



**Board of Heating, Air Conditioning & Refrigeration Contractors
100 North Union Street, Suite 986
Montgomery, Alabama 360104**

November 19, 2025

- 1. Call to Order 11:01 a.m.**
- 2. Roll Call – Roll Established – Quorum Present**
- 3. Approval of Minutes of the August 20, 2025, Board Meeting – Approved – Webb, Bolt**
- 4. Dedication to Memory of Chairman Bret Warren. Prayer Led by Wilber Webb. Attended by Bret's Mother Janice her Husband Jerry, Sisters Amy and Beth.**
- 5. Appearances**
 - A. Russell Phillips – Request for Second License – Approved – Brown, Hall**
 - B. Dustin Wilson – Request for Second License – Denied – Bolt, Aglan**
- 5. Agency Report & New Business**
 - A. Electrical Board Update and Status Report**
 - B. Nominated and Elected New Officers:
Eddie Harper – Chairman – Webb, Bolt
Mark Gallier – Vice Chairman – Hall, Aglan
Tony Brown – Secretary – Bolt, Hall**

- C. Set 2026 Board Meeting Dates:**
February 11, 2026 – Board Offices in Montgomery
May 20, 2026 – Location TBD
September 16, 2026 – Board Offices in Montgomery
November 18, 2026 – Board Offices in Montgomery
- D. Board Amended August 20, 2025, vote by Susan Bolt and Mark Gallier to Expend \$20,000 in Bonuses for HACR Employees for Assistance with the Alabama Board of Electrical Contractors Operations from June through August 2025. The Amount was Updated to \$36,000 Including – Approved – Bolt, Gallier**
- E. Board Approved a 5% Annual Raise (Webb, Smiley) and \$5,000 Special Merit Bonus (Brown, Webb) for the Executive Director.**

6. Officer, Board and Committee Reports

A. Investigative Committee Recommendations- Presented by Mark Gallier

- 1. Disciplinary Actions Going Forward - 12 Probable Cause - Approved – Brown, Hall**
- 2. Disciplinary Actions - Past Action - Accepted – Brown, Hall**
 - a. Settlement Agreements – 5**
 - b. Consent Agreements**

B. Education Committee Recommendations - Chairman Mark Gallier

- 1. General Recommendations - Accepted – Webb, Aglan**
 - a. New Providers– 2**
 - i. HVAC On-Site Training Solutions – Approved**
 - ii. Nu-Calgon – Approved**
 - b. New Courses – 12**
 - c. New Instructors – 6**
 - d. Non-Traditional Requests**
 - i. Howard Barden – Approved**
 - ii. Daniel Renfro – Approved**

- iii. Edmond Marchand, Jr. – Approved
- iv. Jeremy Hays – Approved
- v. Clifford Brown – Approved

e. Examinations

- i. Nathaniel Luke Clements – Denied

- 7. Fourth Quarter FY 2025 Financial Report - Presented by Nelda Claybrook
- 9. Ratification of 63 New Certified Contractors – Hall, Aglan
- 10. Approval to Pay Expenses – Hall, Smith
- 11. Adjourn 12:10 p.m. – Webb, Aglan