

GREENVILLE UTILITIES COMMISSION  
 WORKSHOP SESSION  
 GREENVILLE, NORTH CAROLINA  
 Tuesday, January 23, 2024

The Board of Commissioners of the Greenville Utilities Commission met in a Workshop Session at the Hilton Greenville on January 23, 2024 at 9:00 a.m. with the following members and others present, and Chair Peter Geiger presiding.

Commission Members Present:

Peter Geiger	Mark Garner
Lindsey Griffin	Dr. Wanda D. Carr
Ferrell L. Blount III	Dillon Godley
Tommy Stoughton	Michael Cowin

Commission Staff Present:

Tony Cannon, General Manager/CEO	Amy Wade
Phil Dixon	Steve Hawley
Chris Padgett	Ken Wade
Jeff McCauley	Lou Norris
Anthony Miller	Jonathan Britt
John Worrell	Kyle Brown
David Springer	
Andy Anderson	
Scott Mullis	
Richie Shreves	

Others Present:

Craig Brown, Burns and McDonnell (1898 & Co.)

CALL TO ORDER:

Having a quorum present, Chair Geiger welcomed all to the second day of the GUC Board of Commissioners Workshop Session. He provided a brief overview of the first session that took place on Monday, January 22, 2024.

Mr. Chris Padgett, Assistance General Manager/Chief Administrative Officer, provided a safety brief and then introduced Mr. Craig Brown with Burns and McDonnell (1898 & Co.) who is a utility rates advisor.

ELECTRIC UPDATES:

Rates For Electric Vehicle Charging:

Mr. Brown noted that his purpose today is to talk about Electronic Vehicle (EV) Chargers and how there are different and why GUC may need a unique rate design.

He began explaining the characteristics of EV chargers:

- Level 1 Chargers (less used)
- Level 2 Chargers are typical for home or local commercial use, 240V connection, charger at 5-15kW, and the typical charge time is 5-12 hours.
- Level 3 Chargers are mostly businesses, DCFC (Direct Current Fast Charger), 480V 3-phase power, charge at 50-350 kW, and the typical charge time is 30-60 minutes.

EV Chargers generally have very low usage (kWh) and high peaks (kW) and severely under-recover costs using traditional energy-based rates. This is especially true with level 3 chargers, which require additional capacity to meet spiking load requirements.

GUC currently utilizes the Medium General Service-Coincident Peak electric rate for Level 3 EV Chargers. As businesses convert their fleets to electric, GUC will need to be positioned to support additional demand and equitably recover costs.

Some considerations for GUC related to NCEMPA Power Supply Rate Structure:

- Coincident peak (CP) demand charges are highly impacted by Level 3 chargers.
- Level 3 rates need to be designed to avoid or recover CP demand costs.
- Effective rate recovery will require CP demand charges, time-of-use (TOU) energy charges, or both.

#### Level 3 Charger Rate Design for large public charging stations:

Mr. Brown provided some options for a Level 3 EV Charger Rate Design and noted that GUC is developing a new EV Charger rate that will be specific to Level 3 Chargers with a connected load in excess of 150 kW. These will be separately metered and there would be 2% facilities charge for infrastructure costs (if applicable) to the customer. The customer would also pay for any additional system upgrades needed.

Mr. Brown shared two separate rate options under consideration along with the pros and cons of each. One option is Time of Use (TOU) Energy Only and the other option is TOU Energy with Demand.

#### Level 2 Charger Rate Design for Residential Home Charging:

Mr. Brown shared that the goal of a residential program targeted at EV owners is to encourage customers to charge during off-peak periods.

Common approaches:

- 2 or 3-part TOU rates (whole house TOU)
- Separately metered charger rates
- Rates with demand charges

Mr. Brown stated that the next steps include further discussion with the GUC leadership team on the preferred rate design for Level 3 chargers. The language would be drafted and presented to the Board for approval.

BREAK 10:00 a.m. – 10:15 a.m.

#### HUMAN RESOURCES UPDATE:

Mr. Cannon provided some history of recent challenges and opportunities in the utility industry related to workforce. He introduced Director of Human Resources Richie Shreves to talk about the trends at GUC as GUC is not immune to these industry and post-pandemic challenges. She noted that there has been significantly higher turnover, longer lead times to find a qualified candidate to fill positions and there has been a shift in employee expectations regarding pay and benefits.

Ms. Shreves stated the impact of turnover to GUC's workforce can be seen as positive as it provides an increase in opportunity for internal upward mobility. New hires bring fresh perspective (145 new hires from 2020-2023), and the diversity of GUC's workforce has improved.

The downside to the turnover is a diminished experience level of GUC's workforce.

- 46 retirees in the past 4 years took with them 1072 cumulative years of service (23.3 years per retiree).
- Current average age is 42 years old with a current average of 11 years of service.

Ms. Shreves provided ways GUC is working to counteract this workforce issue to attract candidates and to develop and retain employees. She noted that the pay plan was adjusted as a result of the limited compensation study and vacation accrual schedule was enhanced.

Mr. Cannon discussed the ongoing challenges:

- Labor market competition
- Compensation still lagging for some positions “Common Pay Plan” with the City of Greenville
- Benefits package not attractive enough for today’s job seekers – particularly 401k

He stated that GUC is the 12<sup>th</sup> largest municipality in North Carolina and is behind in 401K matching contributions, providing only a \$40.00 per pay period contribution to employees. He noted that GUC has lost employees due to pay and benefits to other regional and county peers including New Bern, Rocky Mount, Trillium, and Winterville where they provide a 401K match of 3% to 6%.

Mr. Cannon asked commissioners to keep in mind that employees are GUC’s most valuable resource. There are challenges to increase benefits due to common pay plan structure that is dictated by the charter.

#### SUMMARY AND TAKE-AWAYS

In summary, Chair Geiger wrapped up the meeting and thanked the guest speakers for their attendance.

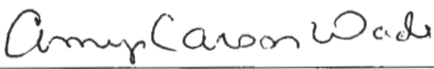
There was discussion among the Board members on the workshop presentations and some of the thoughts were:

- Reliability and cost.
- Long term planning.
- Workforce development.
- Succession planning, workforce development, and diversity.
- Rate Stabilization.

#### ADJOURNMENT:

With there being no further business, it was the consensus of the Board to adjourn the meeting at 11:43 a.m.

Respectfully submitted,

  
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Amy Carson Wade, Executive Secretary

APPROVED:

  
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Ferrell Blount III, Secretary

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