

**HARRIMAN UTILITY BOARD  
CALLED MEETING  
AGENDA  
Monday, March 9<sup>th</sup>, 2026, at 5:00 P.M.**

**A. Call to Order**

**B. Roll Call**

**C. Hearing of Delegations**

**D. Old Business**

**E. New Business**

1. Discussion and possible action to terminate the “Drop and Install Agreement” with Spriggs Construction LLC issued July 17, 2025.
2. Discussion HUB staffing changes.

**F. Board Member Comments**

Manager Comments  
General Counsel Comments  
Staff Comments

**G. Adjournment**

### **Agenda Item E-1:**

**Termination of “Drop and Install” Agreement with Spriggs Construction LLC** – HUB entered into an agreement with Spriggs Construction LLC on July 17, 2025. This agreement had a term of 18 months (ending January 17, 2027). The total price estimate for the agreement was \$2,071,693, with invoices paid on a unit price basis. Of the total, approximately \$1,044,165 was for “Drop” construction, and \$1,027,528 was for “Install” construction. Total compensation is based on actual quantities installed.

It is important to note that “HUB reserves the right to complete all or a portion of the Work with its own forces or with those of one or more other contractors”. In addition, the agreement states, “HUB is not required to assign any amount of Work or number of projects to Contractor” and that “the necessity of such work and the assignment therefore to Contractor is left solely and exclusively to the judgment of HUB”. Furthermore, HUB may terminate the agreement “for convenience”. This option requires HUB to provide at least 120 days' notice of such.

The HUB Fiber team has developed a plan to perform 100% of “install” work using our own forces and recommends rebidding the portion of the “Drop and Install” agreement that covered “Drop” construction. The work proposed to be rebid to another contractor primarily includes, but is not limited to, aerial and underground service drop installation and splicing at the NIDs.

The HUB Fiber team believes our customers will have a much better experience if an HUB employee performs the in-home or in-business installations and is therefore, recommending that the HUB Board authorize the General Manager to send a 120-day notice of contract termination to Spriggs Construction LLC and to rebid the “Drop” construction work to an alternate contractor.

### **Agenda Item E-2:**

**HUB Staffing Changes** – To handle the increased workload of broadband installations and related work, two ROW workers and one GWS worker have been transferred to the Customer Service Field group to perform broadband installations. Prior to AMI, HUB had six (6) full-time Customer Service Field Representatives (CSFR). Post-AMI implementation, this department was reduced to three (3) full-time CSFRs. Due to the fiber/broadband project, one of the remaining three has already been committed to working on the Fiber/Broadband efforts. This has left us short-staffed on the CSFR team daily. Thankfully, we do have a part-time retiree who works in that department to help us keep up with daily duties. Long-term, with the addition of broadband installations, customer upgrades, fiber service drops/splicing, and related troubleshooting, I plan to increase the number of CSFRs to five or six full-time positions. Each employee with this title will be cross-trained to perform the duties of the traditional CSFR as well as the new broadband workload. They will similarly be on call for all duties once they are cross-trained.

Next, I would like to introduce a new strategy for the Electric Right-of-Way (ROW) department for the Board’s consideration. With the upcoming retirement of our ROW

Foreman and the transfer of two additional team members into new roles, the department is naturally downsizing. While transitions like this can create short-term operational challenges, they also provide us with an opportunity to thoughtfully evaluate how this work is structured moving forward.

I am proposing that HUB try a blended approach to ROW maintenance by retaining a core in-house team for oversight, planning, mowing, “hot spots”, and priority response while contracting with a qualified third-party provider to perform a portion of our annual tree trimming and vegetation management work. HUB staff believe this will increase productivity and reduce long-term personnel and equipment expenses.

Importantly, our leadership team is not recommending a full outsourcing of the ROW function. We believe it is critical for HUB to retain internal knowledge, system familiarity, quality control, and direct oversight. Maintaining a portion of ROW operations in-house also allows us the flexibility to address “hot spots” and prioritize work, as needed, to respond to changing conditions or new findings throughout our system.

I am asking the Board for feedback before I publicly advertise for bids and bring you a formal proposal.