MINUTES OF JUNE 8, 2026
CENTRAL ALABAMA WATER
BOARD OF DIRECTORS' REGULAR MEETING

CALL TO ORDER AND INVOCATION: Chairman Hudson called the meeting to order, and Director Jeff Brumlow opened with prayer.

ROLL CALL

The following members of the Board of Directors of Central Alabama Water were present at the meeting:

MEMBER	PRESENT	ABSENT
Jeff Brumlow	X	
Tommy Hudson	X	
Bill Morris	X	
Jarvis Patton	X	
David Standridge	X	
Sheila Tyson	X	
Phillip Wiedmeyer	X	

Chairman Hudson acted as chairperson of the meeting. Noting that a quorum was present, the Chairman called the meeting to order at 9:00 a.m. in the Meeting Room of the Shelby County Services Building 280, 19220 US-280, Birmingham, AL 35242.

Staff Attendance:

Jeffrey F. Thompson, Chief Executive Officer; Cameron Holly, Chief Technology Officer; Brian Lewis, Chief People Officer; Lester Smith, Chief Financial Officer; Tim Harris, Chief Operating Officer; Jonathan Wilson, Chief Engineering Officer; David Walker, Chief Administrative Officer; Ray Sloan, Chief Reliability Officer; Hannah Braswell, Executive Assistant to the Chief Executive Officer; John Matson, Michael Tartt, Doug Stockham, April Nabors, Anthony Hazel, Brian Brock, Valecia J. Dulaney.

Public Attendance:

James W. Porter II, Porter Porter & Hassinger, P.C.; Reginald D. McDaniel of Reginald D. McDaniel, Attorney at Law, LLC; R. Shan Paden, Paden & Paden, P.C.; Shawn Sibley, Libby Jones, Olivia Martin and Mary Alan Ousley, State of Alabama Attorney General's Office; Scott Ortis, Senator Elect, District 15; Representative Susan DuBose, Alabama House, District 45; Frank Adams, Direct Communications; Josh Crowe, Derek Kelley, and David Stejskal, Jacobs; Kirk Mills and Samantha Sinak, Kimley-Horn; Phillip Moultrie, Valent Group, Inc.; Lamar Dukes, Office of the City Attorney, City of Birmingham; Jim Burns, Citizen; Taylor Martin and Mike Smith, ADP; Olivia McMurry, WBHM.

APPROVAL OF THE AGENDA

Motion made by Director Jeff Brumlow to amend the agenda by adding Item 4, Request Board to enter Executive Session to discuss with legal counsel legal matters that are appropriate under Ala. Code Section 36-25A-7(a)(3) and Item 5, Request Board to take action on item considered during preceding Executive Session. Director David Standridge seconded the motion.

The same being put to vote, the following roll call vote was recorded:

Board Member	YEAS:	NAYS:	ABSTENTIONS:
Jeff Brumlow	X		
Tommy Hudson	X		
Bill Morris	X		
Jarvis Patton	X		
David Standridge	X		
Sheila Tyson	X		
Phillip Wiedmeyer	X		

The motion to amend the agenda passed.

Motion made by Director Jeff Brumlow to approve the agenda, as amended. Director David Standridge seconded the motion.

The same being put to vote, the following vote was recorded:

Board Member	YEAS:	NAYS:	ABSTENTIONS:
Jeff Brumlow	X		
Tommy Hudson	X		
Bill Morris	X		
Jarvis Patton	X		
David Standridge	X		
Sheila Tyson	X		
Phillip Wiedmeyer	X		

The motion carried. Resolution No. 10096 is hereby adopted.

APPROVAL OF THE MINUTES

1. Request Board to approve minutes of the Regular Board of Directors' Meeting held May 12, 2026.

Director Bill Morris made a motion to approve the minutes. Director Jeff Brumlow seconded the motion.

The same being put to vote, the following vote was recorded:

Board Member	YEAS:	NAYS:	ABSTENTIONS:
Jeff Brumlow	X		
Tommy Hudson	X		
Bill Morris	X		
Jarvis Patton			X
David Standridge	X		
Sheila Tyson			X
Phillip Wiedmeyer	X		

The motion carried. Resolution No. 10097 is hereby adopted.

Chairman Hudson appointed Board Attorney James W. Porter II, as the Parliamentarian and R. Shan Paden as Secretary of the meeting.

PRESENTATIONS, AWARDS, ANNOUNCEMENTS AND RECOGNITIONS

- The Board heard a presentation on Central Alabama Water's first quarter capital expenditures from Chief Engineering Officer, Jonathan Wilson. He also provided an update on the status of all ongoing capital projects. Following, the Board heard a detailed update on the status of the Lake Purdy Dam Project from the Consulting Engineer (Jacobs Engineering Group). Josh Crowe, Program Manager, provided timelines and construction updates on the left training wall, the right training wall and dam, the weir wall, final grading and estimated project completion dates.

NEW BUSINESS

2. Request Board to adopt a resolution commending Mr. Bernard Richardson, Distribution Technician, Distribution Department for 20 years and 3 months of service, effective July 1, 2026.

Director Jarvis Patton made a motion to approve the item. Director Sheila Tyson seconded the motion.

The same being put to vote, the following vote was recorded:

Board Member	**YEAS:**	**NAYS:**	**ABSTENTIONS:**
Jeff Brumlow	X		
Tommy Hudson	X		
Bill Morris	X		
Jarvis Patton	X		
David Standridge	X		
Sheila Tyson	X		
Phillip Wiedmeyer	X		

The motion carried. Resolution No. 10098 is hereby adopted.

3. Request Board to approve the following agreements:

3.1 To approve a two-year agreement with JD Power for the Water Utility Residential Customer Satisfaction Study effective May 1, 2026, through April 30, 2028, at a total out-of-pocket cost of $90,760.00 with $45,710.00 due in 2026; and subject to legal review, to authorize the Chief Executive Officer to execute the agreement.

Director Jeff Brumlow made a motion to approve the item. Director David Standridge seconded the motion.

The same being put to vote, the following vote was recorded:

Board Member	**YEAS:**	**NAYS:**	**ABSTENTIONS:**
Jeff Brumlow	X		
Tommy Hudson	X		
Bill Morris	X		
Jarvis Patton			X
David Standridge	X		
Sheila Tyson		X	
Phillip Wiedmeyer	X		

The motion carried. Resolution No. 10099 is hereby adopted.

3.2 To approve a three-year initial term agreement with ADP, Inc. to deploy and maintain a Human Resources Information System (ADP Workforce Now) effective July 1, 2026, at a first-year out-of-pocket cost of $115,388.25, and subsequent years of $151,649.25 and $153,165.74; and subject to legal review, to authorize the Chief Executive Officer to execute the agreement.

Director Jeff Brumlow made a motion to approve the item. Director Bill Morris seconded the motion.

The same being put to vote, the following vote was recorded:

Board Member	YEAS:	NAYS:	ABSTENTIONS:
Jeff Brumlow	X		
Tommy Hudson	X		
Bill Morris	X		
Jarvis Patton		X	
David Standridge	X		
Sheila Tyson		X	
Phillip Wiedmeyer	X		

The motion carried. Resolution No. 10100 is hereby adopted.

3.3 To approve a one-year consultative agreement and concurrent change of Broker of Record to Gallagher Insurance Point for employee and retiree benefits from July 1, 2026, through June 30, 2027, at a total out-of-pocket cost to the Board of $100,000.00; and subject to legal review, to authorize the Chief Executive Officer to execute the agreement.

Director Jeff Brumlow made a motion to approve the item. Director Bill Morris seconded the motion.

The same being put to vote, the following vote was recorded:

Board Member	YEAS:	NAYS:	ABSTENTIONS:
Jeff Brumlow	X		
Tommy Hudson	X		
Bill Morris	X		
Jarvis Patton		X	
David Standridge			X
Sheila Tyson		X	
Phillip Wiedmeyer	X		

The motion carried. Resolution No. 10101 is hereby adopted.

3.4 To approve a project agreement through Carahsoft Technology Corp. to use Infinitive, Inc. to implement the Databricks data warehouse solution for reporting and for integration into future applications through the end of 2026, at an implementation and maintenance out-of-pocket cost to the Board of $249,000.00, subject to legal review; and to authorize the Chief Executive Officer (CEO) to execute the agreement.

Director Jeff Brumlow made a motion to approve the item. Director David Standridge seconded the motion.

The same being put to vote, the following roll call vote was recorded:

Board Member	YEAS:	NAYS:	ABSTENTIONS:

Jeff Brumlow	X		
Tommy Hudson	X		
Bill Morris	X		
Jarvis Patton			X
David Standridge	X		
Sheila Tyson			X
Phillip Wiedmeyer	X		

The motion carried. Resolution No. 10102 is hereby adopted.

4. Request Board to enter Executive Session to discuss with legal counsel legal matters that are appropriate under Ala. Code Section 36-25A-7(a)(3).

Director Jeff Brumlow made a motion to enter Executive Session. Director Bill Morris seconded the motion. Board Attorney Shan Paden certified the Executive Session would be held under Ala. Code 36-25A-7(a)(3), to discuss pending or threatened litigation. Attorney Paden asked Board Attorney Jim Porter how long the Board would need and Attorney Porter stated approximately 5 to 10 minutes for the Executive Session.

The same being put to vote, the following roll call vote was recorded:

Board Member	**YEAS:**	**NAYS:**	**ABSTENTIONS:**
Jeff Brumlow	X		
Tommy Hudson	X		
Bill Morris	X		
Jarvis Patton	X		
David Standridge	X		
Sheila Tyson	X		
Phillip Wiedmeyer	X		

The motion carried. Resolution No. 10103 is hereby adopted.

The Board entered Executive Session at 9:37 a.m.

Director David Standridge made a motion to return to the regular order of business. Director Jeff Brumlow seconded the motion.

The same being put to vote, the following roll call vote was recorded:

Board Member	**YEAS:**	**NAYS:**	**ABSTENTIONS:**
Jeff Brumlow	X		
Tommy Hudson	X		
Bill Morris	X		
Jarvis Patton	X		
David Standridge	X		
Sheila Tyson	X		
Phillip Wiedmeyer	X		

The meeting resumed at 10:15 a.m.

5. Request Board to take action on item considered during preceding Executive Session.

5.1 Request Board to retain the law firm of Capell & Howard, P.C. Attorneys at Law as legal counsel for the Board with respect to the case of *Muhammed, et al v. Waggoner, et al*.

Director Jeff Brumlow made a motion to approve the item. Director David Standridge seconded the motion.

The same being put to vote, the following vote was recorded:

Board Member	**YEAS:**	**NAYS:**	**ABSTENTIONS:**
Jeff Brumlow	X		
Tommy Hudson	X		
Bill Morris	X		
Jarvis Patton			X
David Standridge	X		
Sheila Tyson			X
Phillip Wiedmeyer	X		

The motion carried. Resolution No. 10104 is hereby adopted.

Director David Standridge made a motion to adjourn the meeting. Director Phillip Wiedmeyer seconded the motion.

The same being put to vote, the following vote was recorded:

Board Member	**YEAS:**	**NAYS:**	**ABSTENTIONS:**
Jeff Brumlow	X		
Tommy Hudson	X		
Bill Morris	X		
Jarvis Patton	X		
David Standridge	X		
Sheila Tyson	X		
Phillip Wiedmeyer	X		

The motion carried. Resolution No. 10105 is hereby adopted.

The meeting was adjourned at 9:51 a.m.

CENTRAL ALABAMA WATER

By: _________/s/________________
Tommy Hudson, Chairperson

ATTESTED BY:

Its:__________/s/_____________________
Shan Paden, Secretary of the Meeting