



## **Electric Power Board Meeting**

Jan 28, 2026 8:00 AM - 9:00 AM CST

NES Board Room 121

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1. Call to Order
2. Consent Agenda
  - 2.1. Recommendation for approval of minutes of the regular meeting held December 10, 2025
3. Storm Update - Teresa Broyles-Aplin and Brent Baker
4. Discussion Items
  - 4.1. Recommendation for approval of Purchases - David Frankenberg
5. Public Comment Period
6. Recess to Civil Service Board Meeting
7. Consent Agenda
  - 7.1. Recommendation for approval of minutes of the Civil Service meeting held December 10, 2025
8. Adjournment of Civil Service Board Meeting
9. Reconvene to ratify actions taken by Civil Service Board
10. Adjournment of Electric Power Board Meeting

Call to Order

## Consent Agenda

**MINUTES OF THE  
ONE THOUSANDTH THREE HUNDREDTH AND SEVENTY FIRST MEETING  
ELECTRIC POWER BOARD OF THE METROPOLITAN  
GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY  
HELD DECEMBER 10, 2025**

The regular meeting of the Electric Power Board was held on Wednesday, December 10, 2025.

Members present: Board Chair Anne Davis, Ian Prunty, Clifton Harris, and Rob McCabe (virtually).

Officers present: Teresa Broyles-Aplin, David Frankenberg, Laura Smith, Dr. Trish Holliday and Brent Baker.

Board Chair Anne Davis called the meeting to order at 8:04 a.m.

**SAFETY MOMENT**

Brad Heck presented a safety tip on Peer Empowerment in a Behavioral Safety Culture emphasizing the critical role of teamwork in the high-risk electric utility environment to ensure everyone returns home safely.

**PUBLIC COMMENT PERIOD**

David Frankenberg informed the Board that there were no public speaker requests for the month of December.

**RECOMMENDATION FOR APPROVAL OF MINUTES FROM THE REGULAR MEETING HELD NOVEMBER 20, 2025**

Upon motion by Member Harris and seconded by Member Prunty, the Board approved the minutes from the Electric Power Board meeting held November 20, 2025, with four ayes and zero nays.

**RECOMMENDATION FOR APPROVAL OF IN-LIEU-OF-TAX PAYMENTS TO METRO SATELLITE CITIES AND SURROUNDING COUNTIES**

Tabitha Beach reported that the Fiscal Year 2026 in-lieu-of-tax liability for all cities and counties served by NES is \$43.8 million. She stated that this is an increase of \$6.8 million compared to the prior year liability of \$37 million. The increase is primarily due to an increased equalization factor and an increase of \$118.7 million in the taxable asset base for the Metro tax district.

Ms. Beach presented a resolution and management recommended approval authorizing total in-lieu-of-tax payments of \$43.8 million for Fiscal Year 2026. Management also recommended utilizing the Fiscal Year 2026 Metro tax to estimate quarterly payments for Fiscal Year 2027 until information is available to calculate the actual tax liability.

Upon motion by Member Prunty and seconded by Member McCabe, the Board approved in-lieu-of-tax payments to Metro satellite cities and surrounding counties, the resolution, and the quarterly payments estimation for Fiscal Year 2027 with four ayes and zero nays.

## **RECOMMENDATION FOR APPROVAL OF PURCHASES**

Amanda Cochran presented management's recommendation for approval of \$11,331,869.70 in purchases and contracts exceeding \$50,000. This amount included \$1,139,099.70 in monthly purchases and contract additions between the \$50,000 and \$250,000 threshold that received prior management approval. She stated that there were no sole source or sole brand items to report.

Upon motion by Member Harris and seconded by Member Prunty, the Board approved the list of purchases and contracts with four ayes and zero nays. This list consists of three pages and has been attested to on each page by the signature of the Secretary and is attached hereto as "Appendix A"<sup>1</sup> to these minutes. Total cost of purchases and contracts, as approved, amounts to \$11,331,869.70.

## **RECOMMENDATION FOR APPROVAL OF REVISIONS TO THE NES BYLAWS AND POLICY MANUAL**

Tabitha Robinson, along with management, proposed revisions to the Policy Manual and Bylaws to address emerging compliance requirements and operational needs. The revisions to the Policy Manual implement two new retention categories within the Data Classification and Document Retention Policy for AI-produced transcriptions of Microsoft Teams meetings and Microsoft CoPilot prompt histories.

The revisions to the Bylaws allow for additional flexibility in the scheduling of Board meetings while maintaining compliance with the Tennessee Open Meetings Act.

Management recommended approval of these revisions.

Upon motion by Member Harris and seconded by Member Prunty, the Board approved the revisions to the NES Bylaws and Policy Manual with four ayes and zero nays.

## **STRATEGIC PLAN UPDATE**

Laura Smith reported that Porter Novelli advisors met with board members, Union leadership, and NES managers to help define strategic priorities that will guide NES's growth over the short and long term. She discussed how establishing a clear brand plays a key role in shaping how the community and customers perceive NES.

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<sup>1</sup> Appendix A Electronically Filed

Ms. Smith emphasized that the Strategic Plan is designed with a strong customer focus, explaining that the purpose, mission, and vision revolve around the customer. She also shared that NES wants to ensure that there is a focus on reliability, affordability, as well as responsiveness to industry changes.

She reviewed NES's three-year objectives and long-term goals, explaining that they are organized around five key pillars and discussed the importance of each. Ms. Smith stated that metrics will be used to monitor progress and that every pillar includes employee-related measures.

Ms. Smith indicated that the Strategic Plan will be reviewed and updated on an ongoing basis. She added that the Board may take additional time to examine the revised Plan and noted that it is scheduled to be presented to the Board for approval on January 28, 2026.

Brent Baker added that he thinks the work on the revised Strategic Plan has clarity and is in alignment with where the organization is going.

Teresa Broyles-Aplin concurred and explained that the Strategic Plan was designed with stretch goals that intentionally challenge the organization, prompting the team to push toward greater customer focus, financial responsibility, and innovation. She emphasized that the next phase of work will focus on implementing the established goals.

Member McCabe asked whether the team feels confident in the organization's financial strength, noting that he saw only one financial reference in the new Plan. Mr. Frankenberg replied that financial considerations were discussed during the planning meetings and explained that the Plan includes a single, high-level item related to maintaining NES's current bond rating. He added that numerous metrics support this item to ensure NES is in a solid financial position. Member McCabe stated that financial strength is a pillar and suggested adding more financial points into the Plan.

Member Prunty commented that there is a lot to be excited about and stated that he appreciates NES's goal to be a data driven decision making organization. He noted that it would be useful for the Board to anchor where NES is regarding SAIDI and CAIDI. Mr. Baker stated that more information can be shared in the future and said that NES was in the first and second quartile within the past couple of years and has moved up in rankings. He shared examples that outlined where the organization stands today and where it aims to be in the future.

Chair Davis commented that as the Strategic Plan progresses and ownership of individual components is established, the Board should be updated on the volume of work being conducted. Ms. Smith replied that the team identified twenty-two initiatives that are planned to be accomplished and stated that there is an executive sponsor for each of those initiatives. She stated that the executive team as a whole owns the Strategic Plan.

Member Harris expressed his appreciation to the team for allowing the Board additional time to review the new Plan thoroughly and inquired about the appropriate point of contact for any questions he may have. Ms. Smith responded that she would serve as the primary contact.

Chair Davis asked, regarding one of the metrics, how difficult it will be to reach the average electric bill of less than 3% of the median household income. Mr. Frankenberg replied that the organization is already below that threshold, but the team intends to focus more on lower-income households to ensure they are properly monitored. Ms. Broyles-Aplin added that the intent is to stay under this threshold despite rising costs.

## **FINANCIAL REPORT**

Mr. Frankenberg noted that because the books closed only the day before, there was insufficient time to include the financial report in the board materials. He shared preliminary figures, noting that NES continues to trend approximately \$19 million favorable in sales margin and \$11 million favorable in operating costs. He stated that recent periods of cold weather lasting several days contributed to a mix of operating-revenue and purchased-power favorability. On the capital side, he reported that roughly 30% of the capital budget has been spent through five months and that overall financial trends remain positive.

## **QUARTERLY C2M UPDATE**

Aleisha Johnson reported that the organization has entered into the Optimization Phase, focusing on sustained improvement, operational maturity, and value across the C2M platform. She noted that the Mobile App development is in progress with an anticipated January 2026 launch. This effort is a key component of the Digital Experience Optimization strategy designed to expand digital self-service options and convenience for customers.

Ms. Johnson stated that call center performance remains strong and announced that the average speed of answer is now 55 seconds and average handle time is 5 minutes 43 seconds. She noted that rising digital self-service usage is reducing operational load and improving customer account management, consistent with Ms. Smith's customer-first Strategic Plan and the planned use of C2M technology.

## **QUARTERLY CORPORATE COMMUNICATIONS ACTIVITY REPORT**

Kat Pohlman delivered the Corporate Communications Activity Report for the quarter, noting the inclusion of new initiatives and metrics. She explained that the Communications team identified a need for more robust community-engagement data and three months ago launched a post-event survey. The survey is helping to gather data on the volume of customer interactions, the types of questions being asked, and potential opportunities for NES to enhance engagement in the coming year.

Ms. Pohlman provided an overview of two newly developed newsletters. *The Circuit* is a biweekly employee publication highlighting industry trends, company news, and employee achievements, while *Plugged In* is a business and industry newsletter that promotes energy efficiency programs and cost-saving solutions.

Chair Davis asked whether any consideration has been given to developing a newsletter aimed at residential customers to update them on ongoing innovations. Ms. Pohlman responded that Communications currently utilizes an email newsletter platform; however, the team is evaluating options for a more targeted direct-marketing strategy.

Member Harris asked how much of this information is being routed to City Council representatives. Ms. Pohlman replied that information is supplied to the Mayor's office every six months. Brent Baker added that Antonio Carroll works closely with Metro council members and provides updated information at various neighborhood meetings.

Chair Davis asked how Metro teachers coordinate school visits with NES staff. Ms. Pohlman explained that multiple departments interact with schools and that requests are directed to the appropriate team based on the information needed. Dr. Holliday added that the Human Resources department has strong relationships with school system administrators, as well as the non-profit organization PENCIL that links community support to Metro Nashville Public Schools.

## **QUARTERLY SUSTAINABILITY UPDATE**

Kat Pohlman and Brenton Montgomery presented the quarterly Sustainability Update and discussed customer-focused programs within the organization. Mr. Montgomery provided an overview of the various programs NES administers in partnership with TVA, noting that they fall into two segments, Business & Industry and Residential. He described the outreach efforts and incentive programs conducted through the NES website, social media channels, and direct email communications.

Chair Davis asked if financial incentives are offered for each of the programs. Mr. Montgomery confirmed that all have financial incentives.

Member Prunty inquired about the participation rate for the 258 Demand Response participants that are enrolled in the program. In response, Mr. Montgomery said that participants are divided between two programs: Power Flex, which serves larger industrial customers, and Peak Rewards, which is called more frequently and is generally based on economic factors.

## **PRESIDENT'S REPORT**

Teresa Broyles-Aplin presented the President's Report, noting November trimming efforts, Customer Relations staff recognition, and community engagement initiatives.

## **MISCELLANEOUS**

There were no miscellaneous items to report.

## **RECESS AND RECONVENE**

At this point, the Board recessed and reconvened to ratify the actions taken by the Civil Service Board.



Upon motion by Member Harris and seconded by Member Prunty, the Board ratified the actions taken during the Civil Service Board meeting with four ayes and zero nays.

## **ADJOURNMENT**

The meeting adjourned at 9:21 a.m.

Attest:

Approved,

Secretary

Board Chair

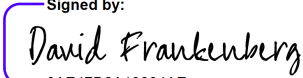

December 10, 2025

Appendix “A”

Approval of Purchases and Contracts  
at the Meeting on Wednesday December 10, 2025

Management recommends Board approval  
of the following purchases and contracts:

Total Materials and Supplies Purchases	\$254,150.00
Total Contracts and Services	\$7,638,620.00
Total Additions, Extensions, and Changes	\$2,300,000.00
Total Ratified Purchases and Contracts	\$1,139,099.70
TOTAL	\$11,331,869.70

Signed by:  
  
Attested by:   
David Frankenberg, Secretary

All above items have been processed in accordance with Board approved policy and applicable rules and regulations.

December 10, 2025

MATERIALS AND SUPPLIES PURCHASES

<u>Item Description</u>	<u>Vendor</u>	<u>Amount</u>	<u>Type Contract</u>	<u>Bids Received/Sent</u>
Poles, Steel, Custom (4)	Rohn Products	\$254,150.00	Competitive	3/8
TOTAL		\$254,150.00		

CONTRACTS AND SERVICES

<u>Item Description</u>	<u>Vendor</u>	<u>Amount</u>	<u>Type Contract</u>	<u>Bids Received/Sent</u>
Battery Energy Storage System	Lightwave Solar, LLC	*\$2,138,620.00	Competitive (15 months)	5/15
Miscellaneous Engineering and Operations Staff Augmentation	Ideas on Paper	5,500,000.00	Professional Service (5 Years)	N/A
TOTAL		\$7,638,620.00		

\*Total includes a 10% contingency.

ADDITIONS, EXTENSIONS, AND CHANGES

<u>Item Description</u>	<u>Contractor</u>	<u>Additional Amount</u>	<u>Change Requested</u>
C2M Development Services	Blue Heron Consulting	\$500,000.00	Addition (New NTE \$2,500,000.00) Extension (1 Year)
Central Substation-Duct Bank Installation	Garney Construction	N/A	Extension (1 Year, 2 Months)
Ellipse Version 9 Upgrade	Hitachi Energy USA, Inc.	400,000.00	Addition (New NTE \$2,401,300.00) Extension (1 Year)
Encompass Services	I3-Milestone	800,000.00	Addition (New NTE \$8,010,000.00) Extension (1 Year)
Fire Resistant Clothing	Tyndale Co.	600,000.00	Addition (New NTE \$2,500,000.00)
TOTAL		\$2,300,000.00	

Signed by: David Frankenberg  
Attested by: 0AE47D2A19884AE...  
David Frankenberg, Secretary

All above items have been processed in accordance with Board approved policy and applicable rules and regulations.

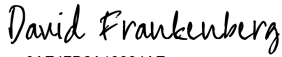
December 10, 2025

**RATIFIED PURCHASES AND CONTRACTS**

<b><u>Item Description</u></b>	<b><u>Vendor</u></b>	<b><u>Amount</u></b>	<b><u>Type Contract</u></b>	<b><u>Bids Received/Sent</u></b>
Cable, Copper, BSD 4 (206,400 ft.)	Gresco	\$167,184.00	Competitive (1 Year) <b>Blanket</b>	6/8
Cable, Loose Tube, 96F.O SM 96 Count Single Mode Fiber (52,000 ft.)	Border States Industries	61,360.00	Competitive	7/11
“Call Before You Dig” Underground Utility Notification- 2026 Member Fee/Database Maintenance	Tennessee One Call System	225,423.20	Membership (1 Year)	N/A
Canon Copier Rental	Canon Solutions of America	220,000.00	State Contract (5 Years)	N/A
Crossarm, Wood, Treated, 3 ¾”x 4 ¾”x 10’ (1,050)	Gresco	115,132.50	Competitive	6/3
Light Bulbs, Ballasts, and Supplies	E Sam Jones Distributor BA	30,000.00	Addition (New NTE \$80,000.00)	N/A
Repair, Sandblast, and Paint Various Electric Utility Trailers	Alvin Krantz Painting Littler Guys Group TUF-Solutions Utility Equipment Service	100,000.00	Competitive (2 Year) <b>Umbrella</b>	4/8
SDS Management System	HSI Workplace Compliance Solution	15,000.00	Addition (New NTE \$57,000.00) **Extension (1 Year)	N/A
State Government Relations and Legislative Services	Capital and 5 <sup>th</sup> Public Strategies	200,000.00	Professional Service (3 Years)	N/A
Strategic Planning Consulting Services	Porter Novelli, Inc.	5,000.00	Addition (New NTE \$105,000.00) Extension (3 Months)	N/A

**TOTAL****\$1,139,099.70**

\*\*Total contract term is six (6) years.

Signed by:  
  
 Attested by: \_\_\_\_\_  
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 David Frankenberg, Secretary

All above items have been processed in accordance with Board approved policy and applicable rules and regulations.

## Storm Update

## Discussion Items

**Recommendation of Purchases and Contracts  
at the Meeting on Wednesday January 28, 2026**

**Management recommends Board approval  
of the following purchases and contracts:**

<b>Total Materials and Supplies Purchases</b>	<b>\$13,719,388.80</b>
<b>Total Contracts and Services</b>	<b>\$725,000.00</b>
<b>Total Additions, Extensions, and Changes</b>	<b>\$5,213,243.92</b>
<b>Total Ratified Purchases and Contracts</b>	<b>\$4,431,635.12</b>
<b>TOTAL</b>	<b>\$24,089,267.84</b>

All above items have been processed in accordance with Board approved policy and applicable rules and regulations.

**MATERIALS AND SUPPLIES PURCHASES**

<b><u>Item Description</u></b>	<b><u>Vendor</u></b>	<b><u>Amount</u></b>	<b><u>Type Contract</u></b>	<b><u>Bids Received/Sent</u></b>
Aftermarket Repair Parts for Vehicles and Equipment	Ken Smith Auto Parts	\$300,000.00	Competitive (5 Years)	7/11
Aftermarket Repair Parts for Vehicles and Equipment	O'Reilly Auto Parts	400,000.00	Competitive (5 Years)	7/11
Chevrolet, Truck, Silverado, EV, 2026, New (8)	Wilson County Motors	336,628.00	TN State Contract	N/A
Hydraulic Pumps, Hoses, Fittings, PTO's, Winches, and Other Parts for Hydraulic Powered Equipment	Ram Corporation, Inc.	400,000.00	Competitive (5 Years)	7/8
<b>Non-Warranty Repair Parts and Service for Aerial Device and Mounted Equipment</b>	<b>Altec Industries</b>	3,000,000.00	<b>Sole Source (5 Years)</b>	N/A
<b>Non-Warranty Repair Parts and Service for Aerial Device and Mounted Equipment</b>	<b>Terex Utilities South</b>	600,000.00	<b>Sole Source (5 Years)</b>	N/A
<b>Non-Warranty Repair Parts and Service for Trucks</b>	<b>Clarke Power Services</b>	300,000.00	<b>Sole Source (5 Years)</b>	N/A
<b>Non-Warranty Repair Parts and Service for Trucks</b>	<b>Cumberland International Trucks</b>	400,000.00	<b>Sole Source (5 Years)</b>	N/A
<b>Non-Warranty Repair Parts and Service for Trucks</b>	<b>Freightliner of Arizona</b>	2,000,000.00	<b>Sole Source (5 Years)</b>	N/A
OEM Repair Parts for Vehicles and Equipment	Mid-Tenn Ford	500,000.00	Competitive (5 Years)	8/9
OEM Repair Parts for Vehicles and Equipment	Town & Country Ford	400,000.00	Competitive (5 Years)	8/9
Pole, Steel, Galvanized, H1, 55' (144)	MD Henry Co., Inc.	564,192.00	Competitive (1 Year) <b>Blanket</b>	7/8
Pole, Steel, Self-Weathering, H1, 50' (144)	Valmont Industries	394,704.00	Competitive (1 Year) <b>Blanket</b>	7/8
Pole, Steel, Self-Weathering, H1, 55' (108)	MD Henry Co., Inc.	392,688.00	Competitive (1 Year) <b>Blanket</b>	7/8
<b>Switch, Pad Mount, Live Front, PMH-9, 25KV, 125BIL, (2)</b>	<b>Stuart C. Irby</b>	266,240.00	Competitive <b>Sole Brand</b>	2/3
Switch, Pad Mount, Live Front, PMH-11, 25KV, 125BIL, 600A, (13)	Stuart C. Irby	441,584.00	Competitive	3/4

All above items have been processed in accordance with Board approved policy and applicable rules and regulations.



January 28, 2026

<b>Underground Distribution Switchgear, Model 633 (4)</b>	<b>Stuart C. Irby</b>	835,920.80	<b>Competitive Sole Brand</b>	2/2
<b>Underground Distribution Switchgear, Vista 422, Undercover Style, 25KV, 12.5KA, 125BIL RS (12); Vista 6Way Cabinet, SW UG (1)</b>	<b>Stuart C. Irby</b>	253,852.00	<b>Competitive Sole Brand</b>	2/3
<b>Underground Distribution Switchgear, Vista 624, 25KV 12.5kA, 125BIL (2)</b>	<b>Stuart C. Irby</b>	386,220.00	<b>Competitive Sole Brand</b>	2/2
<b>Underground Distribution Switchgear, Vista 624, 25KV, 12.5kA, 125BIL RS (8)</b>	<b>Stuart C. Irby</b>	1,547,360.00	<b>Competitive Sole Brand</b>	2/3
<b>TOTAL</b>		<b>\$13,719,388.80</b>		

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#### CONTRACTS AND SERVICES

<b><u>Item Description</u></b>	<b><u>Vendor</u></b>	<b><u>Amount</u></b>	<b><u>Type Contract</u></b>	<b><u>Bids Received/Sent</u></b>
Customer Insights and Segmentation Platform	BlastPoint, Inc.	\$725,000.00	Competitive (3 Years)	5/5
Home Warranty Services Program	Homeserve USA Corp.	N/A	Competitive (5 Years)	2/9
<b>TOTAL</b>		<b>\$725,000.00</b>		

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#### ADDITIONS, EXTENSIONS, AND CHANGES

<b><u>Item Description</u></b>	<b><u>Contractor</u></b>	<b><u>Additional Amount</u></b>	<b><u>Change Requested</u></b>
Consulting for DEI Projects and Initiatives	Tony Williams	N/A	Extension (6 Months)
Customer Parking Deck Renovation	Williams Restoration & Waterproofing	N/A	Extension (5 Months)
Epoch Software Cloud Implementation and Maintenance	Epoch Solutions Group	\$63,243.92	Addition (New NTE \$299,633.92)

All above items have been processed in accordance with Board approved policy and applicable rules and regulations.

January 28, 2026

Lineworker Battery Powered Hand Tools	Border States Industries	150,000.00	Addition (New NTE \$375,000.00)
On-Site Information Technology Staffing Services	BGSF Professional, LLC	5,000,000.00	Addition (New NTE \$174,500,000.00) *Extension (6 Months)
<b>TOTAL</b>		<b>\$5,213,243.92</b>	

\*Total contract term is eleven (11) years.

#### RATIFIED PURCHASES AND CONTRACTS

<u>Item Description</u>	<u>Vendor</u>	<u>Amount</u>	<u>Type Contract</u>	<u>Bids Received/Sent</u>
Aftermarket Repair Parts for Vehicles and Equipment	A&B Auto & Truck Repair	\$150,000.00	Competitive (5 Year)	7/11
Aftermarket Repair Parts for Vehicles and Equipment	Fleetpride, Inc.	245,000.00	Competitive (5 Years)	7/11
Aftermarket Repair Parts for Vehicles and Equipment	Rush Truck Centers of Tennessee	200,000.00	Competitive (5 Years)	7/11
Asphalt Repair	Pavement Restorations	200,000.00	Competitive (3 Years)	3/13
AutoCad Electrical Support and Training	Ampirical Solutions, LLC	125,000.00	Professional Service (1 Year)	N/A
Cable, Aluminum, 600V, XLP 350 4/0 TPXD LR (18,000 ft.)	Cape Electric	67,176.00	Competitive (1 Year) <b>Blanket</b>	4/8
Cable Aluminum, 600V, XLP 4/0-2/ON TPXD (36,000)	Wesco Distribution	**103,248.00	Competitive (1 Year) <b>Blanket</b>	3/8
Cable, Copper, BSD 2 7S (49,500 ft.)	Gresco	68,310.00	Competitive (1 Year) <b>Blanket</b>	7/30
Chevrolet SUV, Blazer, EV, 2026, New (3)	Wilson County Motors	117,295.88	TN State Contract	N/A
<b>Conduit Ventilating Cable Support, 4" Galvanized (6); Terminator, 3" Galvanized (400)</b>	<b>Border States Industries</b>	78,356.16	Competitive <b>Sole Brand</b>	3/36
<b>Connector, Str Recept BUS H CU 25KV (120)</b>	<b>Gresco</b>	91,500.00	Competitive <b>Sole Brand</b>	4/5

All above items have been processed in accordance with Board approved policy and applicable rules and regulations.

Crossarm, Wood, 3-1/2X4-1/2X8 (650)	Stuart C. Irby	53,365.00	Competitive	6/6
<b>Distribution Transformer, Submersible, 50 KVA, 1P Solid Insulation, 20 13.8 120/240 (4)</b>	<b>Cheryong Electric Co.</b>	69,920.00	Competitive <b>Sole Brand</b>	1/3
Fasteners and Drill Bits	Fastenal Company	60,000.00	Competitive (5 Years)	60,000.00
Ford, E-Transit 350, Cargo Van, 2026, New (3)	Lonnie Cobb Ford	156,333.00	TN State Contract	N/A
FuelMaster FMLive Upgrade: Software and Hardware and Implementation Project	Nashville Equipment Service	*136,910.29	Competitive	3/11
Hydraulic Pumps, Hoses, Fittings, PTO's, Winches, and Other Parts for Hydraulic Powered Equipment	Volunteer Hose & Gasket	200,000.00	Competitive (5 Years)	7/8
<b>Insulation for Impact Grant</b>	<b>CLEARResult Consulting</b>	75,000.00	(13 Months, 1 Day) <b>Sole Source</b>	N/A
ITIL Training	New Horizons	35,922.00	Addition (New NTE \$64,861.00) Extension (3 Months)	N/A
Legal Services	Littler Mendelson, PC	N/A	Extension (1 Year)	N/A
<b>Load Break Switch, 1200 amp (4)</b>	<b>Stuart C. Irby</b>	79,320.80	Competitive <b>Sole Brand</b>	3/10
<b>Luminaire, LED, 8,000 Lumens, Acorn Granville FC (75)</b>	<b>Border States Industries</b>	78,741.00	Competitive <b>Sole Brand</b>	4/14
<b>Luminaire, LED, 10,000 Lumens, Acorn Granville (48)</b>	<b>Border States Industries</b>	50,501.28	Competitive <b>Sole Brand</b>	3/14
<b>Maintain Water Treatment System</b>	<b>Flozone Services, Inc.</b>	193,494.00	<b>Sole Source</b> (5 Years)	N/A
<b>Non-Warranty Repair Parts and Service for Aerial Device and Mounted Equipment</b>	<b>Palfinger USA, LLC</b>	80,000.00	<b>Sole Source</b> (5 Years)	N/A
<b>Non-Warranty Repair Parts and Service for Aerial Device and Mounted Equipment</b>	<b>UTV International</b>	200,000.00	<b>Sole Source</b> (5 Years)	N/A

All above items have been processed in accordance with Board approved policy and applicable rules and regulations.

<b>Non-Warranty Repair Parts and Service for Construction Equipment</b>	<b>Parman Tractor &amp; Equipment</b>	80,000.00	<b>Sole Source (5 Years)</b>	N/A
<b>Non-Warranty Repair Parts and Service for Construction Equipment</b>	<b>Sherman Reilly, Inc.</b>	60,000.00	<b>Sole Source (5 Years)</b>	N/A
OEM Repair Parts for Vehicles and Equipment	Sansom Equipment Co.	105,000.00	Competitive (5 Years)	8/9
<b>Outage Map- Cloud Subscription and Maintenance</b>	<b>DataCapable</b>	221,004.00	<b>Sole Source (3 Years)</b>	N/A
Pole, Steel, Galvanized, H7, 90' (6)	TransAmerican Power Poles, Inc.	74,478.00	Competitive	6/8
Pole, Steel, Self-Weathering, H3, 50' (28)	Stuart C. Irby	98,140.00	Competitive	5/8
Pole, Steel, Self-Weathering, H3, 60' (48)	TransAmerican Power Poles, Inc.	234,672.00	Competitive	6/8
Pole, Wood, Class 1, 50' (92)	Cox Industries	57,960.00	Competitive	7/10
Pole, Wood, Class 4, 40' (200)	Cox Industries	55,600.00	Competitive	7/10
<b>Safegrid Intelligent Grid System</b>	<b>Safegrid USA LLC</b>	207,300.00	<b>Sole Source (7 Months)</b>	N/A
Stop Loss Insurance-January 2026	International Assurance of TN	53,012.71	Invoice	N/A
Strandvise Guy 3/8" (4,800)	Stuart C. Irby	95,424.00	Competitive (1 Year) <b>Blanket</b>	6/16
Strategic Planning Advisory Services	Toffler Associates, Inc.	100,000.00	Professional Service (1 Year)	N/A
Toyota, RAV 4, Hybrid, 2025, New (1); Sienna, Hybrid, 2026, New (1)	Roberts Motor Co., Inc.	73,651.00	TN State Contract	N/A
<b>TOTAL</b>		<b>\$4,431,635.12</b>		

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\*Price includes a 10% contingency.

\*\*Price includes a 20% contingency.

All above items have been processed in accordance with Board approved policy and applicable rules and regulations.

## Public Comment Period

Recess to Civil Service Board Meeting

## Consent Agenda

**THE MINUTES OF THE ONE THOUSAND TWELFTH  
MEETING OF THE ELECTRIC EMPLOYEES’  
CIVIL SERVICE AND PENSION BOARD  
HELD DECEMBER 10, 2025**

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The regular meeting of The Electric Employees’ Civil Service and Pension Board was held December 10, 2025.

Board Members Present:, Anne Davis – Chair, Rob McCabe (virtual), Clifton Harris, and Ian Prunty. Officers Present: Teresa Broyles-Aplin, David Frankenberg, Laura Smith, Brent Baker, and Dr. Trish Holliday.

Chair Davis called the meeting to order at 9:08 a.m. and stated that the matters on the consent agenda had been provided to the Board in advance. The consent agenda included the recommendation for approval of the Civil Service Minutes from the meeting held November 20, 2025.

Upon motion by Member McCabe and seconded by Member Prunty, the consent agenda was approved, which included the minutes from the meeting held November 20, 2025.

**MANAGEMENT / NESEA MEETING**

Dr. Holliday mentioned that Management and NESEA are continuing conversations with positive working relationships. No concern or issue is going unaddressed.

**HUMAN RESOURCES - CORPORATE SERVICES WORKFORCE UPDATE**

Dr. Holliday expressed gratitude for the dedication, resilience, and hard work our employees have shown throughout the year. The commitment demonstrated. Dr. Holliday stated the Strategic Plan includes employee metrics associated with each pillar, which was intentional, as the plan reflects how the entire workforce is and involved collective responsibility for success. Our shared focus remains on serving both internal and external customers while fostering a culture of safety excellence, which is paramount.

Dr. Holliday mentioned that the Elevate program is designed to educate and elevate the organization by exposing leaders to different industries and practices. Through these experiences, leaders are prepared to help drive organizational success.

**MISCELLANEOUS**

There were no miscellaneous items to come before the Board.



## **ADJOURNMENT**

The meeting adjourned at approximately 9:16 a.m.

Approved,

Chair

Attest:

Secretary

## Adjournment of Civil Service Board Meeting

Reconvene to ratify actions taken by Civil Service Board

## Adjournment of Electric Power Board Meeting