

**Wednesday, October 14, 2026, 5:30 PM
GRU Administration Building
301 SE 4th Avenue
Gainesville, FL 32601**

Directors

Chair Eric Lawson
Vice-chair David Haslam
Director Jack Jacobs
Director Robert Skinner

If you have a disability and need accommodation in order to participate in this meeting, please contact the Office of Equity and Inclusion at (352) 334-5051 at least two business days in advance. TTY (Text Telephone Telecommunication Device) users please call 711 (Florida Relay Service). For Speech to Speech (STS) relay, please call 1-877-955-5334. For STS Spanish relay, please call 1-877-955-8773. For STS French Creole relay, please call 1-877-955-8707.

A. Call to Order

Agenda Statement: The Gainesville Regional Utilities Authority encourages civil public speech. The Gainesville Regional Utilities Authority expects each person entering this chamber to treat others with respect and courtesy. Speakers are expected to focus on agenda items under discussion and avoid personal attacks or offensive comments. Threatening language is not allowed. Anyone who repeatedly disrupts the proceedings will be asked to leave. Signs, props, posters, food, and drink should be left outside the auditorium.

B. Roll Call

C. Invocation

D. Pledge of Allegiance

E. Adoption of the Agenda

Including Consent and Regular Agenda Items

F. Approval of Minutes

- 1. 410-2026 Gainesville Regional Utilities Authority approve the minutes from the September 9, 2026, meeting (B)**

Department: Gainesville Regional Utilities Authority

Description:

Fiscal Note:

Recommendation: The GRU Authority approve the minutes from the September 9, 2026 meeting.

Attachments:

1. 2026-410A Minutes - GRUA_Sep09_2026 20261014

G. Chair Comments

H. Director Comments

I. Consent Agenda

1. 411-2026 State of the Utility - August 2026 (B)

GRU will be providing a monthly update to Authority members to ensure they are aware of the important projects and relevant utility measurements and benchmarks. This report provides information from August 2026.

2. 412-2026 Ongoing Business

At its June 10, 2026, meeting, the Authority directed staff to place an Ongoing Business Agenda Item on the consent agenda to provide informal updates on ongoing GRU business.

Ongoing Business

• Cross Creek Mobile Home Park

- On September 10, 2025, Agenda Item No. M.4, the Authority authorized GRU staff to initiate and conduct a competitive process for the potential sale of the CCMHP water and wastewater systems.
- Between September 2025 and May 2026, internal interdepartmental discussions regarding solicitation and sale of CCMHP water and wastewater systems took place.
- GRU procurement, water/wastewater, and legal staff met on June 1st, June 9th, and June 23rd, 2026. Staff subsequently substantially completed an invitation to negotiate.
- The solicitation was posted on 9/3/2026, and closes on November 3, 2026.

• Variable Billing

- At its June 10, 2026, meeting, the Authority discussed variable billing with staff after receiving community questions and feedback. GRU follows standard municipal industry practices of using variable billing between 28-33 days per billing cycle. Discussions included whether GRU could reduce the variable billing spread or just use 30 days.
- GRU staff forecasted a 30–31-day billing cycle and provided the dynamic scheduling data to its billing software vendor. The vendor is independently verifying the dynamic scheduling calculations for incorporating into GRU's system.
- Dynamic Schedule is updated and will be fully integrated into billing by October 1, 2026.

• Authority Seal

- At its June 10, 2026, meeting, the Authority approved a resolution adopting an official corporate seal. Notably, the resolution allows the seal to “be in such other form as the Authority or its CEO may prescribe.”
- CEO Ed Bielarski worked with staff to design a seal that better reflected Gainesville Regional Utilities and its Authority.

J. CEO Comments

K. Attorney Comments

L. Resolutions – (Roll Call Required)

M. Business Discussion Items

1. 414-2026 GRU Review — October 2026

An update to the Board on the significant and most meaningful events since the last board meeting. The GRU Review isn't meant to replace all the granularity of the State of the Utility, it is intended to supplement it and can evolve over time, depending on the requirements set forth by the Board.

2. 415-2026 Chief Executive Officer Performance Evaluation

Once a year, the Gainesville Regional Utilities Authority (GRUA) conducts an evaluation of the Chief Executive Officer's (CEO) performance to assess the CEO's contribution to the achievement of GRU's mission, vision, and organizational goals. This agenda item has been set aside for the Authority to discuss the CEO's FY'26 performance evaluation, assisted with the attached summary of the Board's evaluations and the CEO's listing of accomplishments.

In addition, during the CEO's previous year's evaluation, held at the October 8, 2025, Authority meeting, the Authority requested the Office of People Resources (OPR) to research the market value for the CEO position – such analysis to be brought back before the Authority as part of further discussion. That information is attached.

N. General Public Comment

(for items not on the agenda, not to exceed 30 minutes total)

O. Director Comments

P. Adjournment



Gainesville Regional Utilities Authority
MINUTES

September 9, 2026, 5:30 p.m.
GRU Administration Building
301 SE 4th Avenue
Gainesville, FL 32601

Members Present: Chair Lawson, Jack Jacobs, Robert
 Skinner

Members Absent: Vice-Chair Haslam

A. CALL TO ORDER

Meeting called to order at 5:30pm

B. ROLL CALL

C. INVOCATION

Invocation given by Director Jacobs

D. PLEDGE OF ALLEGIANCE

E. ADOPTION OF THE AGENDA

Public Comment: Jim Konish

Moved by Robert Skinner

Seconded by Jack Jacobs

Approved

F. APPROVAL OF MINUTES

Moved by Robert Skinner

Seconded by Jack Jacobs

Approved

1. **2026-655 Gainesville Regional Utilities approve the minutes from August 10, 2026 meeting (B)**

Recommendation: The GRU Authority approve the minutes from the August 10, 2026 meeting.

G. CHAIR COMMENTS

Chair Lawson had no comments.

H. DIRECTOR COMMENTS

The Directors did not have any comments at this time.

I. CONSENT AGENDA

Moved by Jack Jacobs

Seconded by Robert Skinner

Approved

1. **2026-656 State of the Utility – July 2026 (B)**

2. **2026-657 Ongoing Business**

Recommendation: The GRU Authority accept this Ongoing Business agenda item.

3. **2026-658 September 2026 Accelerated Debt Reduction Transaction**

J. CEO COMMENTS

CEO Bielarski shared additional information about item 2026-658 September 2026 Accelerated Debt Reduction Transaction. He also updated the board on the billing regarding stormwater as it will be removed from GRU bills starting October 1, 2026.

Director Jacobs requested that GRU make the messaging clear on who to contact regarding stormwater and solid waste billing.

K. ATTORNEY COMMENTS

Kirsten Ballou of Folds Walker gave an update on GRUA's legal progress with the 1st DCA.

Utilities Attorney, Derek Perry, had no further comments to add.

L. RESOLUTIONS (Roll Call Required)

1. 2026-660 Resolution amending GRU rules on stormwater billing and refuse collection (B)

Utilities Attorney, Derek Perry, gave a more in-depth explanation of what is being requested with Resolution 2026-660.

Public Comment: Jim Konish

Moved by Jack Jacobs

Seconded by Robert Skinner

Recommendation: The GRU Authority adopt the proposed resolution.

Approved

M. BUSINESS DISCUSSION ITEMS

1. 2026-659 Power District Asbestos Abatement and Demolition

Barrie Corp, Administrative Services Director, delivered a presentation providing a brief history of the Power District and its buildings. The presentation included photos illustrating the current condition of the structures and outlined the request before the Authority Board, explaining why demolition is necessary.

Chair Lawson asked if there were any known soil contaminants on the property. Director Corp responded that some contamination had been identified when the property was vacated, but he would need to follow up with the Board on the specific findings. He added that once demolition is completed, the site would be taken down to the concrete pad.

Chair Lawson then asked CEO Bielarski whether GRU would return to the Board with recommendations for the future use of the property. CEO Bielarski confirmed that they would, noting that Interim City Manager, Andrew Persons, has also inquired about its future. He stated that the property would likely be of interest to a developer and that it will be more valuable once it has been stripped back to bare ground. GRU will bring recommendations back to the Board.

Director Skinner expressed interest in selling the property and using a portion of the proceeds to support fuel stabilization rather than debt reduction.

Director Jacobs asked whether GRU had approached the Fire Department to see if they might consider using the property for training. Director Corp replied that they had not reached out, but noted that the Fire Department currently has access to nearby property.

Chair Lawson also asked whether HB 1645 includes any restrictions related to selling the property. Utilities Attorney, Derek Perry, responded that if any restrictions exist, they are very limited.

Public Comment: Jim Konish

Moved by Robert Skinner
Seconded by Jack Jacobs

Recommendation: The GRU Authority authorizes the implementation of asbestos abatement and demolition of the structures identified in ITB 2026-063 DEMOLITION, ASBESTOS ABATEMENT, LEAD PAINT & HAZARDOUS MATERIALS REMOVAL.

Approved

2. 2026-661 GRU Review – September, 2026 (B)

CEO Bielarski provided an update on several significant developments at GRU, including progress on restoring JR Kelly and bringing the unit back online. He also informed the Board about upcoming changes to customer billing, noting that billing cycles will be limited to 30 days moving forward.

Recommendation: The GRU Authority hear the presentation from the CEO.

Heard

N. GENERAL PUBLIC COMMENT

Public Comment: Jim Konish

O. DIRECTOR COMMENTS

Director Jacobs said he was pleased to hear the update on the bonds and that investors remain confident in supporting GRU. He also noted that even with the Kelly plant offline, GRU has continued to meet customer demand while keeping rates low.

Director Skinner echoed his support regarding the bonds, stating that he hears positive feedback about GRU while out in the field. He also shared that he has reached out to the Governor's office to request continuation of his appointment on the Board but has not yet received a response.

Chair Lawson had no comments.

P. ADJOURNMENT

Meeting adjourned at 6:14pm

Kunti Nesbitt, GRUA Staff Liaison

Gainesville Regional Utilities Authority Agenda Item Report

File Number: **411-2026**

Agenda Date: October 14, 2026

Department: Gainesville Regional Utilities Authority

Title: **411-2026 State of the Utility - August 2026 (B)**

Description:

GRU will be providing a monthly update to Authority members to ensure they are aware of the important projects and relevant utility measurements and benchmarks. This report provides information from August 2026.

Fiscal Note:

None.

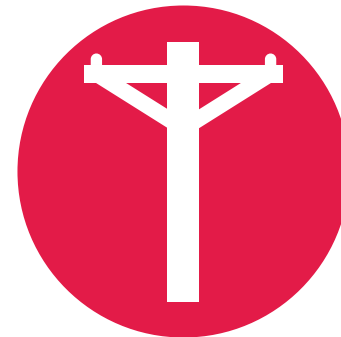
Recommendation:

Attachments:

1. 220262-411A State of the Utility Aug. 2026 20261014

State of the Utility

FY26
August



Energy Supply

Major Figures & Achievements

Recordable
Injuries
1

Regulatory
Compliance
Issues
0

YTD

Recordable
Injuries
2

Regulatory
Compliance
Issues
0

Environmental & NERC Compliance

- There are no outstanding environmental or electric regulatory compliance issues at this time.

Deerhaven (DH)

Deerhaven Unit 1 (DH1)

- Unit remained online.

Deerhaven Unit 2 (DH2)

- Unit remained online.

Deerhaven Combustion Turbines

- Units fully available.

Deerhaven Renewable (DHR)

- Unit remained online.

Energy Supply

Kelly Generating Station (JRK)

JCC1 (Combined Cycle)

- The unit remained in an extended planned outage throughout the month. The Combustion Turbine Generator Rotor was successfully rewound and reinstalled. The outage has ended in late September.

South Energy Center (SEC)

- **Wärtsilä Engine** – Online for most of the month, except for an outage Aug. 12-14 caused by a failure of the urea supply tubing to the selective catalyst reduction (SCR) system. The unit was down due to a planned preventive maintenance outage Aug. 30 through Sept. 3.
- **SOLAR Engine** – Solar engine-was in standby most of the month, but did run reliably during the periods of time when the Wärtsilä was offline.

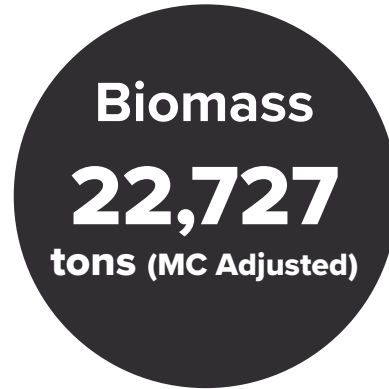
Energy Supply

Fuels Management

Inventory (as of Aug. 28)



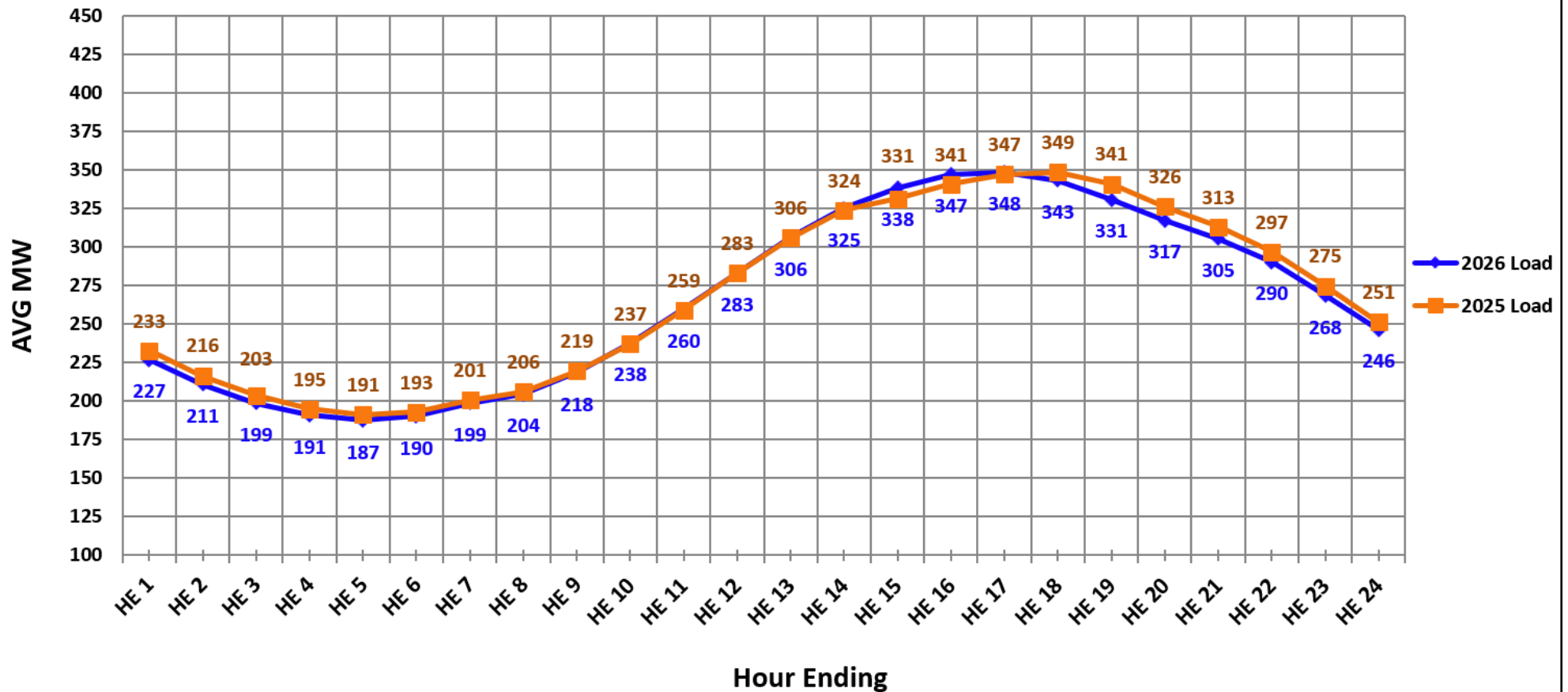
37.5 days at full load;
75 days at half load.



7.5 days at full load;
11 days at half load;
11.5 days at most recent
burn rate.

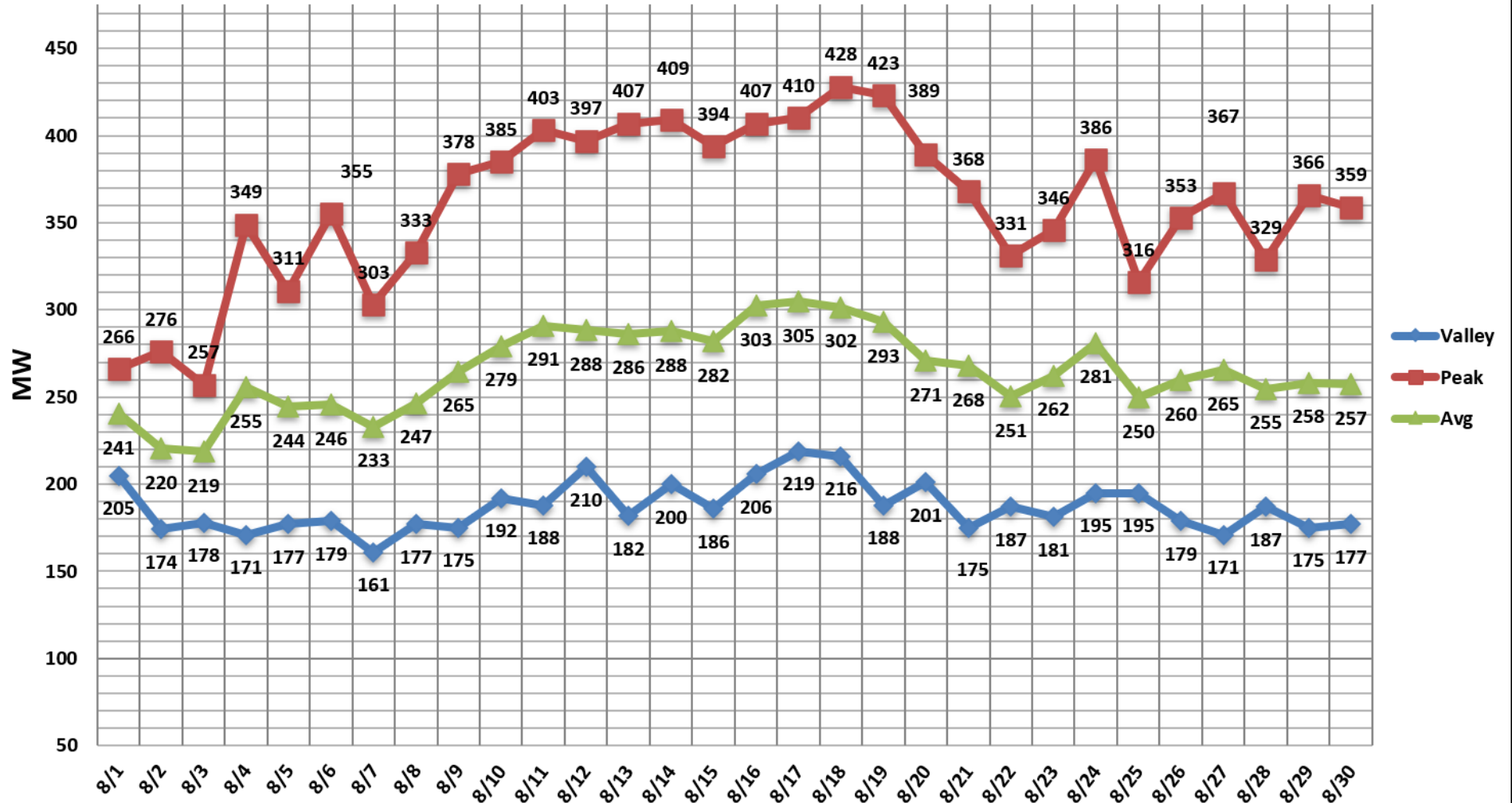
Energy Supply

August 2026 vs August 2025
Average Hourly Loads



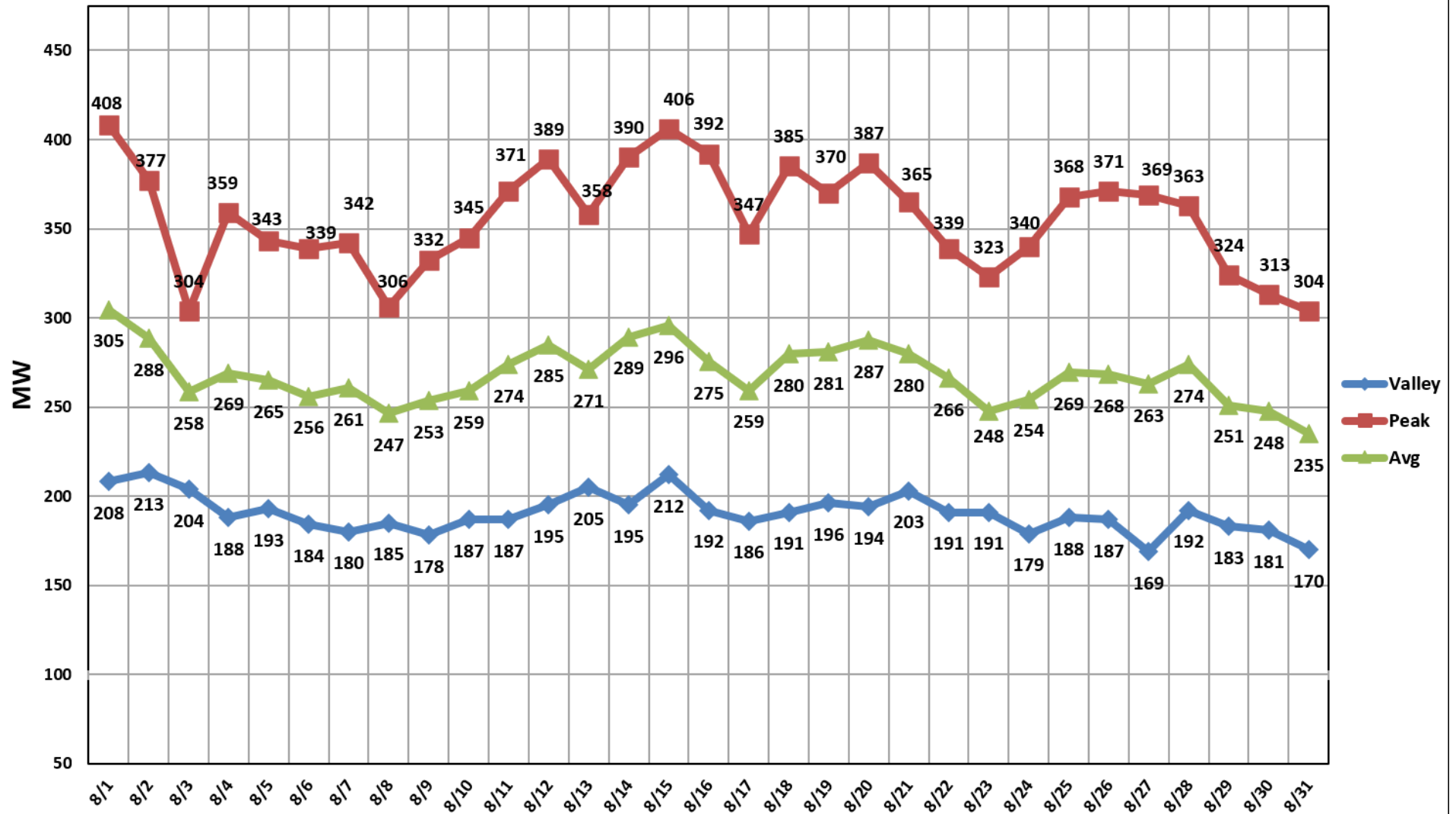
Energy Supply

August 2026
Peak, Valley, and Average Loads



Energy Supply

August 2025
Peak, Valley, and Average Loads



Energy Supply

Emissions Data

Yearly Emissions

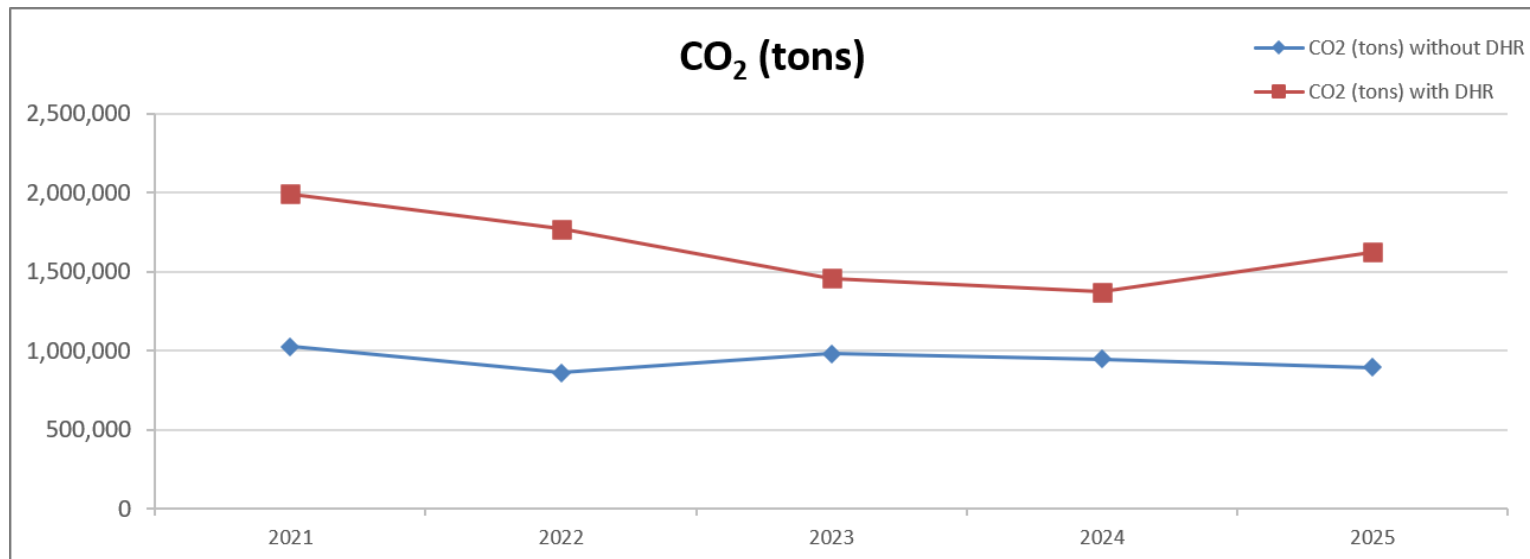
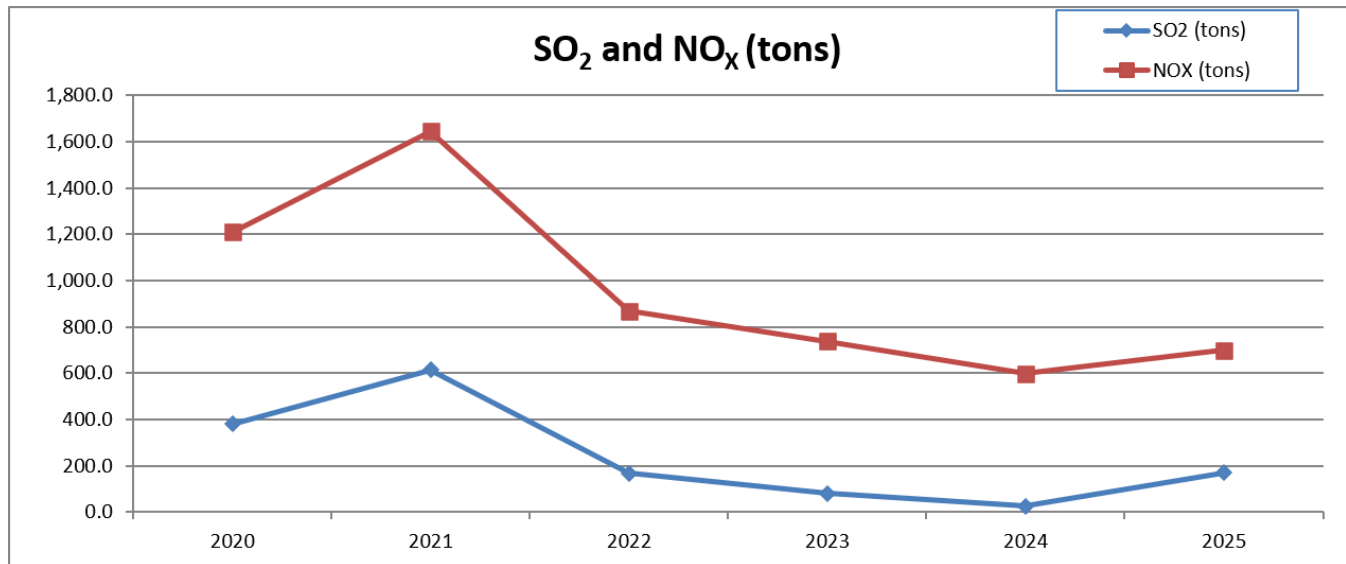
	SO ₂ (tons)	NO _x (tons)	Mercury (lbs)*	PM (tons)*	CO ₂ (tons) without DHR	CO ₂ (tons) with DHR
2020	379.3	1,208.3	3.1	56.5	1,033,389.5	1,697,218.5
2021	614.7	1,643.0	3.7	63.7	1,027,918.9	1,991,487.9
2022	167.4	867.8	2.1	11.2	861,824.7	1,771,204.7
2023	80.2	737.1	0.6	12.2	980,726.2	1,458,824.3
2024	26.5	598.4	0.8	5.3	946,129.6	1,373,862.0
2025	170.4	698.4	1.4	8.4	894,873.2	1,624,161.8
2026 (through Aug)	134.5	587.6	1.1	12.5	510,770.8	1,081,754.3

*Mercury and Particulate values are for Unit 2 only.

**Values Subject to Change - Final Values Dependent on Fuel Analyses

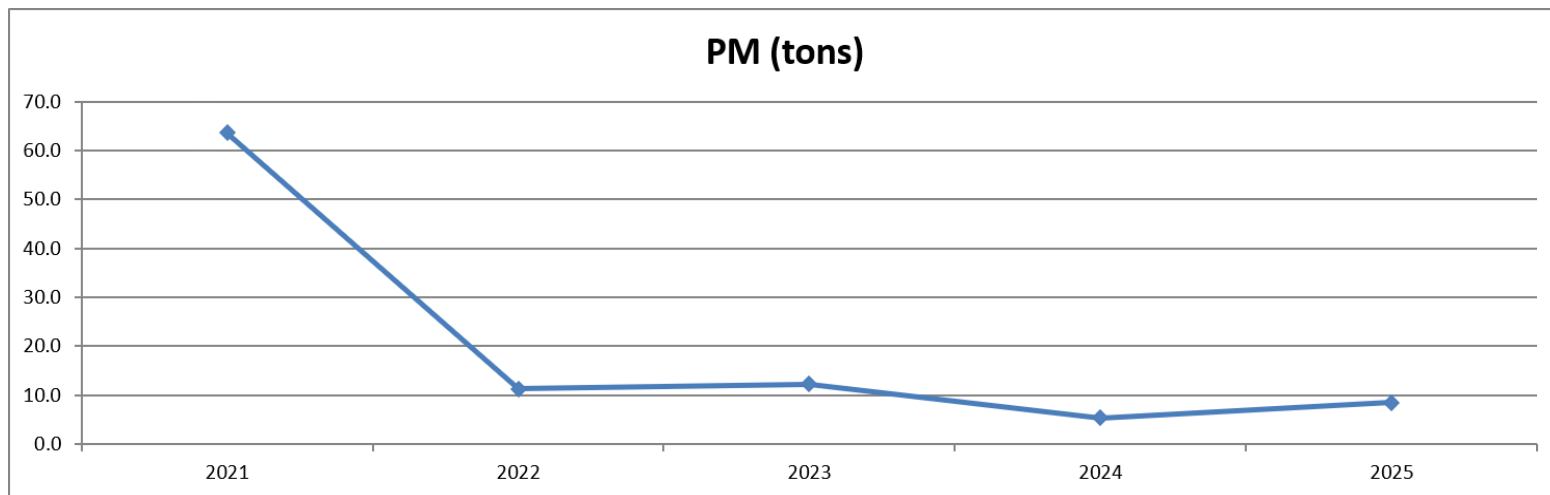
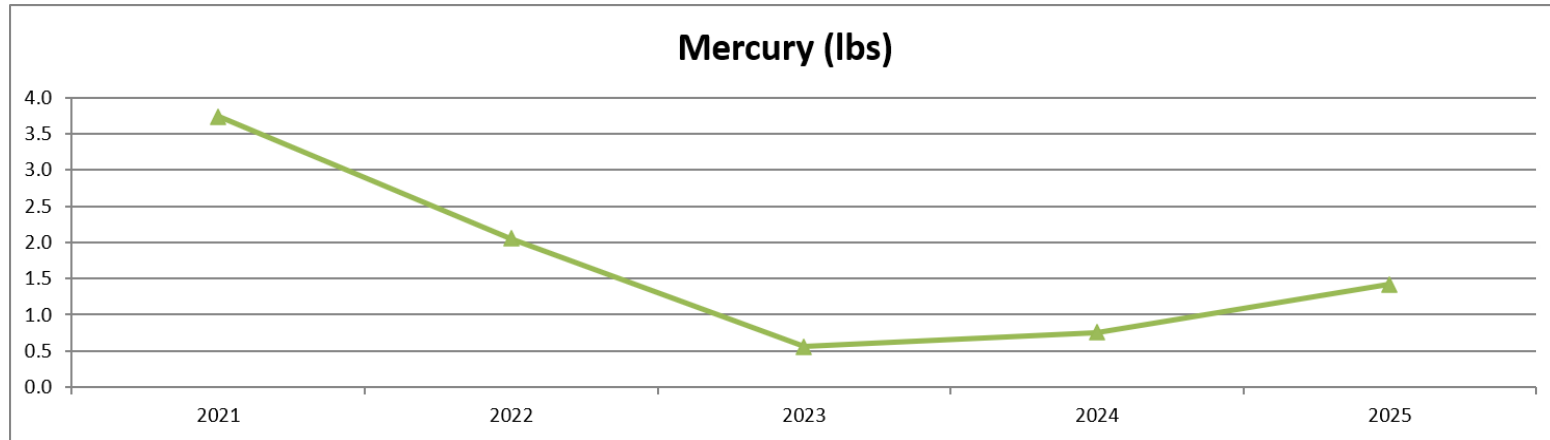
Energy Supply

Yearly Emissions



Energy Supply

Yearly Emissions



Energy Supply

Emissions Data

				2026 (thru Aug)					
Unit	SO ₂ (tons)	NO _x (tons)	Mercury (lbs)	PM (tons)	CO ₂ (tons)	SO ₂ Rate (lb/MMBtu)	NO _x Rate (lb/MMBtu)	HTIP (MMBtu)	GEN (MW-hours)
DH1	28.2	91.7			83,241.5			1,385,688.0	111,434.0
DH2	96.2	331.3	1.10	12.5	425,099.0			7,011,021.0	628,000.0
DHCT3	0.0	0.4			1,477.9			24,871.0	1,914.0
JRKCC1	0.0	0.3			952.4			16,024.2	1,975.0
DHR	10.1	163.9			570,983.5			5,352,163.8	431,990.0
TOTAL	134.5	587.6	1.10	12.5	1,081,754.3			13,789,768.0	1,175,313.0
				TOTALS without DHR					
Unit	SO ₂ (tons)	NO _x (tons)	Mercury (lbs)	PM (tons)	CO ₂ (tons)	SO ₂ Rate (lb/MMBtu)	NO _x Rate (lb/MMBtu)	HTIP (MMBtu)	GEN (MW-hours)
DH1	28.2	91.7			83,241.5			1,385,688.0	111,434.0
DH2	96.2	331.3	1.10	12.5	425,099.0			7,011,021.0	628,000.0
DHCT3	0.0	0.4			1,477.9			24,871.0	1,914.0
JRKCC1	0.0	0.3			952.4			16,024.2	1,975.0
Total Without DHR	124.4	423.7	1.10	12.5	510,770.8			8,437,604.2	743,323.0

Energy Supply

Emissions & Compliance Data

		Aug		Calendar Year to Date (Aug)
Notices of Violation		0		0
Emissions				
DH1, DH2, DHCT3, JRKCC1				
	CO ₂ (tons)	81,145.8		510,770.8
	NO _x (tons)	61.0		423.7
	SO ₂ (tons)	0.4		124.4
DH Unit 2 (only)				
	PM _{FILT} (tons)	0.9		12.5
	Hg (lbs)	0.1		1.1
DHR				
	CO ₂ (tons)	68,364.7		570,983.5
	NO _x (tons)	19.7		163.9
	SO ₂ (tons)	1.2		10.1

Energy Supply

Availability & Capacity

	Availability			Capacity		
	Month	FY26 YTD	FY25 YTD	Month	FY26 YTD	FY25 YTD
DH-2	100.00%	87.58%	94.26%	55.33%	32.90%	34.26%
DH-1	100.00%	99.87%	99.30%	32.49%	14.66%	21.30%
Kelly CC	0.00%	33.65%	83.54%	0.00%	28.84%	75.93%
DH CT-1	99.72%	94.43%	97.96%	0.05%	0.12%	0.02%
DH CT-2	100.00%	93.84%	99.91%	0.01%	0.06%	0.01%
DH CT-3	100.00%	99.89%	96.60%	0.00%	0.36%	0.71%
DHR	100.00%	99.90%	64.49%	58.55%	61.85%	37.07%

Fuel Consumed

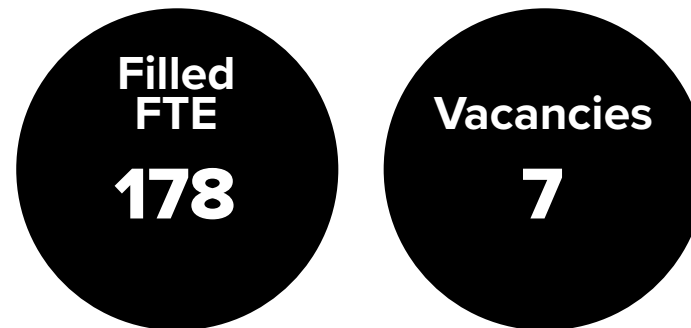
	Month	Units YTD	Budget YTD	Delta Budget
Coal (Tons)	13	7,501	30,197	-22,696
Gas (MCF)	1,324,982	11,021,987	11,829,278	-807,291
Fuel Oil (Gal)	80	281,752	281,752	—
Biomass (Tons)	55,170	700,718	520,078	180,640

Energy Supply

Performance Parameters

Aug. 2026	MWh/Month	MWh/YTD	Budget YTD	Delta Budget
DH-2	89,762	567,675	339,330	228,345
DH-1	17,377	105,910	77,876	28,034
Kelly CC1	-	80,393	250,217	(169,824)
CTs	3	1,970	732	1,238
Grid	46,399	236,251	111,061	125,190
DHR	43,557	330,162	496,471	(166,309)

Personnel



Energy Supply

Vacancies

Status	Title	Filled?	Group	Vacant Date
Filled	Account Clerk Senior	Y	GRU Administration	April '26
Filled	Account Clerk Senior	Y	GRU Administration	June '26
Vacant	Analyst Senior	Y	Power Systems Fuels	Feb. '26
Filled	Control Room Operator	Y	GRU Deerhaven Renewables	June '26
Filled	Energy Supply Maintenance Planner	Y	GRU Deerhaven Renewables	May '26
Vacant	Engineer and Utility Designer IV	N	GRU Production Assurance	Dec. '23
Vacant	Engineer and Utility Designer IV	N	GRU Production Assurance	April '25
Filled	Power Plant ICE Tech	N	GRU Deerhaven Ops	April '26
Filled	Power Plant ICE Tech	N	GRU Deerhaven Ops	May '26
Vacant	Power Plant Mechanic Journeyman	N	GRU Maintenance Group	Jan. '25
Filled	Power Plant Mechanic Journeyman	Y	GRU Maintenance Group	Sept. '25
Filled	Power Plant Mechanic Journeyman	Y	GRU Maintenance Group	April '23
Vacant	Power Plant Process Operator	N	GRU Deerhaven Ops	June '26
Filled	Power Plant Production Leader	Y	GRU Deerhaven Ops	Feb. '26
Vacant	Production Technician	N	GRU Kelly Plant	May '26

Retirements

Personnel	Title	Retirement Date	Years of Service
Jimmy Hersey	Power Plant Instrumentation, Controls & Electrical Technician	Nov. 1, '26	9
Scott Whitlow	Principal Engineer & Utility Designer	Oct. 2, '26	7
Dino DeLeo	Energy Supply Officer	Oct. 1, '26	20

Energy Delivery

Reliability Statistics

Customers
Served
102,060

Total
Outages
137

Customers
Affected
11,891

Outage
Minutes
22,302

Outage Causes

Cause	Overhead	Underground	Both
Undetermined	10	2	2
Weather	14	0	0
Vegetation	59	4	5
Animals	4	0	0
Foreign Interference	0	0	0
Human Cause	2	1	1
Equipment Failure	21	10	1
Other	0	0	1
Total	110	17	10

Energy Delivery

Electric System Consumption

	Aug. 2026		Aug. 2025	
	CONSUMPTION (kWh)	CUSTOMERS	CONSUMPTION (kWh)	CUSTOMERS
Feed-in-Tariff - Residential	152	83	141	84
Feed-in-Tariff - General Service	2,617	148	2,335	140
Electric - GS - Demand - Regular	57,694,437	1,101	53,964,378	1,101
Electric - General Service Demand PV	1,996,309	31	1,901,535	33
Electric - GS - Kanapaha w Curtail Cr	1,046,400	1	1,075,200	1
Electric - GS - Demand - Large Power	9,558,260	10	10,210,740	10
Electric - GS - Murphree Curtail Credit	1,470,314	1	1,480,344	1
Electric - GS - Large Demand PV	9,019,200	3	5,582,400	2
Electric - GS - Non Demand	20,685,146	10,166	19,241,146	10,134
Electric - General Service PV	293,179	95	228,539	89
Electric - Lighting - Rental *	787,078	1,789	791,340	1,789
Electric - Lighting - Street - City *	400,040	6	356,923	3
Electric - Lighting - Street - County *	127,106	1	127,106	1
Electric - Lighting - Traffic	144	1	0	1
Electric - Residential - Non TOU	101,201,770	95,164	94,461,760	94,708
Electric - Residential PV	1,535,077	1,598	1,211,670	1,538
Total Retail Electric	205,817,229	108,402	190,635,557	107,841

* Number of customers is excluded from total customer count.

Energy Delivery

Gas System Consumption

	Aug. 2026		Aug. 2025	
	CONSUMPTION (THM)	CUSTOMERS	CONSUMPTION (THM)	CUSTOMERS
Gas - GS - Regular Service (Firm)	665,213	1,257	494,714	1,240
Gas - GS - Regular Service (Small)	23,980	503	26,590	505
Gas - GS - Interruptible - Regular Serv	18,401	1	14,327	3
Gas - GS - Interruptible - Large Volume	238,534	5	144,327	3
Gas - Residential - Regular Service	301,477	36,121	285,749	36,029
Total Retail Gas	1,247,605	37,887	951,380	37,777

Major Projects

ED Electric Engineering

- **Portman Apartments** — Work began onsite. Relocation of existing facilities is complete, and temporary power installation is in progress.
- **TACTICS — Circuits 209–287** — T&D construction began and is approximately 80% complete.
County Criminal Court Complex Expansion — GRU Electric completed the overhead-to-underground conversion. Construction was reported as 100% complete.
- **New Feeder for Amazon EV Fleet** — CSX, County and FDOT permits were approved. T&D construction is approximately 80% complete, and a portion of the new feeder has been energized. The directional bore along U.S. 441 is complete; GRU is awaiting CSX to finalize the U.S. 441 crossing.
- **EastWood Preserve Subdivision** — The demolition request process began.
- **Gilbane-Colligate Apartments** — Construction of the new multistory apartments on NW 20th Avenue is in progress and approximately 15% complete. Work is awaiting the developer. A preconstruction meeting was held Aug. 19, 2026.
- **TACTICS — Circuit 550** — T&D construction is 100% complete.
- **ParkLane Apartments** — Construction began and is approximately 70% complete.
- **High-Rise Development Coordination** — Coordination continues for several large high-rise development projects within the city limits, including planning for additional power sources in heavily loaded areas with limited space.
- **SW Safety Annex — Firehouse No. 9** — Demolition began. GRU is awaiting execution of the rental-light contract and creation of the purchase order.

Energy Delivery

Gas Engineering

- **AUD for AutoCAD 2025** — A statement of work and terms were prepared jointly with SBS, OT and IT. Purchasing is in progress.
- **AUD Update Implementation** — A new template was provided to two EDFS teams for testing. Feedback is being incorporated into the final version.
- **Bridlewood** — Engineering design is complete, and the external 6-inch portion is nearly complete. Work is awaiting the developer's completion of the internal portion, which is approximately 90% complete.
- **Westgate Backfeed** — Construction is in progress.
- **Tioga Phase 22** — Design is complete and was sent to construction. Coordination of the joint trench with CTE is in progress.
- **Oakmont Phase 6** — The CAD file was processed, and the project is currently under design. A joint-trench agreement is being discussed with the contractor.
- **Synergi Gas** — GIS and CIS data were sent to DNV. A meeting is being scheduled to discuss DNV's request for data refinement.

Electric Operations

T&D Operations

- **VA Hospital ATS** — A fault at the VA Hospital resulted in a catastrophic failure of its automatic transfer switch. GRU met with the VA to discuss options that meet the VA's needs and GRU standards. GRU is awaiting the VA's decision on how to proceed.
- **McMichen Circuit 439** — Construction of the new circuit along NE 53rd Avenue, which will serve the Amazon EV fleet, is approximately 95% complete.
- **HCA 2,500 kVA Transformer** — The transformer changeout was completed.
- **Park Lane Project** — The project was completed.
- **Lift Station 1 Project** — The project was completed.
- **TACTICS Reliability Improvements** — Work continues with Engineering on various TACTICS projects to improve the reliability of circuits serving Millhopper, Kelly and Kelly West.
- **Underground Conduit Installation** — Installed 39,072 feet of underground conduit year to date for various projects.
- **Hazard Tree Removal** — Due to drought conditions, the number of hazardous and dead trees has increased significantly. A total of 243 hazard-tree tickets have been addressed, and approximately 700 hazardous trees have been removed during the fiscal year.
- **Customer and Outage Response** — In August, T&D personnel responded to 699 customer or outage tickets.
- **SFC ATS** — GRU is working with S&R to address the SFC automatic transfer switch. SFC agreed to the proposal, materials are being ordered, and an outage will be scheduled once all parts have confirmed ship dates.

Energy Delivery

Substation & Relay

- Worked with System Control on the MPLS migration and RTAC firmware upgrades.
- Repaired the Parker substation capacitor bank.
- Completed NERC relay testing on Line 22.
- Replaced damaged switch 466.
- Completed trip-coil testing on CT4.
- Began the Line 12 upgrade scope and design, including replacement of one 138-kV breaker, one 138-kV gang switch and four line-protection relays.
- Completed Arc Flash training.

Systems Control

- **GenTrader Hosted Solution** — The PCI project remains on track for completion by Oct. 1.
- **August Reliability Report** — Submitted the report to FMPA.

Technical Services Group

- **GIS Upgrade** — The upgrade from version 11.3 to 11.5 was completed.
- **AMI-to-OMS Integration** — The project is approximately 90% complete, and testing has begun.
- **Navigator Replacement** — Requirements gathering is 100% complete. The design phase will begin after the electric UN migration from 4 to 7 and the gas migration from GN to UN7 are complete.
- **OMS Upgrade** — The project is approximately 90% complete. IT moved the virtual machine from Nutanix to VMware. Go-live is scheduled for Sept. 22.
- **Crew Assignments, CAP Tracking and Circuit Trips Web Code Refactoring** — The upgrade from .NET 2 to .NET 4.8 and from .NET Core 5 to .NET Core 10 is 100% complete. Training is awaiting completion of the new SharePoint site so it can be conducted once. Completion is targeted for October 2026.
- **CAMS** — The upgrade from .NET Core 5 to .NET Core 10 is 100% complete and in the testing phase. Training is awaiting completion of the new SharePoint site so it can be conducted once. Completion is targeted for October 2026.

Energy Delivery

Energy Measurement & Field Operations

Meter Operations

- **Dynamic Meter-Reading Scheduler** — The team created a new scheduler that uses a 28- to 31-day billing cycle to read consumption from each meter.

Revenue Protection

- **Damaged Underground Facilities** — The team investigated 269 damaged underground facilities during FY26.
- **811 Sunshine Law Compliance** — Government Code Inspectors issued 11 citations for violations of the 811 Sunshine Law. The total amount cited was \$23,500, and \$4,360 has been collected.

Field Services

- **Gas Emergency Response** — In August, Field Services responded to 117 gas emergencies.
- **GIS and Billing Auditing** — Field Services is auditing rental lights to correct GIS and billing discrepancies. The team is also verifying electric-meter locations to assist with GIS cleanup.

Gas T&D Major Projects

- **NGDISM Grant Program** — GRU Gas submitted an application to the Natural Gas Distribution Infrastructure Safety and Modernization Grant Program. The total project cost and federal funding request is \$2,281,840.34.
- **Synergi Gas Model** — GRU signed a contract with Synergi to build a gas model for completing the flow studies needed to efficiently expand and maximize the gas system. The official kickoff date is Sept. 11, 2026.
- **Gas Rebates** — FY26 rebates processed totaled \$145,450.
- **New Gas Customers** — GRU added 277 new gas customers during FY26.
- **Contribution in Aid of Construction** — CIAC collected for FY25 and FY26 totaled \$350,903.86.
- **Gas Services** — In August, 16 new gas services were installed, 33 services were retired for inactivity, and 19 services were rerun.
- **Gate Station Upgrades** — GRU is working with Deerhaven leadership to upgrade existing gate-station equipment to meet current natural-gas consumption needs.

Energy Delivery

Advanced Metering Infrastructure (AMI)

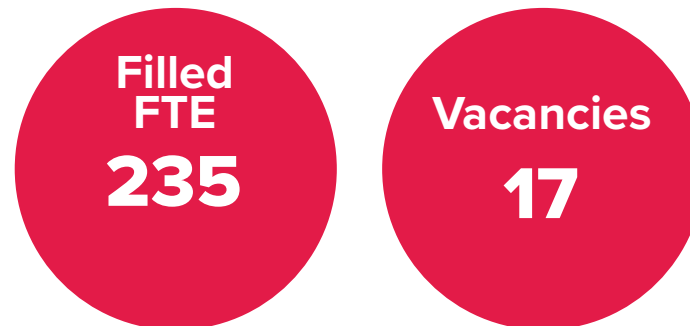
Category	Electric	Water	Natural Gas	Total
Remote Reading	104,640	78,376	38,053	221,069
AMI Devices	104,650	78,374	38,093	221,117
Non-AMI Devices	15	132	41	188
Total Devices	104,665	78,506	38,134	221,305
Saturation %	100.00%	99.90%	99.50%	99.90%

AMI Financial Summary		
Actuals Spent	\$41,354,876	86.50%
O/M Budget Remaining	\$2,166,769	5.00%
Capital Budget Remaining	\$3,544,731	8.50%
Total Budget	\$47,066,376	100.00%

Standard Industry Comparisons

Comparison	Actual	Goal	Description
SAIDI	7.96	4.5	System Average Interruption Duration Index
CAIDI	68.35	55	Customer Average Interruption Duration Index
SAIFI	0.12	0.08	System Average Interruption Frequency Index
ASAI	99.99%		Average Service Availability Index

Personnel



Energy Delivery

Vacancies and Retirements

Status	Title	Filled?	Group	Vacant Date
Vacant	Operational Technology Network Analyst Lead	N	Systems Control	June '26
Vacant	Principal Engineer	N	Systems Control	Aug. '25
Vacant	Electrical Distribution Engineer IV	N	Electric Engineering	March '25
Vacant	Substation Protection & Control Engineer	N	S&R Engineer Group	June '25
Vacant	Relay Technician	N	Relay Operations	March '24
Vacant	Electric Line Worker	N	Electric Line Workers	Aug. '25
Vacant	Lead Line Worker	N	Electric Line Workers	Oct. '24
Vacant	Electrical Distribution Engineer, Principal	N	Electric Engineering	Sept. '25
Vacant	Electrical Distribution Engineer, Principal	N	Electric Engineering	Sept. '25
Vacant	Energy Delivery Facilities Specialist II	N	Electric Engineering	Sept. '25
Vacant	Lead Line Worker	N	Electric Line Workers	Dec. '25
Vacant	Power Systems Coordinator II	N	Systems Control Technical Operations	Feb. '26
Vacant	Electric Line Worker	N	Electric Line Workers	June '25
Vacant	Electrical Distribution Engineer, Principal	N	Electric Engineering	Jan. '25
Vacant	Power Systems Coordinator II	N	Systems Control Technical Operations	March '26
Vacant	OT Software Architect Sr.	N	GRU Energy Delivery	March '24
Vacant	Energy Delivery Facilities Specialist Supervisor	N	GRU Energy Delivery	May '26
Vacant	Energy Delivery Facilities Specialist Supervisor	N	GRU Energy Delivery	May '26
Vacant	Utility Project & Team Leader III	N	Systems Control	June '26

Water/Wastewater

Production

Murphree Water Treatment Plant (Operations Normal)

		Month (mgd)	FY 26 YTD (mgd)	FY 25 (mgd)	Permitted Capacity (mgd)	FY 26 YTD % of Permitted Capacity
	Average Daily Flow	22.6	23.3	24.0	34.6	67%
	Max Daily Peak Flow	30.2	35.9	36.6	54	66%

Kanapaha Water Reclamation Facility (Operations Normal, Reclaimed Water On)

		Month (mgd)	FY 26 YTD (mgd)	FY 25 (mgd)	Permitted Capacity (mgd)	FY 26 YTD % of Permitted Capacity
	Average Daily Flow	11.2	10.1	10.6	14.9	68%
	Max Daily Peak Flow	18.3	18.9	19.1	NA	NA

Main Street Water Reclamation Facility (Operations Normal, Reclaimed Water On)

		Month (mgd)	FY 26 YTD (mgd)	FY 25 (mgd)	Permitted Capacity (mgd)	FY 26 YTD % of Permitted Capacity
	Average Daily Flow	5.7	5.1	5.4	7.5	68%
	Max Daily Peak Flow	9.3	10.7	13.1	NA	NA

Water/Wastewater

Environmental Compliance					
Water Distribution System					
			Month	FY 26 YTD	FY 25
		Precautionary Boil Water Notices:	4	22	22
Wastewater Collection System					
			Month	FY 26 YTD	FY 25
		Sanitary Sewer Overflows (SSOs)	2	14	18
		SSOs By Type:			
		Residential Grease & Toiletries		3	6
		Infrastructure	1	7	10
		Third-Party Damage	1	4	2
		Wet Weather			0
		Named Storms			0

Water/Wastewater

Maintenance						
Water Distribution System						
			Month	FY 26 YTD	FY 25	Monthly Goal
	Dispatched Water Work Orders		332	4,770	5,238	-
	Water Leaks		133	1,412	2,189	-
	Water Damages (by 3rd Parties)		8	153	358	-
	Other Water Work Orders		191	3,205	2,691	-
	Water Valve Exercising Program		181	1841	460	-
	* New program for FY 26					
	Number of Water Services Replaced		82	912	1,058	83
	Feet of Water Main Replaced		1,254	14,415	25,293	2,200
Wastewater Collection System						
			Month	FY 26 YTD	FY 25	Monthly Goal
	Dispatched Sewer Work Orders		73	901	860	-
	Sewer Stoppages		19	178	202	-
	Sewer Damages (by 3rd Parties)		5	54	62	-
	Other Sewer Work Orders		49	669	596	-
	SWAMP Program					
	Miles of Gravity Main Inspected		2.7	25.6	154	-
	Number of Manholes Inspected		32	542	3,833	-
Reclaimed Distribution System						
			Month	FY 26 YTD	FY 25	Monthly Goal
	Dispatched Reclaim Work Orders		4	56	115	-
	Reclaim Leaks		1	9	20	-
	Reclaim Water Damages (by 3rd Parties)			1	4	-
	Other Reclaim Work Orders		3	46	91	-

Water/Wastewater

Major Projects

Water Distribution / Wastewater Collection

- **Large-Meter Inspection Initiative** – Inspections are underway for system water meters measuring 1½ inches and larger. Of the 1,582 meters in the system, 1,151 remain to be inspected.

Wastewater Collection

- **SW 34th Street Force Main Project** – The construction schedule was rescheduled to coincide with the University of Florida's winter break, Dec. 4 to Jan. 10.
- **Three Lakes Creek Easement** — Manhole and gravity sewer pipe lining is underway between Glen Springs Road and NW 34th Street. The northern section is complete.

Main Street Water Reclamation Facility

- **Phase 2 Construction** — Preparation is underway for Phase 2 construction. GRU Energy Delivery is installing a new power feed on the south end of the plant to allow removal of the overhead west line.

Kanapaha Water Reclamation Facility

- **MLSS Pump Repairs** — Repairs are underway on Mixed Liquor Suspended Solids (MLSS) Pumps Nos. 2 and 3. An aeration basin is being drained to investigate the cause of the pump failure.

Lift Stations

- **Lift Station No. 1** – The project reached the substantial-completion milestone. The new facilities are online, the old facilities are being demolished, and concrete paving is underway.

Murphree Water Treatment Plant

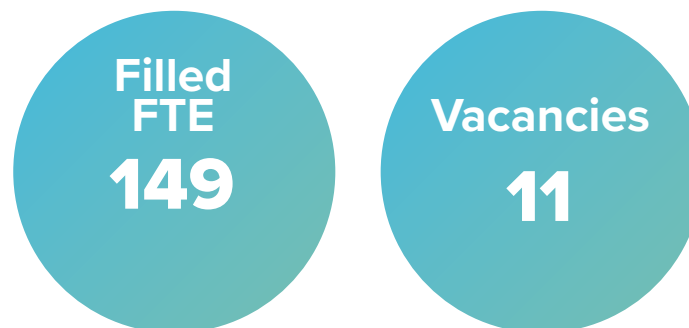
- **Well 9 and Well 11 Electrical Upgrade** — Permits are being obtained for the project to begin this fall.

Water/Wastewater

Vacancies and Retirements

Status	Title	Filled?	Group	Vacant Date
Job Ad Posted	Operator Mechanic	N	Water Treatment Plant	July '26
Job Ad Posted	Staff Specialist	N	Water Treatment Plant	Aug. '26
Job Ad Posted	Service Operator	N	Water Distribution	July '26
Job Ad Posted	Service Operator	N	Water Distribution	July '26
Job Ad Posted	Supervising Utility Engineer	N	Engineering	April '26
Posting Job Ad	TSS Senior	N	Engineering	Aug. '26
Posting Job Ad	Wastewater ICE Tech	N	Water Reclamations	June '26
Job Offer Extended	Crew Leader	N	Water Reclamations	Aug. '26
Posting Job Ad	Wastewater ICE Tech	N	Water Reclamations	April '26
Posting Job Ad	WRF Operator Mechanic	N	Water Reclamations	Aug. '26
Posting Job Ad	WRF Lab Tech	N	Water Reclamations	April '26

Personnel



Safety & Training

Safety Data Month Injury Statistics



Department	First Aid Given	Recordable Injuries	DART*
Administration	0	0	0
W/WW	0	0	0
Energy Supply	0	0	0
Energy Delivery & Gas	0	0	0
GRUCom	0	0	0
Total		0	

*DART: Days away, restricted or transferred.

Fiscal YTD Injury Statistics



Department	First Aid Given	Recordable Injuries	DART
Administration	0	0	0
W/WW	0	10	119
Energy Supply	2	1	0
Energy Delivery & Gas	0	1	82
GRUCom	0	0	0
Total		12	

Safety & Training

Month Vehicle Collisions & Miles Driven



Department	Miles Driven	Recordable Collisions	Preventable Collisions
Administration	7,573	0	0
W/WW	64,352	0	0
Energy Supply	2,644	0	0
Energy Delivery & Gas	89,538	0	0
GRUCom	5,620	0	0
Total	169,907	0	0

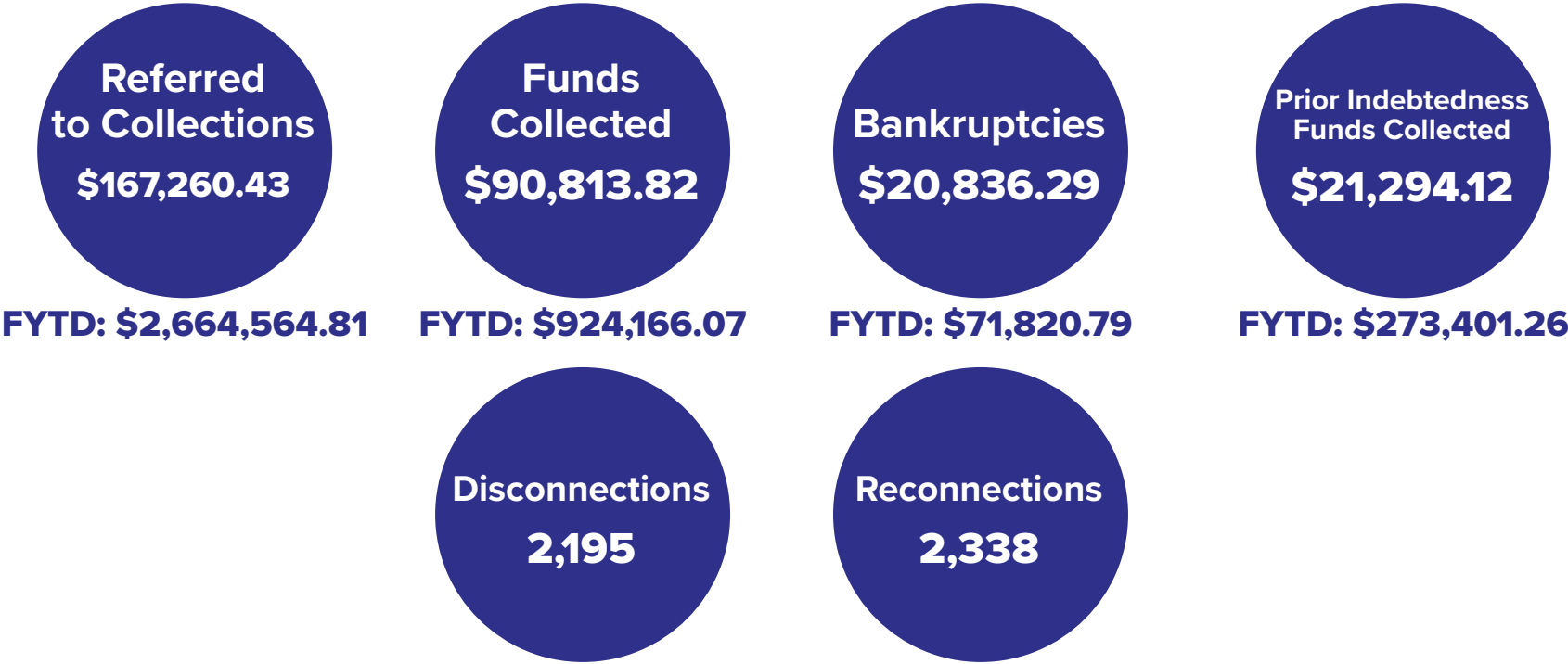
Fiscal YTD Vehicle Collisions & Miles Driven



Department	Miles Driven	Recordable Collisions	Preventable Collisions
Administration	79,032	0	0
W/WW	724,814	8	1
Energy Supply	26,338	0	0
Energy Delivery & Gas	965,291	5	2
GRUCom	61,776	1	1
Total	1,857,251	14	4

Customer Operations

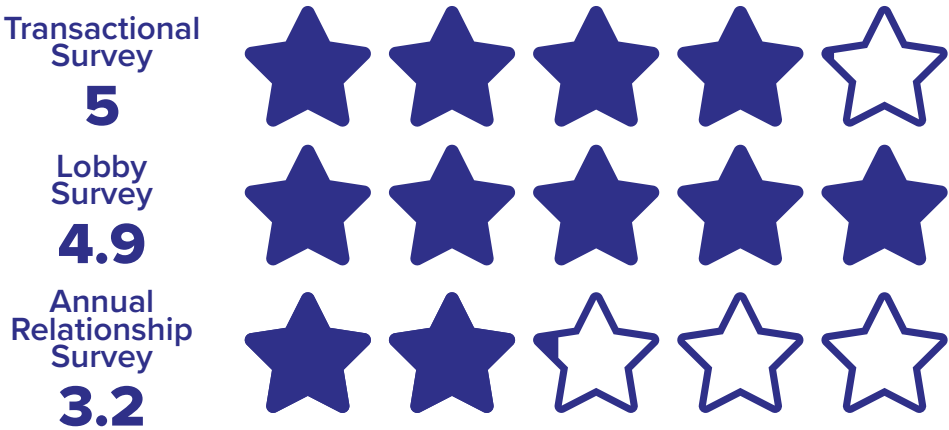
Revenue Assurance



Billing & Customer Solutions

- Invoicing rating: 99.94%
- Meter rereads: 14
- Locked reads: 4,466
- Solar invoicing rating: 100%
- Processed emails: 2,363/2,348 (101%)

Customer Experience



Customer Operations

New Services

Building Permit Reviews	85
Active Projects	Amount
City	200
County	38
New Installations	Amount
Electric	77
Water	85
Wastewater	68
Gas	24
Solar Reviews	Amount
Plan Reviews	6
PVs Completed on Time	6
PV Installations	5
Avg. Handle Time (in Weeks)	3.71

Customer Operations

Customer Service

Answer Speed

Call Type	Actual	FYTD	Goal
Residential & Non-residential	0:01:59	0:01:36	0:05:00

Handle Time

Call Type	Actual	FYTD	Goal
Residential & Non-residential	0:07:00	0:07:13	0:07:00

Total
Calls
15,966

Other Statistics

Payments
Returned

704

Lobby
Visits

3,285

Project
Share
\$3,023.23

Social
Service Vouchers

252

\$302,222.08

\$96,713.20

Customer Operations

Payment Type Details

Payment Type	Transactions	Transactions FYTD	\$ Amount	\$ Amount FYTD
Drop Box	639	8,775	\$444,828.72	\$11,085,075.87
Mailed	16,474	170,581	\$15,906,265.78	\$157,463,546.40
Office Payment	37	498	\$38,683.61	\$613,366.27
Electronic Lockbox	6,244	59,981	\$2,650,332.58	\$21,492,071.78
Drive Thru	3,408	39,754	\$2,626,886.94	\$26,055,600.08
Kubra Cash	273	2,724	\$64,313.76	\$558,413.19
Check Free	—	14,557	\$0.00	\$5,228,423.86
Kubra ACH	18,044	197,307	\$7,085,156.44	\$67,673,040.95
Collection Agency	19	475	\$5,965.54	\$156,719.39
Kubra CC/EZPAY	25,241	266,644	\$6,640,876.63	\$60,543,172.20
Lobby Walk-Ins	2,479	25,562	\$1,579,473.82	\$11,759,624.86
Direct Debit	30,636	355,835	\$11,329,923.41	\$109,527,488.65

Customer Operations

Energy & Business Services

Residential Surveys	60
Commercial Surveys	8
LEEP ^{plus} Applications Received	0
LEEP ^{plus} Pre-inspections	0
LEEP ^{plus} Completed Homes	12

FY26
August
State of the Utility



Gainesville Regional Utilities Authority Agenda Item Report

File Number: **412-2026**

Agenda Date: October 14, 2026

Department: Gainesville Regional Utilities Authority

Title: **412-2026 Ongoing Business**

Description:

At its June 10, 2026, meeting, the Authority directed staff to place an Ongoing Business Agenda Item on the consent agenda to provide informal updates on ongoing GRU business.

Ongoing Business

- **Cross Creek Mobile Home Park**

- On September 10, 2025, Agenda Item No. M.4, the Authority authorized GRU staff to initiate and conduct a competitive process for the potential sale of the CCMHP water and wastewater systems.
- Between September 2025 and May 2026, internal interdepartmental discussions regarding solicitation and sale of CCMHP water and wastewater systems took place.
- GRU procurement, water/wastewater, and legal staff met on June 1st, June 9th, and June 23rd, 2026. Staff subsequently substantially completed an invitation to negotiate.
- The solicitation was posted on 9/3/2026, and closes on November 3, 2026.

- **Variable Billing**

- At its June 10, 2026, meeting, the Authority discussed variable billing with staff after receiving community questions and feedback. GRU follows standard municipal industry practices of using variable billing between 28-33 days per billing cycle. Discussions included whether GRU could reduce the variable billing spread or just use 30 days.
- GRU staff forecasted a 30–31-day billing cycle and provided the dynamic scheduling data to its billing software vendor. The vendor is independently verifying the dynamic scheduling calculations for incorporating into GRU's system.

- Dynamic Schedule is updated and will be fully integrated into billing by October 1, 2026.

- **Authority Seal**

- At its June 10, 2026, meeting, the Authority approved a resolution adopting an official corporate seal. Notably, the resolution allows the seal to “be in such other form as the Authority or its CEO may prescribe.”
- CEO Ed Bielarski worked with staff to design a seal that better reflected Gainesville Regional Utilities and its Authority.

Fiscal Note:

None.

Recommendation:

The GRU Authority accept this Ongoing Business Agenda Item.

Attachments:

1. 2026-412A GRU Authority Seal Designs 202611014

Embossed / Raised Seal:



Ink:



Gainesville Regional Utilities Authority Agenda Item Report

File Number: **414-2026**

Agenda Date: October 14, 2026

Department: Gainesville Regional Utilities Authority

Title: **414-2026 GRU Review — October 2026**

Description:

An update to the Board on the significant and most meaningful events since the last board meeting. The GRU Review isn't meant to replace all the granularity of the State of the Utility, it is intended to supplement it and can evolve over time, depending on the requirements set forth by the Board.

Fiscal Note:

None.

Recommendation:

The GRU Authority hear the presentation from the CEO.

Attachments:

1. 2026-414A GRU Review Oct. 2026 20261014

GRU Review

October 2026



CUSTOMER FIRST

ONE UTILITY. ONE GOAL.

1st DCA decision

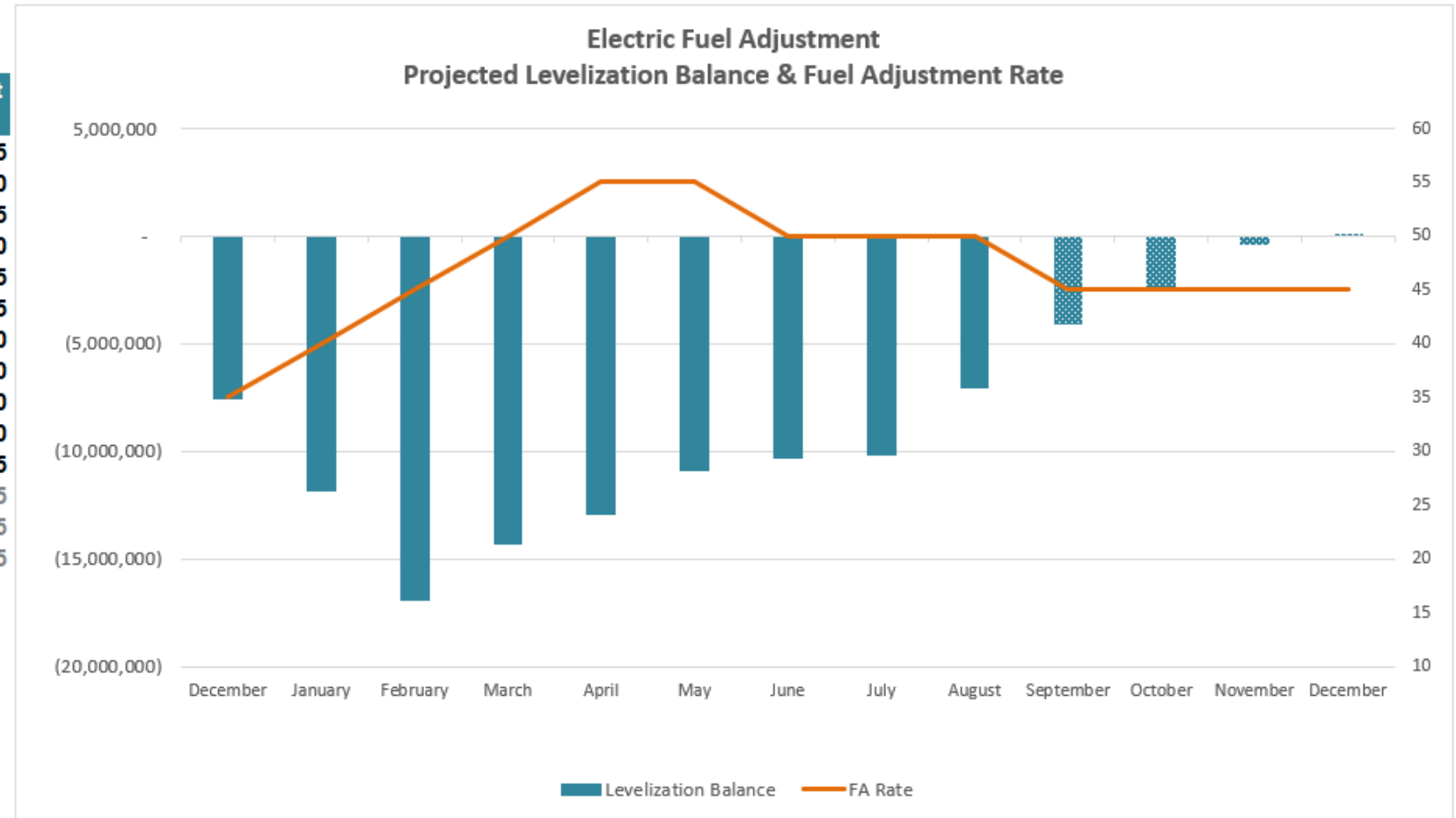
- Reversal of lower court judgement leaves city with fewer avenues for returning GRU to city governance
- Procedural filings & trying to take case to Supremes
- Time for real talk, real understanding of facts
- GRU serves its customers & city serves its residents
- Get back to doing what we all do best

Other Updates

- Fuel Adjustment reduced to 45 MILS on Sept 29th which should put us < \$10 a month over the reported FMEA state avg.
- Kelly is back in service as our cheapest power source
- Customer Service started billing on 30 to 31 days cycles August 26th
- FY27 IT Statement of Services has been transmitted to GG
- New UF water agreement (tied to GRU base rates)
- Lowest employee vacancy rate (7.76%) since 2020
- Building a Balanced Scorecard to bring back to the board next month

Electric Fuel Adjustment

	Electric Fuel Levelization Balance	Fuel Adjustment Rate (Mills)
December 31, 2025	(7,550,132)	35
January 31, 2026	(11,841,324)	40
February 28	(16,976,207)	45
March 31	(14,306,785)	50
April 30	(12,976,700)	55
May 31	(10,927,471)	55
June 30	(10,345,984)	50
July 31	(10,229,340)	50
August 31	(7,070,545)	50
September 1-28	(4,113,926)	50
September 29-30	(4,113,926)	45
October 31	(2,541,733)	45
November 30	(401,501)	45
December 31	121,754	45



Gainesville Regional Utilities Authority Agenda Item Report

File Number: 415-2026

Agenda Date: October 14, 2026

Department: Gainesville Regional Utilities Authority

Title: 415-2026 Chief Executive Officer Performance Evaluation

Description:

Once a year, the Gainesville Regional Utilities Authority (GRUA) conducts an evaluation of the Chief Executive Officer's (CEO) performance to assess the CEO's contribution to the achievement of GRU's mission, vision, and organizational goals. This agenda item has been set aside for the Authority to discuss the CEO's FY'26 performance evaluation, assisted with the attached summary of the Board's evaluations and the CEO's listing of accomplishments.

In addition, during the CEO's previous year's evaluation, held at the October 8, 2025, Authority meeting, the Authority requested the Office of People Resources (OPR) to research the market value for the CEO position – such analysis to be brought back before the Authority as part of further discussion. That information is attached.

Fiscal Note:

There was no specific amount budgeted for the CEO or any other GRU employee individually. Rather, GRU budgets an overall increase in payroll expenses. In the FY'27 budget, 1) a pool of approximately \$3 million (3% average) was approved for company-wide annual merit increases and 2) \$500k was included for adjustments related to promotions, job-audits and internal market analysis.

Recommendation:

The Gainesville Regional Utilities Authority discuss 1) the Chief Executive Officer's performance for FY26 and 2) the CEO market analysis to determine whether to provide a salary adjustment and, if so, the amount of the adjustment, effective in accordance with the CEO's employment contract.

Attachments:

1. 2026-415A GRU CEO EJB Self Evaluation FY26 20261014
2. 2026-415A CEO Bielarski Annual Performance Evaluation Summary 2026
20261014
3. 2026-415A GRU CEO Compensation Study Oct. 2026 20261014

2026 ACCOMPLISHMENTS

Ed Bielarski CEO

1. Competitive Rates:

- a. For the third year in a row, GRU's financial management have allowed electric and gas base rates to remain the same
- b. This process has allowed the utility to move closer to the average for the state as other utilities increase those base rates.
- c. Increases in water/wastewater base rates were 3.75% - still less than the Commission planned 5%.
- d. GRU's basket of services (electric, water, wastewater and natural gas) stood at the lowest quartile compared to northcentral Florida utilities.

2. Fiscal Discipline:

- a. Developed a FY 2027 budget highlighted by;
 - i. ~ 1% O&M expense increase – less than the cost on inflation.
 - ii. A “profit” of \$68.8 million (highest ever) – making debt reduction and CAPEX for safety and reliability manageable.
 - iii. Declining interest expense (falling from \$63.3 M in FY26 to \$58.2 M in FY 27.
 - iv. Reduction of 18 ½ FTE's, with an average of 792 filled positions for FY27, the lowest since 2009.
- b. Paid down ~\$177 million, or 10% of GRU's outstanding debt in past two years.
- c. Completed the last prepayment with Main Street Gas, which all told will deliver ~ \$5 M of annual savings.

3. Operational:

- a. Overcame unprecedented cold, restricted gas supply and frozen burst water piping in January/February without interruption to service across all operating divisions.
- b. During the generator rotor rewind at Kelly, negotiated an annual versus the previous 3-month PPA with FPL, which served to mitigate millions of dollars of additional fuel costs.
- c. Developed steps necessary to manage our generation fleet over the next decade without constructing a new power plant.
- d. Completed the installation of all smart meters.

- e. Completed Phase 1 of the Main Street Reclamation Plant project.
- f. GRU Electric received the 2026 FMEA Duration Award and the Endurance Award which are:
 - i. Duration Award – Annual outage reduction of 10% or more.
 - ii. Endurance Award – Annual outage duration of 60 minutes or less for consecutive years – GRI has done it for 4 consecutive years
- g. Gas system's 2026 PSC inspection resulted in zero citations and zero recommendations.

4. Financial Community/Investors:

- a. Re-entered the bond market for the first time since the authority was formed and issued 2026 Series A&B bonds for \$265 million at an all in yield of 3.89% - better than the 4.25% plan.
- b. Aside from the \$150 million in new money, GRU was able to use the other funds to pay down existing debt and save appr. \$11 million.
- c. Three rating agencies affirmed GRU bond ratings in full reports.
- d. Met with rating agencies and investors who voiced support of our strategic vision and the need to continue on that path.

5. Governance:

- a. Worked to add language to HB 1451 which expressly pre-empted to the state the subject of an Authority created after January 1, 2023, through a change in the charter – thus making the unlawful referendums the city has been conducting moot.
- b. Worked with State staff to fill vacant director positions by October 1st.

6. Organizational:

- a. Went Go Live with GRU payroll services for the first time ever.
- b. Set up our Legal Department through the hiring of Derek Perry, and retention of high-powered legal firms to support GRU efforts.
- c. Set up HR at 90% of full function (doing hiring, terminations, retention, recruitment, evaluations, training, etc.).
- d. Set up our own CDL training, surplus equipment sales, etc., once again, breaking loose from the city.
- e. Deep into union negotiations on a new CBA with about 75% of the issues resolved.

7. Customer Service:

- a. Have a pathway to move to no more than 31-day billing cycles, narrowed from 28 to 33 days.
 - b. Have the process established to end the billing of solid waste and stormwater charges.
 - c. Established a water leak detection service for customers that has been well received.
8. **Other -**After new administration's review, received a new GRIP grant from DOE for infrastructure hardening for \$42 million (down from \$47 M).

Ed Bielarski, CEO**Annual Performance Evaluation – 2026 Summary**

The four Authority members' evaluations are consistently positive, with strong agreement that Ed Bielarski has performed at a high level, particularly in strategic leadership, navigating change, financial/operational execution, and GRU's overall performance. The primary developmental comments relate to communication and development of senior leadership.

Average Ratings

Honor Mission and Values	4.75
Communicate with Impact	4.0
Lead and Develop Others	4.25
Achieve Success through Change	4.5
Drive Execution and Financial Results	4.25
Service and Quality Excellence	4.75
Overall Average	4.4

Common Themes Across the Evaluations**1. Strong overall performance**

All four reviewers express satisfaction with Ed's performance and the direction of GRU with an overall performance evaluation score of 4.4 out of a possible 5.

2. Strategic and operational leadership

The reviewers consistently recognize Ed's ability to move GRU's strategic objectives into execution. Specific accomplishments cited include:

- Advancing the Customer First model
- Navigating significant organizational and external challenges
- Completing AMI installations
- Upgrading facilities
- Successfully navigating a bond issuance
- Securing grants
- Maintaining GRU's financial outlook and operational performance

3. Leadership through change

Examples cited include advancing the Customer First model, addressing legal challenges,

AMI, political circumstances, and the bond issuance.

4. Financial performance and outlook

The bond issuance is mentioned positively by multiple reviewers with GRU's performance in the bond market/bond issuance specifically highlighted.

5. Customer service and quality

It was noted that GRU maintains a high level of quality and resiliency and ranks highly among peers for service; and the emphasis on customers is moving GRU toward increasingly higher standards.

6. Developmental Feedback

There are relatively few areas identified for improvement:

- Communication: Two suggested that Ed engage with the public differently.
- Development of senior leaders: Two suggested more visible development of subordinates, delegation or better communication about development that is occurring,

Overall Picture

Taken together, the evaluations portray a CEO who is viewed by the reviewers as having strongly advanced GRU's strategic direction and operational performance, particularly through a period of significant change. The strongest recurring evidence cited is financial and operational execution, successful management of major initiatives and change, customer focus, service reliability, and the bond issuance.

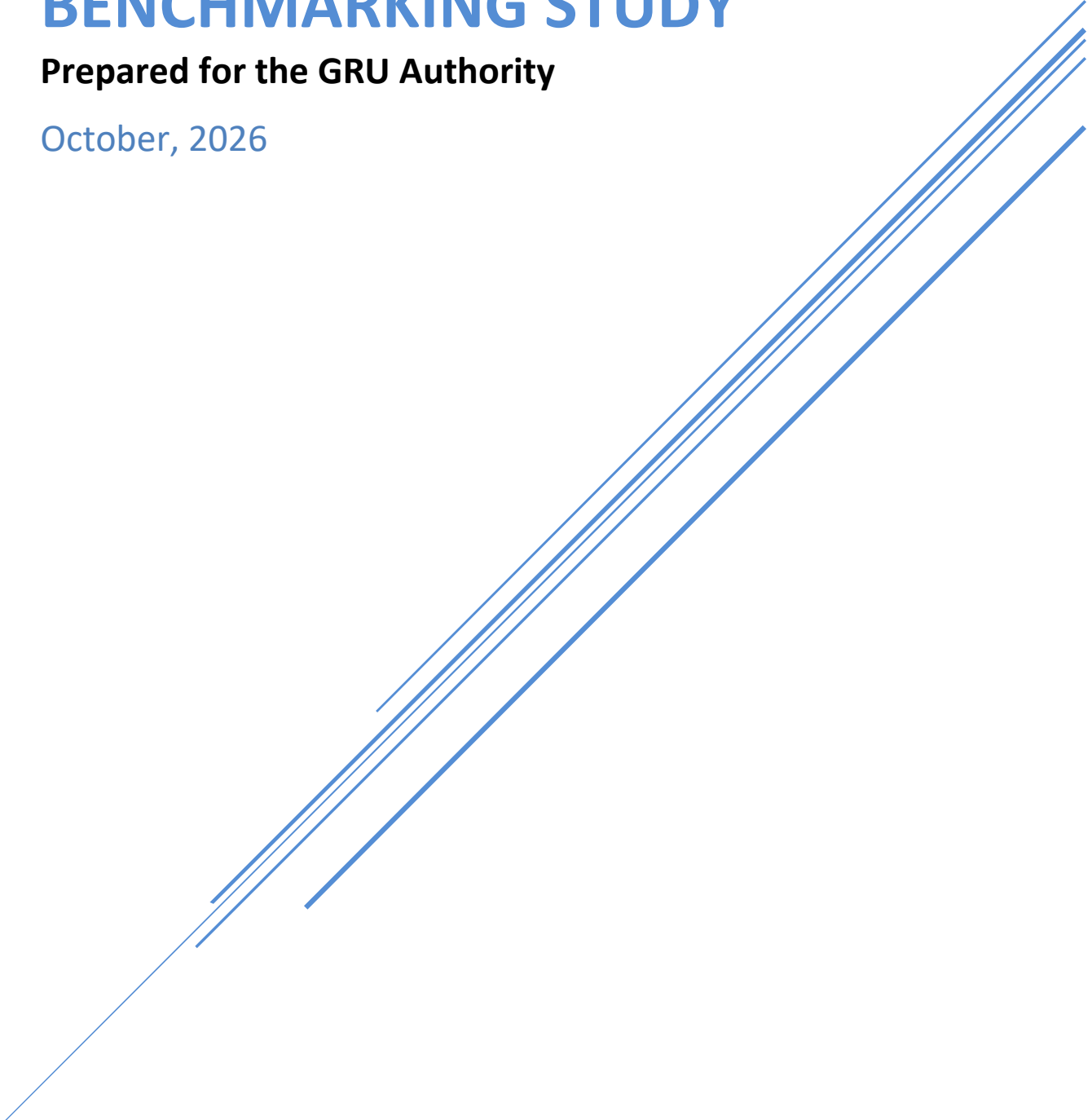
The evaluations do not identify a significant performance deficiency. The principal feedback is developmental—particularly around communication, engagement in public/online discourse, and development of senior leadership.

While the numerical ratings differ to a degree, the narrative assessments are substantially aligned in describing strong performance.

CHIEF EXECUTIVE OFFICER COMPENSATION BENCHMARKING STUDY

Prepared for the GRU Authority

October, 2026



Purpose: To provide market compensation information for the GRU CEO position using public power market data and comparisons with publicly owned utilities. This study evaluates the market value of the CEO position. It does not recommend compensation for a particular individual.

Prepared with the assistance of the Chief People Officer, CEO and ChatGPT.

October 2026

Gainesville Regional Utilities Authority
Gainesville, Florida

Re: Chief Executive Officer Compensation Benchmarking Study

Authority Members:

At its October 8, 2025 meeting, the GRUA Board reached a consensus that the CEO's compensation should be evaluated against the market in the following year. During discussions of the CEO's annual merit increase, the Chair proposed conducting a market assessment to determine whether the CEO's compensation was competitive. Board members expressly supported this approach, including discussion of benchmarking the CEO's compensation against that of CEOs at comparable utilities and municipalities. The Board ultimately approved a 3% merit increase for the current year, while reserving the broader market-based compensation review for the following year.

In response, this study provides market compensation information for the Gainesville Regional Utilities (GRU) Chief Executive Officer (CEO) position.

Respectfully submitted,

Gainesville Regional Utilities

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1. Executive Summary

This study reviews market compensation for the Gainesville Regional Utilities (GRU) Chief Executive Officer (CEO) position in order to develop a compensation framework.

Based on the market analysis, the study establishes a market midpoint of \$475,000. At the request of the GRU Chief People Officer, a position pay range was calculated at 20% below and 20% above the market midpoint.

CEO Compensation Framework

Compensation Measure	Annual Amount
Range Minimum	\$380,000
Market Midpoint	\$475,000
Range Maximum	\$570,000
Current CEO Base Salary	\$342,500

The current CEO base salary is \$37,500 below the range minimum and \$132,500 below the market midpoint.

The market midpoint is supported by the 2026 APPA Public Power Salary Survey and comparisons with publicly owned utilities. The market analysis also supports the reasonableness of the final \$380,000 to \$570,000 range.

A key element of the analysis is the recognition that electric-only CEO/GMs earn less than CEO/GMs overseeing multiple utility services, as detailed in Section 3 – Methodology. Another important factor is that the market value of an executive position depends on the scope of the role—measured by the number of services provided (e.g., electric, water), ownership and operation of four power generation plants, reporting structure, and overall organizational responsibilities—not solely on the size of the organization.

The compensation range applies to the CEO position. It does not recommend compensation for a particular individual.

The following section describes the position being evaluated. Later sections provide the methodology, market data, utility comparisons and analysis supporting the compensation framework.

2. GRU CEO Position

GRU combines multiple utility services, power generation and broad organization-wide responsibilities under one CEO.

Measure	GRU (FL)
Annual Revenue	\$467 million
Positions	~850
Customers	115,000
Approx. Electric/Water/Gas Meters	~270,000
Utility Services	5
Owns, Staffs and Operates Generation	Yes
CEO Reports Directly to Authority	Yes
Current CEO Base Salary	\$342,500

Multiple Utility Services

GRU provides electric, natural gas, water, wastewater and telecommunications services.

The CEO therefore has responsibility for five utility services rather than a single electric utility operation.

Power Generation

GRU owns, staffs and operates its electric power generation facilities.

This distinction is important. GRU does not operate only as an electric distribution utility or rely primarily on purchased power.

Direct generation adds responsibility for generation operations, employees, capital needs, regulatory requirements, reliability and financial risk.

Governance

The CEO reports directly to the GRU Authority.

This places overall utility accountability directly with the CEO rather than under a City Manager or another general government executive.

Organization-Wide Responsibilities

The CEO is responsible for the overall operation of GRU.

The position also oversees major organization-wide functions. These include finance, information technology, human resources, legal, procurement and facilities.

The uncommon feature is the combination of multiple utility services, direct power generation, Authority accountability and broad organization-wide responsibility in one CEO position, particularly at GRU's scale.

These characteristics form the basis for the market comparisons that follow.

3. Methodology

The market analysis is designed around the scope and responsibilities of the GRU CEO position described above.

The study uses a three-step process.

Step 1 — Establish the Broad Market Benchmark

The 2026 APPA Public Power Salary Survey is used to establish the broad public-power market benchmark.

GRU serves approximately 115,000 customers and provides multiple utility services. The study therefore uses APPA's customer-count data for utilities serving 100,000 or more customers.

APPA Utility Type	Median CEO/GM Compensation
Electric-only	\$385,408
Multiple-service	\$477,693
Difference	\$92,285
Multiple-service premium	23.9%

The principal survey benchmark is the \$477,693 median for multiple-service utilities.

The multiple-service median is \$92,285, or 23.9%, higher than the electric-only median. This difference supports giving greater weight to multiple-service utilities when comparing individual CEO positions with GRU.

The APPA analysis produces a market benchmark. It does not produce the GRU pay range.

Step 2 — Compare GRU With Individual Public Utilities

The second step examines individual CEO/GM positions.

This analysis is not intended to be a statistical sample. Its purpose is to compare GRU with public utilities that have operating and organizational characteristics relevant to the GRU CEO position. However, it offers an extra layer of comfort in the APPA benchmarking results.

Five factors are considered:

1. Multiple utility services
2. Owned, staffed and operated power generation
3. Direct reporting to a utility board or authority
4. Broad responsibility for the utility organization
5. Organizational size

Notably, a utility does not have to match GRU in every area to provide useful market information.

Operating similarity does not necessarily equal CEO-position similarity (as is noted in Section 4 – APPA market Analysis).

Step 3 — Establish and Test the Compensation Framework

The APPA benchmark and individual utility comparisons are considered together. They are not averaged.

The APPA multiple-service median of \$477,693 provides the principal broad-market reference. The individual utility comparisons provide additional information about CEO positions with responsibilities relevant to GRU.

The overall market analysis supports a midpoint of \$475,000.

Before applying a formal range structure, the market analysis supported a range of approximately \$410,000 to \$550,000. Which as noted before, at the request of the GRU Chief People Officer, is calculated at 20% below and 20% above the \$475,000 midpoint.

Range Calculation	Amount
Market Midpoint	\$475,000
20% Below Midpoint	\$380,000
20% Above Midpoint	\$570,000
Position Pay Range	\$380,000–\$570,000

The final range is then compared with the independently developed market range as a reasonableness check.

4. APPA Market Analysis

The American Public Power Association Public Power Salary Survey provides the broad-market portion of the study.

GRU has approximately 115,000 customers. The study therefore uses APPA's customer-count comparison for utilities serving 100,000 or more customers.

CEO/GM Compensation

Utility Type	Median Compensation
Electric-only	\$385,408
Multiple-service	\$477,693
Difference	\$92,285
Multiple-service premium	23.9%

The multiple-service difference is important because GRU provides five utility services.

The APPA multiple-service median of \$477,693 is the principal broad-market benchmark used in the study.

The difference between the electric-only and multiple-service medians also helps explain why electric-only utilities receive less weight in the individual utility analysis.

For purposes of this study, utilities serving at least 100,000 customers are assumed to have annual revenue above \$100 million. A review of the study's peer utilities identified no utility serving at least 100,000 customers with annual revenue below \$100 million.

The APPA figure is used to help establish the market midpoint. It is not treated as an APPA pay range.

5. Individual Utility Analysis

The individual utility analysis provides position-specific market information.

The comparison focuses on the responsibilities of each chief executive position, not simply utility size.

Springfield City Utilities (MO)

Springfield City Utilities is the closest overall comparison identified in the study.

Measure	GRU (FL)	Springfield (MO)
Revenue	\$467M	~\$532M
Positions	~850	~946
Customers	115,000	~132,000
Approx. Meters	~270,000	~294,000
Multiple Utility Services	Yes	Yes
Owns/Staffs/Operates Generation	Yes	Yes
Direct Board Accountability	Yes	Yes
CEO Salary	\$342,500	\$409,000

Springfield is somewhat larger than GRU but reasonably close in overall size.

Springfield provides multiple utility services and directly operates generation. Its CEO reports to a governing board and has broad responsibility for the utility.

Springfield's CEO salary is \$409,000. This is \$66,500 higher than the current GRU CEO salary.

Lansing BWL (MI)

Lansing BWL provides another useful comparison.

Lansing has approximately 800 positions and 100,000 customers. It has multiple utility responsibilities, directly operates generation and has direct board accountability.

The available General Manager compensation figure is \$428,793 for 2023.

Lansing is smaller than GRU by revenue; nevertheless, its organizational responsibilities make it a valuable comparison. Taken together with Springfield City Utilities' \$409,000 CEO salary, it provides support for the lower portion of the market-based compensation range.

OUC (FL)

OUC has broad utility responsibilities, directly operates generation and has direct board accountability.

Its CEO base salary is \$785,553.

OUC is substantially larger than GRU. Its compensation is used as larger-utility context rather than as a direct salary target.

Colorado Springs Utilities (CO)

Colorado Springs Utilities provides electric, natural gas, water and wastewater services. It directly operates generation and has direct board accountability.

Its CEO salary is \$700,000.

Colorado Springs is substantially larger than GRU. Its compensation is used as larger-utility context.

JEA (FL)

JEA is a large multiple-service public utility with direct generation responsibility and board accountability.

The CEO base salary used in this study is \$700,000 for 2025.

JEA is substantially larger than GRU. Its compensation is used as larger-utility context.

Utilities Reviewed but Not Used as Final Comparators

Lakeland Electric (FL) was reviewed because of its electric and generation operations. However, it is electric-only. Its executive position does not include GRU's five-service responsibility.

Tallahassee (FL) was reviewed because of its generation operations and similar revenue scale. Its utility leadership reports through a City Manager structure rather than directly to a utility governing board.

These utilities provide useful background information but are not used as final compensation comparators.

6. GRU CEO Compensation Framework

The compensation framework is developed in two stages.

First, the market analysis establishes the midpoint and an independently supported market range.

Second, the Chief People Officer's requested $\pm 20\%$ method is applied to the midpoint to establish the position pay range.

Market Midpoint

The APPA multiple-service median is \$477,693.

The study establishes a market midpoint of \$475,000. The difference between the study midpoint and the APPA benchmark is \$2,693.

The individual utility analysis provides an additional check on the reasonableness of the midpoint.

Market-Developed Range

Before applying the $\pm 20\%$ structure, the market analysis supported a range of approximately \$410,000 to \$550,000.

The lower end reflects Lansing's CEO salary at \$428,793 and Springfield's CEO salary at \$409,000.

The \$475,000 midpoint is closely aligned with the APPA multiple-service median of \$477,693.

The \$550,000 upper end provides progression above the midpoint while remaining below the \$700,000 to \$785,553 compensation levels of the substantially larger utilities, such as JEA, OUC and Colorado Springs.

Position Pay Range

Compensation Measure	Annual Amount
20% Below Market Midpoint	\$380,000
Market Midpoint	\$475,000
20% Above Market Midpoint	\$570,000
Position Pay Range	\$380,000–\$570,000

The $\pm 20\%$ method establishes the minimum and maximum of the final position pay range. It does not change the \$475,000 market midpoint.

7. Further Validation of the Pay Range

The market analysis provides a reasonableness check for the Chief People Officer's requested range structure.

The market analysis first established a \$475,000 midpoint and supported a range of approximately \$410,000 to \$550,000.

Applying 20% below and 20% above the same midpoint produces a range of \$380,000 to \$570,000.

Measure	Market Analysis	CPO ±20% Method
Range Minimum	\$410,000	\$380,000
Market Midpoint	\$475,000	\$475,000
Range Maximum	\$550,000	\$570,000
Total Range Width	\$140,000	\$190,000

The two approaches have the same market midpoint.

The ±20% method lowers the minimum by \$20,000 and raises the maximum by \$20,000. The entire \$410,000 to \$550,000 market-developed range falls within the \$380,000 to \$570,000 range produced by the ±20% method.

This alignment supports the reasonableness of the final position range.

The ±20% method provides additional room on both sides of the midpoint for individual salary placement. It does not change the market value established for the position.

8. Current CEO Salary Compared to Market

The GRU CEO's current base salary is \$342,500.

Market Reference	Amount	Current Salary Is
Position Range Minimum	\$380,000	\$37,500 below
Springfield City Utilities (MO)	\$409,000	\$66,500 below
Market-Developed Range Minimum	\$410,000	\$67,500 below
Lansing BWL (MI)	\$428,793	\$86,293 below
Market Midpoint	\$475,000	\$132,500 below
APPA Multiple-Service Median	\$477,693	\$135,193 below
Market-Developed Range Maximum	\$550,000	\$207,500 below
Position Range Maximum	\$570,000	\$227,500 below

- The current salary is \$37,500 below the final position range minimum.
- It is \$132,500 below the market midpoint and \$135,193 below the APPA multiple-service median.

9. Position Range and Individual Placement

The \$380,000 to \$570,000 pay range establishes the compensation structure for the GRU CEO position.

The range prices the position—not a particular individual.

The market midpoint is \$475,000. It represents the market value established through this study. It is not an automatic salary recommendation.

Placement of an individual within the range is a separate decision.

Factors may include experience, performance, tenure, specialized expertise, recruitment and retention needs, internal pay relationships and the GRU Authority's compensation approach.

An individual's salary may therefore be below, at or above the midpoint while remaining within the position's pay range.

10. Study Limitations

- The APPA survey and individual utility analysis serve different purposes.
- APPA provides the broad market benchmark. The individual utilities provide position-specific market information.
- No individual utility is exactly like GRU. Utilities differ in size, services, governance and organizational structure.
- Some compensation figures come from different reporting years.
- Compensation definitions may also differ. APPA survey compensation and individual utility base salaries are not necessarily identical measures. This should be considered when comparing the figures.
- Generation arrangements also differ. Greater weight is given to utilities that directly operate generation because that structure is more similar to GRU.
- The individual salaries are not averaged to establish the GRU midpoint. The lowest and highest individual salaries are not used to establish the final position range.
- The \$475,000 midpoint is based primarily on the APPA market benchmark and is reviewed against the individual utility comparisons.
- The market analysis independently supported a range of approximately \$400,000 to \$550,000. The final \$380,000 to \$570,000 position range results from applying the Chief People Officer's requested $\pm 20\%$ method to the \$475,000 midpoint.
- The relationship between the two ranges provides a reasonableness check. It should not be interpreted as an APPA recommendation of a $\pm 20\%$ range structure.

11. Conclusion

The market analysis supports a \$475,000 midpoint for the GRU CEO position.

GRU CEO Compensation Framework	Annual Amount
Range Minimum	\$380,000
Market Midpoint	\$475,000
Range Maximum	\$570,000
Current CEO Base Salary	\$342,500

The \$475,000 midpoint closely aligns with the APPA multiple-service benchmark of \$477,693.

The market analysis independently supported a range of approximately \$400,000 to \$550,000. That range falls entirely within the final \$380,000 to \$570,000 position range. This provides a market-based reasonableness check for the final range.

The current CEO salary is \$37,500 below the position range minimum and \$132,500 below the market midpoint.

The range establishes a compensation structure for the CEO position. Individual compensation within the range is a separate decision for the GRU Authority.

12. Appendix — Supporting Data

A. APPA Market Benchmark

Utility Type — 100,000+ Customers	Median CEO/GM Compensation
Electric-only	\$385,408
Multiple-service	\$477,693
Difference	\$92,285
Multiple-service premium	23.9%

B. GRU Profile

Factor	GRU (FL)
Revenue	\$467M
Positions	~850
Customers	115,000
Approx. Electric/Water/Gas Meters	~270,000

Factor	GRU (FL)
Utility Services	Five
Owns, Staffs and Operates Generation	Yes
Direct Authority Accountability	Yes
Broad Organization-Wide Responsibility	Yes

C. Individual Comparator Observations

Utility	CEO/GM Compensation	Role in Analysis
Springfield City Utilities (MO)	\$409,000	Closest overall comparison
Lansing BWL (MI)	\$428,793	Closest overall comparison
Colorado Springs Utilities (CO)	\$700,000	Larger-utility context
JEA (FL)	\$700,000	Larger-utility context
OUC (FL)	\$785,553	Larger-utility context

D. Range Validation

Measure	Market-Developed Range	CPO $\pm 20\%$ Range
Minimum	\$410,000	\$380,000
Midpoint	\$475,000	\$475,000
Maximum	\$550,000	\$570,000
Range Width	\$140,000	\$190,000

E. Final GRU CEO Compensation Framework

Measure	Amount
Range Minimum	\$380,000
Market Midpoint	\$475,000
Range Maximum	\$570,000
Current CEO Base Salary	\$342,500

Primary survey source: 2026 Public Power Salary Survey, American Public Power Association (APPA).

Method: APPA establishes the broad market benchmark. Individual publicly owned utilities provide position-specific market information. These analyses support a \$475,000 market midpoint and an independently developed range of approximately \$400,000 to \$550,000. The Chief People Officer's requested $\pm 20\%$ method produces a final position range of \$380,000 to \$570,000. The relationship between the two approaches provides a market-based reasonableness check for the final range.