



**September 16, 2019
Work Session Meeting**

A Called Meeting of Madison Utilities convened at the Madison Utilities' Office located at 101 Ray Sanderson Drive with Chairman Terris Tatum presiding. Vice Chairman Steve Haraway, Director Gerald Clark, Director A. Keith Cooke, and Director Rob Szmyd were present. Also present were Secretary/Treasurer/General Manager Emory DeBord and Recording Clerk Jodie Parker.

Others present were Wastewater Manager Mark Bland, Finance Manager Gary Sparks, Water Manager Jason Leggett and Customer Service Manager Misty Leftwich. Attorney Woody Sanderson was not present.

Registered Public in attendance: Caleb Leach from Krebs Engineering

Vice Chairman Haraway, noting that the required notice to conduct a Called Meeting had been met, called the meeting to order at 3:07pm. Chairman Tatum arrived at 3:09pm and Vice Chairman Haraway turned the meeting over to him.

1. NEW BUSINESS

Several items of discussion were brought before the Board:

1. Water System Master Plan

Water Manager Leggett gave a presentation which contained an overview of the current water system in Madison. This presentation included the sources of water, the process from raw water to finished water, storage of finished water and concluded with some of the long term challenges which the City will face in coming years. Some of these challenges included meeting demand to match future growth, increasing the raw water capacity and distribution system capacity and the future use of the Keene Water Treatment Plant.

2. Wastewater Master Plan (Phase II)

Wastewater Manager Bland gave an update on the Wastewater Master Plan. He indicated that the projects in Phase I are nearly all completed and that some projects were completed below the estimated budget, so some additional smaller projects were able to be added. Wastewater Manager Bland also discussed the original Phase 2 of the Master Plan as it was introduced in 2015 and some of the modifications and adjustments which will be necessary as different priorities have arisen.

3. FY2020 Budget Operations/Maintenance and Capital (pending borrowing needs)

Finance Manager Sparks presented a detailed FY2020 preliminary O&M and Capital budget. He discussed potential borrowing needed for infrastructure improvements and growth. Finance Manager Sparks informed the Board that the budget would be more finalized for the next Board meeting and that the rate study is still underway with expected results forthcoming. The Board was advised that the Budget approved in September would most likely be revisited in January once the rate study and borrowing details were finalized.

4. Pay Plan Discussion – results of Wage Survey

Finance Manager Sparks stated that a wage survey had been performed to compare other entities in the area due to hiring occurring through a common applicant pool. MU has experienced difficulties with turnover, hiring and retaining experienced employees over the past year. He presented to the Board the results of the wage study as well as the proposed changes to the pay plan; he did clarify that it would be presented for a vote in the regular Board agenda to follow and did not need to be acted upon at that moment.

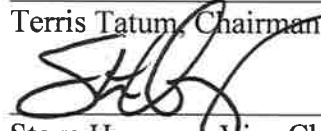
2. ADJOURNMENT

At 5:50 p.m. the meeting adjourned.

Approved,



Terris Tatum, Chairman



Steve Haraway, Vice Chairman

Gerald Clark, Director



A. Keith Cook, Director



Rob Szmyd, Director

ATTEST:



Emory DeBord, Secretary/Treasurer