



GreenvilleWater

**MINUTES OF REGULAR MEETING  
COMMISSIONERS OF PUBLIC WORKS  
407 West Broad Street  
Commission Room, Level Two  
Greenville, South Carolina  
August 7, 2018  
8:15 a.m.**

Commissioners of Public Works in attendance:

Chairman Phillip A. Kilgore, Vice-Chairman James W. Bannister, Debra M. Sofield and Mayor Knox H. White. Absent: George Fletcher. A quorum was present.

Greenville Water Staff in attendance:

Chief Executive Officer David H. Bereskin, Chief Financial Officer Phil Robey, Chief Operations Officer Rebecca West, Controller Jondia Berry, Director of Engineering Michael Sharpless, Business Process Analyst Jane Arrington, Manager of Field Operations Wayne Benson, I.T. Director Joe Beineke, Human Resources Director Richard Posey, Water Resources Director Rick Pfleiderer, Communications Manager Olivia Sloan, Facilities Maintenance Fleet Manager Allen White, and Commission Attorney David Ward.

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The Regular Meeting of the Commissioners of Public Works was called to order at 8:15 a.m. by Chairman Kilgore.

**1. WELCOME**

**2. PUBLIC COMMENT**

No comments were presented at this time.

**3. CONSENT AGENDA**

Chairman Kilgore listed the items of the Consent Agenda which were the meeting minutes of the Regular Commission Meeting July 3, 2018, the Water Resources Report, the Financial Update, New Development, and New Annexation Covenants. There being no questions or comments regarding the consent agenda, the items were deemed approved.

**4. LEGISLATIVE UPDATE**

Chairman Kilgore welcomed Legislative Liaison Bob Knight to present three possible scenarios for Phase II improvements to the South Carolina State Retirement System deficit. Phase I of improvements to the system included stabilizing the system with increased money contributed by employees and employers. This phase will top out in 2021 at 19 percent. Mr. Knight spoke about what Phase II could look like, presenting the three possible scenarios: develop a clear path to exit the system; close the system to new hires; or the State Legislature continue to provide a credit to help with increased employer rates. Greenville Water was not included as a recipient of the one percent credit provided by the State in 2018.

Chairman Kilgore requested Mr. Knight and Chief Executive Officer David Bereskin develop a plan to gather public support to push for improving the retirement system and present the plan for review at a later Commission meeting.

## **5. STRATEGIC PLAN UPDATE**

Chairman Kilgore welcomed Staff to present the latest strategic plan update. Chief Operations Officer Rebecca West explained the update would focus on two items of the strategic plan. The items reviewed were Asset Management and Infrastructure Planning.

## **6. HANDBOOK POLICY UPDATE**

Director of Human Resources Richard Posey presented the proposed Disaster Duty Pay Policy, Active Shooter Policy and a change to the General Leave policy for approval as provided in the Commission agenda package.

Commissioner Sofield moved, seconded by Commissioner Bannister, to approve the new policies and the change to the existing policy as presented. The motion carried unanimously.

## **7. EXECUTIVE SESSION**

Commissioner Sofield moved, seconded by Commissioner Bannister, to go into Executive Session for the purpose of discussing personnel and contract matters. The motion carried unanimously.

(Executive Session)

Commissioner Sofield moved, seconded by Commissioner Bannister, to go out of Executive Session. The motion carried unanimously. No action was taken.

## **8. AAA RATING UPDATE**

Chairman Kilgore welcomed Chief Financial Officer Phil Robey to present an update on Greenville Water's AAA bond rating. Mr. Robey announced all three rating agencies affirm the AAA rating, with the most recent one being Moody's which was received in July 2018. Highlights of Moody's comments on Greenville Water were:

- "superior credit position"
- "system profile is quite healthy"
- "superlative financial strength"
- "ample liquidity"
- "very strong debt to operating revenues"
- "strong debt service coverage"

Moody's is one of the only rating agencies that maintains a comprehensive database of information on issuers they rate. The information helps to facilitate comparisons to the medians and specific issuers. Mr. Robey presented comparisons to Moody's medians and other AAA water utilities as provided in the Agenda package. Mr. Bereskin added Greenville Water is one of only eight water utilities, strictly water, in the nation with a triple AAA rating.

Mayor White and Commissioner Bannister left the meeting at this time. A quorum was no longer present.

**9. INCENTIVE PLAN UPDATE**

Mr. Posey reviewed the incentive plan approved by the Commission on November 7, 2017 and provided an update on the status of each of the five incentives.

**10. BEST PLACES TO WORK SURVEY UPDATE**

Chairman Kilgore invited Mr. Posey to report on the latest employee engagement survey results. This is the fourth year Greenville Water has participated in the Best Places to Work in South Carolina survey. The purpose of the survey is to improve employee morale and retention and the outcome is higher quality and cost effective service for our customers. The survey was conducted in April/May of 2018 and the participation rate was up to 96% from 72% in 2017.

The most important indicator is a group of questions that results in a score for overall engagement. Mr. Posey reviewed the nine questions included in this group. The engagement result of Greenville Water employees in 2018 was 72% engaged. Mr. Posey further communicated the survey results, pointing out significant results and reviewing summary results by category and engagement by department.

**11. CHIEF EXECUTIVE REPORT**

Mr. Bereskin informed the Commission that Mr. Posey has been working with local banks to provide employees with financial wellness learning opportunities with Wells Fargo providing the latest training.

Johnny King Auctioneers, Inc. will be conducting an auction for Greenville Water which is currently scheduled for September 22, 2018. The auction results will be compared with three like vehicles in the GovDeals.com online auction. Staff will provide a recommendation in October for future auctions.

Roper Mountain Science Center will be requesting sponsorship for their new building in the October Commission meeting. The new building will focus on all aspects of the water cycle.

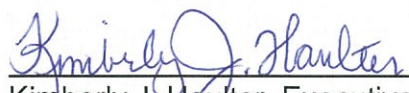
**12. COMMISSION COMMENTS**

No comments presented at this time.

**13. ADJOURNMENT**

There being no further business, the meeting was adjourned at 9:50 a.m.

  
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Phillip A. Kilgore, Chairman

  
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Kimberly J. Haulter, Executive Assistant