

**HAYS COUNTY EMERGENCY SERVICES DISTRICT No. 3**  
**Regular BOARD MEETING MINUTES**  
**November 24, 2024**  
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1. **Call to Order:** Meeting held at 3528 Hunter Road, San Marcos TX, called to order at 5:32 p.m. by Tom Richey.  
  
**Board Members Present:** Tom Richey, Lea Ann Kenworthy, Leighton Stallones, Ross Britt, Chase Stapp.
2. **Board Meeting Minutes:** Lea Ann moved to approve the minutes of the October 28, 2024 Regular Meeting. Ross seconded; all in favor; motion passed.
3. **Citizen Comments:** None to consider.
4. **Firefighter Step Pay Plan:** Chase moved to approve the Step Pay Plan presented by Chief Ridenour, certificate pay. Lea Ann seconded; all in favor; motion passed.
5. **2025 Wage Adjustments:** Ross moved to approve 2025 payroll proposed by Chief Ridenour for employees. Lea Ann seconded; all in favor; motion passed.
6. **Closed Session:** Board went into closed session at 6:08 p.m. pursuant to Texas Government Code 551.074, Personnel Matters.
7. **Open Session:** The board returned to open session at 6:35 p.m.  
Ross moved to adopt a board policy of having a draft agenda posted one week prior to scheduled meetings. Lea Ann seconded; all in favor; motion passed.  
Ross moved to approve a 3% cost of living adjustment for Chief Ridenour. Lea Ann seconded; all in favor; motion passed.
8. **Chief's Report:** Chief Ridenour presented a report on the status of the department.
9. **Treasurer's Report:** Ross presented the financial report. Lea Ann moved to accept the report. Leighton seconded; all in favor; motion passed.
10. **Schedule Next Regular Meeting:** Meeting to be held at 3528 Hunter Rd, San Marcos TX. The next Regular Meeting is scheduled for 5:30 p.m. December 30, 2024.
11. **Adjourn:** At 7:27 p.m. Ross moved to adjourn the meeting. Leighton seconded; all in favor; meeting adjourned.

Prepared by:  
Mark Thornton  
Office Manager