

2025 YEAR END REVIEW

After Brown

General Manager's Report



HUMAN RESOURCES SYNOPSIS

EMPLOYMENT - 85 FULL TIME EMPLOYEES

Employees New: 15

Promotions: 3

Student Hires Trained: 9

Internal Transfers: 3

Employees Resigned: 19

Employees Retired: 1

ACTIVITIES IN A SNAPSHOT

In 2025, BUECI made significant investments in workforce development and organizational infrastructure. Employee skills were strengthened through year-round training partnerships with Andy Leman of Kempel, Huffman & Ellis PC, Ilisagvik College, and safety contractor Kumiko Hemling, offering both required and employee-requested courses, while departments developed a new Natural Gas certificate program and enhanced the Utility Plant certificate program. At the same time, Human Resources and Administration implemented a new Summer Hire Program, adopted three new policies addressing Health, Safety and Environment, Records Retention, and Paid Sick Leave, completed ongoing updates to Policy 700, established a Compensation Committee to support development of a formal compensation plan, and conducted a comprehensive review of more than 40 job descriptions, strengthening compliance, workforce capacity, and organizational clarity.

ATTENDED TRAININGS

- FEMA ICAS Training
- Harassment & Union Supervision Training
- Ilisagvik Fire Extinguisher Training
- OSHA-10 Course
- Workplace Safety - Billing Dept.
- Professionalism in the Office
- CPR & First Aid w/ AED for infants-children-adult
- APA Legal Workshop
- Alaska Insurance Exchange Accident & Investigation Workshop
- Northern HR Management Association 2025 Conference
- APA State Legislative Conference
- APA Accounting & Finance Conference
- CFC Empowering CFO Growth in Electric Coops
- APA & KHE Ballot Measure 1 Webinar
- Effective Communication for Leaders
- Communication with Employees
- Conflict Resolution
- Shop Steward Training
- APA Safety Summit
- AWWMA Conference
- APA Lineman Safety Week
- AK Governor's Safety & Health Conference
- Supervisory Training
- Communication Skills
- Air-Vac Training
- Solar Turbine Training
- Emergency Exit Training
- Dispatch Training
- NSAC The Coop Compass Accounting Conference
- WEFTEC Conference
- Wastewater Treatment MBR Training
- NWPPA 3 C's Conference
- ARWA Training
- DOT UA Collection Training
- DOT Breath Alcohol Testing Training
- Emergency Response Training



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SAFETY

YEAR END REVIEW 2025

ACCIDENTS

There were 8 accidents in 2025, with 3 minor accidents and 5 beyond First Aid.

Our accident rate is declining as our management team consistently models and reinforces safe work habits every day.

SAFETY

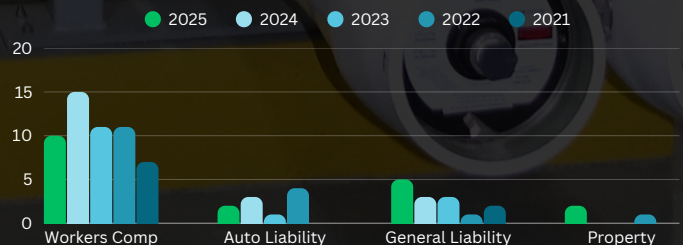
There was a total of 89 safety meetings conducted throughout 2025. These safety meetings included Departmental Safety Meetings, quarterly Safety Committee meetings, and Safety Plant Inspections.



INSURANCE CLAIMS

There was a total of 19 insurance claims filed with our insurance provider ARECA in 2025, **resulting in a total cost of \$226,998.15**. There were ten (10) Worker's Compensation claims totaling \$34,766.04, two (2) Auto Liability claims totaling \$0, five (5) General Liability claims totaling \$0, and two (2) Property Claims totaling \$192,232.11.

The chart to the right shows the number of claims for years 2021 to 2025.



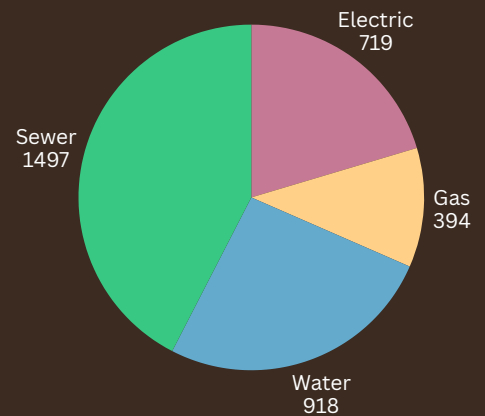


OPERATIONS

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TROUBLE CALLS

There was a total of 3,528 trouble calls for BUECI in 2025.



FUEL CONSUMPTION

Company-wide Diesel Consumed:
72,169 gallons / \$519,617

Company-wide Unleaded Gas Consumed:
40,555 gallons / \$279,829

BUS PLANT

Water Excavations: 9

Sewer Excavations: 0

WWTP Device Net Upgrade is 99% complete

Basin #2 Isolation Valve Upgrade is complete

Pump Station #3 Utilidor replacement is ongoing

Successfully transitioned all operators to online timekeeping

Started AMI Water Meter Install

NATURAL GAS

Gas Outages: 0

Gas Excavations: 8

Started AMI Gas Meter Testing

UTILITY PLANT

Outages Generation: 3
(Total Time: 2 hours 26 minutes)

Raw Water Sold: 7,765,600 gallons

Potable Water Produced: 81,574,941 gallons

Electricity Produced (kWh): 48,588,960 kWh

ELECTRIC & GARAGE

Outages Distribution: 17

Power Poles New: 8

Power Poles Replaced: 12

Transformers New: 7

Transformers Replaced: 15

Streetlights: 1,145

- LED: 415

- Sodium: 730

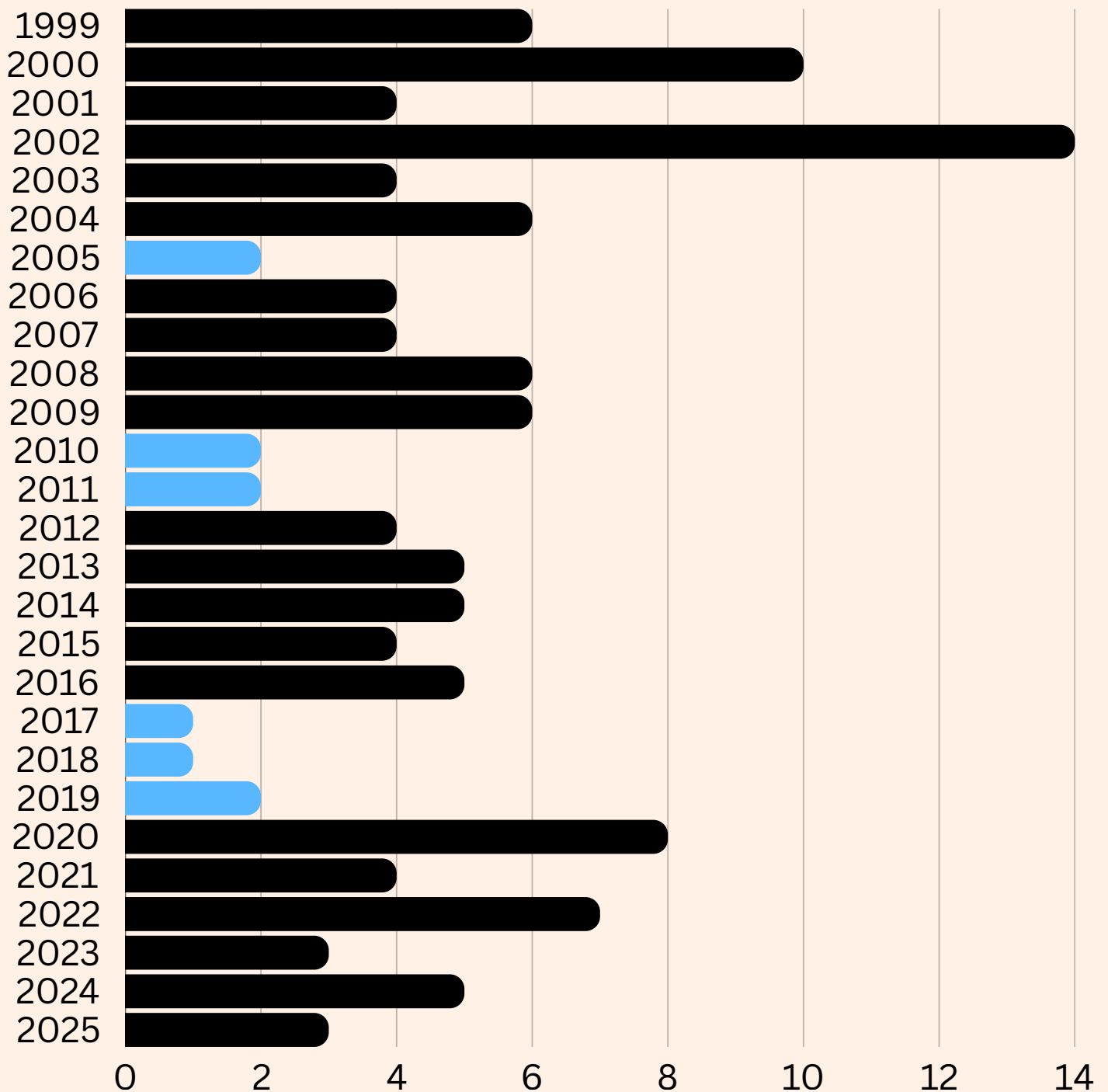
Completed AMI Electric Meter Transfer

Completed New CNG Station

Renovated BIH

Utility Plant - Power Generation 1999 - 2025

power outages



ACHIEVEMENTS

Our employees are the kind of people who don't just show up, **they show up big**. They're relentless overachievers, dependable workhorses, driven go-getters, and genuine do-gooders. They lead with *purpose*, deliver with *excellence*, and make a real *difference*.

INDUSTRY AWARDS

- **Noel Ortila** - AWWMA Water Operator of the Year Award
- **Victor Unutoa** - AWWMA Wastewater Operator of the Year Award
- **Russell Konicki** - Governor's Safety Special Achievement Award
- **Ben Carlton** - Governor's Safety Special Achievement Award

PROMOTIONS

- Jason Brower - Promoted to Purchasing Manager
- Leu Unutoa - Promoted to Gas Chief of Operations
- Godiva Taumoepeau - Promoted to Payroll & Benefits Accountant

EMPLOYEE OF THE QUARTER

- 1st Quarter: **Jason Brower, Warehouseman**
- 2nd Quarter: **Doug Bartz, Utility Plant Mechanic**
- 3rd Quarter: **Leu Unutoa, Nat Gas Chief of Operations**
- 4th Quarter: **Pata Gogo, Billing Supervisor**

CERTIFICATE ADVANCING

- Jack Lyons - Water Dist. 3 Level up; Wastewater Collections 4 Level up; Wastewater Treatment 2 Level up
- Jayson Akpik - Wastewater Collection 1 Level up
- Kamron Rexford - Wastewater Treatment Provisional Level up; Wastewater Collection Level up, CDL Class A Certified
- Michael Lambrecht - Wastewater Collection 2 Level up
- Andrew Gray - Wastewater Collection 1 Level up
- Fosi Fosi Jr - Wastewater Collection 3 Level up; reached 4 years employment
- Forrest Ahkiviana - Wastewater Collection 3 Level up; reached 5 yrs employment
- David Brower - Water Distribution 1 Level up; CDL Class A Certified
- Chase Cloe - Wastewater Collection 2 Level up; Water Distribution 1 Level up
- Glenn Suvlu - reached 6 years employment
- Gerard David - Water Treatment 3 Level up
- Larry Tirre - Water Treatment 3 Level up
- John Funaki - Water Treatment 3 Level up
- Tony Uluave - Water Treatment 1 Level up
- Sione Tuifua - Water Treatment 1 Level up



m MEMBERSHIP

YEAR END REPORT 2025



MEMBERSHIP

1,149 ACTIVE

(a/o 12.31.2025)

New Members
(residential): 58

Disconnects
(resigned): 107

New Members
(commercial): 3

Disconnects
(terminated): 5



COMMUNITY OUTREACH

- 2025 Graduation
- Calendar Photo Contest
- Community Christmas Lights
- BHS School Christmas Lights Workshop (Comp Cad Class & Welding)
- Donations
- Community Volleyball Tournament
- BHS Career Day
- Piuraagiaqta Parade
- 4th of July Parade
- Annual Meeting
- BUECI Clean-up Day (lagoon)
- BUECI Clean-up Day (beach)
- KBRW Drive to Thrive
- Community Grave Digging (45 graves)
- Elementary School Hunting Workshop
- Supported Nalukataq



QUYANAQPAK