

Cumberland Plateau Water Authority

Scheduled Meeting

March 16, 2026

Meeting Location: Cumberland Plateau Water Authority Office, 2089 E 1st St., Crossville, TN 38555

Board Members Present: Greg Hanson, Kevin Chamberlin, Thom Hassler, Missy Sliger, Sean Stephens

Board Members Absent: Brad Daugherty, Landon Headrick

Mr. Hanson calls the meeting to order with a quorum present.

- Roll Call
- Review Minutes of Previous Meetings
 - o February Schedule Meeting Minutes
 - Mr. Hassler moves to approve. Mr. Stephens seconds. Unanimously approved.
- Public Comment
- Manager's Report
 - o Personnel
 - Operations Director
 - Melissa Bryant is moving to Operations Director. This is an adjustment of roles, including software / asset management. It is a much needed skillset that will be utilized effectively.
 - o Banking
 - Mr. Hanson made a note that Financial statements are not yet available for the month. These will be pushed to next month.
 - o Water Loss / Bad Debt
 - Mr. Steve Stone brought up a "round up" opt-in program that water payers could offer to offset the cost of people not able to pay their water bill. Mr. Dyer is going to explore options for a program to assist.
 - o Projects
 - Mr. Rob Harrison spoke on behalf of Plateau Properties regarding a couple project updates:
 - Glade Creek Rd. – Plateau Properties is looking to develop housing on this property. The closest hydrant to the site was in Pleasant Hill. Plateau Properties donated a fire hydrant to the area. The hydrant was tested but neighbors ran out of water during this test. A closed valve and inactive pump station on Mayland Rd. may contribute to the neighbors not running out of water during a hydrant test, but this remains unknown as of now.

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- Meridian Rd. – Rob spoke with COUD regarding future development in Meridian. Currently the hydrant near the CPWA sewer plant does not have enough flow or pressure to provide for the current residents. There have been discussions regarding potentially connecting to the waterline providing water to Grandview. Grandview is currently at capacity and incurring issues providing water to new developments.
- General Discussion
 - Next meeting might feature a presentation from a group working with TDOT / THP looking to place a communication tower next to the water tower on Renegade Mountain.
 - CPWA Staff attended a technology conference within the last month for continuing education
- Business of the Meeting
 - Resolution to begin discovery with the City of Crossville
 - The City of Crossville has passed their resolution to begin discovery in partnering with the CPWA.
 - The CPWA is looking to pass a resolution in similar fashion – to perform discovery and due diligence in partnering with the City of Crossville.
 - Discussion regarding taking on the whole scope of the City of Crossville’s projects and debts into consideration when getting into discovery. Retaining a consulting engineer to help with gathering and discerning this information could be a good option for CPWA to consider.
 - Mr. Chamberlin moves to approve the resolution as presented. Mr. Hassler seconds. Unanimously approved.
 - Vacation Policy Revision
 - Mr. Hanson made a suggestion to remove the language regarding compensatory leave
 - Mr. Stephens moves to approve the Annual and Sick Leave policies as drafted with the language regarding compensatory leave removed, removing the word “death” out of item ‘G’ and striking item ‘H’ out of the Sick Leave policy. Ms. Sliger seconds. Unanimously approved.
 - 2026 Cost of Living Adjustment
 - Currently, each utility has a different COLA policy. Mr. Dyer mentioned desire to eventually get to a CPWA policy that bases annual raises on performance and recommendations from leaders/managers across the utility.

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- Mr. Stephens makes a motion to approve a 3% COLA for this year with potential performance-based raise policy prior to next year's. Mr. Hassler seconds. Unanimously approved.
- Other Matters
 - Asset Management plan soon to be approved by the state.

Mr. Chamberlin makes a motion to adjourn. Mr. Hassler seconded. Meeting is adjourned.

Next Meeting – **April 20th, 2025 @ 5:00 pm** @ the Cumberland Plateau Water Authority Office, 2089 E 1st St., Crossville, TN 38555

Greg Hanson

Chairman

Sean Stephens

Vice-Chairman

Kevin Chamberlin

Secretary