



**September 16, 2024
Regular Board Meeting**

The Regular Meeting of Madison Utilities convened at the Madison Utilities' Office located at 101 Ray Sanderson Drive with Chairman Terris Tatum presiding. Vice Chairman Kerry Straub, Director Al Sullivan, and Director Connie Spears were in attendance. Also, present were Secretary/Treasurer/General Manager Emory DeBord and Recording Clerk Jodie Parker. Director Larry Miles was absent.

Others present were Wastewater Manager Mark Bland, Finance Manager Gary Sparks, Assistant Finance Manager Drew Greene, and Attorney Woody Sanderson.

Chairman Terris Tatum called the Regular Board meeting to order at 5:30 p.m.

Registered public in attendance: Mr. Robert Hammond

1. PUBLIC COMMENTS

Chairman Tatum asked if there were any public comments. Mr. Robert Hammond stood and read a prepared statement to the Board addressing his concerns relating to negotiations between the Board and the Clift's Cove HOA for land on which to install a water pump station in the Clift's Cove subdivision. Board members and staff engaged in a brief conversation with Mr. Hammond discussing his matters of concern. Chairman Tatum then noted that Mr. Hammond's time had expired but he was welcome to stay for the remainder of the meeting should he choose to do so.

2. CURRENT AGENDA/MINUTES OF PREVIOUS MEETING

a. September 16, 2024 Current Agenda

The agenda for the September 16, 2024, Regular Meeting was presented to the Board. Director Spears moved to approve the September 16, 2024, Regular Meeting Agenda; Vice Chairman Straub seconded the motion. The motion was approved unanimously.

b. September 3, 2024 Regular Meeting Minutes

The minutes for the September 3, 2024, Regular Meeting were presented to the Board. Vice Chairman Straub moved to approve the September 3, 2024, Regular Meeting Minutes; Director Spears seconded the motion. The motion was approved unanimously.

3. PLATS/BONDS

a. Preliminary Project Approval
None

b. Dedication and Improvements
None

4. OLD BUSINESS

None

5. NEW BUSINESS

a. Pay Plan Proposal dated 9-10-2024 effective 9-17-2024

Finance Manager Sparks stated that in an effort to mitigate overtime at the plants, which has increased without the apprentice program, an additional full-time operator will be added at each plant. Additionally, one apprentice who obtained their grade 4 was reclassified and another positions title was changed to better fit the scope of work completed. Finance Manager Sparks concluded that the net effective increase to the pay plan is one.

Vice Chairman Straub moved to approve the Pay Plan Proposal dated 9-10-2024 effective 9-17-2024; Director Spears seconded the motion. The motion was approved unanimously.

b. Pay Plan Proposal dated 9-17-2024 effective 10-1-2024 and Cost of Living Adjustment (COLA)

Finance Manager Sparks stated that in the previous meeting's budget discussions, different options for a COLA increase were presented to the Board. He added that MU is close to full enrollment, and we don't

want to jeopardize that. Finance Manager Sparks concluded by saying that a salary survey would need to be completed in the course of the upcoming year.

Director Sullivan moved to approve the Pay Plan Proposal dated 9-17-2024 effective 10-1-2024 with a 5% COLA; Director Spears seconded the motion. The motion was approved unanimously.

c. **Employee Benefits Renewals FY2025**

Finance Manager Sparks stated that this is another piece of the employee benefit renewals which covers dental, group life insurance, vision and other ancillary services. He stated that all employees with current vision coverage were polled to determine if they supported increasing the vision coverage and 95% of employees voted affirmatively. Finance Manager Sparks commented that the new coverage would take effect October 1st. He also briefly discussed a Safe Harbor Plan which would be offered to employee if the Board approved.

Vice Chairman Straub moved to approve the Employee Benefits Renewals FY2025; Director Sullivan seconded the motion. The motion was approved unanimously.

d. **FY2025 Operations & Maintenance and Capital Budgets and Resolution No. WWB-111-2024**

Finance Manager Sparks explained that it is very similar to the Preliminary Budget received at the previous meeting with only some minor adjustments which he briefly outlined.

Vice Chairman Straub moved to approve the FY2025 Operations & Maintenance and Capital Budgets and Resolution No. WWB-111-2024; Director Spears seconded the motion. The motion was approved unanimously.

6. LEGAL

Attorney Sanderson stated that the condemnation of the property adjacent to Madison Utilities was complete since the appeal had not been filed within the allotted 30-day window. Attorney Sanderson commented that the acquisition of the lot on which the Williams Well is situated is close to completion. Mr. Sanderson presented the Board with an amendment to the Moore's Creek Phase 5 subdivision covenants proposed by the owner of the lot. My. Sanderson suggested the Board could approve for the General Manager to sign the proposed purchase contract once it was signed by the owner of the lot. Director Spears moved to allow the General Manager to sign the amendment as presented once approved and signed by the other party; Director Sullivan seconded the motion. The motion was approved unanimously.

Attorney Sanderson presented a draft easement for presentation to the Clift's Cove HOA for consideration. A brief discussion ensued.

7. WATER and WASTEWATER REPORT

Wastewater Manager Bland commented that the Keene SCADA project was completed. He added that Thursday night at the City's Planning and Zoning meeting, the Griffin Tank would be discussed just so they are aware as a courtesy. Wastewater Manager Bland said if all goes well with the bid for the Griffin Tank site, it would be presented for approval at the next Board meeting.

8. FINANCE REPORT

None

9. CUSTOMER SERVICE

None

10. GENERAL MANAGER REPORT

General Manager DeBord briefly discussed the water needs of some surrounding utilities. Finance Manager Sparks added that MU is currently operating under an agreement with Harvest Monrovia from 2008. He added that the rate is outdated and needs to be reevaluated for future water consumption charges.

11. VICE CHAIRMAN STRAUB

None

12. DIRECTOR SULLIVAN

None

13. **DIRECTOR MILES**

None

14. **DIRECTOR SPEARS**

None

15. **CHAIRMAN TATUM**

None

16. **ADJOURNMENT**

At 6:23 p.m. the Board agreed to adjourn.


Approved,



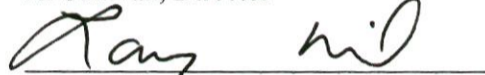
Terris Tatum, Chairman



Kerry Straub, Vice Chairman



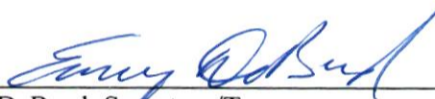
Al Sullivan, Director



Larry Miles, Director

Connie Spears, Director

ATTEST:



Emory DeBord, Secretary/Treasurer