



Board of Light, Gas and Water Commissioners

220 S. Main Street
 Memphis, TN 38103
www.mlgw.com

Board Meeting

~ Minutes ~

Wednesday, March 5, 2025

8:30 AM

Board Room

CALL TO ORDER AND OPENING REMARKS:

Chairman Pohlman

The meeting was called to order at 8:30 a.m.

PLEDGE OF ALLEGIANCE:

Chairman Pohlman

The Pledge of Allegiance was recited.

ROLL CALL:

Rodney Cleek

Attendee Name	Title	Status	Arrived
Michael Pohlman	Chairman	Present	
Cheryl Pesce	Board Member	Present	
Carl Person	Vice Chairman	Present	
Mitch Graves	Board Member	Present	
Leon Dickson	Board Member	Present	
James Lewellen	Advisory Board Member	Absent	
John Butler	Advisory Board Member	Present	

APPROVALS:

Chairman Pohlman

Motion To: Approve Minutes from the Meeting of February 19, 2025.

RESULT: ADOPTED [UNANIMOUS]
MOVER: Leon Dickson, Board Member
SECONDER: Mitch Graves, Board Member
AYES: Pohlman, Pesce, Person, Graves, Dickson

CITY COUNCIL ACKNOWLEDGEMENTS & UPDATE:

Rodney Cleek

Acknowledged receipt of Certified Copies of City Council Resolutions dated February 18, 2025, Items 8 through 17. (See Minute File No. 1503)

PRESENTATIONS:

(None)

GENERAL STATEMENT(S) FROM THE PUBLIC:

Sarah Houston - 200 Wagner Place - Executive Director of Protect Our Aquifer based here in Memphis, Tennessee. Ms. Houston appeared before the Board regarding the new water recycling plant that was approved at City Council. Ms. Houston reminded everyone that this was a big goal for Protect Our Aquifer. Ms. Houston discussed the need for to get TVA off the Aquifer and that they had issued a Letter of Intent to use the water from the recycling plant along with the new core steel plant. Ms. Houston discussed some of the next steps for the approval of the water recycling plant as well as some of the affects it will have on MLGW. Ms. Houston proposed ideas to help MLGW recoup money that will be lost. Ms. Houston discussed conserving that water in the Aquifer. Lastly, Ms. Houston informed the audience that the Groundwater Board Meeting has been rescheduled and that the Water Wednesday Happy Hour has been scheduled for next Wednesday at South of Beale in Collierville where Mr. James Lewellen will be the Guest Speaker discussing why the Collierville Well Fields were shut down due to contamination. Ms. Houston invited everyone out for that event.

Naseen Sharif-Mitchell - 7560 Elpine Gray Drive - Ms. Sharif-Mitchell stated that she was a former employee and she was hurt on the job. Ms. Sharif-Mitchell would like to be given an opportunity to return to work, but was forced to get on long-term disability to keep from becoming homeless. Ms. Sharif-Mitchell stated that in 2019 she appeared before the Board regarding this matter, and was told it would be resolved in two weeks. Ms. Sharif-Mitchell stated that it has now been six years and it still hasn't been resolved. Ms. Sharif-Mitchell stated that she previously provided packets for the Board Members as well as President McGowen, but she is unsure if they received them. Ms. Sharif-Mitchell stated that she is perfectly capable of doing her job and does not need to be on long-term disability. Ms. Sharif-Mitchell believes it was a political issue why she was forced to take short-term and long-term disability and why her on the job injury was not treated as a worker's compensation matter.

Tanangela Anderson - 3918 Deerborn - Ms. Anderson stated that she was a former employee and wanted to appear before the Board to share her concerns about MLGW. Ms. Anderson stated that when she was hired, she informed her Supervisor that she had some family/personal issues going on and that she would need some flexibility. Ms. Anderson stated that Supervisor had no issues with that, however, when new management and supervisors were hired, then it was an issue. Ms. Anderson discussed being harassed by another employee, Joseph Parker. Ms. Anderson voiced her concerns with VP Jackie Jones, who acknowledged her concerns and suggested that she speak with LaGeizia Ford. Ms. Anderson stated that after she spoke with Ms. Ford, her Supervisor, Darren Moore, began to treat her differently and started using profanity towards her. Ms. Anderson stated that when she reported Mr. Moore's actions nothing was done about it. Ms. Anderson believes that she was wrongfully terminated as Ms. Anderson was asked to create an SOP and upon completing that SOP, she was

terminated. Ms. Anderson learned that Tulio Myia Herrera was also asked to create an SOP and was not given the one that she created. Ms. Anderson believes that voices of employees who speak out against injustice are often ignored and silenced. Ms. Anderson stated that the environment at MLGW and especially in the HR Department is concerning as many employees appear to be part of cliques where family and friends hold undue influence over decisions.

Tulio Myia Herrera - 9609 Grays Song Drive - Mr. Herrera stated that he began working at MLGW as an Intern last June, and was offered a position as an HR Associate two months later. Mr. Herrera was thrilled to be selected for a position at such a prominent company marking a significant milestone in his career. However, Mr. Herrera stated his experience quickly turned sour. Mr. Herrera stated that he was not given the tools, resources or clear expectations for the role. Mr. Herrera stated that about a week before Tanangela Anderson was terminated, he was asked to sit with her and learn as much as he could. Mr. Herrera stated that the training was minimal and he felt very unprepared. Mr. Herrera stated Ayele Akibulan failed to give him feedback when he asked for assistance especially after the TA Associate at the Temp desk that was training him went on leave. Mr. Herrera began to ask Senior HR Reps for assistance and Mr. Ayele Akibulan began to call him in his office telling him to stay out of office politics. Mr. Herrera was unsure what he was referring to when he said "office politics". Mr. Herrera continued to describe his time and how he was treated at MLGW. Mr. Herrera stated that he reported his concerns to Jamieka Ward, however, nothing was done about it. Mr. Herrera stated that there was another department at MLGW that wanted Mr. Herrera to transfer to their department however their emails were ignored. They even came down to the Talent Acquisition officer personally, but was unsuccessful. Mr. Herrera stated that he had assisted in getting two of his college friends hired for hard to fill bilingual positions. Mr. Herrera stated that he too was asked to prepare and SOP which was due four days prior to his probation period ending. Mr. Herrera completed the assignment and was ultimately let go the same day he turned it in. Mr. Herrera stated that he was terminated 180 days into his probation.

Chairman Pohlman thanked everyone for their comments and reiterated that MLGW does have a process that needs to be gone through before coming to the Board.

Review Consent Agenda – President Doug McGowen

The original of the resolutions and documents relating to each item is filed in the vault of the fifth floor of the MLGW Administration Building, 220 South Main. The original documents shall control in the event of any conflict between the description and these minutes and the original documents.

(President's Briefing Continued on Page 31)

Motion To: Removed Item #3 from the Consent Agenda:

Resolution approving Change No. 1 to Contract No. 12487, LNG – Exterior Painting of Tanks with TMI Coatings, Inc. to ratify and change the scope of work in the funded amount of \$1,700.00. (Randy Orsby) (REQUIRES CITY COUNCIL APPROVAL)

RESULT:	DELETED [UNANIMOUS]
MOVER:	Cheryl Pesce, Board Member
SECONDER:	Carl Person, Vice Chairman
AYES:	Pohlman, Pesce, Person, Graves, Dickson

CONSENT AGENDA
(Items 1, 2, 4 through 16)

Motion To: Approve Consent Agenda Items 1, 2, and 4 through 16

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Cheryl Pesce, Board Member
SECONDER:	Carl Person, Vice Chairman
AYES:	Pohlman, Pesce, Person, Graves, Dickson

Advisory Board Member John Butler was away at time of vote.

Advisory Board Member James Lewellen was absent.

1. Resolution requesting the approval of the Board to authorize payment in the amount up to \$227,000.00 as matching funds with TVAs Community Care Funds to be distributed to a local 501(c)(3) organization for utility bill assistance. (Doug McGowen) (REQUIRES CITY COUNCIL APPROVAL)
2. Resolution awarding purchase order for multiprotocol label switching (MPLS) network equipment to Mobile Communications America, Inc. in the amount of \$406,979.11.(Randy Orsby) (REQUIRES CITY COUNCIL APPROVAL)
3. Resolution awarding thirty-six-month purchase order for water production well parts to Brighter Days and Nites, Inc. in the amount of \$338,047.22. (Randy Orsby) (REQUIRES CITY COUNCIL APPROVAL)

4. Resolution requesting approval of Causeway Capital Management, an international equity manager, to manage approximately \$30,000,000 for the benefit of the MLGW OPEB Trust Fund, as part of a reallocation. (Rodney Cleek)
5. Resolution requesting approval of GQG Partners, an international equity manager, to manage approximately \$46,000,000 for the benefit of the MLGW Retirement and Pension Fund, as part of a reallocation. (Rodney Cleek)
6. Resolution approving Change No. 24 to Contract No. 11292, Cashiering System Replacement with System Innovators to renew the current contract in the funded amount of \$53,076.00. (Randy Orsby) (REQUIRES CITY COUNCIL APPROVAL)
7. Resolution awarding Contract No. 12543, Data Domain Hardware Replacement to Thomas Gallaway Corporation DBA Technogent in the funded amount of \$1,140,396.06. (Randy Orsby) (REQUIRES CITY COUNCIL APPROVAL)
8. Resolution awarding Contract No. 12537, PureStorage VDI Upgrade Replacement to Thomas Gallaway Corporation DBA Technogent in the funded amount of \$1,102,400.25. (Randy Orsby) (REQUIRES CITY COUNCIL APPROVAL)
9. Resolution approving the ratification of Purchase Order Number 7065961 to AutoNation Ford Memphis for one-ton crew cab trucks with service bodies in the amount of \$293,952.00. (Randy Orsby) (REQUIRES CITY COUNCIL APPROVAL)
10. Resolution awarding sixty-month purchase order for single-phase pad-mounted distribution transformers to Nexgen Power, Inc. in the amount of \$15,057,345.16. (Randy Orsby) (REQUIRES CITY COUNCIL APPROVAL)
11. Resolution approving the ratification of Purchase Order Number 7064466 to AutoNation Ford Memphis for one-ton trucks with service bodies in the amount of \$391,606.75. (Randy Orsby) (REQUIRES CITY COUNCIL APPROVAL)
12. Resolution awarding purchase order for water meter registers to Badger Meter Incorporated in the amount of \$367,132.50. (Randy Orsby) (REQUIRES CITY COUNCIL APPROVAL)
13. Resolution awarding purchase order for electric smart meters to Engineered Sealing Components in the amount of \$2,792,380.75. (Randy Orsby) (REQUIRES CITY COUNCIL APPROVAL)
14. Resolution approving Change No. 6 to Contract No. 11740, Claims Case Management with American Technical Services, Inc. to increase the current contract in the funded amount of \$2,500.00. (Randy Orsby) (REQUIRES CITY COUNCIL APPROVAL)

15. Resolution approving the report of the of Customer Appeal Committee for the period of August 1, 2024 thru December 31, 2024. (Jennifer Sink)

PRESIDENT'S BRIEFING

16. Other - Doug McGowen

President McGowen discussed the recent wind event that has swept across the entire country. President McGowen reported that our system is holding up well. President McGowen reported that our team is responding well as we still have some falling trees and some lines clapping together. President McGowen stated that our team has completed some analysis based on sustained wind speeds and gust that was developed beforehand and improvements were made based on these analysis. President McGowen also stated that outages that we are seeing are approximately 25% of what we expected to see before we made these improvements.

President McGowen mentioned the Orange Mound Community Meeting on February 27, 2025 hosted by Councilwoman Swearngen-Washington. President McGowen thanked Councilman Spinoza for attending that meeting. President McGowen stated that the meeting was very well attended and very well received. President McGowen stated that the people appreciated and understood the improvements that we are making.

President McGowen thanked Ms. Sarah Houston for coming and confirmed that we are all excited about the water recycling plant. President McGowen stated that he committed to the community that we will take a look at our declining block rate for industrial users. President McGowen provided detailed information on the common talking point that industrial users get charged a cheaper rate than residential users. President McGowen wanted to be clear that the discounted rate is only offered after the use of 150,000 gallons of water. President McGowen stated that the average residential use is 7,500 gallons of water so the use 20 times the amount of the typical residential use before any industrial user pays a somewhat cheaper rate. President McGowen explained the 4 methodologies for assigning water rates and confirmed that we are examining all of that and plan to have a discussion with all of you about how we might modify that to make sure we cover our cost, a signal for conservation, and make sure we are treating our customers in a way that your cost of service is reflected.

17. Facilities Brief - Doug McGowen

President McGowen presented to the Board the plans in for 2025 for MLGW Facilities. President McGowen stated that we have three facility projects that we need to advance in 2025: the expansion of the North Service Center located at 1060 Tupelo, the relocation of our System Operations Center located at 2425 Covington Pike, and as directed by the City Council, determine the probable cost, timeline, and any other considerations to move the MLGW Headquarters, located at 220 South Main Street, to a different location downtown.

President McGowen discussed the expansion of the North Service Center to include the expansion plans, moving Central Shops, which is currently located at 703 Beale Street, to the North Service Center, and the phases of this expansion. President McGowen noted that these plans had been in consideration since 2012. President McGowen informed the Board that Central Shops is located in a building that is 126 years old and isn't very conducive to today's storage and needs. President McGowen provided detailed information as to the expansion of the North Service Center and all the benefits this expansion would bring. President McGowen discussed the phases of the project stating that the first phase is complete, and that was the acquisition of the property needed to make these expansions, and the second phase is underway which is engineering and design and environmental assessment. President McGowen informed the Board of all the reasons to vacate the Central Shops Building and why we decided to undertake this expansion of the North Service Center. President McGowen hoped we could begin construction at the end of 2025.

President McGowen informed the Board that he would not be asking for a vote on these items at this time. President McGowen stated that he hopes to bring some additional information to the Board at the next Board Meeting for discussion.

President McGowen then discussed the need to relocate the System Operations Center which houses our SCADA Operations. President McGowen stated that we hope to build a state-of-the-art SCADA System and we just simply cannot do that where we are. President McGowen stated that we would not get rid of the current building that houses our SCADA Operations instead we would use that as a backup center. President McGowen provided all the reasons that we needed a new facility and the budget for a new facility. President McGowen stated that we need to decide if we are going to build a new facility on some land that we have beside our Netters Building, or if we want to purchase a building that is already in existence. President McGowen reviewed pros and cons for both options as well as the need for a new System Operations Center. President McGowen discussed

Lastly, President McGowen discussed relocating the MLGW Headquarters to another location downtown. President McGowen stated that we would be looking at the market value of the current location which is at Main Street and Beale Street. President McGowen stated that the City Council expressed last year that they wanted MLGW to keep a presence downtown to help the vibrant market. President McGowen reported that we have secured the assistance of a Commercial Real Estate Broker. President McGowen informed the Board of the requirements of the new headquarters as well as some information as to cost and value that had been previously obtained.

President McGowen reviewed with the Board that they had previously approved the plan and funding necessary to expand the North Service Center and funding for a new System Operations Center. President McGowen stated that we are seeking support for the decision on System Operations as to whether to buy or build. President McGowen reported that MLGW Staff recommends pursuing the purchase and renovation of existing, appropriately resilient facility to keep cost as low as possible and to speed installation of modern SCADA System. President McGowen stated that MLGW Staff

will continue to mature estimates of probable cost and timeline for the relocation of the downtown headquarters.


Commissioners had an opportunity to make comments and ask questions.

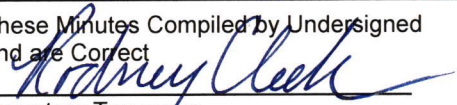
COMMITTEE REPORTS:

(None)

ADJOURNMENT

There being no further business, the Meeting was adjourned at 9:47 a.m. (See Minute File No. 1504)

Approved Without Interlineation

Chairman

These Minutes Compiled by Undersigned
and are Correct

Secretary-Treasurer