



April 20, 2026

The regular monthly meeting of the Board of Water Commissioners of Columbus, Georgia, was held on Monday, April 20, 2026, at 1:30 p.m. at our Main Office, Chattahoochee Room. Chairman Nick Smith took the roll call, and the following Commissioners were present:

Nick Smith, Chairman
Jennifer Upshaw, Vice Chair
Brooks Yancey
Oz Roberts
Mayor Skip Henderson

Receipt of the Minutes from the regular meeting on March 25, 2026, was presented to the Board. A motion was made by Jennifer Upshaw and seconded by Mayor Skip Henderson to approve the Minutes as written. Motion carried.

Vickie Clark presented the March 2026 Financial Report, including Ft Benning, to the Board. A motion was made by Oz Roberts and seconded by Brooks Yancey to approve the Financial Reports. Motion carried.

Jason Jay presented the following project to the Board for their approval. This project is part of the 2025 Master Plan and consists of cleaning and lining approximately 5,000 linear feet of unlined cast-iron water mains in the Columbus Water Works Distribution System, ranging in diameter from 6 to 12 inches. Engineering plans and specifications were completed by Barge Design Solution. On March 26, 2026, CWW

received one bid for the project from Mainlining America, LLC., in the amount of \$1,063,875.00, which was below the engineer's estimate of \$1,368,826.00. The engineer reviewed the bid and recommended awarding the contract to Mainlining America, LLC as the lowest responsive and responsible bidder (Funded via Columbus R&E).

Staff requested Board approval to award the Water Main Cleaning and Lining project to Mainlining America, LLC at the bid price of \$1,063,875.00. A motion to move forward was made by Brooks Yancey and seconded by Oz Roberts. Motion carried.

President Cummings presented organizational changes to the board. Vic Burchfield and Gwen Ruff will be retiring at the end of April, which has opened some positions we could fill with new roles. The new roles included the following:

- Chief of Operations – Harold Woods
- Chief of Administration Officer/EVP – Brittany Brossett

Chairman Smith asked about the Engineering position that has been open for a while. President Cummings explained that we are working with an outside company to help with the search for an Engineer.

CEO/President
Jeremy
Cummings

Executive Admin
Monica Renfro

Chief of Operations
TBD
Harold Woods

Chief Administrative Officer/EVP
Brittany Brossett

Director of Water Resources
John Peebles

Director of Ops Support Services
Jason Jay

Director of Compliance
Aric Jackson

Director of Finance
Vickie Clark

Director of External Affairs
Victoria Barrett

Director of Strategy
Savonne Monell

Water Treatment

Engineering

Employee Services

Cash

Customer Service

Strategic Planning

Wastewater Treatment/CSO

Information Technology

Environmental Services

Accounting

Customer Experience

Community Outreach

Field Services

Meter Maintenance

Purchasing

Communications

Water Accountability

Managed Maintenance

President Cummings recommended Brittany Brossett for the position of Secretary to the Board. A motion was made by Mayor Henderson, seconded by Jennifer Upshaw. Motion carried.

President Cummings requested that the board allow him to enter into a Memorandum of Understanding (MOU) with the Columbus Consolidated Government (CCG) for the Transportation Investment Act (TIA) – funded Morris Road Bridge Project, contingent upon receipt of final pricing. TIA is a Georgia law that enables regions to fund transportation improvements through a voter-approved regional sales tax. The relocation of a 12-inch water main (in casing) and the relocation of a 36-inch sewer main (to be installed in a 42-inch casing) as part of the bridge construction. CCG will reimburse Columbus Water Works in full for all associated project costs. This MOU will ensure the timely coordination of infrastructure relocation, maintain uninterrupted service, and formalize a full cost summary for the utility. A motion was made by Jennifer Upshaw, seconded by Oz Roberts. Motion Carried.

Aric Jackson recognized the following promotions for the month of March:

- **Dylan Sanders** promoted to **Field Services Technician I**
- **Shilo Sullivan** promoted to **Mechanical Technician I**
- **Evan Owens** promoted to **Mechanical Technician II**
- **Randy Huff** promoted to **Mechanical Technician I**
- **Johnny Hodge** promoted to **Field Services Technician I**
- **Jeshua Figueroa** promoted to **Field Services Technician II**

Aric Jackson presented the 2026 Performance Review Process, which outlines a redesigned evaluation framework intended to better align employee performance with the organization's mission, vision, and values while also simplifying the process and enhancing overall engagement. This update introduces the five key improvements.

- **Revised point-based rating system**

- 1 – Needs Improvement
- 2 – Meets Expectations
- 3 – Exceeds Expectation
- **Updated merit raise guidelines**
- **Standardized core competencies**
- **Employee self-evaluations**

The executive team will specifically review performance outliers, including employees rated 1- Needs Improvement or 3 – Exceeds Expectations, to ensure fair and well-supported evaluations. This process rolled out on March 1st, followed by self-evaluations, management and executive reviews, and concluding with employee-manager discussions. The full evaluation cycle is completed by May 31st.

The following Departmental Reports for January 2026 were provided to the Board as information only:

- Customer Service Report
- Meter Maintenance/Water Accountability Report
- Engineering Report
- Field Services Report
- Information Services Report
- Environmental Services Report
- Strategic Planning, Communications, Community Outreach Report
- Employee Services Report
- Water Resource Operations/Managed Maintenance Report

There being no further business, a motion was made by Jennifer Upshaw and seconded by Oz Roberts to adjourn the meeting. Motion carried.

Brittany Brossett

Brittany Brossett, Secretary