

**Board Of Water Works  
REGULAR CALLED MEETING MINUTES  
January 20, 2026  
Louisville Water Tower**

Board Members Present:

Ms. Jennifer Fust-Rutherford, Vice Chair  
Mr. Jacob Brown  
Ms. Cathe Dykstra  
Mr. Ken Marshall  
Mr. William "Bill" E. Summers, IV

Not Present:

Mayor Craig Greenberg  
Dr. Sundeep "Sunny" Dronawat, Chair

Others Present:

Mr. Spencer Bruce, President and Chief Executive Officer  
Ms. Dana Mayton, Louisville Metro, Deputy Mayor  
Mr. Dave Vogel, Executive Vice President, Customer Service and Operations  
Mr. Larry Bryant, Vice President, Production Operations and Chief Engineer  
Ms. Jennifer Crough, Vice President, Finance and Treasurer  
Ms. Kelley Dearing Smith, Vice President, Communication and Marketing  
Mr. Carlos Felix, Vice President, Information Technology  
Mr. Terrence Spence, Vice President, Human Resources and Labor Relations  
Mr. Michael Tigues, Vice President, Compliance, General Counsel and Corporate Secretary  
Mr. Adam Purvis, Vice President, Local 1683 of AFSCME, AFL-CIO  
Ms. Shannon Tivitt, Project Director, One Water  
Ms. Channa Newman, Director, Community Relations  
Ms. Jenni Schelling, Internal Audit  
Ms. Megan Jones, Supervisor, Museum Operations  
Mr. Jeff Libich, Microcomputer and Network Analyst  
Ms. Beverly Soice, Senior Paralegal

Visitors:

The meeting of the Board of Water Works (BOWW/Board) was held at the Louisville Water Tower located at 3005 River Road, Louisville, KY on Tuesday, January 20, 2026. Vice Chair Jennifer Fust-Rutherford called the meeting to order at 11:01 a.m.

**Minutes of the Previous Regular BOWW Meeting Approved**

Cathe Dykstra moved to approve the regular monthly meeting minutes of December 16, 2025. William E. Summers, IV, seconded, and the motion unanimously carried.

**President/CEO Report Given**

Spencer Bruce stated that Louisville Water strives to keep costs as low as we can, but we realize bills can still become difficult to manage for our customers. Every day, someone contacts Louisville Water or goes to a community agency, looking for help with their water bill. With that in mind, we are working closely with Louisville MSD to elevate our customer assistance programs available through Drops of Kindness<sup>SM</sup>.

We saw the demand for Drops of Kindness multiply during COVID as the number of people who could not pay their bills soared. While Louisville Water and MSD provide a variety of options and we both support the Louisville Water Foundation, we wanted to be more intentional with our efforts. Our customers can now learn more about all the support programs in one place: DropsofKindness.com.

The bottom line is we want to make it easier for customers to pay their bill.

Mr. Bruce added that Shannon Tivitt will soon begin a road show to a few local organizations to get the word out about our Customer Assistance Program and partner organizations.

### **Contract Awarded for HVAC Replacement for the John L. Huber Corporate Office Building and Budget of Record Established**

Larry Bryant requested the Board of Water Works approve a budget increase greater than \$500,000 and to award the construction contract greater than \$1,500,000 for the John L. Huber Building HVAC replacement and upgrade project to ACCO, Inc.

The current HVAC system has reached the end of its useful life and has had to have multiple significant repairs in the past several years to keep it in operation. One of the boilers is currently inoperable and unrepairable due to parts being obsolete and no longer manufactured. Currently, the system has no backup heat and is having issues keeping up with demands. This project consists of the upgrade and replacement of air handler fans and coils, boilers, and motor controls. Temperature controls will be upgraded to enhance the current Building Automation System. All work is planned to occur after hours and during weekends to allow for uninterrupted operations during workdays.

The project manager's estimate for the project was \$2,225,860. The winning bid was \$2,217,110, \$8,750 lower than the Project Manager's estimate. The current approved project budget is \$2,225,860 and is adequate to cover the contract expenses. However, other expenses have increased on the project including the design contract, internal labor, capital interest and establishing a contingency for unexpected changes, which amounts to a total budget change of \$561,068.

Ms. Dykstra moved to award the contract to ACCO, Inc in the amount of \$2,217,110 and to establish a new budget of record of \$2,786,928. Mr. Summers seconded and the motion unanimously carried.

### **Contract Renewal Approved for Construction Inspection Services**

Mr. Bryant advised that Louisville Water currently utilizes 23 inspectors. The current Construction Inspection Services contract with Gonzalez Companies (formerly known as RA Consultants), provides six inspectors to the Construction Inspections department, five inspectors to the Managing Distribution Operations department (MDO), one inspector for private service line replacement, and one inspector to Metering Services. In addition, the Construction Inspections department has 10 inspectors that are full-time Louisville Water employees. Contract inspectors have been utilized each year since the first contract was awarded in 2000 to supplement the Construction Inspections department.

The Construction Inspection Services contract was awarded to RA Consultants in 2023 for the estimated amount of \$2,277,734 for a period of one year with the option to renew up to four additional years. Upon reviewing comparable utility inspection contracts in the area, staff determined that Louisville Water received a fair market cost for inspection services. Staff requests renewal of the contract for an additional year in 2026 at an increase of 3% at the estimated amount of \$1,819,506.40. This lower overall contract cost is due to the completion of the Automated Metering Infrastructure (AMI) project and corresponding reduced need for inspection services.

In 2026, it is anticipated that Louisville Water will utilize up to 13 contract inspectors from the Gonzalez contract. Six will be utilized by Construction Inspections to inspect pipeline projects constructed by contractors obtained through the bidding process. Five inspectors will be utilized by the MDO department to inspect various maintenance repairs and projects. One will be utilized for the inspection of private service line replacements. Lastly, one inspector will be utilized by the Metering Services department in the first quarter of 2026 to finalize completion of AMI project.

Mr. Summers moved to renew the contract for inspections services with Gonzales Companies in the amount of \$1,819,506.40. Jacob Brown seconded, and the motion unanimously carried.

### **Resolution for Reimbursement of Emergency Response Expenditures**

Michael Tigie requested the Board approve a resolution for the purpose of obtaining certain Federal financial assistance under the Disaster Relief Act or otherwise available from the President's Disaster Relief Fund for the reimbursement of emergency response expenditures. Mr. Tigie requested that the Board authorize him to sign the resolution and file it with the state and the Federal Emergency Management Agency (FEMA) for all matters pertaining to Federal disaster assistance.

Mr. Summer moved to approve the requested resolution and authorize Mr. Tigie to sign the resolution. Ms. Dykstra seconded, and the motion unanimously carried.

### **Louisville Water Tower Focus and Operations**

Kelley Dearing Smith stated she will be providing the Board with the "Next Chapter" for Louisville Water Tower.

Louisville Water Tower and WaterWorks Museum are the "education hub" of the company and we want to build on its foundation for education and engagement. To do so, we will reposition Louisville Water Tower as the place to learn the science and engineering of drinking water and the value of high-quality water to the community. Staff will host tours, field trips, and community programs that offer meaningful and hands-on educational experiences.

Ms. Dearing Smith advised that with ceasing paid rentals, concerns will be addressed such eliminating mission conflicts between education and rental, continual staff turnover, eliminating the inherent risk of hosting weddings at the Tower, and the lack of generating a positive revenue stream.

The changes will also create opportunities such being able to accommodate requests for tours and field trips, integrating the department's education staff into programming, creating strategic partnerships that complement our mission, and building on the value of the landmark to Louisville Water's brand.

Results of the September 2022 market research study show that 85% of consumers have heard of Louisville Water Tower and 44% know it is a Louisville Water Company facility and is a National Historic Landmark.

2025 was a rebound to pre-COVID education and outreach with 31 school field trips, 15 internal tours, 10 group tours and three community education events.

In 2026, the focus will be to (1) support existing rentals that were booked in 2025, (2) repurpose existing staff (1 full time, 2 part time, 1 seasonal) for education and outreach focus, (3) add one full-time position to support education at the Tower and in the community, (4) provide public open dates on the second Sunday of each month, (5) increase the number of school field trips, private tours,

community events, and hold three other signature events, and (6) hold strategic events with economic development, industry partners, and community organizations.

Ms. Dearing Smith added that a new Communication and Marketing Strategy has been developed to reintroduce Louisville Water Tower as an education hub, build foundational assets, and increase 2026 visits by 10%.

A strong social media presence, influencer marketing, new video assets, community education events will also be part of the new Communication and Marketing Strategy.

Ms. Dearing Smith then shared a new promotional video with the Board.

**Fourth Quarter Certification of Projects & Change Actions Authorized**

Mr. Bruce certified that the following Projects and Change Actions were authorized during the Fourth Quarter of 2025 in accordance with the Capital Projects Authorization Policy and Procedure.

**Project Proposals Requiring Board Approval:**

Project Number	Project Name	Requested Total Estimate	Contribution	LWC Net Cost	Current Year Estimate
<b>Total</b>					

**Project Change Actions/Admin Notifications Requiring Board Approval:**

Project Number	Project Name	Previously Approved Total Estimate	Change In Total Estimate	Requested Total Estimate	Change In Current Year Estimate
14021	Relocation 2013 - Outer Loop, Fegenbush Lane, Beulah Church Rd intersection improvements	(\$2,044,366)	\$2,174,909	\$130,543	(\$3,564)
16103	W Muhammad Ali Area-2021 MRRP	(\$324,686)	\$324,686	\$0	(\$452,586)
16635	Fleet Replacement 2024	(\$312,597)	\$312,597	\$0	\$312,597
17155	CHFP Actvd Carbon Feed Sys	(\$5,754,423)	\$5,754,423	\$0	\$0
17180	690 Plan HCWD2 Ph1 Minor Ln	(\$2,534,050)	\$2,534,050	\$0	(\$513,750)
<b>Total</b>		<b>(\$10,970,122)</b>	<b>\$11,100,665</b>	<b>\$130,543</b>	<b>(\$657,302)</b>

**Project Proposals Approved by the President:**

Project Number	Project Name	Requested Total Estimate	Contribution	LWC Net Cost	Current Year Estimate
<b>Total</b>					

**Project Change Actions Approved by the President with Total Estimate Changes:**

Project Number	Project Name	Previously Approved Total Estimate	Change In Total Estimate	Requested Total Estimate	Change In Current Year Estimate
14021	Relocation 2013 - Outer Loop, Fegenbush Lane, Beulah Church	(\$2,044,366)	\$2,174,909	\$130,543	(\$3,564)
16087	CHWTP-North and South Coag Buildings Roof Replacement	(\$179,000)	\$179,000	\$0	\$179,000
16103	W Muhammad Ali Area-2021 MRRP	(\$324,686)	\$324,686	\$0	(\$452,586)
16399	2023 RR Crossing Rehab Grp B	(\$160,000)	\$160,000	\$0	\$162,352
16625	Fill Station Replacement	(\$250,000)	\$250,000	\$0	\$250,000
16635	Fleet Replacement 2024	(\$312,597)	\$312,597	\$0	\$312,597
17103	Rollington Rd WM Reloc	(\$102,009)	\$102,009	\$0	\$177,269
17140	BEPP HS 3 Discharge Head & Vlv	(\$114,383)	\$114,383	\$0	\$114,383
17155	CHFP Actvd Carbon Feed Sys	(\$5,754,423)	\$5,754,423	\$0	\$0
17169	Cop Svc,FS,Lrg Mtr 2025	(\$203,000)	\$203,000	\$0	\$203,000
17180	690 Plan HCWD2 Ph1 Minor Ln	(\$2,534,050)	\$2,534,050	\$0	(\$513,750)
<b>Total</b>		<b>(\$11,978,514)</b>	<b>\$12,109,057</b>	<b>\$130,543</b>	<b>\$428,702</b>

**Project Change Actions Approved by the President with no change Total Estimate Changes:**

Project Number	Project Name	Previously Approved Total Estimate	Change In Total Estimate	Requested Total Estimate	Change In Current Year Estimate
15619	CHWTP - Redundant Residuals Conveyance System	\$0	\$0	\$0	\$4,000,000
16427	690 Plan N Nelson Water Dist New Hwy 245 BPS	\$0	\$0	\$0	\$415,000
16637	Kenwood Hill BPS Renov	\$0	\$0	\$0	\$200,000
<b>Total</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$4,615,000</b>

Status of Open Projects with Total Estimates over \$2,000,000:

Project Number	Project Name	Total Estimate	Total Cost To Date	Status	Budget Year Category
11264	Transmission - Cardinal Hill Second Supply Phase 2B	\$3,708,490	\$0	Pending Capital	2005 Budget
11310	BEP - Renovate Sludge Lagoons #1, #2, #3, and #4	\$19,970,280	\$20,837,343	Work In Progress	2006 Budget
13264	CHPS - Replace Slate Roof and Improve Masonry	\$6,137,000	\$31,651	Pending Capital	2012 Budget
13274	Metering - AMI for Jefferson County	\$61,000,000	\$69,627,124	Completed Not Closed	2013 Budget
14524	ATT RBF for CH	\$221,905,253	\$5,724,658	Pending Capital	2017 Budget
14542	Transmission - Urton Lane	\$5,297,725	\$789,366	Pending Capital	2017 Budget
15036	Condition 2017 - Reservoir Yard Piping and Valves	\$5,000,000	\$61,536	Pending Capital	2017 Budget - Program
15468	Kentucky,Oak,Glenmary Transmission Main Rehab 2019	\$11,500,000	\$12,614,033	Work In Progress	2019 Budget
15515	E Manslick Rd - MRRP 2019	\$2,928,001	\$1,567,379	Pending Capital	2019 Budget - Unbudgeted

- Pending - An approved project that has not yet begun. Some projects may go to Design and back to Pending if put on 'hold' with no construction.
- Design - The project is currently in Preliminary or Final Design, but a contract has not yet been awarded for construction.
- Work in Progress - Project has full approval to move forward, construction has begun, and a contract has been executed, if applicable.
- Complete Not Closed - Construction is complete, assets are in-service, but the project has not yet been closed due to various reasons.
- Contributed Capital is excluded from the Total Cost.

\* This information is time sensitive

### Fourth Quarter Certification of Contracts & Bids Awarded

Mr. Bruce certified that the following contracts were awarded during the Fourth Quarter of 2025 in accordance with the Purchasing Policy and Procedure.

#### Construction

<b>22-112</b>	<b>Assignment to Transmission System Repairs and or Capital Improvements Master Agreement-2025 - PCCP Condition Assessment - Westport Rd. 48" LCP</b>		
17175	MAC Construction & Excavating, Inc.		\$282,294
<b>22-112</b>	<b>Transmission System Repairs and or Capital Improvements Master Agreement 3rd CPI Renewal</b>		
	Basham Construction & Rental Co., Inc. (LWC SBE)	Estimate	\$1,000,000
<b>24-106</b>	<b>Meter Vault Maintenance Contract Renewal 1st CPI Renewal (Correction)</b>		
	Baxt Construction Company (LWC-SBE)	Estimate	\$497,514
<b>25-102</b>	<b>Crescent Hill North &amp; South Coagulation Buildings Roof Replacement</b>		
16087	Martin Construction Co. (CMBE)		\$998,000
<b>25-105</b>	<b>Jefferson Forest BPS and Brooks Hill PRV Renovation Project</b>		
16642	MAC Construction & Excavating, Inc.		\$367,000
<b>25-127</b>	<b>Exchange Customer Water Meters</b>		
13274	Basham Construction & Rental Co., Inc. (LWC SBE)	Estimate	\$375,000
13274	Seven Seas Construction (CMBE)		\$376,100
13274	Southern Pipeline (CWBE)		\$173,046
<b>25-89</b>	<b>Minor Lane Area Pressure Reducing Valve (PRV) Installation Project - Bidder Package #1</b>		
17180	Southern Pipeline Construction Co., Inc. (LWC SBE)		\$264,000
<b>25-90</b>	<b>Minor Lane Area Pressure Reducing Valve (PRV) Installation Project - Bidder Package #2</b>		
17180	Southern Pipeline Construction Co., Inc. (LWC SBE)		\$651,000
<b>25-91</b>	<b>Minor Lane PRV Installation Project - Package #3</b>		
17180	Southern Pipeline (LWC-SBE)		\$212,000
<b>25-92</b>	<b>Minor Lane PRV Installation Project - Package #4</b>		
17180	Southern Pipeline (LWC-SBE)		\$241,500
<b>25-93</b>	<b>North English Station Tank Demolition Bid Package 5</b>		
17180	Basham Construction & Rental Co., Inc. (LWC SBE)		\$519,000
<b>25-94</b>	<b>North English Station Tank Demolition Bid Package 6</b>		
17180	Basham Construction & Rental Co., Inc. (LWC SBE)		\$432,000
<b>25-98</b>	<b>North English Station Tank Demolition</b>		
17156	MAC Construction & Excavating, Inc.		\$510,000
	<b>SUM BY BIDS AND AWARDS CATEGORY</b>		<b>\$6,898,454</b>

#### Procurement of Materials and Services

<b>Benefit Contracts-Basic Life and AD&amp;D Insurance Renewal</b>		
Minnesota Life Insurance Company		\$378,000
<b>Benefit Contracts-Dental/Vision Insurance Renewal</b>		
Delta Dental / Delta Vision	LWC Estimate Cost \$270,000	\$360,000
<b>Benefit Contracts-Short-Term Disability / Long-Term Disability Renewal</b>		
Madison National Life		\$76,000

<b>19-30</b>	<b>Banking Services 1st CPI Renewal</b> PNC Bank	Estimate	\$220,300
<b>21-127</b>	<b>Vacuum Excavating Services 3rd CPI Renewal</b> Badger Daylighting	Estimate	\$423,436
<b>22-92</b>	<b>Fire Hydrants 3rd PPI Renewal</b> American Cast Iron Pipe Company		\$1,028,078
<b>22-94</b>	<b>Locating Services – MSD Contract 2nd CPI Renewal</b> One Call Concepts Locating Services	Estimate	\$1,494,200
<b>24-82</b>	<b>Plastic Meter Vaults &amp; Extension Rings 1st CPI Renewal</b> Ferguson Waterworks		\$223,501
<b>25-109</b>	<b>Ultra Low Sulfur #2 Diesel Fuel Bid by Transit Authority of River City (TARC)-(24 months)</b> Sunoco LP		\$1,093,780
<b>25-119</b>	<b>Copper Tubing Purchase &amp; Delivery</b> EJ Prescott		\$411,466
<b>25-97</b> 17156	<b>North English Station Tank Demolition Bid Package 1</b> Sehlhorst Equipment Services, LLC		\$200,000
<b>25-99</b>	<b>Frames &amp; Covers and Monitor Castings</b> Everett J. Prescott Inc	Estimate	\$219,392
<b>GSA Contract</b>  G535F474GA-20-101	<b>Assignment to IT Project Consulting Services Master Agreement-2026 O&amp;M Support for Oracle Utilities CCB &amp; WAM Functional Architect</b> TMG Consulting		\$375,756
<b>GSA Contract</b> 47QTCA18D00CC 22-115	<b>WAM/CCB KloudGin 2026 License Renewal</b> KloudGin		\$581,962
<b>KY State Contract</b> MA7582000000580	<b>E-Business Suite (EBS) Renewal for 2026</b> Mythics		\$221,530
<b>KY State Contract</b> MA7582000000580	<b>Oracle Work and Asset Management (WAM) Application Licenses for 2026 Renewal</b> Mythics		\$253,450
<b>KY State Contract</b> MA6052000000452	<b>Purchase of Two (2) 2026 Freightliner (108SD) Single Axle Dump Trucks</b> Kentucky Truck Sales Inc. (Jeffersonville, IN)		\$311,192
<b>Lou Metro</b> SC00000285	<b>Cisco Smartnet Onsite Support Renewal</b> CDWG		\$288,771
<b>MSD Bid 17-0711</b>	<b>DataCenter/Louisville Water Datacenter Renewal</b> Flexential		\$357,221
<b>SUM BY BIDS AND AWARDS CATEGORY</b>			<b>\$8,518,035</b>

### Procurement of Professional Services

	<b>2026 Lead Service Line Replacement Program Support Contract</b> OHM Advisors		\$554,736
<b>20-91</b>	<b>Assignment to Master Agreement for Integrity Development Corporation to provide Phase VI – Achieving Sustainable Inclusion for 2026, Inclusiveness and Diversity Initiative Program</b> Integrity Development Corporation (CMBE)	NTE	\$250,000
<b>GSA Contract</b> 47QTCA21D007Q	<b>Oracle Applications Technical Architect Renewal- Ty Hardin</b> V-SOFT (CMBE)	Estimate	\$370,000
<b>SUM BY BIDS AND AWARDS CATEGORY</b>			<b>\$1,174,736</b>

### Procurement of Sole Source Materials and Services

	<b>License Extension for Broadcom Automic</b> Robert Mark Technologies	Estimate	\$337,736
<b>22-104</b>	<b>Electromagnetic Inspection and Leak Detection on Large Diameter Water Mains Master Agreement 3rd CPI Renewal</b> Pure Technologies U.S. Inc.		\$1,844,346
<b>SUM BY BIDS AND AWARDS CATEGORY</b>			<b>\$2,182,082</b>
<b>GRAND TOTAL</b>			<b>\$18,773,307</b>

### Oldham County Advisory Boar

Dave Vogel provided a summary of the discussion that took place during the Oldham County Advisory Board meeting held on December 10, 2025.

## **Financial Report Given**

Jennifer Crough advised that the year-end close is underway and progressing well. Financial statements for December and full year 2025 will not be final until the annual audit by external auditors, Crowe LLP, is complete. The ultimate completion date of the audit and the year-end financial statements is uncertain as it is dependent upon the timing of the release of the audited pension report by the state. This report provides updated liability numbers and other information related to pension and other post-employment benefits that we must have in order to finalize the audit and the financial statements. Below is preliminary information based on data available through January 15, 2026.

Despite record rainfall in early spring and a full-year total of almost 55 inches of rain, total consumption was 34.5 billion gallons, which slightly exceeded budget. Details of water sales for December and full year 2025 follow.

Consumption of 2.5 billion gallons for the month of December was 71 million gallons below budget and 467 million gallons lower than December 2024. Total water consumption for the full year 2025 came in at 34.5 billion gallons, which was 0.5% over budget and 0.9% lower than the prior year.

Water revenue for December was essentially flat with budget and \$2.5 million lower than the prior year. For the full year 2025, water revenue was \$1.3 million under budget driven by misses in residential of \$1.4 million and industrial of \$1.2 million, partially offset by favorability in commercial of \$1.0 million and wholesale of \$0.7 million. The full year 2025 water revenue was \$7.0 million higher than 2024.

## **Communication and Marketing Report Given**

Ms. Dearing Smith reported that in late December, staff produced a series of videos and stakeholder communications to announce a milestone in the Residual Line Project: completing the pipe installation on River Road. The announcement received extensive media attention and more than 250 likes/shares on social media.

Overall media sentiment for December was 72% positive or neutral. For the year, media sentiment was 79% positive or neutral, a strong achievement considering large construction projects, and ongoing stories about PFAS regulations.

Throughout 2025, staff has increased social media collaboration with marketing partners and a piece with Kentucky Kingdom produced the most popular 2025 Facebook post. The December post featured a video of a person cascading down a slide of “snow” made with Louisville Pure Tap® at the park’s new winter attraction. The post reached 203,000 people with 572 reactions, comments, and shares.

December is traditionally a slower month for community engagement. We reached nearly 12,000 people with 51 education engagements and a new race, the Hot Chocolate Run, where we served Pure Tap.

Community engagement is an essential part of our work to highlight the value of water, grow brand reputation, and strengthen public trust. In 2025, more than 546,000 people were part of a program or event where they learned about Louisville Water. Here are a few highlights:

Louisville Pure Tap® reached 459,863 people at community events, through cooler rentals, and with reusable bottles. Staff were present at 71 community events, 231 individual cooler rentals, 53 Tapper appearances, and 500 canine guests through an event with “Waggin Trail.”

School visits, community programming, public speaking engagements, and material distribution reached 75,684 people. Programming was conducted at 103 schools, including 18 schools in Bullitt, Oldham, and Spencer counties.

Louisville Water Tower and WaterWorks Museum welcomed nearly 10,000 visitors at 155 events. We also welcomed 31 school field trips, and 30 individuals scheduled photography sessions.

### **Customer Service and Distribution Operations Report Given**

Mr. Vogel advised that the main break activity for the month of December was significantly higher than past periods. For the month, we experienced 110 main breaks versus 72 last year and 82 for the five-year average. Year to date, the main break activity (653) is slightly higher than last year (639) and the five-year average (632).

Distribution finished the year strong in safety with no OSHA recordables for the last 7 months of the year. Metering also finished the year strong in safety. There were only two injuries for the entire year, and one of those was a result of a non-preventable motor vehicle accident.

Bad debt for the year came in significantly lower than budget and \$103,000 lower than last year. This was driven by strong collection efforts by staff, the use of automated communications, the shift to monthly billing, and timely field activities.

Estimated bills for the year finished at 0.27%, which may be a record low for Louisville Water and is driven by the AML implementation.

The bill print RFP evaluation has been completed, and the final vendor selection will be made in January.

### **Engineering and Production Operations Report Given**

Mr. Bryant advised that the year-end capital program data was not available due to the December books not being closed.

The amount of water produced and delivered to the system in December was 130.3 MGD, which was 10.1% higher than December 2024 and 14.6% higher than the December five-year average. For year-to-date, the amount of water delivered to the system was 4.5% higher than 2024, and 9.8% higher than the five-year average.

All water quality goals for December 2025 were achieved. No water-quality violations were incurred.

Water Quality personnel completed 6,366 analyses on 2,574 samples. Personnel collected 280 routine distribution-system compliance samples and zero repeat samples. Zero Total Coliform and zero E. coli detections were noted. Personnel also collected 191 main-break compliance samples associated with 95 repairs. Six local boil-water advisories were issued due to field conditions and one due to initial water-quality monitoring results.

Mr. Bryant advised that the EPA conducted its first ever inspection of Louisville Water. The inspection was conducted over five days in December and included tours of Crescent Hill, BE Payne, and a variety of pump stations. EPA representatives also reviewed Louisville Water's cybersecurity policies and procedures. There were no findings or deviations; however, there were a few minor observations, the majority of which have been addressed with a few being addressed as part of

upcoming projects. At the end of the Audit, the EPA congratulated the company on its various programs to ensure continued compliance with all regulations.

### **Human Resources and Labor Relations Report Given**

Terrence Spence provided a summary of recent and current interactions between Louisville Water Management and Local Union 1683, AFSCME, AFL-CIO. Three active grievances currently filed by the union are in the process of review and resolution. In addition, there was a monthly labor management meeting to discuss union specific initiatives and projects, and the Company posted and filled six internal union positions.

Louisville Water successfully launched the Human Resources Initiative, Oracle's Human Capital Management System.

In support of its effort to be an Employer of Choice, staff facilitated Louisville Water's CORE Council 2026 Strategy Planning Retreat, renewed the \$1,000 annual scholarship partnership with the University of Louisville, and Louisville Water employees participated in Jefferson County Public Schools monthly Flash Dads event at Greathouse Elementary.

As part of its Inclusion & Belonging mission, Louisville Water sponsored the National Council of Negro Women's Annual Martin Luther King Jr. Commemorative Breakfast event.

### **Information Technology Report Given**

Carlos Felix advised that Louisville Water successfully launched Oracle HCM Cloud on December 21, 2025, completing one of the most significant HR technology modernizations in the organization's history.

There being no further business, the meeting was adjourned at 11:58 a.m.

Respectfully submitted,



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Michael F. Tighe  
Vice President, General Counsel and  
Corporate Secretary