	1,620	1,620
		Professional Technical Services	Contractual Professional Services	610,369	881,765	881,765
	Property Services		Event Sponsorships	8,000	-	-
		Supplies	Hosting - Software as a Service	1,807	2,000	2,000
	Non-Capital Assets		3,792	6,000	6,000	6,000
	Field Supplies		2,817	-	-	-
	Other Services	Memberships	199	2,000	2,000	2,000
		Office Supplies	588	1,500	1,500	1,500
		Promotional Supplies	2,867	4,000	4,000	-
		Conferences, Seminars & Training	11,308	20,000	20,000	22,000
	Other Expenses	Meeting Expenses	16,741	22,000	22,000	20,000
		Printing	4,842	8,000	8,000	8,000
Travel/Lodging		-	1,000	1,000	-	
Other Expenses	Bad Debt Expense	(3,432)	-	-	-	
Program Administration Total			1,144,660	1,743,757	1,743,757	2,061,508
Springflow Protection	Professional Technical Services	SAWS ASR Leasing	5,765,325	5,765,190	5,765,190	5,689,162
		VISPO	8,936,926	9,253,167	9,253,167	8,954,150
Springflow Protection Total			14,702,251	15,018,357	15,018,357	14,643,312
San Marcos Springs	Professional Technical Services	Biological Monitoring	274,761	371,929	371,929	371,929
		Household Hazardous Waste Program	30,000	30,000	30,000	30,000
		LID/BMP Management	755,931	675,000	675,000	675,000
		Litter Control/Floating Vegetation	56,344	70,400	70,400	70,400
		Management - Key Public Rec Areas	56,000	65,000	65,000	65,000
		Non-Native Animal Species Control	16,200	16,200	16,200	16,200
		Non-Native Plant Spec Control	209,728	200,000	200,000	225,000
		Restoration - Riparian Zones	20,000	20,000	20,000	20,000
		TX Wild Rice Enh/Restoration	10,000	10,000	10,000	20,000
	Water Quality Monitoring	24,003	30,000	30,000	30,000	
Supplies	Field Supplies	850	2,500	2,500	2,500	
San Marcos Springs Total			1,453,817	1,491,029	1,491,029	1,526,029
Comal Springs	Professional Technical Services	Aquatic Vegetation Restoration	79,780	80,000	80,000	100,000
		Biological Monitoring	368,192	383,845	383,845	383,845
		Decaying Vegetation Removal	14,924	15,000	15,000	15,000
		Gill Parasite Control	9,987	10,000	10,000	10,000
		Household Hazardous Waste Program	40,385	40,385	40,385	40,385
		LID/BMP Management	503,639	112,000	112,000	397,110
		Litter Control/Floating Vegetation	40,000	40,000	40,000	40,000
		Non-Native Animal Species Control	40,000	40,000	40,000	40,000
		Old Channel Restoration	27,424	140,000	140,000	50,000
Restoration - Riparian Zones	49,988	50,000	50,000	50,000		

Edwards Aquifer Authority
2025 Adopted Operating Budget

Threatened & Endangered Species Division Summary, by Program/Measure

Department/Measure	Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Comal Springs	Professional Technical Services	Riparian Impr - Riffle Beetle	9,974	10,000	10,000	128,764
		Water Quality Monitoring	24,003	30,000	30,000	30,000
	Supplies	Field Supplies	1,151	2,500	2,500	2,500
Comal Springs Total			1,209,447	953,730	953,730	1,287,604
Applied Research	Professional Technical Services	Applied Research	80,776	240,000	240,000	240,000
	Property Services	Non-Capital Assets	-	10,000	10,000	10,000
Applied Research Total			80,776	250,000	250,000	250,000
Refugia	Professional Technical Services	NFHTC Refugia	1,299,146	1,884,343	1,884,343	1,307,048
Refugia Total			1,299,146	1,884,343	1,884,343	1,307,048
Grand Total			\$ 19,890,097	\$ 21,341,216	\$ 21,341,216	\$ 21,075,501

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Threatened & Endangered Species
Department: Program Administration

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Salaries & Wages	245-905-51000-00	Salaries & Wages	\$ 314,374	\$ 590,533	\$ 590,533	\$ 619,416
	245-905-51200-00	Sick Leave	15,449	-	-	-
	245-905-51300-00	Vacation Leave	24,667	-	-	-
	245-905-51400-00	Holiday Leave	21,587	-	-	-
	245-905-51500-00	Compensated Absences	4,218	-	-	-
	245-905-51100-00	Overtime	-	-	-	-
	245-905-51600-00	Administrative Leave	-	-	-	-
Salaries & Wages Total			380,295	590,533	590,533	619,416
Employee Benefits	245-905-52002-00	Employer FICA & Medicare	27,389	45,176	45,176	47,385
	245-905-52003-00	Retirement Contributions	50	65,490	65,490	68,693
	245-905-52004-00	LT Disability Insurance	1,045	1,653	1,653	1,734
	245-905-52005-00	Health Insurance	24,730	52,357	52,357	68,148
	245-905-52006-00	Dental Insurance	1,278	2,124	2,124	2,135
	245-905-52008-00	State Unemployment Tax	36	1,620	1,620	1,620
	245-905-52024-00	Life & AD&D Insurance	1,433	2,339	2,339	2,676
	245-905-52035-00	Medical Allowance Reimbursement	7,252	30,000	30,000	30,000
	245-905-52100-00	Allowances	3,600	4,200	4,200	4,200
	245-905-52103-00	Pension Expense	37,654	-	-	-
Employee Benefits Total			104,467	204,959	204,959	226,592
Professional Technical Services	245-005-53100-00	Contractual Professional Services	610,369	881,765	881,765	1,154,000
Professional Technical Services Total			610,369	881,765	881,765	1,154,000
Property Services	245-005-54500-00	Non-Capital Assets	3,792	6,000	6,000	6,000
	245-005-54300-00	Event Sponsorships	8,000	-	-	-
	245-005-54104-00	Hosting - Software as a Service	1,807	2,000	2,000	2,000
Property Services Total			13,599	8,000	8,000	8,000
Supplies	245-005-56105-00	Office Supplies	588	1,500	1,500	1,500
	245-005-56501-00	Memberships	199	2,000	2,000	2,000
	245-005-56102-00	Promotional Supplies	2,867	4,000	4,000	-
	245-005-56103-00	Field Supplies	2,817	-	-	-
Supplies Total			6,471	7,500	7,500	3,500
Other Services	245-005-55100-00	Printing	4,842	8,000	8,000	8,000
	245-005-55400-00	Conferences, Seminars & Training	11,308	20,000	20,000	22,000
	245-005-55500-00	Meeting Expenses	16,741	22,000	22,000	20,000
	245-005-55800-00	Travel/Lodging	-	1,000	1,000	-
Other Services Total			32,891	51,000	51,000	50,000
Other Expenses	245-005-58700-00	Bad Debt Expense	(3,432)	-	-	-
Other Expenses Total			(3,432)	-	-	-
Grand Total			\$ 1,144,660	\$ 1,743,757	\$ 1,743,757	\$ 2,061,508

**Edwards Aquifer Authority
2025 Adopted Operating Budget**

Division: Threatened & Endangered Species
Department: Springflow Protection

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	245-502-53200-01	SAWS ASR Leasing	\$ 5,765,325	\$ 5,765,190	\$ 5,765,190	\$ 5,689,162
	245-502-53200-04	VISPO	8,936,926	9,253,167	9,253,167	8,954,150
Professional Technical Services Total			14,702,251	15,018,357	15,018,357	14,643,312
Grand Total			\$ 14,702,251	\$ 15,018,357	\$ 15,018,357	\$ 14,643,312

Edwards Aquifer Authority
2025 Adopted Operating Budget

Division: Threatened & Endangered Species
Department: San Marcos Springs

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	245-503-53200-05	Biological Monitoring	\$ 274,761	\$ 371,929	\$ 371,929	\$ 371,929
	245-503-53200-06	Water Quality Monitoring	24,003	30,000	30,000	30,000
	245-503-53202-01	TX Wild Rice Enh/Restoration	10,000	10,000	10,000	20,000
	245-503-53202-03	Non-Native Plant Spec Control	209,728	200,000	200,000	225,000
	245-503-53204-00	LID/BMP Management	755,931	675,000	675,000	675,000
	245-503-53204-01	Litter Control/Floating Vegetation	56,344	70,400	70,400	70,400
	245-503-53204-03	Household Hazardous Waste Program	30,000	30,000	30,000	30,000
	245-503-53204-04	Management - Key Public Rec Areas	56,000	65,000	65,000	65,000
	245-503-53204-05	Non-Native Animal Species Control	16,200	16,200	16,200	16,200
	245-503-53204-06	Restoration - Riparian Zones	20,000	20,000	20,000	20,000
Professional Technical Services Total			1,452,967	1,488,529	1,488,529	1,523,529
Supplies	245-503-56103-00	Field Supplies	850	2,500	2,500	2,500
Supplies Total			850	2,500	2,500	2,500
Grand Total			\$ 1,453,817	\$ 1,491,029	\$ 1,491,029	\$ 1,526,029

**Edwards Aquifer Authority
2025 Adopted Operating Budget**

**Division: Threatened & Endangered Species
Department: Comal Springs**

Expense Classification	Account Number	Account Description	2023	2024	2024	2025
			Actual Expenses	Amended Budget	Estimated Expenses	Adopted Budget
Professional Technical Services	245-504-53200-05	Biological Monitoring	\$ 368,192	\$ 383,845	\$ 383,845	\$ 383,845
	245-504-53200-06	Water Quality Monitoring	24,003	30,000	30,000	30,000
	245-504-53201-01	Old Channel Restoration	27,424	140,000	140,000	50,000
	245-504-53201-03	Aquatic Vegetation Restoration	79,780	80,000	80,000	100,000
	245-504-53201-05	Decaying Vegetation Removal	14,924	15,000	15,000	15,000
	245-504-53201-06	Riparian Impr - Riffle Beetle	9,974	10,000	10,000	128,764
	245-504-53201-07	Gill Parasite Control	9,987	10,000	10,000	10,000
	245-504-53204-00	LID/BMP Management	503,639	112,000	112,000	397,110
	245-504-53204-01	Litter Control/Floating Vegetation	40,000	40,000	40,000	40,000
	245-504-53204-03	Household Hazardous Waste Program	40,385	40,385	40,385	40,385
	245-504-53204-05	Non-Native Animal Species Control	40,000	40,000	40,000	40,000
	245-504-53204-06	Restoration - Riparian Zones	49,988	50,000	50,000	50,000
Professional Technical Services Total			1,208,296	951,230	951,230	1,285,104
Supplies			1,151	2,500	2,500	2,500
Grand Total			\$ 1,209,447	\$ 953,730	\$ 953,730	\$ 1,287,604

Edwards Aquifer Authority
 2025 Adopted Operating Budget

Division: Threatened & Endangered Species
 Department: Applied Research

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	245-505-53200-09	Applied Research	\$ 80,776	\$ 240,000	\$ 240,000	\$ 240,000
Professional Technical Services Total			80,776	240,000	240,000	240,000
Property Services	245-505-54500-00	Non-Capital Assets	-	10,000	10,000	10,000
Property Services Total			-	10,000	10,000	10,000
Grand Total			\$ 80,776	\$ 250,000	\$ 250,000	\$ 250,000

**Edwards Aquifer Authority
2025 Adopted Operating Budget**

Division: Threatened & Endangered Species

Department: Refugia

Expense Classification	Account Number	Account Descri	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
Professional Technical Services	245-506-53200-08	NFHTC Refugia	\$ 1,299,146	\$ 1,884,343	\$ 1,884,343	\$ 1,307,048
Professional Technical Services Total			1,299,146	1,884,343	1,884,343	1,307,048
Grand Total			\$ 1,299,146	\$ 1,884,343	\$ 1,884,343	\$ 1,307,048

CAPITAL PROGRAM

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Capital Program

Overview

The Edwards Aquifer Authority (EAA) is a regulatory agency charged with managing, enhancing, and protecting the Edwards Aquifer system and does so through monitoring activities for compliance with laws set forth by the Texas Legislature, as well as enhancing and protecting by means of research, studies, and conservation efforts. The EAA mission and responsibilities do not contemplate construction of water treatment plants, distribution systems, or other large infrastructure projects which require multi-year capital improvement plans.

For the 5-year forecast period, the total projected capital expenditures represent approximately 3.7% of the projected General Fund operating budget, while non-recurring capital expenditures represent approximately 0.5%. Given the low percentage of capital expenditures, reflected as part of the overall General Fund budget, the EAA considers the expenditure to represent no significant impact on current or future annual operating budgets.

5-Year Capital Expenditure Budget/Forecast

Capital expenditures are defined by the EAA as “equipment, fixtures, etc., whose purchase price per unit is \$5,000 or more and has a useful life expectancy of more than one year.” Capital expenditures generally consist of vehicles, water-quality sampling/monitoring equipment, computer hardware and software, and building improvements. Also included in capital expenditures is the principal payment on a general improvement revenue note.

The table below summarizes the current year adopted budget and forecasted capital expenditures for a 5-year forecast period by Capital Expenditure Category and Department.

Capital Expenditure Category	Department	Adopted Budget	Forecast				Total	Funding Source
		2025	2026	2027	2028	2029		
Buildings CY	Authority Operations	200,000	100,000	50,000	50,000	50,000	\$ 450,000	General Fund
Computer Hardware CY	AMS - General	10,000	10,000	10,000	10,000	10,000	50,000	
	Data Management	10,000	10,000	10,000	10,000	10,000	50,000	
	Field Research Park	5,000	5,000	10,000	10,000	10,000	40,000	
	Information Technology	100,000	75,000	75,000	75,000	75,000	400,000	
	Modeling	20,000	20,000	20,000	20,000	20,000	100,000	
Computer Software	Modeling	10,000	10,000	10,000	10,000	10,000	50,000	
Easement Assessment Tool CY	Aquifer Science Research	350,000	250,000	-	-	-	600,000	
Furniture and Office Equipment	Field Research Park	5,000	5,000	5,000	5,000	5,000	25,000	
Imp Other than Buildings CY	Field Research Park	100,000	50,000	50,000	50,000	50,000	300,000	
Note Payable - Long Term	Authority Operations	260,000	270,000	275,000	290,000	300,000	1,395,000	
Vadose Zone Research Equipment CY	Aquifer Science Research	60,000	60,000	60,000	60,000	60,000	300,000	
Vehicles CY	Aquifer Sustainability	30,000	-	-	30,000	-	60,000	
	Authority Operations	181,500	63,300	66,000	68,800	68,800	448,400	
	Field Research Park	-	-	30,000	-	-	30,000	
Water Sampling/Monitoring Equipment CY	Aquifer Science Research	140,000	60,000	60,000	60,000	60,000	380,000	
	Aquifer Sustainability	17,500	17,500	17,500	17,500	17,500	87,500	
	Data Management	10,000	10,000	10,000	10,000	10,000	50,000	
Well Logging Equipment CY	Data Management	35,000	35,000	35,000	35,000	35,000	175,000	
Grand Total		1,544,000	1,050,800	793,500	811,300	791,300	4,990,900	
% Capital Expenditures of General Fund Operations Budget/Forecast		6.2%	4.1%	3.0%	2.9%	2.7%	3.7%	
Total Non-Recurring Capital Expenditures		\$ 380,000	\$ 250,000	\$ 30,000	\$ 30,000	\$ -	\$ 690,000	
% Non-Recurring Capital Expenditures of General Fund Operations Budget/Forecast		1.5%	1.0%	0.1%	0.1%	0.0%	0.5%	

Capital expenditures are considered during the budget development process as described in this document. Capital expenditures that support the strategic plan are identified, evaluated, prioritized, and then included in the 5-year forecast when they are considered to be funded projects. Funding for capital expenditures is solely from the General Fund.

Non-recurring Capital Expenditures

Of the non-recurring capital expenditures highlighted in the above table, the Easement Assessment Tool represents 87% of total non-recurring capital expenditures in the 5-year period. This tool is a computer-based assessment tool that utilizes both a watershed computer model and a GIS-based model to assess the relative recharge value attributed to parcels of land across the recharge and contributing zones of the Edwards Aquifer. The tool, or model, is designed to optimize conservation easement placement and acquisition by ranking properties in terms of recharge value, improving the conservation easement selection and valuation process for these important and expensive properties.

Recurring Capital Expenditures

Of the recurring categories of capital expenditures during the 5-year period, approximately 82% are related to the following categories: Principal amount on revenue improvement note (32.4%), water sampling/monitoring and research equipment (23.1%), computer hardware/software (16%), and vehicles (10.4%).

General Improvement Revenue Note. Each year, the EAA makes principal payments (budgeted in the capital expenditure budget) on the general improvement revenue note which was issued for the sole purpose of funding a building consolidation project completed in January 2013. The note matures in September of 2031. Additional information may be found in the “Financial Policies” section of this budget document regarding debt policies.

Water sampling/monitoring and research equipment. The EAA incurs capital expenses each year related to water sampling/monitoring and research equipment. The EAA maintains a network of water level monitoring wells equipped with devices that measure water levels and, in some cases, additional information at 15-minute intervals or less. As the conceptual model of how the aquifer works is refined, areas of additional data collection are identified and addressed. Water level monitoring is a significant part of the effort to refine the EAAs understanding of how the aquifer works. Water level data is also extremely important in the hydrological modeling process. A number of these instruments are repaired or replaced annually, while some new instruments are purchased to expand the monitoring effort into areas where data gaps exist. Other equipment related to this capital expense include telemetry systems for transmitting data to a website where it can subsequently be harvested and incorporated into the EAA database, water quality sensors, well sampling pumps and equipment, and laboratory equipment. Research equipment is proposed for the Vadose Zone or the portion of the land from the surface to the water table, where diffuse recharge occurs within the interstream portions of the recharge zone. The equipment is important and essential to understanding how changes in soils and vegetation at the surface impact soil moisture and subsequent moisture flux within the Vadose Zone.





[Computer Hardware and Software.](#) Funds for replacement of aged I.T. infrastructure, equipment/server upgrades, and to support staff and the demand of the EAA operations. New equipment requirements at the Education Outreach Center and Field Research Park are included in this forecast in support of various outreach, regulatory and scientific goals.

[Vehicles.](#) Of the EAA fleet of 26 vehicles, 5 vehicles are over 10 years old. Funds are included in the budget and forecast to replace 3 vehicles in the current budget year and 1 each year thereafter. The replacement plan will provide EAA staff with vehicles that have current safety and technology enhancements and decrease maintenance/repair costs which are reflected in the General Fund budget. In addition, the EAA has 3 off-road vehicles for use in easement monitoring and research activities at the Field Research Park. Funds are included in the budget and forecast to replace these vehicles, with one 1 replacement included in the 2025, 2027 and 2028.

**Edwards Aquifer Authority
2025 Adopted Operating Budget**

Capital Budget & Debt Service

Department	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Adopted Budget
AMS - General	100-003-17800-01	Computer Hardware CY	\$ -	\$ 10,000	\$ 10,000	\$ 10,000
Aquifer Science Research	100-302-17500-07	Easement Assessment Tool CY	-	350,000	100,000	350,000
Aquifer Science Research	100-302-17500-06	Vadose Zone Research Equipment CY	-	144,584	144,584	60,000
Aquifer Science Research	100-302-17500-05	Water Sampling/Monitoring Equipment CY	29,887	50,800	50,800	140,000
Aquifer Science Research	100-302-17500-01	Furniture and Office Equipment CY	-	9,200	9,200	-
Aquifer Science Research	100-302-17400-01	Vehicles CY	-	7,000	7,000	-
Aquifer Sustainability	100-306-17500-05	Water Sampling/Monitoring Equipment CY	-	-	-	10,000
Aquifer Sustainability	100-306-17500-05	Water Sampling/Monitoring Equipment CY	5,487	7,500	7,500	7,500
Aquifer Sustainability	100-306-17400-01	Vehicles CY	-	-	-	30,000
Authority Operations	100-202-25000-00	Note Payable - Long Term	240,000	250,000	250,000	260,000
Authority Operations	100-202-17800-00	Computer Hardware CY	(357,490)	-	-	-
Authority Operations	100-202-17500-01	Furniture & Office Equipment CY	5,095	-	-	-
Authority Operations	100-202-17400-01	Vehicles CY	365,063	210,000	210,000	181,500
Authority Operations	100-202-17300-01	Imp Other than Buildings CY	87,587	129,400	129,400	-
Authority Operations	100-202-17200-01	Buildings CY	123,384	85,600	85,600	200,000
Data Management	100-312-17800-01	Computer Hardware CY	-	10,000	10,000	10,000
Data Management	100-312-17500-05	Water Sampling/Monitoring Equipment CY	-	35,000	35,000	10,000
Data Management	100-312-17500-04	Well Logging Equipment CY	-	25,000	25,000	35,000
Field Research Park	100-310-17800-01	Computer Hardware CY	-	2,000	2,000	5,000
Field Research Park	100-310-17500-01	Furniture & Office Equipment CY	-	5,000	5,000	5,000
Field Research Park	100-310-17300-01	Imp Other than Buildings CY	126,940	100,000	100,000	100,000
Information Technology	100-205-18100-00	Construction in Progress	(124,184)	-	-	-
Information Technology	100-205-17800-01	Computer Hardware CY	663,056	85,000	85,000	100,000
Modeling	100-304-17800-01	Computer Hardware CY	5,234	20,000	20,000	20,000
Modeling	100-304-17700-01	Computer Software CY	21,488	10,000	10,000	10,000
Public Information	100-403-17800-01	Computer Hardware	6,803	-	-	-
Public Information	100-403-17300-01	Imp Other than Buildings CY	39,135	6,800	6,800	-
Public Information	100-403-17500-01	Furniture & Equipment	(8,253)	-	-	-
Regulatory Affairs & Water Resources	100-407-17900-01	EAA Groundwater Rights	-	13,600	13,600	-
Regulatory Affairs & Water Resources	100-407-17700-01	Computer Software CY	-	20,000	20,000	-
Regulatory Affairs & Water Resources	100-407-17500-01	Furniture & Office Equipment CY	14,850	-	-	-
Grand Total			\$ 1,244,082	\$ 1,586,484	\$ 1,336,484	\$ 1,544,000

PERFORMANCE MEASURES

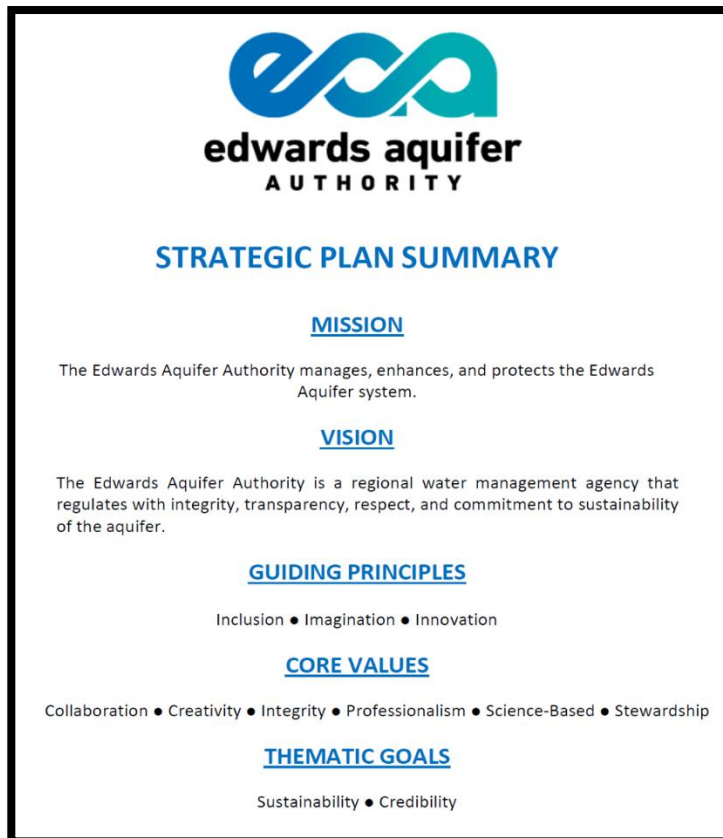
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Performance Measures

Introduction - The Edwards Aquifer: The Next Generation and Beyond

The Edwards Aquifer Authority (EAA) is committed to furthering the long-term sustainability of the Edwards Aquifer through a responsible balance of regulatory, education and conservation-focused programming and partnerships that perpetuate shared value in the aquifer among all uses and needs. This comprehensive and collaborative approach to resource management, enhancement, and protection undergirds the mission and vision of the agency’s work and is demonstrated in the Strategic Plan for 2021-30, called “The Edwards Aquifer: The Next Generation and Beyond”.

The 10-year planning horizon presented within the Strategic Plan, included in Appendix A, builds on the initial 25 years of the EAA’s successful implementation of the EAA Act, the legislative statute from which the EAA derives its legal authority to operate and which provides the premise and purpose of the EAA’s mission. The EAA vision for the future, however, looks far beyond the next decade and imagines a legacy of sustainability for the Edwards Aquifer that can lead to unprecedented certainty in the quantity and quality of water available from this resource for future generations to come.



Key Objectives

The Strategic Plan thematic goals of “Sustainability and Credibility” are supported by the following “Key Objectives.” Activities, or actions, are defined to achieve the key objectives through the use of the guiding principles and core values noted in the Strategic Plan. The implementation of these activities and subsequent measurement is the basis of the performance measures.

1. Partnerships for Creative Solutions

Put into place innovative and incentivized programs to encourage private-public partnerships and to instill buy-in and trust with EAA stakeholders and regulated community. These programs will be designed around the purpose of ensuring a secured and protected Edwards Aquifer system.

2. Greater Understanding and Management Through Science

Relying on EAA scientific research, reinforce and solidify the EAA’s position as the trusted leader in managing, enhancing, and protecting the aquifer. The EAA will utilize scientific data, combined with lessons learned from experience, to foster public policy that ensures the highest possible water quality and sustainable water quantity. To this end, the EAA will engage with scientists to conduct research and collaborate on a myriad of studies to better inform the understanding of the Edwards Aquifer to identify and validate solutions to better manage, enhance, and protect the system.

3. Expanded and Diversified Funding

Through collaborative and innovative relationships, the EAA will expand and diversify funding sources to build shared value without burdening permit holders. The EAA will be active stewards of financial resources, continually seeking collaborative partners to help offset aquifer management fee revenues as the primary funding source. Critical to this effort is the Edwards Aquifer Conservancy (EAC), which will be robust and sustainable, raising enough funds each year to achieve operational status independent of the EAA budget.

4. Assuredness in Regulatory Programming

Wherever possible, the EAA will work toward permanence in core programs to further assurance and reliability in the economic, environmental, and regulatory optimization and general conservation of the aquifer system. This includes securing a long-term incidental take permit issued by the U.S. Fish & Wildlife Service that balances certainty and flexibility for the aquifer-dependent endangered and threatened species for the next 30 years.

5. Greater Influence Through Inclusion

The EAA will become a more inclusive organization such that the EAA becomes a model for collaboration, transparency, and accessibility. This means the EAA will invite and partner with others when and where the EAA mission intersects with various segments of the community we serve. The EAA will be user friendly, including developing fully integrated centralized information systems that will make vital data easily accessible for all of EAA employees, permit holders, stakeholders, partners, and the public at large.

Division Actions and Performance Measures

Division (or Program) goals and performance measures are located in each of their respective sections in the “Division/Department Detail” portion of this budget document. The performance measures provided support the Key Objectives of the Strategic Plan referenced above.

APPENDICES

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APPENDIX A STRATEGIC PLAN 2021-2030

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THE EDWARDS AQUIFER: THE NEXT GENERATION



ANNIVERSARY

1996 - 2021

...AND BEYOND

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Photo: (Cover, back cover and right) Comal Springs, New Braunfels



Photo: Hill Country Spring, TX



The EAA is committed to furthering the long-term sustainability of the Edwards Aquifer through a responsible balance of regulatory, education and conservation-focused programming and partnerships that perpetuate shared value in the aquifer among all uses and needs. This comprehensive and collaborative approach to resource management, enhancement, and protection undergirds the mission and vision of our agency's work and is demonstrated in this strategic plan, which we call "The Edwards Aquifer: The Next Generation, and Beyond."

The 10-year planning horizon presented within this plan builds on the initial 25 years of the EAA's successful implementation of the EAA Act, the legislative statute from which our agency derives its legal authority to operate and which provides the premise and purpose of our mission. Our vision for the future, however, looks far beyond the next decade and imagines a legacy of sustainability for the Edwards Aquifer that can lead to unprecedented certainty in the quantity and quality of water available from this resource for future generations to come.

Roland Ruiz
EAA General Manager

OUR MISSION

The Edwards Aquifer Authority manages, enhances, and protects the Edwards Aquifer system.

OUR VISION

The Edwards Aquifer Authority is a regional water management agency that operates with integrity, transparency, respect, and commitment to sustainability of the aquifer.

OUR PEOPLE

We are partners in a mission. People fuel our purpose...from the people of our organization, who carry out our work, to the more than 2 million people across our eight-county region, who rely daily on the Edwards Aquifer as their primary source of water.

Just as we cannot separate ourselves from our impact on the natural resources on which we depend for our sustenance and wellbeing as a people, we cannot separate ourselves from each other as people bound together in the work to manage, enhance, and protect the Edwards Aquifer for the "Next Generation and Beyond."

OUR GUIDING PRINCIPLES

If we reach our intended destination of "The Next Generation, and Beyond," it will be in large part because of a greater commitment to the principles of inclusion, imagination, and innovation.

- **Inclusion** – We invite everyone within our organization to participate in the creation of a shared vision of our future and include the diverse stakeholders from across our vast region to join us on the journey;
- **Imagination** – We visualize the possibilities of what could be by freeing ourselves from the limitations of the past and, instead, embrace a future where what is possible is limited only by our ability to imagine; and
- **Innovation** – We reinvent ourselves through creativity and ingenuity that stretches our minds, our capabilities, and comfort levels toward a renewed sense of purpose in our daily work to create certainty and legacy around our mission.

OUR CORE VALUES



COLLABORATION

We are interactive, diverse, and inclusive in everything we do.



CREATIVITY

We allow for and foster innovation in ideas and practices that lead to solutions in an ever-changing world.



INTEGRITY

We exhibit trust, honesty, transparency, and accountability at all times.



PROFESSIONALISM

We pursue excellence, respect others, and communicate effectively with those we serve, both internally and externally.



SCIENCE-BASED

Science drives and motivates our mission.



STEWARDSHIP

We manage, protect, and enhance the Edwards Aquifer system to ensure its long-term sustainability for the benefit of all users and uses of the resource.

OUR PLANNING PROCESS

In 2020,

we hired Mary Flanagan (Strategy & Leadership, LLC) to assist in the development of a 10-year strategic plan. As discussed below, Ms. Flanagan facilitated focused discussions with the EAA board of directors and management aimed at prioritizing the direction of our work over the next decade. The results of these discussions are captured in her report (Appendix B) and are incorporated throughout this strategic plan document. Additionally, we have identified the compelling need to lead in the area of restorative sustainability initiatives to protect, preserve, and enhance quantity and quality of water in the aquifer and to thus increase relevance and permanence to our mission. These inputs are summarized as follows:

EAA Board of Directors - Through a facilitated discussion, the EAA board of directors conducted an historical scan identifying key events in the life of the EAA within the context of broader groundwater management and protection, as well as within society at large. This exercise resulted in the identification of trends and insights, which served to inform the development of this strategic plan.

EAA Staff - Management, consisting of the EAA's 28 executives, managers, and supervisors participated in two separate facilitated discussions pertaining to the development of the strategic plan. This group of employees met to consider possible modifications to the EAA Core Values originally adopted in 2012. These updated core values are described earlier in this document. Building on the Board's work described above, management also developed the EAA's Practical Vision and its Key Strategies for the 2021-30 planning horizon, which serve as the backbone for this document.

Stakeholder Interests - Stakeholders in the Edwards Aquifer have broadly supported the idea of protecting the Aquifer through non-regulatory and incentive-based approaches that connect and engage private landowners in the mission to manage, enhance, and protect the Edwards Aquifer. The merits of further optimizing aquifer sustainability across the region through these approaches weighed heavily in the consideration of the development of this strategic plan.



OUR PRACTICAL VISION

We have developed a Practical Vision to define the broader aspirational concept of how we imagine our future (*What want to see in place in 2030*); hence, the idea of **"The Edwards Aquifer: The Next Generation, and Beyond."**

This practical vision consists of a series of strategic objectives that support two over-arching, thematic goals within the context of multi-generational impact and stability, which speaks to longevity and permanence of mission.



Photo: Night sky, Texas Hill Country




THE NEXT GENERATION

AND BEYOND

OUR THEMATIC GOALS





A LEGACY OF SUSTAINABILITY

The intent is to ensure the aquifer remains a sustainable resource in perpetuity for all users and dependents of its waters.

To realize this goal, we will deploy the concept of a region-wide aquifer sustainability initiative, focused predominately on identifying and implementing non-regulatory conservation and protection measures that contribute to the maintenance and, where possible, the enhancement of historical water quantity and quality for the South Central Texas region.

As such, the EAA will expand resources and partnerships to better protect and improve the land surface within watersheds most conducive to affecting recharge to the aquifer—that is, watersheds within the recharge and contributing zones of the Edwards Aquifer.



CERTAINTY THROUGH CREDIBILITY

The focus is to foster greater certainty around the EAA mission by building unquestioned credibility in our work, the people assigned to carry out the work, and our united purpose.

The outcome will be trust and assured reliability around the management, enhancement, and protection of the aquifer. Ultimately, such credibility will lead to further certainty in the prospect that this aquifer will remain sustainable and continue to provide value to the overall wellbeing of the greater Edwards region in perpetuity.

OUR KEY OBJECTIVES



Photo: Blanco River

We will strive to achieve these two primary thematic goals, **sustainability** and **credibility**, by building and/or creating the following:

PARTNERSHIPS FOR CREATIVE SOLUTIONS

We will put into place innovative and incentivized programs to encourage private-public partnerships and to instill buy-in and trust with our stakeholders and regulated community.

These programs will be designed around the purpose of ensuring a secured and protected Edwards Aquifer system.

GREATER UNDERSTANDING AND MANAGEMENT THROUGH SCIENCE

Relying on our scientific research, we will reinforce and solidify our position as the trusted leader in managing, enhancing, and protecting the aquifer.

We will utilize scientific data, combined with lessons learned from experience, to foster public policy that ensures the highest possible water quality and sustainable water quantity.

To this end, we will draw scientists from near and afar to conduct research and collaborate on a myriad of studies to better inform our understanding of the Edwards Aquifer to identify and validate solutions to better manage, enhance, and protect the system.

EXPANDED AND DIVERSIFIED FUNDING

Through collaborative and innovative relationships, we will expand and diversify our funding sources to build shared value without burdening permit holders.

We will be active stewards of our financial resources, continually seeking collaborative partners to help offset aquifer management fee revenues as our primary funding source.

Critical to this effort is the Edwards Aquifer Conservancy (EAC), which will be robust and sustainable, raising enough funds each year to achieve operational status independent of the EAA budget.

ASSUREDNESS IN REGULATORY PROGRAMMING

Wherever possible, we will work toward permanence in core programs to further assurance and reliability in the economic, environmental, and regulatory optimization and general conservation of the aquifer system.

This includes securing a long-term incidental take permit issued by the U.S. Fish & Wildlife Service that balances certainty and flexibility for the aquifer-dependent endangered and threatened species for the next 30 years.

GREATER INFLUENCE THROUGH INCLUSION

We will become a more inclusive organization such that the EAA becomes a model for collaboration, transparency, and accessibility.

This means we will invite and partner with others when and where our mission intersects with various segments of our community.

We will be user friendly, including developing fully integrated centralized information systems that will make vital data easily accessible for all of our employees, our permit holders, our stakeholders, our partners, and the public at large.

OUR FOCUSED STRATEGIES

We have identified **six strategies** that will be the agency's focus to meet the objectives of this plan.

These strategies will serve as the basis of our annual work plans.

REINVENT WORK PROCESSES

We will create continuous learning cultures that innovate and adapt to changing needs and environmental conditions to ensure the long-term viability and relevance of the EAA mission.

Accordingly, we will regularly evaluate our formal and informal processes to identify ways to continually improve how we do our work and to ensure the permanence of its impact.

INTEGRATE HOW WE MANAGE AND SHARE DATA

We will enhance existing information infrastructure, tools, and competencies to refine the data management and sharing process so as to foster greater transparency and credibility; ensuring all data are appropriately collected, validated, stored, and made accessible.

PRIORITIZE AND INTEGRATE RESEARCH

We will focus research on subject areas that further our understanding of the aquifer system so we can inform and enable science-based policy and best management practices recommendations to address prevalent threats to aquifer sustainability.

This will include but not be limited to a refined understanding and application of the conceptual model of the aquifer, analyses of technologies and nature-based strategies for protecting and enhancing historic aquifer recharge, and studies informing programmatic approaches to ensuring the uninterrupted long term compliance with laws protecting aquifer-dependent aquatic species listed within the EAHCP.

ENHANCE PRESENCE AND INFLUENCE

We will expand our influence in the community through proactive presence, informational persuasion and creative partnerships that foster understanding and build community around our mission and support for its long-term viability.

We will do this through inclusive programming in education, science, conservation and regulation, including but not limited to the opening and operation of the Education Outreach Center and the Field Research Park.

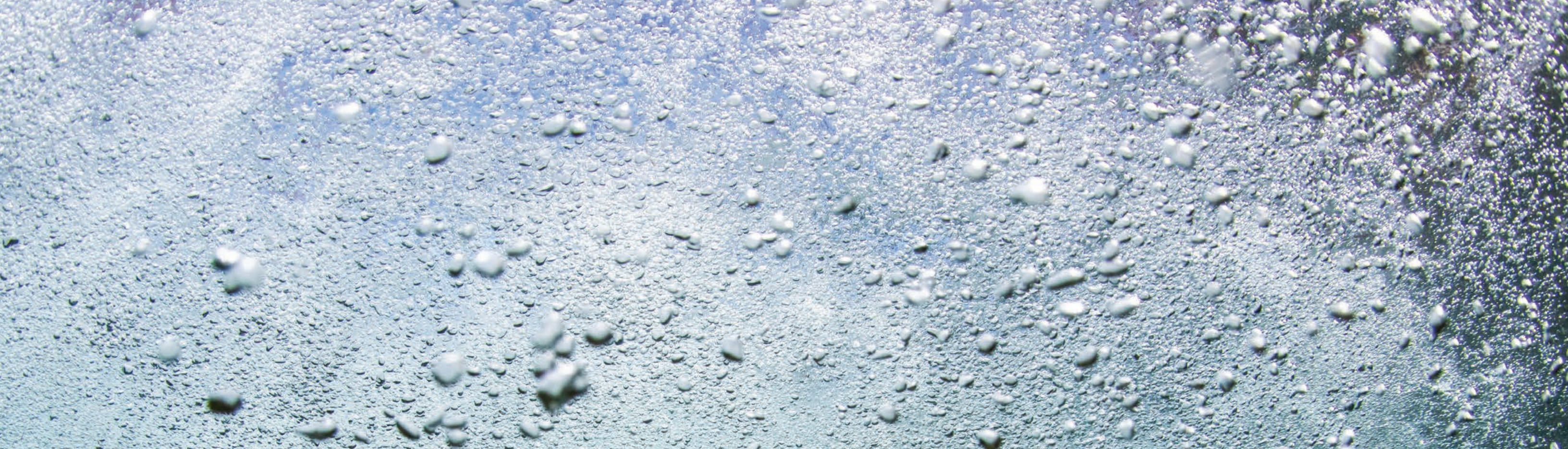
CHAMPION INNOVATION

We will invite and motivate creative thinking by embracing the power of imagination in all of our work. We will do this by designing and implementing programs that promote professional development through on-the-job creative thinking, problem solving and cross team collaboration, and by prioritizing innovation as a hiring and evaluation criteria.

OPTIMIZE AQUIFER SUSTAINABILITY

We will optimize the aquifer's long-term sustainability by implementing our own region-wide initiative to introduce and incentivize nature-based approaches to protecting, preserving and enhancing the water quality and quantity of the aquifer.

In particular, we will focus on the contributing and recharge zones of the Edwards Aquifer system and will use this work as opportunities to include others in our mission through research, best management land and conservation practices, and shared funding.



"If you want to go **fast**, go **alone**

If you want to go **far**, go **together**"

- African Proverb





ACKNOWLEDGMENTS

Thank you to the EAA Board of Directors and EAA staff for their significant contributions to the development of this strategic plan.

Also, thanks to the many men and women, whose contributions made throughout the history of the EAA and its predecessor organization, the Edwards Underground Water District, have brought us to this purpose in this time. It is they – those who devoted themselves to the higher ideals of excellence in service, stewardship through balance and consensus, and leadership through science-based decision-making – upon whose shoulders we stand to enable our vision of **"the next generation, and beyond."**

Graphic design by: Tamara Pinzon



25th
ANNIVERSARY
1996 - 2021

**EDWARDS AQUIFER AUTHORITY
900 E QUINCY ST, SAN ANTONIO, TX, 78215
210.222.2204 • EDWARDSAQUIFER.ORG**

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**APPENDIX B
BOARD RESOLUTION
2025 BUDGET ADOPTION**

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RESOLUTION AND ORDER NO. 11-24-113

OF THE BOARD OF DIRECTORS OF THE EDWARDS AQUIFER
AUTHORITY ADOPTING THE ANNUAL BUDGET FOR FISCAL YEAR
2025, AND ASSESSING AQUIFER MANAGEMENT FEE AND PROGRAM
AQUIFER MANAGEMENT FEE RATES FOR 2025

WHEREAS, the Edwards Aquifer Authority (“EAA”) was created by the Edwards Aquifer Authority Act, Act of May 30, 1993, 73rd Leg., R. S., ch. 626, 1993 Tex. Gen. Laws 2350, as amended (“Act”); and

WHEREAS, under Section 1.02 of the Act, the EAA is a conservation and reclamation district created by virtue of Article XVI, Section 59 of the Texas Constitution, and is a governmental agency and body politic and corporate vested with the full authority to exercise the powers and to perform the functions specified in the Act; and

WHEREAS, Section 49.057(b) of the Texas Water Code, Section 709.19(c)(1) of the Edwards Aquifer Authority Rules (“EAA Rules”), and Article 9.02(b) of the Edwards Aquifer Authority Bylaws require that the Board of Directors (“Board”) of the EAA prepare and adopt an annual budget; and

WHEREAS, Section 1.29(b) of the Act provides that the EAA “shall assess equitable aquifer management fees based on aquifer use . . . to finance its administrative expenses and programs authorized under [the Act]” and Section 709.17 of the EAA Rules provides that the EAA shall assess aquifer management fees (“AMFs”) “for all authorized and unauthorized withdrawals of groundwater from the Aquifer”; and

WHEREAS, Section 709.18(a) of the EAA Rules provides that the AMFs shall consist of: (1) AMFs for the EAA’s annual operating revenue requirements; and (2) program AMFs (“PAMFs”) for implementation of the Edwards Aquifer Habitat Conservation Plan (“EAHCP”) Program; and

WHEREAS, Section 1.29(b) of the Act and Section 709.23(a) of the EAA Rules provide that the EAA may collect a total amount of AMFs that is reasonably necessary for the annual operating revenue requirements for the administration of the EAA; and

WHEREAS, Section 1.29(b) of the Act also provides that the EAA may not increase AMFs (including PAMFs) by more than 8% per year; and

WHEREAS, Section 709.19(b) of the EAA Rules provides that the AMF shall be based on two user blocks: agricultural users and non-agricultural users; and

WHEREAS, Section 709.19(c)(1) of the EAA Rules provides that the Board, by resolution and order, shall annually adopt a Block I AMF rate and budget for non-agricultural users reflecting its annual operating revenue requirements for the succeeding fiscal year; and

WHEREAS, Section 709.19(c)(1) of the EAA Rules provides that, in addition to an AMF for its annual operating revenue requirements, the EAA shall calculate a PAMF necessary to implement the EAHCP; and

WHEREAS, Section 709.19(c)(2)(C) of the EAA Rules provides that the EAA shall calculate the AMF that may be assessed against Block 1 non-agricultural use on a unit basis and assessed on the total volume of groundwater authorized to be withdrawn in a groundwater withdrawal permit; and

WHEREAS, Section 1.29(e) of the Act and Section 709.19(c)(3) of the EAA Rules provide that the AMF for Block 2 agricultural users may not be more than \$2.00 per acre-foot; and

WHEREAS, the EAA held a public meeting in the EAA Board Room, as well as virtually via Zoom Videoconference, on October 9, 2024 to take public comment on the proposed FY 2025 budget, AMFs, and PAMFs; and

WHEREAS, the Board has determined that adoption of the budget, AMFs, and the PAMFs associated therewith, is reasonably necessary for the administration of the EAA, including for the implementation of the EAHCP, and that each and every act, project and expenditure contained in the budget is an administrative expense or program authorized under the Act; and

WHEREAS, payment of AMFs alone does not guarantee the right to withdraw groundwater from the Edwards Aquifer, since all withdrawals are subject to the Act, the rules of the EAA, orders of the Board, the terms and conditions of any permits issued by the EAA, and any other applicable federal, state, and local law; and

WHEREAS, a regular meeting of the Board of the EAA was held on November 12, 2024, at 1:00 p.m., notice of public meeting having been duly and properly posted in accordance with Chapter 551, Texas Government Code; and

WHEREAS, an agenda item was duly listed in the notice of public meeting that is the subject of this Resolution and Order; and

WHEREAS, a majority of the Directors were in attendance and constituted a quorum of the Board; and

WHEREAS, the Board duly considered and took action on the agenda item that is the subject of this Resolution and Order; and

WHEREAS, a vote of the majority of the quorum of the Board in attendance passed on, voted in favor of, and adopted the following Resolution and Order; and

WHEREAS, it is in the public interest that the EAA adopt an annual budget and assess AMFs and PAMFs for FY 2025.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED BY THE BOARD OF DIRECTORS OF THE EDWARDS AQUIFER AUTHORITY THAT:

- Section 1. The recitals set out above are found to be true and correct, and they are hereby adopted by the Board of Directors and are made a part of this Resolution and Order for all purposes.
- Section 2. The Fiscal Year 2025 Annual Budget attached to this Resolution and Order is hereby adopted.
- Section 3. The Fiscal Year 2025 Annual Budget may be amended pursuant to a duly passed oral motion made at a duly called meeting of the Board of Directors without the necessity of adopting a new or revised Resolution and Order.
- Section 4. As provided by Section 709.19(c)(2)(C) of the EAA Rules, the AMF for Block 1 non-agricultural users shall be calculated and assessed by the General Manager of the EAA on a unit cost basis resulting in an AMF rate of \$50.00 per acre-foot per annum for fiscal year 2025.
- Section 5. As provided by Section 709.19(c)(2)(C) of the EAA Rules, the PAMF for Block 1 non-agricultural users shall be calculated and assessed by the General Manager of the EAA on a unit cost basis resulting in a PAMF rate of \$40.00 per acre-foot per annum for fiscal year 2025.
- Section 6. As provided by Section 1.29(e) of the Act and Section 709.19(c)(3) of the EAA Rules, the General Manager of the EAA shall calculate and assess the AMF rate for Block 2 agricultural users at \$2.00 per acre-foot per annum for fiscal year 2025.
- Section 7. As provided by Section 1.29(b) of the Act, the AMFs and PAMFs assessed above in Sections 4-6 for fiscal year 2025 do not constitute an increase of AMFs by more than 8% from the preceding fiscal year 2024.
- Section 8. This Resolution and Order shall become effective from and after its adoption.

PASSED AND APPROVED BY THE BOARD OF DIRECTORS OF THE EDWARDS AQUIFER AUTHORITY THIS THE 12TH DAY OF NOVEMBER 2024.



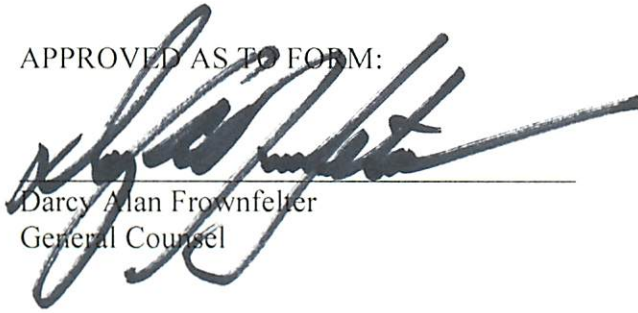
Enrique Valdivia
Chairman, Board of Directors

ATTEST:



Benjamin F. Youngblood, III
Secretary, Board of Directors

APPROVED AS TO FORM:



Darcy Alan Frownfelter
General Counsel



**Edwards Aquifer Authority
2025 Proposed Operating Budget**

Fund Summary: General and Habitat Conservation Plan

	GENERAL	EAHCP	TOTAL
Aquifer Management Fees, per Acre-Foot:			
Non-Agricultural (AMF/Program AMF)	\$ 50.00	\$ 40.00	\$ 90.00
Agricultural	\$ 2.00	\$ -	\$ 2.00
REVENUES			
Aquifer Management Fees	\$ 17,457,750	\$ -	\$ 17,457,750
Program Aquifer Management Fees	-	13,966,200	13,966,200
Aquifer Management Fee (Agricultural)	145,000	-	145,000
Interest	329,385	208,725	538,110
Miscellaneous	25,000	486,000	511,000
Subtotal Revenues	<u>17,957,135</u>	<u>14,660,925</u>	<u>32,618,060</u>
EXPENSES			
Salaries & Wages	10,137,018	619,416	10,756,434
Employee Benefits	3,733,102	226,592	3,959,694
Professional Technical Services	4,529,559	20,152,993	24,682,552
Property Services	2,816,640	18,000	2,834,640
Supplies	798,041	8,500	806,541
Other Services	1,146,173	50,000	1,196,173
Other Expenses	72,881	-	72,881
Capital	1,544,000	-	1,544,000
Subtotal Expenses	<u>24,777,414</u>	<u>21,075,501</u>	<u>45,852,915</u>
Net Income (Loss) Before Depreciation	<u>\$ (6,820,279)</u>	<u>\$ (6,414,575)</u>	<u>\$ (13,234,854)</u>
Net Asset Designations:			
Projected Operating Reserve, January 1, 2025	\$ 21,959,000	\$ 11,132,021	\$ 33,091,021
Net Increase (Decrease) in Fund Balance	<u>(6,820,279)</u>	<u>(6,414,575)</u>	<u>(13,234,854)</u>
Projected Operating Reserve, December 31, 2025	<u>\$ 15,138,721</u>	<u>\$ 4,717,446</u>	<u>\$ 19,856,167</u>
<i>Estimated % of Expenses</i>	<i>61.1%</i>		
Designated Operating Reserve:			
Abandoned Well Closure Assistance	489,311	-	489,311
Conservation/Aquifer Protection	2,159,158	-	2,159,158
Habitat Conservation Plan		4,717,446	4,717,446
Designated Operating Reserve Balance	<u>\$ 2,648,469</u>	<u>\$ 4,717,446</u>	<u>\$ 7,365,915</u>
<i>Estimated % of Expenses</i>	<i>10.7%</i>		
Undesignated Operating Reserve Balance	<u>\$ 12,490,252</u>	<u>\$ -</u>	<u>\$ 12,490,252</u>
<i>Estimated % of Expenses</i>	<i>50.4%</i>		

Edwards Aquifer Authority
2025 Proposed Operating Budget

EAHCP Fund

Expense Classification	Account Description	2025	Proposed Amendments	2025
		Proposed Budget		Proposed Budget <i>AMENDED</i>
Salaries & Wages	Salaries & Wages	\$ 619,416		\$ 619,416
Salaries & Wages Total		619,416	-	619,416
Employee Benefits	Allowances	4,200		4,200
	Dental Insurance	2,135		2,135
	Employer FICA & Medicare	47,385		47,385
	Health Insurance	68,148		68,148
	Life & AD&D Insurance	2,676		2,676
	LT Disability Insurance	1,734		1,734
	Medical Allowance Reimbursement	30,000		30,000
	Retirement Contributions	68,693		68,693
	State Unemployment Tax	1,620		1,620
Employee Benefits Total		226,592	-	226,592
Professional Technical Services				
<u>Program Administration</u>	Contractual Professional Services	1,154,000	-	1,154,000
<u>Springflow Protection</u>	SAWS ASR Leasing	5,689,162	-	5,689,162
	VISPO	8,954,150	-	8,954,150
<u>San Marcos Springs</u>	Biological Monitoring	371,929	-	371,929
	Household Hazardous Waste Program	30,000	-	30,000
	LID/BMP Management	-	675,000	675,000
	Litter Control/Floating Vegetation	50,000	20,400	70,400
	Management - Key Public Rec Areas	56,000	9,000	65,000
	Non-Native Animal Species Control	30,000	(13,800)	16,200
	Non-Native Plant Spec Control	200,000	25,000	225,000
	Restoration - Riparian Zones	20,000	-	20,000
	TX Wild Rice Enh/Restoration	20,000	-	20,000
	Water Quality Monitoring	30,000	-	30,000
<u>Comal Springs</u>	Aquatic Vegetation Restoration	100,000	-	100,000
	Biological Monitoring	383,845	-	383,845
	Decaying Vegetation Removal	15,000	-	15,000
	Gill Parasite Control	10,000	-	10,000
	Household Hazardous Waste Program	40,385	-	40,385
	LID/BMP Management	397,110	-	397,110
	Litter Control/Floating Vegetation	40,000	-	40,000
	Non-Native Animal Species Control	40,000	-	40,000
	Old Channel Restoration	50,000	-	50,000
	Restoration - Riparian Zones	50,000	-	50,000
	Riparian Impr - Riffle Beetle	128,764	-	128,764
	Water Quality Monitoring	30,000	-	30,000
<u>Applied Research</u>	Applied Research	240,000	-	240,000
<u>Refugia</u>	NFHTC Refugia	1,307,048	-	1,307,048
Professional Technical Services Total		19,437,393	715,600	20,152,993
Property Services				
<u>Program Administration</u>	Hosting - Software as a Service	2,000		2,000
	Non-Capital Assets	6,000		6,000
<u>Applied Research</u>	Non-Capital Assets	10,000		10,000
Property Services Total		18,000	-	18,000
Supplies				
<u>Program Administration</u>	Memberships	2,000		2,000
	Office Supplies	1,500		1,500
<u>San Marcos Springs</u>	Field Supplies	2,500		2,500
<u>Comal Springs</u>	Field Supplies	2,500		2,500
Supplies Total		8,500	-	8,500

**Edwards Aquifer Authority
2025 Proposed Operating Budget**

EAHCP Fund

Expense Classification	Account Description	2025 Proposed Budget	Proposed Amendments	2025 Proposed Budget <i>AMENDED</i>
Other Services				
<u>Program Administration</u>	Conferences, Seminars & Training	22,000		22,000
	Meeting Expenses	20,000		20,000
	Printing	8,000		8,000
Other Services Total		50,000	-	50,000
Grand Total		\$ 20,359,901	\$ 715,600	\$ 21,075,501

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APPENDIX C
GENERAL IMPROVEMENT REVENUE NOTE
AMORTIZATION SCHEDULE

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**Edwards Aquifer Authority
General Improvement Revenue Note
Amortization Schedule**

<u>Year</u>	<u>Total Payment</u>	<u>Principal</u>	<u>Interest</u>
2011	16,191	-	16,191
2012	126,712	-	126,712
2013	126,712	-	126,712
2014	190,898	65,000	125,898
2015	193,391	70,000	123,391
2016	195,696	75,000	120,696
2017	192,876	75,000	117,876
2018	194,993	80,000	114,993
2019	196,923	85,000	111,923
2020	193,727	85,000	108,727
2021	195,468	90,000	105,468
2022	330,329	230,000	100,329
2023	331,556	240,000	91,556
2024	332,407	250,000	82,407
2025	332,881	260,000	72,881
2026	332,980	270,000	62,980
2027	327,765	275,000	52,765
2028	332,237	290,000	42,237
2029	331,208	300,000	31,208
2030	329,803	310,000	19,803
2031	328,021	320,000	8,021
	<u>5,132,774</u>	<u>3,370,000</u>	<u>1,762,774</u>

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APPENDIX D

5-YEAR FORECAST PRESENTATION

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5-Year Forecast: 2025 - 2029

Board Of Directors
August 13, 2024

5 Year Forecast

Wages/Benefits Expense

- No New Positions Proposed
- Average Combined Annual Cost of Living/Merit Increase: 6%/year
- Insurance:
 - 2025: 30% increase
 - 2026 – 2029: 20% increase/year
- Retirement (TCDRS): 11.09%



General Operations

- Aquifer Science Research/Modeling
 - Hydrologic/Interformational Flow Studies
 - Vadose Zone Research & Equipment
 - Hydroclimatic Assessment Models
 - Non-USGS data collection/analysis
- Conservation Initiatives
- Edwards Aquifer Conservancy Support
- Field Research Park improvements
- City of San Antonio – Aquifer Protection cost share reimbursement
- Easement/Recharge Assessment Tool
- Education & Outreach
- Rebranding Initiatives
- Legal Services / Legislative Services
- Even numbered years: Elections, SCTWAC Report
- Vehicles (purchases for field work)

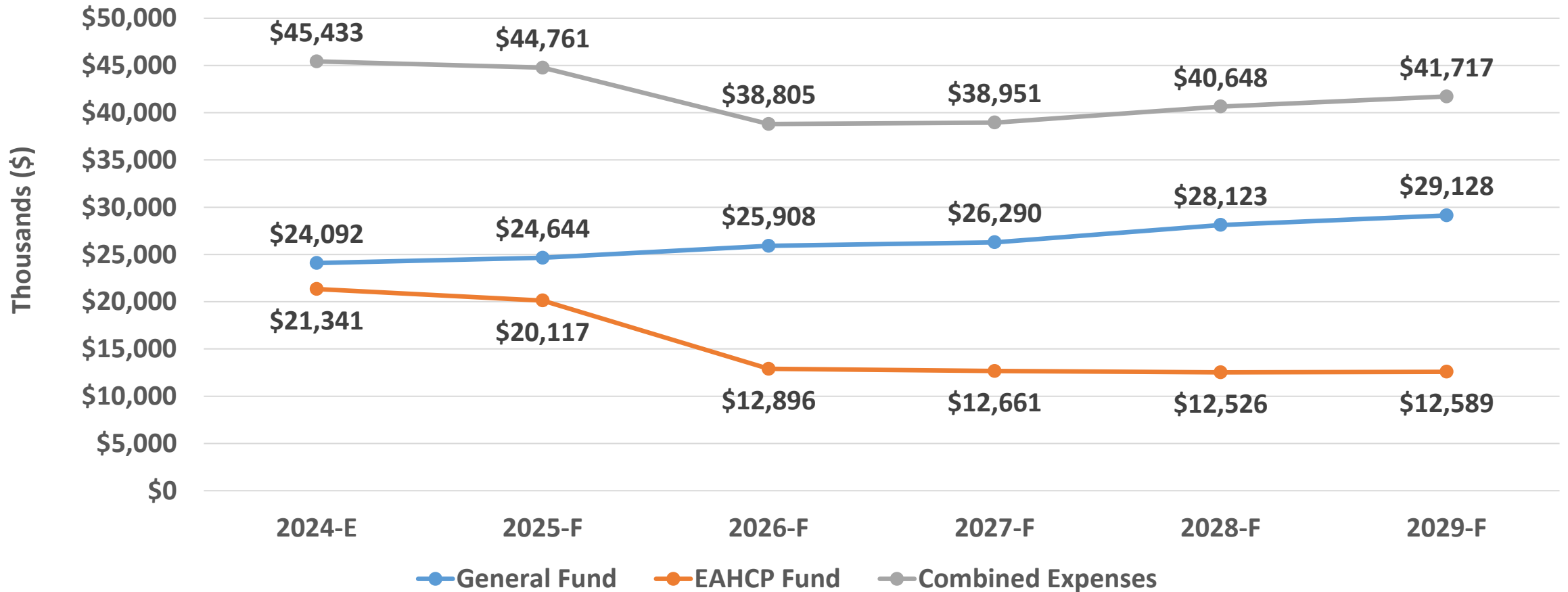
EAHCP

- Program Management
- San Marcos & Comal Springs Conservation Measures
- Springflow Protection
 - ASR Leasing & Forbearance – Standby
 - VISPO – Standby & Forbearance
- Applied Research
- Refugia

5 Year Forecast Program Expenses

Manage, Enhance & Protect

Expense Forecast by Year



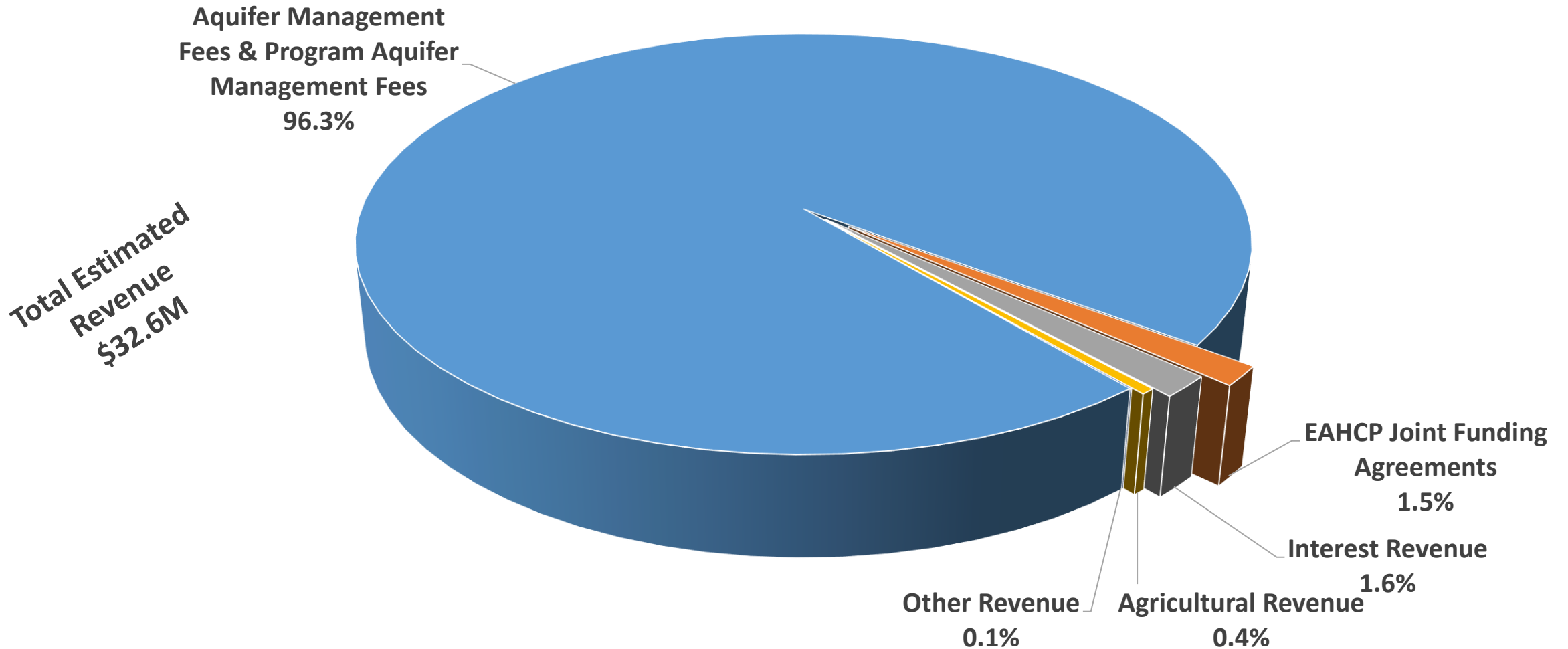
5 Year Forecast

Rate Considerations & Reserves

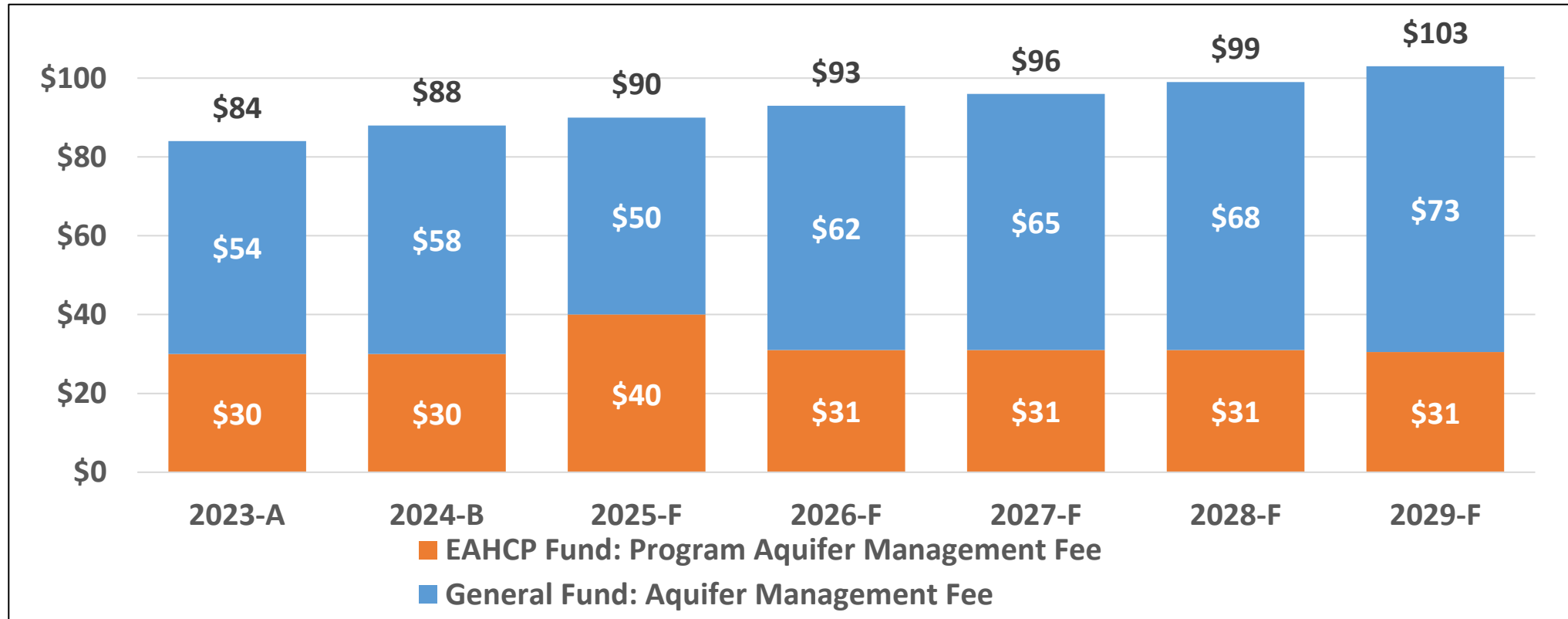
- Manage Reserve Capacity
- Maintain Predictability/Stability in AMF Rates
- Address Inflationary Impacts
- Appropriately Fund the EAHCP



2025 Estimated Total Revenue – By Source

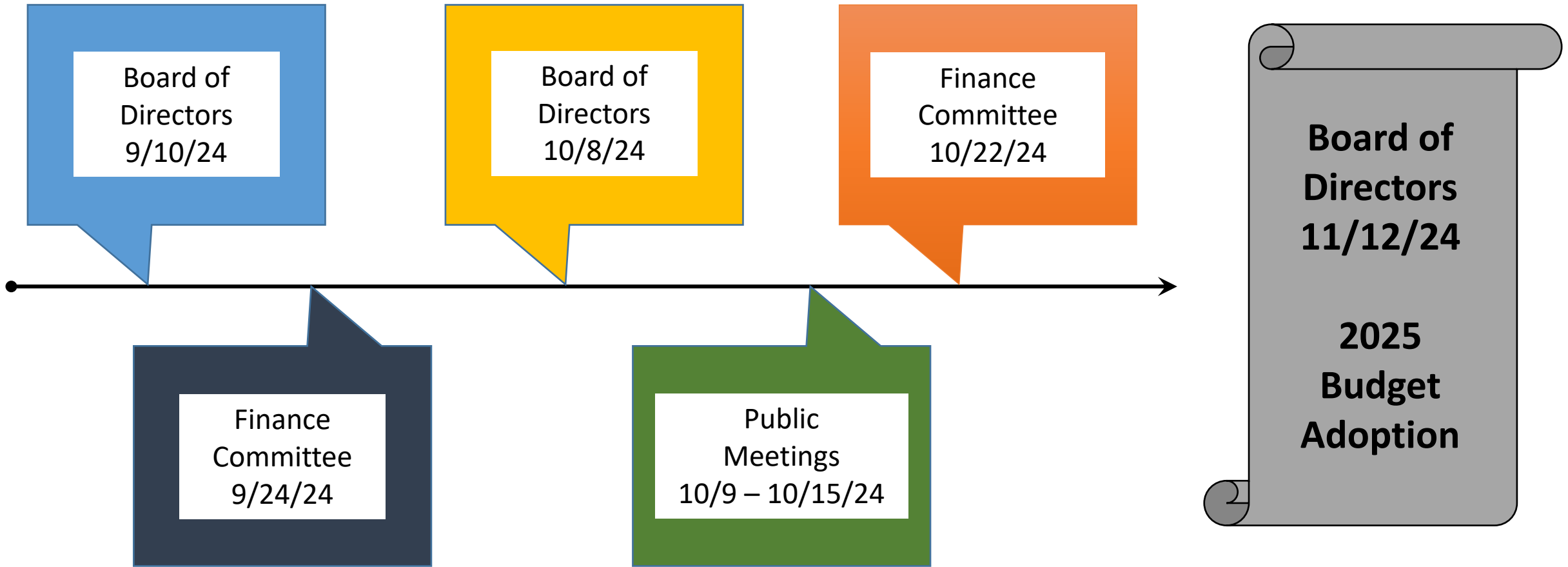


Rate & Reserve Forecast



Forecasted Ending Reserves (in Millions)

	<u>2024-B</u>	<u>2025-F</u>	<u>2026-F</u>	<u>2027-F</u>	<u>2028-F</u>	<u>2029-F</u>
General Fund	\$22.0	\$15.3	\$11.4	\$8.1	\$4.0	\$0.4
EAHCP Fund	\$11.1	\$5.7	\$4.2	\$2.9	\$1.7	\$0.3



2025 Proposed Budget Schedule



**EDWARDS AQUIFER
AUTHORITY**

Questions?

Thank you!

APPENDIX E ACRONYMS & GLOSSARY

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Acronyms & Glossary

ACRONYMS

AF – Acre-feet

AMF – Aquifer Management Fee

ASR – Aquifer Storage and Recovery

EAA – Edwards Aquifer Authority

EAHCP or **HCP** – Edwards Aquifer Authority Habitat Conservation Plan

FTE – Full-Time Equivalent Employee

IRR – Irrigation permit holders; Agricultural permit holders

ITP – Incidental Take Permit

M&I – Municipal and Industrial permit holders; Non-Agricultural permit holders

PAMF – Program Aquifer Management Fee

PM – Performance Measure

SAWS – San Antonio Water System

SCTWAC – South Central Texas Water Advisory Committee

USFWS or **FWS** – U.S. Fish and Wildlife Service

USGS – United States Geological Society

GLOSSARY

Acre-foot (AF) – The amount of water that will cover one acre of land (43,560 square feet) to a depth of one foot-325,851 gallons. An acre-foot is the primary unit of measure used by the EAA to express water volume.

Accounting System – A set of records and procedures used to record, classify and report information on the financial activity of an entity.

Accrual Basis of Accounting – The process of relating the financial effect of transactions to the period in which they occur, whereby, revenue is recognized when earned and expenses are recognized when incurred.

Aquifer – A stratum or zone below the surface of the land that can hold and yield water in sufficient quantities for human use.

Artesian – Water under pressure, trapped between impermeable layers, that will rise in a well or a fracture in the Earth above the top of the aquifer.

Artesian Well – A well located in an artesian aquifer; a flowing artesian well occurs when the pressure causes water to emerge at the land surface without pumping.

Amortization – reduction of a loan (debt) value over a period of time through fixed payments.

Audit – an independent examination of financial statements to determine if they are free from material misstatements and an opinion on findings is issued.

Authorized Positions – Employee positions that have been approved by the board and will be filled during the budget cycle.

Balanced Budget – a budget in which revenues equal or exceed expenses.

Basin – A natural or artificial hollow area containing water.

Bond – A revenue bond is a special type of municipal bond that is primarily guaranteed by the operating revenues of an entity and is used for a specific project, such as a construction of a building, purchase of land, etc.

Budget – Estimates of the amounts of funds available from all sources for expenditure by the EAA during the fiscal year and allocations of the amount of funds that may be expended during the fiscal year.

Budget Resolution – The official action of the Board establishing the legal authority for the EAA to expend resources.

Budget Schedule – A list of salient dates that the EAA follows in preparation for and adoption of the budget.

Capital Assets – A long-lived asset acquired for use in the operation of the business and not intended for resale to customer. Examples include equipment, vehicles, land, buildings and structures. The EAA considers assets with an acquisition price in excess of \$5,000 and a useful life of more than one year to be a capital asset.

Conservation – The preservation and protection of something, especially a natural resource such as water.

Critical Period (Management Plan) - a plan implemented in times of declining groundwater levels to help sustain aquifer and springflow levels. This plan helps slow the rate of decline in aquifer levels and spring discharges during periods of little or no rain by reducing the amount of groundwater permit holders are allowed to withdraw.

Depreciation – The allocation of the cost of a capital asset to each period benefited by the asset based on the assumed useful life of the asset.

Discharge – A release from confinement, such as water flowing from an aquifer through springs or wells.

Drought – A long period of time with little or no rain.

Enterprise Fund – Fund established to account for operations financed and conducted in a manner similar to the operations of private business enterprise.

Expense – Charges incurred during a period through activities that describe ongoing operations of the EAA.

Fault – A fracture within the Earth’s crust that displaces the layers of rock.

Fiscal Year (FY) – The fiscal year for the EAA is January 1 through December 31.

Full-Time Equivalent – Full-time employee is defined as an employee that works 40 hours per week.

Fund Balance – Total Assets less Total Liabilities.

General Improvement Revenue Note – A revenue note issued by a paying agent/registrar for the purpose of providing funds to build, renovate, and equip the EAA’s administrative headquarters.

Generally Accepted Accounting Principles (GAAP) – The term used to describe the body of principles that governs the accounting for financial transactions underlying the preparation of a set of financial statements.

Government Accounting Standards Board (GASB) – An independent, professional body that sets standards of accounting and financial reporting applicable to state and local governments.

Groundwater – Water that is stored under the Earth’s surface.

Income – Compensation for services, interest, rents, fees, etc.

Investments – Securities purchased for the generation of income in the form of interest.

Karst – An area of limestone or other soluble rock with sinkholes, caverns, caves and springs.

Limestone – A sedimentary rock consisting mainly of calcium carbonate that has been formed from the skeletons and shells of sea organisms and from minerals that have separated from seawater.

Net Assets (Fund Balance) – Total Assets less Total Liabilities.

Operating Expense – Primary recurring cost incurred to support the activities of the EAA.

Operating Revenues – Revenues generated from the provision of service and from other activities associated with the provision of service.

Recharge – The process of water being added to an aquifer.

Records Management – Program established to support the intention of the State of Texas to promote and support a program for the efficient and economical management of local government records.

Refugium - (refugia-plural) is an area in which a population of organisms can survive through periods of unfavorable conditions.

Reserve – An account used to indicate that a portion of previous earnings has been restricted for a specific purpose.

Spring – A place where water emerges naturally from the ground. See “Artesian”.

Surface Runoff – Water that falls on the ground and flows into rivers, streams, lakes and oceans.

Surface Water – Water on top of the ground, including streams, rivers, lakes, oceans, snow and glaciers.

Water Table – The top of the zone of saturation; the level to which unconfined groundwater has risen.

Well – A hole drilled into the ground to obtain water.

Zone of Saturation – An underground region within which all openings fill with water. The top of the zone of saturation is called the water table. Water contained within the zone of saturation is called groundwater.



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