

**Alabaster Water Board**  
**MINUTES**  
**Special Called Meeting January 5, 2026**

The meeting began at approximately 4:00 p.m. in the Training Room of Alabaster Water located at 200 Kent Stone Blvd.

**Present:**

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

**Absent:**

Stacy Rakestraw, Director

**Attendees:**

Michael Cain, Operations and Technology Manager  
Cindy Carlson, Customer Service and Accounts Payable Manager  
Ben Goldman, Board Attorney  
Jeff Brumlow, City of Alabaster Attorney  
Brian Binzer, City of Alabaster City Administrator  
Fred Hawkins, City of Alabaster Director of Infrastructure and Public Services  
Tracy Worley, City of Alabaster Human Resources Director  
Mark Frey, City of Alabaster City Clerk  
Kelsey Wipperman, Alabaster Water Customer Service Representative  
Kenyatta Dunnigan, Alabaster Water Senior Customer Service Representative  
Steven Bahena, Alabaster Water Construction Services Manager  
Joann Shockley, Alabaster Water Billing Coordinator  
Christy Coleman, Alabaster Water Billing Supervisor  
Christy Drennan, Alabaster Water Human Resources Manager  
Jerry Bush, Alabaster Water Field Service Technician  
Brent Fenley, Alabaster Water Field Crew Leader  
Mathew Conway, Alabaster Water Field Services Supervisor  
Chad Carrozza, Alabaster Water Operations Specialist  
Debbie Moore, Alabaster Water Customer Service Representative  
Caleb Driver, Alabaster Water Grade IV Water Operator  
Lindsey Davis, Alabaster Water Grade IV Water Operator  
Johnathon Crawford, Alabaster Water Grade IV Water Operator  
Greg Fincher, Alabaster Water Senior Utility Meter Reader  
Chase Hallman, Alabaster Water Field Service Technician  
Cole Vickers, Alabaster Water Field Crew Leader  
Adam Newman, Alabaster Water Field Service Technician

**Agenda Topic Index:**

1. Initiation of the Process of Transferring All Assets and Liabilities of the Alabaster Water Board to the City of Alabaster
2. Termination of Current Legal Counsel and Appointment of Bradley Arant Boult Cummings, LLP (Rod Kanter) and Brumlow Legal Group (Jeff Brumlow) as Legal Counsel for Alabaster Water Board.

Vice Chairman Harris made a motion to excuse Director Rakestraw. Director Cole seconded. All ayes. Motion carried.

**Topic:           Initiation of the Process of Transferring All Assets and Liabilities of the Alabaster Water Board to the City of Alabaster**

Director James introduced the first agenda item to initiate the process of transferring all assets and liabilities of Alabaster Water Board to the City of Alabaster in the form of a motion. Vice Chairman Harris seconded the motion.

Chairman Allen asked if there was any discussion. Michael Cain, Alabaster Water Operations and Technology Manager, stated that Christy Drennan, Alabaster Water Human Resources Manager, had received a letter of concern from employees and asked if she could read the letter on behalf of approximately 90% of concerned employees. Chairman Allen recognized Ms. Drennan.

Ms. Drennan shared the contents of the letter stating that the concerned employees of Alabaster Water have submitted a letter to the Alabaster Water Board of Directors expressing their concerns about the proposed acquisition of their water system by the City of Alabaster.

- **Operational Continuity and System Integrity:** They fear that consolidation under a larger municipal entity could reduce operational flexibility, delay maintenance decisions, and compromise the system's unique needs.
- **Experience and Workforce Stability:** Concerns about job security, benefits, and organizational culture could lead to employee retention issues, affecting compliance and service reliability.
- **Regulatory Compliance and Public Health:** Disruptions in staffing and oversight could increase compliance challenges, impacting public health and safety.
- **Financial Reinvestment and Revenue Protection:** They worry that revenue could be diverted to the city's general fund, reducing funds for water system needs and threatening long-term service quality and infrastructure investment.
- **Compensation Structure and Employee Retention:** Transitioning to a standardized municipal pay scale could limit earning potential and incentives, making it harder to retain and recruit qualified staff.

Ms. Drennan closed the employee concerns with the request that the Board postpone any final decision until a comprehensive evaluation is completed, provide clear details on employee impacts, explore alternative options, and consider their concerns in the decision-making process. They emphasize their commitment to delivering safe, reliable water service and believe maintaining organizational independence best supports this mission.

Chairman Allen continued the discussion stating that in October, the Board considered the City's proposal but agreed unanimously to proceed as Alabaster Water, hire a General Manager, proceed to the bond market and continue to operate as a separate entity. Chairman Allen communicated the Board's decision to Mayor Brakefield, who asked to meet with the Board. The Mayor met with the Board in November and after a long discussion, the Board agreed to proceed with hiring a General Manager. At the November Board Meeting, the Board unanimously approved the proposal from Ken Chapman and Associates to assist with the search for General Manager with the stipulation that the City of Alabaster Human Resources Director and Mayor Brakefield be involved in the process. At the December Board Meeting, the Board voted to move forward with hiring a General Manager while continuing to look at every intersection point, identifying where efficiencies exist, and evaluating the potential for a future acquisition in a four aye and one abstain vote.

After further discussion, a vote was called for the motion presented.

Vote called. Chairman Allen, no. Vice Chairman Harris, yes. Director Cole, yes. Director James, yes. Motion carried.

**Topic: Termination of Current Legal Counsel and Appointment of Bradley Arant Boult Cummings, LLP (Rod Kanter) and Brumlow Legal Group (Jeff Brumlow) as Legal Counsel for Alabaster Water Board**

Director James introduced the second agenda item to terminate the current legal counsel and appointment of Bradley Arant Boult Cummings LLP (Rod Kanter) and Brumlow Legal Group (Jeff Brumlow) in the form of a motion. Vice Chairman Harris seconded the motion.

Chairman Allen asked if there was any discussion. Michael Cain asked if the Board terminates legal counsel, moving forward with the transition agreement, who will be handling the agreement on behalf of the employees. Jeff Brumlow responded that the decision provides an economy of scale. Ben Goldman also commented that he would serve the Board if the Board determined he would be an asset to this transition.

After further discussion, a vote was called for the motion presented.

Vote called. Chairman Allen, no. Vice Chairman Harris, yes. Director Cole, yes. Director James, yes. Motion carried.

Chairman Allen entertained a motion to adjourn at 5:05 p.m. Vice Chairman Harris so moved. Director Cole seconded the motion. Vote called. All ayes. Motion carried.

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Chairman, Mike Allen

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Interim Secretary, Cindy Carlson