

GREENVILLE UTILITIES COMMISSION  
GREENVILLE, NORTH CAROLINA

Thursday, September 19, 2024

The Board of Commissioners of the Greenville Utilities Commission met in the Greenville Utilities Board Room in regular session at 12:00 noon with the following members, and others present, and Chair Griffin presiding.

Commission Board Members Present:

|                       |                                   |
|-----------------------|-----------------------------------|
| Lindsey Griffin       | Mark Garner (via conference call) |
| Ferrell L. Blount III | Dr. Wanda D. Carr                 |
| Justin Fuller         | Michael Cowin                     |
| Peter Geiger          | Dillon Godley                     |

Commission Staff Present:

|                                  |                   |
|----------------------------------|-------------------|
| Tony Cannon, General Manager/CEO | Kevin Keyzer      |
| Chris Padgett                    | Jonathan Britt    |
| Jeff McCauley                    | Tony Godwin       |
| Phil Dixon                       | Kathy Howard      |
| John Worrell                     | Amanda Wall       |
| David Springer                   | Paige Wallace     |
| Richie Shreves                   | Lou Norris        |
| Andy Anderson                    | Lena Preville     |
| Anthony Miller                   | Vincent Malvarosa |
| Amy Wade                         | Nick Klapp        |
| Ken Wade                         |                   |
| Colleen Sicley                   |                   |
| Durk Tyson                       |                   |
| Scott Mullis                     |                   |
| Steve Hawley                     |                   |
| Scott Farmer                     |                   |

Others Attending:

Les Robinson, City of Greenville Liaison, Roy Jones, Electricities, Corena Bristow and Joey Lamm, Chamber Leadership Institute, and Ginger Livingston, The Daily Reflector

Chair Griffin called the meeting to order. Secretary Blount ascertained that a quorum was present.

ACCEPTANCE OF THE AGENDA

A motion was made by Dr. Carr, seconded by Mr. Geiger, to accept the agenda as presented. The motion carried unanimously.

SAFETY BRIEF

Mr. Kevin Keyzer, Operations Support Manager, provided a safety brief and explained the plan of action should there be an emergency at today's meeting. Mr. Keyzer shared some pedestrian safety tips such as using crosswalks or crossing the road at an intersection.

Chair Griffin welcomed Chamber Leadership Institute participants Joey Lamm, Corena Bristow, Vincent Malvarosa, and Nick Klapp.

RECOGNITION OF GUC BY ELECTRICITIES FOR THE 2023 PUBLIC POWER AWARDS OF EXCELLENCE

Mr. Tony Cannon, General Manager/CEO, announced that ElectriCities awarded GUC with 3 Awards of Excellence for 2023. Mr. Roy Jones, CEO of ElectriCities, congratulated and recognized GUC for these awards in the following categories:

- Strength in Public Power
- Provide Superior Power
- People

CONSENT AGENDA

Mr. Tony Cannon presented the following items for approval on the consent agenda:

- (Agenda Item 1) Approval of Minutes – Regular Meeting: August 15, 2024
- (Agenda Item 2) Consideration of Oracle Customer Cloud Service (CCS) Annual Renewal

A motion was made by Mr. Godley seconded by Mr. Cowin, to approve the consent agenda as presented. The motion carried unanimously.

REVIEW OF MONTHLY FINANCIAL STATEMENT - AUGUST 31, 2024 (PRELIMINARY)  
(Agenda Item 3)

Key financial metrics for the combined funds for the period ending August 31, 2024.

|  |                          |                |  |  |     |
|--|--------------------------|----------------|--|--|-----|
|  | Operating Cash           | \$78,865,433   |  | Days of Cash on Hand                   | 109 |
|  | Less Current Liabilities | (\$27,216,056) |  |  |     |
|  | Fund Balance             | \$51,649,377   |  | Days of Cash on Hand After Liabilities | 71  |

Fund Balance Available for Appropriation: 17.4%

Average Investment Yield: 3.61%

Fund Equity/Deficit Before Transfers

|                 | Current Month     |                      |                    | Year to Date       |                      |                    |
|-----------------|-------------------|----------------------|--------------------|--------------------|----------------------|--------------------|
|                 | Actual            | Budget               | Last Year          | Actual             | Budget               | Last Year          |
| <b>Electric</b> | \$372,501         | (\$948,978)          | \$89,112           | \$968,451          | (\$221,345)          | \$1,417,434        |
| <b>Water</b>    | (\$94,251)        | \$190,019            | \$77,131           | \$612,853          | \$415,969            | \$491,247          |
| <b>Sewer</b>    | \$108,409         | \$135,617            | (\$50,846)         | \$777,548          | \$368,831            | \$487,496          |
| <b>Gas</b>      | (\$451,170)       | (\$808,960)          | (\$393,164)        | (\$941,623)        | (\$1,807,338)        | (\$891,142)        |
| <b>Combined</b> | <b>(\$64,511)</b> | <b>(\$1,432,302)</b> | <b>(\$277,767)</b> | <b>\$1,417,229</b> | <b>(\$1,243,883)</b> | <b>\$1,505,035</b> |

Fund Equity/Deficit After Transfers

|                 | Current Month     |                      |                    | Year to Date       |                    |                    |
|-----------------|-------------------|----------------------|--------------------|--------------------|--------------------|--------------------|
|                 | Actual            | Budget               | Last Year          | Actual             | Budget             | Last Year          |
| <b>Electric</b> | \$372,501         | (\$448,978)          | \$89,112           | \$968,451          | \$778,655          | \$1,417,434        |
| <b>Water</b>    | (\$94,251)        | \$110,856            | \$77,131           | \$512,853          | \$257,639          | \$491,247          |
| <b>Sewer</b>    | \$108,409         | \$93,954             | (\$50,846)         | \$677,548          | \$285,501          | \$487,496          |
| <b>Gas</b>      | (\$451,170)       | (\$958,960)          | (\$393,164)        | (\$941,623)        | (\$2,107,338)      | (\$891,142)        |
| <b>Combined</b> | <b>(\$64,511)</b> | <b>(\$1,203,128)</b> | <b>(\$277,767)</b> | <b>\$1,217,229</b> | <b>(\$785,543)</b> | <b>\$1,505,035</b> |

Mr. Jeff McCauley, Chief Financial Officer, provided a presentation on the Preliminary Financial Statement for August 31, 2024.

The weather impact for the month of August 2024 indicated that the August Cooling Degree Days were lower than last year. The August rainfall was approximately 7.56 inches which was higher than last year. The portfolio earned 3.61% for the month of August.

Overall year-to-date results through the end of August remain stable. The Electric Rate Stabilization Reserves are approximately \$14.2 million, and the Gas Rate Stabilization Reserves are \$6.7 million. The Operating Reserves are 109 Days Cash on Hand, and Renewals and Replacements Reserves are approximately \$2.6 million. The Capital Project Funds Reserved for Existing and Future Capital Projects are approximately \$12.8 million.

After discussion, a motion was made by Mr. Blount, seconded by Mr. Geiger, to accept the August 31, 2024, Preliminary Statement. The motion carried unanimously.

#### UPDATE ON EFFORTS TO DIVERSIFY APPLICANT POOLS (Agenda Item 4)

Mr. Chris Padgett, Assistant General Manager/Chief Administrative Officer, stated that the appreciation of diversity is one of GUC's core values and in 2016 staff worked with the Office of Equity and Diversity at East Carolina University to evaluate GUC's recruitment and hiring practices. A report outlining recommended strategies and programs designed to further diversify the pool of prospective candidates for future GUC career opportunities was provided. Human Resources provides annual updates to the Board on its efforts in this area.

Senior Human Resources Manager Lena Preville updated the Board on the efforts that have been made over the past year and outlined future activities. For 2023-2024, the focus was continuing from previous year, building diverse pipelines to attract under-represented talent, enhancing diversity awareness, and assessing diversity recruitment efforts.

Some examples of programs to build diverse applicant pipelines in which GUC participates are the Chamber's Grow Local program with area High Schools, career fairs at Pitt County Schools, the Pitt County Teacher Executive Institute program, and the TradesFormer program. The TradesFormer program is a partnership with local high schools and community colleges which connects students with trades in the area. This year GUC employed TradesFormers in Electric, Fleet and the Wastewater Treatment Plant. In addition, GUC partners with local colleges, participating in mock interviews, apprenticeships, and co-ops. Ms. Preville shared other efforts of building diverse applicant pipelines which include community events, sponsorship of diversity ads, and announcements of vacancies with groups for women and racial minorities, including HBCUcareers.com.

Ms. Preville shared the many ways GUC enhances diversity awareness during the hiring process, such as requiring implicit bias training for hiring panels, along with diversity and inclusion questions as part of the interview question bank. New employees complete diversity and inclusion online training during their first two weeks of employment along with two other sessions with trainers during GUC's New Employee Training. In addition, future leaders continue with "Generational Differences and Diversity" training as part of the GUC iLead curriculum along with an added course "The Third Option: Similarity Training" to the iLead curriculum.

The 2023-2024 employment numbers show a growth over the previous year in females and minorities.

The focus will continue in 2024-2025 with the following efforts:

- Expand outreach programs with Pitt County Schools
- Explore opportunities to enhance HBCU career fair presence
- Participate in the Chamber of Commerce's "Grow Local" workforce development program

New outreach plans for 2025 include exploring opportunities for outreach with HBCU combine, the Jackie Robinson League and participation in community events within the local chapter of the National Panhellenic Council ("Divine Nine" minority fraternities/sororities).

Ms. Preville reviewed a few of the current challenges which include 21% of GUC's workforce being eligible to retire by end of 2024 and competition from private sector employers.

UPDATE ON 2024 CUSTOMER SATISFACTION SURVEY RESULTS (Agenda Item 5)

Mr. Chris Padgett, Assistant General Manager/Chief Administrative Officer, stated as a community-focused utility, one of GUC's core values is a commitment to customer service. For this reason, it's important to go right to the source periodically and ask customers how we are doing to ensure that GUC's level of service is currently meeting expectations, and to create a benchmark for our Key Performance Indicator. Customer surveys were conducted in 1988, 1991, 1995, 1998, 2004, 2012, 2014, 2017, 2019, 2022 and now in 2024; and the results have consistently been positive.

Mr. Scott Mullis, Director of Customer Relations, explained that Dr. Peter L. Francia and Dr. Jonathan S. Morris with the ECU Center for Survey Research was contracted to conduct a survey of GUC's customers to gauge satisfaction. May of this year a list of all residential customers from GUC's database was sent to ECU Center for Survey Research and customer names were randomly drawn from this list. To meet the objectives of the project, the survey completed over 700 online and telephone surveys, with a representative sample completed with each utility service (electric, gas, water, sewer).

Overall results:

- Continued high level of Overall Customer Satisfaction
- Reliability continues with high ratings for every service
- Employee experiences remain at a high level
- Perceived value remains a challenge and is the main driver of customer dissatisfaction
- Growing customer interest in reducing carbon emissions
- Customers continue to believe it's important to be active in the community
- Customer Income is a factor in customer satisfaction

There was discussion on how GUC uses the survey to improve customer satisfaction.

UPDATE ON PLAN YEAR 2025 HEALTH AND DENTAL INSURANCE BENEFITS (Agenda Item 6)

Mr. Chris Padgett stated that Greenville Utilities and the City of Greenville offers health and dental insurance as part of the self-funded insurance program. Each year the program is assessed. GUC and City of Greenville staff met with Mercer and for 2025 both health and dental numbers are below budget. The investments in the on-site health clinic along with more provider hours have made positives impact on the employees' side as well as the rates.

Staff recommendations will be presented to the City Council and GUC Board of Commissioners for approval at a Joint Meeting scheduled for Monday, September 23, 2024.

GENERAL MANAGER'S REPORT (Agenda Item 7)

1. Informational Reading

Bids, Re-Bids, Ranking of Proposals, Statistical Data Report, Sewer Spill Tracking Report, Load Management Report, and PGA Report were provided.

The Bids awarded by the General Manager/CEO during the past month was reported for information:

**GREENVILLE UTILITIES COMMISSION**

**RANKING OF PROPOSALS RECEIVED**

HRIS SYSTEM & IMPLEMENTATION SERVICES  
APRIL 26, 2024 @ 3:00 PM

| <b>VENDOR PROPOSAL RANKING</b>     |
|------------------------------------|
| ADP, Inc. *                        |
| Vertosoft, LLC                     |
| Monad Solutions, Inc.              |
| Go Smart-HR                        |
| Huron Consulting Services, LLC     |
| Paycom Payroll, LLC                |
| SAP, LLC                           |
| Tata Consultancy Services, Limited |

\* Indicates recommended vendor to negotiate a contract.

**TABULATION OF BIDS RECEIVED**

ITEM I (9) 150 KVA PAD MOUNT (120/208) TRANSFORMER, STK # 205220  
JULY 30, 2024 @ 2:00 PM

| <b>VENDORS</b>           | <b>DELIVERY TIME (WKS)</b> | <b>UNIT PRICE</b> | <b>OWNERSHIP COST/UNIT</b> | <b>TOTAL</b> |
|--------------------------|----------------------------|-------------------|----------------------------|--------------|
| Kllen Group America      | 22-24                      | \$16,331.50       | \$21,590.50*               | \$146,983.50 |
| Wesco Distribution, Inc. | 34                         | 16,670.00         | 22,288.10                  | 150,030.00   |
| Richardson & Associates  | 52                         | 21,841.00         | 27,228.70                  | 196,569.00   |
| ECB Solutions, LLC       | 42                         | 23,500.00         | 31,735.00                  | 211,500.00   |
| JST Power Equipment      | 30                         | 27,864.00         | 33,215.70                  | 250,776.00   |

\* Indicates recommended award based on lowest total ownership cost.

ITEM II (3) 75 KVA CONV (120/240) TRANSFORMER, STK # 204940  
JULY 30, 2024 @ 2:00 PM

| <b>VENDORS</b>               | <b>DELIVERY TIME (WKS)</b> | <b>UNIT PRICE</b> | <b>OWNERSHIP COST/UNIT</b> | <b>TOTAL</b> |
|------------------------------|----------------------------|-------------------|----------------------------|--------------|
| Kllen Group America          | 22-24                      | \$4,671.25        | \$7,315.75*                | \$14,013.75  |
| ECB Solutions, LLC           | 9                          | 2,300.00          | 6,155.00                   | 6,900.00(1)  |
| Wesco Distribution, Inc.     | 16                         | 6,483.00          | 9,235.20                   | 19,449.00    |
| Richardson & Associates      | 52                         | 7,690.00          | 10,346.50                  | 23,070.00    |
| JST Power Equipment (NO BID) | -                          | -                 | -                          | -            |

\* Indicates recommended award based on lowest total ownership cost.

(1) Indicates vendor is quoting refurbished transformer.

ITEM III (5) 10 KVA CSP 7200V TRANSFORMER, STK # 205000  
JULY 30, 2024 @ 2:00 PM

| <b>VENDORS</b>               | <b>DELIVERY TIME (WKS)</b> | <b>UNIT PRICE</b> | <b>OWNERSHIP COST/UNIT</b> | <b>TOTAL</b> |
|------------------------------|----------------------------|-------------------|----------------------------|--------------|
| Wesco Distribution, Inc.     | 22                         | \$2,199.00        | \$2,789.70*                | \$10,995.00  |
| Kllen Group America          | 22-24                      | 2,350.75          | 2,901.85                   | 11,753.75    |
| Richardson & Associates      | 60                         | 2,910.00          | 3,505.20                   | 14,550.00    |
| ECB Solutions, LLC           | Stock                      | 2,585.00          | 3,578.00                   | 12,925.00(1) |
| JST Power Equipment (NO BID) | -                          | -                 | -                          | -            |

\* Indicates recommended award based on lowest total ownership cost.

(1) Indicates vendor is quoting incorrect transformer.

39,040lbs. – 795 37 STR. ALUM. GUC STK# 206410,  
 15,000' - 350 MCM 600 VOLT UG TRIPLEX GUC STK# 201330,  
 AUGUST 6, 2024 @ 2:00 PM

| VENDORS                         | MFG.      | DELIVERY WEEKS | UNIT PRICE 795 37 STR. ALUM. CABLE | TOTAL         |
|---------------------------------|-----------|----------------|------------------------------------|---------------|
| CME Wire & Cable                | CME       | 7              | \$1.58                             | \$61,683.20*  |
| Wesco Distribution, Inc.        | Southwire | 1              | 2.55                               | 99,552.00     |
| DP Wire & Cable, LLC            | Prominent | 20             | 2.50                               | 97,600.00(1)  |
| American Wire Group, LLC        | AWG       | 18             | 2.60                               | 101,504.00(1) |
| Bell Electrical Supply Co. Inc. | Champion  | 1              | 3.235                              | 161,750.00(1) |

| VENDORS                         | MFG.      | DELIVERY WEEKS | UNIT PRICE 350 MCM UG CABLE | TOTAL        |
|---------------------------------|-----------|----------------|-----------------------------|--------------|
| CME Wire & Cable                | CME       | 1-2            | \$2.57                      | \$38,550.00* |
| Wesco Distribution, Inc.        | Southwire | 1              | 2.849                       | 42,735.00    |
| DP Wire & Cable, LLC            | Prominent | 20             | 2.74                        | 41,100.00(1) |
| American Wire Group, LLC        | AWG       | 1              | 3.20                        | 48,000.00(1) |
| Bell Electrical Supply Co. Inc. | Champion  | 1              | 3.877                       | 58,155.00(1) |

\* Indicates recommended award based on the lowest responsible, responsive bid.  
 (1) Indicates vendor is not an approved source.

CUSTOM SUBSTATION FILTRATION TRAILER  
 AUGUST 13, 2024 @ 2:00 PM

| VENDORS                     | DELIVERY (WEEKS) | TOTAL        |
|-----------------------------|------------------|--------------|
| High Purity Northwest, Inc. | 14-16            | \$87,473.00* |
| Filmax, LLC                 | 20               | 127,949.76   |

\* Indicates recommended award based on the lowest responsible, responsive bid.

RE-BID LIGHT FIXTURES, ALUMINUM STREET LIGHT ARMS & ALUMINUM POLES  
 AUGUST 13, 2024 @ 3:00 PM

| VENDORS                                | DELIVERY (WEEKS) | TOTAL         |
|--|------------------|---------------|
| Wesco Distribution, Inc. (Bid #1)      | 3-16             | \$362,205.70* |
| Wesco Distribution, Inc. (Alt. Bid #2) | 4-26             | 375,140.80    |
| Wesco Distribution, Inc. (Alt. Bid #3) | 6-26             | 388,952.05    |
| Border States Electric                 | 8-24             | 457,745.00    |

\* Indicates recommended award based on the lowest responsible, responsive bid.

HUDSON SUBSTATION CIRCUIT BREAKERS  
 AUGUST 15, 2024 @ 2:00 PM

| VENDORS                | DELIVERY (WEEKS) | TOTAL         |
|------------------------|------------------|---------------|
| ABB, Inc.              | 23               | \$184,933.71* |
| Siemens Industry, Inc. | 47               | 212,612.00    |

\* Indicates recommended award based on the lowest responsible, responsive bid.

PRECAST CONCRETE RELAY CONTROL HOUSE FOR THE HUDSON SUBSTATION  
AUGUST 22, 2024 @ 3:00 PM

| VENDORS                  | DELIVERY (WEEKS) | TOTAL         |
|--------------------------|------------------|---------------|
| VFP, Inc.                | 24-26            | \$195,870.00* |
| Modular Connections, LLC | 26               | 206,176.00    |

\* Indicates recommended award based on the lowest responsible, responsive bid.

2. Key Performance Indicators (KPIs)

The Corporate KPI report was provided.

3. Commendations

Ms. Wilkerson called to compliment Carlos Crespo, Gas Service Specialist I, for providing excellent customer service while reconnecting her gas service. She stated that Carlos was nice, professional, and considerate. Overall, she was very pleased with his courtesy and work ethics.

4. Other

- Open enrollment for Health Insurance will be October 21, 2024 – November 1, 2024. More information will be distributed from Human Resources.
- A Joint GUC Board of Commissioners and City of Greenville City Council Meeting is scheduled for September 23, 2024, at 6:00 p.m.
- The Governance Workshop dates have been updated to January 16, 2025 and January 17, 2025.
- Mr. Cannon recognized Mr. Phil Dixon, General Counsel, for serving GUC for 50 years.

BOARD CHAIR’S REMARKS/REPORT (Agenda Item 8)

Chair Griffin stated that the ElectriCities Public Power of Awards of Excellence was impressive.

BOARD MEMBER REMARKS

Several Commissioners congratulated Mr. Dixon serving GUC for 50 years and praised the good results from the 2024 Customer Satisfaction Survey and the work of GUC employees.

Chair Griffin announced the next Regular Board Meeting is scheduled for October 17, 2024 at 12:00 noon and a Joint GUC Board of Commissioners and City of Greenville City Council Meeting is scheduled for September 23, 2024, at 6:00 p.m.

Closed Sessions:

Mr. Phillip Dixon, General Counsel, stated that the Board of Commissioners should consider entering Closed Session pursuant to the following statutes.

N.C.G.S. 143-318.11(a)(1) To prevent the disclosure of information that is privileged or confidential pursuant to the law of this State or of the United States, or not considered a public record within the meaning of Chapter 132 of the General Statutes.

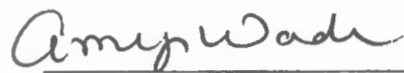
N.C.G.S. 143-318.11(a)(6) To consider the qualifications, competence, performance, character, fitness, condition of appointment, or conditions of initial employment of an individual public officer or employee or prospective public officer or employee.

Upon motion by Mr. Godley, seconded by Mr. Geiger, the Greenville Utilities Board of Commissioners unanimously agreed to enter Closed Session at 12:51 p.m. for such purposes.

There being no further business to come before the Board of Commissioners in Closed Session, upon motion by Mr. Cowin, seconded by Dr. Carr, the Board of Commissioners unanimously

agreed to return to Open Session at 12:59 p.m. Without objection, and no further business to conduct Chair Griffin adjourned the GUC Board of Commissioner meeting at 12:59 p.m.

Respectfully submitted,



Amy Wade, Executive Secretary

APPROVED:

  
Ferrell L. Blount III, Secretary