

**BOARD OF COMMISSIONERS MEETING
WATERWORKS DISTRICT #1
OF DESOTO PARISH
320 LIBERTY LANE
GRAND CANE, LOUISIANA
September 22nd, 2025
6PM**

Call to Order

K.E. "Ed" Campbell called the meeting to order. Present for the meeting were: President K.E. "Ed" Campbell, Vice President Randy Rodgers, Secretary Donnie Fisher, Ronnie Land, Rusty Morris, Joe Etheredge, Gabriel Whitaker, Alvin "Bubba" Lum. Absent was Micheal Jeter.

Prayer/Pledge

Rusty Morris led the prayer, and K.E. "Ed" Campbell led the pledge of allegiance. K.E. "Ed" Campbell asked for a motion to amend the agenda to include Patrick Taylor's final paycheck. Donnie Fisher made the motion, Rusty Morris 2nd the motion. Randy Rodger's stated it must be a roll call vote to amend. A roll call vote was done with all members in favor of amending.

Open Floor Discussion

Randy Rodgers inquired about the website, asked why the minutes and agendas year to date were not on there. Debra Chatman (administrative asst.) responded that she would get the website updated asap. Randy Rodgers also inquired about who took Pat Taylor's place as field supervisor, David Ryals (administrator) responded that Josh Ryals had assumed responsibility for field supervision. Randy questioned how that was going to work with the organizational chart, as David cannot be Josh's direct supervisor. K.E. "Ed" Campbell responded that the organizational chart had been changed, Donnie Fisher stated that it had to be approved by the board. K.E. "Ed" Campbell stated that he had called the ethics board to see what changes needed to be done so that the district is not in violation with ethics board. Tim Bryson (plant manager) has been moved to the position of operations supervisor and is Josh Ryals direct supervisor.

Approval of Minutes July 28th, 2025, Meeting

K.E. "Ed" Campbell asked for a motion to approve minutes from July 28th meeting. Donnie Fisher made the motion, Rusty Morris 2nd.

Approval of Financials for July 28th, 2025, Meeting

Debra Chatman presented financial statement for July, she discussed how the district is coming up short every month with our expenditures exceeding our income. David Ryals stated that we are at a .90 sustainability which means we are losing .10 cents on a dollar as it stands right now. Debra Chatman stated that with the loans we have for the new plant expansion, the district is required to be at a 1.20 sustainability level. Donnie fisher asked what the cost of production is now compared to before the plant expansion. We do not have that information yet as the plant expansion is still not completed. The district has Susan Robbins (LRWA) doing a rate study and awaiting the results of that also. The board must state that budget to actual is accepted during discussion of financials. Budget verses actual was accepted by the board. The board understands that all tax monies received by the board are being used towards the debt of the plant expansion. The boring crews that are in the area laying these fiber optic lines are also causing extra expenditures such as, overtime, costly damages, etc. Donnie Fisher asked if we were billing these companies for damages, David Ryals responded that we are billing them, but they are not paying. Randy Rodgers stated that we need to go to the D.A. to see if we can get some resolution in this matter, David ryals responded that we are collecting information and intend on seeing the D.A. this coming week.

Administrator's Report

Donnie Fisher inquired about the progress with the fire Departments that are still not paying. David Ryals has spoken to them, and they want to know what they would be paying for, and he told them about maintenance on the fire hydrants. Just this past week someone ran over a fire hydrant in Logansport; David went and picked it up ordered the parts it was repaired and returned to its place. Alvin "Bubba" Lum stated that if the ones that are not paying continue then the ones that are paying will quit.

David spoke about the rate study that is still in progress hoping it will be done by the next board meeting. David also did an update on the plant expansion, the contractors that are doing the work have basically left and started on another job, there have been many meetings with the engineers to try to get this completed.

Update By-Laws

K.E. "Ed" Campbell talked about the by-laws, he asked if all board members have a copy. The response was no, Debra Chatman stated she would make copies of the by-laws and create booklets for all board members. K.E. "Ed" Campbell started with annual leave and accumulation of leave. We have no actual policy about accumulation of leave so we need to create one so there is no confusion when an employee leaves the company. K.E. "Ed" Campbell stated that annual leave is a gratuity unless it is signed into a contract with an employee. There are a couple employees with a lot of accumulated leave because there has been no policy to go by, the by-laws on this are very vague. K.E. "Ed" Campbell also

spoke about writing in a policy that states an employee with leave can donate their leave to another employee under certain circumstances. Donnie Fisher stated that the people with excess accumulated leave are paid out on a biweekly basis until their leave is used up instead of paying out a lump sum as has been done in the past, only allowing a certain limit to be accrued in the future. Ronnie Land stated that we need to address this clearly in the by-laws so that it is easily understandable to all employees, any accruals and how they are limited and paid.

K.E. "Ed" Campbell also addressed vehicle usage, employees are not allowed to use their personal vehicles for company business, also not allowed to use company vehicles for their personal business. We also discussed cell phone policy, our policy was very outdated, the new policy will state that cell phone use while driving is strictly prohibited. Which is state Law. Holidays will not be changed they will be left the same.

Patrick Taylor's annual leave payment was brought up to be voted on post payment, K.E. "Ed" Campbell called for a motion, Randy Rodgers made the motion, Rusty Morris 2nd.

K.E. "Ed" Campbell asked for the motion to move Josh Ryals into the position as Field Supervisor, with Tim Bryson being the operations supervisor over Josh, Ronnie Land made the motion, Donnie Fisher 2nd the motion.

Board and Chair Comments

Tim Bryson (Operations Supervisor) spoke about employee pay. Tim also spoke about some safety concerns reported by other travelers. The board said they need documentation for any safety concerns, also suspensions without pay have been approved as punishment for insubordination.

Adjournment

K.E. "Ed" Campbell asked for motion to adjourn, Randy Rodgers made the motion, Rusty Morris 2nd the motion.