

Alabaster Water Board
MINUTES
Pre-Meeting December 16, 2025

The meeting began at approximately 5:00 p.m. in the Conference Room of Alabaster Water located at 200 Kent Stone Blvd. Interim Secretary Cindy Carlson called roll.

Present:

Mike Allen, Chairman
Bobby Harris, Vice Chairman
Stacy Rakestraw, Director
Jamie Cole, Director
Jamia James, Director

Attendees:

LaDonna Chapman, Interim General Manager
Michael Cain, Operations and Technology Manager
Cindy Carlson, Accounts Payable and Customer Service Manager
Ben Goldman, Attorney
Barry Staples, Bond Counsel
Brad Green, Raymond James
Chad Carrozza, Alabaster Water Employee
Rusty Miles, Alabaster Water Employee
Caleb Driver, Alabaster Water Employee
Lindsey Davis, Alabaster Water Employee
Christy Drennan, Alabaster Water Employee
Christy Coleman, Alabaster Water Employee
Kelsey Wiperman, Alabaster Water Employee

Agenda Topic Index:

Approval of Pre-Meeting Minutes
Approval of Regular Meeting Minutes
Financial Report
Executive Session

Interim Manager Chapman reported cash in bank of \$3,366,569 with cash in deficit of the 150 day minimum of (\$343,281), a debt service coverage ratio of 2.43, 136 days of cash on hand, metered water sales of \$855,367, total operating revenue \$937,479, total operating expenses of (\$650,888), other income and expenses of (\$265,295), a net income before capital contributions of \$23,225 for the month of November.

Interim Manager Chapman reported strong collections of water (99.71%), sewer (99.53%), garbage set-up (100.00%), and garbage (99.35%) fees for the month of November.

Chairman Allen recognized Alabaster Water employees in attendance. The employees shared questions and concerns regarding the potential acquisition of the Board by the City of Alabaster. The employees expressed concerns about job security, pay scales, and maintaining the quality of work and autonomy they currently enjoy. The discussion highlighted fears of misinformation and the impact of leadership changes, with assurances given that no layoffs or pay cuts would occur. Employees emphasized the positive work culture and benefits they currently experience, such as training opportunities and equipment provisions, and expressed concern about losing those benefits under City management. The Board reassured the employees that their input is valued and that any transition would aim to preserve the current work environment and benefits. The discussion concluded with a commitment to further discussion and evaluations before making a final decision.

Interim Manager Chapman stated that enrollment is open for the Reduced Rate Fixed Income Program, noting that brochures would be available in customer service.

Interim Manager Chapman stated that the Board's Christmas Party would be held on Friday, December 19th at 11:30 a.m.

Interim Manager Chapman noted that the next Regular Board meeting would be January 20th, 2026.

The pre-meeting adjourned at 6:03 p.m. No votes or actions were taken.

Chairman, Mike Allen

Interim Secretary, Cindy Carlson