

REGULAR MEETING OF KISSIMMEE UTILITY AUTHORITY HELD WEDNESDAY, JANUARY 7, 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 Hemphill 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. 15-YEAR SERVICE AWARD – CYNTHIA PEREZ, CUSTOMER SERVICE REPRESENTATIVE II, CUSTOMER SERVICE
2. 15-YEAR SERVICE AWARD – JULIA MASON, CUSTOMER SERVICE SPECIALIST, CUSTOMER SERVICE
3. 20-YEAR SERVICE AWARD – IRENE ACOSTA, CUSTOMER SERVICE SPECIALIST, CUSTOMER SERVICE
4. 20-YEAR SERVICE AWARD – CLARIMAR MOJICA, BUSINESS SYSTEMS ANALYST, INFORMATION TECHNOLOGY
5. EMPLOYEE OF THE MONTH FOR JANUARY 2026 – SANDRA MORRIS, ASSISTANT TO VICE PRESIDENT, CAP, HUMAN RESOURCES

Mr. Horton congratulated Sandra for being selected employee of the month for January 2026.

6. EMPLOYEE OF THE YEAR FOR 2025 – LUIS SANTIAGO, LINE CREW SUPERVISOR, OPERATIONS

Mr. Horton congratulated Luis as KUA's 2025 Employee of the year.

At this time, Mr. Horton recognized Larry Mattern, Vice President of Operations, who will be retiring after 34 years of service at KUA. A proclamation was read into the record, naming the Combustion Turbine 3 at the Cane Island Power Park after Larry Mattern. A replica of the plaque that will be displayed at Cane Island was presented to Mr. Mattern. Mr. Horton thanked Mr. Mattern for all of his contributions to KUA.

Mr. Horton also recognized and thanked Aaron Haderle, Manager of Transmission and Distribution, for more than 28 years of dedicated service to KUA who is also retiring.

7. RECOGNITION OF 2026 CALENDAR ART CONTEST WINNERS

Ms. Tiffany Henderson, Director of Corporate Communications, introduced the winners of KUA's 2026 Calendar of Energy Conservation and KUA's official mascot, Sparky, was present as well. The 12 winners are as follows; Holy Redeemer Catholic School – Maria Pirela, grade 5 (grand prize winner); Osceola Science Charter School – Krystal Montalto, grade 1; Holy Redeemer Catholic School – Emma V. Ramos, grade 2; Voyager K-8 – Dylan Londoño, grade 4; Lakeview Elementary – Gretza Rivera-Roman, grade 1; Flora Ridge Elementary – Sebastian

Cuberos grade 4; Michigan Avenue - Liam Yafac Leon, grade 1; Osceola Science Charter School - Amina Adam, grade 2; Holy Redeemer Catholic School - Camila Torres, grade 3; Oak Tree Christian Academy - Arianna Lee Gines, grade 3; Osceola Science Charter School - Andrea McGee, grade 1; Holy Redeemer Catholic School - Shaira Nicola Cintron, grade 5.

At this time, Director Ortega called for a 10-minute recess to provide the families a few minutes to take photos with Sparky; then moved forward with the meeting.

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 items 1 - 4 under the consent agenda.

MOTION PASSED 5 - 0

1. APPROVAL OF MINUTES FOR DECEMBER 3, 2025 BOARD MEETING
2. APPROVAL OF PURCHASE OF ONE (1) 2027 INTERNATIONAL HV607 VACTOR TRUCK

RECOMMENDATION: Approve the purchase of one (1) 2027 International, HV607 Vactor Truck for a total not to exceed amount of \$541,547.00 and authorize the President and General Manager to execute any necessary documents to complete the purchase.

3. CITY OF KISSIMMEE ANNUAL SPONSORSHIP

RECOMMENDATION: Approve a \$25,000 sponsorship to support the City of Kissimmee's annual programs and events.

4. OSCEOLA COUNCIL ON AGING MARCH FOR MEALS 5K SPONSORSHIP

RECOMMENDATION: Approve a \$10,000 sponsorship of the Osceola Council on Aging's March for Meals 5k Walk/Run, benefiting the Meals on Wheels program.

G. PUBLIC HEARING - None

H. INFORMATIONAL PRESENTATIONS (REQUIRING NO ACTION)

1. KISSIMMEE VALLEY LIVESTOCK SHOW & FAIR

Ms. Henderson introduced Joel Rose, General Manager of Kissimmee Valley Livestock Show and Fair. Mr. Rose shared a short presentation on the positive impact KUA's financial contributions have made for the organization. Mr. Rose thanked KUA and the Board for its continued support throughout the years.

I. OLD BUSINESS

1. APPROVAL OF EXPENDITURE FOR ANNUAL VMWARE SUBSCRIPTION RENEWAL

Jef Gray, Vice President of Information Technology, informed the Board that this expenditure secures the FY26 renewal for VMware maintenance and support, the foundational platform for KUA's data centers. Mr. Gray advised this renewal is vital for uninterrupted infrastructure management and the deployment of critical security patches.

Mr. Horton advised that during a meeting with Director Thacker, she inquired if there is a possibility of having a longer term than just one year. Mr. Gray advised that the next time this comes up for renewal he plans on seeking three years or more on the contract.

ACTION: Director Thacker made a motion, seconded by Director Hemphill. Director Ortega advised the question was moved and seconded to approve the annual VMWare Subscription Renewal for maintenance and support expenditure purchased through Software House International, under contract Sourcewell Technology Products & Solutions, Contract # 121923-SHI, in the amount of \$315,566.68, and authorize the President and General Manager to execute any necessary documentation.

MOTION PASSED 5 - 0

J. NEW BUSINESS - None

K. STAFF REPORTS

1. HUMAN RESOURCES SEMI-ANNUAL REPORT UNAUDITED YEAR END FINANCIAL STATEMENTS

Ms. Cindy Herrera, Vice President of Human Resources, presented an overview on the various Human Resource related statistics, which included demographics in the workplace, KUA's Tuition Reimbursement Program, turnover rate, worker's compensation, safety & risk management, health care costs and wellness initiatives.

L. HEAR ATTORNEY, GENERAL MANAGER, DIRECTORS

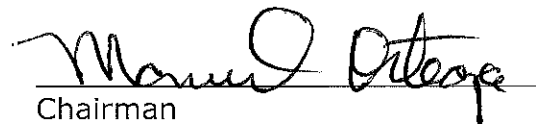
Grant Lacerte, General Counsel, reminded the Board of the FMEA Legislative Rally that begins on Monday, February 2 in Tallahassee. Mr. Lacerte provided updates on some legislative matters.

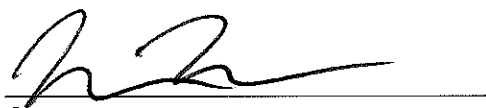
Mr. Horton advised the Board that KUA recently completed the NERC and SERC audit. He advised there were no findings and it was a very clean audit.

The Board wished everyone a Happy New Year and each Board member thanked Larry for all his years at KUA and wished him all the best in the future.

M. ADJOURNMENT

Director Ortega adjourned the meeting at 4:46 p.m.


Chairman


Secretary