Alabaster Water Board
MINUTES
Special Called Meeting October 6, 2025

The meeting began at approximately 5:00 p.m. in the Conference Room of Alabaster Water located at 200 Kent Stone Blvd. Board Attorney Ben Goldman called roll.

Present:

Mike Allen, Chairman
Bobby Harris, Vice Chairman
Rick Ellis, Director
Greg Farrell, Director

Absent:

Stacy Rakestraw, Director

Attendees:

Ben Goldman, Board Attorney
Barry Staples, Bond Counsel

Agenda Topic Index:

Motion to Excuse Director Rakestraw from Meeting
Motion to Appoint Ben Goldman as Acting Secretary for the Meeting
Appointment of Interim Manager
Executive Session

Topic: **Motion to Excuse Director Rakestraw from Meeting**

Director Farrell made a motion to excuse Director Rakestraw from the meeting. Vice Chairman Harris seconded the motion. Vote called. All ayes. Motion carried.

Topic: **Motion to Appoint Ben Goldman as Acting Secretary for the Meeting**

Director Ellis made a motion to appoint Ben Goldman as Acting Secretary for the Meeting. Vice Chairman Harris seconded the motion. All ayes. Motion carried.

Topic: **Appointment of Interim Manager**

A discussion was held of whether to appoint an interim manager. The Board reviewed its adopted Succession Plan and Financial Policies, last revised as of August 19, 2025. Chairman Allen said that it was expected that the Board would be without a manager for more than 15 days following Manager Koon's resignation. A discussion was had about naming LaDonna Chapman as Interim Manager. Vice Chairman Harris made a motion to appoint LaDonna Chapman as Interim Manager

and to authorize the Chairman to increase her salary in an amount not to exceed the amount of the Manager's current salary or 10% of LaDonna Chapman's current salary, whichever is less, for serving in that role for the interim term. Director Farrell seconded the motion. Vote called. Chairman Allen, yes. Vice Chairman Harris, yes. Director Ellis, yes. Director Farrell, yes. Motion carried.

Topic: **Enter into Executive Session**

Vice Chairman Harris made a motion to enter into Executive Session for the following purposes: (1) to discuss the consideration the Board is willing to offer or accept when considering the purchase, sale, exchange, lease, or market value of real property, (2) to discuss the general reputation and character, physical condition, professional competence, or mental health of individuals, or the job performance of certain public employees, and (3) to discuss with the Board's attorneys the legal ramifications of and legal options for controversies not yet being litigated but imminently likely to be litigated if the Board ayes. Motion carried. Vote called. Chairman Allen, yes. Vice Chairman Harris, yes. Director Ellis, yes. Director Farrell, yes. Motion carried. Attorney Goldman offered a declaration in support of the executive session, a copy of which is attached to these minutes and incorporated herein by reference. Chairman Allen announced that the Board would reconvene after the executive session and that the Board expected to reconvene sometime after 6:00 p.m.

Executive Session commenced at 5:22 p.m.

The Board came out of Executive Session at 6:35 p.m.

Director Farrell made a motion to adjourn at 6:36 p.m. Vice Chairman Harris seconded the motion. Vote called. All ayes. Motion carried.

Michael R. Allen
Chairman, Mike Allen

LaDonna Chapman
Secretary, LaDonna Chapman

HAND ARENDALL HARRISON SALE

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STATE OF ALABAMA)
COUNTY OF SHELBY)

DECLARATION AND OPINION

My name is Benjamin S. Goldman. I am over the age of nineteen (19), and I make this Declaration and Opinion based upon my own personal knowledge, information and belief. I am an attorney licensed to practice law in the State of Alabama and serve as Board Attorney for the Alabaster Water Board (the "Board"). I am offering this Declaration and Opinion in compliance with Section 36-25A-7 of the *Code of Alabama* (1975).

On the date indicated below, at a meeting of the Board there has been or will be made a motion calling for an executive session for the following purpose(s):

_____ To discuss with the Board's attorney the legal ramifications of and legal options for pending litigation;

X To discuss with the Board's attorney controversies not yet being litigated but imminently likely to be litigated or imminently likely to be litigated if the Board pursues a proposed course of action;

_____ To meet or confer with a mediator or arbitrator with respect to any litigation or decision concerning matters within the jurisdiction of the Board involving another party, group, or body.

Prior to voting to convene the executive session, I am offering this Declaration and Opinion for the purpose of stating that Section 36-25A-7 of the *Code of Alabama* (1975) is applicable to the planned discussion, and I hereby request that this written Declaration and Opinion be reflected in the minutes for said meeting. I have further advised the Board that if any deliberation begins among them regarding what action to take relating to pending or threatened litigation based upon the advice of counsel, the executive session shall be concluded and the deliberation shall be conducted in the open portion of the meeting or the deliberation shall cease.

This Declaration and Opinion shall not constitute a waiver of the attorney-client privilege.

Dated this 6th day of October, 2025.

B. S.
Benjamin S. Goldman, Esq., Board Attorney
Alabaster Water Board