

Commission Meeting
MINUTES
November 4, 2025
2:00 P.M.

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Present:

COMMISSIONERS:

Larry Mills, President

Linda Landman Gonzalez, Second Vice President

Britta Gross, Commissioner

Buddy Dyer, Mayor

Clint Bullock, General Manager & Chief Executive Officer

Attila Miszti, Chief Operating Officer

Carlos Woody, Chief Legal Officer

Linda Ferrone, Chief Customer & Marketing Officer

Christopher McCullion, Chief Financial Officer

Michael Murtagh, Chief Transformation & Technology Officer

Latisha Thompson, Chief Employee Experience Officer

LeMoyné Adams, Orlando Alancastro, Luz Aviles, Jaison Busby, Wade Gillingham, Jenise Osani, Vice Presidents

Frances Johnson, Recording Secretary

The November 4, 2025, Commission Meeting was held in person at the Orlando Utilities Commission's Reliable Plaza Commission Chambers.

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President Mills asked LaShun Nale-Stadom to provide the Safety and Security protocols for the meeting.

Moment of Reflection

President Mills asked Pete Westlake to provide the moment of reflection.

Pledge of Allegiance

President Mills asked Jim Dedmon to lead the Pledge of Allegiance to the Flag.

Call to Order

The Commission Meeting was called to order at 2:07 P.M. President Mills noted that Commissioner Chapin was not in attendance, acknowledging a quorum was present.

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Consideration of the Minutes

MOTION: On a motion by Commissioner Gross, seconded by Mayor Dyer and unanimously carried, the reading of the September 16, 2025 Commission Meeting minutes was waived, and the minutes were approved.

MOTION: On a motion by Commissioner Landman Gonzalez, seconded by Commissioner Gross and unanimously carried, the reading of the October 27, 2025 Strategy 2035 Public Workshop Minutes was waived, and the minutes were approved.

Employee / Community Recognition

Jenise Osani provided an overview of the 2025 Customer Service Appreciation Week, noting that this year's theme, "Mission: Possible," serves as a powerful reminder of the vital role our customer service professionals play in fulfilling the organization's mission to provide an exceptional customer experience. She also announced the top five associates who were recognized by their colleagues. Refer to the Appendix for more information.

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Latisha Thompson delivered remarks in observance of Veterans Day and National Veterans and Military Families Month. She acknowledged that OUC currently has 129 employees, representing 10 percent of OUC's workforce, who are veterans and who contribute significantly to the organization with their dedication, resilience, and leadership. Additionally, she highlighted how OUC honors its veterans throughout the year. Ms. Thompson also announced that a flag-raising ceremony will be held at Stanton Energy Center on Veterans Day. She concluded by inviting attendees to stop by the Missing Man Table, on display near the Commission chambers, to reflect on the courage and commitment of those who have served. Refer to the Appendix for the Veterans Day video.

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Ms. Thompson also provided an update on OUC's workplace wellness program, stating that OUC's efforts continue to receive recognition at both the regional and national levels. She announced that OUC was honored with the Best Wellness Employer and Central Florida's Healthiest Employer awards in 2025 for the eighth consecutive year. Refer to the Appendix for more information.

Affirmative Items

Clint Bullock asked Wade Gillingham to present on Affirmative Item A-4: Southeast Reverse Osmosis Water Treatment Plant Project. Mr. Gillingham explained the driver for the project, citing population growth's impact on OUC's Consumptive Use Permit (CUP) allocation limitations, and provided details on the progress of the various phases of the project and the estimated future schedule and capital estimates. Commissioner Gross asked if digging injection wells at a depth of 2,400 feet is common, and she asked about the prevalence of injection wells. Mr. Gillingham confirmed the process has been proven in Florida, adding that they are common in South Florida, with recent wells being completed in Central Florida. Mr. Bullock and Mr. Gillingham also provided insight into the cost comparison for the 10 mgd plant capacity being provided by this project vs. traditional efforts, stating cost of water production is doubling. Refer to the appendix for more information.

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Mr. Bullock asked Ms. Osani to present on Affirmative Item A-21: Customer Experience Strategy and Customer Interaction Reinvention Roadmap. Ms. Osani provided an overview of OUC's Customer Experience initiative under the 2035 Strategy. She outlined the project objectives and scope, which encompass journey mapping and a comprehensive roadmap. Refer to the appendix for more information.

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President Mills presented the affirmative items for Approval.

MOTION: On a motion by Mayor Dyer and seconded by Commissioner Gross, Affirmative Items A-1 through A-22 were approved as follows:

1. Ratification of the fuel procurements to the most responsive and responsible bidders in June and July 2025, in the aggregate amount of \$60,733,866.63 as follows:

NATURAL GAS PURCHASES:

June 2025	City of Lakeland	\$ 387,075.00
June 2025	Clarke-Mobil Counties	\$ 543,000.00
June 2025	ConocoPhillips	\$ 1,053,990.55
June 2025	EDF Trading	\$ 1,823,478.67
June 2025	ECO Energy	\$ 807,125.57
June 2025	Florida Gas Utility	\$ 197,690.00
June 2025	Gas South	\$ 318,096.08
June 2025	Municipal Gas Authority of Georgia	\$ 5,399,508.59
June 2025	Pathpoint Energy	\$ 3,114,891.82
June 2025	Tenaska Gas Storage, LLC	\$ 2,634,295.35

June 2025	Texla Energy Management	\$ 971,842.43
July 2025	Clarke-Mobil Counties	\$ 584,350.00
July 2025	ConocoPhillips	\$ 1,567,268.20
July 2025	EDF Trading	\$ 1,968,586.28
July 2025	ECO Energy	\$ 524,443.01
July 2025	Florida Gas Utility	\$ 398,340.00
July 2025	Gas South	\$ 609,669.71
July 2025	Koch Energy Services	\$ 167,873.09
July 2025	Municipal Gas Authority of Georgia	\$ 5,713,066.62
July 2025	Pathpoint Energy	\$ 4,132,176.65
July 2025	Tenaska Gas Storage, LLC	\$ 1,913,392.84
July 2025	Texla Energy Management	\$ 235,548.52

COAL PURCHASES:

June 2025	Crimson Coal Corporation	\$ 11,802,916.00
July 2025	Crimson Coal Corporation	\$ 12,023,381.20

RED DYED DIESEL OIL PURCHASES:

July 2025	Indigo Energy Partners LLC	\$ 1,841,860.45
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2. Ratification of an OUC initiated scope change and conforming Change Order No. 2 to Siemens Energy, Inc. in the amount of \$150,000 to provide additional generator rotor rewind services for Stanton Energy Center, increasing the total Purchase Order amount to \$2,751,925;
3. Ratification of a single source Purchase Order to Motion Industries, Inc. for labor, materials, and equipment provided to replace the Stanton Energy Center Coal Conveyor No. 1 belt in the amount of \$158,170;
4. Approval of Change Request No. 4 to the Capital Expenditure Estimate in the amount of \$32,315,371 for the Class I Injection and Monitoring Well System at the Southeast Reverse Osmosis Water Treatment Plant Project, increasing the total project cost to \$40,533,565. Approval of an OUC initiated scope change and conforming Change Order No. 2 to Wharton Smith Inc. in the amount of \$31,780,740 to provide guaranteed maximum price Construction Manager at Risk construction services for the Class I Injection and Monitoring Well System at the Southeast Reverse Osmosis Water Treatment Plant, increasing the total Purchase Order amount to \$33,070,975;
5. Approval of RFP #8621 – Contract award to Thompson Industrial Services, LLC and Groome Industrial Service Group, LLC, the most responsive and responsible proposals to provide industrial cleaning and environmental services for the Stanton Energy Center Unites 1 & 2 and related equipment in the aggregate amount of \$1,039,500;
6. Approval of Change Request No. 2 to the Capital Expenditure Estimate in the amount of \$518,820 for the Osceola Generating Station Unit 2 Generation Step-Up Transformer Replacement Project, increasing the total project cost to \$6,416,258. Approval of an OUC initiated scope change and conforming Change Order No. 2 to GE-Prolec Transformers, Inc. in the amount of \$111,750 to provide disassembly and removal services, increasing the total Purchase Order amount to \$5,272,682. Approval of an OUC initiated scope change and conforming Change Order No. 2 to Burns & McDonnell Engineering Company, Inc. in the amount of \$75,000 to provide relay engineering services, increasing the total Purchase Order amount to \$171,000. Approval of an OUC initiated scope change and conforming Change Order No. 1 to RMS Energy Co, LLC to provide additional materials, equipment, and labor services in the amount of \$149,388, increasing the total Purchase Order amount to \$234,895;



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7. Authorization for the General Manager & CEO to execute Amendment No. 2 to the Railroad Transportation Contract with CSX Transportation, Inc. to extend the contract to maintain rail transportation services to support the coal fuel consumption at Stanton Energy Center, pending final negotiations and OUC legal review;
8. Approval of the Capital Expenditure Estimate for the installation of the underground electric distribution system to serve the Lakeside at Satilla Subdivision – Phase 1 in the amount of \$543,668.03, with a customer contribution in the amount of \$94,275;
9. Approval of the Capital Expenditure Estimate for the conversion of overhead facilities to a new underground manhole duct-line system and installation of an underground electric distribution system to serve Eagle Lake Planned Development – Roadway and Phase 1A along Narcoossee Road in the amount of \$730,082.80, with a customer contribution in the amount of \$201,564.78;
10. Authorization for the General Manager & CEO to execute the Joint Project & Reimbursement Agreement with United Airlines, Inc. for the United Airlines Maintenance Hangar Complex Project. Approval of the Capital Expenditure Estimate for construction, administration, and inspection costs necessary to complete the water system improvements associated with the United Airlines Maintenance Hangar Complex Project in the amount of \$921,540.94. Approval of a Purchase Order to United Airlines, Inc. to provide construction services in the amount of \$812,996;
11. Authorization for the General Manager & CEO to execute the Joint Project Agreement with Central Florida Expressway Authority for the State Road 408 Eastbound Lane Addition Project. Approval of Change Request No. 1 to the Capital Expenditure Estimate in the amount of \$1,969,540.62 for final engineering, construction administration, and inspection costs necessary to complete the State Road 408 Eastbound Lane Addition Project, increasing the total project cost to \$2,071,644.12. Approval of an OUC initiated scope change and conforming Change Order No. 1 to Tetra Tech, Inc. in the amount of \$98,760 to provide professional engineering construction services, increasing the total Purchase Order amount to \$193,740. Approval of a Purchase Order to Central Florida Expressway Authority to provide construction services for the project in the amount of \$1,611,748;
12. Authorization for the General Manager & CEO to execute the Joint Project Agreement with the Central Florida Expressway Authority for the State Road 408 Tampa Avenue Interchange Improvement Project. Approval of Change Request No. 1 to the Capital Expenditure Estimate in the amount of \$496,573.43 for final engineering, construction administration, and inspection costs necessary to complete the State Road 408 Tampa Avenue Interchange Improvement Project, increasing the total project cost to \$609,966.34. Approval of an OUC initiated scope change and conforming Change Order No. 1 to Tetra Tech, Inc. in the amount of \$176,753 to provide professional engineering construction services, increasing the total Purchase Order amount to \$270,855;
13. Authorization for the General Manager & CEO to execute the Joint Participation Agreement Task Order No. 1 with the City of Orlando for the Northern Lake Nona Electric Vehicle Charging Hub Project. Approval of a Purchase Order to the City of Orlando for construction, administration, and inspection costs for the project in the amount of \$156,900;
14. Approval of a sole source Purchase Order to Motorola Solutions, Inc. to provide radio maintenance and support services in the amount of \$570,000;
15. Approval of Change Request No. 1 to the Capital Expenditure Estimate in the amount of \$5,065,966 for procurement of the 115kV circuit breakers necessary for the Pershing Substation Circuit Breaker Replacement Project, increasing the total project cost to \$5,165,716. Approval of an OUC initiated scope change and conforming Change Order No. 1 to Leidos Engineering, LLC in the amount of \$1,500,000 to

provide detailed design engineering and construction support services, increasing the total Purchase Order amount to \$1,595,000. Approval of Purchase Orders to GE Grid Solutions, LLC and Siemens Energy, Inc. to provide 115kV circuit breakers in the aggregate amount of \$3,540,966;

16. Approval of Change Request No. 1 to the Capital Expenditure Estimate in the amount of \$840,941 for procurement of the 115kV circuit breakers necessary for the Southwood Substation Circuit Breaker Replacement Project, increasing the total project cost to \$935,441. Approval of a Purchase Order to Siemens Energy, Inc. to provide 115kV circuit breakers in the amount of \$792,440;
17. Approval of a Capital Expenditure Estimate for the Spare Circuit Breakers Project in the amount of \$2,675,800. Approval of Purchase Orders to GE Grid Solutions, LLC and Siemens Energy, Inc. to provide 230kV circuit breakers in the aggregate amount of \$2,650,800;
18. Approval of an OUC initiated scope change and conforming Change Order No. 1 to Johnson Controls US Holding Inc d/b/a Johnson Controls Fire Protection LP in the amount of \$616,186 to continue providing fire alarm and fire suppression sprinkler system inspection and maintenance services, increasing the total Purchase Order amount to \$1,199,580;
19. Approval of an OUC initiated scope change and conforming Change Order No. 3 to U.S. Water Services Corporation in the amount of \$50,000 to continue providing lift station maintenance and repair services, increasing the total Purchase Order amount to \$147,485;
20. Approval of an OUC initiated scope change and conforming Change Order No. 2 to AmeriScapes Landscape Management Services, LLC in the amount of \$1,213,285 to continue providing landscape maintenance services for the amended scope, increasing the total Purchase Order amount to \$2,389,573. Approval of an OUC initiated scope change and conforming Change Order No. 1 to Mark's Lawn Maintenance and Screens, Inc., in the amount of \$86,240 to continue providing landscape maintenance services, increasing the total Purchase Order amount to \$164,640;
21. Approval of a Purchase Order to West Monroe Partners, LLC to provide consulting services for the Customer Experience Strategy and Customer Interaction Reinvention Roadmap in the amount of \$753,500; and
22. Ratification of additional funding in the amount of \$91,988.54 with conforming Change Order No. 1 to Greenberg Traurig, P.A. for pre-litigation services, increasing the total Purchase Order amount to \$186,988.54. Approval of additional funding in the amount of \$250,000 with conforming Change Order No. 2 to Greenberg Traurig, P.A. to provide continuing legal services as needed on this litigation matter in the event settlement negotiations fail, increasing the total Purchase Order amount to \$436,988.54.

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Presentation

Commissioner Landman Gonzalez provided the October 23, 2025 Audit-Finance Committee report.

The Audit-Finance Committee (Committee) meeting was held on October 23, 2025.

The Committee received a presentation on the results of the Internal Audit Annual Risk Assessment and the proposed Fiscal Year 2026 Internal Audit Plan. The Committee approved the Fiscal Year 2026 Internal Audit Plan as presented. The Committee also received an update on Internal Audit activities, including a review of recently completed audit projects and open audit items.

The Committee also received a presentation from OUC's external auditor, Ernst & Young, on the results of the Fiscal Year 2024 audit for the pension and OPEB funds, and the plan for the Fiscal Year 2025 financial audit.



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The Committee considered three proposed regulatory actions for Fiscal Year 2025 to be presented for approval at the November 4th Commission meeting as follows:

- The Committee recommends the deferral of the \$17.9 million gain from the sale of the Jetport property, along with the classification of \$45.5 million in proceeds to the Renewal and Replacement Fund; and that the deferred gain be amortized over a five-year period beginning in Fiscal Year 2027.
- The Committee recommends the deferral of up to a total of \$45 million, or 5.5 percent of total revenues, net of fuel.
- The Committee recommends the deferral of estimated FEMA eligible Hurricane Milton emergency response and hurricane preparedness costs incurred in Fiscal Year 2025.

The Committee received updates on OUC's participation in class action settlements related to PFAS; the issuance of the 2025 Taxable Line of Credit and Letter of Credit; and OUC's annual Red Flag compliance efforts.

The Committee received quarterly updates for the Energy Risk Management Oversight Committee, Treasury, Accounting, Fuel Stabilization Fund, and Grants Administration activities.

MOTION: On a motion by Commissioner Landman Gonzalez, seconded by Mayor Dyer and unanimously carried, Presentation 1a was approved as follows:

PRES-1a Approval to defer the gain on the sale amount of \$17,900,000 from the Jetport property, and designate \$45,500,000 in proceeds to the Renewal and Replacement Fund.

MOTION: On a motion by Commissioner Gross, seconded by Mayor Dyer and unanimously carried, Presentation 1b was approved as follows:

PRES-1b Approval to defer up to \$45.0 million of non-fuel electric and water revenues to the electric and water base rate reserves to offset the impact of future price increases.

MOTION: On a motion by Mayor Dyer, seconded by Commissioner Gross and unanimously carried, Presentation 1c was approved as follows:

PRES-1c Approval to defer emergency response and hurricane preparedness costs eligible for FEMA reimbursement associated with Hurricane Milton incurred in Fiscal Year 2025.

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Chris McCullion presented the Fiscal Year 2025 Preliminary Year End Results of the Financial Report. Refer to the appendix for more information.

General Manager's Comments

Mr. Bullock announced that OUC was recognized by Forbes as one of the top employers in Florida, ranking sixty statewide and earning the distinction of being the highest-ranked utility in the state. He explained Forbes partnered with Statista to survey over 160,000 employees across companies with at least 500 U.S. employees. OUC outperformed two other major utilities. He expressed his excitement, as it reinforces OUC's competitive position as an employer of choice and highlights the importance of its continued focus on talent attraction, development, and retention.

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Mr. Bullock recommended that Carlos Woody be appointed as Assistant Secretary to the Commission, replacing Christopher Browder.



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President Mills asked for a motion to approve the recommendation.

Motion: On a motion by Commissioner Landman Gonzalez, the recommendation to appoint Mr. Woody as Assistant Secretary was approved.

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Commissioners' Comments


Commissioner Gross expressed her gratitude to OUC for the technology review and extended her congratulations to Pete Westlake on his forthcoming retirement. She concluded by acknowledging OUC's efforts in honoring veterans, highlighting that ten percent of OUC's staff are veterans.

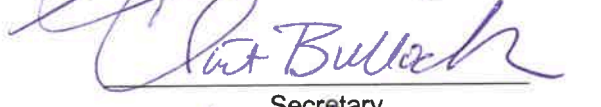
Commissioner Landman Gonzalez echoed Commissioner Gross's comments, and she noted her interest in the eligibility criteria for the wellness program. She remarked that a 62 percent participation rate is a great start.


Mayor Dyer agreed that employee wellness is an important factor. He announced that this year's Veterans Day Parade on Saturday, November 8, 2025 will be held for the first time at Lake Nona. For details, visit orlando.gov.

President Mills expressed his continued excitement on how OUC positions itself and its attention to its customers' needs, as well as community interactions and accolades. He expressed appreciation for an effective meeting.

President Mills adjourned the meeting at 3:07 P.M.


President


Secretary


Recording Secretary