

**MINUTES OF THE HUMAN RESOURCES COMMITTEE MEETING
OF THE WATER WORKS BOARD OF THE CITY OF BIRMINGHAM
Wednesday, July 12, 2023**

A Human Resources Committee meeting of the directors of The Water Works Board of the City of Birmingham was held on Wednesday, July 12, 2023, at 1:00 p.m., or immediately after the Engineering and Maintenance Committee, at 3600 First Avenue North, Birmingham, Alabama.

The following Committee members were present: Directors Mims (Committee Chairman) - via telephone, NeSmith, and Taylor. Also, present were Directors Huffman, Burbage, and Munchus who are not Committee members.

Others present were: Michael Johnson, General Manager; Iris Fisher and Derrick Murphy, Assistant General Managers; Cynthia Williams, Board Administrator; Anitra Clark, Corporate Governance Specialist; Vanessa Washington, Executive Assistant; Colandus Mason, Rick Jackson, Rosalind Jones, Jacqueline Hill, Jeff Wade, Charles McGee, Anthony Hazel, and David Walker, BWWB Employees; K. Mark Parnell, Parnell Thompson Law, LLC; Byron Perkins, Perkins Law, LLC; Kelvin Howard, Kelvin W. Howard, LLC; Angela Riley, O2 Ideas; and Oliva Martin, State of Alabama Attorney General's Office.

Inasmuch as all Committee members were present, a quorum was in attendance. Committee Chairman Mims called the meeting to order at 12:42 p.m.

Following, Committee Chairman Mims asked the Committee to approve the agenda. Director Taylor made a motion to approve the agenda, and Director NeSmith seconded the motion. The agenda was approved by a roll call vote as follows: Director Taylor, Yes; Director NeSmith, Yes; and Director Mims, Yes.

Next, the Committee proceeded to agenda item one, Request Committee to approve minutes of March 22, 2023, and April 26, 2023. Director NeSmith made a motion to approve the minutes, and Director Taylor seconded the motion. The minutes were approved by a roll call vote as follows: Director Taylor, Yes; Director NeSmith, Yes; and Director Mims, Yes.

Subsequently, General Manager Johnson asked the Committee to table agenda item two, Request Committee to recommend to the Board to approve a three-year agreement, upon legal review, with Insurance Office of America (IOA), effective August 1, 2023 through July 31, 2026, to serve as benefits consultant and broker for benefit insurance coverages, at an estimated out-of-pocket cost to the Board of \$115,000.00 annually (\$345,000.00 for three years); and to authorize the General Manager and/or the Assistant General Manager to execute the agreement. Director NeSmith made a motion to table said item, and Director Taylor seconded the motion. Afterwards, Committee Chairman Mims asked General Manager Johnson or Board Attorney Mark Parnell to call him regarding said agenda item. General Manager Johnson stated he would contact Committee Chair Mims. Agenda item two was tabled by a roll call vote as follows: Director Taylor, Yes; Director NeSmith, Yes; and Director Mims, Yes.

As there was no further business before the Committee, Director NeSmith made a motion to adjourn the meeting and Director Taylor seconded the motion. A roll call vote was taken to adjourn

the meeting as follows: Director Taylor, Yes; Director NeSmith, Yes; and Director Mims, Yes. The meeting adjourned at 12:45 p.m.

_____/s/_____
Michael Johnson
General Manager

_____/s/_____
Ronald A. Mims
Committee Chairman

_____/s/_____
Dalton NeSmith
Director

_____/s/_____
Mashonda Taylor
Director