



**MINUTES**  
**PIEDMONT TRIAD REGIONAL WATER AUTHORITY**  
**January 13, 2026**

The Piedmont Triad Regional Water Authority (PTRWA) met Tuesday, January 13, 2026, at 12:00 pm in the PTRWA Conference Room, 7297 Adams Farm Road, Randleman, NC. Chairman Rich Glover called the meeting to order.

Present: Mr. Robert Bald  
Ms. Melissa Allred Blalock  
Mr. Lewis Dorsett  
Mr. Darrell Frye  
Mr. Rich Glover  
Mr. David Parrish  
Mr. Thomas Phillips  
Mr. John Thomas

Absent: Mr. John Bencini  
Mr. Dennis Mabe

**Welcome, by PTRWA Chairman Rich Glover**

Mr. Glover welcomed the PTRWA Board members and 1 member of the public, and 2 consultants supporting staff presentation.

**1. Approval of December 9, 2025 PTRWA minutes**

Mr. Glover asked if there were any revisions to be made in the December 9, 2025 minutes.

Motion was made by Mr. Frye, seconded by Mr. Phillips, and carried unanimously to approve the December 9, 2025, PTRWA minutes as presented.

**2. Executive Session – Personnel Matters (NCGS 143-318.11(a)(6))**  
**Rich Glover, Chairman**

Motion was made by Mr. Bald, seconded by Mr. Phillips, and carried unanimously to go into executive session for the purpose of: NCGS 143-318.11(a)(6) considering the qualifications, competence, performance, condition of appointment of a public officer or employee or prospective public officer or employee.

**EXECUTIVE SESSION**

**EXECUTIVE SESSION ENDED**

Motion was made by Mr. Bald, seconded by Mr. Parrish, and carried unanimously to end the Executive Session and return to the public meeting. Mr. Glover reconvened the meeting.

Mr. Thomas reported that the Personnel Committee (Mr. Rich Glover, Mr. Darrell Frye, Mr. Robert Bald, and Mr. John Thomas) had met with Mr. Flory, PTRWA Executive Director, on January 13, 2026 for his annual performance review and discussed the proposed objectives and goals for the next year.

The Personnel Committee proposed objectives, goals and projects for the Executive Director to focus on during the next year.

- Finalize the wastewater agreement and establish a supporting subcommittee.
- Lead efforts to develop solutions for the RO system and disposal methods.
- Quantify and validate the reservoir's safe yield in anticipation of potential future partners.
- Secure a legally enforceable buffer ordinance.
- Manage construction costs throughout the entire duration of the expansion and advanced treatment projects.
- Delegate responsibilities where appropriate: such as utilizing consultants, other staff members, or additional resources to support regionalization efforts.
- Prioritize delegation and workload balance to help minimize burnout.

The Committee also recommended the following actions to be included in the employment contract relative to the Executive Director's compensation and benefit package effective February 1, 2026.

- Increase current salary base to \$182,000
- Provide a monthly auto reimbursement of \$500
- 5% bonus of \$8,500

Motion was made by Mr. Bald, seconded by Mr. Parrish, and carried unanimously to approve the recommendations from the Personnel Committee relative to the Executive Director's performance goals, compensation and benefit package.

### **3. Approval of Grant Policy – Internal Controls Gregory Flory, Executive Director**

Mr. Flory presented the proposed Grant Policy - Internal Controls. Mr. Flory explained that this policy was provided by the Division of Water Infrastructure and is a required internal control policy necessary for the acceptance of grant funds. While the Board previously approved several related policies during the award of grant funding for the pilot study, this additional policy pertaining to the two \$500,000 advanced treatment grants was not initially identified by state staff as a required component. The policy presented is based directly on the Division's template, with only minor revisions to reflect PTRWA specific information.

Motion was made by Ms. Blalock, seconded by Mr. Parrish, and carried unanimously to

approve the Grant Policy – Internal Controls as presented.

**4. Resolution Approving Sale and Disposal of Personal Property  
Gregory Flory, Executive Director**

Mr. Flory presented the revised Sale and Disposal of Personal Property Policy. It was noted that this is the same policy discussed at the previous Board meeting, but it has since undergone a comprehensive update. While the initial intent was to add language granting authority to discard personal property determined to have no value or remaining unsold after at least two attempts to sell, Mr. Flory determined that the existing policy did not fully align with statutory requirements.

The policy was therefore rewritten to directly reference the governing statute, ensuring ongoing compliance without requiring future Board approval should the legislature amend the statute. To address prior Board concerns regarding items unsuccessfully offered for sale, staff added a requirement that the semiannual disposal report already mandated by statute and policy will include any items deemed to have no value and discarded, therefore; the Board will be made aware of all discarded property and have an opportunity to question staff on irregularities in the disposal of any items.

Motion was made by Mr. Glover, seconded by Mr. Thomas, and carried unanimously for Approval of the Sale and Disposal of Personal Property policy as presented.

**5. Resolution Approving Commitment to a Regional Wastewater Solution  
(Regionalization Master Plan)  
Gregory Flory, Executive Director**

Mr. Flory summarized the status of the regional wastewater master plan and noted that the final document is still being completed. An updated draft of the executive summary was provided to Board members. Mr. Flory noted that approval of the resolution could occur at this meeting or be deferred to allow additional time for review.

Mr. Flory explained that the alternatives included in the study have not changed since initial discussions in September, and remaining updates relate primarily to refinement of data and clarification of project details. Mr. Flory outlined the next steps in the regionalization process, including formation of a Board subcommittee to address potential board reformulation and coordination with participating municipalities.

Additional implementation support and a cost proposal for this effort will be prepared by Raftelis's team and will be presented at the February meeting.

Mr. Flory reported recent follow-up discussions with Randleman and Ramseur officials, both of whom expressed interest in participating in a regional wastewater solution. Asheboro remains in discussion, and Mr. Flory will continue engagement independently. Mr. Flory emphasized that broader participation would strengthen the regional effort but is not required for progress.

Board members expressed appreciation for the work completed to date and noted the significant progress made since early discussions of regionalization. Members commented on the importance of moving forward in a timely manner to maintain momentum and provide clarity for participating local governments.

Further discussion emphasized the long-term regional benefits, the importance of timely decision-making, and the shared commitment among participating jurisdictions. Board members from smaller municipalities noted that while regionalization represents a significant transition, it is a necessary and beneficial step for long-term sustainability.

Motion was made by Mr. Phillips, seconded by Mr. Frye, and carried unanimously for approval of the PTRWA Board Resolution of Commitment to a Regional Wastewater Solution as presented.

## **6. Construction Updates**

### **Gregory Flory, Executive Director**

Mr. Flory informed the board that construction continues to progress, with site clearing now visible north of the facility. This clearing was required to allow Duke Energy to relocate the power line serving the raw water pump station to the northern boundary of PTRWA's property. All spoils from the area designated for the new pulsators have been removed, and erosion and sedimentation control measures have been installed. Construction is advancing as scheduled, and no issues requiring Board action were reported. Mr. Flory confirmed that the expansion work remains on track.

Mr. Flory informed the board regarding the advanced treatment (RO) project. Vendor RFPs for the RO system were originally due on January 15; however, vendors requested additional time due to the holiday period and ongoing negotiations with module manufacturers, whose components are tied to key warranty requirements. The deadline has been extended to the end of the month. This extension does not impact the overall project schedule, as the primary schedule constraint continues to be the completion of wet testing needed to finalize a viable concentrate disposal method. Recent testing results have been more promising.

Mr. Flory also noted that EMC has advanced its PFAS waste minimization and 1,4-dioxane minimization rules to public comment, which may affect treatment requirements for the concentrate stream. Mr. Flory will continue monitoring the rulemaking process and evaluate whether submitting comments would be beneficial.

## **7. Executive Director's Report**

### **Gregory Flory, Executive Director**

Mr. Flory presented a request for Board approval related to the HVAC system at the 62 Pump Station. It was noted that the air conditioning units at this facility have experienced ongoing issues for several years. Despite previous repairs and the replacement of one unit, all consulted vendors now recommend full replacement with a new commercial system. The building contains two units, making this a substantial project.

Three bids were solicited. The lowest responsive bid was submitted by Miller Services in the amount of \$92,315.78. Additional bids were received at \$96,000 and \$142,000, with the highest bid deemed noncompetitive. Staff reported prior satisfactory experience with all three vendors.

The proposed funding would come from the capital improvement budget line, which includes \$500,000 allocated for water treatment plant capital improvements and has not yet been used this fiscal year. Mr. Flory noted that the selected system includes a 12.5 ton commercial unit with electric heat and a ten-year labor warranty, with standard commercial equipment warranties to be confirmed.

Motion was made by Mr. Dorsett, seconded by Mr. Parrish, and carried unanimously to replace the HVAC units at the 62 Pump Station using the Miller Services bid of \$92,315.78.

Mr. Flory presented a second item for Board direction regarding equipment replacement. The front-end loader with backhoe, purchased in 2016, has experienced ongoing and escalating issues related to its Tier 4 emissions components. Over the past year, the unit has repeatedly entered "limp mode" due to failures in the Tier 4 system and wiring harness. The manufacturer has indicated they are no longer willing to perform repairs and recommended that the unit be removed from service.

Mr. Flory explained that the remaining options include removing the Tier 4 components rendering the equipment noncompliant and unsellable or proceeding with sale and replacement. Funds for a mini-excavator were already included in the current budget.

Mr. Flory recommended the following approach:

- Auction the front-end loader with a minimum reserve of \$25,000, based on market research.
- Auction the existing skid steer and replace it with an enclosed-cab skid steer, which would assume responsibility for future sludge-handling needs.
- Proceed with purchasing the budgeted mini-excavator for digging activities, using rental equipment when deeper excavation is required.
- Evaluate the need for a larger piece of equipment once the wastewater regionalization project advances.

Mr. Flory noted that while Board approval may not be strictly required for initiating the auction process, future equipment purchases will come back to the Board for approval if above the purchasing threshold.

The Board was asked for direction and expressed no objections to the proposed plan.

## **8. Old Business**

There was no old business.

## 9. New Business

Mr. Flory requested that the Chair appoint a subcommittee to work on reformulating the Board structure in coordination with the regionalization team. The subcommittee will consist of four members. Mr. Flory recommended that the subcommittee include one representative each from Greensboro, High Point, and Randolph County, along with one additional member, potentially the Chair, though final selection is at the Chair's discretion.

The Chair may make the appointments at the next meeting to allow time to speak with potential members and determine the best fit.

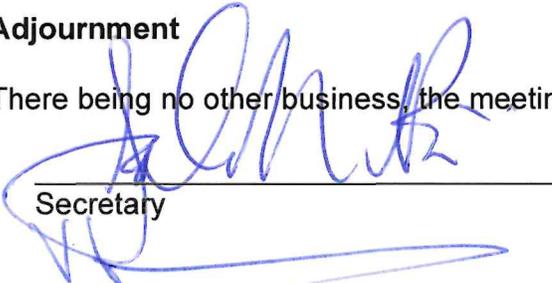
Mr. Flory anticipates presenting a draft budget at the February 10<sup>th</sup> meeting, including preliminary information regarding anticipated rate adjustments.

## 10. Next PTRWA meeting date – Tuesday, February 10, 2026

The next meeting date was set for Tuesday, February 10, 2026 at 12:00 noon in the PTRWA conference room.

## 11. Adjournment

There being no other business, the meeting adjourned at 12:43 p.m.



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Secretary

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Recording Secretary