

PUBLIC WORKS COMMISSION
MEETING OF WEDNESDAY, AUGUST 12, 2026
8:30 AM

Present: Richard W. King, Chairman
Donald L. Porter, Secretary
Christopher G. Davis, Treasurer

Others Present: Timothy L. Bryant, CEO/General Manager (VIRTUAL)
Derrick Thompson, Mayor Pro Tem/Liaison
Kirk deViere, Cumberland County Commission Chairman/Liaison (VIA Webex)
Jodi Phelps, Assistant City Manager (VIA Webex)
Media

Absent: Ronna Rowe Garrett, Vice Chairman
Faith Phillips, Assistant Cumberland County Manager
Chancer McLaughlin, Hope Mills Town Manager

I. REGULAR BUSINESS

Chairman Richard King called the meeting of August 12, 2026, to order at 8:30 a.m.

PLEDGE OF ALLEGIANCE

Commissioner King led the Commission in the Pledge of Allegiance.

APPROVAL OF THE AGENDA

Upon motion by Commissioner Donald Porter, seconded by Commissioner Christopher Davis, the agenda was unanimously approved.

II. CONSENT ITEMS

Upon motion by Commissioner Christopher Davis, seconded by Commissioner Donald Porter, Consent Items were unanimously approved.

- A. Approve Minutes of meeting of July 22, 2026
- B. Approve to Set Public Hearing Date for Power Supply Adjustment (PSA) for August 26, 2026, and direct staff to give public notice of the scheduled hearing.
- C. Adopt PWC Resolution # PWC2026.14 – Resolution Approving Procurement Policy, Economic Impact Program, Small Local Supplier Program and Procurement Document Revisions Following Session Law 2026-41
- D. Adopt PWC Ordinance # PWCORD2026-28 – FY2027 Electric and Water/Wastewater Fund Budget Amendment #1

Electric Fund

- Electric Fund Revenue: Total Electric Fund Revenue increased by \$15,429,700.
 - Total Budgetary Appropriations increased by \$15,429,700. This includes the increase of the Appropriation from Rate Stabilization by \$17,015,600 and the decrease of the Appropriation from Electric Net Position by \$1,585,900 to support the expenses below.
- Electric Fund Expenditures: Total Electric Fund Expenditures increased by \$15,429,700.
 - Operating Expenditures increased by \$14,754,000 due to the increase to power supply resulting in an additional \$13.91/MWh from DEP.
 - Total Budgetary Appropriations increased by \$675,700 due to the increase of the Transfer to Coal Ash Reserve as a result of the 2025 true-up to coal ash expense from DEP.

Water/Wastewater (W/WW) Fund

- W/WW Fund Revenue: Total W/WW Fund Revenue is not affected.
- W/WW Fund Expenditures: Total W/WW Fund Expenditures is not affected.

E. Adopt PWC Ordinance #s PWCORD2026-29 thru PWCORD2026-31

- PWCORD2026-29 amends the Electric Rate Stabilization Fund (ERSF) budget ordinance. The ERSF will transfer \$17,015,600 to the Electric General Fund (GF), which includes the \$2,261,600 energy and capacity true-up received from Duke Energy Progress in June 2026 and \$14,754,000 for estimated FY27 catch-up energy costs.
- PWCORD2026-30 establishes the Lift Station Electrical Upgrades Capital Project Fund (CPF) to replace aging mechanical and electrical equipment at multiple lift stations (LS), including LS 13 East Fayetteville, LS 33 Cargill, and LS 63 Lock's Creek.
- PWCORD2026-31 establishes the Rockfish Creek Water Reclamation Facility (WRF) Expansion Phase III CPF to expand the Rockfish Creek WRF from 21 MGD to 28 MGD, aligning capacity with the permitted flow needs of the sewer service basin.

END OF CONSENT

III. WORKFORCE ANALYSIS

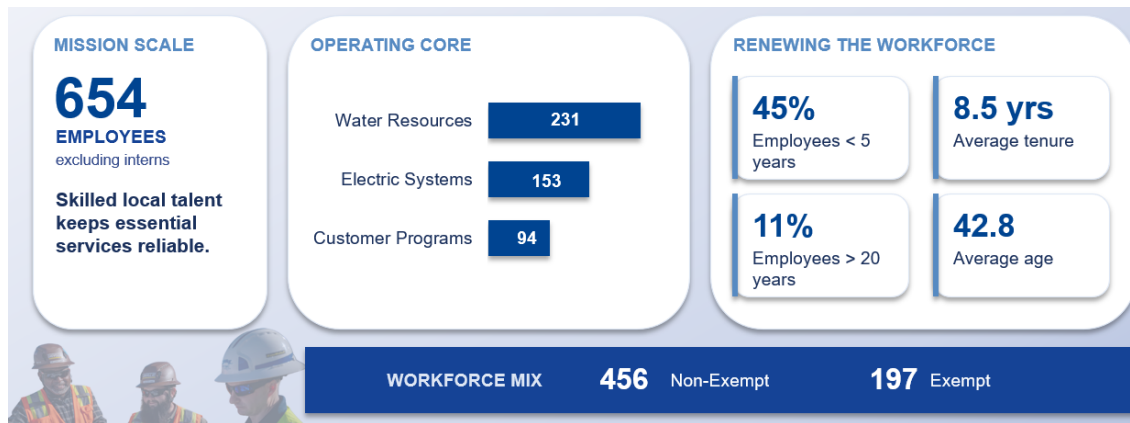
Presented by: Tovahn Scott, Chief Human Resource Officer

Mr. Timothy Bryant presented Ms. Tovahn Scott, Chief Human Resource Officer.

Ms. Scott stated she will discuss the following:

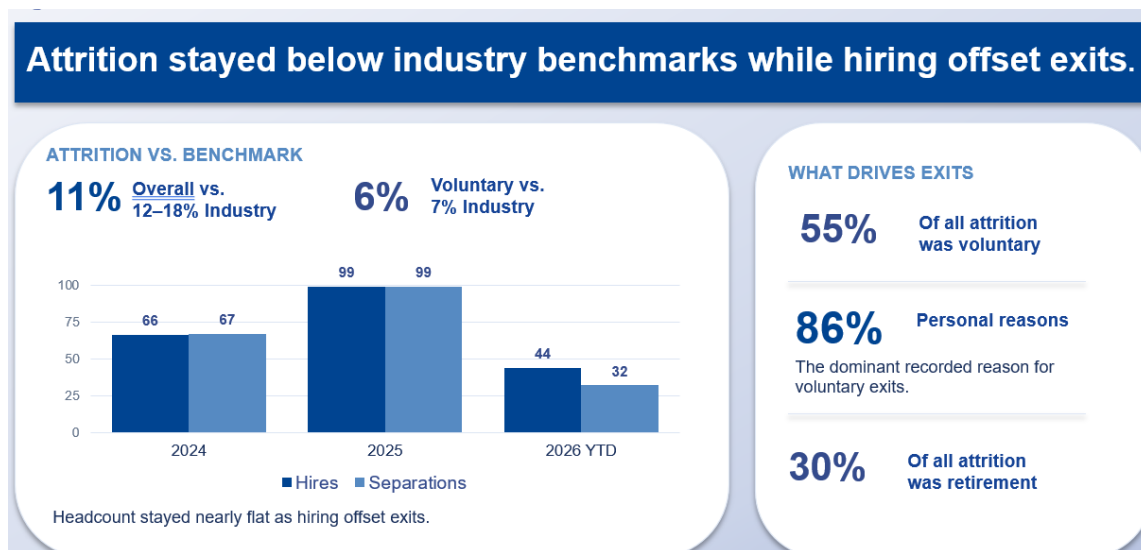
- Workforce At a Glance
- Attrition
 - Trends
 - Hotspots
 - Forecast
- Future-ready Actions

PWC Workforce at a Glance



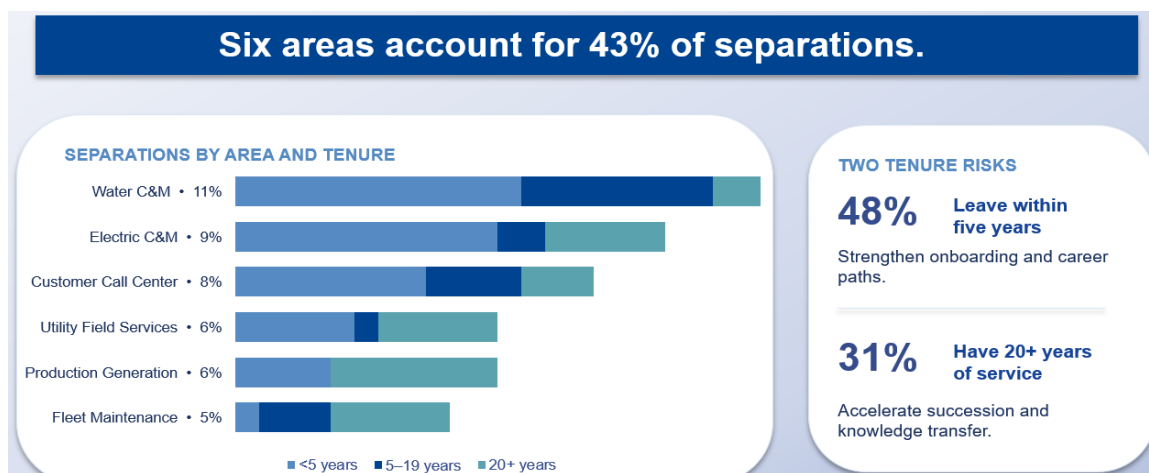
Ms. Scott stated we have a very healthy and stable workforce here at PWC. This is not a crisis discussion. It is a planning discussion. Our workforce looks good and healthy, and we are going to see that we are beating benchmarks when it comes to a lot of our metrics around our people.

Attrition: 3-Year Trend



PWC's attrition stayed below industry in both overall attrition and voluntary attrition.

Attrition: Hot Spots



Ms. Scott stated these are not surprising areas. These are our very highly labor-intensive roles and entry level roles for the organization. It is normal and natural to see higher levels of turnover in these types of positions.

She stated she looked at tenure and is it playing any role in where we are seeing people leave the organization, and it is. Typically, we see people leave within the 1st five years of their tenure. That is not abnormal. She stated if you look at the industry or national statistics around attrition, most people will leave a job within the 1st three to five years. This is a normal trend.

Attrition Forecast



Where can we predict turnover in our organization? What we know is based on some data that about 125 of our employees will be eligible to retire. That is 19% of our workforce. Ms. Scott stated if you look across the utility industry, they are predicting about 25% of the workforce in the utility services field will retire. So, we are six points below that average. She stated as of today we have about 30 employees eligible to retire and it gradually increases to 125 employees in five years.

Preparing PWC for the Future



Ms. Scott stated that the bottom line is we are healthy. We are stable. We have opportunities and where we have opportunities, we are clear on them, and we are taking concrete action. So, we will be prepared not just for the PWC of today, but the PWC 50 years from now because of the actions that we are taking and the insights that we are using.

Ms. Scott and Mr. Bryant responded to Commission's questions and comments.

IV. GENERAL MANAGER REPORT

Safety

Mr. Bryant stated with the 1st month of the new fiscal year behind us the PWC team has an important opportunity to recommit ourselves to intentional safety culture change. Safety is not simply a requirement, it is a shared responsibility and a daily choice we make for ourselves, our coworkers, and our families. Each of us must be deliberate in following safe work practices speaking up when we see risk and looking out for one another in every task that we provide.

Our actions must demonstrate that we truly care and that we are committed to ensuring every team member returns home safely at the end of the day. By being intentional in both our words and our actions, we strengthen trust. We protect one another and we move together toward our goal of zero injuries.

People

We proudly recognize and celebrate every employee who plays a role in keeping our sewer and wastewater systems safely operating reliably, as well as efficiently during the 4th annual wastewater professional stay, which is today. It is ideally held on 2nd Wednesday of August each year. Our wastewater professionals serve on the front line of environmental protection, and their work is essential to the safety, health and quality of life of our community. Day after day and often in the middle of the night they respond to difficult, demanding, and sometimes very messy conditions to ensure wastewater is safely collected, treated and returned to the Cape Fear River. Whether working in our facilities, in our labs or out in the field clearing sewer mains clogged with grease, wipes, and other debris. These dedicated professionals demonstrate skill, resilience, teamwork, and pride in their service.

Mr. Bryant expressed his sincere appreciation to each of our wastewater professionals for their critical work, for what they do and the commitment that they bring and the difference that they make in the community we get to serve.

Community Engagement/Customer Engagement

Mr. Bryant stated that as our tropical storm season becomes even more active, now is the time for PWC customers to plan, prepare and stay informed. Our current natural Hurricane Center Outlook shows no active tropical cyclones in Atlantic at this time. However, there are multiple disturbances that are being monitored including the system in the central tropical Atlantic right now with a high chance of developing over the next several days. While it is too early to know whether this system will affect our area, customers should use this time to review their household and business emergency plans, assemble or refresh emergency supply kits, secure outdoor items, prepare for possible heavy rain, localized flooding, wind impacts, and potential power outages. Customers are encouraged to visit PWC.com and go to Storm Central for PWC's storm preparation guide, where

they can also find our electric outage map restoration information, downed power lines safety tips, generator safety guidance and other helpful resources.

Running the Business

PWC's operations and customer service teams continue to work together to provide safe, reliable, and affordable utility service while responding to changing weather, high demand and an ongoing drought condition across our service area. Operations crews remain focused on protecting system reliability by carefully managing planned work, minimizing customer impacts when possible and responding safely and quickly to unplanned electric, water and wastewater service issues. Our customer service team also continues to assist customers with billing questions, payment options, utility assistance resources, account updates, and service needs to help reduce avoidable interruptions. At the same time PWC is closely monitoring the Cape Fear River, Glenville Lake and water treatment operations and state drought reporting. PWC remains in state of alert voluntary water conservation measures and customers are encouraged to reduce non-essential water use using treated water only when needed.

While scattered afternoon showers may provide temporary relief in some of our areas, they have not ended the broader drought conditions affecting North Carolina. Every customer can continue to help protect our community's water supply for essential needs such as drinking water, sanitation and fire protection by taking simple consistent conservation steps.

V. COMMISSIONER/LIAISON COMMENTS

County Chairman/Liaison, Commissioner Kirk deViere

Commissioner deViere stated they have several projects on their agenda for tomorrow's meeting which include the Crown; what is happening with our unhoused support center, as well as their Gillespie Street lot as well as several other initiatives.

He stated they appreciate the continued partnership with PWC when it comes to infrastructure and how we're supporting the communities. The county continues to focus on both development side and the residential, and in the commercial to make sure that we are streamlining and reviewing a lot of the ordinances that we have in place for updates later this year.

He apologized for not being present in person.

Mayor Pro Tem/Liaison, Council Member Derrick Thompson

Council Member Thompson stated he is glad to be back after the Council's July Summer Break.

He thanked PWC's Customer Service Department who has completed two outreaches in his district alone. He is appreciative of their efforts. He also thanked Tyler Patton for attending their work session to give updates in an effort to assist them with some of the issues they are trying to finalize. He also appreciated Lamont Hinson for coming to their meeting giving an update also on their UDO. He stated he is just thankful for PWC answering his phone calls. When customers and some commercial industries have questions, he can refer them to the right individuals, and they are happy with the answers that they receive.

Commissioner Donald Porter

No Comments

Commissioner Christopher Davis

No Comments

Commissioner Richard King

Commended Ms. Scott on the HR Workforce Presentation. He also congratulated the Wastewater Professionals.

VI. REPORTS AND INFORMATION

The Commission acknowledges receipt of the following reports and information.

- A. Purchase Orders – July 2026
- B. Customer Payments by Payment Type – July 2026
- C. Financial Statement Recaps – May 2026
 - Electric Systems
 - Water/Wastewater
- D. LGRS Letter
 - June 2026
 - July 2026
- E. Career Opportunities

VII. CLOSED SESSION PURSUANT TO NORTH CAROLINA GENERAL STATUTES 143-318.11(A)(3) FOR LEGAL MATTERS

Commissioner Donald Porter motioned to enter Closed Session Pursuant to North Carolina General Statutes 143-318.11(A)(3) for Legal Matters. Motion was seconded by Commissioner Christopher Davis and unanimously approved at 9:08 a.m.

There being no further discussion, upon motion by Commissioner Donald Porter and seconded by Commissioner Christopher Davis, the Commission returned to open session at 9:28 a.m.

VIII. CLOSED SESSION PURSUANT TO NORTH CAROLINA GENERAL STATUTES 143-318.11(A)(6) FOR PERSONNEL MATTERS

Commissioner Donald Porter motioned to enter Closed Session Pursuant to North Carolina General Statutes 143-318.11(A)(6) for Personnel Matters. Motion was seconded by Commissioner Christopher Davis and unanimously approved at 9:28 a.m.

There being no further discussion, upon motion by Commissioner Donald Porter and seconded by Commissioner Christopher Davis, the Commission returned to open session at 9:46 a.m.

IX. ADJOURNMENT

There being no further discussion, upon motion by Commissioner Donald Porter, seconded by Commissioner Christopher Davis, and unanimously approved, the meeting adjourned at 9:46 a.m.