

REGULAR MEETING OF KISSIMMEE UTILITY AUTHORITY HELD WEDNESDAY, March 4, 2026
AT 3:30 P.M., BRINSON BOARD ROOM, JAMES C. WELSH ADMINISTRATION BUILDING, 1701
WEST CARROLL STREET, KISSIMMEE, FLORIDA

Present were Director Manny Ortega, Director Rae Hemphill, Director Reginald Hardee, Director Melissa Thacker, Director Michele Lebron, Mayor Jackie Espinosa, President & General Manager, Brian Horton, General Counsel, Grant Lacerte and Recording Secretary, Margie Boles.

A. MEETING CALLED TO ORDER

Director Ortega called the meeting to order at 3:30 p.m.

B. PLEDGE OF ALLEGIANCE TO THE FLAG

The Board members and staff recited the Pledge of Allegiance.

C. APPROVAL OF AGENDA

ACTION: Director Lebron made a motion, seconded by Director Thacker. Director Ortega advised the question was moved and seconded to approve the agenda.

MOTION PASSED 5 - 0

D. AWARDS AND PRESENTATIONS

1. 5-YEAR SERVICE AWARD - EMMANUEL "MANNY" COSME, BUSINESS PROGRAMMER/ANALYST, INFORMATION TECHNOLOGY
2. 5-YEAR SERVICE AWARD - AMAURYS GONZALEZ, LINEMAN, OPERATIONS
3. 5-YEAR SERVICE AWARD - TYLER MOOK, LINEMAN, OPERATIONS
4. 5-YEAR SERVICE AWARD - STEFFON RADCLIFF, APPRENTICE LINEMAN II, OPERATIONS
5. 20-YEAR SERVICE AWARD - BARBARA GONZALEZ, FINANCIAL ANALYST III, FINANCE & ADMINISTRATION
6. EMPLOYEE OF THE MONTH FOR MARCH 2026 - NICHOLAS RIVERA, CUSTOMER SERVICE REPRESENTATIVE II, CUSTOMER SERVICE

Mr. Horton congratulated Nicholas for being selected employee of the month for March 2026.

Mayor Espinosa arrived at 3:36 p.m.

E. HEAR THE AUDIENCE

Director Ortega asked if anyone from the public would like to address the Board. In hearing none, the Board moved forward.

F. CONSENT AGENDA

ACTION: Director Thacker made a motion, seconded by Director Hemphill. Director Ortega advised the question was moved and seconded to approve the two items under the consent agenda.

MOTION PASSED 5 - 0

1. APPROVAL OF MINUTES FOR FEBRUARY 4, 2026 BOARD MEETING
2. APPROVAL OF CONTRACT AMENDMENT NO. 3 WITH 24 HOURS, INCORPORATED (AR 21-044-CV) FOR JANITORIAL SERVICES

RECOMMENDATION: Approve the third amendment of Contract AR-21-044-CV for janitorial services with 24 Hours, Incorporated to extend the current contract term by an additional seven months, June 2, 2026 through December 31, 2026, at a not to exceed cost of \$65,000.00 and authorize the President & General Manager to execute the necessary contract documents.

G. PUBLIC HEARING - None

H. INFORMATIONAL PRESENTATIONS (REQUIRING NO ACTION)

1. OSCEOLA ARTS

Ms. Tiffany Henderson, Director of Corporate Communications, introduced Brandon Arrington, Executive Director of Osceola Arts. Mr. Arrington shared a short presentation on the positive impact KUA's financial contributions have made for the organization. Mr. Arrington thanked KUA and the Board for its continued support throughout the years.

2. REVIEW OF WINTER STORM FERN

Mr. Jason Terry, Vice President of Power Supply, provided the Board with a rundown on how Winter Storms Fern & Gianna impacted KUA's operations and costs.

Director Ortega commented that the customer notification was a key factor and commented that it was a good move on KUA's part.

Director Hemphill inquired if consultants will handle the winterization. Mr. Terry advised yes, KUA has already consulted with a vendor.

Mr. Horton thanked Mr. Justin Buckman, Manager of Power Production, and the Cane Island team for their dedication and hard work during the storm.

I. OLD BUSINESS

1. PRESENTATION OF KUA'S 2025 STRATEGIC PLAN GOAL RESULTS

Mr. Horton advised that all of the 2025 strategic goals were met. The focus continues to be on three core areas, which are to improve the overall customer experience, maintain excellent financial strength and cultivate a great work environment. The department heads provided the results of each goal.

J. NEW BUSINESS

1. APPROVAL OF BOARD MEMBER RECRUITMENT FOR TERM BEGINNING OCTOBER 1, 2026

Mr. Horton advised the Board that Director Manuel Ortega will complete his final term on the Board in September and requested board approval for the recruitment schedule to have someone in place by October 1, 2026.

Mr. Horton advised the Board that the interview questions will be shared with them to see if any modifications are needed.

ACTION: Director Thacker made a motion, seconded by Director Lebron. Chairman Ortega advised the question was moved and seconded to approve the schedule for board member recruitment for term beginning October 1, 2026.

MOTION PASSED 5 – 0

K. STAFF REPORTS

1. FINANCE & ADMINISTRATION QUARTERLY REPORT

Kevin Crawford, Vice President of Finance and Administration, presented an overview of the quarterly financial report.

2. INFORMATION TECHNOLOGY SEMI ANNUAL REPORT

Mr. Gray, Vice President of Information Technology, provided an update on various ongoing and upcoming projects including, WebEx Phone System Deployment, Storage Area Network, cybersecurity, Intrusion Detection System, Artificial Intelligence, and the upcoming Landis and Gyr International Conference.

L. HEAR ATTORNEY, GENERAL MANAGER, DIRECTORS

Mr. Grant Lacerte, General Counsel, shared with the Board some changes that may be coming with some Florida House and Senate bills.

Director Ortega asked if we may move forward to the Management Review section before the General Manager and Directors share closing comments. Mr. Lacerte advised yes.

M. MANAGEMENT REVIEW

Ms. Herrera asked the Board if anyone had any questions or if they wanted to discuss anything pertaining to the Management Review.

Director Ortega recapped the discussion during the workshop for Mr. Horton's Performance Review. Mayor Espinosa shared some very positive comments about KUA and its staff. Mayor Espinosa added that Mr. Horton does an excellent job with his team.

At this time, Director Ortega asked for a motion.

ACTION: Director Thacker made a motioned, seconded by Director Lebron. Chairman Ortega advised the question was moved and seconded to provide an increase for Market Adjustment at 4% and in addition to that, an 8% increase on performance, based on the appraisals Mr. Horton received this period.

MOTION PASSED 5 – 0

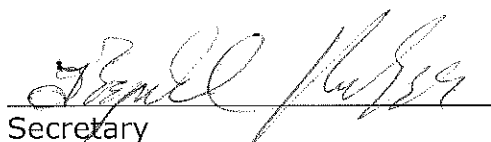
The Board thanked staff and Mr. Horton for his leadership.

Director Hardee thanked Mr. Lacerte for his leadership at the APPA Legislative Rally in Washington D.C. Director Hardee thanked the Mayor for her outstanding leadership and thanked the Board and Mr. Horton.

N. ADJOURNMENT

Director Ortega adjourned the meeting at 5:09 p.m.


Chairman


Secretary