

CWEP BOARD MEETING MINUTES

The Carthage Water & Electric Plant Board met in regular session June 11th, 2026, 3:00 p.m. at the CWEP Office, 627 W. Centennial, Carthage, MO.

Board:

Brian Schmidt -Vice President
 Ron Ross- Member
 Darren Collier - President
 Jack Perkins - Liaison

Sid Teel - Secretary
 Tom Garrison – Member
 Mark Gier – Member

Staff:

Chuck Bryant-General Manager
 Cassandra Ludwig-General Counsel
 Jason Peterson-Director of IT & Broadband
 Megan Kirby- Executive Assistant

Jason Choate-Director of Water Services
 Kelli Nugent/CFO
 Kevin Emery-Director of Power Services
 Stephanie Howard-Economic Development Manager

Others present: Accountant Mandy Bates; Mayor Bren Flanigan

President Collier called the meeting to order at 3:03 p.m.

ADDITIONS/CHANGES TO THE AGENDA: None.

CITIZENS PARTICIPATION PERIOD: None.

APPROVAL OF MINUTES:

A motion by Gier and seconded by Garrison to approve the minutes as presented of the regular meeting of May 14th, 2026, passed unanimously.

APPROVAL OF DISBURSEMENTS:

A motion by Schmidt and seconded by Gier to approve disbursements for May in the amount of \$4,613,271.88, passed unanimously.

REPORT OF OPERATIONS:

Dir. of IT Services Peterson explained that operating revenues were above budget, and operating expenses were under budget. He noted the Fiber team completed 46 residential and 1 business installations and installed over 9,000 ft fiber for bringing service to new locations.

Dir. of Water Services Choate explained that for May, water and wastewater sales were both ahead of budget. Water expenses were positive overall, but the distribution utilities were high

due to additional labor hours and water usage flushing hydrants. Change in net position for both departments was positive.

Dir. of Power Services Emery noted the electric department had a positive change in net position for May. In May, purchased power energy expenses were under budget due to our contract generators running well and being dispatched by the markets. He also noted that demand expenses were over budget due to Dogwood energy expenses and transmission expenses being higher than expected. He mentioned substation equipment expenses were over budget due to the timing of routine transformer testing.

FINANCIAL STATEMENT:

CFO Nugent presented the May financials to the Board, noting March consolidated financial statements resulted in a change in net position of approximately \$707,000 compared to a budget of (\$61,900). All departments showed higher than budgeted revenues and expenses were in line with budget.

A motion by Ross and seconded by Gier to approve the May 2026 financials passed unanimously.

COMMITTEE REPORTS: None.

OLD BUSINESS: None.

NEW BUSINESS:

1. Selection of Board Officers FY27

Board Member Ross reminded the board of his suggestion at the prior meeting for potential FY27 board officers, a slate which includes Schmidt as President, Teel as Vice President, and Garrison as secretary. President Collier opened the nominations to the board for alternative suggestions, but none were raised.

A motion by Ross and seconded by Schmidt to approve the proposed slate of officers as presented, passed unanimously.

2. Consideration of revisions to the CWEP Travel Policy

General Manager Bryant reviewed the revisions to Article XLIV (travel and training expenditures management) of the personnel policy manual which includes removal of item 3 under meal expenses.

A motion by Ross and seconded by Schmidt to accept the revisions to Article XLIV (travel and training expenditures management) of the personnel policy manual, passed unanimously.

3. Consideration of revisions to the Salary Administration Guidelines Policy

General Manager Bryant reported a revision to CWEP's salary Administration guidelines policy to add the positions of Accounting Manager, Safety Manager, and Safety Specialist. GM Bryant noted the Accounting Manager position will report directly to the CFO. He let the Board know these positions were all included in the budget.

A motion by Gier and seconded by Schmidt to add the positions of Accounting Manager, Safety Manager and Safety Specialist, passed unanimously.

STAFF REPORTS:

GM Bryant extended his sympathy to Stephanie Howard for the loss of her dad. Bryant let the Board know that Kelli Nugent's last day in office before she moves will be on June 26th. He noted she will be in the office about once every month but will mostly be working remotely until she officially retires in January.

CFO Nugent reported she has a list of projects she is excited to get to while working remotely and assures the Board that CWEP is in good hands with Mandy. She gave an update on the inventory project noting that crews have adopted it well. She noted that auditors will be in at the end of the month.

General Counsel & Dir. of Customer Relations Ludwig noted the communications plan component of the strategic plan is underway. Staff are meeting monthly with a consultant and are currently brainstorming ideas and developing strategies. She reported staff are working on new bills that will provide information regarding the CWEP CARES program.

Dir. of IT & Broadband Services Peterson noted the strategic plan progress for business continuity and risk management includes development of new risk management software, identification of next steps for business continuity planning, and incorporation of risk-related items into the budgeting process.

Dir. of Power Services Emery gave an update on strategic planning progress with load growth and infrastructure improvements for load growth. Emery reported a meeting has been scheduled with Black & Veatch to begin work on the IRP.

Executive Assistant Kirby noted the Company picnic was a success despite the rain and thanked everyone for attending.

BOARD MEMBER COMMENTS:

Board President Collier reported a good CWEP showing in this years Chamber banquet and congratulated and highlighted the following; Meagan Milliken on Volunteer of the Year; Tom Garrison with G3 on Small Business of the Year; Cassandra Ludwig participating in Leadership Carthage; Kyle Fewin, event photographer; and Chuck Bryant with a great presentation. Collier noted the parking lot project across the street on Centennial looks great. He noted he attended the City Council meeting. He highlighted the components of the RP3 award (reliability, safety, workforce development, and system improvement) and commended CWEP on their efforts for that award.

At 4:14 pm, a motion by Teel and seconded by Ross to close a portion of the regular meeting to discuss personnel matters pursuant to § 610.021(3), of the Revised Statutes of Missouri, passed unanimously via a roll call vote.

Collier:	Aye
Garrison:	Aye
Gier:	Aye
Ross:	Aye
Schmidt:	Aye
Teel:	Aye

The meeting went into closed session.

At 5:05pm the meeting returned to open session. Schmidt moved to adjourn, Ross seconded, and the meeting adjourned.

President – Darren Collier

Secretary – Sid Teel