

MINUTES OF THE REGULAR BI-MONTHLY MEETING OF DIRECTORS
OF THE WATER WORKS BOARD OF THE CITY OF BIRMINGHAM
FEBRUARY 23, 2017

The regular bi-monthly meeting of the directors of The Water Works Board of the City of Birmingham was held on Thursday, February 23, 2017, at 9:00 a.m., at 3600 First Avenue North, Birmingham, Alabama.

The following Directors were present: Sherry W. Lewis, Tommy J. Alexander, Deborah Clark, Brett A. King, William "Butch" Burbage, Jr., George Munchus, William R. Muhammad, and Brenda J. Dickerson. Director Ronald A. Mims was absent.

The meeting was also attended by: Mac Underwood, General Manager; Michael Johnson, T. M. "Sonny" Jones, and Darryl Jones, Assistant General Managers; Grace E. Amison, Executive Assistant to the Board of Directors; Ben Sorrell, Paul Lloyd, Shirley Russell, Barry Williams, Sidney May, Rick Jackson, George Anderson, Jr., Scott Starkey, Terrell Jones, Cynthia Williams, and Marcus Hunter, Board Employees; K. Mark Parnell and Mary H. Thompson, Parnell Thompson, LLC; G. Courtney French, Fuston, Petway & French, LLC; Dr. Jesse J. Lewis, Sr., Dorian Kendrick, Jerry Jones and Brian T. Ruggs, ARCADIS US, Inc.; Theo Johnson, Volkert, Inc.; Dez Wilson, Max Rykov, and Daniel Rumley Agency 54; Walter Lewis, Piper Jafray; Yvonne Davis, Yvonne Green-Davis, P.C.; Valton Johnson, JMG; Chandra Abesingha, CEAssociates; Olivia Martin, Attorney General's Office; Tamika Hinton, 52HD; E. Philemon Hill, II, Legacy Sports; Amos Hollinhead, WIAT – 42; Jon Paepcke and James Brown, WVTM – TV 13; Alan Collins, WBRC – FOX 6; Melvin Stringer, Frank Matthews, Iva Williams, III, and Richard Rice, Outcast Voters League; Helen Mitchell, Melvin Williams, Deborah Peacock, Olivia Moore, Carlos Chaverest, Joyce Bates, and Mack A. Whiting, visitors.

As there was a quorum, the meeting was called to order at 9:07 a.m. The General Manager asked that record reflects that all of the directors were present, with the exception of Director Ronald A. Mims. The General Manager reminded speakers that their Speaker Registration Form should be completed and submitted. In addition, the General Manager informed the meeting body that two (2) Customer Service Representatives would be stationed in the room next door during the meeting to answer their billing questions. Subsequently, Information Technology Manager George Anderson opened the meeting with prayer. Director Alexander asked if anyone knew how Director Mims was doing and Ms. Amison stated Director Mims called her Tuesday and said he is improving. Subsequently, Director Alexander asked everyone to keep Director Mims in their prayers.

Next, the General Manager proceeded with the agenda and he asked the Board to adopt resolutions authorizing monthly retirement benefits for Franklin Gregory (Maintenance Mechanic II, E&M Department) from the Board's Retirement Trust Fund, as set forth in agenda item 1, and as stated on the respective retirement calculation, effective March 1, 2017, and commending Mr. Gregory for his years of service at the Water Works Board. He said staff recommends approval of the referenced item. On a motion duly made and seconded, the following resolutions were adopted:

"WHEREAS, Franklin Gregory, an employee of The Water Works Board of the City of Birmingham ("the Board"), is retiring, effective March 1, 2017, at an age of 59; and

WHEREAS, Franklin Gregory has 30 years and 1 month of continuous service with the Board at his retirement date, and, in accordance with the terms of the Trusteed Pension Plan, Mr. Gregory is entitled to receive a monthly Retirement payment from the Board's Retirement Trust Fund in the amount of \$3,495.36; and

NOW, THEREFORE, BE IT RESOLVED By the Board of Directors of The Water Works Board of the City of Birmingham, on a motion duly made by Mr. George Munchus and seconded by Mr. William R. Muhammad, that the Trustee be, and is hereby instructed to pay monthly benefit payments of \$3,495.36 to Mr. Gregory, beginning March 1, 2017, from the Board's Retirement Trust Fund, in accordance with the terms of the Pension Plan. Resolution No. 7422 is hereby adopted by unanimous vote."

"WHEREAS, Franklin Gregory, an employee of The Water Works Board of the City of Birmingham, is retiring, effective March 1, 2017, after 30 years and 1 month of service with the Board; and

WHEREAS, management has informed the Board of Franklin Gregory's efficiency, reliability, and loyal service which contributed to the effective operation and growth of The Water Works Board of the City of Birmingham; and

WHEREAS, Franklin Gregory, leaves behind a record which deserves a sincere word of gratitude for a job well done; and the Board does hereby express its best wishes for many happy years ahead.

NOW, THEREFORE, BE IT RESOLVED, By the Board of Directors of the Water Works Board of the City of Birmingham, Franklin Gregory is hereby commended for his efficiency, reliability, and loyal service to the Board.

BE IT FURTHER RESOLVED, that in recognition of Franklin Gregory's services to the Board, a copy of this resolution be spread upon the minutes of The Water Works Board of the City of Birmingham and an official resolution presented to Mr. Gregory. Resolution No. 7423 is hereby adopted by unanimous vote."

Following, the General Manager asked the Board to authorize reimbursement of the operating account for capital expenditures for the periods ended December 31, 2016 and January 31, 2017, as set forth in agenda items 2.1 and 2.2, respectively. He indicated staff recommends approval of the referenced items. On a motion duly made and seconded, the following resolutions were adopted:

"WHEREAS, ARCADIS US, Incorporated, in a Certificate dated February 15, 2017, certified that during the period ending December 31, 2016 that there were expenditures for the cost of system improvements, which were paid out of the Operating Account and reimbursement of that account is now due in the preliminary amount of \$9,115,173.69 and;

WHEREAS, transfers to the Operating Account can be made from any, or a combination, of the following: the 2002 Construction Fund, the Improvement Fund, and/or the Revenue Account.

NOW, THEREFORE, BE IT RESOLVED By The Water Works Board of the City of Birmingham, on a motion duly made by Mr. George Munchus and seconded by Mr. Tommy J. Alexander, that the Trustee be, and is hereby instructed to immediately transfer \$9,115,173.69 to the Operating Account from any, or a combination, of the following: The 2002 Construction Fund, the Improvement Fund, and/or the Revenue Account. Resolution No. 7424 is hereby adopted by unanimous vote."

“WHEREAS, ARCADIS US, Incorporated, in a Certificate dated February 20, 2017, certified that during the period ending January 31, 2017 that there were expenditures for the cost of system improvements, which were paid out of the Operating Account and reimbursement of that account is now due in the preliminary amount of \$2,870,856.58 and;

WHEREAS, transfers to the Operating Account can be made from any, or a combination, of the following: the 2002 Construction Fund, the Improvement Fund, and/or the Revenue Account.

NOW, THEREFORE, BE IT RESOLVED By The Water Works Board of the City of Birmingham, on a motion duly made by Mr. George Munchus and seconded by Mr. Tommy J. Alexander, that the Trustee be, and is hereby instructed to immediately transfer \$2,870,856.58 to the Operating Account from any, or a combination, of the following: The 2002 Construction Fund, the Improvement Fund, and/or the Revenue Account. Resolution No. 7425 is hereby adopted by unanimous vote.”

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Next, the Board was asked to approve payments of invoices for professional services, as set forth in agenda items 3.1 through 3.7. He indicated staff has reviewed the invoices and recommends them for approval. After the motion was made and seconded, The General Manager responded to a series of questions from Director Dickerson relative to The Jones Group’s legislative contract responsibilities and the monthly fee. Following, Chairwoman Lewis stated she believes The Jones Group recently sent the directors three (3) or four (4) bills it should be aware of. Chairwoman Lewis said Mr. Jones asked the directors what they wanted to do with the bills at the February 9th Board meeting wherein she stated the Board would rely on senior executive management and its attorneys to review the referenced bills to determine if they adversely affect the Birmingham Water Works. In response to Director Munchus’ inquiry if management had reviewed the aforementioned bills, the General Manager responded yes and said one (1) of the bills addressed the ability to expand the Board if you extend into an additional county and he indicated it does not affect the Water Works because it is under a separate section of the code other than where the Water Works was set up. Following, Board Attorney Mark Parnell was recognized and he said there are different kinds of public boards. He stated the bill that the General Manager mentioned is specifically for rural water authorities or corporations that were created under that statute and it does not apply to the Birmingham Water Works Board. Following, Director Munchus asked Chairwoman Lewis which committee would be appropriate for the directors to discuss their concerns about legislative issues they want brought up in Montgomery wherein Chairwoman Lewis said the Executive Committee would perhaps be proper for such discussion. Subsequently, Chairwoman Lewis called for the vote. On a motion duly made and seconded, the following resolution was adopted:

“BE IT RESOLVED By The Water Works Board of the City of Birmingham (“the Board”), on a motion duly made by Mr. George Munchus and seconded by Mr. Tommy Joe Alexander, that the Board hereby authorizes staff to execute payments to the following:

- 3.1 Birmingham Construction Industry Authority, Inc.
For professional services rendered for February 2017 \$ 2,000.00

- 3.2 Dominick Feld Hyde, P.C.
 - 3.2.1 For professional services related to BWWB - Pension Plan -
Plan Documents & Administration - January 3 - 19, 2017 \$ 1,392.00

 - 3.2.2 For professional services relative to BWWB - Cafeteria Plan
January 3 - 27, 2017 \$ 1,180.80

3.3	<u>The Jones Group, LLC</u> For professional services rendered for February 2017	<u>\$ 7,500.00</u>
3.4	<u>Morgan Stanley</u>	
3.4.1	For OPEB Trust Investment consultant's services for the first quarter of 2017	<u>\$ 7,148.72</u>
3.4.2	For Pension Plan Investment consultant's services for the first quarter of 2017	<u>\$ 34,301.06</u>
3.5	<u>Parnell Thompson, LLC</u> For professional services rendered for January 2017	<u>\$ 46,914.00</u>
3.6	<u>Fuston, Petway & French, LLP</u> For professional services rendered from January 1, 2017 through February 21, 2017	<u>\$ 101,912.09</u>
3.7	<u>ARCADIS U.S., Inc.</u> For professional services rendered per December 2016's Progress Report (December 2016)	<u>\$ 328,047.94</u>

Resolution No. 7426 is hereby adopted by unanimous vote.”

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Following, the Board was asked to award bids to the lowest responsible and responsive bidders, as set forth in agenda items 4.1 through 4.3. After the General Manager reviewed said items and their HUB participation percentage he indicated management recommends approval of the referenced items. Following, Director Munchus made a motion to table said items and it was seconded by Director Muhammad. No vote was taken on said motion. Subsequently, Director Munchus asked if Mr. Michael Bell from the Birmingham Construction Industry Authority (BCIA) was present wherein it was confirmed that Mr. Bell was not present. Following, Director Munchus requested that BCIA vet all of the above-mentioned items, pointing out he believes contractors for Southeastern Sealcoating, Inc. and Russo Corporation need some help in terms of doing a better job on the Historically Underutilized Business (HUB) enterprise activities. Director Munchus said since BCIA is under contract with the Board he wants to give them an opportunity to vet said items to make certain they are doing what the Board expects them to do. Assistant General Manager Sonny Jones respectfully stated he rarely brings anything to the Board unless it has been thoroughly vetted by BCIA wherein said company has done extensive screening. Following, Assistant General Manager Sonny Jones pointed out the City of Birmingham is extremely anxious to have the work done prior to the start of baseball season, pointing out staff has been holding over item 4.1 since the main replacement was done. He said it was too cold to repair, mill/plane, resurface and stripe in December and January and now is staff's first opportunity to get said project done. In addition, Assistant General Manager Sonny Jones pointed out if the Board does not approve said item today staff may not be able to get the right lanes of 4th Avenue South from 13th Street South to 16th Street South paved in time for Regions Field to open. Further, Assistant General Manager Sonny Jones indicated items 4.2 and 4.3 each started with 6% HUB participation. He said after Mr. David Merrida of BCIA and he met, Mr. Merrida met with the contractor of REV Construction and said participation increased to 40.6%. Following, Director Munchus questioned whether said company is using local subcontractors or if it is bringing people from Tuscaloosa and Assistant General Manager Sonny Jones said as he understands REV Construction would be using local firms. Assistant General Manager Sonny Jones added he asked Mr. Merrida to take a second look at the Carson Loop Phase 6C Project and Mr. Merrida said managers at Russo Corporation indicated to keep their employees working they can only do 6% HUB participation. Following, Director Munchus

said he finds Russo Corporation’s HUB subcontractor participation of 6% highly unacceptable and again asked that the item be tabled. Subsequently, Director Munchus made a motion to withdraw his motion to table items 4.1 through 4.4 wherein Chairwoman Lewis called for a second to the motion, and a second was made. On a motion duly made and seconded, the following resolution was adopted:

“BE IT RESOLVED By The Water Works Board of the City of Birmingham (“the Board”), on a motion duly made by Mr. George Munchus and seconded by Mr. William R. Muhammad, to withdraw the motion to table agenda items 4.1 through 4.3. Resolution No. 7427 is hereby adopted by unanimous vote.”

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Next, Director Munchus requested to vote separately on items 4.1 through 4.3. Subsequently, the Board was asked to award a bid to the lowest responsible and responsive bidder, as set forth in agenda item 4.1. On a motion duly made and seconded, the following resolution was adopted:

“BE IT RESOLVED By The Water Works Board of the City of Birmingham (“the Board”), on a motion duly made by Mr. George Munchus and seconded by Mr. Brett A. King, that the Board hereby authorizes staff to award a bid to the lowest responsible and responsive bidder, and to authorize the General Manager and/or the Assistant General Manager to execute purchase orders and/or contracts for procurement of materials, services and supplies needed for the operation, construction, and maintenance of the water system to the following:

- 4.1 Southeastern Sealcoating, Inc., the lowest responsible and responsive bidder, to repair, mill/plane, resurface and stripe 4th Avenue South from 13th Street South to 16th Street South, right lane only, in Birmingham, Alabama, at an out-of-pocket cost to the Board of \$152,470.00. [NOTE: The Historically Underutilized Business (HUB)’s subcontractor participation is 20.8%.]

Resolution No. 7428 is hereby adopted by unanimous vote.”

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Following, Director Munchus requested agenda item 4.2 be tabled. On a motion duly made and seconded, the following resolution was adopted:

“BE IT RESOLVED By The Water Works Board of the City of Birmingham (“the Board”), on a motion duly made by Mr. George Munchus and seconded by Mr. William R. Muhammad, that the Board hereby tables item 4.2, as shown below:

- 4.2 Russo Corporation, the lowest responsible and responsive bidder, for installation of approximately 2,735 feet of 36-inch DICL pipe, fittings and related appurtenances for the Carson Loop Phase 6C pipeline project at an acquired United States Steel Corporation’s right-of-way located in Jefferson County, Alabama, at a bid amount of \$891,791.50, plus estimated cost of materials and Water Board labor in the amount of \$496,160.00 at an out-of-pocket cost to the Board of \$1,387,861.50. [NOTE: The Historically Underutilized Business (HUB)’s subcontractor participation is 5.7%.]

Resolution No. 7429 is hereby adopted by unanimous vote.”

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Next, the Board was asked to award a bid to the lowest responsible and responsive bidder, as set forth in agenda item 4.3. On a motion duly made and seconded, the following resolution was adopted:

“BE IT RESOLVED By The Water Works Board of the City of Birmingham (“the Board”), on a motion duly made by Mr. George Munchus and seconded by Mr. William R. Muhammad, that the Board hereby authorizes staff to award a bid to the lowest responsible and responsive bidder, and to authorize the General Manager and/or the Assistant General Manager to execute purchase orders and/or contracts for procurement of materials, services and supplies needed for the operation, construction, and maintenance of the water system to the following:

- 4.3 REV Construction, the lowest responsible and responsive bidder, for replacement of approximately 5,680 feet of 2-inch unlined cast iron pipe and 2-inch galvanized steel pipe with approximately 430 feet of 4-inch DICL pipe; 2,100 feet of 6-inch DICL pipe; 3,230 feet of 8-inch DICL pipe and related appurtenances; and 184 water services along 60th Street, 63rd Street, and Avenue “D” located in the City of Fairfield, Alabama, at a bid amount of \$1,026,398.60, plus estimated cost of materials and Water Board labor in the amount of \$289,000.00 at an out-of-pocket cost to the Board of \$1,315,398.60. [NOTE: The Historically Underutilized Business (HUB)’s subcontractor participation is 40.6%.]

Resolution No. 7430 is hereby adopted by unanimous vote.”

Following, Chairwoman Lewis asked if staff had additional presentations along with division reports. The General Manager stated staff needed to make one (1) additional report. Following, he reminded the directors of billing issues staff has been dealing with and working to correct. The General Manager said a few nights ago, a customer was on the news and talked about high water bills and the Water Works not taking any action. He then asked IT Manager George Anderson to play a video and asked the directors to notice the red dial on the water meter. During the video, it was indicated the customer had a leak on her property wherein she stated on the video she feels some relief that the Water Works is working with her. Following, the General Manager explained to the directors that when the meter reader originally went to the customer’s house the red dial on the meter was spinning. He said when the meter reader did not get an answer after knocking on the customer’s door to let her know she possibly had a leak, he left a blue note indicating such and advised the customer to check for the leak. Subsequently, the General Manager said staff resolved the customer’s issue by going through the required processes. He said while staff would be able to do some of the things that were done for the customer in the video, it cannot go in to the homes of all customers with high water bills and try and explain what their issues are. Responding to questions from Director Munchus if this cannot be done because of the cost and if the referenced plumber was hired by Board, the General Manager said the Board’s responsibility stops at the meter and that the plumber was not hired by the Board wherein payment is being taken care of through the H₂O Foundation. Subsequently, the General Manager said it is the customers’ responsibility to locate and fix leaks and problems that are on their property. Following, Director Dickerson asked the General Manager if he thinks what happened with the customer shown in the video is the norm and the General Manager said he would show the directors similar examples as he continued with the presentation. He said if customers repair leaks on their property and turn in the repair bills from the plumber, the Customer Service Department would adjust their accounts. Following, Director Munchus asked if staff is informing customers about HomeServe and the General Manager stated said company frequently sends out information and it is periodically included as an insert in the water bills.

Following, the General Manager provided an update on the Customer Relationship and Billing Improvements. He reported that the system is fully operating, noting customers have complete online access

to the system, online availability to their account balances, and can make payments that are posted real-time. The General Manager said customers are being encouraged to establish online accounts and to pay online. He said some customers have asked about the ability to pay multiple accounts online wherein this feature is in the system and is being finalized. Following, the General Manager said all meters were read in February except for those that were blocked by parked cars, downed trees, yard debris, etc. The General Manager said when meter readers cannot read the meters' water usage is estimated. Following, he said staff's goal is to have less than 1% estimation but noted some meters would be estimated periodically if they are blocked wherein staff would have to address this issue. The General Manager said only the black dials on meters are read when reading consumption, pointing out for said dial to move once a customer would have to use 748 gallons of water. In response to Director Munchus' questions of how the fee for sewer is calculated if meters are covered and when a customer gets a credit for water if it automatically rolls over to the sewer, the General Manager said Jefferson County uses the Water Works' meter reads to calculate its sewer billing and staff sends requests from customers for sewer adjustments to said county. Following, the General Manager responded to a series of questions from Director Muhammad relative to how much the Board charges for one (1) ccf of water wherein the charge for one (1) to three (3) ccf's of water is \$2.36 and dollar amount based on consumption of water and sewer. The General Manager indicated staff is working on a calculation that would show the dollar amount based on consumption of water and sewer, pointing out sewer amounts would be provided from the county. Following, Director Burbage asked whose responsibility it is to clean dirt and trash from the meters so they can be read and the General Manager stated it is staff's responsibility wherein meter readers should report this so that the meters can be cleaned. Following, the General Manager reported the proration issue was resolved in January and the concern with call volume has been decreasing, pointing out the average talk time target is three (3) minutes wherein it was 3.17 minutes on February 20, 2017. Following, the General Manager said there are still some issues with the handle rate but noted staff expects to deal with 95% of the calls that come in. Director Munchus asked what the current wait time is before customers talk to a Customer Service Representative and the General Manager asked Assistant General Manager Michael Johnson to check this. The General Manager reported that to assist in alleviating long wait time additional agents have been added and the Call Center's hours have been extended. Following, the General Manager said when staff reviewed water bills, they found some customers who said their bills were doubled and he indicated they had previous charges. Subsequently, the General Manager said when consumption is higher than normal, customers are encouraged to monitor for leaks and look at faucets and toilets to see what is happening. Assistant General Manager Michael Johnson said they are tracking nearly five (5) variables daily. He said on February 17, 2017 the average wait time was 2.21 minutes and pointed out this would fluctuate. Director Munchus commented that the Customer Service Representatives are doing an outstanding job. Following, the General Manager reviewed a three-month analysis of a customer's account and pointed out consumption was normal. He said since the customer only paid on the account the next bill would show a previous balance. Director Clark asked how a customer opts out of sewer and the General Manager said it depends on where you live and if sewer service is available in the area. After reviewing several additional customer accounts, the General Manager said it is important to remember that if a customer's meter is running and everything is turned off inside the house there is something on the customers' side that the customer needs to take care of.

Next, the General Manager asked the Board to hear division reports. He stated staff would only present said reports for January. Director Munchus commented that a better job of educating the customers must be done and Chairwoman Lewis said staff would review the bill to see if it can be further streamlined. She said more must be done in the community such as having training sessions to explain the water bills to customers, pointing out a lot of them do not understand what ccf's are and Director Munchus said a lot of customers are not online. Following, Chairwoman Lewis said this is something the Communications Committee along with the other committees would have to look at, and to also make sure customers understand this from a public relations point of view. Following, Director Munchus commented that he is glad to see Rick Jackson back out front. He then asked if Mr. Jackson is back as the Board's spokesperson

and the General Manager said yes. Following, some additional discussions ensued relative to there are some confusion relative to separation of sewer and water on the bill wherein fees for each need to be explained in the community or in the literature that is sent out so that people can understand it. Following, a discussion ensued relative to the Speaker's Bureau that is made up of some of the employees wherein said bureau has not functioned for some time; the General Manager indicated that staff would reactivate it. Chairwoman Lewis said more demonstrations of the meter and how it works need to be done, pointing out a lot of customers have never looked at their meters. A discussion ensued on the shared responsibility of the Water Works and its customers. Chairwoman Lewis commented that she does not think it is about fault and she indicated it is more about education wherein the Water Works is working to get its message across to the customers. Following, Chairwoman Lewis pointed out Jefferson County has a representative in the Board's Customer Service Center to answer sewer related questions wherein staff would also work on educating customers about the sewer end. She said this could be done partly by emphasizing the water side, pointing out great improvement is needed in this area. Director Dickerson asked whether The Lewis Group can assist with said matter relative to their \$300,000.00 annual fee wherein Chairwoman Lewis responded yes. Subsequently, the General Manager called the directors' attention to a handout he had distributed to them showing an example of a customer who noticed their water bill was increasing, taking responsibility for finding the leak on their property, and sending a note and a plumber's repair bill showing they had the leak fixed. The General Manager said the Customer Service Department would follow standard procedures and adjust the customer's bill almost back to normal consumption, pointing out said bills are adjusted on a regular basis after customers turn in their receipts.

Following, Assistant General Manager Darryl Jones was recognized to present the end-of- the-year Operations and Technical Services Division Report, as set forth in agenda item 5.1.3 for January 2017 in a PowerPoint presentation. A copy is on file in today's Board Meeting book. Assistant General Manager Darryl Jones said all his information centers around water and how it is produced. Following, Assistant General Manager Darryl Jones reviewed and discussed the data in details. He reported this region is still in a drought. In addition, Assistant General Manager Darryl Jones reported the Inland Lake Storage is about 11 feet from being full, pointing out said lake would normally be full but there are still residual impacts from the drought. Also, he reported on the Lake Purdy Storage and pointed out when his presentation was put together said lake was about 14 or 15 feet down wherein it is now almost five (5) feet from being full. Following, Assistant General Manager Darryl Jones said under normal years both lakes would be full today. Subsequently, he said staff's goal is to get the lakes full before May 1st to be ready for customer demand going into the summer. Assistant General Manager Darryl Jones reviewed a comparison of the 2016 versus the 2017 delivery for the last 30 days of finished water; reported raw water sales varied for 2016; reported USX Corporation's water consumption was in a continuous reduced operational mode in 2016 and pointed out said company was the Board's largest raw water customer averaging about 18 million of gallons (mgd). A discussion ensued on the Board's current largest raw water customers and its finished water customers, and how much the Board lost from USX's decreased raw water usage. Assistant General Manager Darryl Jones pointed out billing for said company was between \$4 and \$5 million annually wherein it is now about \$1 million. He pointed out staff allowed for the loss when it looked at 2017 projected income during the budgeting process last year. Assistant General Manager Darryl Jones said the loss would be absorbed across the rate structure. Following, he reported the U. S. Drought Monitor dated January 10, 2017 shows there is an extreme drought however, he said the latest graph shows it is now a severe drought because of recent rainfall. Subsequently, Assistant General Manager Darryl Jones reported power costs are \$722,643.00 under budget year-to-date; and reported chemical costs are \$260,888.00 under budget year-to-date. Director Muhammad asked Assistant General Manager Darryl Jones where the money would go if his division comes in under budget at the end of the year. Assistant General Manager Darryl Jones stated while less money is used on some things other items maybe over budget wherein these funds would be spent on something else. He said if his division is below budget in certain accounts he believes the money would show up in the reserve funds.

Following, Director Munchus asked Assistant General Manager Darryl Jones if he thinks power and chemical costs for Jefferson County to treat sewer water would be about 10% of its budget for handling waste water. Assistant General Manager Darryl Jones stated the sewage and water treatment processes are similar but different, pointing out the Water Works uses a chemical treatment process wherein Jefferson County uses a biological treatment process. He said without looking at said county's system he does not know its cost. Following, the General Manager stated a lot of the sewage treatment is done through gravity flow, noting that said county does not do a lot of pumping like the Water Works wherein he thinks Jefferson County's power cost is less than the Board's. Following, Director Munchus asked if the county's chemical cost is less than the Board's and Assistant General Manager Darryl Jones said a different method is used to treat waste water, pointing out sewage is aerated so that the bacteria can assist in consuming waste products. Following, Assistant General Manager Darryl Jones said the County has some similar costs but the process is different. A discussion ensued relative to cooperation between the county and the Water Works on said issue wherein senior executive management met with county officials in previous years relative to the way staff transmits data from the Board's remote sites to its plants. Assistant General Manager Darryl Jones pointed out staff uses a telemetry radio network and Jefferson County uses a different kind of telemetry system to communicate with its lift stations and sites. Some discussions ensued on whether the county's chemical costs are higher than the Board's wherein it was indicated said county's cost should be lower. Following, the General Manager pointed out the Board gets water from Cullman, Walker and Blount Counties wherein Jefferson County receives water from within the county and release it downstream; and he pointed out said county should not have as much pumpage as the Board since staff pumps 30 to 35 miles out-of-town twice and then back out to the Board's customers. The General Manager said staff's answers to Director Munchus' questions were based on assumptions. Subsequently, Chairwoman Lewis said the Board's team would work with Jefferson County's team to get the information and bring it back to the Board. Assistant General Manager Darryl Jones said his November and December 2016 division reports are in Diligent and they are very like the report he presented today.

Next, Assistant General Manager Michael Johnson was recognized to present the Finance and Administration Division's Operating & Statistical Report (O&S) in a PowerPoint presentation. A copy is on file in today's Board Meeting book. Prior to presenting said report for January 2017, he reported the following highpoints for December 2016, as set forth in agenda item 5.2.2: the operating net revenue available for debt service and PAYGO; the operating expenses available for debt service and PAYGO; the total operating net revenues available for debt service year-to-date; the total operating expenses year-to-date; and the total net operating revenue year-to-date.

Following, Assistant General Manager Michael Johnson reported on the following: the number of active customers; the operating net revenue available for debt service and PAYGO; the operating expenses available for debt service and PAYGO; and the total net operating revenue year-to-date; the total operating expenses year-to-date; the large O&M variances wherein employee health cost, contractor charges, paving charges, and labor costs, are under budget year-to-date; and power costs, chemical costs, and overtime are over budget by \$201,443.00. Following, Assistant General Manager Michael Johnson pointed out the Birmingham Water Works has a very strong policy on how much it maintains in its reserve funds. He reported the reserve fund balance as of January 31, 2017, is \$124,069,015.00. Assistant General Manager Michael Johnson said per its policy the Board is required to maintain a Capital Reserve Fund, Revenue Fund, Demand Shortfall Fund, and an Economic Development Fund. Afterwards, he said last year the Board transferred \$2,000,000.00 from the Economic Development Fund and allocated it to the Contract Compliance Program.

Following, Assistant General Manager Michael Johnson reported total HUB participation year-to-date is about 22.95%. In response to Director King's inquiry as to whether HUB Consultants include The Lewis Group, The Jones Group and others the directors have not met, Assistant General Manager Michael Johnson stated yes. He pointed out he would provide a report that lists all of Board's consultants. Assistant

General Manager Michael Johnson said the number of customers paying their bills through electronic means increased over the years. Assistant General Manager Michael Johnson reported that as of February 16, 2017, there are 23,425 HomeServe customers with 35,651 active policies that include Water Service Line, Sewer Septic Line, Plumbing & Drainage, Cooling and Water Heater. Director Munchus said he is aware HomeServe does not have a local presence in Birmingham and, in his opinion, the referenced company needs to educate people on its value and let them know they are not out to scam them. Chairwoman Lewis said she believes representatives from said company can be brought back in for a presentation to the new Board members and Assistant General Manager Michael Johnson stated this would be done. Following, Director Muhammad said before he was appointed to the Board HomeServe was giving back wherein Assistant General Manager Michael Johnson stated said company has provided some pro bono services. Following, Assistant General Manager Sonny Jones informed Assistant General Manager Michael Johnson that said company has done 12 pro bono services. Following, Director King asked if HomeServe or the Water Works bills the customers directly and Assistant General Manager Michael Johnson stated HomeServe handles its billings. The General Manager commented that as staff and some of the employees in the Engineering Department identify issues with certain customers they are recommended to HomeServe to have the leaks repaired. He asked the directors to contact Assistant General Manager Sonny Jones if they know of customers who are unable to have leaks fixed and he would put them in touch with the right people. Assistant General Manager Michael Johnson indicated said customers must meet certain requirements and he pointed out this is done annually by Assistant General Manager Sonny Jones and the referenced department.

Following, Assistant General Manager Sonny Jones was recognized to present the Engineering and Maintenance Division's Report (E&M), as set forth in agenda item 5.3.2 for December 2016 in a PowerPoint presentation. A copy is on file in today's Board Meeting book. Prior to his report, Assistant General Manager Sonny Jones indicated he would be happy to meet with anyone relative to HomeServe and stated, in his opinion, he believes it is the best idea the Water Works has endorsed. Following, Assistant General Manager Sonny Jones reported the Capital Improvement Plan (CIP) expenditures are at \$50,145,000.00 of the \$60,357,890.00 capital budget through December. He reviewed the Capital Project highlights regarding the Inland Marina; pointed out bids would be opened March 2, 2017 for the Shades Mountain Filter Plant Filter Improvements; and the Western Filter Plant Electrical Upgrade. Following, Assistant General Manager Sonny Jones gave an update on the System Development Department's main replacement projects and noted 43,185 linear feet of pipe have been replaced, 2,293 linear feet of pipe is under construction and 11,663 linear feet of pipe is ready for Board approval wherein the Board approved some of the pipe replacement today. Following, Assistant General Manager Sonny Jones reviewed the Distribution Department highlights that included leak orders completed; hydrants repaired or replaced; valves exercised; and outstanding leak orders, pointing out there were 301 such orders in December but in-house crews are working 50 hours per week trying to catch up wherein two (2) weeks ago said leaks were down to around 240. Assistant General Manager Sonny Jones said staff is almost ready to send pressure washing and paving out for bid and would soon bring contracts to the Board for its approval. He reported landscaping had been sent out for bid and staff would rebid the on-call emergency contractors very soon.

Following, Director Muhammad commented that he does not see where any progress is being made on replacement of two-inch galvanized steel pipes. He said perhaps Assistant General Manager Sonny Jones could develop a five-year plan to forcefully attack said pipes, even if it means transferring some money from the reserve fund and the capital budget and aggressively putting this at the top of the list. Following, the General Manager said he believes Assistant General Manager Sonny Jones is spending the money he has on replacing as much pipe as he can. He said a strategic planning session is needed to discuss what the Board's objectives are over the next four (4) years. Following, the General Manager said in the past when staff did a strategic plan the Board would come in and indicate its top priorities, pointing out this would give Assistant General Manager Sonny Jones an opportunity to work on the pipes. Next, Director Muhammad said he would like to see Assistant General Manager Sonny Jones come up with a plan and not

wait until a strategic planning session is held to see what the Board is willing to do. Following, Chairwoman Lewis said all directors have individual items they would like to see moved forward and she pointed out ideas must be brought forward wherein the directors will make decisions and vote on them as a collective Board. Following, Chairwoman Lewis pointed out the Board has a Capital Improvement Plan (CIP) wherein items go through committee. She said staff has a list of the pipes which need immediate replacement as well as pipes that need work at various levels. She also said the Board has been working, pointing out as a new director these items must go through committee processes and discussed in the Engineering and Maintenance Committee meetings. She said the previous board had already considered these projects, pointing out much of it involves funding and budgeting. Subsequently, Chairwoman Lewis said the directors should make sure they have all the current information as to the status of prior projects, and then take their suggestions on items they want to see done through the appropriate committees so that it is brought back to the full Board so that all directors can have a complete understanding of each issue. Subsequently, Chairwoman Lewis said an Engineering and Maintenance Committee Meeting would be scheduled soon and she asked Assistant General Manager Sonny Jones to be prepared to show the earlier referenced chart of the CIP. Following, Assistant General Manager Sonny Jones said staff has a budget for the next ten (10) years, pointing out he also has a plan for pipeline replacements that he would be glad to show the directors. In response to Director Muhammad's inquiry if he had presented the referenced plan, Assistant General Manager Sonny Jones responded yes and noted he would be glad to present it again. He pointed out there are two (2) concerns with pipes which are galvanized steel and unlined. Following, Assistant General Manager Sonny Jones said staff has to stop the leaks and fix the water quality. He called to the directors' attention that today they approved agenda item 4.3 for the replacement of 5,680 feet of 2-inch unlined cast iron pipe and 2-inch galvanized steel pipe. He said the entire system has been measured on a block-by-block basis and pipe replacements have been ranked according to importance. In response to Director Dickerson's inquiry of when the Engineering and Maintenance Committee would meet, Director King stated said committee would meet March 1st at 11:30 a.m. and he invited all directors to attend. Following, Chairwoman Lewis commented committee meetings are always great learning experiences, pointing out she believes attending such meetings would enable the directors to move through regular board meetings much faster because they would understand such items on the agenda.

Next, the General Manager asked the directors if they had any new business. Following, Director Dickerson said at the February 9, 2017 Regular Board of Directors' Meeting Resolution No. 7414 was passed to terminate Fuston, Petway & French, LLC's contract. She said even though she voted "no" her vote was recorded incorrectly as "yes." Director Dickerson asked that a motion be brought to the floor to have her vote corrected and Director Munchus offered a motion to such. Following, Chairwoman Lewis stated per the Board's Bylaws, Director Dickerson's request was improper and she did not meet the timeframe for correction of her vote. Chairwoman Lewis said she believes this information had been sent to Director Dickerson wherein Director Dickerson stated the timeframe said "immediately" and pointed out she was not aware of the incorrect recording of her vote until February 10th. Director Dickerson stated she contacted the General Manager and Executive Assistant Grace Amison on said date and met with said parties on the following Monday. Director Dickerson said she does not know what "immediately" refers to and she indicated it is not spelled out in the Bylaws. Following, Chairwoman Lewis said the recording of the February 10th meeting does not indicate Director Dickerson voted at that time, rather she made some statements wherein the vote had passed and the directors moved to the next item. Chairwoman Lewis said it can be noted in today's minutes that Director Dickerson intended to vote "no." Chairwoman Lewis said the referenced vote had passed and it is over. Following, Director Dickerson said per Robert's Rules of Order, until the minutes are approved her vote could be corrected. She said her "no" vote can be heard clearly on the recording wherein Chairwoman Lewis said it is clear on the recording Director Dickerson said "no" after the vote had passed. Chairwoman Lewis said, however, she is not clear on what Director Dickerson meant when she said "do we move on or not." Chairwoman Lewis said the vote had been taken and Director Dickerson's comments could be noted in the minutes from today's meeting. When Director Dickerson asked Chairwoman Lewis if she said her vote would not be allowed to enter the record,

Chairwoman Lewis said she believes all directors would have to vote to rescind the above-mentioned resolution wherein Director Dickerson indicated she would make such a motion. Following, Board Attorney Parnell stated Robert's Rules of Order does not apply relative to the referenced vote, pointing out the Board's Bylaws state the procedure as to how the vote would be recorded. Attorney Parnell pointed out that per Section 13 of the Bylaws, there are three ways that a vote can be dissent: (1) verbally oppose the vote when it is called, (2) present your vote in writing to the Secretary-Treasurer at the meeting, or (3) send a registered letter to the Secretary-Treasurer immediately after the meeting. Following, Director Dickerson said she sent a registered letter to Directors King and Burbage as soon as she learned her vote had been recorded incorrectly wherein she said she followed all the necessary procedures. She then asked the meaning of "immediately" and Attorney Parnell stated said "immediately" refers to the same day after the meeting. Following, Director Dickerson said "immediately" is not spelled out wherein "immediately" to her was when she found out Friday, February 10, 2017. Director Dickerson said she contacted the General Manager and Ms. Amison on Monday, February 13th and mailed the letter that same evening, noting this timeframe as being "immediately" to her. Following, Director Dickerson said she sent a certified letter to Director Burbage on Monday, February 13, 2017 and to Director King on Tuesday, February 14, 2017. Attorney Parnell said under either of Director Dickerson's scenarios, it is not considered "immediately" after the meeting was adjourned. Chairwoman Lewis pointed out that the vote has taken place and that Director Dickerson's comments will be noted in today's minutes and indicated she stated it was her intent to vote no at the February 9, 2017 Regular Board of Directors' Meeting relative to said item. Subsequently, a discussion ensued as to the definition of "immediately", the roll call vote that was taken, the statement that Director Dickerson made during the voting that she was not voting on the item. Director Dickerson clarified her statements at the February 9, 2017, "stating she initially asked Ms. Lewis if Mr. French would be allowed to speak and she said yes after we hear from all of the board members. After discussion, Ms. Lewis called for a vote (and Chairwoman Lewis said you must vote at that time) and I said no do not vote because Mr. French has not had an opportunity to speak and Director Dickerson indicated that is what she was saying no to. Director Dickerson said when you called for a vote, a roll call vote, I clearly said no." Chairwoman Lewis stated the vote had been taken and recorded and indicated Director Dickerson's letter can be referenced in today's minutes. Chairwoman Lewis explained the options when voting, (1) a person can vote in the affirmative; (2) against or (3) abstain, pointing out if a person does not vote, it calls for an affirmative vote. After further discussion, Director Dickerson indicated that she voted no and she was clear about that. Director Munchus inquired as to how Director Dickerson's vote could be changed. Attorney Parnell pointed out to the Board that it had adopted the Robert's Rules of Order wherein it provides if the Bylaws have a provision that conflicts with Robert's Rules of Order, the Bylaws would supersede. He stated the Bylaws can be amended and he pointed out that the Board cannot retroactively amend the Bylaws. Subsequently, Chairwoman Lewis read the following statement from the Bylaws – Article II, Section 13, under "Presumption of Assent" – "unless he [she] shall file his [her] written dissent to such action with the Secretary-Treasurer before the adjournment thereof or shall forward such dissent by registered mail to the Secretary-Treasurer immediately after the adjournment of the meeting." Chairwoman Lewis pointed out that "immediately" in the Bylaws is clear, and she indicated that Director Dickerson's motion was not a proper motion per the Bylaws. Subsequently, after the recorded section in question was played from the February 9, 2017 Regular Board of Directors' Meeting, the recording reflected that a roll call vote was called and Director Dickerson responded, "I'm not saying anything because when I asked the question about whether she would allow the attorneys to speak and she set here and said that she would allow these attorneys to speak and that has not happened, so I don't understand how a vote can be called until these attorneys are allowed to speak." "Chairwoman Lewis said that item passes; next item." "Chairwoman Lewis called for item 2 and Director Dickerson said no." Director Dickerson said she said no.

Following, Director Dickerson said she is on the Human Resources Committee and asked if the audit of the Board's Policies and Procedures that was completed by Mr. Michael Mason of Forensic CPA's, LLC in 2014 could be made available to her. She also asked the General Manager if he had confidence in Mr. Mason's findings, pointing out there were some articles in the newspaper that indicated he disagreed.

Following, the General Manager reminded Director Dickerson that the referenced document is in Diligent in the Resource Center. He stated he believes the senior executive management team differed with said audit and noted said team's response is included in the above-mentioned document. Following, Director Dickerson inquired about the length of time the Employee Association has been in place, its mission, and when said group meets. The General Manager stated the Employee Association began in the 1970's wherein the senior executive management team meets with said group monthly to discuss various issues, listens to employees' concerns and addresses their concerns. He said meetings are held on Mondays and indicated the meeting date occasionally changes. Subsequently, the General Manager indicated that staff would send the directors a schedule of the meetings.

Next, Director King expressed concern relative to agenda item 4.2 that was tabled. He suggested that the Board consider the referenced item at the next Board meeting. After discussion of how long the timeline for acceptance of the referenced bid, Chairwoman Lewis indicated said matter could be discussed in the Engineering and Maintenance Committee Meeting scheduled March 1, 2017. The General Manager pointed out staff wants to take care of the referenced item before the summer months.

Following, the General Manager said the Board would recognize speakers from the public. Prior to the speakers, Chairwoman Lewis read section I from the Board's Public Speaker Policy relative to speakers being respectful and speakers cannot speak on items they had previously mentioned. Speakers were asked to adhere to the three-minute time limit. Prior to the speakers, Chairwoman Lewis recognized Board members for comments. Following, Director Muhammad said he spoke with Director Mims and he is doing well. Director Muhammad said their conversation reminded him that Director Mims promoted some employees when he was Chairman, pointing out he remembers seeing him sign the papers. Director Muhammad then asked what happened to those promotions. Following, the General Manager said per the Bylaws, the Board of Directors hires the General Manager and has some input in hiring the assistant general managers. He said all other employees are hired through a regular process of jobs being posted, interviewing and being approved for those jobs. Following, the General Manager said Mr. Mims tried to do something that did not follow the Board's normal process. He said senior executive management and Directors Muhammad and Lewis and former Chairman Mims met with the Employee Association on November 21, 2016, and one (1) of the concerns said organization addressed was hiring of an employee without the job having been posted. Following, the General Manager stated Chairman Mims commented at said meeting that doing one (1) thing out of the order is unacceptable; hiring one (1) person out of the normal process is unacceptable. Subsequently, the General Manager stated Director Mims' statement, along with comments from the above-mentioned directors during said meeting, as being the reason he did not process the papers Director Muhammad referenced. He said the jobs can be posted if the Board wants to fill them. Director Muhammad said he does not believe Chairwoman Lewis nor he commented during said meeting. He then asked the General Manager if he said what Director Mims did was illegal wherein the General Manager said this is not the Board's standard process. He said during the meeting the Employee Association specifically asked senior executive management to follow the Board's normal process. In response to Director Dickerson's inquiry of the number of promotions and if the positions would be posted, Director Muhammad commented that during the referenced meeting it appears the General Manager agreed with Director Mims because he gave him the papers to sign. Director Muhammad said after the new directors came on board there was no mention of the promotions and he again asked if what former Board Chairman Ronald Mims did was illegal. Following, the General Manager said, in his opinion, it was not in the Board's normal process and pointed out the Board sets policies, senior executive management established policies wherein the Board charged him with enforcing its policies. Following, the General Manager said if three (3) Board members ask him to hire someone, he should not do so unless they follow the normal process, noting this is what he is going to do. Subsequently, Director Muhammad said he strongly believes in the CEO designation wherein he did not know what was happening when the papers were signed. Director Muhammad also said with the new Board the referenced papers are being disregarded, pointing out if it was not legal he would say ignore the paperwork. Subsequently, the General Manager said the Board should

change its Bylaws if it does not agree with what he did and he would do something different. The General Manager said the referenced paperwork was not processed and indicated it is in his possession. He said he chose not to process the papers because of what the Bylaws say and because of the discussion during the above-mentioned meeting. The General Manager added it is rather unusual that at said meeting Chairman Mims was strongly opposed to anybody being hired without going through the normal process. He stated the week after said meeting, and again after that, he received emails about promoting some employees. The General Manager said he would not do something that he knows is wrong and if the Board changes its policy, he would do something different. Following, Director Dickerson said the four (4) employees believed they would receive their promotions January 1, 2017 wherein the General Manager said he never talked to the employees about promoting them, noting this as being the difference. Director Alexander commented that the Board's Public Speaker Policy is the policy until it is changed.

Following, Chairwoman Lewis asked Board members if they had any other comments and Director Dickerson asked to go on record as opposing any opinions from Attorney Parnell concerning her vote on Resolution No. 7414 on February 9, 2017 because she believes there is a strong conflict of interest. Subsequently, Director King thanked the senior executive management team and said he had called on said team a lot trying to learn his new roles. He then encouraged the other new Board members to do the same, pointing out said team has been very accommodating. Director King invited the directors to the Engineering and Maintenance Committee Meeting on March 1, 2017.

Next, Speaker Frank Matthews of the Outcast Voters League (OVL) was recognized to speak from the public. Following, Mr. Matthews questioned the number of Young Water Ambassadors that participated in the 2016 program. He said a letter included in the information he requested and received stated 75 junior high school students had been selected for said program and he indicated the tabulation listed 100 students. He then asked which number is correct. Mr. Matthews also said the information indicated there were 10 vans for 100 students but when the number of students was cut to 50 the number of vans did not change. Following, Mr. Matthews said total expenses were listed as \$457,215.00, including \$30,000.00 allocated for teachers and a lot of miscellaneous costs. He said every time an item is listed as miscellaneous it refers to mismanagement. Following, Mr. Matthews said several Black Board members said there is a discrepancy as it relates to the hiring and firing of White vs. African American employees. He asked for a breakdown on the ratio of firing of said employees.

Following, Speaker Carlos Chaverest was recognized and he said the Board's Public Speaker Policy would not impede on his First Amendment rights, pointing out his freedom of speech means more to him than said policy telling him that he cannot say anything terrible about Board members present at today's meeting. Mr. Chaverest said if he feels corruption is happening in the City of Birmingham, the Board and this entity, he would speak on it. Mr. Chaverest made some additional comments relative to the general manager and, in his opinion, the failed SAP software system. Subsequently, Mr. Chaverest said they plan to go to the homes and jobs of each director that is present today to protest against the Board until the corruption, malfeasance and nepotism come to some kind of end.

Next, Speaker Iva Williams of the Outcast Voters League (OVL) was recognized. Following, Mr. Williams stated Mr. Stringer did not fill out the Speaker Registration form and indicated he would read what he wanted to say. Following, Mr. Williams read from Mr. Stringer's list which inquired why the Black attorney was fired; whether rates would increase if he files a lawsuit who would pay the legal bills; inquired as to why the Board does not give back like Alabama Power, and commented the Board changes and indicated management stays the same. Mr. Williams said the OVL held a press conference in front of the Main Campus this morning. He stated said group asked that the Board look at the H₂O Foundation to help poor people who are on fixed incomes; be more transparent through community meetings, pointing out he would love to work with the Public Relations Committee in setting up times where the Board and someone from the Customer Service Department could come out. He said a lot of people cannot attend Board

meetings during the day because they work. Mr. Williams said it would be great if the Board and the OVL can work together where the directors could come out into the neighborhoods sometimes it would be great. Mr. Williams respectfully asked that the Board be a more responsible corporate citizen, pointing out many companies spend time out in the community wherein he challenged the Board to do the same. He said instead of coming up with a lot of programs to pass out to the public, if someone was more engaged with the communities to know what they are doing and bring this to the Board, the partnership may be easier. Mr. Williams cited the Ensley Redevelopment as an example wherein the Board could put up some water fountains. Following, Director Muhammad said part of the former Board's negotiations with Jefferson County was that the Board would use some of the increased revenue to build up the amount of money in the H2O Foundation. Director Muhammad suggested that the Board could hopefully place it on the agenda to put \$1 million in said foundation. Following, Chairwoman Lewis said this would go through the Executive Committee for discussion because everyone would need to know a lot more about said foundation such as how funds are administered, how funds are obtained and if the Board wants to increase it. Subsequently, Chairwoman Lewis said the H2O Foundation has functioned well in the past. Following, Director Dickerson asked what the Young Water Ambassadors Program is and Chairwoman Lewis explained that the Board has hired high school and college students during the summer for nearly 25 years. She said these students work with all professionals, learn about water and visit Auburn and Alabama A&M Universities. She said students work with the Board's professionals to learn about the water industry. Following, Chairwoman Lewis pointed out an opening and closing ceremony is held for the students each year. In response to Director Dickerson's inquiry as to who oversees the program the General Manager commented that Training, Organizational Development and Safety Officer Rhonda Lewis oversees said program. The General Manager pointed out said program was approved in the budget where the budget is about \$300,000.00. Subsequently, Chairwoman Lewis said several students have been employed by the Water Works Board after graduating from college. Following, Director Muhammad commented that previous Board members understood Director Lewis' enthusiasm for the students and indicated staff worked on the budget to restore the number of students from 50 to 100.

As there was no further business before the Board, a motion was duly made and seconded, and the meeting adjourned at 11:55 a.m.

/s/
Sherry W. Lewis
Chairwoman/President

Attest

/s/

Brett A. King, Esq.
Secretary-Treasurer