

EDWARDS AQUIFER
AUTHORITY

MANAGE • ENHANCE • PROTECT

2025
PROPOSED OPERATING BUDGET
San Antonio, Texas

Photo: Blanco Creek, Uvalde Texas
Edwards Aquifer Recharge Zone

2025 PROPOSED OPERATING BUDGET

TABLE OF CONTENTS

Transmittal Memorandum	1
Financial Overview	
General Fund and Habitat Conservation Plan.....	11
General Fund - Program Detail	
General Fund Summary.....	13
General Fund Division/Department Summary.....	14
Executive	16
Administration & Financial Services	25
Aquifer Management Services.....	38
Communications & Development.....	51
External & Regulatory Affairs.....	60
Edwards Aquifer Habitat Conservation Plan - Program Detail	
EAHCP Fund Summary	70
Threatened & Endangered Species.....	71
Threatened & Endangered Species Division Summary.....	74
Threatened & Endangered Species Division Summary, by Program/Measure	76
Capital Budget and Debt Service	85



MESSAGE FROM THE GENERAL MANAGER

September 10, 2024



I am pleased to present staff's proposed 2025 Operating Budget for your review and consideration. This proposed budget provides funding for Edwards Aquifer Authority (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 proposed budget is divided into and supports two distinct programmatic funds: a General Fund of \$24.78 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 \$20.36 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 \$45.14 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 proposed 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 proposed General Fund budget includes \$18 million in revenue and \$24.78 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	Proposed 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	(95,231)	-0.4%
Total Expenses	\$ 24,915,130	\$ 24,777,414	\$ (137,715)	-0.6%
Net Income/(Loss)				
(Before Depreciation)	\$ (3,149,476)	\$ (6,820,279)	\$ (3,670,804)	
<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.

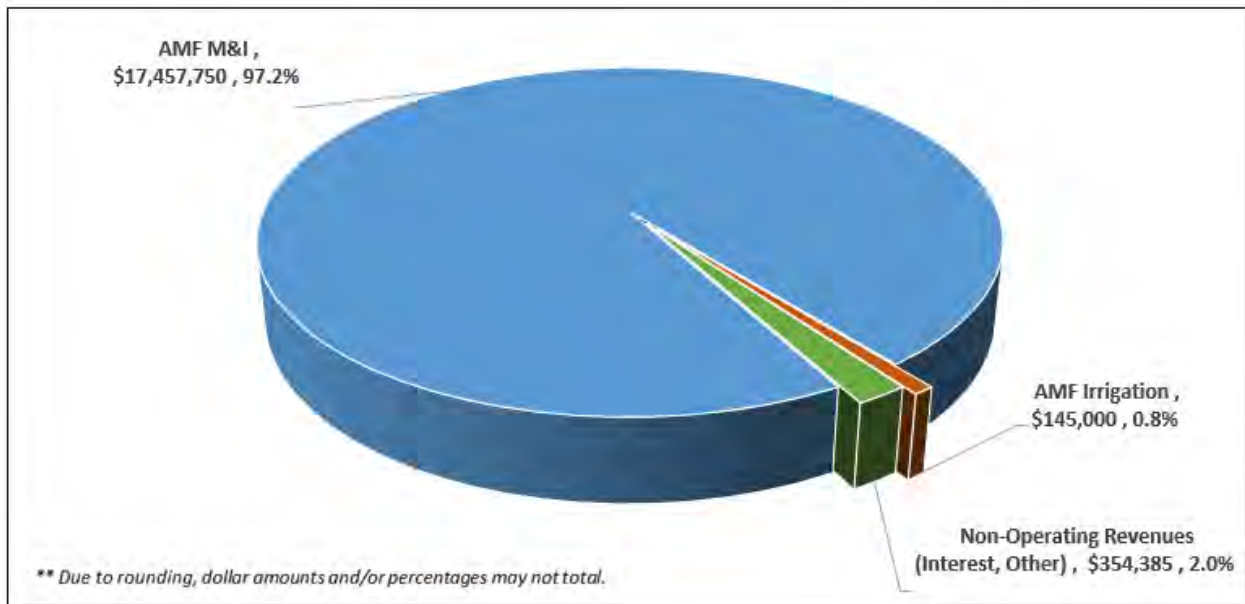
In 2025, the proposed General Fund AMF rate would decrease from \$58 to \$50 resulting in a decrease in revenue. Revenue from this source represents about 97.2% of total General Fund revenues in 2025.

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**

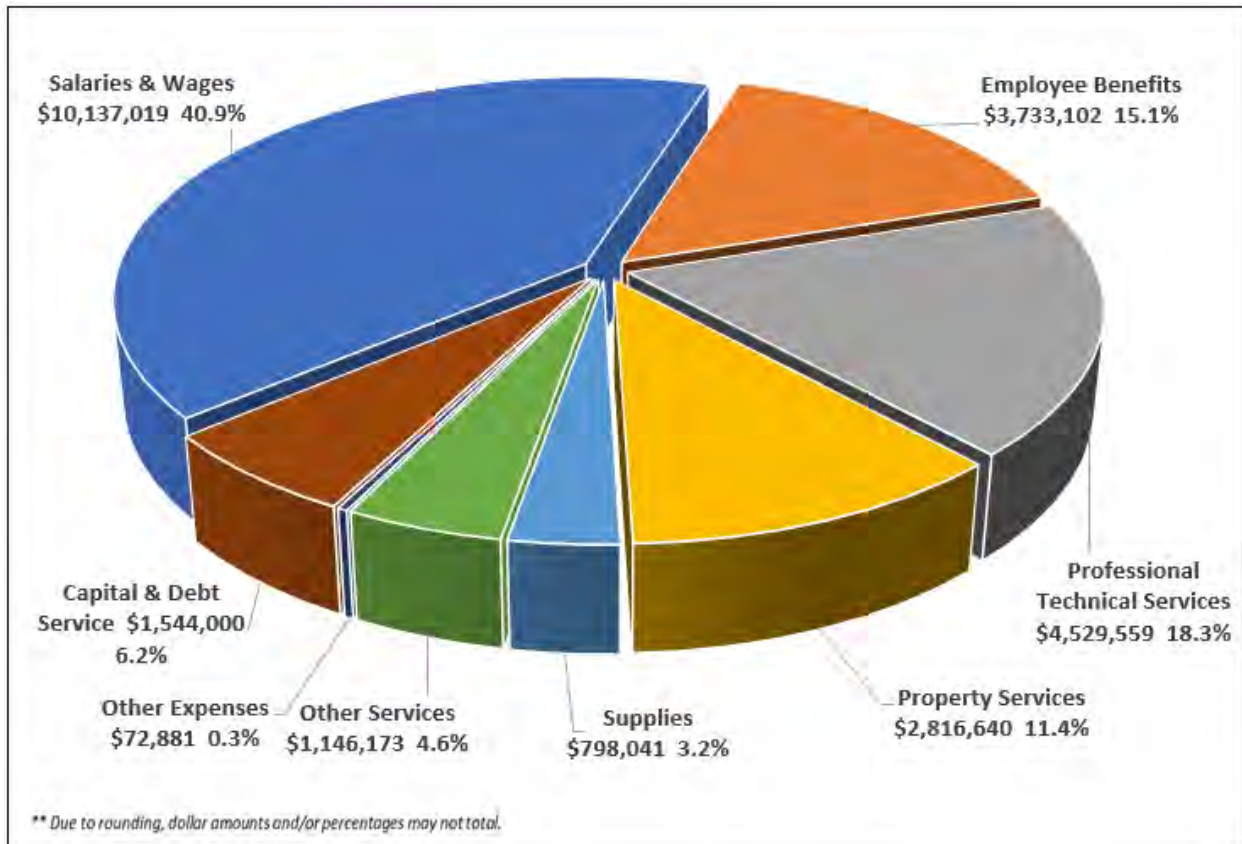


Expenses

This proposed 2025 General Fund budget represents staff’s recommendations to fund 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 \$24.78 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 proposed 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 proposed 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

Capital Budget and Debt Service

The proposed 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 proposed 2025 Capital/Debt Service Budget is approximately 2.7% lower than the 2024 Amended Capital/Debt Service Budget. Following is a list of the proposed 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 of Directors. 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 proposed 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 proposed funding for projects managed by the Edwards Aquifer Conservancy, a supporting non-profit organization of the EAA.

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

General Fund Operating Reserve

The proposed 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 proposed 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 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.

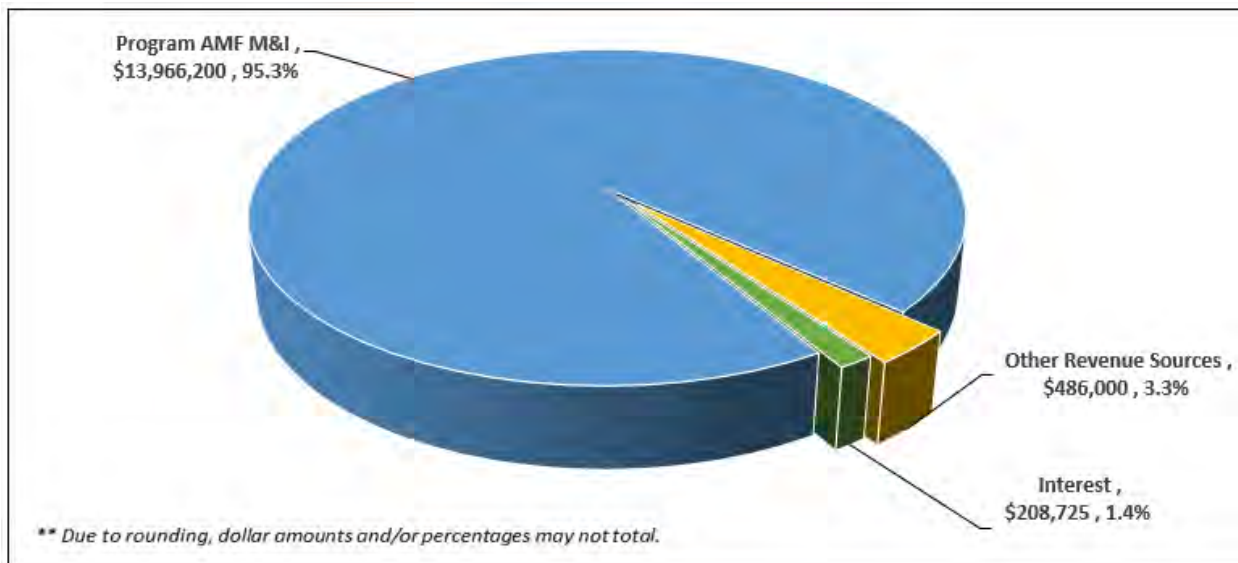
The proposed 2025 EAHCP budget includes approximately \$14.66 million in revenue and \$20.36 million in expenses, resulting in a Net Loss of approximately \$5.7 million, before depreciation, and will require the use of EAHCP reserves from prior years. Possible utilization of reserves to cover operating 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 \$4,422,054 largely due to the funding Voluntary Irrigation Suspension Program Option (VISPO) forbearance payments in 2025.

	Amended Budget FY2024	Proposed 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	20,359,901	(981,315)	-4.6%
Total Expenses	\$ 21,341,216	\$ 20,359,901	\$ (981,315)	-4.6%
Net Income/(Loss)				
(Before Depreciation)	<u>\$ (9,439,158)</u>	<u>\$ (5,698,975)</u>	<u>\$ 3,740,183</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, is proposed to increase 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 proposed 2025 EAHCP Fund budget totals approximately \$20.4 million, a 4.6% 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 71.9% of the EAHCP budget in 2025.

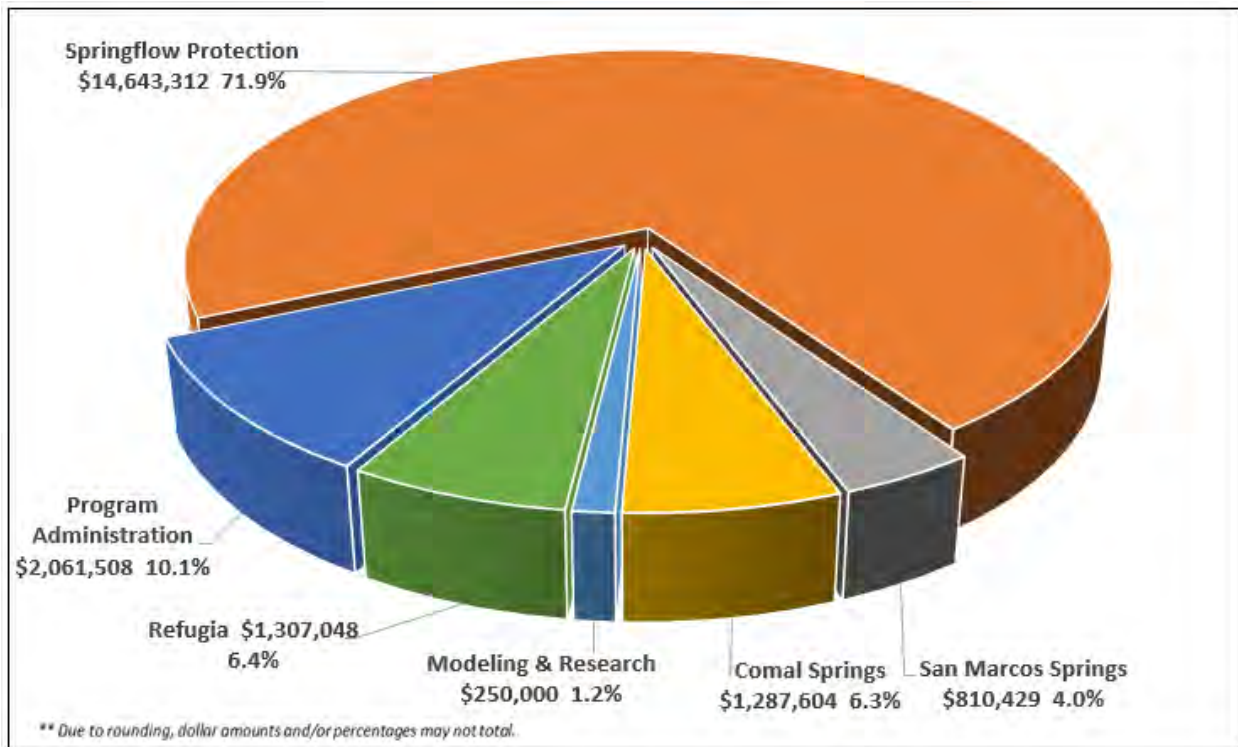
- VISPO requires payment to Edwards groundwater withdrawal permit holders for forbearance of enrolled water when aquifer levels decline to certain critical levels. Based on current aquifer conditions, it is likely that suspension payments related to VISPO will be made in 2025 and are included in this proposed budget. This proposed 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. If the aquifer is above the requisite critical level on October 1, 2024 and VISPO does not trigger a forbearance year, there will be no suspension payments and the final proposed budget for adoption will be decreased by \$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 proposed 2025 budget includes only ASR lease and forbearance agreement payments in the amount of \$5.7 million, but no ASR operation costs.

The remaining 28.1% 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 proposed 2025 budget assumes the triggering of a VISPO forbearance event, which would result in an EAHCP ending reserve balance of \$5.4 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 potential

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 proposed budget for 2025 sufficiently provides for the EAA's strategic initiatives identified by the Board of Directors 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.

RR:MF/sh

FINANCIAL OVERVIEW

**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	10,137,019	619,416	10,756,435
Employee Benefits	3,733,102	226,592	3,959,694
Professional Technical Services	4,529,559	19,437,393	23,966,952
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>20,359,901</u>	<u>45,137,315</u>
Net Income (Loss) Before Depreciation	<u>\$ (6,820,279)</u>	<u>\$ (5,698,975)</u>	<u>\$ (12,519,255)</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>(5,698,975)</u>	<u>(12,519,255)</u>
Projected Operating Reserve, December 31, 2025	<u>\$ 15,138,721</u>	<u>\$ 5,433,046</u>	<u>\$ 20,571,766</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		5,433,046	5,433,046
Designated Operating Reserve Balance	<u>\$ 2,648,469</u>	<u>\$ 5,433,046</u>	<u>\$ 8,081,515</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>		

GENERAL FUND

**Edwards Aquifer Authority
2025 Proposed 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	10,137,019
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				(6,820,279)
Projected Operating Reserve, December 31, 2025				\$ 15,138,721
<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				-
<i>Designated Operating Reserve Balance</i>				\$ 2,648,469
<i>Estimated % of Expenses</i>				<i>10.7%</i>
 Undesignated Operating Reserve Balance				
				\$ 12,490,252
<i>Estimated % of Expenses</i>				<i>50.4%</i>

**Edwards Aquifer Authority
2025 Proposed Operating Budget**

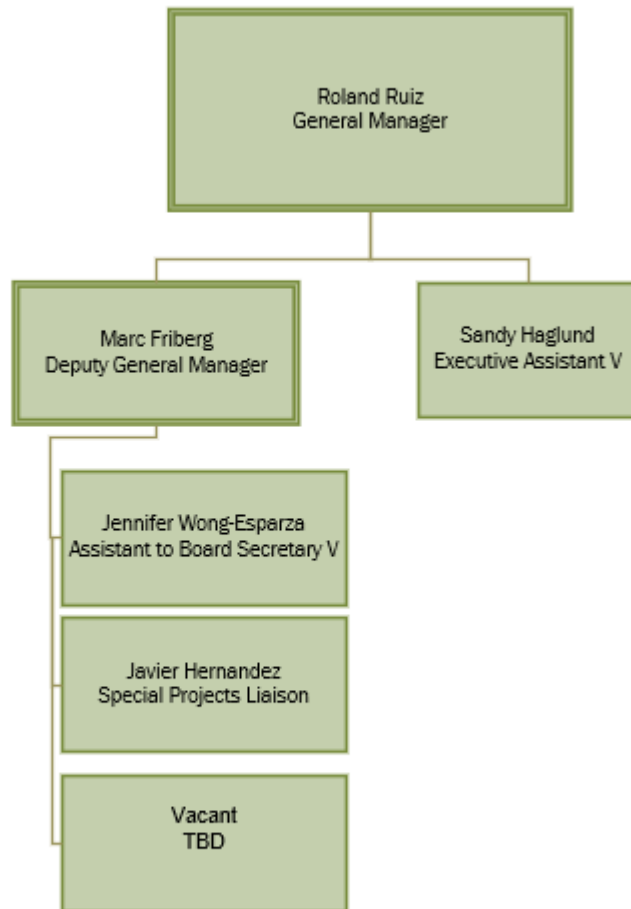
General Fund: Division/Department Summary

Division/Department	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed Budget
Executive	\$ 1,909,011	\$ 2,700,180	\$ 2,650,180	\$ 2,745,253
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	163,339	632,000	632,000	237,000
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	4,392,704	5,337,667	5,087,667	4,448,030
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
Recharge Enhancement	149,935	175,000	175,000	175,000
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

EXECUTIVE




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.

Division Expenses, by Classification:

Expense Classification	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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	668,549	1,267,000	1,217,000	817,000
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	\$ 1,909,011	\$ 2,700,180	\$ 2,650,180	\$ 2,745,253

Division Expenses, by Department:

Department	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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	163,339	632,000	632,000	237,000
Grand Total	\$ 1,909,011	\$ 2,700,180	\$ 2,650,180	\$ 2,745,253

Edwards Aquifer Authority
2025 Proposed Operating Budget

Executive Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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
	Region L	-	17,000	17,000	17,000
	Strategic Partnerships	-	50,000	50,000	50,000
Professional Technical Services Total		668,549	1,267,000	1,217,000	817,000
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
Other Services Total		86,498	188,000	188,000	188,000
Grand Total		\$ 1,909,011	\$ 2,700,180	\$ 2,650,180	\$ 2,645,253

Edwards Aquifer Authority
2025 Proposed Operating Budget

Division: Executive
Department: General

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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 Proposed Operating Budget

Division: Executive
 Department: Board of Directors

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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 Proposed Operating Budget

Division: Executive
 Department: Legal

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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 Proposed Operating Budget

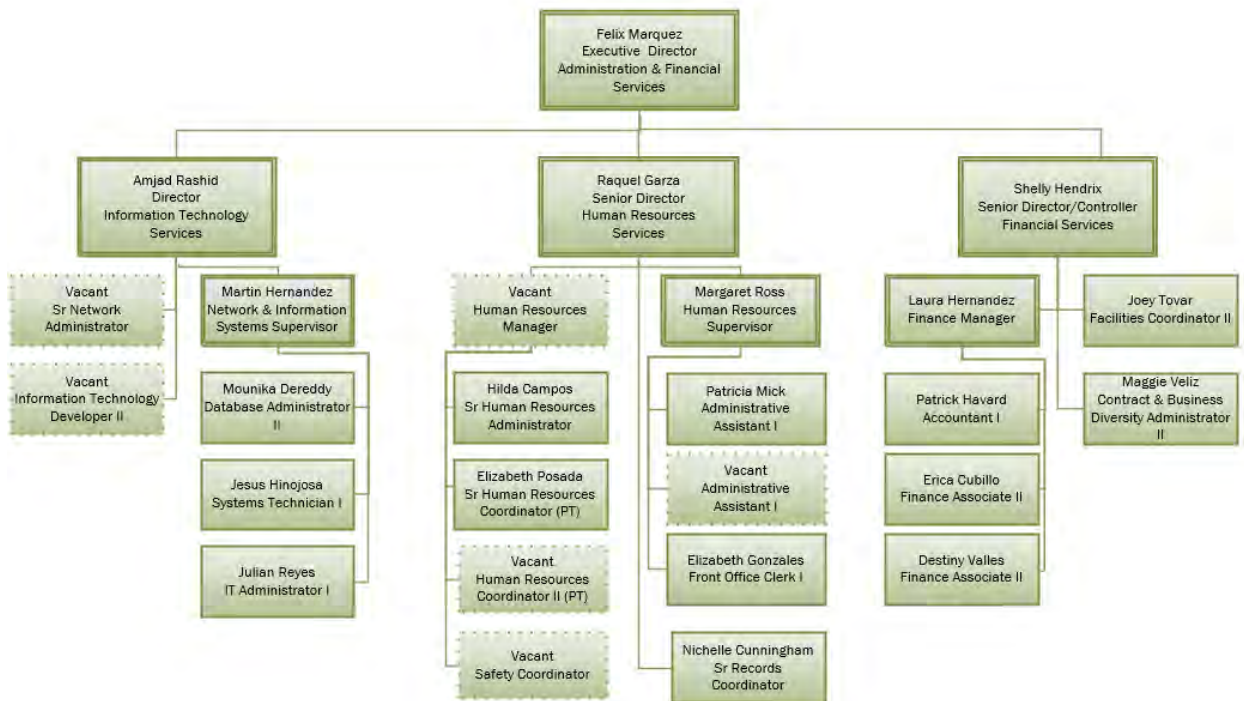
Division: Executive
Department: Strategic Policy

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed Budget
Professional Technical Services	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			150,000	617,000	617,000	217,000
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
Grand Total			\$ 163,339	\$ 632,000	\$ 632,000	\$ 237,000

ADMINISTRATION & FINANCIAL SERVICES










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 Proposed 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 Proposed 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

Edwards Aquifer Authority
2025 Proposed Operating Budget

Administration & Financial Services Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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
	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

Edwards Aquifer Authority
2025 Proposed Operating Budget

Administration & Financial Services Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed Budget
Supplies	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 Proposed Operating Budget

Division: Administration & Financial Services
Department: General

Expense Classification	Account Number	Account Description	2023	2024	2024	2025
			Actual Expenses	Amended Budget	Estimated Expenses	Proposed 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
Grand Total			\$ 2,303,312	\$ 3,311,779	\$ 3,311,779	\$ 3,495,749

Edwards Aquifer Authority
2025 Proposed Operating Budget

Division: Administration & Financial Services
Department: Accounting

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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 Proposed 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 Proposed 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 Proposed 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 Proposed 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 Proposed 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 Proposed 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 Proposed 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 Proposed 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 Proposed Operating Budget

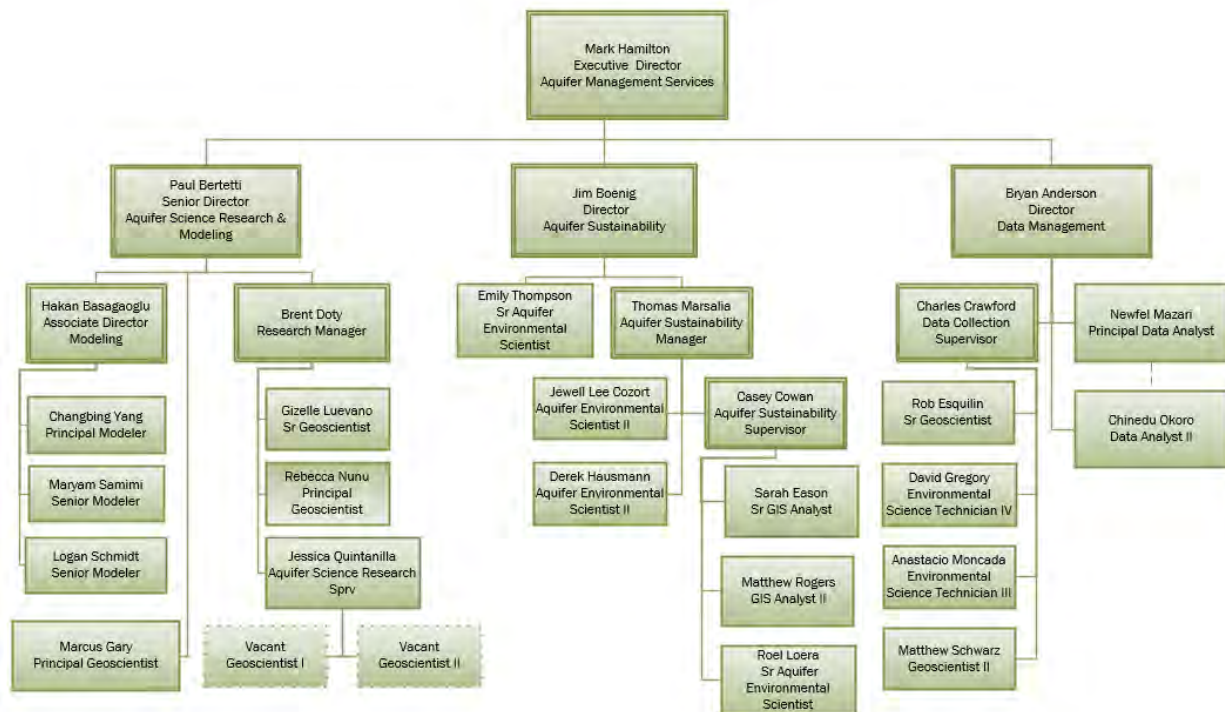
Division: Administration & Financial Services
 Department: Records

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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





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. 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 has proven to increase 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	2024	2024	2025
	Actual Expenses	Amended Budget	Estimated Expenses	Proposed 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 Ser	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	2024	2024	2025
	Actual Expenses	Amended Budget	Estimated Expenses	Proposed 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

Edwards Aquifer Authority
2025 Proposed Operating Budget

Aquifer Management Services Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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
	Interformational 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
	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

Edwards Aquifer Authority
2025 Proposed Operating Budget

Aquifer Management Services Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed Budget
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 Proposed Operating Budget

Division: Aquifer Management Services
Department: General

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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 Proposed Operating Budget

Division: Aquifer Management Services
Department: Aquifer Science Research

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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
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
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 Proposed 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 Proposed 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 Proposed 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 Proposed 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 Proposed 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 Proposed 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 Proposed Operating Budget

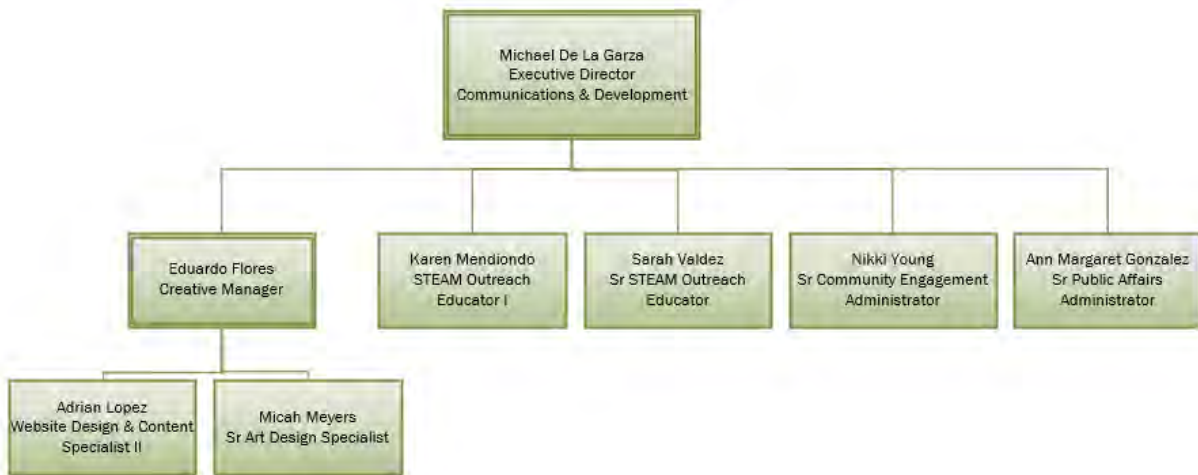
Division: Aquifer Management Services
Department: Modeling

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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

COMMUNICATIONS & DEVELOPMENT







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 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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

Edwards Aquifer Authority
2025 Proposed Operating Budget

Communications & Development Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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)	-	-	-
	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 Proposed Operating Budget

Division: Communications & Development
Department: General

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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 Proposed Operating Budget

Division: Communications & Development
Department: General

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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 Proposed Operating Budget

Division: Communications & Development
Department: Public Information

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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 Proposed Operating Budget

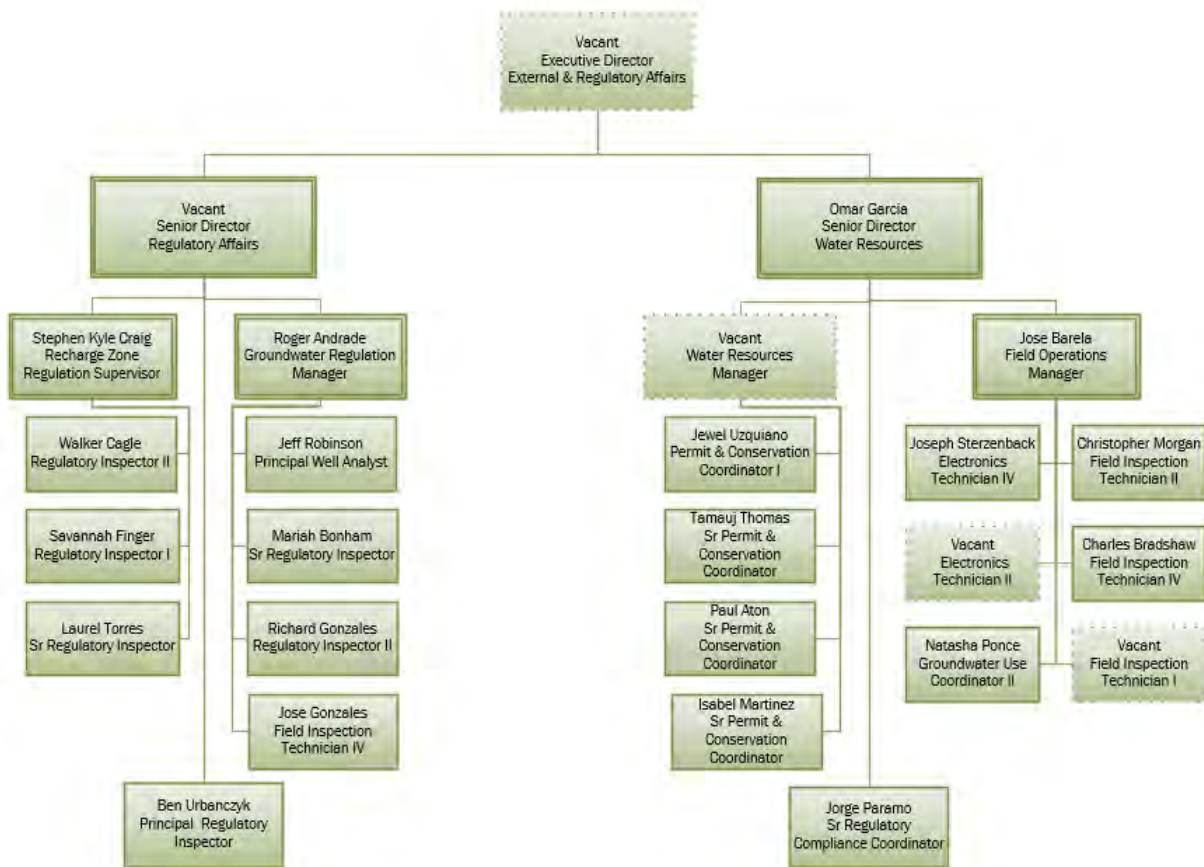
Division: Communications & Development
Department: School Education

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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

EXTERNAL & REGULATORY AFFAIRS









External & Regulatory Affairs Division



External & Regulatory Affairs

The External & Regulatory Affairs division objective is to help effectively 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 non-governmental 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 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 a 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.
-  **Recharge Enhancement:** The Recharge Enhancement program oversees the EAA's precipitation enhancement (cloud seeding) program to increase recharge and reduce irrigation demand.
-  **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 Proposed 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	667,656	877,051	627,051	409,000
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	\$ 4,392,704	\$ 5,337,667	\$ 5,087,667	\$ 4,448,030

Division Expenses, by Department:

Department	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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
Recharge Enhancement	149,935	175,000	175,000	175,000
Regulatory Affairs & Water Resou	883,816	744,090	744,090	190,350
Grand Total	\$ 4,392,704	\$ 5,337,667	\$ 5,087,667	\$ 4,448,030

Edwards Aquifer Authority
2025 Proposed Operating Budget

External & Regulatory Affairs Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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	-
	Precipitation Enhancement	149,935	175,000	175,000	175,000
	Contractual Professional Svcs - BOR R23AP00271	5,965	23,711	23,711	-
Professional Technical Services Total		667,656	877,051	627,051	409,000
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	-
Capital Assets Total		14,850	33,600	33,600	-
Grand Total		\$ 4,392,704	\$ 5,337,667	\$ 5,087,667	\$ 4,448,030

Edwards Aquifer Authority
2025 Proposed Operating Budget

Division: External & Regulatory Affairs
Department: General

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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 Proposed 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 Proposed 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 Proposed Operating Budget

Division: External & Regulatory Affairs
Department: Meters

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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 Proposed Operating Budget**

Division: External & Regulatory Affairs
Department: Recharge Enhancement

Expense Classification	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed Budget
Professional Technical Services	100-309-53105-00	Precipitation Enhancement	\$ 149,935	\$ 175,000	\$ 175,000	\$ 175,000
Professional Technical Services Total			149,935	175,000	175,000	175,000
Grand Total			\$ 149,935	\$ 175,000	\$ 175,000	\$ 175,000

Edwards Aquifer Authority
2025 Proposed 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 Proposed 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

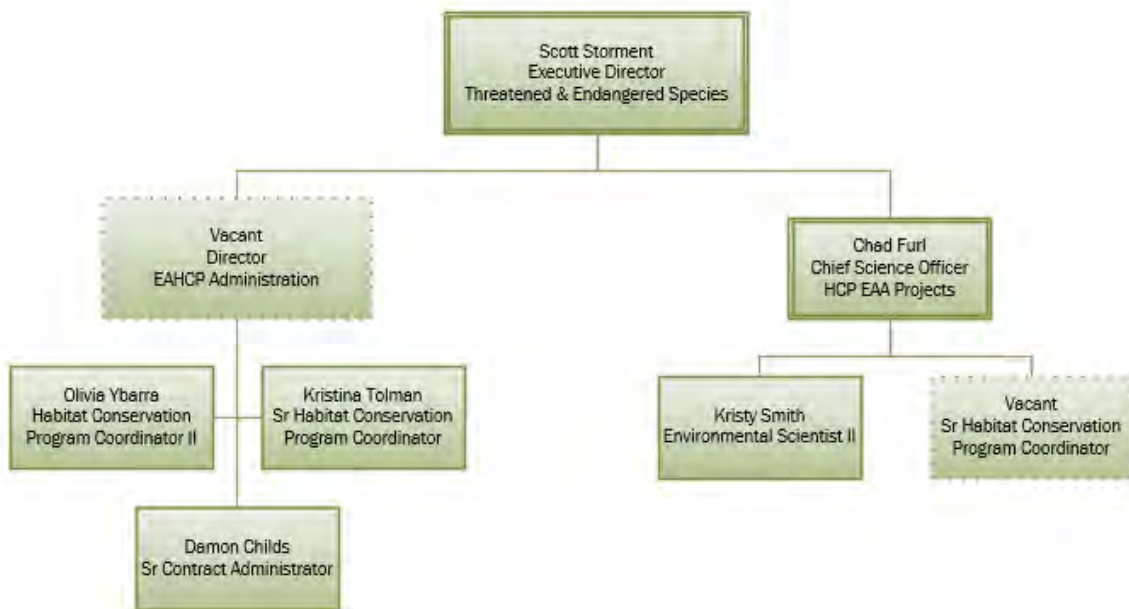
**Edwards Aquifer Authority
2025 Proposed Operating Budget**

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	19,437,393
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	20,359,901
Net Income (Loss) Before Depreciation	\$ (6,494,441)	\$ (9,439,158)	\$ (9,471,262)	\$ (5,698,975)
<i>Net Asset Designations:</i>				
Projected Operating Reserve, January 1, 2025				\$ 11,132,021
Net Increase (Decrease) in Fund Balance				(5,698,975)
Projected Operating Reserve, December 31, 2025				\$ 5,433,046









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 Proposed 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	19,437,393
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	\$ 20,359,901

Division Expenses, by Department:

Department	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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	810,429
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	\$ 20,359,901

Edwards Aquifer Authority
2025 Proposed Operating Budget

Threatened & Endangered Species Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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	397,110
	Litter Control/Floating Vegetation	96,344	110,400	110,400	90,000
	Management - Key Public Rec Areas	56,000	65,000	65,000	56,000
	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	70,000
	Non-Native Plant Spec Control	209,728	200,000	200,000	200,000
	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	19,437,393
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
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

Edwards Aquifer Authority
 2025 Proposed Operating Budget

Threatened & Endangered Species Division Summary

Expense Classification	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed Budget
Supplies	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	\$ 20,359,901

Edwards Aquifer Authority
2025 Proposed 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 Proposed 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	-	-
		Hosting - Software as a Service	1,807	2,000	2,000	2,000
	Supplies	Non-Capital Assets	3,792	6,000	6,000	6,000
		Field Supplies	2,817	-	-	-
		Memberships	199	2,000	2,000	2,000
		Office Supplies	588	1,500	1,500	1,500
	Other Services	Promotional Supplies	2,867	4,000	4,000	-
		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 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	-
		Litter Control/Floating Vegetation Management - Key Public Rec Areas	56,344	70,400	70,400	50,000
		Management - Key Public Rec Areas	56,000	65,000	65,000	56,000
		Non-Native Animal Species Control	16,200	16,200	16,200	30,000
		Non-Native Plant Spec Control	209,728	200,000	200,000	200,000
		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	810,429
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 Proposed 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 Proposed 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	\$ 20,359,901

Edwards Aquifer Authority
2025 Proposed 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 Proposed 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 Proposed 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 Proposed 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 Proposed 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 Proposed 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	200,000
	245-503-53204-00	LID/BMP Management	755,931	675,000	675,000	-
	245-503-53204-01	Litter Control/Floating Vegetation	56,344	70,400	70,400	50,000
	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	56,000
	245-503-53204-05	Non-Native Animal Species Control	16,200	16,200	16,200	30,000
	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	807,929
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	\$ 810,429

Edwards Aquifer Authority
 2025 Proposed 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	Proposed 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 Proposed 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 Proposed 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 Proposed Operating Budget**

Division: Threatened & Endangered Species
Department: Refugia

Expense Classification	Account Number	Account Descript	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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 BUDGET AND DEBT SERVICE

**Edwards Aquifer Authority
2025 Proposed Operating Budget**

Capital Budget & Debt Service

Department	Account Number	Account Description	2023 Actual Expenses	2024 Amended Budget	2024 Estimated Expenses	2025 Proposed 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