

MINUTES OF LINCOLN ELECTRIC SYSTEM ADMINISTRATIVE BOARD

Minutes of the regular meeting held at 9:30 a.m., Friday, March 20, 2026, at the Kevin Wailes Operations Center, 9445 Rokeby Road, Lincoln, Nebraska. Public notice of today's meeting was published in the Lincoln Journal Star on March 13, 2026.

Board Members Present: Kate Bolz, Carl Eskridge, Donna Garden, Andy Hunzeker, Chelsea Johnson, Alyssa Martin, Lucas Sabalka, Eric Schafer, David Spinar.

Board Members Absent: None.

LES Staff Present: Emeka Anyanwu, Emily Koenig, Jason Fortik, David Malcom, Lisa Hale, Katie Lechner, Jim Rigg, Matt Andersen, Richard Grabow, Paul Ladd, JD Linscott, Amy Svoboda, Keith Snyder, Denise Parrott, Kellie Cave.

Others Present: Ken Winston, Nathan Svatora, and numerous virtual participants via Microsoft Teams.

News Media Present: None.

Chair Lucas Sabalka declared a quorum present and called the meeting to order at approximately 9:30 a.m. A safety briefing was provided. Sabalka noted that LES conducts its meetings in compliance with the Nebraska Open Meetings Act and noted that a copy of the Act is located on the wall at the back of the room and with the Assistant Secretary. Shelley Sahling-Zart, General Counsel, reviewed duties and responsibilities of LES Board members.

Call to Order, Safety Briefing, and Board Member Duties and Responsibilities

Chair Sabalka asked for approval of the minutes of the February 20, 2026, Board meeting. David Spinar moved approval of the minutes. Carl Eskridge seconded the motion. The vote for approval of the minutes was:

***Approval of Minutes**

Aye: Carl Eskridge, Donna Garde, Andy Hunzeker, Chelsea Johnson, Alyssa Martin, Lucas Sabalka, Eric Schafer, David Spinar.

Nay: None

Absent: None

Abstain: Kate Bolz

Ken Winston, speaking on behalf of the Nebraska Chapter of the Sierra Club, expressed his concern regarding climate change, and encouraged LES to make decisions to limit greenhouse gas emissions. He referenced the wildfires in western Nebraska, which he attributed to the warm/dry winter, as well as the high temperatures predicted for the next few days (another risk of wildfires) due to global warming. After expressing his gratitude for LES and public power, he highlighted his unease with LB1175, to which he is opposed. Winston also referenced LB1261 and detailed the potentially negative impacts of data center energy use including water usage, impact on the cost of natural gas, and greenhouse gas emissions. His suggestions to help offset costs in low-income neighborhoods included resilience hubs with battery storage and solar panels, as well as a pilot plug-in solar project.

**Comments from
Customers**

Chelsea Johnson, Chair of the Operations & Power Supply Committee Meeting reported on committee discussions held on March 9, 2026, including: 1) Terry Bundy Generating Station Expansion Project Update, 2) Value of Solar Study. (Exhibit I)

**Operations and Power
Supply Committee Report**

Matt Andersen, Specialist, Government Relations, briefed the Board on the final weeks of the 2026 legislative session and highlighted the following legislative bills:

**2026 State Legislative
Report**

- LB 964 requires a public hearing and notice before a political subdivision sells, leases or purchases real property. An unofficial amendment (AM 1952) adjusts the threshold to avoid burdening routine, low-dollar transactions while keeping larger deals subject to the act. The bill remains in committee. LES supports the bill as amended.
- LB 1010 defines energy storage resources, requires Nebraska Power Review Board approval and mandates consent and contractual arrangements with a Nebraska public power utility for privately owned standalone storage. Prioritized by the Natural Resources Committee, it has advanced from General File with an amendment that incorporates provisions from LB 1064 (large-load interconnection standards) and LB 1111 (data-center reporting over 10 MW). LES is neutral on LB 1010 overall, supports the LB 1064 provisions and remains neutral on LB 1111. Discussions are ongoing regarding appropriate safeguards.
- LB 1096, introduced at the governor's request, creates state-

level restrictions and reporting to the attorney general related to access to critical infrastructure and foreign-adversary technologies. Sen. Bostar has made it a personal priority. Amendment AM 2313 narrowed the bill's applicability to LES by addressing duplication with existing NERC standards and avoiding conflicts with federal oversight. With the amendment, LES is now neutral.

- LB 1261 aims to address short-term challenges by allowing public electric utilities to contract with privately owned generation to serve a single large load exceeding 1,000 MW. Guardrails are intended to protect exclusive retail territories, avoid cost-shifting and limit the bill to short-term needs. Prioritized by Sen. Moser, it has advanced to Select File with amendments requiring governing-body approval of contracts and eminent-domain waivers. The bill has drawn extensive debate, including on labor standards, PRB composition, contract provisions and tax issues. It is expected to take the full four hours of Select File debate.

David Spinar requested confirmation that LES is still monitoring other bills (outside of those reviewed today), which Andersen provided. The full tracking table is available to employees on PowerNet and publicly on LES.com (Exhibit II)

Chair Sabalka inquired about a news article that came out regarding LB 1261. Andersen indicated he's spent time researching to clarify the details of the bill as well as answer questions received about the article.

Richard Grabow, Associate General Counsel, Legal & Governmental Services, provided a review of recently concluded labor negotiations. He described the process for labor negotiations which apply to roughly 1/3 of full-time LES employees. Represented employees are divided into two labor unions under the IBEW 1536 Local group: Trades & Crafts and Rokeby Generation Station (which includes District Energy Corporation employees). The existing contract took effect in 2023 and ends April 30, 2026. In October 2025, the group indicated their preference to negotiate new terms. Grabow then reviewed the process and logistics. After thanking the Labor Negotiations Committee members for their generous time and input, he detailed key language changes including:

- New discipline procedure
- Emergency management operations event pay changes

Report on IBEW Negotiations

- Personal leave accrual rate to match that of unrepresented employees.

He then reviewed wage increases for the Trades and Crafts group including background information on market comparison. Multiple members of the board inquired about budget impacts, to which CFO, Emily Koenig, Kate provided clarity.

Grabow then detailed the key language changes for the Rokeby Generation Station agreement:

- Grievance procedure and who would be involved
- Streamlined minimum rest period language
- Personal leave accrual rate to match that of unrepresented employees.

Secretary Eskridge commended the management teams and participants during the negotiations process. CEO Anyanwu expressed gratitude for the labor negotiations representation team from LES. Board Member Eric Schafer encouraged the group to explore budget impacts and ensure that the financial metrics are considered prior to approval.

It was determined an Executive Session to discuss specific details of the contract was not necessary.

(Exhibit III)

Shelley Sahling Zart, General Counsel, requested a motion to amend IBEW Local 1536 Trades & Crafts Union Ratification, LES Resolution 2026-1 to correct the fifth whereas clause. David Spinar made the motion. Chelsea Johnson seconded the motion. The vote for approval was:

Aye: Kate Bolz, Carl Eskridge, Donna Garde, Andy Hunzeker, Chelsea Johnson, Alyssa Martin, Lucas Sabalka, Eric Schafer, David Spinar.

Nay: None

Absent: None

David Spinar moved approval of the IBEW Local 1536 Trades & Crafts Union Ratification, LES Resolution 2026-1 (Exhibit IV). Chelsea Johnson seconded the motion. The vote for approval was:

***Approval of IBEW Local 1536 Trades & Crafts Union Ratification, LES Resolution 2026-1**

Aye: Kate Bolz, Carl Eskridge, Donna Garde, Andy Hunzeker, Chelsea Johnson, Alyssa Martin, Lucas Sabalka, Eric Schafer, David Spinar.

Nay: None

Absent: None

David Spinar moved approval of the IBEW Local 1536 Rokeby Generation Station Union Ratification, LES Resolution 2026-2 (Exhibit V). Chelsea Johnson seconded the motion. The vote for approval was:

***Approval of IBEW Local 1536 Rokeby Generation Station Union Ratification, LES Resolution 2026-2**

Aye: Kate Bolz, Carl Eskridge, Donna Garde, Andy Hunzeker, Chelsea Johnson, Alyssa Martin, Lucas Sabalka, Eric Schafer, David Spinar.

Nay: None

Absent: None

The next regular meeting of the LES Administrative Board will be **Next Meeting** Friday, April 17, 2026, at 9:30 a.m.

Without further business before the Board, Chair Sabalka declared **Adjournment** the meeting adjourned at approximately 10:28 a.m.

Carl Eskridge, Secretary

BY: Kellie Cave
Kellie Cave, Assistant Secretary

Exhibit I



Operations and Power Supply Committee Meeting Summary March 9, 2026

Attendees: C. Johnson (Committee Chair), A. Martin, L. Sabalka, D. Spinar
S. Benson, P. Crist, J. Dagerman, D. Florom, J. Fortik, E. Koenig, A. Nelson, S. Sahling-Zart, N. Wischhof

Terry Bundy Generating Station Expansion Project Update (Nick Wischhof, Andrew Nelson):

- Staff provided a status update on the project to add two aeroderivative based combustion turbines at the existing Terry Bundy Generating Station.
- Major items either completed or underway include signing a contract with General Electric to procure the combustion turbines, reaching 60% design review completion for the overall engineering design, and signing contracts and issuing bid packages for several major pieces of equipment.
- A number of large equipment procurement and construction work packages still need to be finalized and placed under contract and the effect of tariffs is still uncertain. Current projections indicate that the turbines will be placed in service by the summer of 2029 to meet expected generating resource adequacy requirements.

Value of Solar Study (Scott Benson, Joel Dagerman):

- Staff provided a second review of the Value of Solar Study results that included additional clarifying information requested by the Committee.
- Amongst other methodology questions, staff provided system analysis results for summer and winter electrical loading on distribution facilities in certain parts of the LES service area.
- Based on discussion at the meeting, staff will be performing further analysis and will share these results with the Committee at its April meeting.

Exhibit II



2026 NEW LEGISLATION IMPACTING LES

LEGISLATIVE BILL	STATUS OF LEGISLATION	SUMMARY OF LEGISLATION	LES POSITION
LB 759	Natural Resources Committee Natural Resources Priority Bill Final Reading	(Brandt) Aligns statutory language to reflect the recent merger of the Department of Environment and Energy and the Department of Natural Resources into the Department of Water, Energy, and Environment. The bill has become the vehicle for a Natural Resources Committee priority package that includes LB 759, LB 760, LB 761, and LB 1076. LES is only monitoring the bill as it advances through floor debate.	Only Monitoring
LB 761	Natural Resources Committee Notice of Hearing Jan. 21, 2026	(Brandt) Updates Nebraska’s environmental regulatory fee structure by adjusting several existing fees, including water well fees, and adds a new fee for NPDES (water discharge) permits to support state administration and review of such applications. LES currently holds NPDES permits, so the bill would result in a small cost impact.	Only Monitoring
LB 898	Government, Military and Veterans Affairs Committee Notice of Hearing Feb. 05, 2026	(Lonowski) Amends the Open Meetings Act to allow public bodies to hold meetings virtually, subject to certain restrictions. Unless a public body’s members are appointed or elected on a statewide basis, such body may hold more than half of its meetings virtually, provided at least one meeting is held in person each year. These provisions would allow the LES Administrative Board to meet virtually when necessary.	Support
LB 916	Natural Resources Committee Notice of Hearing Jan. 28, 2026	(Meyer G.) Relates to carbon oxide and carbon dioxide pipelines. The bill would prohibit any entity from exercising the power of eminent domain for purposes of constructing or operating a pipeline transporting carbon oxide. It also establishes additional requirements for carbon dioxide storage facilities, including requiring consent from all reservoir estate owners within a defined storage reservoir.	Only Monitoring
LB 935	Judiciary Committee Judiciary Priority Bill Notice of Hearing Feb. 18, 2026	(Bosn) LB 935 is intended to deter frivolous or harassing litigation against a political subdivision by allowing such subdivisions to seek compensation for attorney fees and related court costs when defending against claims determined to be frivolous or intended primarily to harass the subdivision or its public officials.	Monitor, Confer with the City
LB 964	Government, Military and Veterans Affairs Committee Notice of Hearing Feb. 05, 2026	(Bostar) Requires a political subdivision to hold a public hearing and publish notice with specified information before entering into a sale, lease, or purchase of real property. LES supports LB 964 if amended by AM 1952, which better balances transparency with prudent use of public resources by avoiding significant administrative burdens associated with the high volume of routine easements while still applying public notice and hearing requirements to larger real estate purchases and transfers.	Support, with Amendments



2026 NEW LEGISLATION IMPACTING LES

LEGISLATIVE BILL	STATUS OF LEGISLATION	SUMMARY OF LEGISLATION	LES POSITION
LB 1003	Banking, Commerce, and Insurance Committee Notice of Hearing Feb. 17, 2026	<p>(Meyer G.) Establishes the Renewable Energy Consumer Protection Act, which appears intended to provide additional state-level protections for residential and small business customers from deceptive renewable and battery storage solicitors. While LES supports protecting customer-owners from bad actors, the bill's requirements may be overly restrictive and could negatively impact entities acting in good faith. These provisions could reduce the number of available partners statewide and limit customer access to such renewable and storage programs.</p>	Only Monitoring
LB 1010	Natural Resources Committee Natural Resources Priority Bill Select File	<p>(Brandt) Defines energy storage resources, clarifies Nebraska Power Review Board (PRB) jurisdiction, and establishes additional requirements for privately owned storage not associated with a private renewable generation facility, including a contract with a Nebraska public electric utility and written consent from affected electric suppliers. LB 1010 advanced to General File with a committee amendment that includes targeted changes and incorporates amended versions of LB 1064 (large load interconnection standards) and LB 1111 (data center reporting above 10 MW). An additional amendment was filed subjecting private storage to the nameplate capacity tax; LES is not subject to this tax. The bill advanced from General File with both amendments.</p> <p>LES supports defining energy storage resources and clarifying PRB jurisdiction but is concerned that a mandatory power purchase agreement and consent or waiver provisions are overly broad and could unnecessarily limit storage development. LES is supportive of the LB 1064 provisions, neutral on the LB 1111 reporting provisions, and remains open to continued refinement of appropriate guardrails for private energy storage facilities.</p>	Neutral, seek Amendments
LB 1026	Natural Resources Committee Notice of Hearing Feb. 05, 2026	<p>(Storm, Clouse, DeKay, Sorrentino, Strommen) Prohibits an electric supplier from retiring, shutting down, ceasing operation of, or substantially altering electric generation resources when customers are waiting for electric service, with certain exceptions. As drafted, the bill would materially erode local decision-making authority over generation planning and operations. The bill's broad and imprecise language also introduces increased litigation risk for electric suppliers. LES has historically opposed state or federal level generation portfolio mandates and continues to oppose statutory mandates that limit operational flexibility in generation decision-making.</p>	Oppose



2026 NEW LEGISLATION IMPACTING LES

LEGISLATIVE BILL	STATUS OF LEGISLATION	SUMMARY OF LEGISLATION	LES POSITION
LB 1027	Natural Resources Committee Notice of Hearing Feb. 05, 2026	(Storm, Clouse, DeKay, Sorrentino, Strommen) Modifies the Nebraska Power Review Board (PRB) approval process for privately developed renewable energy generation facilities by requiring such facilities to follow the same approval process used for other generation and transmission resources. While the bill appears intended to provide greater uniformity in the approval process, the existing framework applicable to public electric suppliers may not be well suited, as written, for regulating private generation entities. LB 1027 also requires privately developed renewable generation facilities to enter into a power purchase agreement with a public power district. Because LES is a municipal electric utility and not a public power district, this requirement would prevent LES from entering into power purchase agreements with privately developed renewable wind and solar resources located in Nebraska, significantly limiting municipal utilities' generation options. LES supports continued discussion regarding improvements to the PRB approval process but doesn't believe LB 1027 is the right solution.	Oppose
LB 1033	Health and Human Services Committee General File	(Spivey) Relates to existing funding under Energy Policy Act eligibility for customers struggling to pay utility bills. The bill maintains the threshold of 150% per household and increases the maximum crisis assistance payments under the Low-Income Home Energy Assistance Program from \$500 to \$800 per year based on extenuating circumstances. The bill would increase flexibility for the Department of Health and Human Services to better match assistance levels to customers' needs without increasing overall program funding.	Support
LB 1048	Government, Military and Veterans Affairs Committee Speaker Priority Bill General File	(Arch at the request of the Governor) Makes changes to several statutory reporting requirements for state agencies, including requiring the Department of Environment and Energy to submit a report on energy trends. The Department already reports on energy trends using data from the U.S. Energy Information Administration, and the bill would formalize this requirement in statute while clarifying the focus and purpose of the report.	Only Monitoring



2026 NEW LEGISLATION IMPACTING LES

LEGISLATIVE BILL	STATUS OF LEGISLATION	SUMMARY OF LEGISLATION	LES POSITION
LB 1064	Natural Resources Committee Notice of Hearing Feb. 12, 2026	(Bostar) Establishes standards intended to address system reliability and affordability while providing greater clarity for interconnecting large load customers exceeding 20 MW. The bill would allow public power suppliers to require upfront study fees, financial commitments for new infrastructure, establish specific rate tariffs for large load customers, and require load curtailment during emergency conditions. Many of these provisions duplicate existing LES processes used to ensure reliable service while protecting existing customers from affordability and reliability risks.	Support, with Amendments
LB 1093	Transportation and Telecommunications Committee Notice of Hearing Feb. 10, 2026	(Ballard) Amends the One Call Act to create an additional exemption for telecommunications, cable, and broadband providers installing facilities no deeper than eighteen inches. LES has concerns that this exemption could increase safety risks, as changes in grade over time may result in buried electric facilities being located closer to the surface than expected, increasing the potential for service disruptions and safety hazards.	Oppose, Confer with the City
LB 1096	Judiciary Committee Senator Bostar Priority Bill Notice of Hearing Feb. 5, 2026	(Bostar, at the request of the Governor) Seeks to protect critical infrastructure by restricting foreign adversary access and establishing reporting requirements related to ownership, investment, and network connected technologies, including reporting to the Attorney General and the creating of a public list of prohibited technologies. LES is already subject to extensive federal oversight through the North American Electric Reliability Corporation (NERC). As written, certain provisions may create ambiguity regarding an electric supplier's ability to access and operate its own critical infrastructure assets. The proposed state level requirements would create duplicative oversight and reporting obligations without a corresponding increase in security benefits. AM2313 narrows the scope of the sections applicable to LES, restricting governmental entities from entering into contracts that allow foreign adversaries to directly or remotely access or control critical infrastructure. LES is already subject to NERC standards and maintains internal policies and procedures that protect against such risks.	Neutral, with Amendment
LB 1108	Government, Military and Veterans Affairs Committee Notice of Hearing Feb. 20, 2026	(Clouse) Increases bidding thresholds for public power districts and allows districts to exceed those thresholds in the event of unexpected damage to electric generation facilities in order to complete necessary repairs. As a municipal electric utility, LES is not directly impacted by this bill.	Only Monitoring



2026 NEW LEGISLATION IMPACTING LES

LEGISLATIVE BILL	STATUS OF LEGISLATION	SUMMARY OF LEGISLATION	LES POSITION
LB 1109	Revenue Committee General File	(von Gillern at the request of the Governor) Repeals, sunsets, or otherwise eliminates various tax credits and exemptions, including tax credits for renewable energy generation facilities.	Oppose
LB 1111	Natural Resources Committee Notice of Hearing Feb. 12, 2026	(Cavanaugh M., McKinney) Relates to large data centers exceeding 20 MW and imposes additional requirements on public power suppliers, including annual reporting, additional service terms, full cost recovery for new infrastructure, and consideration of behind-the-meter or privately owned generation. While the bill appears intended to address potential reliability and financial impacts associated with large data centers, it would significantly limit local decision-making related to rates, service terms, operations, and contract negotiations. LES is opposed to provisions allowing privately owned generation to serve retail load, which are inconsistent with Nebraska’s public power model and raise long-term reliability and affordability concerns for customer-owners.	Oppose
LB 1136	Judiciary Committee Notice of Hearing Feb. 19, 2026	(Dungan) Modifies the Political Subdivisions Tort Claims Act to require political subdivisions to post information on their websites regarding where claims must be filed and provides protections to claimants when such information is not readily available. The bill is intended to ensure claim-filing information is reasonably accessible.	Monitor, Confer with the City
LB 1145	Government, Military and Veterans Affairs Committee Notice of Hearing Feb. 05, 2026	(Lonowski, Andersen, Sanders) Amends the Open Meetings Act by relaxing certain posting requirements and providing that a violation of posting requirements does not automatically void the actions taken at a meeting. While the bill would apply to LES, it would not change current LES posting practices or Board meeting procedures.	Only Monitoring
LB 1172	Natural Resources Committee Notice of Hearing Feb. 04, 2026	(Holdcroft) Requires electric suppliers to maintain a generation portfolio consisting of at least 75% dispatchable resources. As a member of the Southwest Power Pool (SPP), LES is already subject to regional resource adequacy standards designed to ensure reliable service. Those standards are dynamic and based on accredited capacity, rather than prescriptive portfolio percentages. As drafted, the bill could conflict with SPP requirements and limit operational flexibility in resource planning. LES maintains that generation portfolio decisions are best made at the local level to ensure utilities can access the full range of resources needed to serve customers reliably and affordably.	Oppose



2026 NEW LEGISLATION IMPACTING LES

LEGISLATIVE BILL	STATUS OF LEGISLATION	SUMMARY OF LEGISLATION	LES POSITION
LB 1186	<p align="center">Revenue Committee Notice of Hearing Feb. 19, 2026</p>	<p>(Cavanaugh J.) Establishes the Affordable American Energy and Jobs Act, which addresses renewable energy and battery storage facilities. The bill requires such facilities to have a power purchase agreement with a public power entity, directs the Department of Environment and Energy to develop best practices for project siting and zoning, includes energy storage facilities in the nameplate capacity tax, and modifies how such tax revenues are distributed. The nameplate capacity tax does not directly impact LES, and the siting guidance is advisory rather than mandatory.</p>	Oppose, as Amended
LB 1193	<p align="center">Revenue Committee Notice of Hearing Feb. 11, 2026</p>	<p>(Prokop, Bostar) Addresses the regulation, safety, and taxation of energy storage facilities. The bill subjects energy storage facilities to the nameplate capacity tax, defines such facilities, clarifies Nebraska Power Review Board (PRB) jurisdiction, removes the power of eminent domain for public electric suppliers related to storage facilities, and establishes statewide safety and zoning standards that limit local requirements. While LES supports the definitions and jurisdictional clarity, LES has concerns that reliance on existing PRB approval processes alone may not adequately address the operational and financial impacts of privately owned standalone storage facilities, as those processes were not designed for such resources. As LES does not pay property taxes, the nameplate capacity tax provisions would not affect LES.</p>	Neutral, seek Amendments
LB 1204	<p align="center">Natural Resources Committee Notice of Hearing Feb. 12, 2026</p>	<p>(Clouse, Quick) Establishes statewide siting standards for privately owned renewable energy and energy storage resources and subjects energy storage resources to the nameplate capacity tax. The zoning provisions apply only to privately owned resources and do not impact LES. As LES does not pay property taxes, the nameplate capacity tax provisions would also not affect LES.</p>	Only Monitoring
LB 1215	<p align="center">Government, Military and Veterans Affairs Committee Notice of Hearing Feb. 26, 2026</p>	<p>(McKinney) Establishes the Political Subdivision Contracting Transparency Act, which creates uniform standards for political subdivision contracts, including payment timing, bidder debriefings, statewide posting requirements, and small business protections. The bill would require the Department of Administrative Services to maintain a public-facing list of solicitations exceeding \$50,000. The provisions have greater implications for the City of Lincoln, and LES will continue to monitor and coordinate with the City.</p>	Monitor, Confer with the City



2026 NEW LEGISLATION IMPACTING LES

LEGISLATIVE BILL	STATUS OF LEGISLATION	SUMMARY OF LEGISLATION	LES POSITION
LB 1255	Judiciary Committee Notice of Hearing Feb. 26, 2026	<p>(Prokop, Bostar) Prohibits public electric suppliers from exercising the power of eminent domain. Eminent domain is a long-standing, highly regulated tool that allows political subdivisions to construct and maintain critical infrastructure necessary to provide reliable and affordable electric service, including generation, transmission, and distribution facilities. Eliminating this authority would impair LES' ability to plan, site, and maintain necessary infrastructure and would result in higher system costs, which would ultimately be borne by customer-owners.</p>	Oppose
LB 1259	Natural Resources Committee Notice of Hearing Feb. 04, 2026	<p>(Hansen, Sanders) Relates to large load customers exceeding 100 MW and establishes a new process for requesting electric service. The bill would allow such customers to receive all or part of their electric service from private generators and expands Nebraska Power Review Board oversight of large-load contracts, private retail electric suppliers, and flexible tariff structures. The bill would significantly limit local control and raise concerns regarding the long-term viability of Nebraska's public power model, resulting in duplicative infrastructure, increased costs, and heightened risks to reliability and stranded assets for Nebraska ratepayers.</p>	Oppose
LB 1261	Natural Resources Committee Senator Moser Priority Bill Select File	<p>(DeKay, at the request of the Governor, Holdcroft, Meyer F.) Addresses service to single site industrial loads exceeding 1,000 MW by allowing a public electric supplier to contract with privately owned generation solely to serve such loads, while providing safeguards to preserve the public power model and prevent project specific costs from being shifted to existing customer owners. The bill includes a sunset provision reflecting its intent to address near term supply chain constraints. Several amendments have been filed addressing labor standards, governance, contract terms, and tax treatment. The bill advanced to Select File with two amendments requiring governing board approval of the contract and an eminent domain waiver as authorized under the bill.</p> <p>LES supports the bill based on its narrowly drafted scope and customer protection safeguards. Any expansion of the bill's provisions would require careful reconsideration.</p>	Support



**2025 CARRY OVER
LEGISLATION IMPACTING LES**

LEGISLATIVE BILL	STATUS OF LEGISLATION	SUMMARY OF LEGISLATION	LES POSITION
LB 349	Natural Resources Committee Hearing March 06, 2025	<p>(Prokop) LB 349 specifically defines electric energy storage and is intended to clarify that both public and private electric suppliers can own and operate electric energy storage facilities. In talking to the bill sponsor, it appears the intent of the bill is that if the facility is a standalone energy storage facility, it would have to be approved by the Nebraska Power Review Board (PRB) under the same criteria as any other nonrenewable generation facility. If it is part of a privately developed renewable generation facility, it would be approved subject to the certification provisions in statute for such privately developed facilities. LES has concerns about introducing state statutes regarding battery storage when SPP is still defining guidelines. The latest amendment filed intends to clarify the difference between standalone battery storage and storage associated with a generation resource. However, the language is still unclear whether standalone storage would be approved under the normal PRB approval process. The amendment also changes language in existing statutes regarding eminent domain for public power districts from a public power district “shall have and exercise the power of eminent domain to acquire from any... private corporation any and all property...” to “may exercise...”. This does not affect LES as it only applies to public power districts.</p> <p>An amendment has been filed that intends to align the language in LB 349 closer to the PRB’s guidance document 14. It also expands on the eminent domain language to provide that no property owned, used, or operated by an energy storage resource shall be subject to eminent domain by a consumer-owned electric supplier, which would include municipalities such as LES. While there may not be the intent to exercise its power of eminent domain, LES is opposed to giving it up all together. With the addition of new energy storage bills, conversations around energy storage legislation will likely continue through LB 1010 and LB 1193, in 2026.</p>	Oppose as Introduced, seek Amendments



**2025 CARRY OVER
LEGISLATION IMPACTING LES**

LEGISLATIVE BILL	STATUS OF LEGISLATION	SUMMARY OF LEGISLATION	LES POSITION
LB 409	<p align="center">Natural Resources Committee Hearing Feb. 20, 2025</p>	<p>(Cavanaugh, J.) LB 409 would change the composition of the Power Review Board to include at least one licensed journeyman electrician who is affiliated with a nonprofit labor organization for electrical workers. The board would still be comprised of five members—an attorney, an engineer, a union member, and two laypersons. It is unclear what purpose would be served by having a journeyman electrician on the PRB. The PRB’s role in approving the applications for generation and transmission is more geared toward evaluating the public convenience and necessity of a project and the overall economics of the project. The PRB does not evaluate any technical specifications, nor does it evaluate any aspects of project labor. LES does not see a purpose to be served by adding this requirement on the PRB. A journeyman electrician could already be appointed as one of the three laypersons.</p>	<p align="center">Only Monitoring</p>
LB 413	<p align="center">Natural Resources Committee Hearing Feb. 05, 2025</p>	<p>(Clouse) LB 413 relates to rates and charges set by public power districts. This bill adds language to provide that rates and charges may be differentiated based on load size, load factor, firm and nonfirm service, technology risks, length of service commitment, and other objective criteria. It is LES’s understanding that the bill was introduced to give utilities greater flexibility in setting appropriate rates for large, transitory loads such as cryptomining. As introduced, the bill does not include municipalities. In addition, LES already has rates and charges that are differentiated based on things like load factor and other criteria, but we still maintain cost of service rates within rate classes that are fair, reasonable, and nondiscriminatory. LES has also evaluated mechanisms to deal with large, transitory loads, but it is not clear that this would provide the desired flexibility.</p> <p>An unofficial amendment has been shared with LES that intends to simplify this bill drastically where it only adds two words to the existing statute to clarify that rates are “not unduly” discriminatory . While this bill only applies to public power districts LES will continue to monitor it as it moves through the process.</p>	<p align="center">Only Monitoring</p>



**2025 CARRY OVER
LEGISLATION IMPACTING LES**

LEGISLATIVE BILL	STATUS OF LEGISLATION	SUMMARY OF LEGISLATION	LES POSITION
LB 489	Natural Resources Committee Hearing Feb. 05, 2025	<p>(Brandt) LB 489 is intended to prohibit private entities from operating, maintaining, constructing, or acquiring a transmission line or related facility carrying more than seven hundred volts. As written, the language would impact new primary-metered customers who would construct or maintain 15 kV or 35 kV lines. It would also seem to preclude transmission lines built by private developers to interconnect privately developed renewable energy facilities with public power providers.</p> <p>An unofficial amendment has been shared with LES which, if filed, would alleviate LES's concerns. However, there is disagreement among the industry for how private transmission facilities should be handled in the state. LES intends to continue discussions around private transmission facilities to ensure current customers are not unintentionally affected and to close the gap in the approval process.</p>	Oppose as Introduced

Exhibit III

2026 Labor Negotiations Update

Richard Grabow, Associate General Counsel

March 20, 2026



Key Terms of Trades & Crafts Agreement

- New discipline procedure that maintains binding arbitration but provides greater latitude to management in making disciplinary decisions.
- New Emergency Operations Event language that provides more discretion for management but requires employees be paid double-time rates if other utilities have employees working in the LES service area at double-time rates pursuant to a mutual aid request.
- Personal leave accrual rates match accrual rates for unrepresented employees.

Trades & Crafts Wage Increases

- **7% in 2026; 4% in 2027; and 4% in 2028 for the following positions:**
 - Line Technician (including related positions)
 - Substation Maintenance & Construction positions
 - Equipment Mechanics
 - Meter Technicians
 - Protection & Control Technicians
 - Locating Technicians
 - Building Maintenance Aides
- **2% in 2026, 2027 & 2028 for the following positions:**
 - Building Maintenance Mechanics
 - Storeroom/Toolroom positions
 - Equipment Operators
 - Telecommunications Technicians
 - Meter Data Specialists/Field Credit Technicians
 - Mechanic Aides

Key Terms of RGS Agreement

- Grievance procedure that provides hearing officer will be appointed by the City Attorney.
- Streamlined minimum rest period language.
- Personal leave accrual rates match accrual rates for unrepresented employees.

RGS Wage Increases

- **6% in 2026; 3.5% in 2027; and 3% in 2028 for the following positions:**
 - Specialist, Generation RGS
 - Instrument & Control Technician, RGS
 - Technician, Generation RGS

Questions

Exhibit IV

AGREEMENT

Lincoln Electric System

And

International Brotherhood of

Electrical Workers

Local 1536

Trades & Crafts Unit

Effective

May 1, 2026

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Lincoln Electric System & International Brotherhood of Electrical Workers Local 1536 Trades & Crafts Agreement

This Agreement is effective as of May 1, 2026, by and between the CITY OF LINCOLN, d/b/a LINCOLN ELECTRIC SYSTEM, hereinafter referred to as LES, and the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1536, hereinafter referred to as IBEW.

WHEREAS, LES recognizes IBEW Local 1536 as the bargaining agent for its trades and crafts jobs only who are employed by LES; and

WHEREAS, LES and IBEW desire to state, in writing, their understanding and agreement with regard to such recognition by LES of IBEW as the bargaining agent for the members of IBEW employed by LES as hereinafter set forth.

NOW, THEREFORE IT IS HEREBY AGREED by and between the parties as follows:

ARTICLE I – RECOGNITION

LES does hereby recognize IBEW Local 1536 as the bargaining agent for its represented jobs who are employed by LES in the following jobs:

Building Maintenance Aide	Meter Technician
Building Maintenance Mechanic	Network & Cable Technician
Equipment Mechanic	Night Service Technician
Field Technician, Credit	Protection & Controls Relay Specialist
Heavy Equipment/Hydrovac Operator	Protection & Controls Relay Technician
Heavy Equipment/Mobile Crane Operator	Substation Construction Technician
Line Technician	Substation Technician
Locating Technician	System Maintenance Technician
Locating Specialist	Telecommunications Specialist
Mechanic Aide	Telecommunications Technician
Meter Data Specialist	Tool Repair/Material Handler

ARTICLE II – RIGHTS AND OBLIGATIONS

Certain management rights must, by law, be exercised by LES and the Administrative Board, and cannot, by law, be the subject of negotiations. They must be vested solely in the LES Administrative Board and its designated appointees. No agreement may be entered into by LES that is contrary to Lincoln City Charter or Ordinances of the City of Lincoln, or with any other state or federal law.

Whenever there is a conflict between a written LES Policy or Program and this contract, this contract shall prevail, provided, however, LES has the right to alter Policies and Programs that do not affect terms and conditions of employment negotiated with the IBEW. It is understood that any law or regulation, LES Retirement Plan Document, or insurance plan document takes precedence over the provisions of this Agreement; however, should such events occur, LES will provide notice to the IBEW and will meet to answer questions with its representatives.

Further, nothing contained herein is intended or shall be used to violate any safety rule or standard.

It is agreed that should any of the above circumstances occur, this document shall be modified to the extent necessary to comply with the law, regulation, LES Retirement Plan Document, insurance plan document or safety rule.

ARTICLE III – TERMS AND CONDITIONS OF EMPLOYMENT

Section I – LES Employment Policies

A. LES Employment Principles

The following principles guide LES in its relationship with its employees:

- To practice equal opportunity in employment on the basis of skill and ability;
- To recognize each employee as an individual;
- To welcome resourceful suggestions for improvement to enhance the work environment and services to LES customers;
- To promote planned training and career development as an investment for the mutual benefit of all employees and LES;
- To fill each employment opportunity or new job with a qualified internal applicant whenever possible and practical;
- To provide eligible employees the opportunity to participate in LES-sponsored benefit programs; and
- To maintain and promote a safe and productive work environment.

B. Management Rights

LES reserves to itself those rights which must be vested exclusively in management, including, but not limited to, the following:

1. The right to determine, effectuate, and implement the goals and objectives of LES;
2. The right to manage and supervise all operations and functions of LES;
3. The right to establish, allocate, schedule, assign, modify, and change work assignments, evaluate jobs, reclassify jobs and change, add, or discontinue LES operations, work shifts, and working hours;
4. The right to establish, modify, change and discontinue performance standards in order to determine productivity standards and employee work quality;
5. The right to employ, promote, or demote for organizational purposes;
6. The right to discipline, discharge, or demote (for disciplinary reasons) employees for just cause. Just cause includes, but isn't limited to:
 - A Criminal conviction for a violation of any state or federal law that is classified as a felony.
 - Unsatisfactory performance in the discharge of duties;
 - Conduct unbecoming of an employee;
 - Abusive or inconsiderate treatment of a customer or co-worker;
 - Theft of LES property;
 - Use, distribution, sale, possession, or being under the influence of alcohol or any illegal drug or substance while on duty;

- Misuse of a prescription medication that results in impairment while on duty;
 - Misconduct;
 - Three unexcused absences, or three instances of being late to report for a shift;
 - Incompetence;
 - Refusing to accept job assignments;
 - Willful misuse of LES property;
 - Insubordination;
 - Falsification of previous employment records, including medical history;
 - Gross neglect of duty;
 - Attempt to disrupt the orderly operation of LES, or making threats of physical violence against LES property or any LES employee;
 - The submission or providing of documents that the employee knows contain false information or data with the intent to deceive or defraud;
 - Willful or reckless violation of any LES safety rule;
 - Any violation of the LES Code of Conduct or Ethics Policy;
 - Failure to notify LES of a loss of an employee's driver's license;
 - A loss of a driver's license that is not accommodated under Art.III, Sec. V,B of this Agreement; or
 - Any other legitimate business reason not prohibited by law.
7. The right to increase, reduce, change, modify, or alter the size of the work force;
 8. The right to determine, establish, set, and implement policies for the selection, training, and promotion of employees;
 9. The right to create, establish, change, modify, or discontinue an LES function, operation, department, or to effect any other change to the LES organizational structure;
 10. The right to adopt, modify, change, enforce, or discontinue rules, regulations, programs, and policies that are not in direct conflict with any provisions of established policies and items contained herein.
 11. The right to hold all employees to the provisions and standards of the LES Policy 208 - LES Ethics and Code of Conduct.

C. Personnel Records

Personnel Records

LES maintains personnel records in the Human Resources Department for all employees. The personnel records located in the Human Resources Department are confidential and shall be withheld from the public to the extent permitted by law. Employees have the right to review their own personnel record in the presence of a Human Resources Department employee, and obtain copies of any information contained herein. LES management with a need to examine documents within an employee's personnel record and Human Resources Department employees have access to such records.

Department/Division Files

IBEW acknowledges that all management employees have the right to make and retain files comprised of notes and documents regarding LES employees for a multitude of reasons and that such files are not subject to review by employees. The contents of such files can be used for any purpose deemed appropriate by LES management. However, if such department/division files contain documents or notes relating to any disciplinary action initiated against any employee for subsequent disciplinary purposes, and such documentation or notes are in excess of five years old, such documents or notes will be disregarded with reference to a current disciplinary action.

D. Conditions of Employment

Employees under eighteen years of age will not be assigned to any job determined by management to be hazardous. Newly hired employees, rehired employees, student interns, and temporary employees may be asked to submit to and pass a post-offer pre-employment drug screen and a post-offer job-related pre-employment physical, if applicable, prior to beginning work.

E. Reporting Location

All employees shall be assigned a normal reporting location upon hire. Normal reporting locations are subject to change but shall not be changed more than once every 180 days. The first consideration in changing a normal reporting location shall be on a volunteer basis within the same classification provided all other factors are equal. If no employee volunteers to change normal reporting location within a classification, LES shall select the employee who will change normal reporting location based upon consideration of all relevant factors including reverse seniority. LES shall provide 30 days' written notice to employees when an employee's normal reporting location has changed.

These provisions do not apply when an employee applies for and accepts a job with a different normal reporting location or when there is a sudden change in LES's business needs including but not limited to: a natural disaster; property damage or loss to an LES facility; or FMLA or injury leave, military deployment, separation of employment of another LES employee, etc. When a temporary normal reporting location change is required due to business needs, LES agrees to pay the employee the value of the roundtrip mileage reimbursement for travel between the SVC and LOC for each day worked during the temporary location change. To receive this reimbursement, the employee shall submit an out-of-pocket reimbursement request through the process identified for employees to receive out-of-pocket reimbursement requests.

If LES has an open assignment, an employee working in the same classification shall have first consideration to move to the open assignment at a different normal reporting location before the open assignment is posted for external hiring.

F. Initial Probationary Period

Employees are subject to an initial probationary period of six months' elapsed time, commencing on each employee's start date. At the discretion of the department manager,

with the approval of the appropriate Executive Staff member, this time can be shortened to less than six months or extended for longer than six months.

In no case can it be shortened to less than three months or extended beyond twelve months from the date of employment.

During the initial probationary period, an employee may be given notice of dismissal by his or her supervisor with no right to review and no obligation of LES to provide a reason for the dismissal. Such notification shall be in writing. Any employee so dismissed shall be paid for services through the last day actually worked.

Employees shall earn and be allowed to use earned personal leave and sick leave hours during the initial probationary period with supervisor approval. Employees in their initial probationary period shall be entitled to LES-recognized holidays occurring during the period and are allowed to take personal holidays with supervisor approval. No accrued sick leave will be paid to an employee terminated or quitting during the initial probationary period.

The successful completion of this period should not be construed as creating a contract of employment or as guaranteeing employment for any specific duration.

Nothing in this section shall alter, amend, or add to or detract from LES' obligation to employees with regard to sick leave, upon their separation from employment as set forth by applicable State and Federal Law and applicable State and Federal Regulations.

G. Retirement

Retiring employees are requested to give a ninety-day advance written notification to their supervisor. Criteria for retirement eligibility are as indicated in the LES Retirement Plan Document.

H. Resignation

All employees are requested to give two weeks' notice in advance of the day they intend to terminate employment.

I. Vacancies – Job Postings and Promotions

Job Postings

Notice of employment opportunities for Trades & Crafts jobs are posted internally for at least ten working days and may also be concurrently advertised externally. Posting of supervisory, professional, or newly created jobs is not required.

Employees interested in applying for a posted job may do so via LES' applicant tracking system. Human Resources must receive the application electronically within the posting period. Employees within their initial probationary period can apply for posted jobs.

Selections for open jobs are determined by supervisory personnel. Applicants should be selected on the basis of qualifications. If all relevant employment considerations are

substantially equal, seniority will prevail. Nothing in this section prevents LES from making employment decisions necessary to meet Affirmative Action goals or other legal obligations.

Any employee having reached first class status in their current job who accepts another Trades & Crafts job shall not be required to take a pay decrease of more than two grades below the first class rate of pay of either their current job or the new job, whichever is the lower of the two. Progression to first class shall thereafter be based on work performance in the new job.

Promotions

Employees offered a promotion shall have two working days to accept or refuse the promotion. Employees refusing promotions may remain in their existing job at regular pay. Failure to accept a promotion shall not prejudice an employee's eligibility for future promotion opportunities.

Employees accepting promotions, or new or different jobs, shall be subject to a probationary period, usually six months. If a promoted employee does not succeed in the new job, that employee may return to his or her job only if the job is still available. If an employee returns to a prior job under such circumstances, the employee will retain the same seniority standing in the job possessed prior to the promotion.

Before an employee advances to the top step or level of certain jobs in the Trades and Crafts class, LES will require, for reasons of competency and safety, satisfactory completion of a written test, skills competency tests, and a supervisor's recommendation for advancement to the top pay grade. An employee may be recommended by management for testing any time after reaching the level immediately below the top pay level, but advancement shall not be made until after the required period of time. Employees failing any required tests may retake the tests after six months or within such shorter period as may be approved by the appropriate division management. Supervisory approval is required for each test of any employee.

J. Training

Any employee may be required to attend LES-sponsored training or seminars for the purpose of facilitating advancement to higher levels of performance. The foregoing provision does not apply to participants in apprenticeship programs in Trades and Crafts who are required to pass a specified course of study in order to advance through the apprentice program. In all other cases, LES shall pay all costs of required training.

K. Reduction in Force/Layoff

A department manager may lay off an employee without prejudice due to lack of funds or curtailment of work, after giving written notice of at least ten working days. No employee may be laid off from any department for the above reason(s) while there are employees working under a temporary classification serving in the same job in the same department performing essentially the same work, or in their initial probationary period.

Whenever a reduction in force becomes necessary, employees in the same department performing essentially the same work shall be laid off in reverse order of total length of service with LES when the qualifications and other employment qualifications of the employees available to perform the available work are substantially equal.

LES will not use temporary workers from the same department performing essentially the same work to perform any work of laid off employees, and they shall be considered as not having substantially equal qualifications for purposes of layoff or recall from layoff.

LES shall notify laid-off employees of all employment opportunities at LES for a period of one year from the date of layoff by mail at the last known address of such employees. If the job the employee held prior to layoff becomes available during the one-year period, that employee who has the required qualifications shall be recalled to that job. If qualifications are substantially equal, total length of service in that job shall determine the recall order.

LES will not, during the period of this Agreement, lay off any LES employee and replace said employee, or the duties performed by said employee, with a contracted worker employed with and provided by a contract provider unless it is for an organizational, economic, or business-related purpose, and all employees in the jobs being eliminated will be trained at LES expense to perform other work at LES for substantially equivalent pay. This provision shall not in any way prohibit LES from laying off any LES employee due to economic reasons or gains in efficiency or productivity through technology or equipment acquisitions or advancement. In any such cases, the provisions of this Agreement governing layoffs shall apply and be followed.

L. Discipline Procedure

Employees shall only be disciplined for just cause. See the list of items that shall be considered "just cause" for disciplinary action under the Management Rights Section above.

Disciplinary action shall consist of a written warning, suspension, or termination. The severity of discipline imposed shall be determined in the sole discretion of LES management.

Written Warning

If LES management determines a written warning should be issued to an employee, the written warning should be presented to the employee on a form developed by the Human Resources Department and the employee shall acknowledge receipt of the written warning. The employee's acknowledgement of receipt shall not be considered an agreement, admission, or affirmation of the allegations in the written warning. An employee may appeal the written warning in writing to the Manager, Human Resources within five working days from the date the employee receives the written warning for a final determination through binding arbitration utilizing the procedures in Step Four of Section I,M of this Article.

Suspension

An employee may be suspended for up to ten (10) working days. Upon receiving information which LES management determines in its sole discretion would give rise to a potential suspension, LES management shall prepare a written notice to the employee proposing the suspension which details the factual basis for the suspension and a date, time, and location for a pre-disciplinary due process meeting where the employee or the employee's representative may dispute the allegations against the employee or provide mitigating circumstances. The employee shall be informed in writing of LES management's final decision on the proposed suspension within a reasonable time after the employee waives the pre-disciplinary meeting or after the conclusion of the pre-disciplinary meeting. The employee may appeal LES management's final written decision in writing to the Manager, Human Resources within five working days from the date the employee receives LES management's final written decision for a final determination through binding arbitration utilizing the procedures in Step Four of Section I, M of this Article.

Termination

An employee's employment may be terminated. Upon receiving information which LES management determines in its sole discretion would give rise to a potential termination, LES management shall prepare a written notice to the employee proposing the termination which details the factual basis for the termination and a date, time, and location for a pre-disciplinary due process meeting where the employee or the employee's representative may dispute the allegations against the employee or provide mitigating circumstances. The employee shall be informed in writing of LES management's final decision on the proposed termination within a reasonable time after the employee waives the pre-disciplinary meeting or after the conclusion of the pre-disciplinary meeting. The employee may appeal LES management's final written decision in writing to the Manager, Human Resources within five working days from the date the employee receives LES management's final written decision for a final determination through binding arbitration utilizing the procedures in Step Four of Section I, M of this Article.

M. Grievance Procedure

It is the policy of LES to give employees an opportunity to discuss their grievances with supervisors in order to find mutually satisfactory solutions as rapidly as possible. In the presentation of grievances at any supervisory level, employees are insured freedom from restraint, interference, discrimination, or retaliation.

A grievance consists of a written complaint filed by an employee, or by the IBEW on behalf of an identified employee or group of employees, involving interpretation or application of any of the provisions of this Agreement, except that the following shall not be grievable:

- Subjects that fall within the provisions relating to the management rights;
- Selection or assignment of non-represented employees;
- Any question relating to the LES retirement plan or group insurance plan, or other practices of LES with respect to group insurance.

- Management's determination regarding the amount of relevant prior experience of a new hire or existing employee that is credited for determining the employee personal leave accrual rate under Art. III, Section III, A of this Agreement.
- Any rating, score or comment in an employee's performance appraisal.

In the case of a possible grievance, the employee should first discuss the problem with his or her immediate supervisor. Failing to resolve the problem, the employee must proceed through the grievance procedure.

The employee can be represented at any step of the grievance procedure by any person of his or her choice, including an authorized union representative.

No union representative, union stewards or grievance committee members can solicit grievances. They may receive, discuss, and handle grievances on the premises during working hours, except where such activities unreasonable interfere with work. No union employee will leave his or her place of work without first advising an immediate supervisor and obtaining such permission. Such permission will not be unreasonably withheld.

A grievance can be heard at any step in the grievance procedure by mutual agreement of both LES and the employee.

Grievance Procedure

Step One: The employee files a written grievance with his or her department manager within ten working days of the date of the occurrence being grieved. The department manager reviews the matter and responds in writing to the grievant within five working days of the date of the grievance is received.

Step Two: If the grievant is not satisfied with the written response of the department manager, he or she has five working days from the date of the receipt of that response to appeal the decision, in writing, to the appropriate Executive Staff member. The appropriate Executive Staff member investigates the grievance and responds in writing to the grievant within ten working days of the date the appealed grievance was received.

Step Three: If the grievant is not satisfied with the response received in Step Two, he or she has five working days from the date of receipt of the Step Two response to appeal the grievance, in writing, to the LES Administrator and CEO. The Administrator and CEO furnishes a written response to the grievant within ten working days after having received the appealed grievance.

Step Four: If the grievant is not satisfied with the Administrator and CEO's response in Step Three, he or she has ten working days from the date of receipt of the Administrator and CEO's response to submit the grievance to binding arbitration. To accomplish this, the grievant submits a written request to the Manager, Human Resources (the "Filing Date").

Once the grievance is submitted to binding arbitration, the grievant/union shall notify LES of the identity the grievant's legal representative, if any, for purposes of processing of the arbitration, and LES shall likewise notify the grievant/union of the identity of its legal

representative for purposes of the arbitration, not later than the third working day following the request for binding arbitration. Following the identification of respective legal representatives by the parties, and not later than the fifth working day following submission of the grievance to binding arbitration, the party submitting the issue to arbitration shall be responsible for beginning the process of selection of an arbitrator by requesting a panel of potential arbitrators from the Federal Mediation and Conciliation Service (FMCS). In connection with the request to the FMCS for issuance of a panel of potential arbitrators, the FMCS shall be notified of the identity, mailing address, e-mail address, telephone number, and facsimile number, of each of the parties' legal representatives, who shall be the official contacts for the FMCS.

The panel of potential arbitrators requested from the FMCS shall consist of no less than seven potential arbitrators, and each party shall have the right to reject or strike no more than one entire panel of potential arbitrators. If either party rejects or strikes the initial entire panel of arbitrators, the party requesting arbitration shall request a second panel of no less than seven potential arbitrators, which panel shall only be subject to a strike or rejection by the party which did not strike the initial panel of arbitrators. In the event that this party strikes or rejects the second panel of potential arbitrators supplied by the FMCS, the party requesting arbitration shall request from the FMCS a third and final panel of no less than seven potential arbitrators, which shall be the final panel for consideration.

As soon as a panel of potential arbitrators is accepted by both parties for consideration, or upon the issuance by the FMCS of the third and final panel of potential arbitrators, the arbitrator shall be selected through a normal alternate striking process in which each party shall have three "strikes" through which each party shall strike one of the potential arbitrators from the listed panel. The party requesting that the issue be submitted to binding arbitration shall make the first strike, and the one arbitrator remaining after each party has exercised its alternating three strikes shall become the arbitrator who will preside over the arbitration and issue the ultimate decision.

The Arbitrator shall adopt a schedule which enables the presentation of evidence and issuance of a final decision not later than ninety working days following the Filing Date unless the parties mutually agree to waive or extend this deadline. Unless otherwise specifically provided for, the Arbitrator shall follow the rules of procedure adopted by the American Arbitration Association as in effect at that time. The arbitration hearing is not open to the public unless the parties mutually agree.

The Arbitrator shall have no authority to alter, in any way, the terms and conditions of this Agreement, and its decision shall be confined to a determination of the facts, an interpretation, and an application of this agreement.

The parties agree that the binding arbitration as provided herein shall be in lieu of and to the exclusion of any other right of appeal to a court or administrative agency; provided, however, this provision shall not be construed to preempt the right of an individual employee to seek redress in a court of competent jurisdiction or before an appropriate administrative agency for any alleged violation of a state or federal civil rights statute.

Each party shall bear one half the fee of the arbitrator in addition to one half of any other costs incurred in the arbitration process.

N. Safety

LES strives to provide a work environment that protects employees from accidents and incidents in all phases of operations. Employees shall actively support and participate in safe work practices at all times by regularly attending safety meetings, adhering to all safety rules and immediately reporting all potential hazards and accidents and incidents to the Safety department and the employee's management team. It shall be the responsibility of each supervisor and employee to see that each job is undertaken in a safe manner and to recognize and report any potential hazard and to thereafter act in a manner to avoid an accident or incident.

Disciplinary action for violations of known safety rules may be imposed per the established disciplinary process. A knowing and willful violation of a safety rule shall constitute just cause and an employee may be terminated, demoted, or suspended for such violation. Employees found to have violated a safety rule who are subsequently terminated for just cause shall not be eligible for rehire.

Each employee shall have access to a current Safety Manual, which, for purposes of this agreement, shall be that version that is located on the LES PowerNet. Employees are responsible for knowing the safety rules applicable to their jobs. Employees shall have the responsibility of accurately maintaining any paper copies of the Manual by promptly and properly inserting or deleting materials, which will be made available by the Safety and Physical Security department. IBEW 1536 input will be sought when revisions to the Safety Manual are under consideration.

O. Workers' Compensation

LES participates in the Nebraska Workers' Compensation program. Employees injured on the job shall be entitled to benefits available under this program.

Benefit determinations are made pursuant to Nebraska Workers' Compensation law or set by the Workers' Compensation Court. LES shall assist in facilitating an injured employee's return to work.

Section II – Compensation

A. Job Descriptions and Evaluations

A description of each job within LES shall be established and maintained by LES. The Human Resources Department, subject to the approval of the CEO, shall allocate each job to the appropriate classification on the basis of duties and responsibilities.

An employee occupying a revised job shall continue in the job only if he or she possesses the qualifications required for such job. If an employee is no longer qualified to continue in the job and is not reassigned, the layoff provisions contained herein shall apply.

An employee whose job is evaluated due to a change in duties in the same job may, at the discretion of the appropriate Executive Staff member, qualify for the job, but shall agree to participate in any training or educational requirements to do so.

An employee in an evaluated job that is allocated to another pay factor level will be notified prior to the time the pay factor level change is effective.

B. Employee Status

Employees are categorized as Full-time, working a scheduled 40 hours per week or Part-time, working less than 40 scheduled hours per week.

LES has three employee classifications recognized under this agreement:

Regular

- Employed on a regular basis to conduct LES business.
- Pay commensurate with Pay Grade.
- They qualify for all rights, benefits and obligations contained herein and in LES policies.

Transitional

- Used for an employee that is making the transition into retirement in conjunction with the Phased Retirement Policy or to be used in anticipation of department retirements.
- Pay commensurate with new Pay Grade.
- Eligible for full benefits as allowed by applicable LES policies, programs and plan documents.
- Newly vacated FTE does not have to be used to fill the same job.

Temporary

- Hired for a budgeted period of time to perform specific duties
- Pay at the lowest pay level for the job in question except for employees hired into the CO-OP Line Technician Apprentice job shall be paid at 80% of the lowest pay level for that job
- Not eligible for benefits except those benefits that LES is required to provide pursuant to state or federal law

C. Performance Appraisals

Performance appraisals normally occur on an annual basis unless an employee changes jobs, with the exception of an apprentice. An apprentice shall be evaluated on a semi-annual basis to provide for the employee's proper progression.

D. Pay Increases

Employees shall be eligible for pay increases only if performance indicates that an increase is warranted. When an employee is eligible for an increase, the increase will be reviewed as noted below:

Apprentices

Upon completion of six months service in a job;

Each six months, thereafter until the apprenticeship program is complete, or until the top of the scale for the job is reached, or at an interval determined by the Human Resources Department.

All Other Employees

Annually, or at other intervals as may be applicable.

Dates for Pay Increases

LES employees shall be paid at least twice a month, resulting in no less than twenty-four pay periods a year. The following chart shall determine effective dates of pay increases from scheduled dates of increases:

<u>Scheduled Date of Pay Increase</u>	<u>Effective Date of Pay Increase</u>
1 st through 8 th day of month	1 st day of current month
9 th through 15 th day of month	16 th day of current month
16 th through 23 rd day of month	16 th day of current month
24 th through last day of month	1 st day of following month

Monthly payroll deductions including insurance premiums and union dues, among others, are withheld from the first and second paycheck of each month. Retirement, among others, will be withheld as required by law.

E. Work Hours

Trades and Crafts employees generally work an eight-hour day, Monday through Friday, between the hours of 6:00 a.m. and 6 p.m., with a 30 minute lunch break. Some departments have employees on duty throughout the night and on weekends. Department managers are authorized to establish work schedules for their respective departments in advance. The supervisors shall advise each employee of a work schedule that varies from the normal work week. Work hours not materially different from a normal work week meet

the definition of a normal work week. No employee shall be required to take time off to accommodate work to be done outside the currently assigned normal work day.

LES has the right to develop and manage work hours for any division or department at LES. LES has the right to develop and implement work schedules to meet workloads or for efficiency purposes. Such schedules, when implemented, shall constitute normal work hours for the relevant employee group.

Lunch Periods

All Trades and Crafts employees shall be allowed a lunch period which, except as provided below, shall be without pay. Such lunch periods shall generally be taken between 11:00 a.m. and 1:00 p.m. All employees shall take a thirty-minute lunch period.

Employees with scheduled work hours outside of normal LES work hours who are required to be available to work seven days a week, 365 days a year, may take a thirty-minute lunch period, with pay, during work hours, in which case the employee shall not be entitled to payment under the overtime meal allowance provisions.

Rest Periods

All LES employees shall be allowed to take fifteen-minute breaks at mid-morning and mid-afternoon. Supervisors shall have the responsibility and authority to schedule the rest period in order to optimize productivity and efficiency within work groups. Rest periods taken by LES field crews and crew members during normal work hours shall be taken in the field.

F. Alternate Work Schedules

- The Trades and Crafts employees / departments affected by the alternate work schedule shall work a ten (10) hour day, Monday through Thursday or Tuesday through Friday year-around, beginning at a regularly-scheduled time (between 6 a.m. and 6 p.m.) with a ½ hour lunch period (11:00 a.m. – 1:00 p.m.); or any other alternative work schedule approved by LES for represented employees and implemented in accordance with this section.
- All employees shall be allowed to take 15-minute breaks at mid-morning and mid-afternoon.
- Saturday and Sunday shall always be designated days off for all employees affected by this agreement. Whether Monday or Friday is the third designated day off is dependent on the schedule adopted by the department.
- In the event of a recognized LES holiday, the scheduled work week shall go back to the original work week of five (5) days a week, eight (8) hours a day.
- Eight (8) hours of straight-time holiday pay shall be paid for LES observed holidays. The normal practice of recognizing a LES holiday shall apply, including those that fall on a Saturday or Sunday. For the three (3) personal holidays, one (1) day's pay shall be paid by LES.
- A 30-day notice shall be given at the time of any schedule change involving a shift from Monday-Thursday to Tuesday-Friday, which may be waived upon agreement by LES and IBEW 1536.

- Upon joint review, a determination to implement or cancel the use of AWS shall require 60-days' notice from either IBEW 1536 or LES. LES reserves the right to make a final determination, however, for all work schedules, per Article III, Section I, B. Management Rights.
- The 30-day notice to change AWS days and the 60-day notice cancelling the use of AWS shall be waived in the case of an on-the-job injury requiring restricted duty work that may require moving the employee to a different work schedule for the duration of the restricted duty assignment.

G. Time Sheets

Employees who are responsible for documenting their own work hours shall record the exact number of hours worked each day. Hours for time off such as sick leave, personal leave or holidays are also to be recorded. Time shall, as much as practicable, be recorded daily and must be verified by the supervisor or appropriate Executive Staff member each pay period. Falsifying or aiding in falsifying time records shall constitute stealing from LES and shall be considered just cause for disciplinary action.

H. Overtime

Generally

It shall be normal practice of LES full-time employees to work forty-hour workweeks. LES maintains the right and sole discretion to call upon employees to work additional hours. All employees are expected to be available for overtime work during emergencies or, when in the opinion of LES, such overtime work is necessary for continuing efficient operations or service to LES customers. All scheduled overtime shall be arranged to distribute the hours as equally as practical among employees in specific areas of responsibility. For purposes of this Agreement, "Normal Work Hours" shall mean the period of time each day, regardless of whether the day is a typical work day for the employee, between the employee's typical start time and typical quitting time (for example, if an employee typically starts work at 8 A.M. and quits work at 4 P.M. Monday through Friday, the employee's "Normal Work Hours" shall be 8 A.M. to 4 P.M. every day of the week including Saturdays, Sundays and LES recognized/observed holidays).

Scheduled Overtime

For purpose of this Agreement, "Scheduled Overtime" shall mean any overtime hours worked that management scheduled the employee to work prior to the day the hours were worked. An employee shall be paid one and one-half times the employee's regular rate of pay for all hours of Scheduled Overtime worked which are in excess of forty hours in the employee's workweek or outside of the employee's regularly scheduled hours. Scheduled Overtime worked on a Sunday or on a LES recognized/observed holiday shall be paid at two times the employee's regular rate of pay. Employees working four or more consecutive hours of Scheduled Overtime outside of the employee's Normal Work Hours shall be entitled to a meal allowance at the rate indicated in Exhibit D of this Agreement. An employee who is directed by management to work entirely through a lunch period shall be entitled to a meal allowance at the rate indicated in Exhibit D of this Agreement and receive a half hour of the applicable overtime rate. After qualifying for the first meal allowance, an

employee must continue to work for full six-hour increments before qualifying for additional meal allowances. The number of meal breaks or meal allowances shall not exceed four in any twenty-four hour period. Meal breaks shall be taken at reasonable intervals (of at least 6 hours apart) as determined by the crews unless otherwise directed by management. When meal breaks are to be taken at the end of a Scheduled Overtime assignment outside Normal Work Hours, the employee will be released from work and receive an hour of pay at the applicable overtime rate, in lieu of taking a meal break unless the missed meal break is the employee's normal lunch break in which case the employee shall receive one half-hour of pay at the overtime rate. For purposes of minimum rest periods, the rest period begins when the employee is released from work.

Emergency Overtime

For purposes of this agreement, "Emergency Overtime" shall mean any overtime hours worked that management did not schedule the employee to work prior to the day the hours were worked. An employee shall be paid one and one-half times the employee's regular rate of pay for all hours of Emergency Overtime worked which are in excess of forty hours in the employee's workweek or outside of the employee's regularly scheduled hours except Emergency Overtime worked on a Sunday or an LES recognized/observed holiday shall be paid at two times the employee's regular rate of pay. If an employee is required to remain on duty two hours after having been on duty for at least six hours, works four or more hours of consecutive Emergency Overtime or is directed by management to work Emergency Overtime entirely through a lunch period, the employee shall be entitled to a meal allowance at the rate indicated in Exhibit D of this Agreement. After qualifying for the first meal allowance an employee must continue to work for full six-hour increments before qualifying for additional meal allowances. The number of meal breaks or meal allowances shall not exceed four in any twenty-four hour period. Meal breaks shall be taken at reasonable intervals (of at least 6 hours apart) as determined by the crews unless otherwise directed by management. When meal breaks are to be taken at the end of an Emergency Overtime assignment, the employee will be released from work and receive an hour of pay at the applicable overtime rate, in lieu of a meal break. For purposes of minimum rest periods, the rest period begins when the employee is released from work.

If an employee is called to return to an LES facility to work Emergency Overtime more than two hours after having been released from work on a regularly scheduled workday or more than one hour before the beginning of a regular workday and reports to the LES facility within 45 minutes of being called, the employee shall be paid for one half hour of Emergency Overtime for the travel time to the LES facility. If an employee is required to return to an LES facility to work Emergency Overtime more than two hours after having been released from work on a regularly scheduled workday or more than one half hour before the beginning of a regularly scheduled workday, the employee shall be entitled to the greater of the number of hours of Emergency Overtime worked including the aforementioned half hour of travel time or three hours of Emergency Overtime. If the one-half hour of travel time and the Emergency Overtime hours worked when added together do not exceed three hours, the employee will receive three hours of total Emergency Overtime. If an employee is released from Emergency Overtime in less than three hours and is then called back to return to work within three hours of the first call to duty, the employee shall not be entitled to an additional three hour minimum of Emergency Overtime but will instead be treated as if the employee

remained on duty between the first and subsequent calls to duty. An employee working two hours of Emergency Overtime past their regularly scheduled hours, shall receive an overtime meal allowance.

If an employee is called and returns to an LES facility to work Emergency Overtime two hours or less following Normal Work Hours, the three-hour minimum shall not apply and the employee shall be paid the applicable overtime rate beginning at the end of Normal Work Hours.

If an employee is called regarding an issue while off-duty and is able to resolve the issue without reporting to an LES facility, the employee shall only be paid the appropriate overtime rate for the time actually spent resolving the issue but in no case less than one-quarter hour of pay.

Given the unpredictability of the weather, job locations and unique break and work schedules, there may be times where a unique OTMA analysis is warranted for scheduled or emergency overtime. In such cases, employees are encouraged to work with their immediate supervisor to come up with a mutually agreeable solution which deviates from the rules outlined above. To maintain consistency and equity, all proposed solutions must be approved by the Vice President of Energy Delivery and shall not be grievable (unique OTMA analysis only).

Travel and Training Overtime

This subsection shall be the applicable subsection for determining the compensable time for employees attending training, conferences and competitions.

An employee will be paid for all hours spent travelling to and from and attending training at the appropriate rate of pay as if the employee was engaged in typical work activities when no overnight stay is required.

If an overnight stay is required, an employee will be paid at the appropriate rate of pay for any time spent operating a motor vehicle to travel to LES-required training when LES has not authorized the employee to utilize public transportation. From the time the employee departs for the training to when the employee returns, the employee shall be compensated at the appropriate rate for all hours the employee is away that coincide with an employee's Normal Work Hours even if those hours are on a day that is an employee's regularly scheduled day off. The mode of transportation and the timing of travel for an employee's LES-required training shall be determined in the sole and complete discretion of LES.

An employee shall be eligible for reimbursement for the actual cost of all meals consumed during any travel to LES-required training which requires an overnight stay in accordance with LES's policies on travel and out-of-pocket reimbursements from the time the employee departs either their residence or an LES facility to the training to the time the employee returns to the employee's residence or an LES facility.

Nothing herein shall be construed as requiring LES to compensate an employee for the time spent commuting to and from an employee's regular reporting location.

Overtime for Part-Time Employees

Any employee employed on a part-time basis as defined in this Agreement, including as a result of phased retirement, shall only be eligible for overtime compensation for any hours worked in excess of forty hours in the employees work week; any hours in excess of ten hours per day; any hours worked in response to an emergency overtime call-out; or any hours worked on Saturday, Sunday or an LES recognized holiday. All hours worked by a part-time employee that are eligible for overtime compensation shall be paid at one and one-half times the employees regular rate of pay except hours worked on a Sunday or LES-recognized holiday shall be paid at double the employees regular rate of pay. This paragraph shall be the only provision in this subsection that applies to part-time employees.

Minimum Rest Periods for Overtime

An employee may be required to work sixteen hours or more in any twenty-four hour period. Once released, the employee is entitled to a minimum rest period of eight hours before the beginning of his or her normal workday; he or she is expected to report for work at the normal starting time. If the eight-hour rest period extends into the first half of the next normal workday, the employee is expected to report to work at the beginning of the second half of the normal workday. The employee is paid at a straight-time hourly rate for the first half of the day. If the eight-hour rest period extends into the second half of the workday, the employee is not required to report to work on that day and is paid for a full day at the straight-time hourly rate. In the case of emergency overtime, the rest period begins after being released from work and after 2100 hours. If an employee is provided a paid meal break at the time the employee is released from work to eat a meal to be purchased with a meal allowance, the employee's minimum rest period shall begin at the time the employee is released from work and the paid time to eat the meal shall be considered to be part of the eight-hour rest period.

I. LES Emergency Operations Event

A division vice president or their designee has the sole and complete discretion to declare an "Emergency Operations Event" for the vice president's division. Upon such a declaration, the division vice president can designate that the work of specific employees shall be compensated on the following terms:

- The division vice president or designee shall have the sole and complete discretion to determine all matters of qualification for this premium rate of pay including, but not limited to: the start time and end time of an Emergency Operations Event; which types of work qualify as being conducted in response to an Emergency Operations Event; which employees are performing work in response to an Emergency Operations Event; and individual employee scheduling and release times.
- Any employee's hours of work that the division vice president or designee has determined is being conducted in response to an Emergency Operations Event in accordance with this subsection shall be paid at one and one half times the employee's regular rate of pay unless the hours of work occur on a Sunday or

LES recognized holiday or coincide with hours that workers from other electric utilities have worked in LES's service area pursuant to a Mutual Aid request from LES in which case the employee's hours of work shall be paid at double the employee's regular rate of pay.

- Employees who have been designated as working during an Emergency Operations Event shall be eligible to receive up to three overtime meal allowances per day, starting after the first four hours of work and every full six-hours of work thereafter at the rate indicated in Exhibit D of this Agreement. In the event LES provides a meal for an employee conducting work as part of an Emergency Operations Event, an employee may not claim an overtime meal allowance or add on time at the end of the shift to eat a meal beyond the time LES provides for eating the meal unless the meal conflicts with the employee's religious or health-based dietary restrictions. All meal breaks or opportunities to eat their meals shall be provided at a time to be determined in the sole discretion of management.
- Once an employee has been released from the work associated with responding to the Emergency Operations Event, the Minimum Rest Period in Art. III, Sec. II, Subsec. H shall apply.

J. Mutual Aid

Selection of Employees for Mutual Aid Assignments

LES shall have sole and complete discretion to determine the number of employees and which employees will be assigned to Mutual Aid work. Mutual Aid work shall be voluntary and LES shall only assign employees to Mutual Aid work who have volunteered to perform particular Mutual Aid assignment. Temporary Apprentice Line Technicians shall not be eligible for Mutual Aid work assignments.

Rate of Pay during Mutual Aid Assignments

Each employee working on storm restoration outside of LES' service area shall be paid his or her normal hourly base rate, or the applicable overtime rate, for all hours in which the employee is travelling in a vehicle to and from the mutual aid assignment. The hours of travel and the route to and from a mutual aid assignment shall be determined in the sole discretion of LES management. Once the employee reaches the location of the mutual aid assignment, all hours worked until all service is restored or the employee is no longer needed for storm restoration shall be paid at 200% of the employee's normal hourly base rate of pay.

Meal Allowances and Meal Breaks

Employees travelling to a Mutual Aid assignment or performing work on a Mutual Aid assignment shall be eligible to receive up to three meal allowances per day at the rate indicated in Exhibit D of this Agreement unless the host utility provides meals that do not conflict with an employee's religious or health-based dietary restriction. Employees shall

be provided meal breaks or opportunities to eat their meals as determined in the sole discretion of management.

K. Job-Site Reporting

Employees may be required to report directly to a temporary job-site other than their normal reporting location at the start of a workday provided that the temporary job-site is within twenty miles (measured by a compass) of the employee's normal reporting location. For purposes of this section, a "job-site" shall be any location, other than the Kevin Wailes LES Lincoln Operations Center or Walter A. Canney Service Center, where an employee is required to report at the beginning of a shift and which is a location where the employee will be performing construction or maintenance of LES facilities. Job-site reporting will only be used for jobs of five consecutive working days or more. Employees required to do temporary job-site reporting will be given at least twenty-four-hours' notice before being required to report to the temporary job-site.

Employees will receive \$16.00 for each day or part of a day the employee reports to a temporary job-site other than their normal reporting location. Only one allowance may be earned per day, regardless of the number of times an employee reports.

LES will provide heated job-site facilities placed on a hard or graveled surface. Mail and important communications that are at the normal reporting location will be delivered to the temporary job-site daily, except in the case of an emergency. Employees who are on temporary job-site reporting status will be allowed to return to their normal reporting location for required training and safety meetings.

Payment for job-site reporting shall be made through the payroll process and shall be included as part of regular pay checks.

This section shall not apply to any "normal reporting location" or job-site reassignment as a result of a COOP (Continuity of Operations Plan) event.

L. Temporary Assignments

When an employee is temporarily assigned to a job having a pay factor higher than that of his or her job, such assignment shall be noted in the employee's personnel record. Employees may be assigned duties in different classifications or higher pay factor levels. When such assignment exceeds sixty working days in any twelve-month period, a corresponding change in wages or salary is required.

An employee temporarily performing duties of a job in a higher classification, for which they have been fully trained and are fully qualified, shall receive "Temporary Assignment Premium Pay" at 5% of their current job. Temporary assignment to the following jobs entitles an employee to Temporary Assignment Premium Pay:

- Mobile Crane Operator
- System Maintenance Technician
- Network & Cable Technician
- Night Service Technician (when on duty between 4 p.m. and 11 p.m.)

This pay applies only in situations where the temporary assignment is for a minimum of two hours.

Employees enrolled in an LES-sponsored training program may be required to perform duties of a higher pay factor level, without change in wage or salary, until such time as the employee has completed the training program and assumes the duties and responsibilities associated with such job.

M. Pay Day

Pay shall be earned and paid at least twice a month, resulting in no less than twenty-four pay periods per year. An Earnings Statement shall be produced each pay period and include itemized gross earnings, net pay, applicable payroll deductions, and balance of personal leave and sick leave hours.

N. Pay Advances

Under no circumstances will advances in pay be made to any employee.

O. Termination Pay

An employee's final pay shall be directly deposited into the employee's designated bank account on the regular pay day for the pay period including the last day worked. The Earnings Statement will be mailed by Human Resources to the employee's last known mailing address on file. Accumulated and earned personal leave shall be included in final pay. Employee's terminating employment shall be paid only through the last day actually worked.

An employee filing notice of resignation that is accepted by LES shall be entitled to receive pay through the stated termination date. Personal leave shall not be allowed beyond the last day actually worked for terminating employees. Sick leave is unavailable for use by an employee after LES receives notice of resignation.

Employees who are retiring pursuant to Article III, Section I, G. Retirement can choose to take their personal leave before or after their last day of work. An employee who has submitted a notice of retirement may use available sick leave as appropriate until the last day actually worked.

All identification cards, keys or entry cards to LES facilities or other LES property must be returned to supervisors. If a terminating employee has an unpaid balance for an employee-authorized payroll deduction for a personal account for goods or services received from LES, or other financial obligations to LES, payment arrangements should be made with Accounts Receivable prior to the last date of employment.

P. Death Benefits

In the event of the death of an employee, either on or off duty, LES shall pay the amount of the employee's salary up to and including the day of death, unused personal holidays, accrued personal leave, and 100 percent of the employee's accrued sick leave. Final payment(s) shall be paid per regulatory requirements in place at the time of death.

Q. Pay Transparency Policy Statement

LES will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

Section III – Time Off Benefits

A. Personal Leave

Each employee's personal leave earning rate shall be based on length of service. Each Full-time Employee shall earn personal leave hours as follows:

Years	Personal Leave Per Month
During the first four years of employment	10 hours
From beginning of fifth year to end of ninth year	12 hours
From beginning of tenth year to end of fourteenth year	14 hours
From beginning of fifteenth year to end of nineteenth year	16 hours
From beginning of twentieth year to end of twenty-fourth year	18 hours
From beginning of twenty-fifth year	20 hours

Part-time Employees shall accumulate personal leave hours at a rate of one-half that of Full-time Employees.

LES recognizes relevant prior work experience for purposes of personal leave accrual upon hire. LES Management has sole discretion to determine relevant experience and the decision of LES shall not be subject to grievance. Employees are given one year of credit for every two years of such relevant work experience towards their accrual rate. If rehired within 5 years of their termination date from LES, employees will also be given one year of credit for every year worked at LES towards their accrual rate. Employees who were in good standing when leaving LES and are rehired within 12 months of their termination date will have their accrual rate restored upon rehire.

Personal leave use is subject to management approval. Same-day requests for personal leave are discouraged. If more than one member of a department requests personal leave for the same time period, and such request creates a staffing problem, first consideration shall be given to the person or persons with the most seniority. Approvals for personal leave made well in advance of the planned leave time shall not be withdrawn for the benefit of a higher-seniority employee who has made a subsequent leave request for the same time period.

Advancing personal leave hours shall not be permissible. If an employee has hours to cover a period of absence otherwise chargeable to personal leave, a payroll deduction shall be made for the time lost for the pay period in which the absence occurred.

Personal leave hours may be accumulated to a maximum of two times an employee's annual earning rate.

Written supervisory permission must be obtained prior to any employee using more than the equivalent of one year's personal leave hours at one time. Personal leave shall not be waived for the purpose of receiving double compensation nor may it be given to other employees.

B. Sick Leave

Sick leave is allowed for the following circumstances:

1. When an employee is unable to perform work duties due to personal illness, bodily injury or disease, appointments with health/dental care professionals, or exposure to a contagious disease that endangers the health of other employees or the public;
2. When an employee's Injury Leave has expired, pursuant to an on-the-job injury, for necessary medical appointments. Employees shall not be required to use sick leave in such circumstances. Employees shall have the option of using sick leave or receiving Workers' Compensation pay for such medical appointments. Sick Leave shall not be used during the period of temporary total disability to supplement Workers' Compensation pay after Injury Leave has expired;
3. For the illness, injury, or medical/dental appointment of an immediate family member, or for the birth, adoption or placement of a child, leave shall be administered in accordance with the family sick leave procedures of LES Policy 310 – LES Leave. Such usage of sick leave is limited to eighty hours per calendar year, and these hours are deducted from the employee's sick leave balance.

Sick leave is provided subject to the following conditions:

1. Full-time Employees shall earn sick leave at the rate of eight hours for each month of service, to a maximum accumulation of 1,280 hours.
2. Part-time Employees shall earn sick leave at the rate of four hours per month to a maximum accumulation of 1,280 hours.
3. Use of sick leave beyond thirty working days shall require a doctor's certificate stating that an employee is unable to perform his or her duties. Supervisors may request a doctor's certificate prior to thirty days. If an employee must discontinue working prior to the birth of a child, the employee shall provide the department manager with a statement indicating the date that the employee shall discontinue working. The employer may require a physician's statement upon an employee's return to work to confirm that the employee is able to perform the duties and responsibilities of his or her job. Paternity does not qualify for the use of personal sick leave.

If there is a question regarding an employee's use of sick leave, supervisors may request a doctor's statement justifying subsequent absences. Failure to submit a statement when requested shall bar the employee from receiving sick leave for the date in question, and the time off shall be charged to the employee's personal leave accumulation or deducted from the employee's pay if there is insufficient personal leave accumulation. This is then recorded as an unexcused absence. The accumulation of three unexcused absences in any one calendar year may result in the imposition of disciplinary action.

Employees are encouraged to schedule routine medical/dental appointments either before or after regularly scheduled work hours, early in the morning, late in the work day, or on weekends.

Sick leave must be earned before it is granted. Advancing sick leave hours is prohibited. If an employee has insufficient sick leave hours to cover a personal absence due to illness or injury, the employee may use up accumulated personal leave hours. If circumstances are appropriate, the employee may be authorized to take unpaid leave.

If an employee's regularly scheduled hours occur outside of normal working hours, and the employee is scheduled to work on a holiday, but is unable to work due to an illness or injury, the employee shall be paid for eight hours sick leave plus eight hours holiday pay.

Forfeited Sick Leave - Employees accumulating over 1,280 hours sick leave shall be paid twenty-five percent of sick leave forfeited each month during the payroll year. Payment for forfeited sick leave shall be based on the employee's year-end wage, and shall be paid during the first quarter of the following payroll year.

Vesting of Sick Leave - Payment for up to twenty percent of accumulated sick leave shall be made at retirement or termination of employment. The amount paid shall be determined by the amount of sick leave the employee has used during each full payroll year of employment. For each full payroll year that such employee uses thirty-two hours or less of sick leave, such employee shall be vested with one percent of his or her accumulated sick leave at retirement or termination of employment, up to the maximum twenty percent. Part-time Employees shall be vested at a rate of one-half of one percent for each full payroll year. Family Medical Leave Act ("FMLA") hours do not count towards the thirty-two-hour limit.

For employees who are retiring, payment will be made in the form of an LES contribution into a retiree-only Health Reimbursement Arrangement. The amount contributed shall be equal to one-hundred percent of accumulated sick leave over 900 hours at retirement in addition to the earned vested amount for all hours under 900. This vesting provision shall not apply in the event of the death of an employee.

Nothing in this section shall alter, amend, or add to or to detract from LES' obligation to employees with regard to sick leave upon their separation from employment beyond what is explicitly set forth within this section and what is required of LES by applicable State and Federal Law and applicable State and Federal Regulations.

Critical Circumstance and Extended Family Sick Leave – employees shall be eligible to utilize the benefits available under LES Policy 314 – Critical Circumstance and Extended Family Sick Leave subject to the terms of that policy.

C. Holidays

There shall be nine regularly scheduled holidays each calendar year. The scheduled holidays shall be:

New Year's Day
Memorial Day
Independence Day
Labor Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving Day

Christmas Eve
Christmas Day

In addition to the regularly scheduled holidays, each employee shall receive personal holidays subject to the following terms and conditions. In an employee's first calendar year of employment, the employee shall be provided 3 personal holidays if the employee was hired between January 1st and June 30th, the employee shall be provided 2 personal holidays if the employee was hired between July 1st and September 30th, and 1 personal holiday if the employee was hired between October 1st and December 31st. An employee shall have three personal holidays every calendar year after an employee's first calendar year.

Requests for personal holidays shall be made forty-eight hours in advance and shall require supervisory approval. Each holiday is recognized for the twenty-four-hour period starting at midnight and ending at midnight of the designated day. Personal holidays will be paid at the straight-time hourly rate for the number of hours the employee is scheduled to work on that day. Any personal holidays not used in a calendar year shall be forfeited at the end of the year. If an employee resigns or retires from employment without using all personal holidays, the unused personal holidays shall be forfeited. Part-time

Employees receive holiday pay at a rate of one-half that of Full-time Employees. Employees in their initial probationary period are entitled to scheduled holidays falling during this period, including personal holidays.

Employees Working Normal Work Hours – When a recognized holiday falls on a Sunday, Monday shall be observed as a holiday. When the holiday falls on Saturday, Friday shall be observed as a holiday. LES reserves the right to select either Friday or Monday for the observance of such holidays, based on service needs. Eight hours of straight-time holiday pay shall be paid on observed holidays.

Pay for working on a recognized/observed holiday shall be two times the employee's basic hourly rate. Such pay provisions shall not apply on personal holidays.

Employees Working Other Than Normal Work Hours – Such employees shall work when recognized holidays fall during regularly scheduled work hours. Such employees shall receive double time for the day's work, plus eight hours of straight-time holiday pay. Such employee's holiday shall be considered the actual holiday if this differs from the day observed by employees working normal work hours. When a holiday falls on an employee's regularly scheduled day off, the employee will receive pay for an additional eight hours at straight time, rather than qualifying for another day off, in lieu of the holiday. Such provisions do not apply for the personal holidays.

D. Leaves of Absence

Family and Medical Leave Act

Employees of LES are entitled to leave in accordance with the provisions of the Family and Medical Leave Act (FMLA).

Unpaid Leave of Absence

The following conditions shall apply:

1. An unpaid leave of absence of five working days or less may be granted by a department manager. A written record of the absence shall be made.
2. Requests for unpaid leave of absence of more than five working days, not to exceed ninety days, shall be on a Leave of Absence Request Form, and approved by the department manager and the appropriate Executive Staff member. Such request shall be kept in the employee's personnel file.
3. Unpaid leave of absence requests for more than ninety calendar days or extensions of a leave in excess of ninety calendar days shall be on a Leave of Absence Request Form. Approval of the department manager, appropriate Executive Staff member, and the LES CEO shall be required. Such request shall be kept in the employee's personnel file.
4. Requests for unpaid leave of absence or extension of unpaid leave shall be considered on an individual basis, and decisions thereon shall not be grievable.
5. If employees on unpaid leave of absence fail to return to work at the conclusion of the approved leave, or accept employment elsewhere without LES approval, their employment shall be terminated.
6. Seniority shall not be interrupted for leave not exceeding ninety calendar days.
7. If the unpaid leave of absence is due to illness or injury:
 - a. Personal leave and sick leave shall not accrue, nor will payment be made for LES recognized holidays, during any unpaid leave of absence in excess of thirty calendar days unless the leave is approved FMLA leave or the employee is receiving short-term disability benefits.
 - b. If group insurance coverage is desired, the employee's portion of the premiums shall be paid in advance. LES will continue to pay the employer's portion of the premium during an unpaid leave that does not exceed 150 calendar days. Beginning the first of the month following 150 days, the full premium is the employee's responsibility while employed.
8. If the unpaid leave of absence is not due to illness or injury:
 - a. Personal leave and sick leave will not accrue, nor will payment be made for LES recognized holidays, during any unpaid leave of absence in excess of thirty calendar days.
 - b. If group insurance coverage is desired, the employee's portion of the premiums shall be paid in advance. LES will continue to pay the employer's portion of the premium during an unpaid leave that does not exceed ninety calendar

days. Beginning the first of the month following ninety days, the full premium is the employee's responsibility while employed.

Injury Leave

Injury Leave as contemplated by this section is to be applied in accordance with LES Policy 402 On-The-Job Injuries Requiring Medical Care.

An employee suffering an on-the-job injury which results in a temporary total disability shall be entitled to Injury Leave. In conjunction with Workers' Compensation, employees shall receive eighty percent of full salary during the period of temporary total disability, not to exceed one year from the date of injury.

Military Leave

LES shall comply with the requirements of all State and Federal laws regarding Military Leave when employees are called to active duty by authority of the State of Nebraska or the United States Government.

Jury Leave

Employees called for jury duty on regularly scheduled work days and during regularly scheduled work hours shall be allowed time off without loss of pay at straight-time hourly earnings, not to exceed one day.

Payment for jury duty, minus expenses, shall be signed over to LES. Employees shall not be paid by LES for jury duty performed on days that are not regularly scheduled work days or that are not regularly scheduled work hours. Employees shall retain any fees for jury service on such days. To be eligible for jury duty payment, employees shall give notice of summons to supervisors as soon as possible and provide adequate proof of dates, time served and compensation received.

If excused by the court within a reasonable time after reporting for jury duty, employees shall return to work.

An employee called for jury duty during time not part of regularly scheduled work hours is entitled to keep the pay for those services. If such employee is required to serve as juror and such requirement runs into regularly scheduled work hours, then the employee must reimburse LES for that portion of pay that is proportionate to the time the employee would have been required to work.

The above doesn't preclude the right of management to temporarily reassign an employee to normal work hours during the time required to be on jury duty, in which case, all pay for jury duty will be turned over to LES, and the employee will be paid at straight-time hourly earnings, not to exceed one day.

Witness Leave

Employees shall be provided time off without loss of pay when subpoenaed to testify or participate in a court case or administrative hearing on regularly scheduled work days,

except when the employee is a party to the action. Any employee appearing voluntarily as a witness shall use personal leave for preparation for the case and for the court appearance.

Funeral Leave

Employees shall be eligible for funeral leave in accordance with LES Policy 310 – LES Leave. The core aspects of the funeral leave benefit in that policy, as it existed on the effective date of this Agreement, are included herein. In the event of a conflict between what is below and LES Policy 310 – LES Leave, LES Policy 310 – LES Leave shall control.

- Up to five business days for the employee's:
 - Spouse;
 - Parent or step-parent;
 - Child (to include miscarriages and stillbirths) or step-child;
 - Placed foster child;
 - Mother-in-law or father-in-law; or
 - Relative residing in the employee's home.

- Up to three days for the employee or current spouse's:
 - Sibling or step-sibling;
 - Daughter-in-law or son-in-law;
 - Grandparent or step-grandparent;
 - Grandchild or step-grandchild;
 - Sister-in-law or brother-in-law;
 - Aunt or uncle;
 - Niece or nephew; or
 - First cousin.

- For purposes of funeral leave, when marriages are dissolved or foster parent relationship has ended, relationships by affinity are terminated.

Pallbearer Leave

Employees asked to serve as a pallbearer at a funeral shall be entitled to a leave with pay not to exceed one day per occurrence, but such leave shall not be in addition to leave authorized for Funeral Leave if serving as a pallbearer for the funeral of a listed relative. Arrangements shall be made with your supervisor.

Parental Leave

Employees shall be eligible for parental leave in accordance with LES Policy 310 - LES Leave. Notwithstanding any language to the contrary in LES Policy 310 -LES Leave, an employee may utilize family sick leave for illnesses and medical appointments of a new child prior to exhausting the employee's parental leave.

Leave for Union Duties

An employee called upon to transact business between LES and the Union, temporarily requiring the employee's absence from duty, may do so with proper notice and with supervisory permission. Such employee shall be allowed sufficient time to transact business and shall not lose pay or benefits.

An employee called upon by the Union President to conduct Union business or to attend a conference or seminar on behalf of the Union may be granted up to four days per occurrence of leave without pay from LES. Such leave may be granted provided the Union President provides LES a copy of the agenda, outline, advertisement, or proof of such conference or seminar at least seven days prior to the beginning of the leave and approval is received from LES. The Local Unit Chair, the Local Unit Officers and two Local Unit Stewards are eligible for such leave. Total annual Union leave allowed under this paragraph shall not exceed thirty days for all eligible members. Prior to each calendar year, the Local Unit Chair will provide to LES the names of employees occupying the above jobs for the upcoming year. Members authorized to participate in leave approved for conferences or seminars for bargaining unit business shall have their pay, including all adders, reimbursed to LES by their bargaining unit.

E. Leave Donation Program

Leave Donation shall be administered to all employees in accordance with LES Policy 313 - Leave Donation.

Section IV – LES Group Insurance and Retirement Programs

Insurance and Retirement Program information sheets and summary plan descriptions contain only highlights and should not be relied upon to fully describe coverage. Full benefits and terms are contained in the appropriate Plan documents, policies, or contracts available upon request.

A. Electri-Flex

All employees who meet the eligibility requirements of the Plan document shall be eligible to participate as long as the program remains in effect. Participation shall be voluntary. Enrollment forms must be completed each year, and are irrevocable, except in certain circumstances as defined by the Internal Revenue Service.

B. Post-Employment Health Plan (PEHP)

LES shall make available to IBEW represented employees a retiree-only Health Reimbursement Arrangement in the form of a modified Post-Employment Health Plan (“PEHP”) for Insurance Premiums Only. Upon retirement LES will contribute the employee’s currently contracted sick leave vesting amount into such a retiree-only Health Reimbursement Arrangement. LES shall pay the administrative fees of such a plan.

C. Health Care Programs

All employees, who meet the eligibility requirements imposed by the insurance carrier, and their eligible dependents, can elect to participate in any LES group health insurance program. Employees are eligible to participate upon employment, and LES will begin paying its share of the premium upon enrollment.

LES pays eighty (80) percent of the total premium for eligible employees for the insurance program in effect.

If application is not made during the first thirty-one days of employment, waiting periods and benefit limitations may be imposed by the insurance carrier.

Employees retiring under the Early Retirement provisions are eligible to remain in an LES group health insurance program until becoming eligible for Medicare. Such retirees shall be required to pay one-hundred percent of the premium, plus a two percent administrative cost if choosing to remain in the group health insurance program.

LES complies with the requirements of the Consolidated Omnibus Budget Reconciliation Act (COBRA). In certain circumstances as prescribed by law, an employee or an eligible dependent is allowed to continue participation in an LES group health insurance program for a specified period of time.

D. Dental Care Program

All employees, who meet the eligibility requirements imposed by the insurance carrier, and their eligible dependents, can elect to participate in LES' group dental insurance program. Employees are eligible to participate upon employment, and LES will begin paying its share of the premium upon enrollment. LES pays eighty (80) percent of the total premium for eligible Employees. If application is not made during the first thirty-one days of

employment, waiting periods and benefit limitations may be imposed during the first twelve months from the effective date of the coverage.

E. Life Insurance

All employees, who meet the eligibility requirements imposed by the insurance carrier, and their eligible dependents, can elect to participate in LES' life insurance program. This includes Accidental Death and Dismemberment coverage for employees. Individual employee coverage is based on two times annual salary adjusted to the next highest one thousand dollars. A fixed amount of life insurance is available for eligible dependents.

Employees are eligible to participate upon employment and LES will begin paying its share of the premium upon enrollment. LES pays 80% of the total premium of this coverage for eligible employees.

If application is made during the first thirty-one days of employment, no proof of insurability is required.

Additional employee and dependent term life insurance is available. The premium is paid by the employee and proof of insurability may be required.

F. Long-Term Disability Insurance

Employees enrolled in group life insurance automatically receive long-term disability coverage. Such coverage shall be available only to employees participating in the group life insurance plan. The entire premium for the long-term disability insurance shall be paid by LES. Benefits shall begin after a 150-day elimination period from the date of a disability. Benefits shall be paid based on a percent of monthly salary. This benefit is reduced by any other income benefits or offsets as specified in LES' contract with the carrier. An employee shall be required to exhaust all personal sick leave hours prior to receiving any benefits under this clause. The 150-day elimination period, however, begins on the date of disability, not the date of exhaustion of personal sick leave hours.

G. LES Employees' Retirement Plan

Employees may voluntarily participate in the LES Employees' Retirement Plan according to eligibility determined by the Plan document. Deposits into the fund shall be made on a pre-tax basis, and Social Security taxes shall be withheld from the contribution.

Employees may contribute gross earnings as provided in the Plan document. For existing employees as of December 31, 2010, LES shall match the employee's contribution, on a two-for-one basis, or two hundred percent of the employee's contribution, up to five percent of gross earnings. For employees being rehired or beginning employment at LES on or after January 1, 2011, LES shall match the employee's contribution on a one-for-one basis, or one hundred percent of the employee's contribution, up to ten percent of gross earnings.

Employees may no longer contribute to the Plan after employment with LES is terminated.

H. Phased Retirement

Represented employees shall be eligible to participate in the Phased Retirement Policy offered to all LES employees.

I. Deferred Compensation Plan

Employees may participate in the Deferred Compensation Plan by contributing a minimum of \$25.00 per pay period on a tax-deferred basis and shall be allowed to select from several investment options.

Section V – Miscellaneous Benefits, Work Rules and Services

A. Drug-Free Work Place

LES shall work with employees to assist them in obtaining assistance in dealing with any drug or alcohol-related illness. Such cooperation shall depend on the employee's demonstration of desire or willingness to overcome the problem. An employee's denial that a performance problem exists, refusal to participate in an Employee Assistance Program (EAP) recommended course of treatment, and/or continued performance problems may result in dismissal. Participation in a recommended course of treatment may be made a condition of continued employment.

All employees are subject to the provisions of LES Policies 407 through 411 related to Drug and Alcohol Testing and Substance Abuse. When reasonable suspicion exists that an employee is working impaired or is using drugs or alcohol while on duty in violation of Policy 410 such employee shall be subject to testing and all other provisions of the policy. Employees working in safety sensitive jobs shall participate in random drug and alcohol testing in accordance with LES Policies 409 and 411.

An employee using any drug under doctor's orders which may impair work performance shall report such usage to his or her supervisor.

Employees illegally distributing drugs on the job shall be subject to immediate discharge.

Time Off for Treatment of a Chemical Dependency – LES shall grant a Leave of Absence for an employee when:

1. The employee is found, to be working impaired, and such treatment is recommended by EAP; or
2. The employee recognizes a problem, and the result of a self-referral to EAP is that treatment be obtained.

The Family and Medical Leave Act shall apply as required by law. Insurance coverage for treatment of a chemical dependency shall be available as provided in the insurance plan in effect at that time. Requests for a second Disability Leave or leave of Absence for treatment of a chemical dependency shall be reviewed on a case-by-case basis, considering all relevant factors, including competent medical opinions and EAP recommendations, among other things. Insurance coverage for second or subsequent treatment shall be available as provided in the plan in effect at that time.

Alcohol or drug abuse shall not be an acceptable excuse for attendance or other performance-related problems or for violation of any LES policy or work rule.

B. Loss of Driving Privileges

Employees shall hold a valid driver's license of the type specified, when license is required by their job description.

When an employee loses his or her license, or loss is imminent, the employee shall advise LES of this fact. Failure to provide notice constitutes just cause to take appropriate disciplinary action, including discharge, demotion or suspension.

The following provisions shall apply for employees other than Field Technicians, Credit and Meter Data Specialists required to possess a valid license who lose such license:

1. 0 - 7 months – The loss of a license shall be accommodated once during employment;
2. 7 - 13 months or the second loss of a license for six months or less – LES shall have the option to accommodate, terminate or suspend an employee without pay. The employee may be allowed to return to work if a job commensurate with his or her skills is available at the time that driver's license is reinstated. There shall be no guarantee there will be available jobs.
3. For longer than 13 months or the third time loss of a license for any period time – The employee shall be terminated.
4. During the period an employee is without a driver's license, the employee's regular rate of pay shall be reduced 25%.

If a Meter Data Specialist or a Field Technician, Credit, loses his or her driver's license for any period of time, the employee's employment may be subject to termination, after a grace period of 45 days of unpaid leave, unless they have sufficient accrued personal leave and personal holidays to cover the entire period of license suspension or revocation.

If the loss of the employee's driver's license is for thirteen months or less, resulting in the loss of a Commercial Driver's License (CDL) for any period, and the employee's job description requires them to have and maintain a CDL, the employee will be accommodated for the loss of their CDL pursuant to the following:

1. The accommodation is limited to one time during employment at LES;
2. The accommodation period shall commence upon revocation or suspension of the CDL and shall extend for no more than 13 months from the date of conviction.
3. The employee's wage shall be reduced by 25 percent during time LES is required to accommodate the loss of the CDL; however, the employee shall be expected to complete all normal duties and responsibilities except for operating a commercial motor vehicle; and
4. The employee must agree to a referral to a Continuum Employee Assistance Program (EAP) or a Substance Abuse Professional (SAP) and must follow up with any counseling or treatment plan recommended by EAP or the SAP.

If the employee fails to meet all requirements of an EAP or SAP, or if they are unable to obtain the CDL at the expiration of the thirteen-month accommodation, they will be terminated.

C. On-Time Reporting to Work

Employees shall report to work, prepared to begin assignments at the time assigned by supervisors. Employees who anticipate being late, for any reason, shall call to advise their supervisor as soon as possible in advance of normal starting time. Disciplinary procedures may be invoked for violation of this clause. An employee having more than three consecutive absences without advising his or her supervisor shall be treated as having resigned. The supervisor shall have authority to determine whether sufficient extenuating circumstances exist to subsequently approve the unauthorized absence as personal leave, sick leave, or authorized unpaid leave of absence.

D. Inclement Weather

It is the responsibility of division management to determine when crews should be called in. Employees may be required to work in unreasonable weather conditions if necessary to protect life, property, or maintain or restore reasonable service to LES customers. Weather conditions that merit consideration for inclement weather can include conditions such as heat, rain, snow, sleet, hail, and lightning.

LES shall use the following as a guideline when determining inclement weather:

Severe cold weather: Less than 0 degrees F. or a wind chill less than -10 degrees F.;

Hot weather: Temperature above 100 degrees F. or a Heat Index above 105 degrees F. and at least 95 degrees F.

Crews have the ability to stand down if weather is temporarily inclement in their areas. Safety is always a primary consideration. LES shall retain the right to require employees to work during inclement weather if their work shelters them from the weather, such as in substations, inside buildings, in vehicles or other work as LES so designates that shelters employees from the weather. In the alternative, LES shall have the right to assign employees to work other than their normal work at LES.

The source for the determination of whether or not inclement weather exists shall be the National Weather Service.

E. Storm Suits

Storm suits shall be provided to employees required to respond to outdoor emergency calls in adverse weather conditions. Issuance of such suits shall be made at the discretion of management. Storm suits shall be kept in individual bags. The suits are the property of LES and will not be used for purposes other than for LES duty. Individuals assigned storm suits shall be accountable and responsible for their proper care.

F. Tools and Equipment

Employees shall furnish, at their own expense, hand tools such as line worker's body tools, including hammer, screwdrivers, wrenches, pliers, skinning knife, and climbers as required for their job.

To ensure that the above tools are of good quality and are safe for intended use, all tools must be on a list of accepted tools maintained by the LES Toolroom. They must be inspected and approved by the LES Toolroom. When employee-supplied tools and equipment are condemned by the Toolroom or the field supervisor, requiring replacement for use at LES, they'll be replaced at LES expense. Any lost or stolen tools will be purchased/replaced at the employee's expense. A supervisor may prohibit an employee from working and suspend without pay until such lost or stolen tools are replaced.

Replacement tools become the property of the employee, and the condemned tools the property of LES. Old tools condemned and replaced by LES will be destroyed.

LES furnishes all required personal protective equipment. Such materials shall be the property of LES and shall not be used for purposes other than LES duty.

LES Safety Manual rules shall be complied with at all times in the use of tools and equipment.

G. Identification Badges

Employee identification badges shall be issued to all employees. The badges are to be carried at all times while on duty in a manner that is visible to others unless doing so would create a safety hazard. Employees shall comply with LES Policy 414 – Access Control and Issuance of ID Badge and all associated processes and forms as if those documents were fully set forth herein.

H. Computing Facilities

Employees are subject to the provisions of policies and programs that address authorized use of LES computing facilities.

I. Bulletin Boards and/or PowerNet

LES bulletin boards and/or PowerNet are available for dissemination of information. General information of interest to all LES employees, notices of job opportunities when required, appointments to jobs, and promotions shall be posted. Items to be posted must be approved in advance by the Human Resources or Customer and Corporate Communications Department.

J. Uniform Program

LES will maintain a Uniform Program to meet the uniform needs of employees requiring Fire-Retardant and Non-Fire-Retardant clothing. LES will exercise good faith in discussing with and seeking input from IBEW 1536 prior to any substantial changes to such Program or changes to garments provided. Substantial changes would include any change to the program in a manner that would affect terms and conditions of IBEW 1536 represented jobs. This program shall also include an annual payment to each employee for uniform or footwear needs in an amount indicated in Exhibit E. Employees working in the Meter Data Specialist shall be permitted to wear shorts while performing LES duties but such shorts must be purchased at the employee's own expense.

K. LES Employee Assistance Program

The Employee Assistance Program (EAP) shall be available to employees and immediate family members. Requests for or receipt of assistance or treatment in self-referrals shall be strictly confidential.

Employees may be referred to EAP through a supervisor based on unsatisfactory job performance. When referred by a supervisor, employees must participate in problem-solving counseling at EAP. If an EAP counselor makes a referral for services outside EAP in such a referral, the employee must follow through with this referral. If the employee fails to follow through with such a referral, and continued work performance-related problems continue, the employee shall be subject to disciplinary or other necessary action.

L. Tobacco-Free

Effective January 1, 2021, the use of tobacco products, including but not limited to chewing tobacco, cigarettes, vaping, e-cigarettes, cigars and pipe tobacco, is prohibited on all LES properties (outdoors), in LES buildings, including buildings on substation sites, and vehicles. An employee's use of tobacco in violation of this section shall be just cause for discipline up to and including termination. For purposes of this section, "LES properties" shall include all real property (including parking lots and driveways) where an LES office is located, including but not limited to the Walter A. Canney Service Center and Kevin Wailes Lincoln Operations Center and all real property where an LES-owned generation facility is located including but not limited to: Terry Bundy Generating Station, Rokeby Generation Station and J Street Generation Station.

M. Prescription Safety Glasses

All Trades and Crafts employees are allowed to have one pair of clear prescription safety glasses and one pair of tinted or photo grey (transition) prescription safety glasses every two years, unless the required corrective prescription has changed, in which case LES will comply with the doctor's prescription. If the employee's prescription safety glasses are accidentally damaged beyond repair while on the job they will be replaced by LES as soon as possible.

N. Educational Tuition Assistance Program

Employees shall be eligible to participate in the educational tuition assistance program which shall provide reimbursement for tuition and fees for successful completion of approved job-related academic, vocational, or adult education courses or programs that contribute to the performance of duties at LES. Employees must receive advance approval by department managers and appropriate Executive Staff member, with eligibility confirmed by Human Resources.

LES reserves the right to deny or limit reimbursement for courses conducted at institutions not approved by LES or where cost is not commensurate with other programs of institutions providing similar education courses or training. Employees who voluntarily terminate their employment with LES must repay any educational tuition reimbursements made by LES in the previous two years.

O. Veteran's On-The-Job Training

LES is an approved training agency qualified to offer on-the-job / apprenticeship training to veterans under provisions of United States Code, Title 38, Chapter 34.

Employees who are veterans and who have completed their initial probationary period and who meet all requirements established by law shall be eligible. Payment by the Veterans Administration shall be in addition to LES pay and shall be for regular payroll hours worked by the employee in accordance with regulations then in effect.

ARTICLE IV – WAGE SCALE AND JOB PAY FACTOR LEVELS

The parties do hereby adopt “Trades & Crafts Wage Scale and Job Pay Factor Levels,” Exhibit A, attached hereto and fully incorporated herein, and do hereby adopt and ratify the same during the term of this Agreement.

Exhibit B, attached hereto and fully incorporated herein, details the parties agreement regarding Acting Crew Leader status and pay for listed jobs.

Exhibit C, attached hereto and fully incorporated herein, details the parties’ agreement regarding Senior Pay provisions for listed jobs.

Exhibit D, attached hereto and fully incorporated herein, details the parties’ agreement regarding Overtime Meal Allowance.

Exhibit E, attached hereto and fully incorporated herein, details the parties’ agreement regarding Uniform Allowance.

ARTICLE V – TERM OF AGREEMENT

This contract becomes effective on May 1, 2026, and terminates on April 30, 2029.

If either party desires to negotiate a new contract, to be effective upon the termination of this Agreement, the party desiring the new contract must notify the other party, in writing, by November 30 of the last year of the then current contract term. If either party provides written notice to the other party of an intent to negotiate a new contract as contemplated in this paragraph, the parties shall exchange proposals simultaneously by December 31 of the last year of the then current contract term.

If neither IBEW or LES provides notice of intent to open contract negotiations by the dates specified above, then the terms and conditions of this contract shall be extended for one year beyond the current contract term, including benefits in effect immediately prior to the expiration of this contract; provided, however, that wages only shall increase at the same percentage of increase as in the previous year.

ARTICLE VI – DUES

Section 1 – Dues Checkoff – LES agrees to deduct for members of IBEW employed by LES, and remit such initiation fees, dues and assessments of IBEW members employed by LES to IBEW, following receipt of the following written assignment signed by individual members of IBEW:

I hereby appoint and direct LES to deduct union membership initiation fees, dues and assessments from my pay in the amounts fixed in accordance with the bylaws of Local Union 1536 in the constitution of the International Brotherhood of Electric Workers as certified to by Local Union 1536, and direct LES to pay the same to Local Union 1536 or its designated representative. This authorization shall remain in full force and effect until revoked in writing by the undersigned after which time it shall no longer be of any force and effect. Such notice of revocation shall be given to both LES and IBEW by the last day of the month prior to the month upon which said authorization is to be revoked.

Signature Date

Section 2 – Indemnification of LES – IBEW agrees to indemnify LES and hold it harmless against any and all suits, claims, and demands or other liabilities arising out of or resulting from the application of the provisions of this Article.

Section 3 – Deductions – Deductions shall begin in the month following the month in which such written authorization is received by LES.

Section 4 – Checkoff Discontinuation – In the event that IBEW or any of its members shall violate any of the terms or conditions of this Agreement, and after notice to IBEW from LES of such violation, and the failure within five days of IBEW to correct the violation of this contract, either on behalf of IBEW or any of its members, LES, at its option, may discontinue making checkoffs for and on behalf of IBEW unless and until such violation of either IBEW or any of its members has been corrected.

ARTICLE VII – SUCCESSORS AND ASSIGNS

All obligations of either party set forth in this Agreement shall bind the IBEW and LES and their respective successors and assigns.

Dated this _____ day of _____, 2026

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION NUMBER 1536, LINCOLN ELECTRIC SYSTEM

By _____
Benjamin Klahn, Business Manager

Trent Anderson, Unit Chair

CITY OF LINCOLN, d/b/a LINCOLN ELECTRIC SYSTEM

By _____
Emeka Anyanwu, CEO

EXHIBIT A

**LINCOLN ELECTRIC SYSTEM
TRADES & CRAFTS HOURLY WAGES BY JOB**

<u>Position</u>	<u>Pay Grade</u>	<u>Effective 5/1/2026</u>	<u>Effective 5/1/2027</u>	<u>Effective 5/1/2028</u>
Building Maintenance Aide IA	UH-5	\$ 21.48	\$ 22.34	\$ 23.23
Building Maintenance Aide IB	UH-7	\$ 23.70	\$ 24.65	\$ 25.64
Building Maintenance Aide IIA	UH-8	\$ 24.91	\$ 25.90	\$ 26.94
Building Maintenance Aide IIB	UH-9	\$ 26.16	\$ 27.21	\$ 28.30
Building Maintenance Aide 1st Class	UH-10	\$ 27.42	\$ 28.51	\$ 29.65
Mechanic Aide IA	U-7	\$ 23.70	\$ 24.18	\$ 24.66
Mechanic Aide IB	U-9	\$ 26.16	\$ 26.69	\$ 27.22
Mechanic Aide IIA	U-10	\$ 27.42	\$ 27.97	\$ 28.53
Mechanic Aide IIB	U-11	\$ 28.85	\$ 29.42	\$ 30.01
Mechanic Aide IIIA	U-12	\$ 30.26	\$ 30.87	\$ 31.49
Mechanic Aide IIIB	U-13	\$ 31.78	\$ 32.42	\$ 33.07
Mechanic Aide 1st Class	U-14	\$ 33.35	\$ 34.02	\$ 34.70
Building Maintenance Mechanic IA	BG-01	\$ 30.58	\$ 31.19	\$ 31.82
Building Maintenance Mechanic IB	BG-02	\$ 33.64	\$ 34.31	\$ 35.00
Building Maintenance Mechanic IIA	BG-03	\$ 35.33	\$ 36.04	\$ 36.76
Building Maintenance Mechanic IIB	BG-04	\$ 37.10	\$ 37.84	\$ 38.60
Building Maintenance Mechanic IIIA	BG-05	\$ 38.92	\$ 39.70	\$ 40.50
Building Maintenance Mechanic IIIB	BG-06	\$ 40.88	\$ 41.70	\$ 42.53
Building Maintenance Mechanic 1st Class	BG-07	\$ 42.98	\$ 43.84	\$ 44.72
Tool Repair/Material Handler IA	U-11	\$ 28.85	\$ 29.42	\$ 30.01
Tool Repair/Material Handler IB	U-13	\$ 31.78	\$ 32.42	\$ 33.07
Tool Repair/Material Handler IIA	U-14	\$ 33.35	\$ 34.02	\$ 34.70
Tool Repair/Material Handler IIB	U-15	\$ 35.02	\$ 35.72	\$ 36.43
Tool Repair/Material Handler IIIA	U-16	\$ 36.79	\$ 37.53	\$ 38.28
Tool Repair/Material Handler IIIB	U-17	\$ 38.64	\$ 39.41	\$ 40.20
Tool Repair/Material Handler IVA	U-18	\$ 40.53	\$ 41.35	\$ 42.17
Tool Repair/Material Handler 1st Class	U-19	\$ 42.56	\$ 43.42	\$ 44.28
Field Technician, Credit I	U-15	\$ 35.02	\$ 35.72	\$ 36.43
Field Technician, Credit II	U-16	\$ 36.79	\$ 37.53	\$ 38.28
Field Technician, Credit 1st Class	U-17	\$ 38.64	\$ 39.41	\$ 40.20
Heavy Equipment/Hydrovac Operator IA	U-14	\$ 33.35	\$ 34.02	\$ 34.70

Heavy Equipment/Hydrovac Operator IB	U-16	\$ 36.79	\$ 37.53	\$ 38.28
Heavy Equipment/Hydrovac Operator IIA	U-17	\$ 38.64	\$ 39.41	\$ 40.20
Heavy Equipment/Hydrovac Operator IIB	U-18	\$ 40.53	\$ 41.35	\$ 42.17
Heavy Equipment/Hydrovac Operator IIIA	U-19	\$ 42.56	\$ 43.42	\$ 44.28
Heavy Equipment/Hydrovac Operator IIIB	U-20	\$ 44.74	\$ 45.63	\$ 46.54
Heavy Equipment/Hydrovac Operator IVA	U-21	\$ 46.96	\$ 47.90	\$ 48.86
Heavy Equipment/Hydrovac Operator 1st Class	U-22	\$ 49.32	\$ 50.30	\$ 51.31
Heavy Equipment/Mobile Crane Operator	U-23	\$ 51.75	\$ 52.79	\$ 53.85
Equipment Mechanic IA	UH-14	\$ 33.35	\$ 34.69	\$ 36.08
Equipment Mechanic IB	UH-16	\$ 36.79	\$ 38.26	\$ 39.79
Equipment Mechanic IIA	UH-17	\$ 38.64	\$ 40.18	\$ 41.79
Equipment Mechanic IIB	UH-18	\$ 40.53	\$ 42.16	\$ 43.84
Equipment Mechanic IIIA	UH-19	\$ 42.56	\$ 44.27	\$ 46.04
Equipment Mechanic IIIB	UH-20	\$ 44.74	\$ 46.53	\$ 48.39
Equipment Mechanic IVA	UH-21	\$ 46.96	\$ 48.84	\$ 50.79
Equipment Mechanic 1st Class	UH-22	\$ 49.32	\$ 51.29	\$ 53.34
Substation Construction Technician IA	UH-17	\$ 38.64	\$ 40.18	\$ 41.79
Substation Construction Technician IB	UH-19	\$ 42.56	\$ 44.27	\$ 46.04
Substation Construction Technician IIA	UH-20	\$ 44.74	\$ 46.53	\$ 48.39
Substation Construction Technician IIB	UH-21	\$ 46.96	\$ 48.84	\$ 50.79
Substation Construction Technician IIIA	UH-22	\$ 49.32	\$ 51.29	\$ 53.34
Substation Construction Technician IIIB	UH-23	\$ 51.75	\$ 53.82	\$ 55.98
Substation Construction Technician IVA	UH-24	\$ 54.36	\$ 56.53	\$ 58.79
Substation Construction Technician 1st Class	UH-25	\$ 57.08	\$ 59.36	\$ 61.74
Locating Specialist	UH-25	\$ 57.08	\$ 59.36	\$ 61.74
Locating Technician I	UH-15	\$ 35.02	\$ 36.42	\$ 37.87
Locating Technician II	UH-16	\$ 36.79	\$ 38.26	\$ 39.79
Locating Technician III	UH-17	\$ 38.64	\$ 40.18	\$ 41.79
Locating Technician IVA	UH-18	\$ 40.53	\$ 42.16	\$ 43.84
Locating Technician 1 st Class	UH-19	\$ 42.56	\$ 44.27	\$ 46.04
Meter Tech IA	UH-15	\$ 35.02	\$ 36.42	\$ 37.87
Meter Technician IB	UH-17	\$ 38.64	\$ 40.18	\$ 41.79
Meter Technician IIA	UH-19	\$ 42.56	\$ 44.27	\$ 46.04
Meter Technician IIB	UH-20	\$ 44.74	\$ 46.53	\$ 48.39
Meter Technician IIIA	UH-21	\$ 46.96	\$ 48.84	\$ 50.79
Meter Technician IIIB	UH-22	\$ 49.32	\$ 51.29	\$ 53.34
Meter Technician IVA	UH-23	\$ 51.75	\$ 53.82	\$ 55.98
Meter Technician IVB	UH-24	\$ 54.36	\$ 56.53	\$ 58.79
Meter Technician 1st Class	UH-25	\$ 57.08	\$ 59.36	\$ 61.74

System Maintenance Technician	UH-26	\$ 59.93	\$ 62.32	\$ 64.81
Substation Technician IA	UH-16	\$ 36.79	\$ 38.26	\$ 39.79
Substation Technician IB	UH-18	\$ 40.53	\$ 42.16	\$ 43.84
Substation Technician IIA	UH-20	\$ 44.74	\$ 46.53	\$ 48.39
Substation Technician IIB	UH-21	\$ 46.96	\$ 48.84	\$ 50.79
Substation Technician IIIA	UH-22	\$ 49.32	\$ 51.29	\$ 53.34
Substation Technician IIIB	UH-23	\$ 51.75	\$ 53.82	\$ 55.98
Substation Technician IVA	UH-24	\$ 54.36	\$ 56.53	\$ 58.79
Substation Technician IVB	UH-25	\$ 57.08	\$ 59.36	\$ 61.74
Substation Technician 1st Class	UH-26	\$ 59.93	\$ 62.32	\$ 64.81
Network & Cable Technician IA	UH-16	\$ 36.79	\$ 38.26	\$ 39.79
Network & Cable Technician IB	UH-18	\$ 40.53	\$ 42.16	\$ 43.84
Network & Cable Technician IIA	UH-20	\$ 44.74	\$ 46.53	\$ 48.39
Network & Cable Technician IIB	UH-21	\$ 46.96	\$ 48.84	\$ 50.79
Network & Cable Technician IIIA	UH-22	\$ 49.32	\$ 51.29	\$ 53.34
Network & Cable Technician IIIB	UH-23	\$ 51.75	\$ 53.82	\$ 55.98
Network & Cable Technician IVA	UH-24	\$ 54.36	\$ 56.53	\$ 58.79
Network & Cable Technician IVB	UH-25	\$ 57.08	\$ 59.36	\$ 61.74
Network & Cable Technician 1st Class	UH-26	\$ 59.93	\$ 62.32	\$ 64.81
Line Technician IA	UH-15	\$ 35.02	\$ 36.42	\$ 37.87
Line Technician IB	UH-17	\$ 38.64	\$ 40.18	\$ 41.79
Line Technician IIA	UH-19	\$ 42.56	\$ 44.27	\$ 46.04
Line Technician IIB	UH-20	\$ 44.74	\$ 46.53	\$ 48.39
Line Technician IIIA	UH-21	\$ 46.96	\$ 48.84	\$ 50.79
Line Technician IIIB	UH-22	\$ 49.32	\$ 51.29	\$ 53.34
Line Technician IVA	UH-23	\$ 51.75	\$ 53.82	\$ 55.98
Line Technician IVB	UH-24	\$ 54.36	\$ 56.53	\$ 58.79
Line Technician 1st Class	UH-25	\$ 57.08	\$ 59.36	\$ 61.74
Night Service Technician	UH-26	\$ 59.93	\$ 62.32	\$ 64.81
Telecommunications Technician IA	U-16	\$ 36.79	\$ 37.53	\$ 38.28
Telecommunications Technician IB	U-18	\$ 40.53	\$ 41.35	\$ 42.17
Telecommunications Technician IIA	U-19	\$ 42.56	\$ 43.42	\$ 44.28
Telecommunications Technician IIB	U-20	\$ 44.74	\$ 45.63	\$ 46.54
Telecommunications Technician IIIA	U-21	\$ 46.96	\$ 47.90	\$ 48.86
Telecommunications Technician IIIB	U-22	\$ 49.32	\$ 50.30	\$ 51.31
Telecommunications Technician IVA	U-23	\$ 51.75	\$ 52.79	\$ 53.85
Telecommunications Technician IVB	U-24	\$ 54.36	\$ 55.44	\$ 56.55
Telecommunications Technician 1st Class	U-25	\$ 57.08	\$ 58.22	\$ 59.39
Telecommunications Specialist	U-26	\$ 59.93	\$ 61.12	\$ 62.35

Protection & Controls Relay Technician IA	UH-17	\$ 38.64	\$ 40.18	\$ 41.79
Protection & Controls Relay Technician IB	UH-19	\$ 42.56	\$ 44.27	\$ 46.04
Protection & Controls Relay Technician IIA	UH-20	\$ 44.74	\$ 46.53	\$ 48.39
Protection & Controls Relay Technician IIB	UH-21	\$ 46.96	\$ 48.84	\$ 50.79
Protection & Controls Relay Technician IIIA	UH-22	\$ 49.32	\$ 51.29	\$ 53.34
Protection & Controls Relay Technician IIIB	UH-23	\$ 51.75	\$ 53.82	\$ 55.98
Protection & Controls Relay Technician IVA	UH-24	\$ 54.36	\$ 56.53	\$ 58.79
Protection & Controls Relay Technician IVB	UH-25	\$ 57.08	\$ 59.36	\$ 61.74
Protection & Controls Relay Technician 1st Class	UH-26	\$ 59.93	\$ 62.32	\$ 64.81
Protection & Controls Relay Specialist	UH-27	\$ 62.92	\$ 65.44	\$ 68.06
Meter Data Specialist I	U-14	\$ 33.35	\$ 34.02	\$ 34.70
Meter Data Specialist II	U-15	\$ 35.02	\$ 35.72	\$ 36.43
Meter Data Specialist 1 st Class	U-16	\$ 36.79	\$ 37.53	\$ 38.28

EXHIBIT B

**ACTING CREW LEADER
EFFECTIVE MAY 1, 2026**

Acting Crew Leader or Lead Person Pay shall be calculated at 6% of base hourly wages.

Individuals assigned as “acting” crew leaders or lead persons are paid this rate for any time approved by management over two hours that they actually serve as an “acting” crew leader or lead person. This assignment can only be given to individuals in “first class” jobs. It applies only when two or more people are assigned to the individual for a minimum of two hours. The two-hour minimum will not apply in overtime situations:

**“Acting” Crew Leader
or Lead Classification**

Crew Leader or Lead Person

Crew Leader, Transmission & Distribution
Crew Leader, Transmission & Distribution
Crew Leader, Transmission & Distribution
Supervisor, Transmission & Distribution
Supervisor, Transmission & Distribution
Supervisor, Transmission & Distribution Asset
Maintenance
Crew Leader, Protection & Controls
Crew Leader, Telecommunications
Supervisor, Meter Services
Crew Leader, Substation Heavy Construction
Crew Leader, Substation Construction and
Maintenance
Crew Leader, Network & Cable
Supervisor, Fleet Maintenance
Supervisor, Toolroom and Warehouse
Operations
Crew Leader, Building Maintenance
Crew Leader, Grounds

Line Technician 1st Class
Heavy Equipment/Hydrovac Operator 1st Class
Heavy Equipment/Mobile Crane Operator
System Maintenance Technician
Night Service Technician
Protection & Controls Relay Specialist
Telecommunications Specialist
Meter Technician 1st Class
Substation Technician 1st Class
Substation Construction Technician 1st Class
Network & Cable Technician 1st Class
Equipment Mechanic 1st Class
Tool Repair/Material Handler 1st Class
Building Maintenance Mechanic 1st Class
Building Maintenance Aide 1st Class

EXHIBIT C

**SENIOR PAY
EFFECTIVE MAY 1, 2026**

1. Senior Pay shall be calculated at 3% of base hourly wages.
2. Senior Pay is limited to those individuals who are at top-of-scale or who are in a 1st Class status except as otherwise specifically designated.
3. Senior Pay shall be applied when a regularly scheduled crew consisting of two people is:
 - a. Working independently on their own assignment;
 - b. For at least two hours per day, except during overtime situations.
4. Responsibilities for an individual designated to receive Senior Pay consist of all duties related to the assignment including but not limited to:
 - a. All administrative paperwork;
 - b. Safety;
 - c. Vehicle use; and
 - d. Efficient scheduling of all labor, materials, and equipment at their disposal.
5. Jobs designated by * below are eligible to receive Senior Pay:

Building Maintenance Aide	Meter Technician*
Building Maintenance Mechanic*	Network & Cable Technician*
Equipment Mechanic*	Night Service Technician*
Field Technician, Credit	Protection & Controls Relay Specialist*
Heavy Equipment/Hydrovac Operator*	Substation Construction Technician*
Heavy Equipment/Mobile Crane Operator*	Substation Technician*
Line Technician*	System Maintenance Technician
Material Handler*	Telecommunications Technician*
Mechanic Aide	Tool Repair Technician*
Meter Data Specialist	

6. Exceptions to eligibility for Senior Pay include:
 - a. When two or more crews of one of more individuals per crew are combined and a regular or Acting Crew Leader is at the job-site;
 - b. When a crew of any size is working under the direction of a regular or Acting Crew Leader at the job-site;
 - c. During periods of training and inclement weather;
 - d. When work is not related directly to an assignment;
 - e. During holidays, vacation, sick leave or other leaves with pay.
7. LES reserves the right to further limit the applicability of this rate.

EXHIBIT D

OVERTIME MEAL ALLOWANCE

The overtime meal allowance, as provided for in this contract, being subject to the rules specified in Article III, Section II, H. Overtime, shall be payable in the amount of:

\$20.00

EXHIBIT E

UNIFORM ALLOWANCE

The uniform and footwear allowance, as provided for in Article III, Section V, J. Uniform Program shall be \$300.00 per person per year for the term of this contract.

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Lincoln Electric System

LES RESOLUTION 2026-1

WHEREAS, Lincoln Electric System (LES) has recognized the International Brotherhood of Electrical Workers (IBEW) Local 1536 as the bargaining agent for certain positions in the Trades and Crafts Classification;

WHEREAS the existing Agreement between LES and the IBEW expires April 30, 2026;

WHEREAS, negotiations between LES and IBEW for a new Agreement were conducted during January 2026 and a tentative agreement between the parties has been reached;

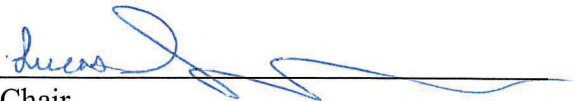
WHEREAS, IBEW has gained the approval of their membership of the terms and conditions of this tentative Agreement which is attached hereto and fully incorporated by reference;

WHEREAS, the tentative Agreement provides for a three-year contract and wage increases of 7 percent in the first year and 4 percent in each of the last two years of the contract for certain represented positions and 2 percent for the remaining positions covered by the contract; and

WHEREAS, management research and analysis indicates the negotiated wages are comparable to those offered by similar electric utilities in the region, and management has determined that the negotiated terms and conditions are representative of the value offered in consideration of said wages.

WHEREAS, LES management and the LES negotiating team recommend approval of the tentative Agreement by the LES Administrative Board.

NOW, THEREFORE, BE IT RESOLVED, that the LES Administrative Board adopts the IBEW Agreement, attached hereto and fully incorporated herein by reference, which becomes effective May 1, 2026, and will expire April 30, 2029.


Chair

Adopted: March 20, 2026

Exhibit V

AGREEMENT

Between

Lincoln Electric System

&

**International Brotherhood of Electrical
Workers Local #1536**

RGS Unit

May 1, 2026 – April 30, 2029

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PREAMBLE

This Agreement is effective as of May 1, 2023, by and between the CITY OF LINCOLN d/b/a LINCOLN ELECTRIC SYSTEM, hereinafter referred to as LES, and the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1536, hereinafter referred to as IBEW.

WHEREAS, LES recognizes IBEW Local 1536 as the bargaining agent for its Rokeby Generation Station (RGS) jobs only who are employed by LES; and

WHEREAS, LES and IBEW desire to state, in writing, their understanding and agreement with regard to such recognition by LES and IBEW as the bargaining agent for the members of IBEW employed by LES as hereinafter set forth.

NOT, THEREFORE IT IS HEREBY AGREED by and between the parties as follows:

ARTICLE 1 – RECOGNITION

Section 1. LES hereby recognizes IBEW Local 1536 as the bargaining agent for its full-time (generally 40 hours per week) and part-time, permanent represented employees who are employed by LES in the following jobs:

Generation Technician, RGS
Instrument and Controls Technician, RGS
Generation Specialist, RGS

Section 2. This Agreement shall not apply to any employees hired into the jobs listed in Section 1 of this Article as either temporary, special projects or otherwise of limited duration.

ARTICLE 2 – MANAGEMENT RIGHTS

- Section 1.** All management rights, functions, responsibilities and authority not specifically limited by the express terms of this Agreement are retained by LES and remain exclusively within the rights of LES.
- Section 2.** IBEW acknowledges the concept of inherent management rights. These rights, powers, and authority of LES include, but are not limited to, the following:
- A. The right to determine, effectuate, and implement the objectives and goals of LES;
 - B. The right to manage and supervise all operations and functions of LES;
 - C. The right to establish, allocate, schedule, assign, modify, and change work assignments, evaluate jobs, reclassify jobs and change, add, or discontinue LES operations, work shifts, and working hours;
 - D. The right to establish, modify, change and discontinue performance standards in order to determine productivity standards and employee work quality;
 - E. The right to employ, promote, transfer or demote for organizational purposes and the right to suspend, discharge, or take other disciplinary actions against employees for just cause as defined herein; and to reduce in force employees due to lack of work or funds;
 - F. The right to increase, reduce, change, modify or alter the size of the workforce;
 - G. The right to determine, establish, set, and implement policies for the selection, training and promotion of employees;
 - H. The right to create, establish, change, modify, or discontinue an LES function, operation, department, or to effect any other change to the LES organizational structure, including LES's role as District Energy Corporation's Management Contractor;
 - I. The right to adopt, modify, change, enforce, or discontinue rules, regulations, programs, and policies that are not in direct conflict with any provisions of established policies and items contained herein;
 - J. The right to hold all employees to the provisions and standards of the LES Ethics and Code of Conduct Policy, Policy 208; and
 - K. The right to contract and subcontract.
- Section 3.** Certain management rights must, by law, be exercised by LES and the Administrative Board, and cannot, by law, be the subject of negotiations. They must be vested solely in the LES Administrative Board and its designated appointees. No agreement may be entered into by LES that is contrary to Lincoln

City Charter or Ordinances of the City of Lincoln, or with any other state or federal law.

Whenever there is a conflict between a written LES Policy or Program and this Agreement, this Agreement shall prevail, provided, however, LES has the right to alter policies and rules that do not affect terms and conditions of employment negotiated with the IBEW. It is understood that any law or regulation, LES safety rule or standard, LES Retirement Plan Document, or insurance plan document takes precedence over the provisions of this Agreement.

It is agreed that if any provision of this Agreement conflicts with law or is subsequently rendered invalid or unenforceable by a court, administrative tribunal or legislative act that the provision in conflict with law or invalid or unenforceable shall be considered modified to the extent necessary to remove the conflict or make it valid or enforceable without further negotiation between the parties and that all other provisions of this Agreement shall remain unmodified and in full force and effect for the duration of this Agreement.

ARTICLE 3 - PERSONNEL RECORDS

Section 1. Personnel Records. LES maintains personnel records in the Human Resources Department for all employees. The personnel records located in the Human Resources Department are confidential and shall be withheld from the public to the extent permitted by law. Employees have the right to review their own personnel record in the presence of a Human Resources Department employee, and obtain copies of any information contained therein. LES management with a need to examine document within an employee's personnel record and Human Resources Department employees have access to such records.

Section 2. Department/Division Files. IBEW acknowledges that all management employees have the right to make and retain files comprised of notes and documents regarding LES employees for a multitude of reasons and that such files are not subject to review by employees. The contents of such files can be used for any purpose deemed appropriate by LES management. However, if such department/division files contain documents or notes relating to any disciplinary action initiated against any employee for subsequent disciplinary purposes, and such documentation or notes are in excess of five years old, such documents or notes will be disregarded with reference to a current disciplinary action.

ARTICLE 4 – CAREER PROGRESSION

Section 1. Initial Probationary Period. All newly hired employees shall be subject to a six-month probationary period commencing on the employee's first day of work which may be extended to one year from the employee's first day of work at the discretion of the Manager, Rokeby Generation Station. During the probationary period, an employee may be given a written notice of dismissal by the Manager, Rokeby Generation Station or designee without providing a reason for the decision. The dismissal shall not be subject to review, grievance, appeal or require any due process procedures.

Employees shall earn and be allowed to use accrued personal leave, sick leave, and personal holidays during the initial probationary period provided the use complies with all provisions of this Agreement and any applicable LES policies. Employees shall also be entitled to LES-recognized holidays occurring during the probationary period. No unused sick leave or personal holidays shall be paid to an employee who resigns or is terminated during the probationary period.

Section 2. Performance Appraisals. Management shall evaluate each employee's performance annually in a manner and form determined in LES's sole discretion with the performance review period coinciding with the annual anniversary of the employee's first day of work until the employee reaches 1st class status. Once the employee reaches 1st class status, the appraisal period will follow the annual appraisal period for unrepresented LES employees. The ratings, scores and comments in an employee's performance appraisal shall not be subject to appeal or grievance, however an employee may provide a written rebuttal within ten working days of receiving the appraisal to be submitted into the employee's official personnel file with the performance appraisal.

Section 3. Pay Increases. Each employee shall be eligible to advance to the next pay level within the wage scale for the employee's job each year on the annual anniversary of their first day of work in their current job until the maximum level has been reached if the performance over the previous annual performance review period is rated by management as at least meeting expectations and the employee has successfully completed all training requirements necessary for advancement to the next level within the employee's wage scale as determined by management.

Section 4. Wage Scale. The scale of wages for each job covered by this Agreement is attached to this Agreement as Exhibit "D". Pay shall be earned and paid at least twice per month.

Section 5. Job Postings & Promotions. All vacancies for jobs covered by this Agreement shall be posted internally within LES and externally to the general public for a period of time determined in the sole discretion of LES. LES shall offer the vacant job to the most qualified job applicant as determined through a selection and examination process determined solely in LES's discretion. Promotion shall be defined as a movement of an employee from a job with a lower pay scale to a job with a higher pay scale. An employee may not receive a promotion without participating in the selection and examination process detailed in this section. In the event an employee is promoted, the employee shall be placed on the lowest

pay level in the wage scale of the new position which will result in the employee receiving a wage increase. For purposes of the Performance Appraisal under Section 2 of this article, an employee promoted under this section shall be evaluated annually with the performance review period coinciding with the promoted employee's first day in the new position until the employee reaches 1st class status in the new position at which time the employee's review period in the new position will coincide with the annual appraisal period for unrepresented employees. For purposes of Pay Advancement under Section 3, an employee promoted under this section shall be eligible for advancement to the next pay level within the wage scale of the new position on the annual anniversary date of their first day of work in the new position subject to the requirements in Section 3 of this Article. An employee who accepts a promotion or any other new job covered by the Agreement shall be subject to a six-month probationary period which may be extended to one year at the discretion of the Manager, Rokeby Generation Station. If an employee does not successfully complete the probationary period, the employee may only return to the employee's prior job if it is still included within the Rokeby Generation Station budget and vacant.

Section 6. Job Descriptions. LES shall have the sole discretion to establish and modify the description of each job at LES and allocate each job to the appropriate wage scale. An employee occupying a modified job shall continue in the job only if he or she possesses the qualifications required for such job. If an employee is no longer qualified to continue in the job and is not reassigned, the layoff provisions in Article 5 shall apply. An employee occupying a modified job which has been allocated to another pay scale will be notified prior to the time the pay factor is effective. The content within a job description and the allocation of a job to a particular wage scale shall not be subject to appeal or grievance.

Section 7. Pay Transparency. LES will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with LES's legal duty to furnish information.

ARTICLE 5 – REDUCTION IN FORCE

- Section 1. Layoff Permitted.** LES may layoff an employee due to lack of funds or work after providing the employee with at least ten working days written notice of the layoff. No employee shall be laid off from a job while there are employees who report to the management team at Rokeby Generation Station working in the same job in a temporary or special project classification or in probationary status.
- Section 2. Layoff Selection Criteria.** Whenever layoff becomes necessary for a job, the order for layoff shall be determined by laying off employees by seniority at LES with the employee with the shortest length of service being laid off first and ending with the employee with the longest length of service.

ARTICLE 6 – OVERTIME

- Section 1. Generally.** It shall be the normal practice of LES full-time employees to work 40 hours per week. LES maintains the right and sole discretion to call upon employees to work additional hours per week. All employees are expected to be available for overtime work during emergencies or, when in the opinion of LES, such overtime work is necessary for continuing efficient operations of service to LES or DEC customers. All planned overtime shall be scheduled to distribute the hours as equally as practical among employees in specific areas of responsibility.
- Section 2. Overtime Rate of Pay.** The normal rate paid to non-exempt employees for authorized overtime shall be one and one-half times the basic hourly rate of pay for hours worked in excess of regularly scheduled work hours or in excess of 40 hours per week except overtime work performed on an employee's second regularly scheduled day off shall be paid at two times the employee's basic hourly rate. Overtime work performed by employees working normal hours on LES observed/recognized holidays shall be compensated at two times the employee's basic hourly rate, plus eight hours of straight-time holiday pay. Such provision for holiday pay shall not apply on personal holidays.
- Section 3. On-Call Pay.** Employees may be required to serve in an on-call status in which the employee must be available to report for duty within 45 minutes and fit for duty. LES shall have the sole and complete discretion to determine the schedule or rotation for the on-call duty but employees have the ability to trade or rearrange their on-call assignments as desired so long as the employees notify management of the change in advance. If an employee has a scheduling conflict outside of sick leave, it is the employee's responsibility to arrange coverage. If any employee fails to fulfill an on-call obligation, the employee may be subject to discipline and will forfeit on-call pay for that period. An employee may utilize any paid leave under this Agreement in lieu of working any regularly scheduled hours and also be available for on-call duty if approved by LES management. Employees serving in an on-call status shall be compensated at the employee's regular rate of pay for one hour per day for those days the employee is regularly scheduled to work and for two hours per day for those days that are scheduled days-off or holidays. In the event the employee is required to physically report to a location, the employee will not receive on-call pay for that day. In the event that an employee takes telephone calls but is not required to physically report to a location, the employee shall be paid the applicable overtime rate for work performed remotely and shall retain on-call pay for that day.
- Section 4. Minimum Call-Back Overtime Pay.** Employees working scheduled overtime which starts two hours or less following normal work hours shall be paid the applicable overtime rate beginning at the end of normal work hours. Employees completing scheduled overtime work one hour or less prior to normal work hours, shall be paid the applicable overtime rate until their normal work hours starting time, provided that minimum rest period requirements have been met. Employees called back to work after being released from a regular day's work shall be paid a minimum of three hours pay at the normal overtime rate.

Section 5. Minimum Rest Periods. An employee may be required to work sixteen hours or more in any twenty-four-hour period. An employee is entitled to a nine-hour minimum rest period upon being released from duty by management. If the nine-hour minimum rest period extends into the 2nd half of the employees normal workday; the employee is not required to report to work on that normal workday for the employee's regular shift and is paid for a full day at the straight time hourly rate. In all other instances an employee is expected to report to work after the nine-hour minimum rest period has ended and will receive the employee's base rate of pay for any normal work hours of the employee that are covered by the minimum rest period.

An employee physically reporting for duty for the first time in an overnight period within 3 hours of the employee's normal start time shall be required to holdover and work their entire regularly scheduled shift and will be compensated in accordance with the minimum call0back overtime pay language in Section 4 in this Article.

Section 6. Meal Allowances. A meal allowance shall be authorized under the following circumstances:

A. *Definitions.*

Scheduled Overtime: As used in this Section 6, "Scheduled Overtime" shall mean any overtime hours worked that management scheduled the employee to work prior to the day the hours were worked.

Unscheduled Overtime: As used in this Section 6, "Unscheduled Overtime" shall mean any overtime hours worked by an employee that are not "Scheduled Overtime" as defined in this Section 6.

B. *Breakfast Meal.* Any employee shall be entitled to an OTMA for a breakfast meal only under the following circumstances:

Scheduled Overtime: When an employee is required to report for duty two and one-half hours or more prior to the employee's regularly scheduled start time.

Unscheduled Overtime: When an employee is required to report for duty one or more hours prior to the employee's regularly scheduled start time and continue working for six or more hours continuously.

C. *Lunch Meal.* Any employee shall be entitled to an OTMA for a lunch meal only when the employee is required to work entirely through a lunch break period as directed by management. Employees who qualify for a meal allowance under this subsection shall be allowed a regular lunch break period and be paid the overtime meal allowance.

D. *Supper Meal.* Any employee shall be entitled to an OTMA for a supper meal only under the following circumstances:

Scheduled Overtime: When an employee is required to remain on duty for four or more hours after the employee's regularly scheduled shift ending time after having been on duty for at least six hours.

Unscheduled Overtime: When an employee is required to remain on duty for two and one-half hours or more after the employee's regularly scheduled shift ending time after having been on duty for at least six hours.

Section 7. Meal Breaks. Meal breaks during or as a result of emergency overtime work shall be taken at reasonable intervals as determined by supervisors. The number of meal breaks or meal allowances shall not exceed three in any twenty-four-hour period. From the time that an employee qualifies for the first meal, the employee must work full eight-hour increments to be eligible for additional meals. When earning a meal allowance during emergency situations, an employee shall be paid for the time taken to eat the meal, not to exceed thirty minutes.

ARTICLE 7 – HOURS OF WORK

Section 1. Generally. LES shall have sole discretion to determine regular workweeks, scheduled hours and on-call duties necessary to efficiently meet workloads. The general workweek shall consist of 40 hours of work with each work day starting at a similar time and each work day being a similar quantity of work hours. LES shall not change an employee's regular workweek, scheduled hours or on-call duties for a period in excess of 30 calendar days without providing the employee 30 calendar days' written notice of the change unless a change that is needed earlier than 30 days is mutually agreed upon by the affected employees and LES.

ARTICLE 8 – HOLIDAYS

Section 1. Official Holidays. There shall be nine regularly scheduled official holidays each calendar year. The scheduled official holidays shall be:

New Year's Day
Memorial Day
Independence Day
Labor Day
Veterans' Day
Thanksgiving Day
The day following Thanksgiving Day
Christmas Eve
Christmas Day

Section 2. Observing Official Holidays. LES shall have the sole discretion to determine on which day an official holiday will be observed. When an employee is required to work on the day an official holiday is observed by LES, the employee shall receive double time for hours worked plus eight hours of straight-time holiday pay. Part-time employees receive holiday pay at a rate of one-half that of Full-time employees. This section shall not apply to personal holidays.

Section 3. Personal Holidays. In the first calendar year an employee is employed at LES, an employee shall receive three personal holidays if the employee's first day of work is between January 1st and June 30th; two personal holidays if the employee's first day of work is between July 1st and September 30th; and one personal holiday if the employee's first day of work is between October 1st and December 31st. In each calendar year after an employee's first calendar year employed by LES, an employee shall receive three personal holidays. Requests to use a personal holiday shall be made forty-eight hours in advance and shall require management approval. Personal holidays will be paid at the straight-time hourly rate for the number of hours the employee is scheduled to work.

ARTICLE 9 – PERSONAL LEAVE

Section 1. Accrual Rate & Maximum. Each full-time employee shall accrue personal leave at the following rates based upon the employee's length of service with LES:

Years	Leave Accrual per Month
During the first four years of employment	10 hours
From 4 th anniversary with LES to 9 th anniversary with LES	12 hours
From 9 th anniversary with LES to 14 th anniversary with LES	14 hours
From 14 th anniversary with LES to 19 th anniversary with LES	16 hours
From 19 th anniversary with LES to 24 th anniversary with LES	18 hours
From 24 th anniversary with LES	20 hours

Part-time employees shall accumulate personal leave hours at a rate of one-half that of Full-time employees. Personal leave hours may be accumulated to a maximum of twenty-four times the employee's monthly accrual rate.

LES recognizes relevant external work experience for purposes of personal leave accrual upon hire. LES Management has sole discretion to determine relevant experience and the decision of LES shall not be subject to grievance. Employees are given one year of credit for every two years of such relevant work experience towards their accrual rate. If rehired within 5 years of their termination date from LES, employees will also be given one year of credit for every year worked at LES towards their accrual rate.

Section 2. Use of Personal Leave. Personal leave use is subject to management approval. Requests to use personal leave with less than 24 hours' notice is discouraged. If more than one member of a department requests personal leave for the same time period, and such request creates a staffing problem, first consideration shall be given to the person or persons with the most seniority. Approvals for personal leave made well in advance of the planned leave time shall not be withdrawn for the benefit of a more senior employee who has made a subsequent leave request for the same time period. Personal leave may not be advanced or transferred between employees.

Section 3. Disposition at Separation. If an employee separates from employment from LES involuntarily or as a result of a non-retirement voluntary separation, the employee's accrued personal leave balance shall be paid to the employee at the employee's last rate of pay in the employee's last paycheck. If an employee retires from LES pursuant to Article 13, Sec. 3 of this Agreement, the employee's accrued personal leave will be applied to each work day following the employee's last day at work until the hours are exhausted.

ARTICLE 10 – SICK LEAVE

Section 1. Accrual Rate & Maximum. Full-time employees shall earn sick leave at the rate of eight hours per month until the maximum accumulation of 1,280 hours is attained. Part-time employees shall earn sick leave at the rate of four hours per month until the maximum accumulation of 1,280 hours is attained.

Section 2. Use of Sick Leave. An employee may utilize accrued sick leave only in the following circumstances:

- A. When an employee is unable to perform the essential functions of the employee's job due to personal illness, bodily injury or disease, appointments with health/dental care professionals, or exposure to a contagious disease that endangers the health of other employees or the public;
- B. When an employee's Injury Leave has expired, pursuant to an on-the-job injury, for necessary medical appointments. However, employees shall not be required to use sick leave in such circumstances. Employees shall have the option of using sick leave or receiving Workers' Compensation pay for such medical appointments. Sick Leave shall not be used during the period of temporary total disability to supplement Workers' Compensation pay after Injury Leave has expired; or
- C. For the illness, injury, or medical/dental appointment of an immediate family member, to include paternity leave. Such usage of sick leave is limited to eighty hours per calendar year, and these hours are deducted from the employee's sick leave balance. Immediate family members as used in this Article shall be defined as an employee's: spouse, mother, father, brother, sister, child (biological, legally adopted, or placed foster child), grandparent, grandchild, or step-relatives of any of the above, or current mother-in-law or father-in-law. Sick leave used for an immediate family member is to be recorded on the employee's timesheet as family sick leave.

Section 3. Extended Sick Leave. Use of sick leave beyond thirty working days shall require a doctor's certificate stating that an employee is unable to perform his or her duties. LES may request a doctor's certificate prior to thirty days. If an employee must discontinue working prior to the birth of a child or legal adoption of a child (mother only), the employee shall provide the department manager with a statement indicating the date that the employee shall discontinue working. The employer may require a physician's statement upon an employee's return to work to confirm that the employee is able to perform the duties and responsibilities of his or her job. Paternity does not qualify for the use of personal sick leave.

Critical Circumstance and Extended Family Sick Leave – employees shall be eligible to utilize the benefits available under LES Policy 314 – Critical Circumstance and Extended Family Sick Leave subject to the terms of that policy.

Section 4. No Advancement of Leave. Advancing sick leave hours is prohibited. If an employee has insufficient sick leave hours to cover a personal absence due to

illness or injury, the employee may use accumulated personal leave hours. If circumstances are appropriate, the employee may be authorized to take unpaid leave.

Section 5. Forfeited Sick Leave. Employees accumulating over 1,280 hours sick leave shall be paid twenty-five percent of sick leave forfeited each month during the payroll year. Payment for forfeited sick leave shall be based on the employee's year-end wage, and shall be paid during the first quarter of the following payroll year.

Section 6. Sick Leave Vesting. Payment for up to twenty percent of accumulated sick leave shall be made at retirement or termination of employment. The amount paid shall be determined by the amount of sick leave the employee has used during each full payroll year of employment. For each full payroll year that such employee uses thirty-two hours or less of sick leave, Full-time employees shall be vested with one percent of his or her accumulated sick leave at retirement or termination of employment, up to the maximum twenty percent. Part-time employees shall be vested at a rate of one-half of one percent for each full payroll year. Family Medical Leave Act ("FMLA") hours do not count towards the thirty-two-hour limit. For employees who are retiring, an amount equal to 100% of the employee's accumulated sick leave over 900 hours in addition to the vested amount for all hours up to 900 hours will be paid. LES will pay the total amount as a Discretionary Employer Contribution to the employee's 401(k) retirement plan, up to the annual contribution limits of the Plan and the Internal Revenue Code. If the total amount exceeds the annual contribution limits of the Plan and the Code, LES will pay the difference to the employee in a lump sum, less applicable withholdings.

Section 7. Medical Certification. If there is a question regarding an employee's use of sick leave, management may request a doctor's statement justifying subsequent absences. Failure to submit a statement when requested shall bar the employee from receiving sick leave for the date in question, and the time off shall be charged to the employee's personal leave accumulation or deducted from the employee's pay if there is insufficient personal leave accumulation. This is then recorded as an unexcused absence. The accumulation of three unexcused absences in any one calendar year may result in disciplinary action.

Section 8. Death Benefit. In the event of the death of an employee, either on or off duty, LES shall pay the amount of the employee's salary up to and including the day of death, unused personal holidays, accrued personal leave, and 100 percent of the employee's accrued sick leave. Final payment(s) shall be paid per regulatory requirements in place at the time of death.

ARTICLE 11 – OTHER LEAVES

- Section 1. Military Leave.** LES shall comply with all applicable state and federal laws regarding leave for employees called to active military duty. The Military Leave and Supplemental Pay policy shall be administered to all employees in accordance with LES Policy 311 – Military Leave and Supplemental Pay.
- Section 2. Witness Leave.** Employees shall be provided time off without loss of pay when subpoenaed to testify or participate in a court case or administrative hearing on regularly scheduled work days, except when the employee is a party to the action. Any employee appearing voluntarily as a witness shall use personal leave for preparation for the case and for the court appearance.
- Section 3. Jury Leave.** Employees called for jury duty on regularly scheduled work days and during regularly scheduled work hours shall be allowed time off without loss of pay at straight-time hourly earnings.
- Payment for jury duty, minus expenses, shall be signed over to LES. Employees shall not be paid by LES for jury duty performed on days that are not regularly scheduled work days or that are not regularly scheduled work hours. Employees shall retain any fees for jury service on such days. To be eligible for jury duty payment, employees shall give notice of summons to supervisors as soon as possible and provide adequate proof of dates, time served and compensation received.
- If excused by the court within a reasonable time after reporting for jury duty, employees shall return to work.
- An employee called for jury duty during time not part of regularly scheduled work hours is entitled to keep the pay for those services. If such employee is required to serve as juror and such requirement runs into regularly scheduled work hours, then the employee must reimburse LES for that portion of pay received from the court system that is proportionate to the time the employee would have been required to work.
- The above doesn't preclude the right of management to temporarily reassign an employee to normal work hours during the time required to be on jury duty, in which case, all pay received from the court system for jury duty will be turned over to LES, and the employee will be paid at straight-time hourly earnings.
- Section 4. Pallbearer Leave.** Employees asked to serve as a pallbearer at a funeral shall be entitled to a leave with pay not to exceed one day per occurrence, but such leave shall not be in addition to leave authorized for Funeral Leave if serving as a pallbearer for the funeral of a listed relative. Arrangements shall be made with management.
- Section 5. Funeral Leave.** Employees shall be eligible for funeral leave in accordance with LES Policy 310 – LES Leave. The core aspects of the funeral leave benefit in that policy, as it existed on the effective date of this Agreement, are included herein. In

the event of a conflict between what is below and LES Policy 310 – LES Leave, LES Policy 310 – LES Leave shall control.

- Up to five business days for the employee's:
 - Spouse;
 - Parent or step-parent;
 - Child (to include miscarriages and stillbirths) or step-child;
 - Placed foster child;
 - Mother-in-law or father-in-law; or
 - Relative residing in the employee's home.

- Up to three days for the employee or current spouse's:
 - Sibling or step-sibling;
 - Daughter-in-law or son-in-law;
 - Grandparent or step-grandparent;
 - Grandchild or step-grandchild;
 - Sister-in-law or brother-in-law;
 - Aunt or uncle;
 - Niece or nephew; or
 - First cousin.

- For purposes of funeral leave, when marriages are dissolved or foster parent relationship has ended, relationships by affinity are terminated.

Section 6. Union Leave. An employee called upon to conduct Union business, temporarily requiring the employee's absence from duty, may do so with proper notice and with management permission. Such employee shall be allowed sufficient time to transact business and shall not lose pay or benefits. No more than one bargaining unit employee may be absent from work at LES while utilizing leave under this section at a time. The Union shall receive up to 120 hours of paid leave per calendar year that may be used among any number of employees conducting union business. However, no single employee may use more than 40 hours total of leave under this section per calendar year and may only use more than 8 hours in a single occurrence once per calendar year. The Union or employee shall provide at least 30 days' notice of an absence that will be for more than 8 hours in a single occurrence. For all paid leave taken under this section, LES shall invoice the Union for reimbursement of the full cost, including adders, of the employee's leave time.

Section 7. Injury Leave. Injury Leave shall be administered to all employees in accordance with LES Policy 401.02 – On the Job Injuries Requiring Medical Care.

Section 8. Unpaid Leave of Absence. Unpaid leaves of absence shall be granted subject to the following conditions:

- A. Any unpaid leave of absence provided pursuant to the state or federal law, including the Family Medical Leave Act of 1993, shall be administered in accordance with the relevant statutes and regulations and LES Policy 307 – Family Medical Leave Act.

B. All other unpaid leaves of absence shall be provided pursuant to the following conditions:

- 1) An unpaid leave of absence of five working days or less may be granted by a Manager, Rokeby Generation Station. A written record of the absence shall be made.
- 2) Requests for unpaid leave of absence of more than five working days, not to exceed ninety days, shall be on a Leave of Absence Request Form, and approved by the Director, Generation Operations and Vice President, Power Supply. Such request shall be kept in the employee's personnel file.
- 3) Requests for unpaid leave of absence or extension of unpaid leave shall be considered on an individual basis, and decisions thereon shall not be grievable.
- 4) If employees on unpaid leave of absence fail to return to work at the conclusion of the approved leave, or accept employment elsewhere without LES approval, their employment shall be terminated.
- 5) Seniority shall not be interrupted during unpaid leave.
- 6) Personal leave and sick leave shall not accrue, nor shall payment be made for LES recognized holidays, during any unpaid leave of absence in excess of thirty calendar days unless the employee is receiving short-term disability benefits.
- 7) If group insurance coverage is desired during an unpaid leave of absence, the employee portion of the premiums shall be paid in advance. LES shall pay the employer portion of the premium during an unpaid leave that does not exceed ninety (90) calendar days. Coverage of an unpaid leave over ninety (90) calendar days will be continued to the extent allowed by the insurance agreements. After ninety (90) days, the premiums shall be totally employee paid.

Section 9. Leave Donation. Leave Donation shall be administered to all employees in accordance with LES Policy 313 – Leave Donation.

Section 10. Parental Leave. Employees shall be eligible for parental leave in accordance with LES Policy 310 - LES Leave. Notwithstanding any language to the contrary in LES Policy 310 -LES Leave, an employee may utilize family sick leave for illnesses and medical appointments of a new child prior to exhausting the employee's parental leave

ARTICLE 12 – INSURANCE

- Section 1. Health Insurance.** LES shall have the sole responsibility and discretion to contract with one or more health insurance carriers on all aspects of the design and features of a group health insurance plan for employees covered by this Agreement and their eligible dependents. Employees are eligible to participate upon employment, and LES will begin paying its share of the premium upon enrollment. LES shall pay 80% of the total premium for employees and their eligible dependents and the employee shall pay the remaining 20%.
- Section 2. Dental Insurance.** LES shall have the sole responsibility and discretion to contract with one or more dental insurance carriers on all aspects of the design and features of a group dental insurance plan for employees covered by this Agreement and their eligible dependents. Employees are eligible to participate upon employment, and LES will begin paying its share of the premium upon enrollment. LES shall pay 80% of the total premium for employees and their eligible dependents and the employee shall pay the remaining 20%.
- Section 3. Electri-Flex Flexible Spending Account.** All employees who meet the eligibility requirements of the Plan document shall be eligible to participate as long as the program remains in effect. Participation shall be voluntary. Enrollment must be completed each year, and is irrevocable, except in certain circumstances as defined by the Internal Revenue Service.
- Section 4. Life Insurance.** All employees, who meet the eligibility requirements of the insurance carrier, and their eligible dependents, may elect to participate in a group term life insurance program offered by LES. LES will pay 80% of the total cost of the premium for the employee and the employee shall pay the remaining 20%. Individual employee coverage is based on two times annual salary adjusted to the next highest one thousand dollars. Additional employee and dependent term life insurance is available to employees but the employee will be required to pay 100% of the premiums for the additional coverage and proof of insurability may be required.
- Section 5. Long-Term Disability Insurance.** Employees enrolled in group life insurance pursuant to Section 4 of this Article will automatically receive long-term disability coverage. Such coverage shall only be available to employees participating in the group life insurance plan. The entire premium for the long-term disability insurance shall be paid by LES. Benefits shall begin after a 150-day elimination period from the date of a disability. Benefits shall be paid based on a percent of monthly salary. This benefit is reduced by any other income benefits or offsets as specified in LES' contract with the carrier. An employee shall be required to exhaust all personal sick leave hours prior to receiving any benefits under this clause. The 150-day elimination period, however, begins on the date of disability, not the date of exhaustion of personal sick leave hours.
- Section 6. Workers' Compensation.** Employees injured on the job shall be entitled to benefits as provided under the Nebraska Workers' Compensation Act.

Section 7. Vision Insurance. Coverage is available for all eligible Regular and Transitional employees and their families. The amount of coverage is dependent upon the participant using an in-network or out-of-network provider. Employees pay 100% of the premium.

ARTICLE 13 – RETIREMENT

- Section 1. LES Defined Contribution Retirement Plan.** Employees may voluntarily participate in the LES Employees' Retirement Plan according to eligibility determined by the Plan document. Employees may contribute gross earnings as provided in the Plan document. For existing employees as of December 31, 2010, LES shall match the employee's contribution, on a two-for-one basis, or two hundred percent of the employee's contribution, up to five percent of gross earnings. For employees being rehired or beginning employment at LES on or after January 1, 2011, LES shall match the employee's contribution on a one-for-one basis, or one hundred percent of the employee's contribution, up to ten percent of gross earnings. Employees may no longer contribute to the Plan after employment with LES is terminated.
- Section 2. LES Deferred Compensation Plan.** Employees may participate in the Deferred Compensation Plan by contributing a minimum of \$25.00 per pay period on a tax-deferred basis and shall be allowed to select from several investment options.
- Section 3. Retirement Eligibility Criteria.** Retiring employees are requested to give a ninety-day advance written notification to their supervisor. Criteria for retirement eligibility is as determined in the LES Retirement Plan documents which are incorporated herein by reference.
- Section 4. Phased Retirement.** Employees shall be eligible to participate in the Phased Retirement program offered to all LES employees.
- Section 5. Retiree Participation in LES Group Health Insurance Plan.** Any employee retiring under Section 3 of this Article shall have the opportunity to participate in LES's group health insurance plan until becoming eligible for Medicare. Any retiree electing to participate in LES's group health insurance plan shall be required to pay one-hundred percent (100%) of the premium for the retiree plus a two percent (2%) administrative cost.

ARTICLE 14 – DISCIPLINE

- Section 1. Basis for Discipline.** Disciplinary action shall consist of a written reprimand, suspension or termination. Any violation of an LES policy or safety rule, including the Ethics Policy and the Code of Conduct, Lincoln municipal ordinance, state or federal law shall constitute just cause for disciplinary action as shall: unsatisfactory performance of job duties; conduct unbecoming an employee; abusive or inconsiderate treatment of a customer or co-worker; theft; insubordination; incompetence; negligent damage to property; two unexcused absences; reporting for duty under the influence of illegal drugs or alcohol; misuse of LES computers and systems; making a false statement of material fact; a failure to inform LES of a loss of driving privileges by the end of the first business day after the employee learns of the loss of driving privileges; an unaccommodated loss of driving privileges under Art. 16 of this Agreement; or any other reason a reasonable employer, acting in good faith, would regard as good and sufficient reason to discipline an employee.
- Section 2. Written Reprimand.** A written reprimand may be issued to an employee in accordance with Section 1 above on a form developed by the Human Resources Department. The written reprimand shall be presented to the employee who will acknowledge receipt. The acknowledgement shall only acknowledge receipt of the written reprimand and not agreement or affirmation of the allegation contained therein. An employee may only grieve or appeal the issuance of the written reprimand to the CEO. Such appeal or grievance to the CEO must be made within 10 working days of the date the employee acknowledges receipt of the written reprimand. The CEO shall either affirm issuance of the written reprimand or reverse the issuance of the written reprimand. The employee shall have no other right to appeal or grieve the written reprimand beyond the CEO.
- Section 3. Suspension.** An employee may be suspended without pay for up to 10 working days in accordance with Section 1 above. Upon receiving information which would give rise to a potential suspension, management shall prepare a written notice to the employee proposing the suspension which details the factual basis for the suspension and a date, time and location for a pre-disciplinary due process meeting where the employee or the employee's representative may dispute the allegations against the employee or providing mitigating circumstances. The employee shall be informed in writing of management's final decision on the proposed suspension within a reasonable time after the employee waives the pre-disciplinary meeting or after the conclusion of the pre-disciplinary meeting. The employee may appeal management's final decision in writing, to the Manager, Human Resources within five working days from the date the employee receives management's final written decision for a hearing to be held in accordance with the procedures in Step Three of Article 15.
- Section 4. Termination.** An employee may be terminated in accordance with Section 1 above. Upon receiving information which would give rise to a potential termination, management shall prepare a written notice to the employee proposing the termination which details the factual basis for the termination and a date, time and location for a pre-disciplinary due process meeting where the employee or the employee's representative may dispute the allegations against the employee or

providing mitigating circumstances. The employee shall be informed in writing of management's final decision on the proposed termination within a reasonable time after the employee waives the pre-disciplinary meeting or after the conclusion of the pre-disciplinary meeting. The employee may appeal management's final decision, in writing, to the Manager, Human Resources within five working days from the date the employee receives management's final written decision for a hearing to be held in accordance with the procedures in Step Three of Article 15.

ARTICLE 15 – GRIEVANCE AND APPEAL

Section 1. Grievance Defined. A grievance consists of a written complaint filed by an employee involving interpretation or application of any provisions of this Agreement except the following matters shall not be subject to grievance:

- A. Subjects that fall within the provisions relating to management rights;
- B. Selection or assignment of non-represented employees;
- C. Any question relating to the LES retirement plan or group insurance plan, or other practices of LES with respect to group insurance benefits;
- D. Any written reprimand issued to an employee; and
- E. Any rating, score or comment in an employee's performance appraisal.

Section 2. Grievance Solicitation Prohibited. No union representative, union stewards or grievance committee members can solicit grievances. They may receive, discuss, and handle grievances on the premises during working hours, except where such activities unreasonably interfere with work. No union employee will leave his or her place of work without first advising an immediate supervisor and obtaining such permission. Such permission will not be unreasonably withheld.

Section 3. Grievance Procedure. Prior to taking any formal action under this Article, an employee must first attempt to discuss the subject of the grievance with the employee's immediate supervisor or manager. If the employee's issue cannot be resolved through discussions with the employee's immediate supervisor or manager, the employee may initiate a formal grievance individually or through an authorized representative using the following procedure:

- A. Step One: The employee files a written grievance with the Director, Generation Operations within ten working days of the date of the occurrence being grieved. The grievance shall indicate the date in which the employee attempted to discuss the matter with the employee's immediate supervisor or manager. The Director, Generation Operations reviews the matter and responds in writing to the grievant within five working days of the date of the grievance is received.
- B. Step Two: If the grievant is not satisfied with the written response of the Director, Generation Operations, he or she has five working days from the date of the receipt of that response to appeal the decision, in writing, to the Vice President, Power Supply. The Vice President, Power Supply investigates the grievance and responds in writing to the grievant within ten working days of the date the appealed grievance was received.
- C. Step Three: If the grievant is not satisfied with the response received in Step Two, he or she has five working days from the date of receipt of the Step Two response to appeal the grievance, in writing, to the Manager, Human Resources. The appeal or grievance will be heard by a Hearing Officer. The Hearing Officer shall be an attorney employed in the Lincoln City Attorney's

Office as determined by the duly appointed Lincoln City Attorney. The Hearing Officer will hold an evidentiary hearing where the employee and LES shall have the opportunity to present testimony from witnesses and other forms of evidence. No formal rules of evidence, aside from the Nebraska statutes related to evidentiary privileges shall apply during the hearing. For grievances, the burden of persuasion and proof shall be on the employee. For disciplinary appeals, the burden of persuasion and proof shall be on management. At conclusion of the hearing, the Hearing Officer will either grant the relief sought in the grievance or deny the grievance; or in the event of a disciplinary appeal, affirm the discipline issued, reduce the disciplinary action or reverse the disciplinary action and expunge it from the employee's official personnel file. All costs for the Hearing Officer, including but not limited to the Hearing Officer's fees and any costs to record the hearing, shall be split equally between the employee who has initiated the grievance or appeal or the union if the employee has requested union representation and LES but each party shall be responsible for paying for its own legal counsel and expert witnesses, if any. The Hearing Officer's decision shall be the final decision of LES on all grievances and disciplinary appeals. Both LES and the grievant or appellant employee and the union if the employee has requested union representation shall have the right to appeal the decision to Lancaster County District Court in the manner described in *Neb. Rev. Stat. § 15-1201 et. seq.* (Reissue 2012). The parties to any appeals filed under § 15-1201 et. seq. shall only be the employee who has initiated the grievance or appeal and/or the union if the employee has requested union representation and "City of Lincoln d/b/a Lincoln Electric System."

ARTICLE 16 – LOSS OF DRIVING PRIVILEGES

- Section 1. Notice of Loss of Driver’s License.** Each employee who loses his or her driver’s license or becomes aware of circumstances which indicate the employee is likely to lose his or her driver’s license shall notify management of that fact. Failure to provide notice under this section shall constitute just cause for disciplinary action up to and including termination of employment.
- Section 2. Effect of a Loss of Driver’s License.** An employee who loses a driver’s license for a period of up to 180 days shall be accommodated by LES once during their employment with LES. LES shall have the sole discretion to determine whether to accommodate the loss of a driver’s license for a subsequent occurrence or for a period of over 180 days. The form or nature of an accommodation under this section shall be determined in the sole discretion of LES and may include granting an affected employee leave without pay. The loss of a driver’s license which is not accommodated by LES under this section shall constitute just cause for termination of employment.
- Section 3. Driver’s License Records.** Each employee shall cooperate with LES in the request of motor vehicle records for the employee from the Nebraska Department of Motor Vehicles (“DMV”) in accordance with the Uniform Motor Vehicle Records Act, *Neb. Rev. Stat. §§ 60-2901 et. seq.* (Reissue 2021) including the execution of any written consent which may be required in order to request the records from the DMV.

ARTICLE 17 – FITNESS FOR DUTY

- Section 1. Drug and Alcohol Testing.** All employees shall be subject to the provisions of LES Policies 407-411 on drug and alcohol testing and associated processes including its provisions dealing with random and reasonable suspicion drug and alcohol testing. Any employee using any substance under a doctor's orders which may impair work performance shall report such usage to management.
- Section 2. Effect of a Positive Drug or Alcohol Test.** Any employee who tests positive for illegal drugs or alcohol may be subject to discipline up to and including termination of employment. Regardless of the employment status of the employee following a positive test, the employee will be provided with resources and materials regarding alcohol and substance abuse.
- Section 3. Alcohol or Substance Abuse Not An Excuse.** Alcohol or substance abuse shall not be an acceptable excuse for attendance or other performance-related problems or for violation of any LES policy or work rule.
- Section 4. Tobacco-Free.** The use of tobacco products including but not limited to chewing tobacco, cigarettes, vaping, e-cigarettes, cigars, and pipe tobacco shall be prohibited in LES buildings and vehicles. Upon the opening of the LES Lincoln Operations Center Phase II for employee occupancy, the use of tobacco products including but not limited to chewing tobacco, cigarettes, vaping, e-cigarettes, cigars, and pipe tobacco shall be prohibited on all LES properties. An employee's use of tobacco in violation of this section shall be just cause for discipline up to and including termination.

ARTICLE 18 – MISCELLANEOUS BENEFITS

- Section 1. Storm Suits.** Storm suits shall be provided to employees required to respond to outdoor emergency call in adverse weather conditions. Issuance of such suits shall be made at the discretion of management. Storm suits shall be kept in individual bags, The suits are the property of LES and will not be used for purposes other than LES duty. Individuals assigned storm suits shall be accountable and responsible for their proper care.
- Section 2. Identification Badges.** Employee identification badges shall be issued to all employees. The badges are to be carried at all times while on duty. If a card is lost or stolen, it shall be reported to LES Security personnel.
- Section 3. Bulletin Boards & Powernet.** LES bulletin boards and/or Powernet are available for dissemination of information. General information or interest to all LES employees, notice of job opportunities when required, appointments to jobs, and promotions shall be posted. Items to be posted must be approved in advance by the Human Resources or Customer and Corporate Communications Department.
- Section 4. Uniform Program.** LES will maintain a Uniform Program to meet the uniform needs of employees requiring Fire-Retardant and Non-Fire-Retardant clothing. LES will exercise good faith in discussing with and seeking input from IBEW 1536 prior to any substantial changes to such Program or changes to garments provided. Substantial changes would include any change to the program in a manner that would affect terms and conditions of IBEW 1536 represented jobs. This program shall also include an annual payment to each employee for uniform or footwear needs in an amount indicated in Exhibit “B”.
- Section 5. LES Employee Assistance Program.** The Employee Assistance Program (EAP) shall be available to employees and immediate family members. Requests for or receipt of assistance or treatment in self-referrals shall be strictly confidential. Employees may be referred to EAP through a supervisor based on unsatisfactory job performance. When referred by a supervisor, employees must participate in problem-solving counseling at EAP. If an EAP counsel makes a referral for services outside EAP in such referral, the employee must follow through with this referral.
- Section 6. Prescription Safety Glasses.** All employees are allowed to have one pair of clear prescription safety glasses and one pair of tinted or photo grey (transition) prescription safety glasses every two years, unless the required corrective prescription has changed, in which case LES will comply with the doctor's prescription. If the employee's prescription safety glasses are accidentally damaged beyond repair while on the job they will be replaced by LES as soon as possible.
- Section 7. Veteran's On-The-Job Training.** LES is an approved training agency qualified to offer on-the-job / apprenticeship training to veterans under provisions of United States Code, Title 38, Chapter 34. Employees who are veterans and who have completed their initial probationary period and who meet all requirements established by law shall be eligible. Payment by the Veterans Administration shall

be in addition to LES pay and shall be for regular payroll hours worked by the employee in accordance with regulations then in effect.

Section 9. Education Assistance. Employees shall be eligible to participate in a LES's Educational Tuition Assistance Program, LES Policy 304 subject to the terms and conditions contained therein.

ARTICLE 19 – UNION DUES

- Section 1. Dues Checkoff.** LES agrees to deduct and remit for members of IBEW employed by LES such initiation fees, dues and assessments of IBEW members employed by LES to IBEW as determined by IBEW, following receipt of a copy of the signed written assignment which is attached to this Agreement as Exhibit “A”. Any employee may withdraw the employee’s authorization under this section at any time by providing a signed writing to payroll indicating that the employee withdraws the prior authorization.
- Section 2. Indemnification.** IBEW agrees to indemnify LES and hold it harmless against any and all suits, claims, and demands or other liabilities arising out of or resulting from the application of the provisions of this Article.
- Section 3. Deductions.** Deductions shall begin in the month following the month in which such written authorization is received by LES.
- Section 4. Checkoff Distribution.** In the event that IBEW or any of its members shall violate any of the terms or conditions of this Agreement, and after notice to IBEW from LES of such violation, and the failure within five days of IBEW to correct the violation of this contract, either on behalf of IBEW or any of its members, LES, at its option, may discontinue making checkoffs for and on behalf of IBEW unless and until such violation of either IBEW or any of its members has been corrected.

ARTICLE 20 - TERM

Section 1. Effective Dates. This contract becomes effective on May 1, 2023 and terminates on April 30, 2026.

Section 2. Termination and Renewal. If either party desires to negotiate a new contract, to be effective upon the termination of this Agreement, the party desiring the new contract must notify the other party, in writing, at least 6 months prior to the date this Agreement terminates as indicated above in this Article. If neither IBEW or LES provides notice of intent to open contract negotiations by the date specified above, then the terms and conditions of this contract shall be extended for one year beyond the current contract term, including benefits in effect immediately prior to the expiration of this contract; provided, however, that wages only shall increase at the same percentage of increase as in the previous year.

DATED this _____ day of _____, 2023.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL UNION NO. 1536

By _____
Paul Moody, Business Manager

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL UNION NO. 1536
Rokeby Generation Station

By _____
Chad Darling, Unit Chair

CITY OF LINCOLN d/b/a LINCOLN ELECTRIC SYSTEM

By _____
Kevin Wailes, CEO

EXHIBIT “A” – DUES DEDUCTION AUTHORIZATION

I hereby appoint and direct LES to deduct union membership initiation fees, dues and assessments from my pay in the amounts fixed in accordance with the bylaws of Local Union 1536 in the constitution of the International Brotherhood of Electric Workers as certified to by Local Union 1536, and direct LES to pay the same to Local Union 1536 or its designated representative. This authorization shall remain in full force and effect until revoked in writing by the undersigned after which time it shall no longer be of any force and effect. Such notice of revocation shall be given to both LES and IBEW by the last day of the month prior to the month upon which said authorization is to be revoked.

Signature: _____

Printed Name: _____

Date: _____

EXHIBIT “B” – UNIFORM ALLOWANCE

The uniform and footwear allowance, as provided for in Article 18, Sec. 4 shall be \$300.00 per employee per year for the term of this contract.

EXHIBIT “C” – OVERTIME MEAL ALLOWANCE

The overtime meal allowance, as provided for and subject to Art. 6, Sec. 6, shall be payable in the amount of \$20.00.

EXHIBIT “D” – PAY SCALE

Job Title	Pay Grade	Effective 5/1/2026	Effective 5/1/2027	Effective 5/1/2028
Instrument & Control Technician 1st class	PP-16	\$ 59.66	\$ 61.74	\$ 63.60
Instrument & Control Technician IV	PP-15	\$ 57.92	\$ 59.95	\$ 61.74
Instrument & Control Technician III	PP-14	\$ 56.23	\$ 58.20	\$ 59.95
Instrument & Control Technician II	PP-13	\$ 54.59	\$ 56.50	\$ 58.20
Instrument & Control Technician I	PP-12	\$ 53.00	\$ 54.86	\$ 56.50
Generation Specialist 1st class	PP-16	\$ 59.66	\$ 61.74	\$ 63.60
Generation Specialist IV	PP-15	\$ 57.92	\$ 59.95	\$ 61.74
Generation Specialist III	PP-14	\$ 56.23	\$ 58.20	\$ 59.95
Generation Specialist II	PP-13	\$ 54.59	\$ 56.50	\$ 58.20
Generation Specialist I	PP-12	\$ 53.00	\$ 54.86	\$ 56.50
Generation Technician 1st class	PP-10	\$ 50.47	\$ 52.23	\$ 53.80
Generation Technician VI	PP-09	\$ 48.98	\$ 50.70	\$ 52.22
Generation Technician V	PP-08	\$ 47.56	\$ 49.23	\$ 50.70
Generation Technician IV	PP-07	\$ 46.17	\$ 47.79	\$ 49.22
Generation Technician III	PP-06	\$ 44.83	\$ 46.40	\$ 47.79
Generation Technician II	PP-05	\$ 43.52	\$ 45.05	\$ 46.40
Generation Technician I	PP-04	\$ 42.26	\$ 43.74	\$ 45.05



Lincoln Electric System

LES RESOLUTION 2026-2

WHEREAS, Lincoln Electric System (LES) has recognized the International Brotherhood of Electrical Workers (IBEW) Local 1536 as the bargaining agent for certain positions in the Rokeby Generation Station bargaining unit;

WHEREAS the existing Agreement between LES and the IBEW expires April 30, 2026;

WHEREAS, negotiations between LES and IBEW for a new Agreement were conducted during February 2026 and a tentative agreement between the parties has been reached;

WHEREAS, IBEW has gained the approval of their membership of the terms and conditions of this tentative Agreement which is attached hereto and fully incorporated by reference;

WHEREAS, the tentative Agreement provides for a three-year contract and wage increases of 6 percent in the first year, 3.5 percent in the second year, and 3 percent in the third year of the contract for all represented; and

WHEREAS, management research and analysis indicates the negotiated wages are comparable to those offered by similar electric utilities in the region, and management has determined that the negotiated terms and conditions are representative of the value offered in consideration of said wages.

WHEREAS, LES management and the LES negotiating team recommend approval of the tentative Agreement by the LES Administrative Board.

NOW, THEREFORE, BE IT RESOLVED, that the LES Administrative Board adopts the IBEW Agreement, attached hereto and fully incorporated herein by reference, which becomes effective May 1, 2026, and will expire April 30, 2029.


Chair

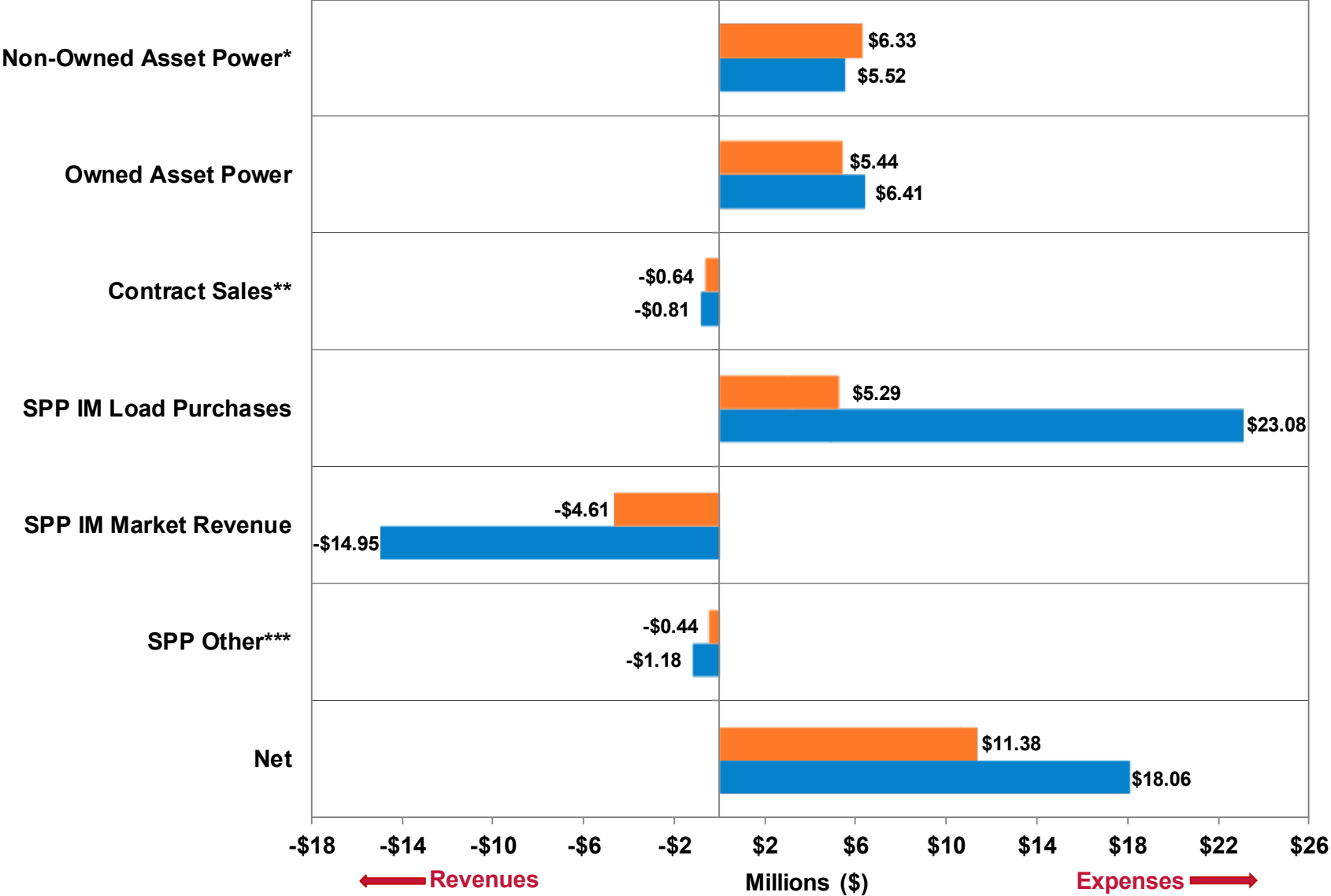
Adopted: March 20, 2026

Exhibit VI

Power Supply Division 2026 January Monthly Report

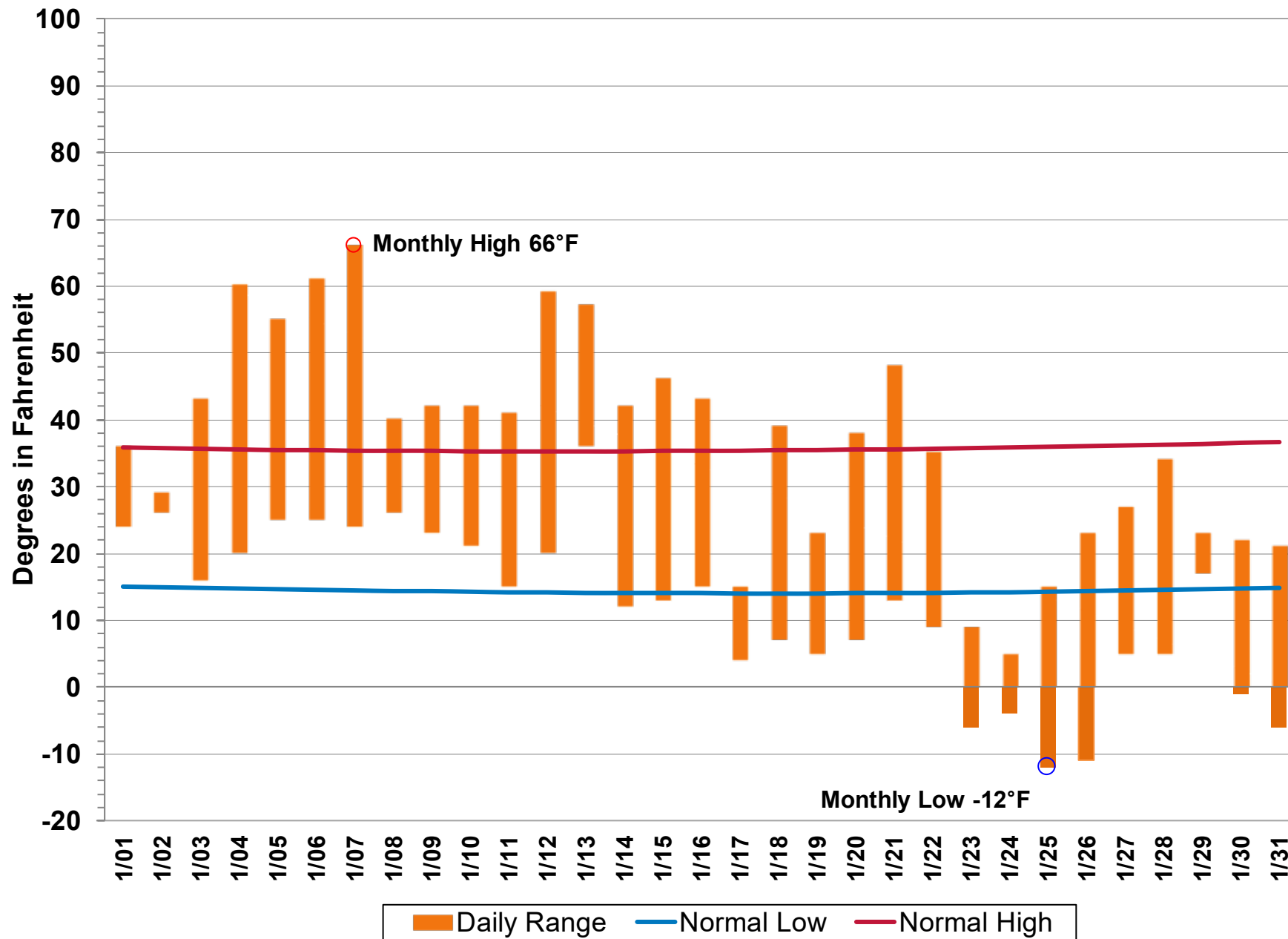
Jason Fortik | Vice President, Power Supply
March 20, 2026

Monthly Actual vs. Budget

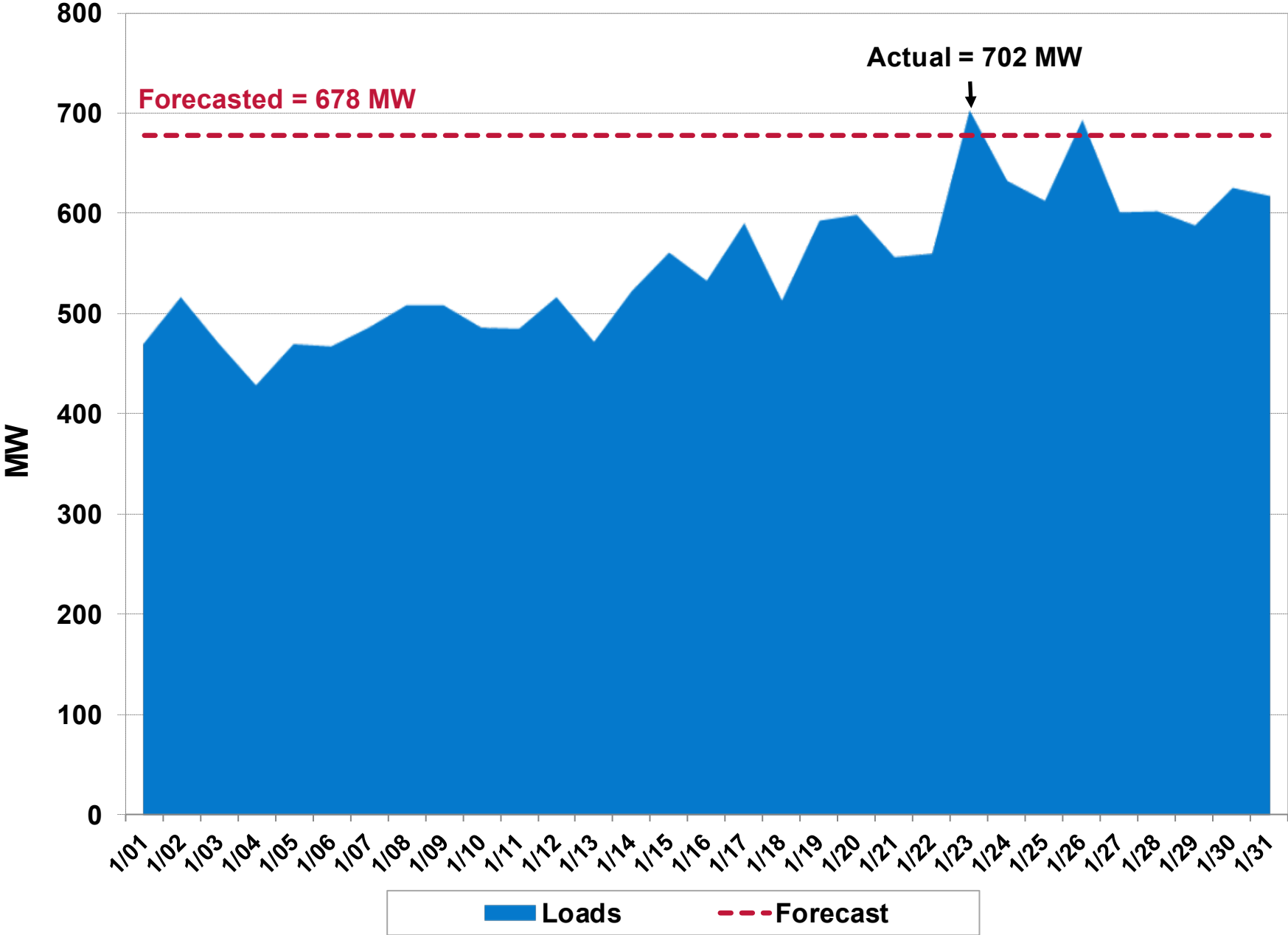


*Non-Owned Asset Power does not include SPP IM Purchased
 **Contract Sales does not include SPP IM Revenue
 ***SPP Other includes Over-Collected Losses and ARR's/TCR

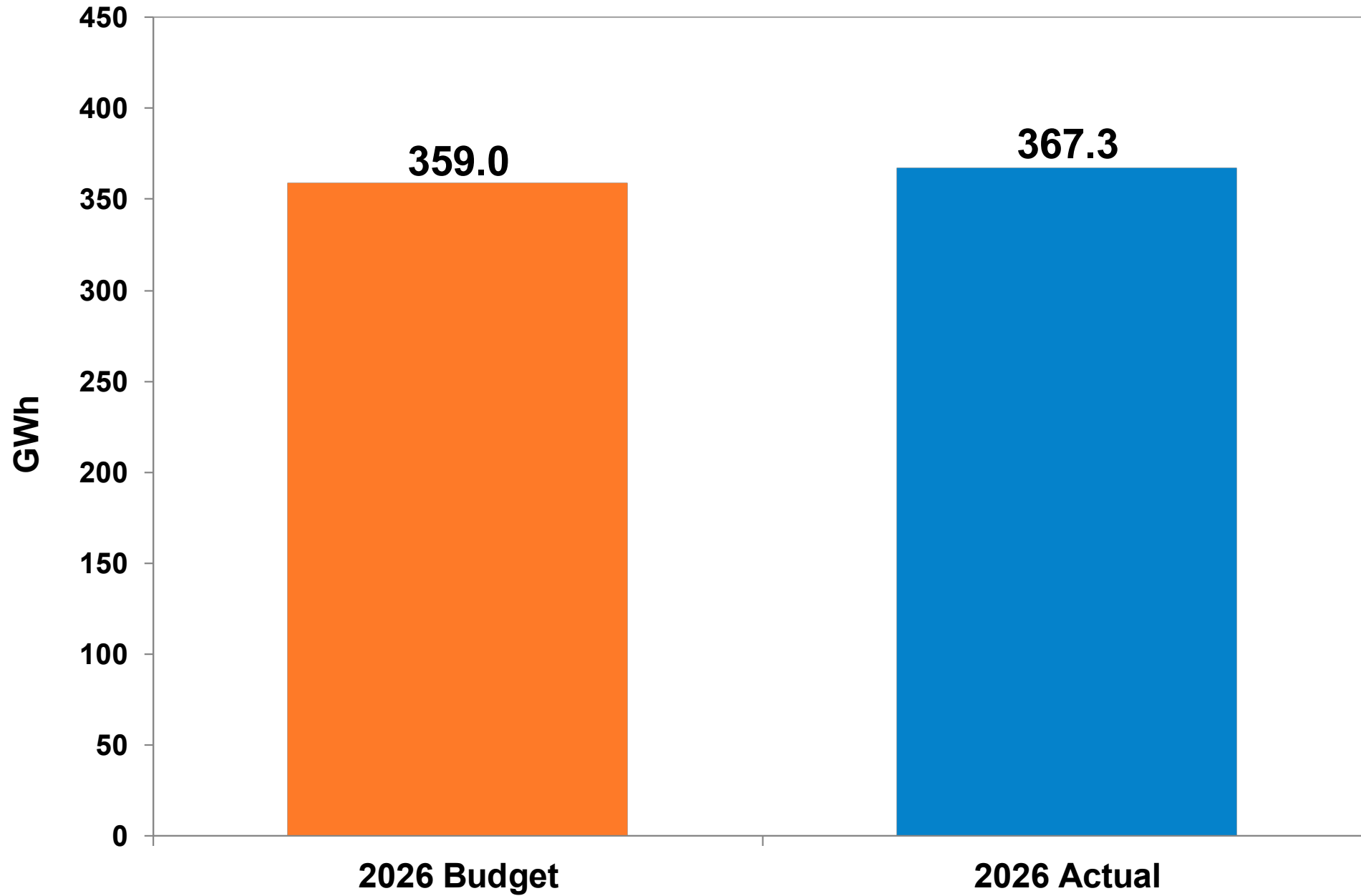
Daily Temperature Range



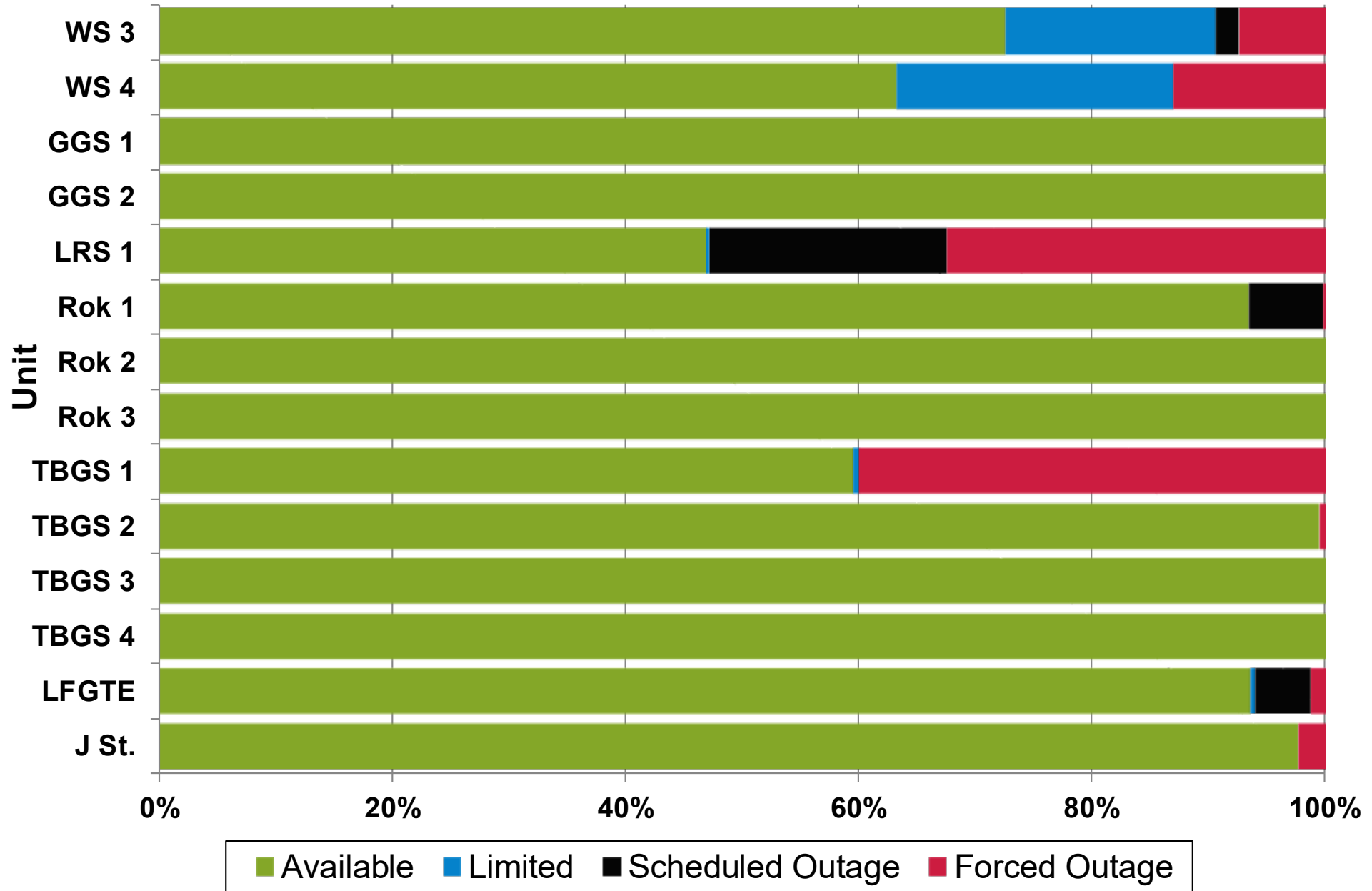
Loads



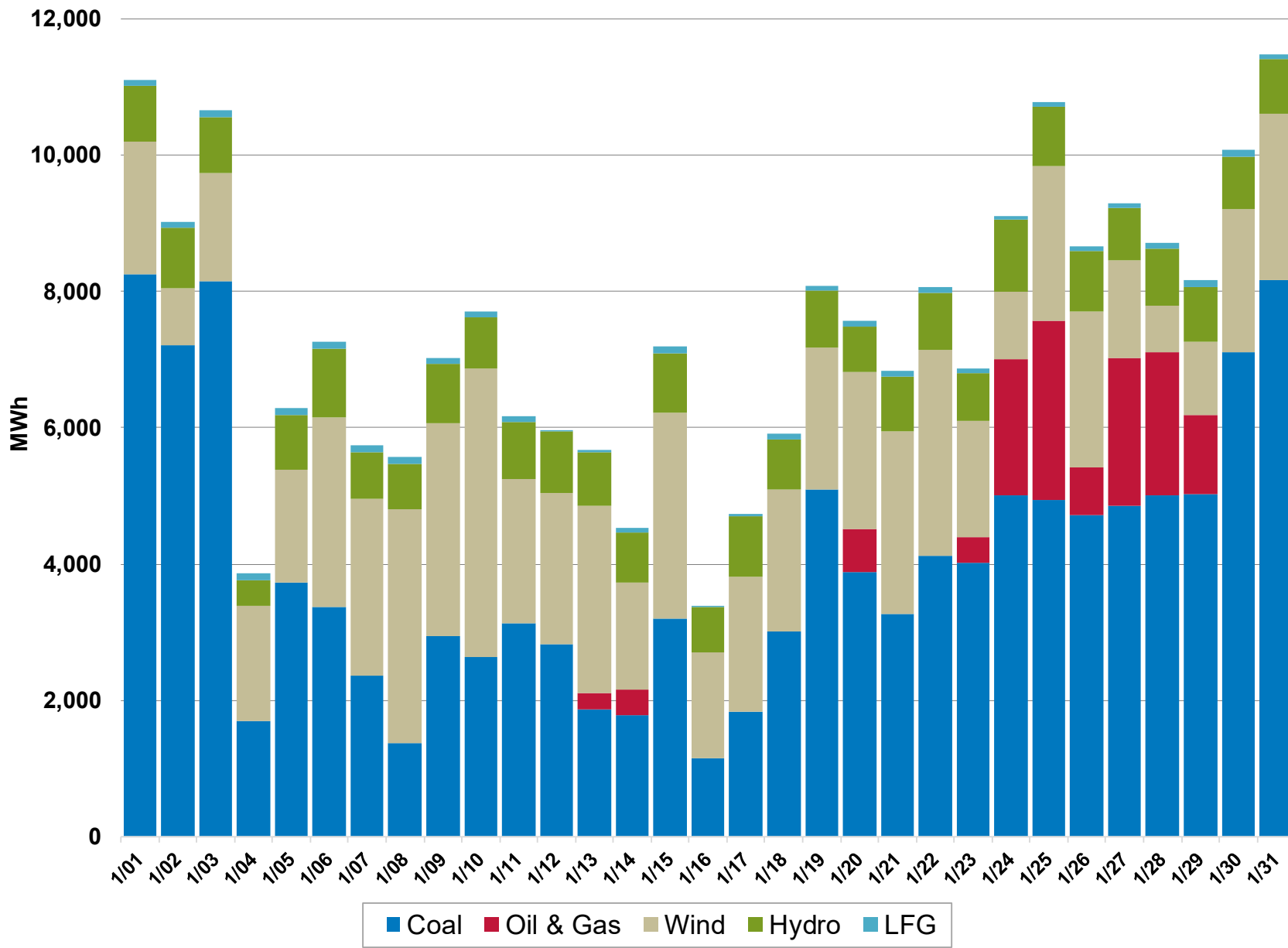
Customer Energy Consumption



Unit Equivalent Availability



Resource Energy

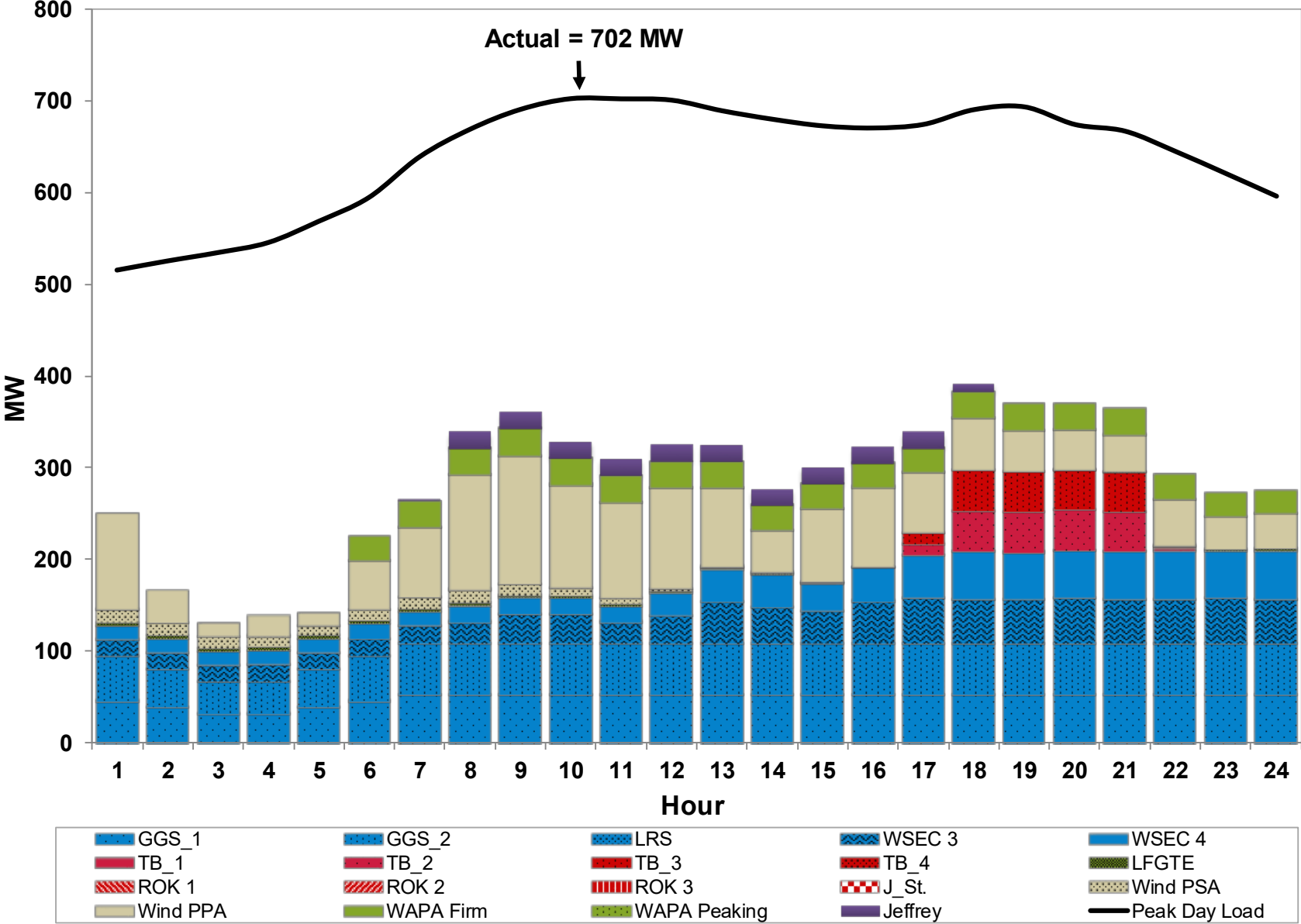


■ Coal
 ■ Oil & Gas
 ■ Wind
 ■ Hydro
 ■ LFG

Note: LES is selling the Renewable Energy Certificates (RECs) associated with its applicable resources and the renewable attributes are transferred to the REC recipient.

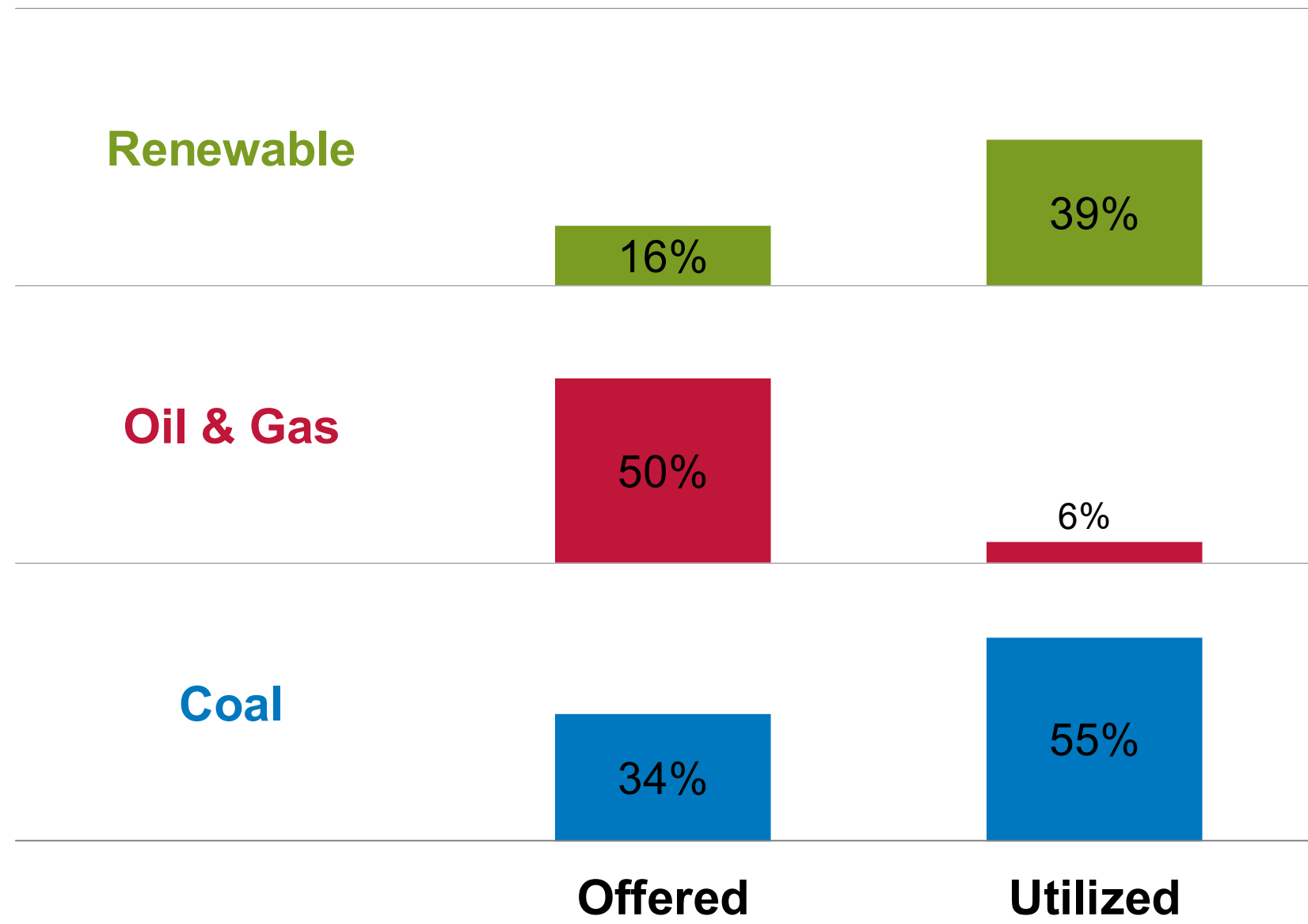


Peak Load Day – January 23, 2026



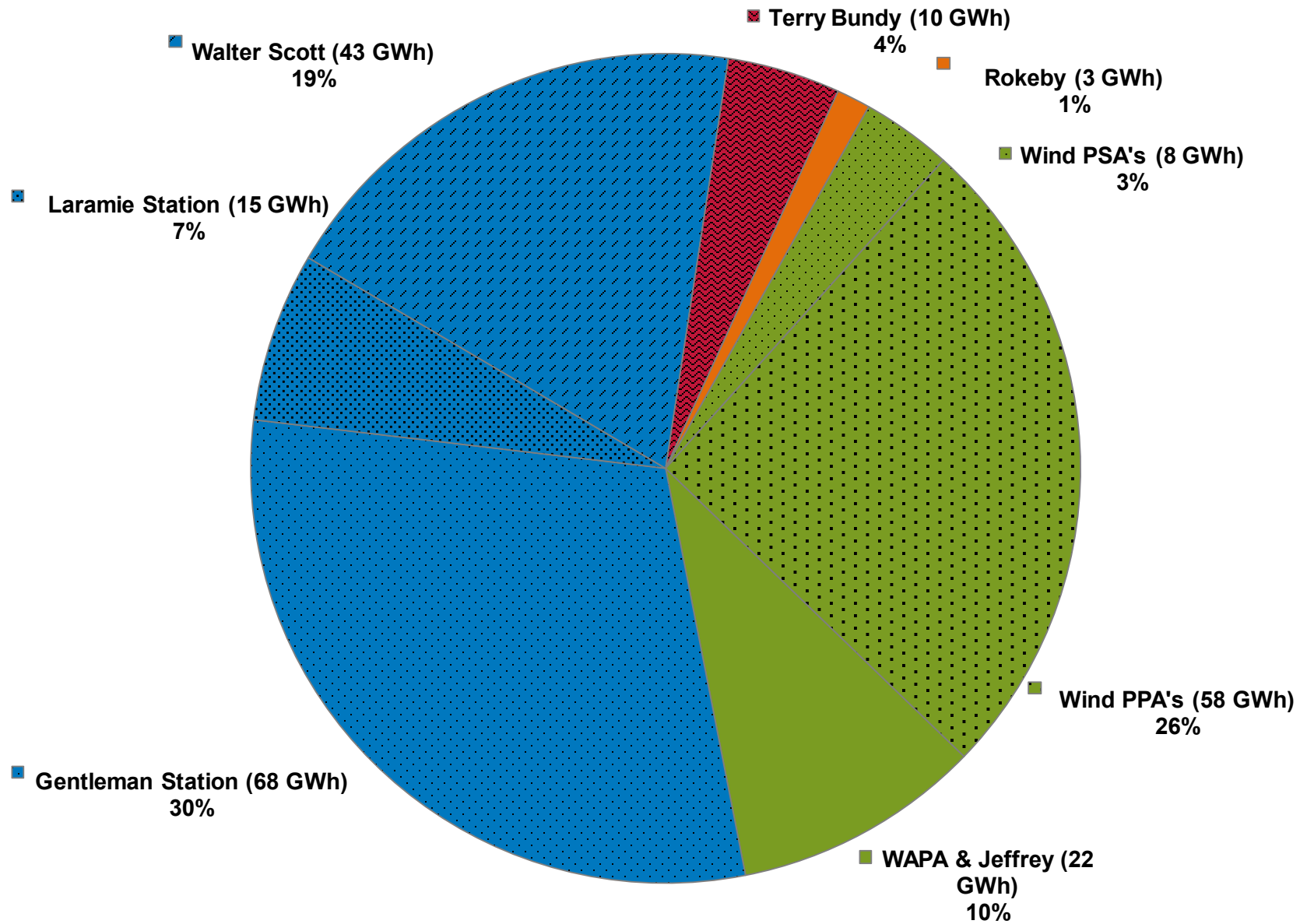
Note: LES is selling the Renewable Energy Certificates (RECs) associated with its applicable resources and the renewable attributes are transferred to the REC recipient.

Energy Offered and Utilized by the SPP Integrated Marketplace (Fuel Type)



Note: LES is selling the Renewable Energy Certificates (RECs) associated with its applicable resources and the renewable attributes are transferred to the REC recipient. Total percentage may not add up to 100% due to rounding

Energy Utilized by the SPP Integrated Marketplace

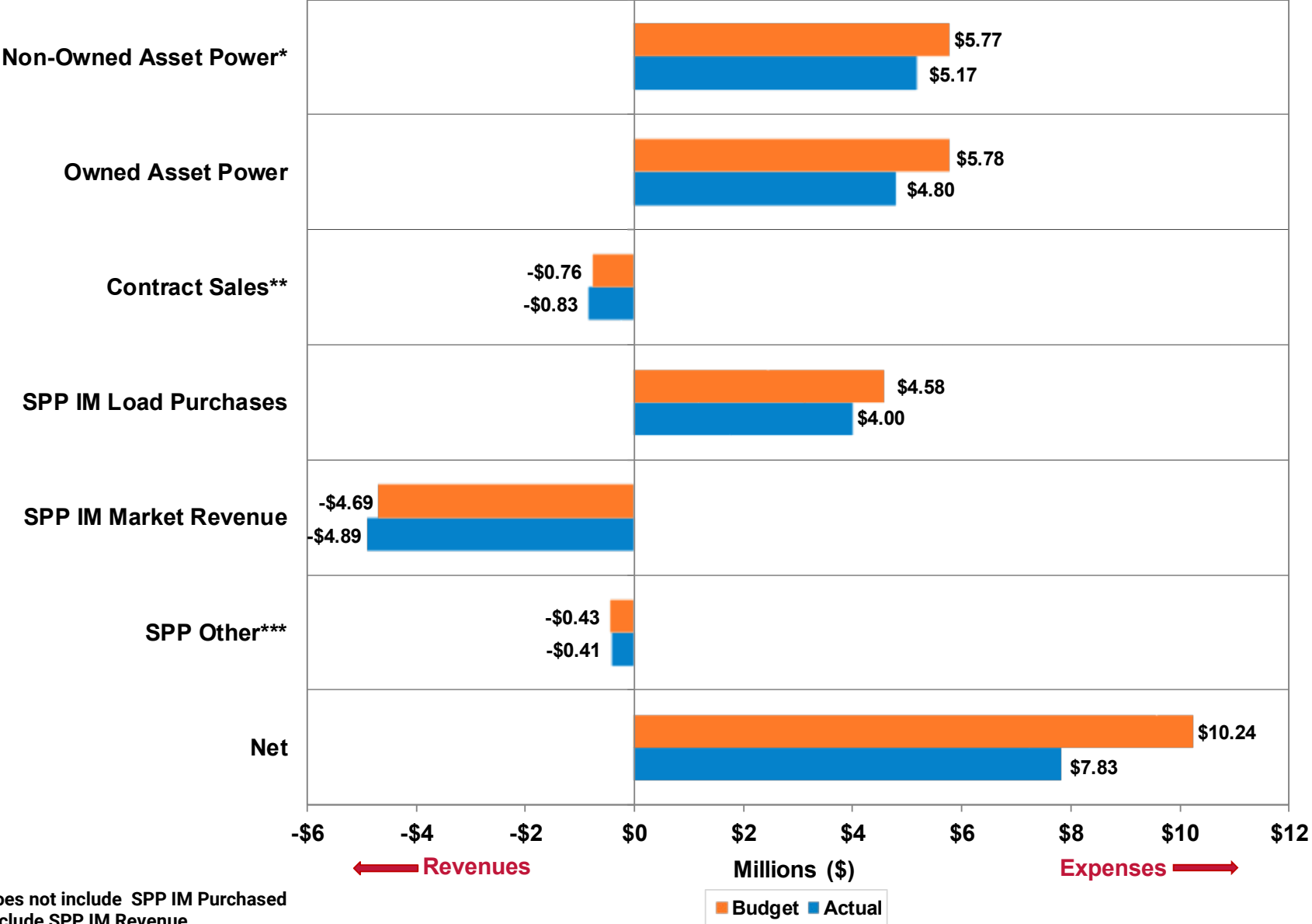


Note: LES is selling the Renewable Energy Certificates (RECs) associated with its applicable resources and the renewable attributes are transferred to the REC recipient. Total percentage may not add up to 100% due to rounding

Power Supply Division 2026 February Monthly Report

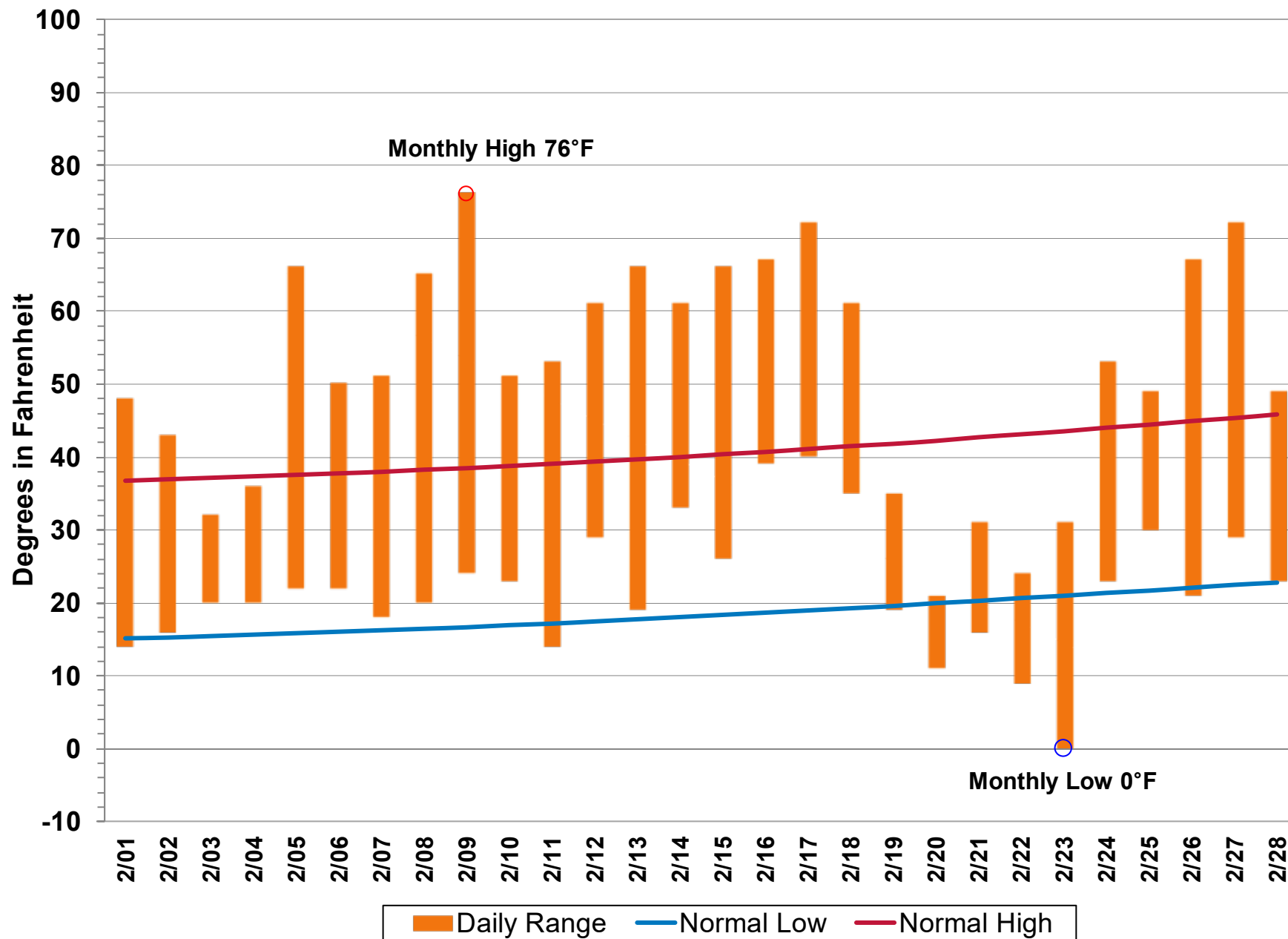
Jason Fortik | Vice President, Power Supply
March 20, 2026

Monthly Actual vs. Budget

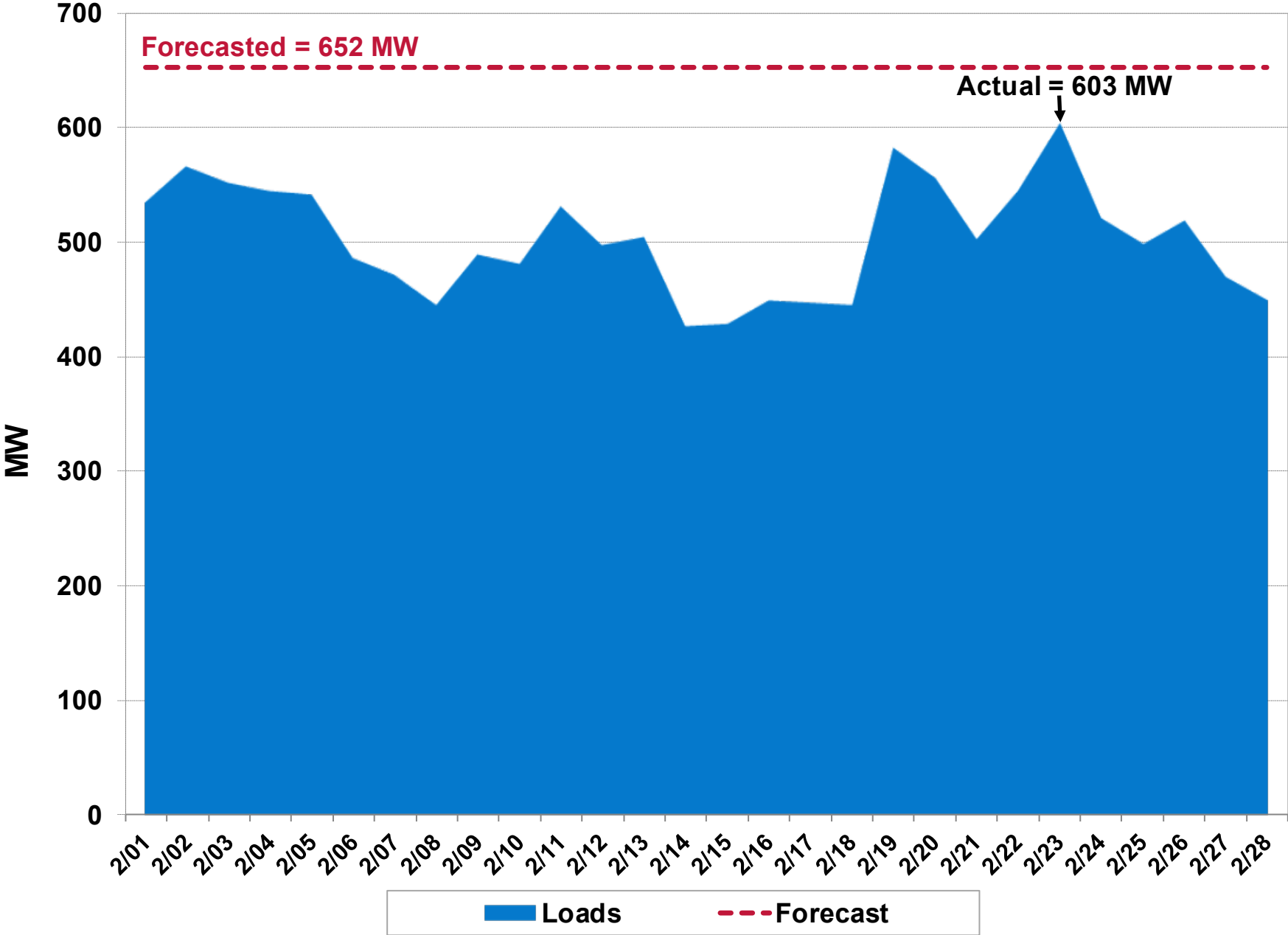


*Non-Owned Asset Power does not include SPP IM Purchased
 **Contract Sales does not include SPP IM Revenue
 ***SPP Other includes Over-Collected Losses and ARR's/TCR

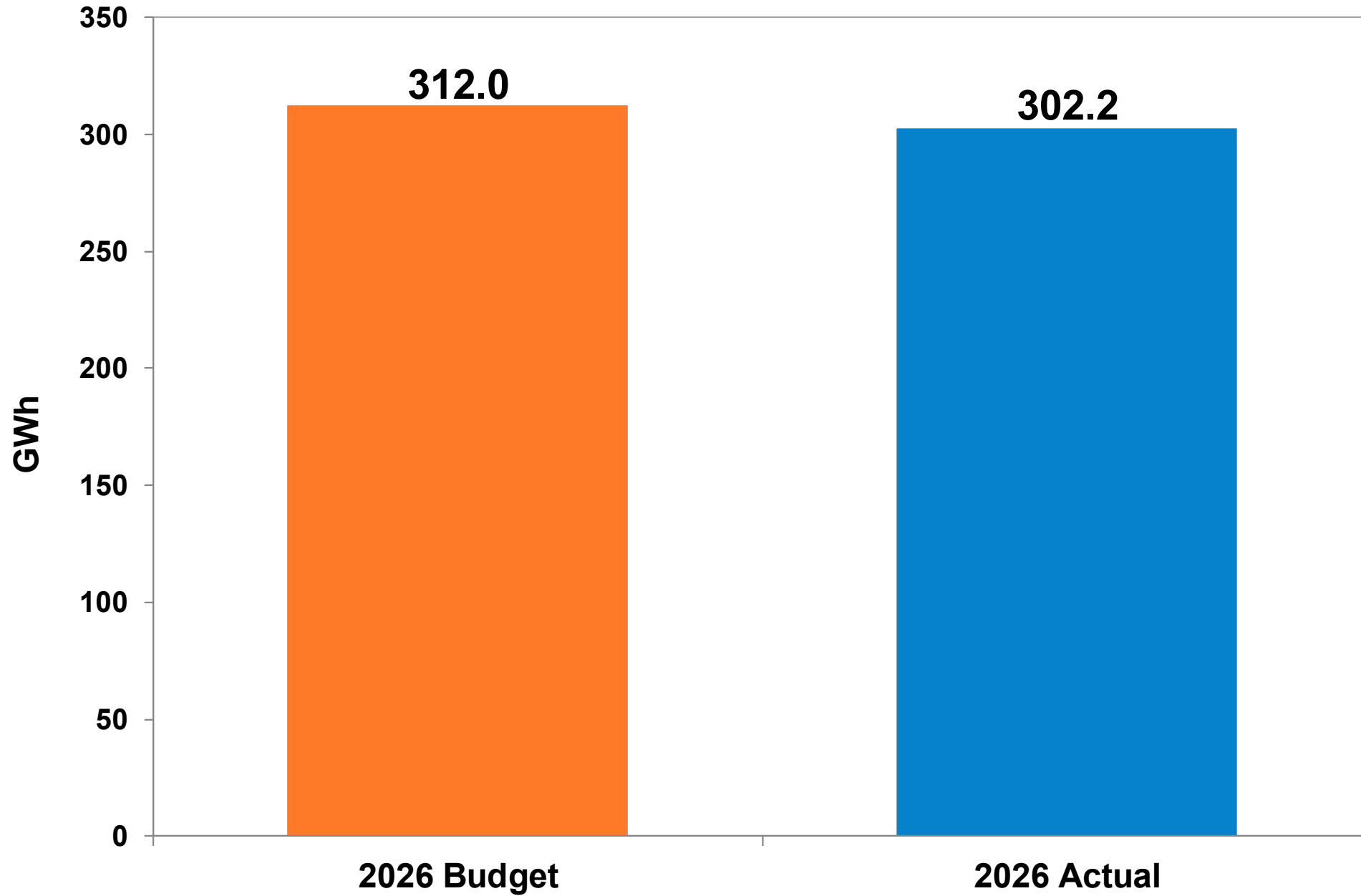
Daily Temperature Range



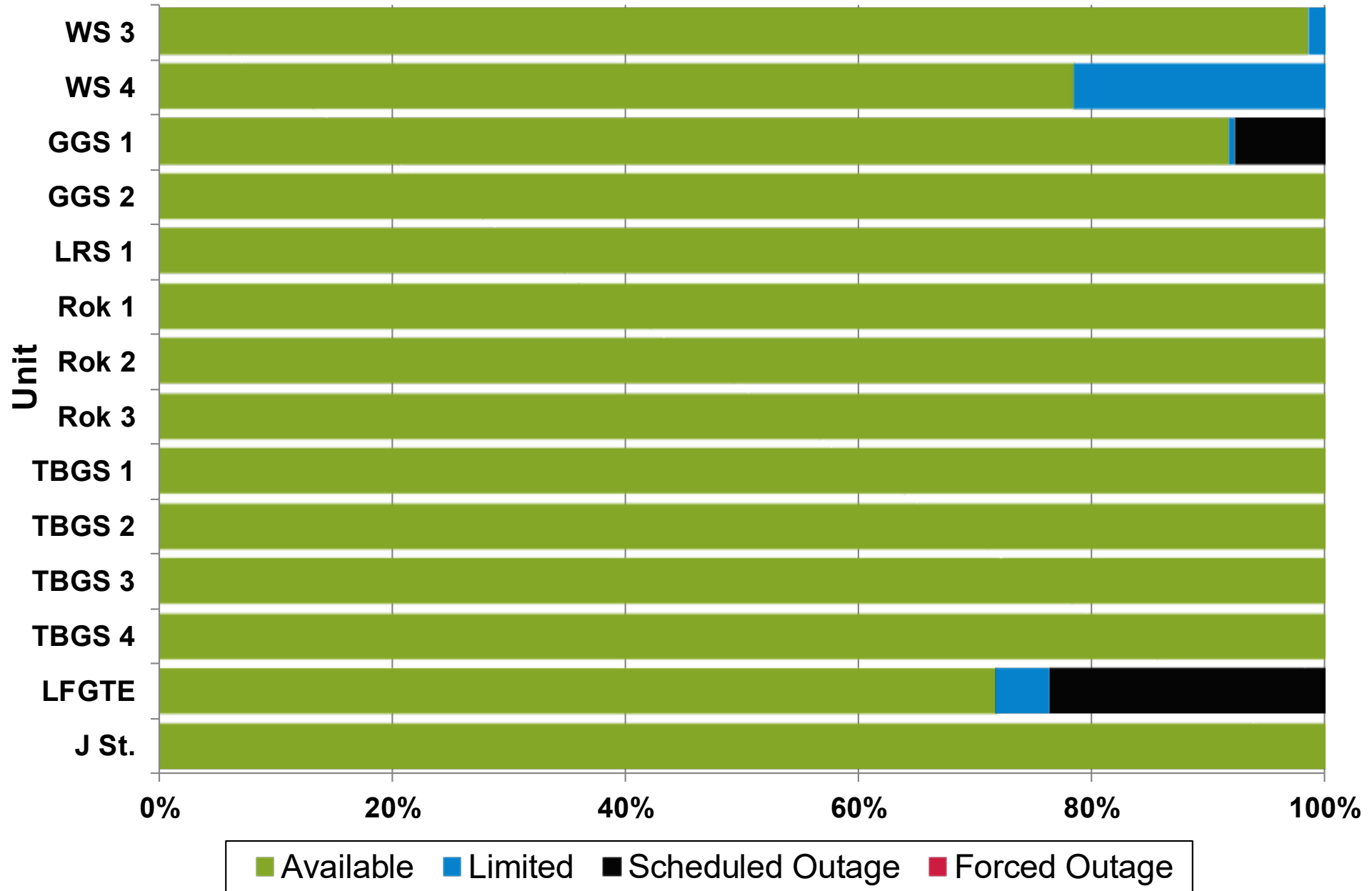
Loads



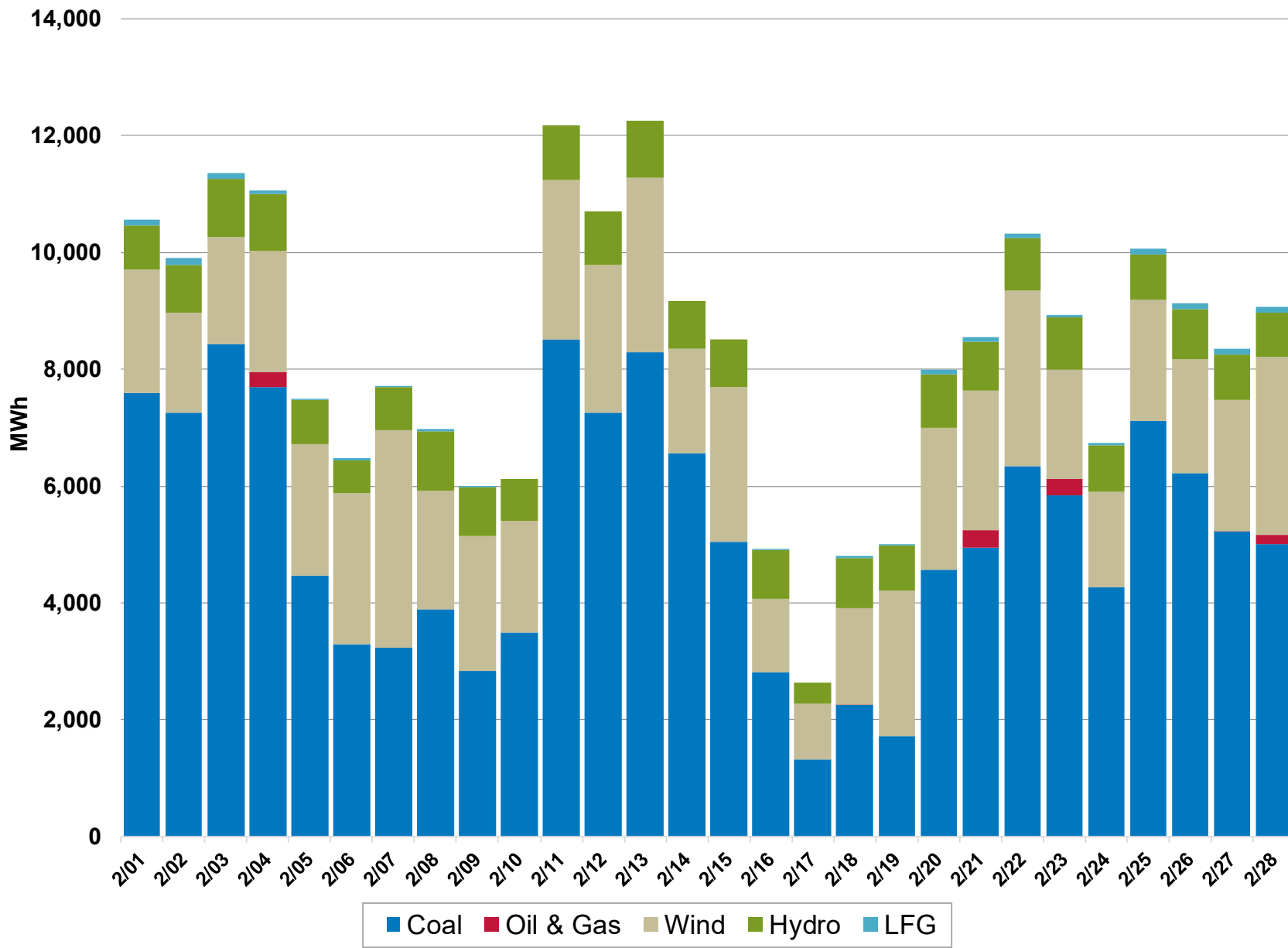
Customer Energy Consumption



Unit Equivalent Availability



Resource Energy

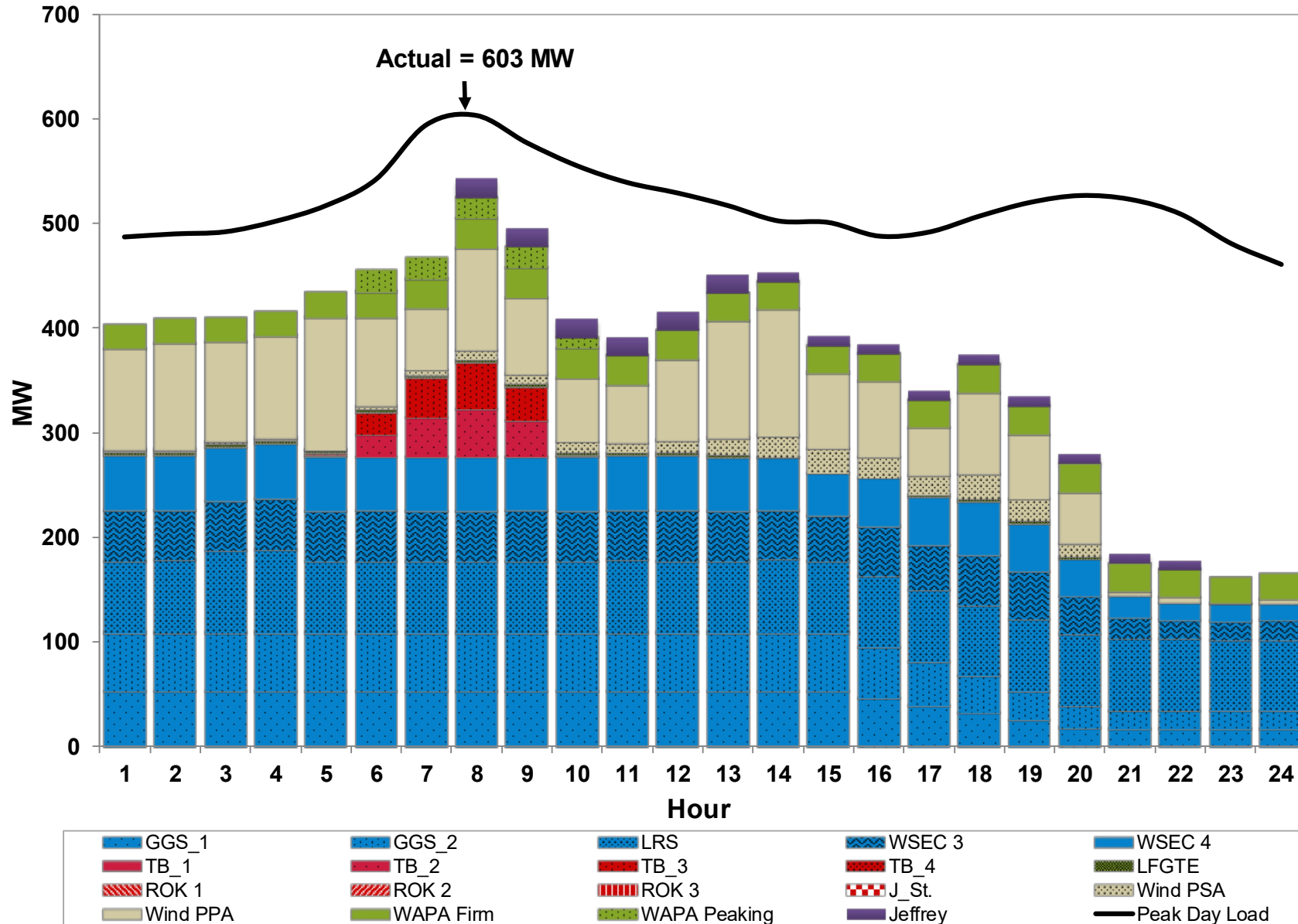


■ Coal
 ■ Oil & Gas
 ■ Wind
 ■ Hydro
 ■ LFG

Note: LES is selling the Renewable Energy Certificates (RECs) associated with its applicable resources and the renewable attributes are transferred to the REC recipient.

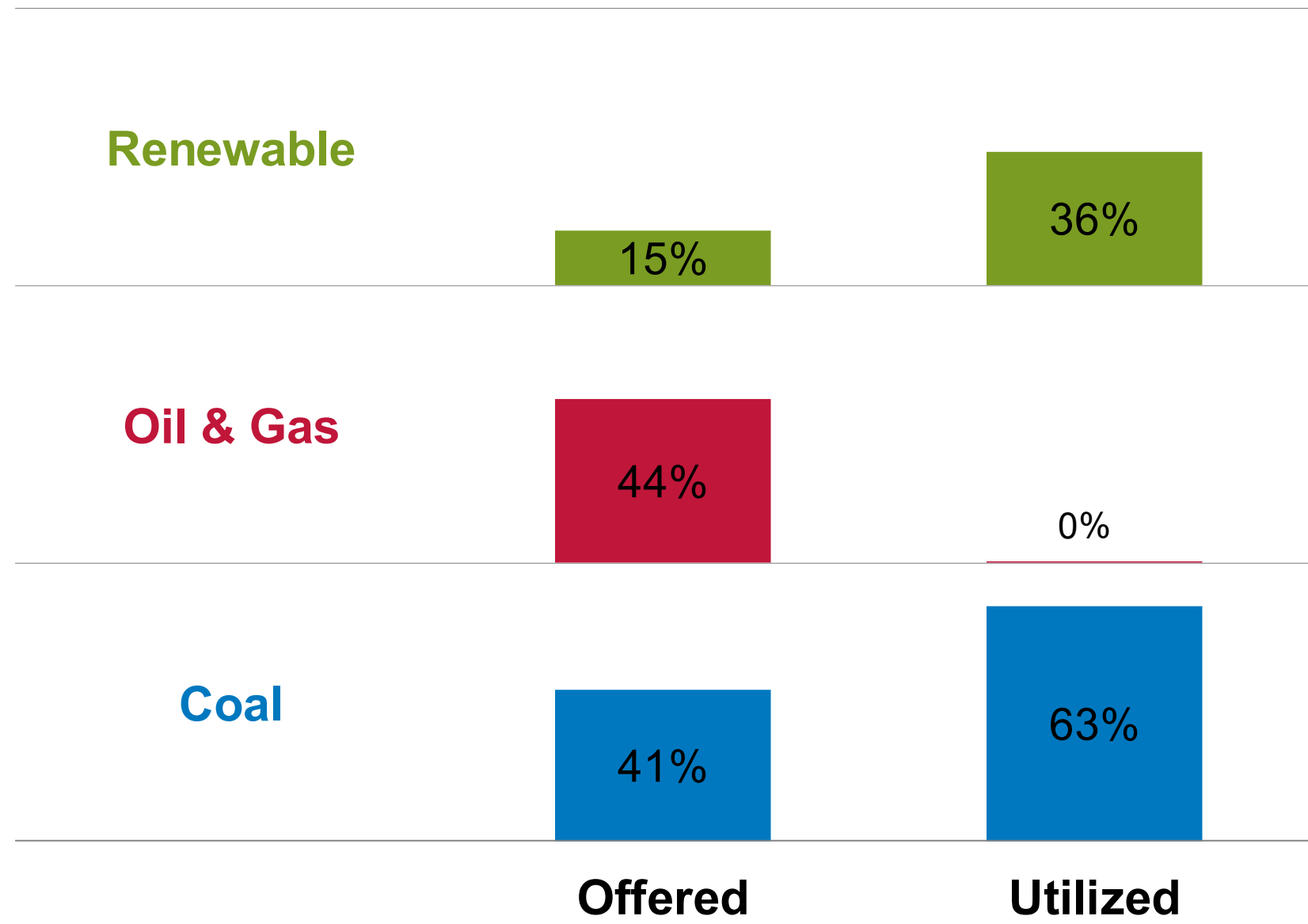


Peak Load Day – February 23, 2026



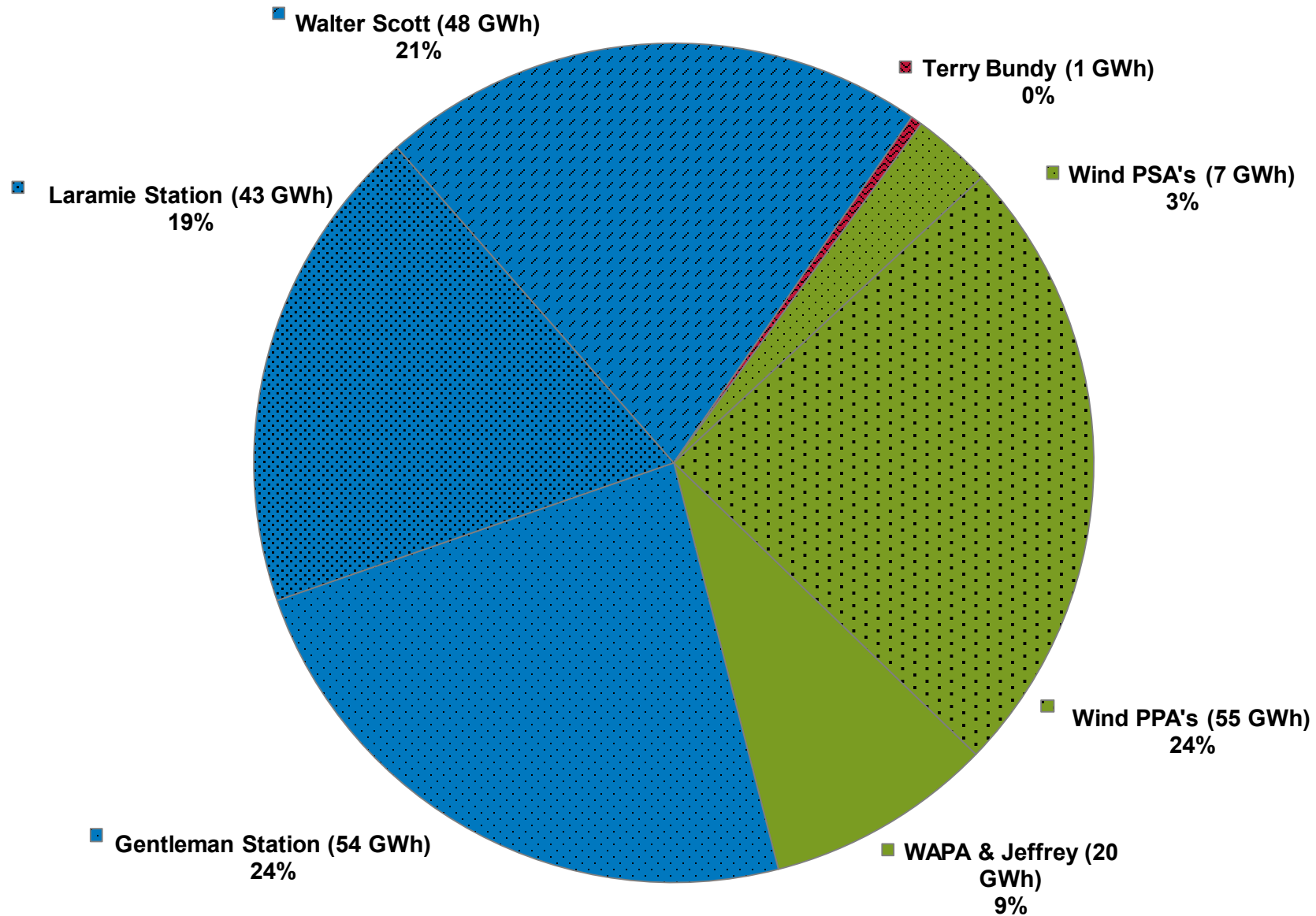
Note: LES is selling the Renewable Energy Certificates (RECs) associated with its applicable resources and the renewable attributes are transferred to the REC recipient.

Energy Offered and Utilized by the SPP Integrated Marketplace (Fuel Type)



Note: LES is selling the Renewable Energy Certificates (RECs) associated with its applicable resources and the renewable attributes are transferred to the REC recipient. Total percentage may not add up to 100% due to rounding

Energy Utilized by the SPP Integrated Marketplace



Note: LES is selling the Renewable Energy Certificates (RECs) associated with its applicable resources and the renewable attributes are transferred to the REC recipient. Total percentage may not add up to 100% due to rounding

Exhibit VII

2026 LES Competitive Market Study

Winter 2026





Competitive Market Study

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Competitive Market Study

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Competitive Market Study

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Table 38: System Average Interruption Duration Index (SAIDI) with Major Event Days - States • 108

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Competitive Market Study

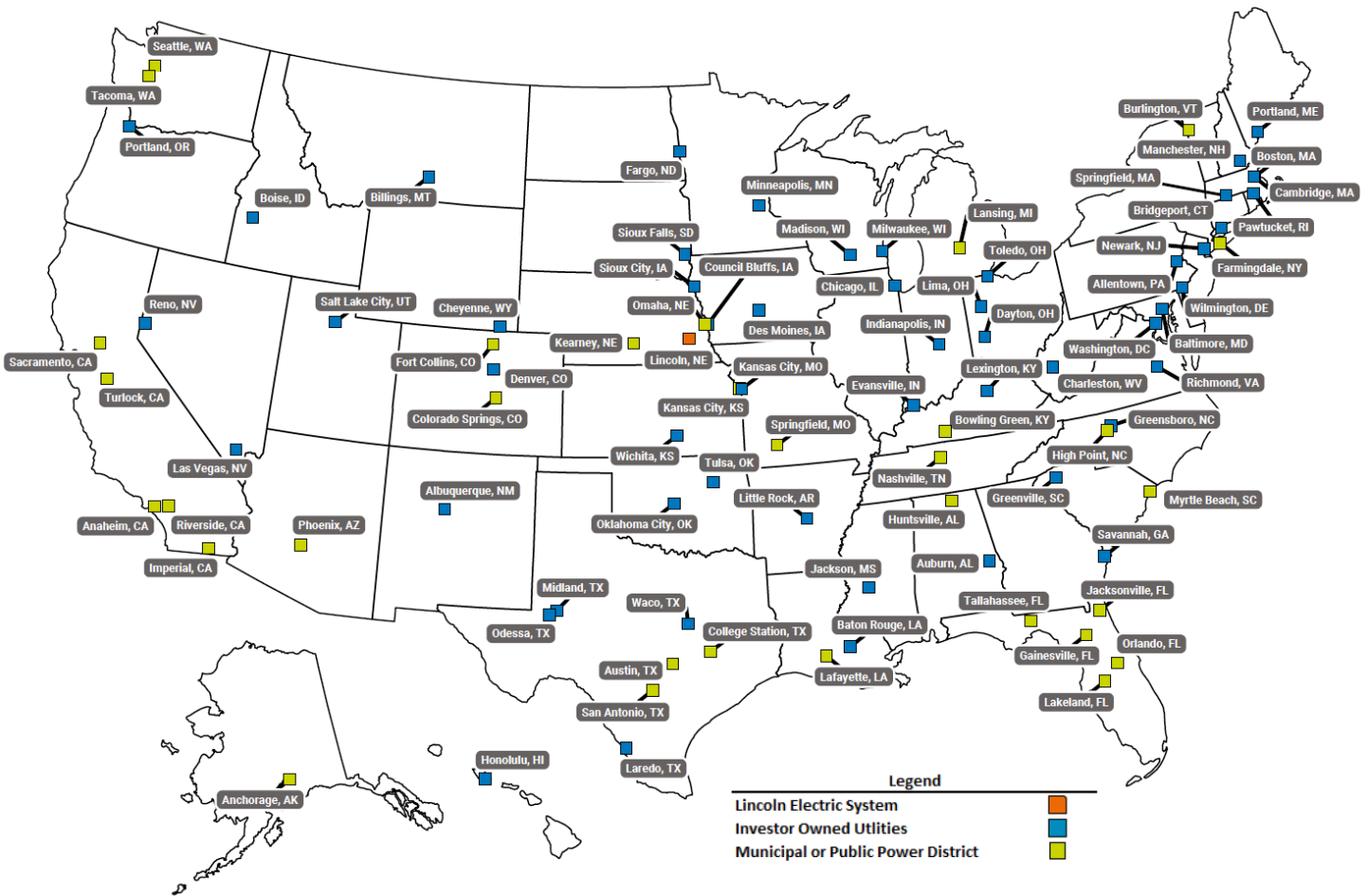
EXECUTIVE SUMMARY

The Lincoln Electric System (LES) Competitive Market Study is a comprehensive report comparing electric utility performance metrics for LES and Nebraska against those of 87 U.S. cities, all 50 states, and the District of Columbia. The study evaluates three key benchmarks of utility performance: prices, affordability, and reliability, using the most current available data from 2024.

LES is recognized for providing some of the nation's lowest-cost and most reliable services, making it a strong community partner. Based on 2024 data, LES ranked 11th out of 87 cities for the lowest average all-in price and 4th for the lowest residential all-in price. Additionally, LES ranked 4th for the most stable rates over the past ten years. In terms of reliability (excluding major event days), LES ranked 3rd overall.

With an average residential bill of \$87.70 per month, or \$2.88 per day, LES is ranked 8th lowest overall. LES' affordability is further demonstrated by its 13th-place ranking for lowest residential bill as a percentage of household income.

The map below displays the 87 selected U.S. cities. These cities commonly compete with Lincoln, NE, for economic development site selection and are served by regional and peer utilities to LES.





Competitive Market Study

The following table shows the ranking results (lower values being better) for LES and Nebraska benchmarked by their average all-in price of electricity. Further details on this metric and ranking can be found in the LES and Nebraska rank changes and the electricity pricing metric section (pgs. 5 - 8).

Average All-In Price Metrics Rankings				
Metric	LES (Cents/kWh)	LES Ranking ¹ (Out of 87 Cities)	NE (Cents/kWh)	NE Ranking (Out of 51 States)
Residential	10.86	4	11.53	3
Commercial	8.53	7	8.39	2
Industrial	7.12	20	7.66	17
All Retail Sectors	9.26	11	9.07	3

Below are the ranking results for LES and Nebraska benchmarked by their average price stability metric. Further details on this metric can be found in the LES and Nebraska rank changes and the electricity pricing metric section (pgs. 5, 9 - 11).

Price Stability Metrics Rankings				
Metric	LES Stability	LES Ranking ¹ (Out of 87 Cities)	NE Stability	NE Ranking (Out of 51 States)
Residential	2.17%	6	1.62%	1
Commercial	1.70%	1	0.94%	1
Industrial	2.16%	3	1.68%	1
All Retail Sectors	1.83%	4	1.10%	1

The following table shows the ranking results for LES and Nebraska benchmarked by their average monthly residential bill, residential average cost per day, and residential electric bill % of household income. Further details on these metrics can be found in the LES and Nebraska rank changes and the affordability metrics sections (pgs. 12 - 14).

Affordability Metrics Rankings				
Metric	LES Metric Value	LES Ranking (Out of 87 Cities)	NE Metric Value	NE Ranking (Out of 51 States)
Average Monthly Residential Bill	\$ 87.70	8	\$ 110.28	9
Residential Average Cost per Day	\$ 2.88	8	\$ 3.62	9
Residential Electric Bill % of Household Income	1.46%	13	1.73%	11

The final table shows the ranking results for LES and Nebraska benchmarked by their respective system average interruption duration index (SAIDI) With and Without Major Event Day (MED) metrics. Further details on these metrics can be found in the LES and Nebraska rank changes and the reliability metrics sections (pgs. 15 - 17).

Reliability Metrics Rankings				
Metric	LES Reliability	LES Ranking ² (Out of 82 Cities)	NE Reliability	NE Ranking (Out of 51 States)
SAIDI With Major Event Day	187.10	42	641.70	40
SAIDI Without Major Event Day	19.30	3	73.62	11

¹ College Station Utilities, Lafayette Utilities System, Orlando Utilities Commission, City of Tallahassee Electric Utility, Long Island Power Authority, and Potomac Electric Power Company are not included in industrial rankings for both metrics as they don't report industrial revenue to EIA.

² SAIDI With and Without MED rankings don't include TXU Energy, Reliant Energy, and City Burlington Electric as they do not report these values to EIA. SAIDI Without MED rankings also exclude City Utilities of Springfield, Chugach Electric Association Incorporated, and City of Tallahassee Electric Utility. Nashville Electric Service did not report its 2024 SAIDI With MED statistics.



Competitive Market Study

Despite a 3.7% retail rate adjustment, the average prices for all retail sectors maintained a top 15 ranking, and price stability remained within the top five for all retail sectors. The LES service territory has consistently benefited from a low cost of living, with affordability being a top priority. This commitment continued in 2024, as affordability rankings across all sectors increased. Electric bills remained competitive as a percentage of household income.

Reliability has always been a cornerstone of LES, reflected in its impressive 3rd place ranking in SAIDI without major event days. In late July 2024, the city of Lincoln experienced a severe windstorm that caused widespread damage to powerlines. This event led to a significant decline in LES' SAIDI With MED rankings. Further details on rank changes for other utilities are found provided in each category's section.

LES Ranking Changes Current Year vs Prior Year			
Category	Current Year	Prior Year	Rank Change
Average Price Metrics			
<i>Residential</i>	4	2	-2
<i>Commercial</i>	7	3	-4
<i>Industrial</i>	20	17	-3
<i>All Retail Sectors</i>	11	9	-2
Price Stability Metrics			
<i>Residential</i>	6	5	-1
<i>Commercial</i>	1	3	2
<i>Industrial</i>	3	4	1
<i>All Retail Sectors</i>	4	4	0
Affordability Metrics			
<i>Average Monthly Residential Bill</i>	8	10	2
<i>Residential Average Cost per Day</i>	8	10	2
<i>Residential Electric Bill % of Household Income</i>	13	16	3
Reliability Metrics			
<i>SAIDI With Major Event Day</i>	42	1	-41
<i>SAIDI Without Major Event Day</i>	3	2	-1



Competitive Market Study

Overall, Nebraska maintained robust ranking in most categories. The average price in all retail sectors continues to be in the top 10, while price stability holds the 1st ranking across all sector categories. Affordability progressed in the state, with rises in rankings across all metrics.

Throughout 2024, Nebraska experienced a historically high number of tornadoes, a derecho, and severe windstorms. This combination of extreme weather caused the state to drop considerably in the SAIDI With MED rankings. However, reliability remains strong with Nebraska continuing to rank in the top 25% of all states in SAIDI Without MED.

Nebraska Ranking Changes Current Year vs Prior Year			
Category	Current Year	Prior Year	Rank Change
Average Price Metrics			
<i>Residential</i>	3	4	1
<i>Commercial</i>	2	3	1
<i>Industrial</i>	17	23	6
<i>All Retail Sectors</i>	3	6	3
Price Stability Metrics			
<i>Residential</i>	1	1	0
<i>Commercial</i>	1	1	0
<i>Industrial</i>	1	1	0
<i>All Retail Sectors</i>	1	1	0
Affordability Metrics			
<i>Average Monthly Residential Bill</i>	9	12	3
<i>Residential Average Cost per Day</i>	9	12	3
<i>Residential Electric Bill % of Household Income</i>	11	14	3
Reliability Metrics			
<i>SAIDI With Major Event Day</i>	40	2	-38
<i>SAIDI Without Major Event Day</i>	11	4	-7



Competitive Market Study: Electricity Pricing Metrics

ELECTRICITY PRICING METRICS



Electricity prices reflect the costs incurred by a utility to serve customers, encompassing the expenses to build, finance, maintain, and operate the electrical grid and power plants. These metrics are crucial for customers as they indicate the cost of providing electricity and are essential for measuring a utility's performance.

The metrics used to evaluate electricity prices in this study are the average all-in price per kilowatt-hour (kWh), as calculated by the U.S. Energy Information Administration (EIA), and a custom all-in price stability metric.

The average all-in price per kWh metric was determined for each retail sector (residential, commercial, and industrial) and all retail sectors combined using 2024 EIA data. This metric was computed using EIA's method, which is calculated by dividing retail sector revenue by total electricity sales in that sector.

Average All-In Price Metrics Rankings				
Metric	LES (Cents/kWh)	LES Ranking ¹ (Out of 87 Cities)	NE (Cents/kWh)	NE Ranking (Out of 51 States)
Residential	10.86	4	11.53	3
Commercial	8.53	7	8.39	2
Industrial	7.12	20	7.66	17
All Retail Sectors	9.26	11	9.07	3

These results show that LES electricity prices for residential and commercial customers are among the nation's lowest. This trend is also observed in Nebraska, where residential and commercial prices are lower than in most states.

The all-in price stability metric measures the stability of electricity prices over time. This metric was computed by taking the average absolute percent change in average prices between 2014 and 2024, using EIA data.

Price Stability Metrics Rankings				
Metric	LES Stability	LES Ranking ¹ (Out of 87 Cities)	NE Stability	NE Ranking (Out of 51 States)
Residential	2.17%	6	1.62%	1
Commercial	1.70%	1	0.94%	1
Industrial	2.16%	3	1.68%	1
All Retail Sectors	1.83%	4	1.10%	1

These results indicate that LES prices are highly stable compared to most cities. Additionally, Nebraska's prices are the most stable in the nation across all classes.

¹ College Station Utilities, Lafayette Utilities System, Orlando Utilities Commission, City of Tallahassee Electric Utility, Long Island Power Authority, and Potomac Electric Power Company are not included in industrial rankings for both metrics as they don't report industrial revenue to EIA.



Competitive Market Study: Electricity Pricing Metrics

Major Electricity Average Price Metric Changes

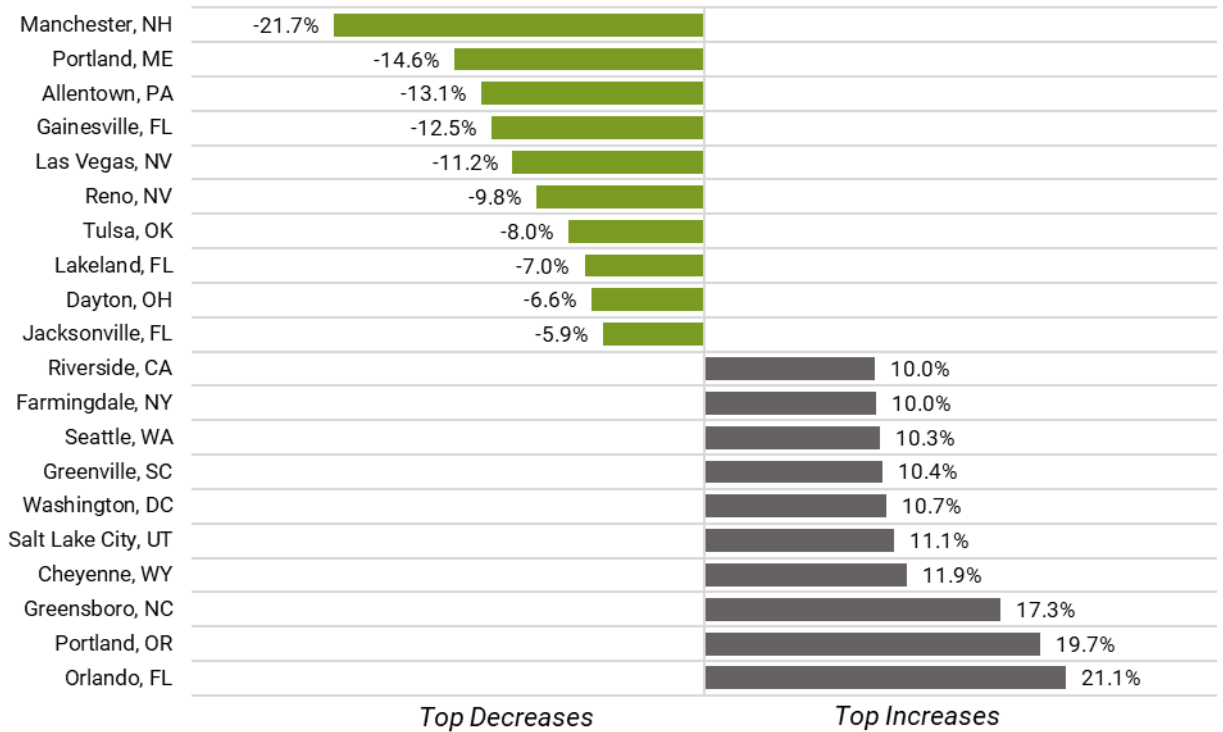
The next two pages display the top ten largest average all-in price per kWh changes for cities by retail sector and all retail sectors combined.

Lower natural gas price, and the resulting reduction in fuel costs, along with increased use of renewable energy resources (which have lower marginal costs in some areas) significantly contributed to price decreases for these utilities in 2024.

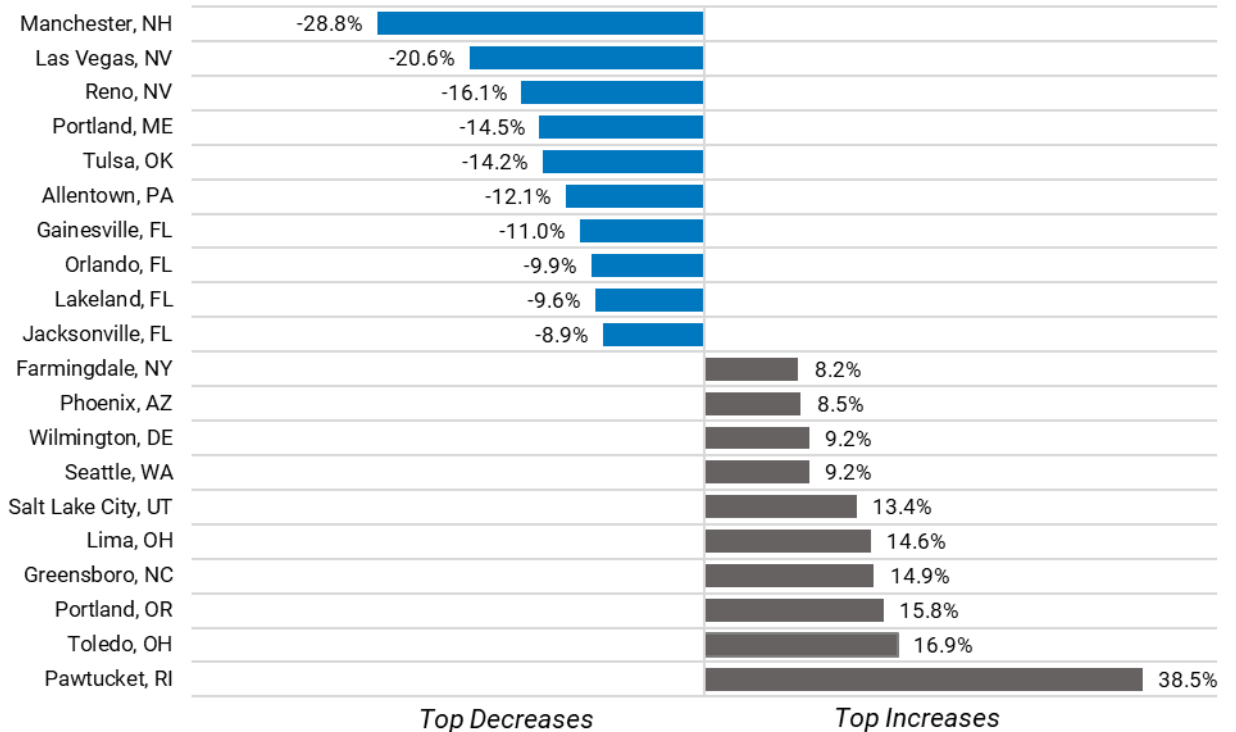
Increases were primarily driven by rate adjustments to fund infrastructure improvement aimed at strengthening grid stability against storms and supporting the further implementation of renewable energy. Some utilities also experienced higher electric rates due to elevated wholesale electricity prices and the need to address deferred maintenance costs.



Top Average Price Changes - Residential

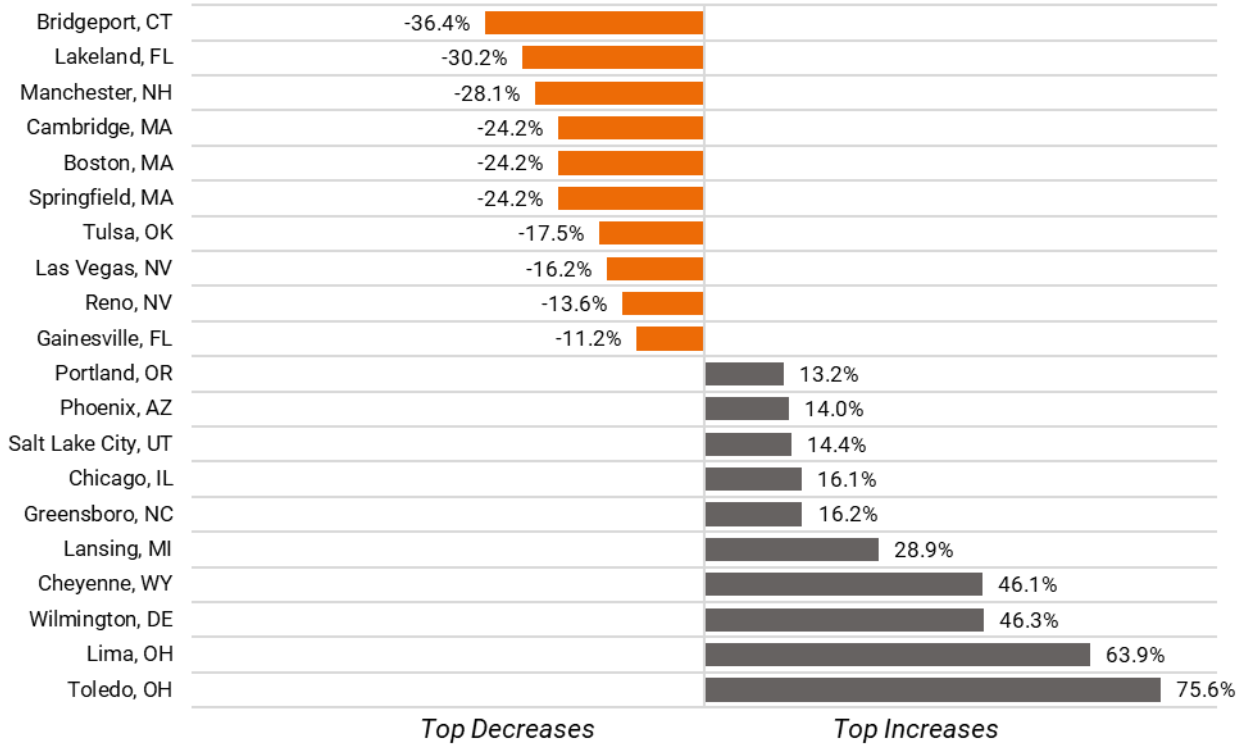


Top Average Price Changes - Commercial

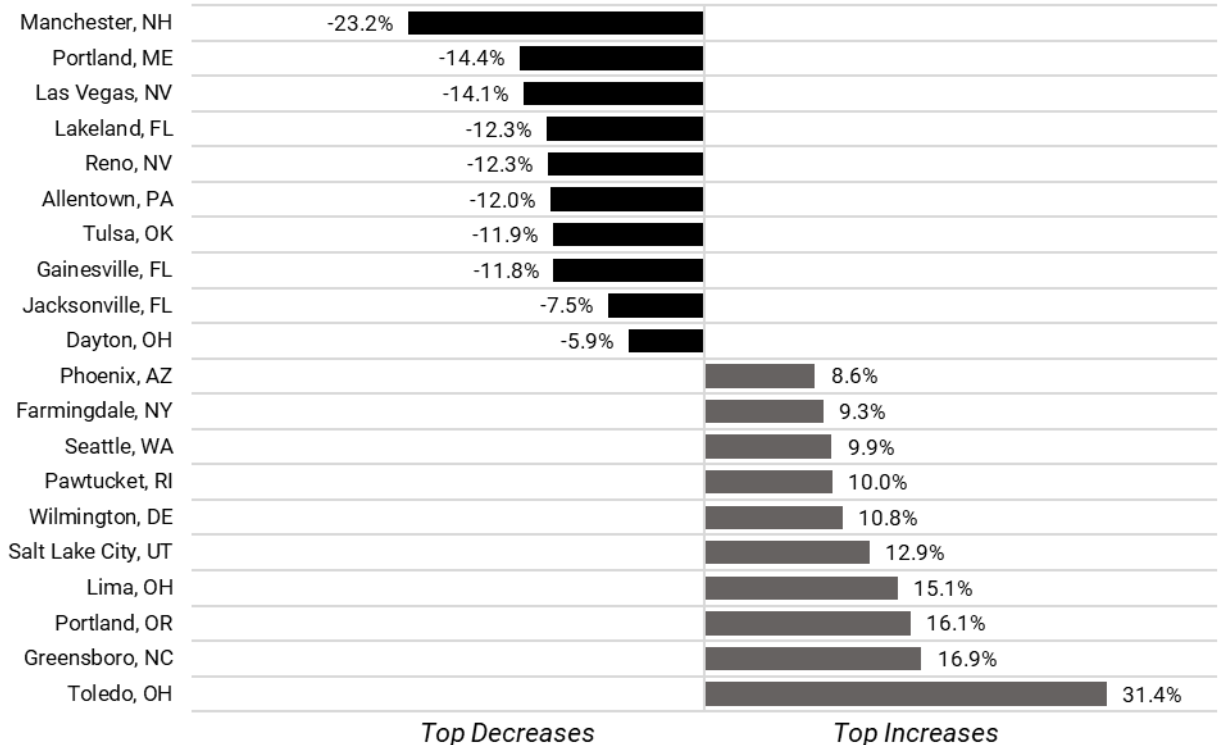




Top Average Price Changes - Industrial



Top Average Price Changes - All Retail Sectors





Competitive Market Study: Electricity Pricing Metrics

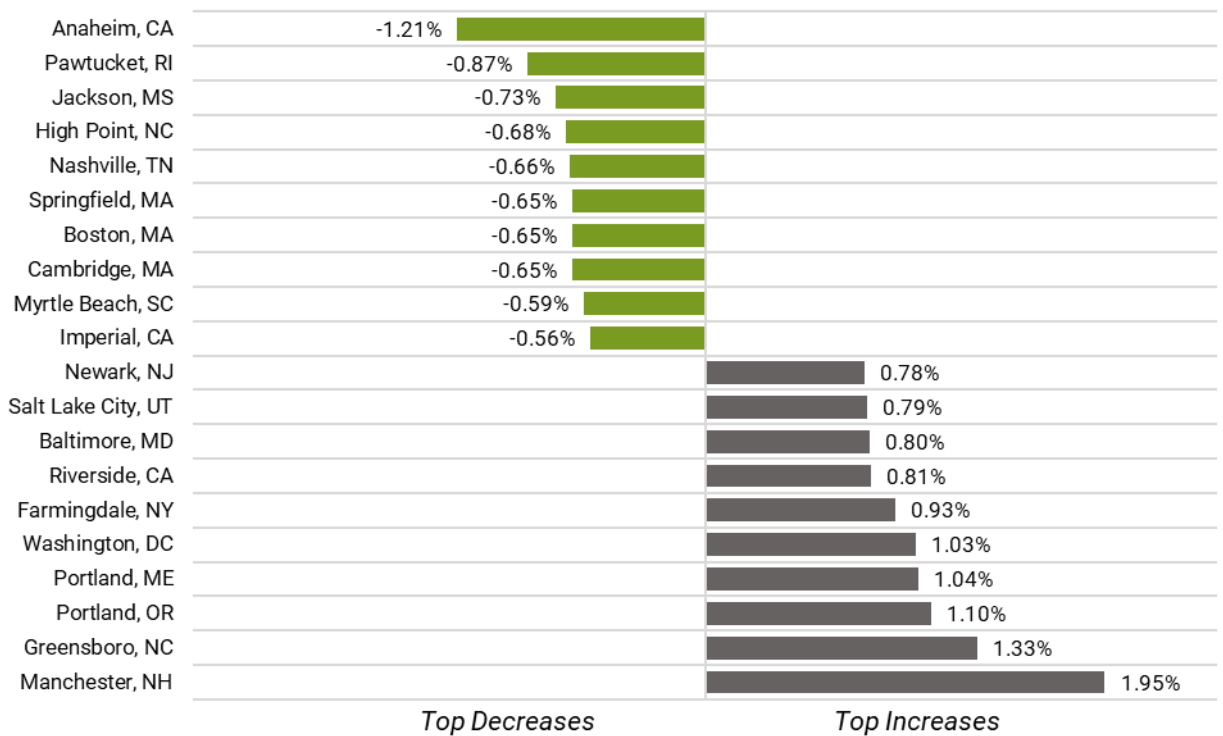
Major Electricity Price Stability Metric Changes

The next two pages display the top ten largest average all-in price per kWh changes for cities by retail sector and all retail sectors combined.

Decreases in rank are due to increases in year-over year volatility in the reported average prices between 2014-2024. The main driver is a significant average price change in 2024 due to increases in infrastructure costs and the wholesale price of electricity.

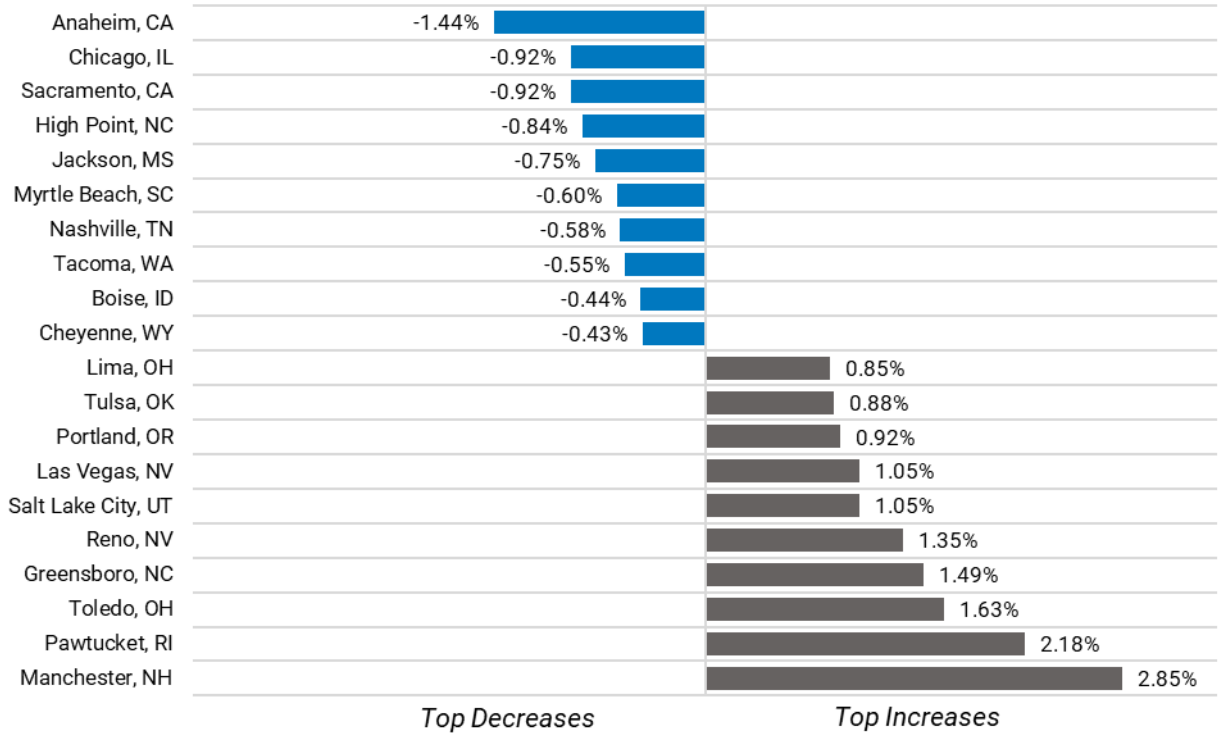
Increases in stability rankings are driven by the 2014-2024 utilities' average prices being less volatile year-over-year. No single driver drove the changes in volatility; reasons range from 2024's average price magnitude being less volatile than previous years to the previous year's price change being an outlier.

Top All-In Price Stability Changes - Residential

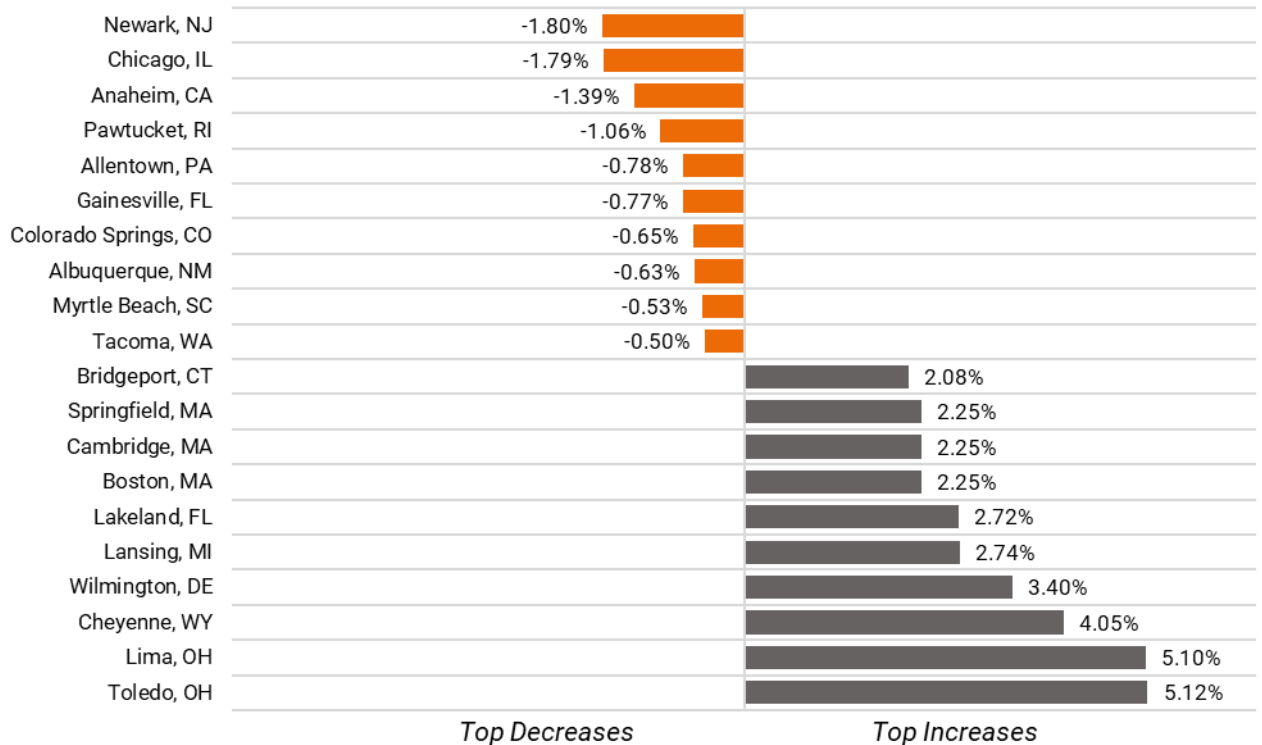




Top All-In Price Stability Changes - Commercial

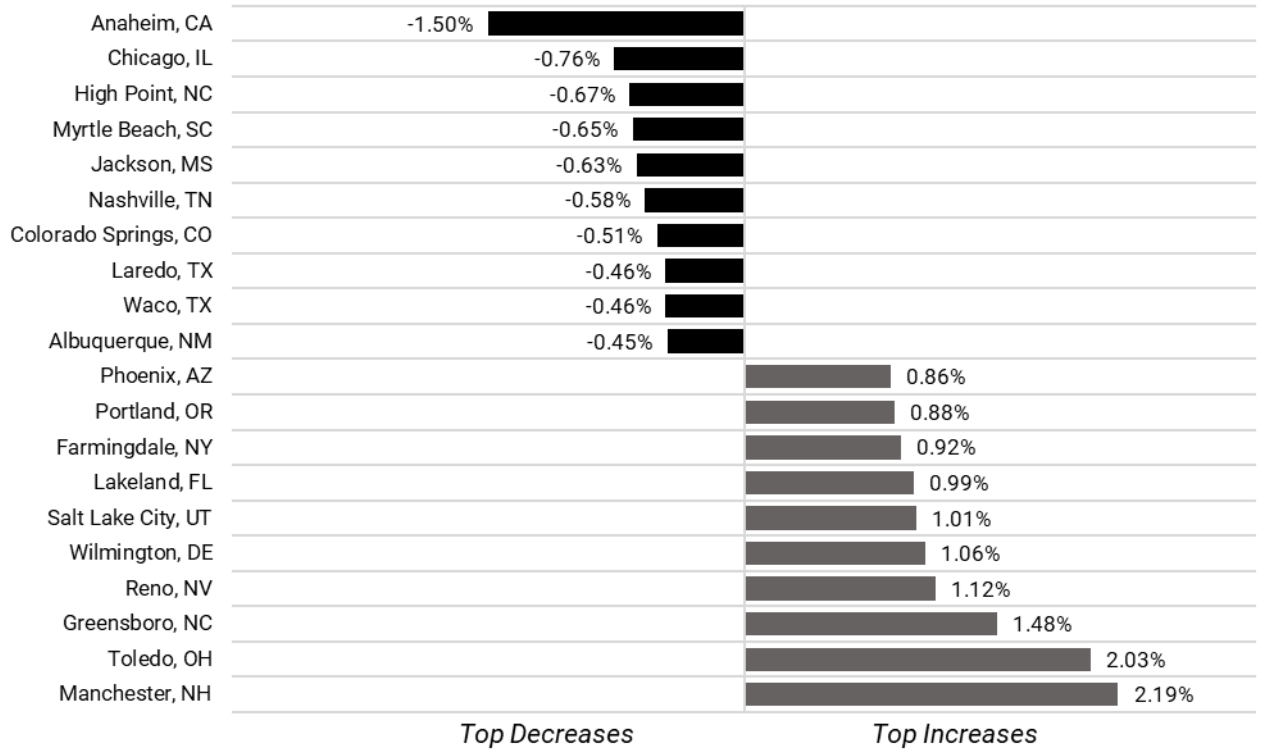


Top All-In Price Stability Changes - Industrial





Top All-In Price Stability Changes - All Retail Sectors





Competitive Market Study: Affordability Metrics

AFFORDABILITY METRICS



Electricity affordability, particularly for residential customers, impacts how individuals manage their finances. This is especially true for low-income customers who must consider all living expenses when paying their bills. Therefore, measuring the affordability of electricity is a crucial benchmark for utilities.

Three metrics were used to measure the affordability of electricity: residential average monthly bill, residential average cost per day, and residential electric bill as a percentage of household income.

The residential monthly bill metric was utilized to measure average monthly customer electrical costs. This metric was determined by calculating the average price of electricity and then multiplying it by the utility’s or state’s average monthly kWh to obtain the average monthly bill.

The average residential cost per day was used to measure the average daily cost incurred by the customer to use electricity. This metric was calculated by dividing the sum of the monthly bills by the number of days in the year.

The residential electric bill as a percentage of household income was used to measure how much of their total income households spent on electricity. This metric was determined by multiplying the average monthly bill by the number of months in the year and then dividing it by the median household income for the city or state.

The information used to calculate the metrics was obtained from the EIA using 2024 data. The median household income information used to calculate the residential electric bill as a percent of household income metric was obtained from the U.S. Census Bureau’s American community survey 5-year estimates (2020-2024).

Affordability Metrics Rankings				
Metric	LES		NE	
	Metric Value	LES Ranking (Out of 87 Cities)	Metric Value	NE Ranking (Out of 51 States)
Average Monthly Residential Bill	\$ 87.70	8	\$ 110.28	9
Residential Average Cost per Day	\$ 2.88	8	\$ 3.62	9
Residential Electric Bill % of Household Income	1.46%	13	1.73%	11

These results indicate the cost of electricity in LES and Nebraska continues to be less burdensome on residential customers compared to most cities and states.



Competitive Market Study: Affordability Metrics

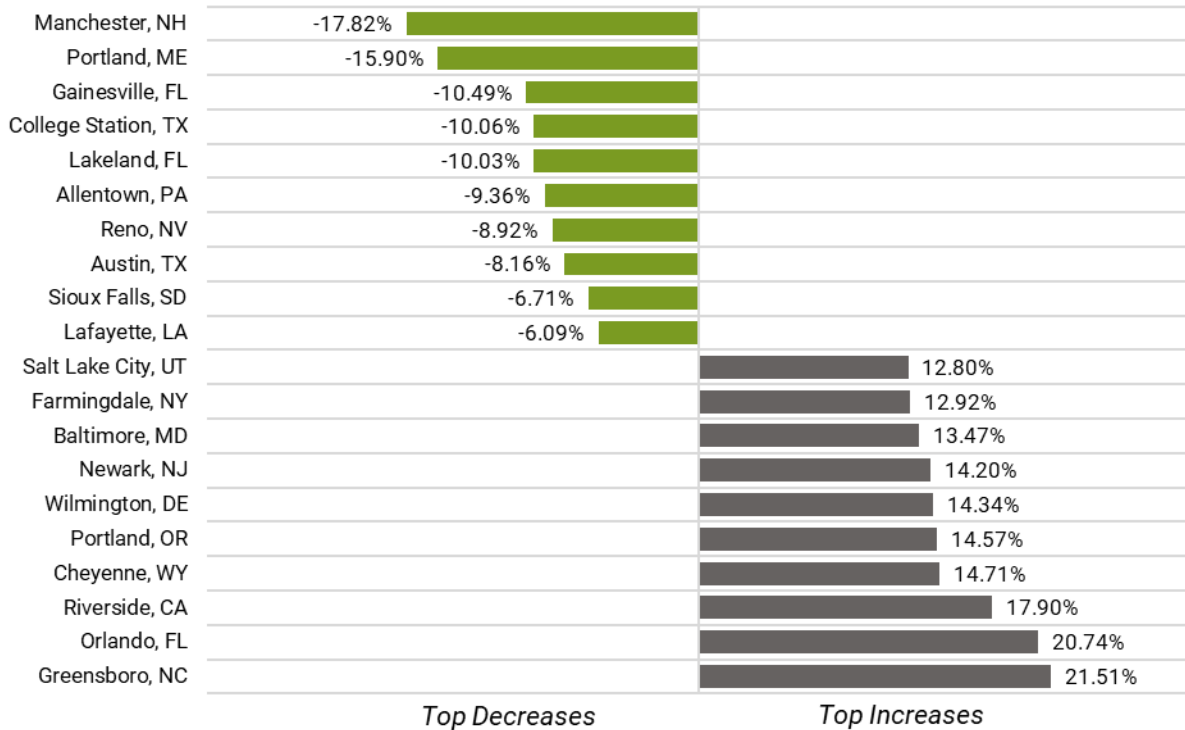
Major Affordability Metric Changes – Average Monthly Bill & Cost per Day

Below are the ten largest average monthly residential bill and residential cost per day decreases for the study’s cities.

Decreases in residential bills and cost per day were mainly driven by lower fuel prices, particularly natural gas, which stabilized in 2024. Additional impacts include new battery storage capacity and increased generation from renewable energy sources, which generally have lower marginal costs than traditional fossil fuel technologies because they require no fuel and have minimal operating expenses once installed. However, marginal cost can vary significantly across the country due to resource availability (e.g., strong winds or high solar irradiance) as well as economic and policy incentives for renewable energy development.

Residential bills and cost per day increases were primarily driven by regionally higher wholesale electricity prices in the Northeast and the cost of infrastructure improvements. Additionally, some utilities, particularly those in the Western US, dealt with the financial consequences of more frequent wildfires. The growing frequency of wildfires incurs operations costs associated with repairing damaged infrastructure and the higher insurance premiums that result from these events.

Top Residential Percentage Changes Average Monthly Bill & Cost per Day





Competitive Market Study: Affordability Metrics

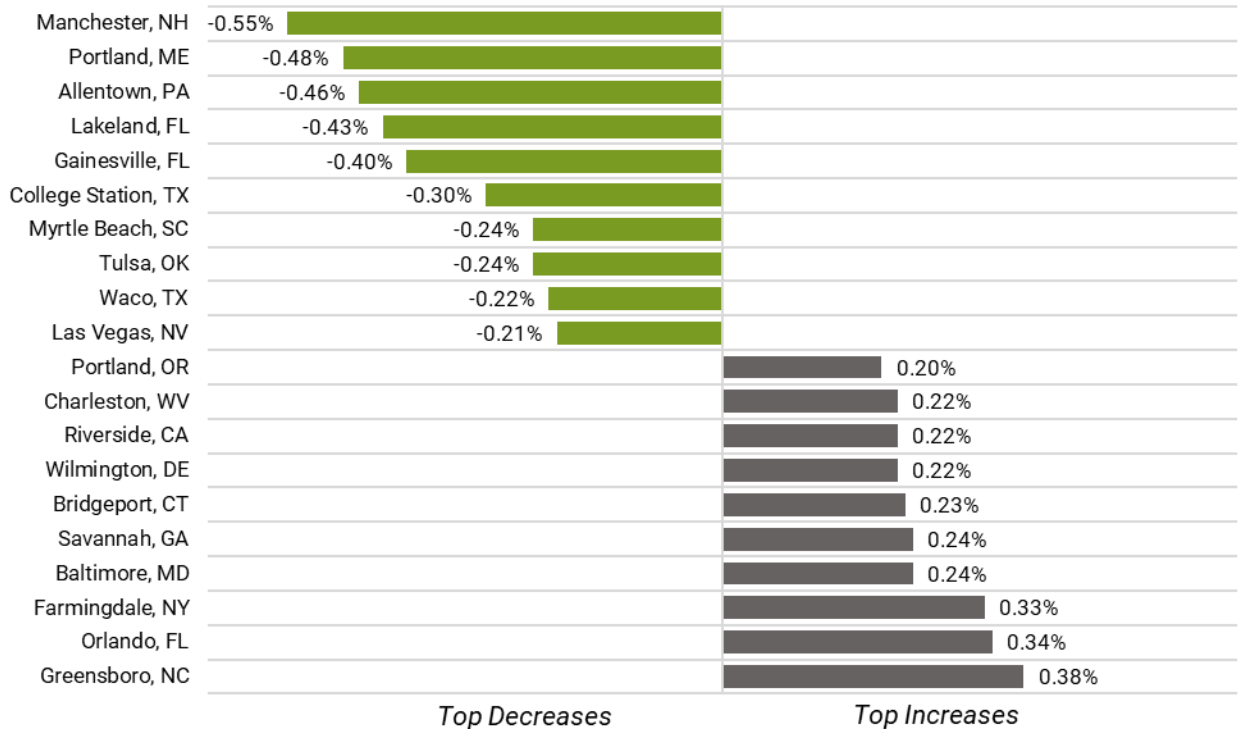
Major Affordability Metric Changes – Percentage of Household Income

Below are the ten largest decreases and increases in residential electric bill as a percent of household income for the study’s cities.

This affordability metric did not significantly change, negatively or positively, for any of the 87 cities surveyed. The fluctuations in a residential electric bill as a percentage of household income ranged from a 0.55% decrease to a 0.38% increase, with roughly half of the cities on either end of this spectrum. With natural gas prices stabilized, the residential cost of electricity grew at approximately the same rate as wages and inflation.

Slight decreases in a city’s average residential electric bill as a percentage of household income can be attributed to the previously-mentioned lower natural gas prices. Increases are generally explained by local increases in the average price of electricity due to higher wholesale electricity prices or the cost of improving grid infrastructure.

Residential Electric Bill Percent of Household Income





Competitive Market Study: Electric Reliability Metrics

ELECTRIC RELIABILITY METRICS



One of the foremost responsibilities of electric utilities is providing reliable service to its customers. Modern life runs on electricity, so disruptions to the electric system can significantly impact daily life and commerce. Due to this, a key performance indicator for electric utilities is the ability to provide reliable service to customers.

An industry-standard metric used to measure reliability by electric utilities is the system average interruption duration index (SAIDI). This metric measures the total time an average customer experiences a non-momentary power interruption throughout a given year. For the utilities that follow the standards set by the Institute of Electrical and Electronics Engineers (IEEE), non-momentary disruptions are those that last longer than five minutes. SAIDI scores in the study are calculated as seen in the equation below:

$$SAIDI = \frac{(\# \text{ of Customers Affected} * \text{Duration of Interruption})}{\# \text{ of Customers in the System}}$$

SAIDI is reported with and without major event days (MED). A MED is any day that interruptions to the electrical grid occur due to significant events such as winter or summer storms, hurricanes, wildfires, and tornados. These MEDs can drastically affect SAIDI scores and can cause significant year-to-year changes. Due to this, the reliability metrics used in this study are both those with and without MED.

Information from the Energy Information Administration (EIA) was used to obtain the SAIDI scores used in the study¹. EIA annually collects SAIDI and other reliability metric scores from utilities and publishes that data. The data used in the study is the latest available EIA data for the calendar year 2024.

The state SAIDI values used in the study were calculated by taking the average for each state's reporting utilities' SAIDI scores weighted by the number of customers served by each utility.

Reliability Metrics Rankings				
Metric	LES Reliability	LES Ranking ² (Out of 82 Cities)	NE Reliability	NE Ranking (Out of 51 States)
SAIDI With Major Event Day	187.10	42	641.70	40
SAIDI Without Major Event Day	19.30	3	73.62	11

¹ SAIDI values with and without MED rankings don't include TXU Energy, Reliant Energy, and City Burlington Electric as they do not report these values to EIA. SAIDI values without MED rankings also exclude City Utilities of Springfield, Chugach Electric Association Incorporated, and City of Tallahassee Electric Utility.



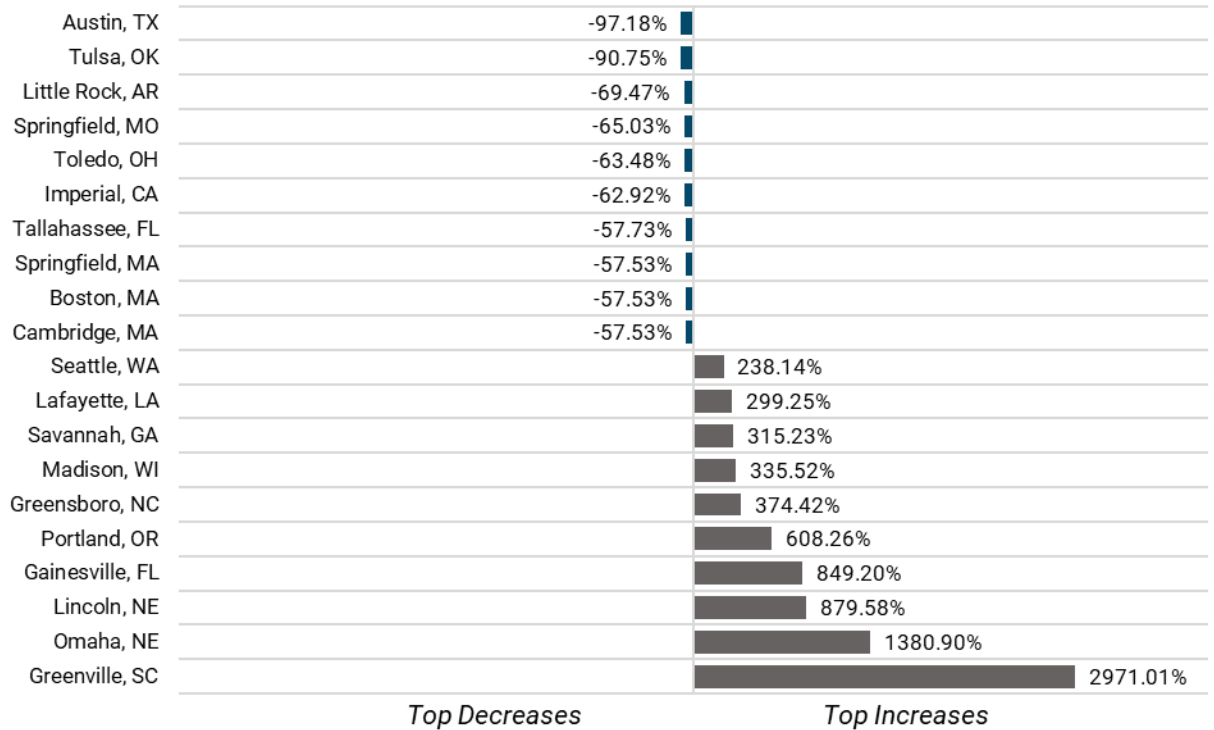
Competitive Market Study: Electric Reliability Metrics

Major Reliability Metric Changes

Below are the ten largest SAIDI With MED changes for the study's cities.

Reductions in SAIDI With MED are mainly driven by reductions in major event days for the cities' utilities that previously drove up their SAIDI With MED score. Increases in SAIDI With MED are driven by a rise in major event days, such events being hurricanes, tornados, and winter and summer storms. Some specific examples from 2024 include the derecho and windstorms in Eastern Nebraska in May and Hurricane Helene, which hit Florida, North Carolina, South Carolina, and Georgia in September.

System Average Interruption Duration Index (SAIDI) With Major Event Days





Competitive Market Study: Electric Reliability Metrics

Below are the ten largest SAIDI Without MED changes for the study's cities.

Decreases in SAIDI Without MED were driven by improved response to outage events and a reduction in reported outage events for these cities' utilities. Increases in SAIDI Without MED are driven by a diminished response to outage events and an increase in reported outage events for these cities' utilities.

LES' increase in SAIDI Without MED was primarily driven by strong winds. Compared to 2023, the minutes of customer outages due to wind increased by over 2,000%, accounting for 13% of the total outage time in 2024.

System Average Interruption Duration Index (SAIDI) Without Major Event Days

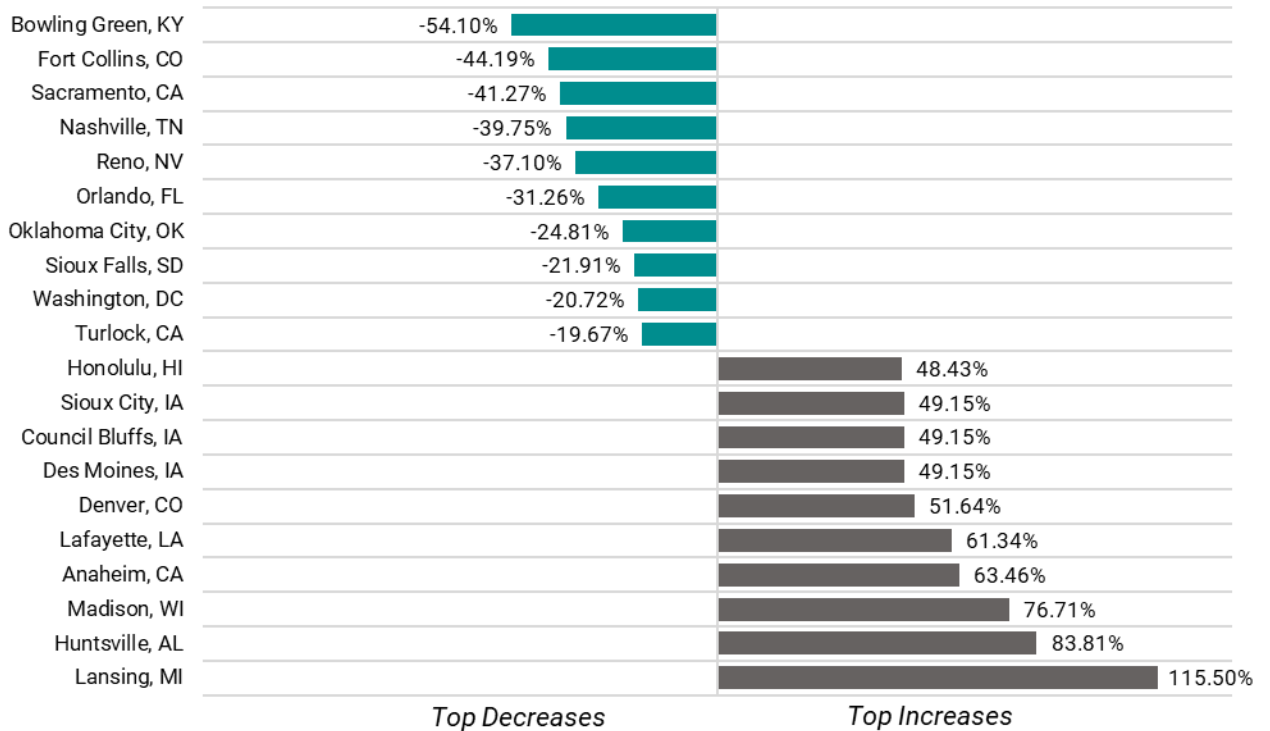


Figure 1: Residential Average All-In Price - The 50 Best-Ranked Cities

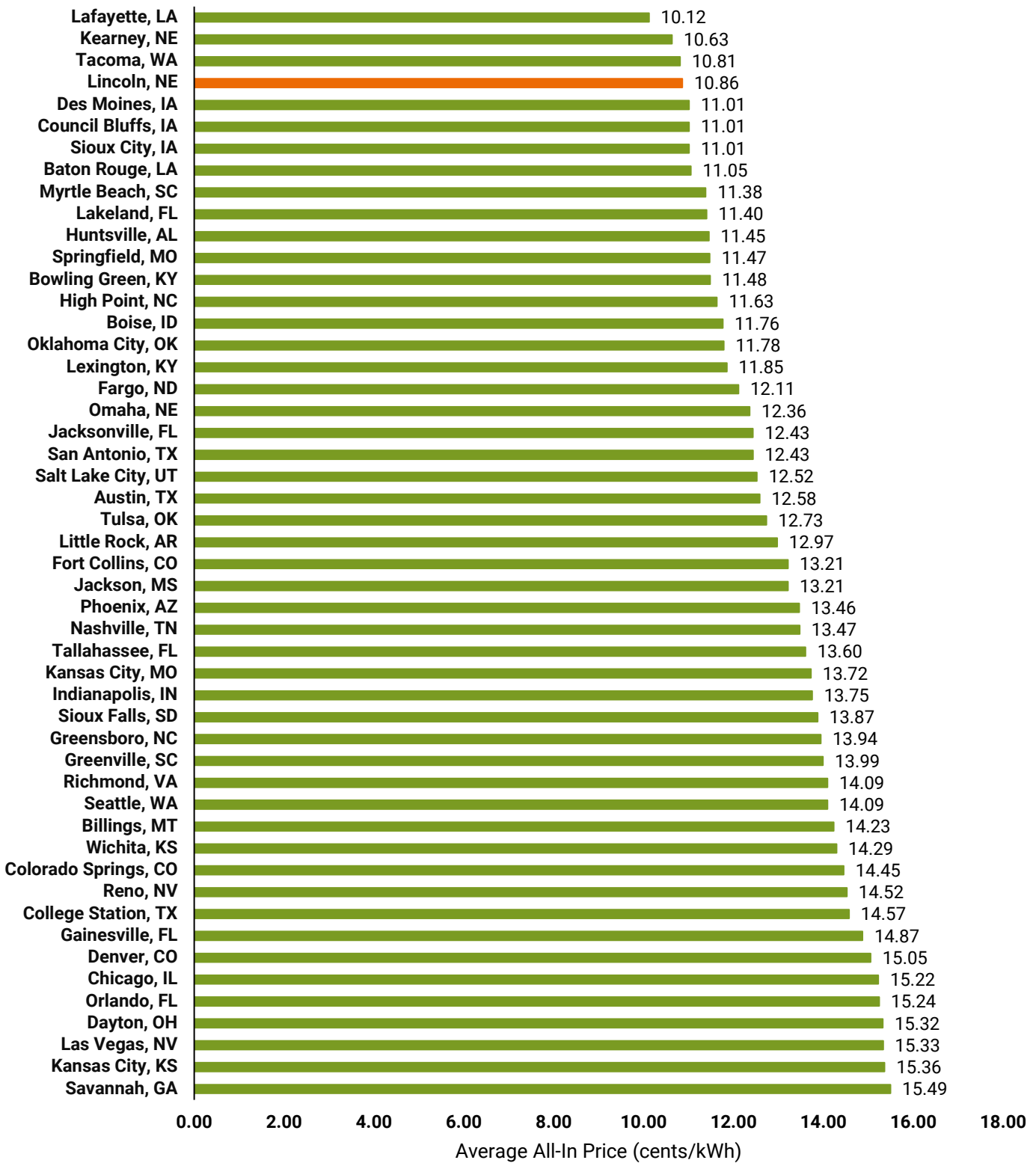


Figure 2: Commercial Average All-In Price - The 50 Best-Ranked Cities

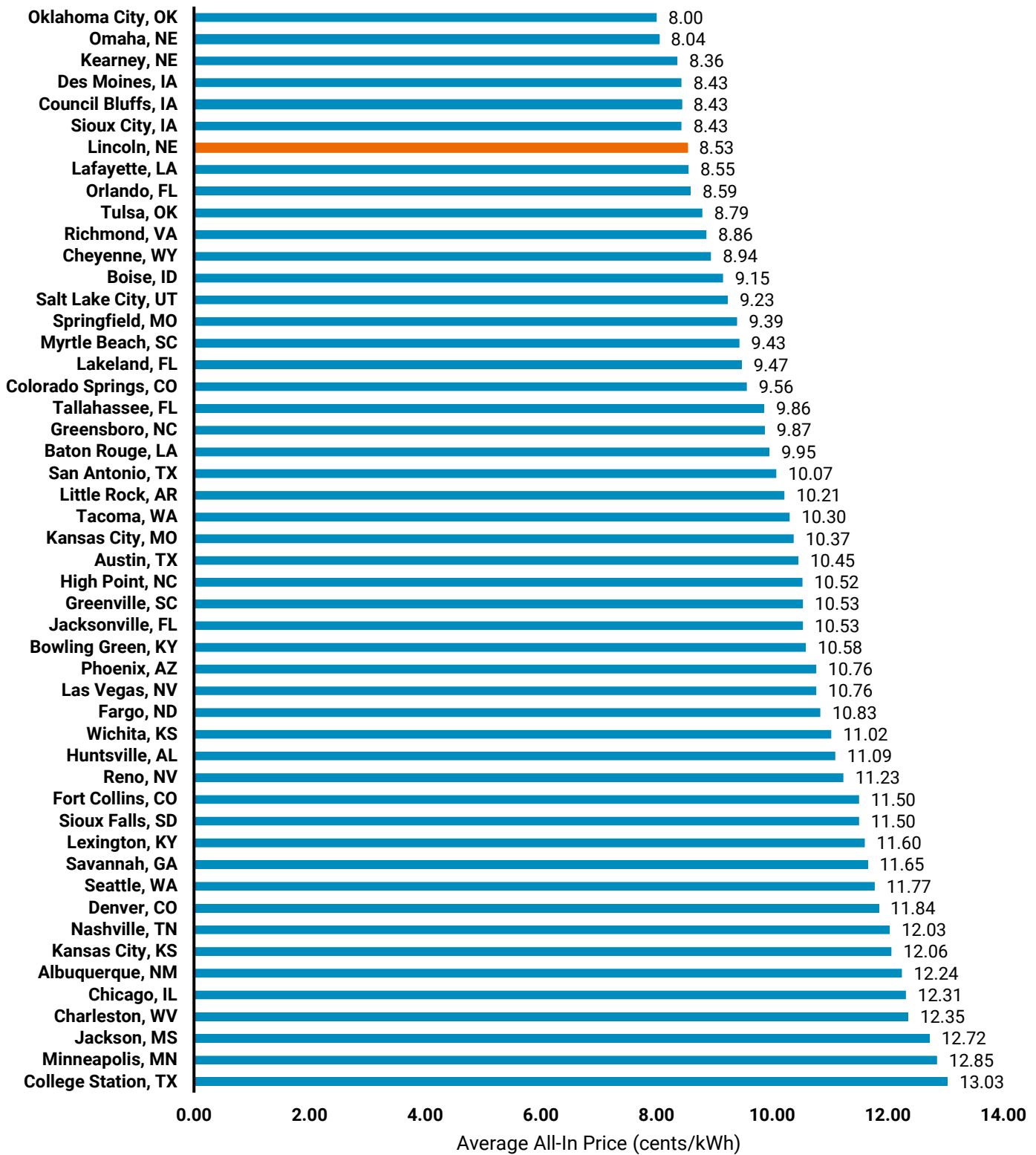


Figure 3: Industrial Average All-In Price - The 50 Best-Ranked Cities

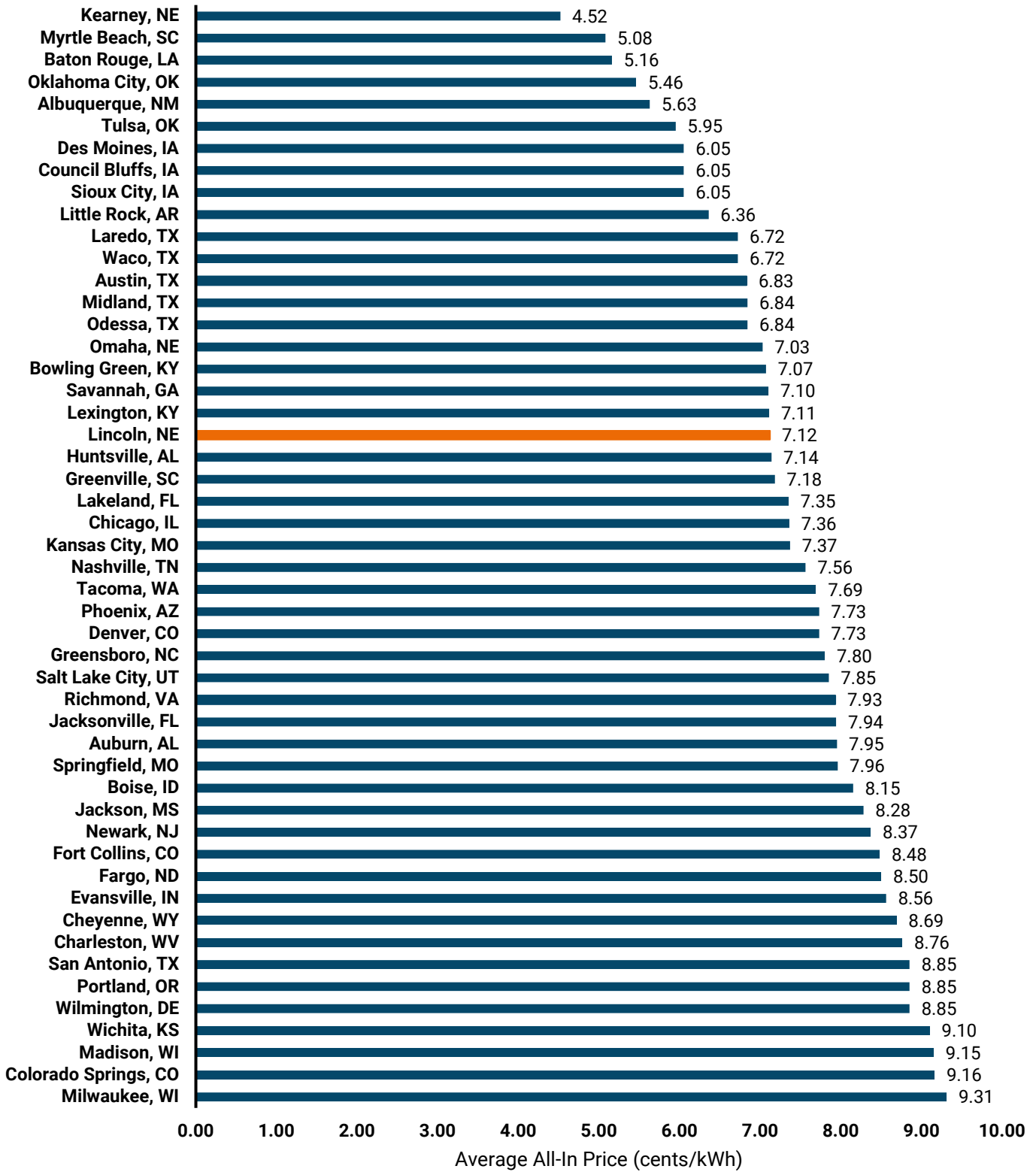


Figure 4: All Retail Sectors Average All-In Price - The 50 Best-Ranked Cities

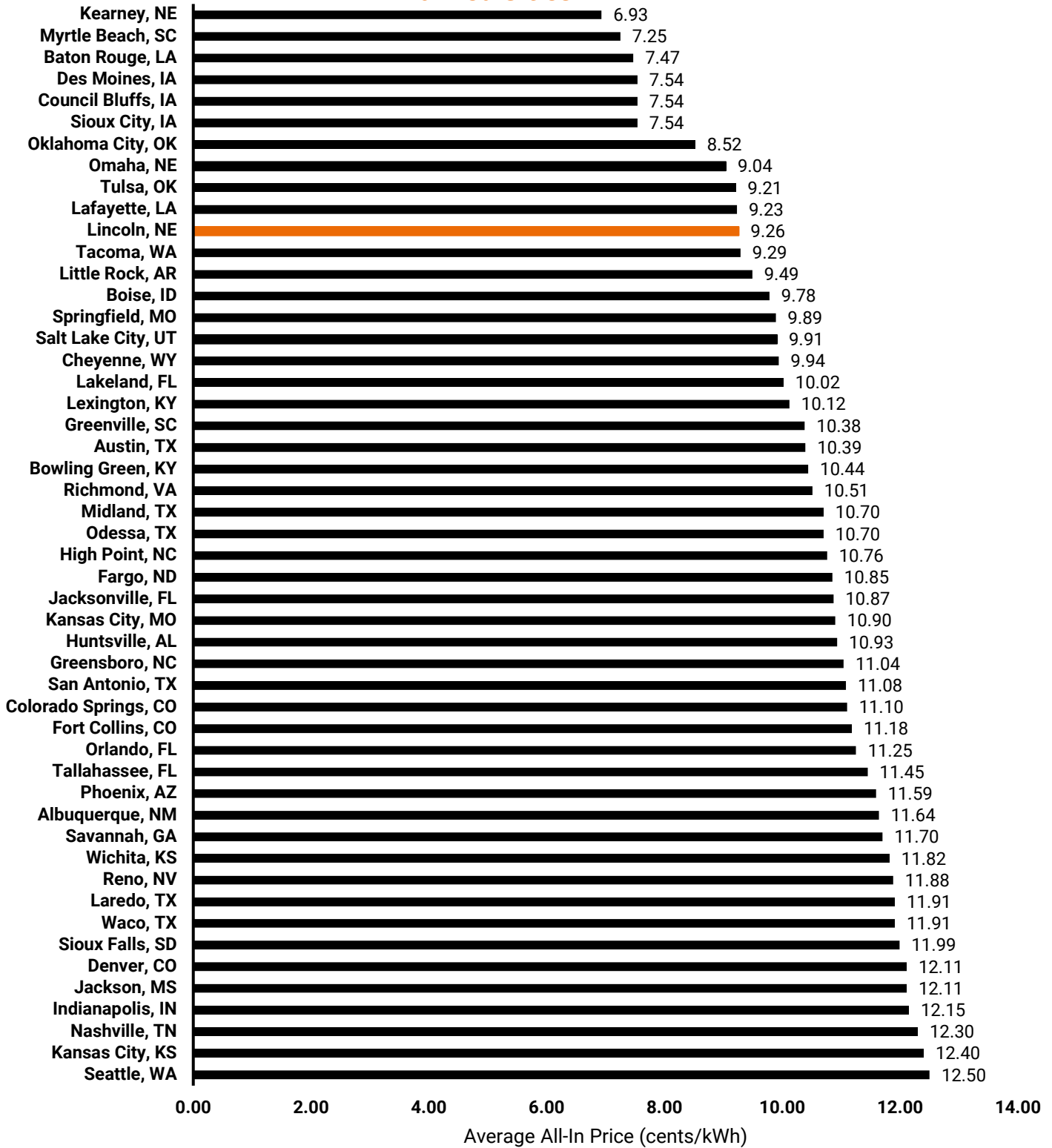
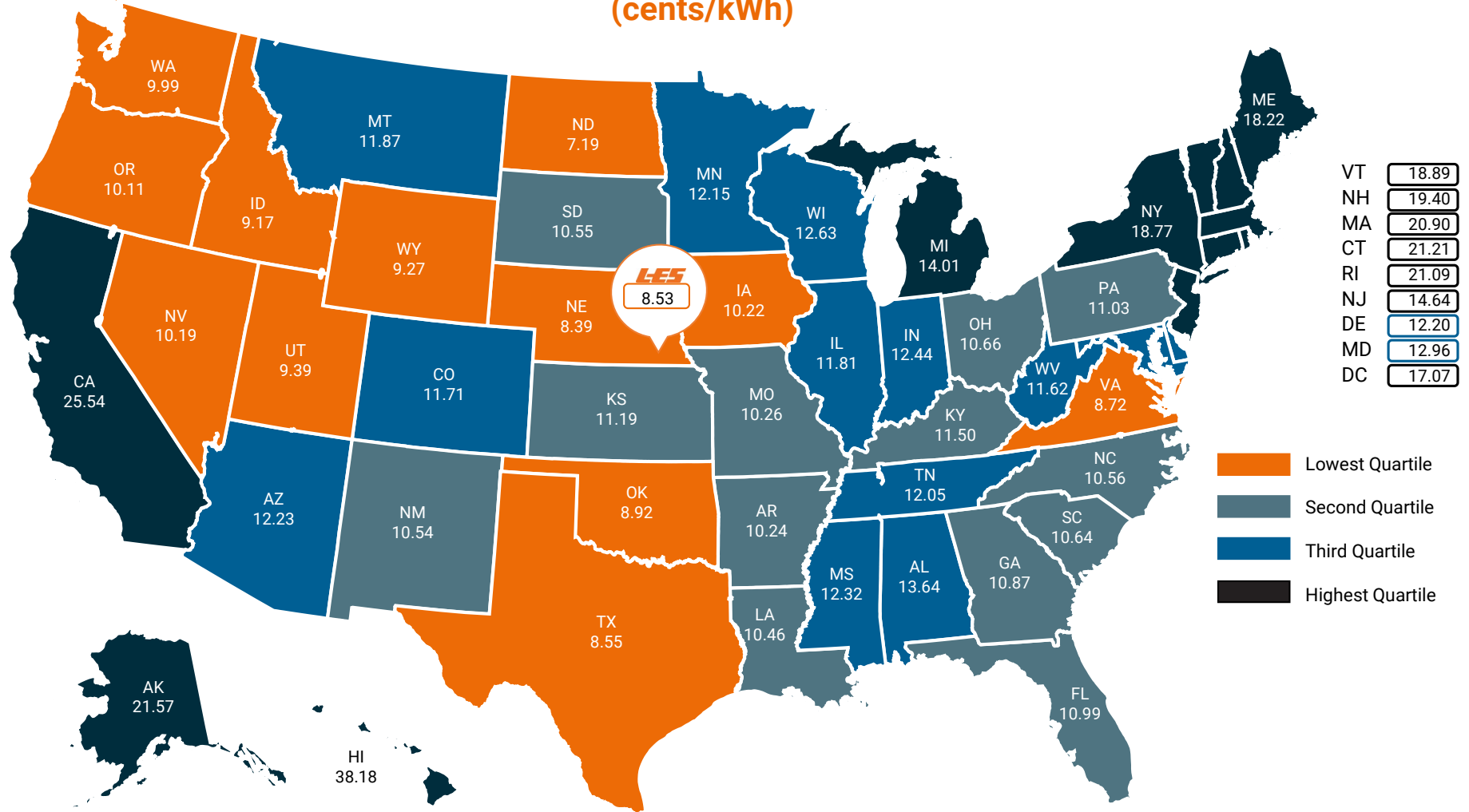
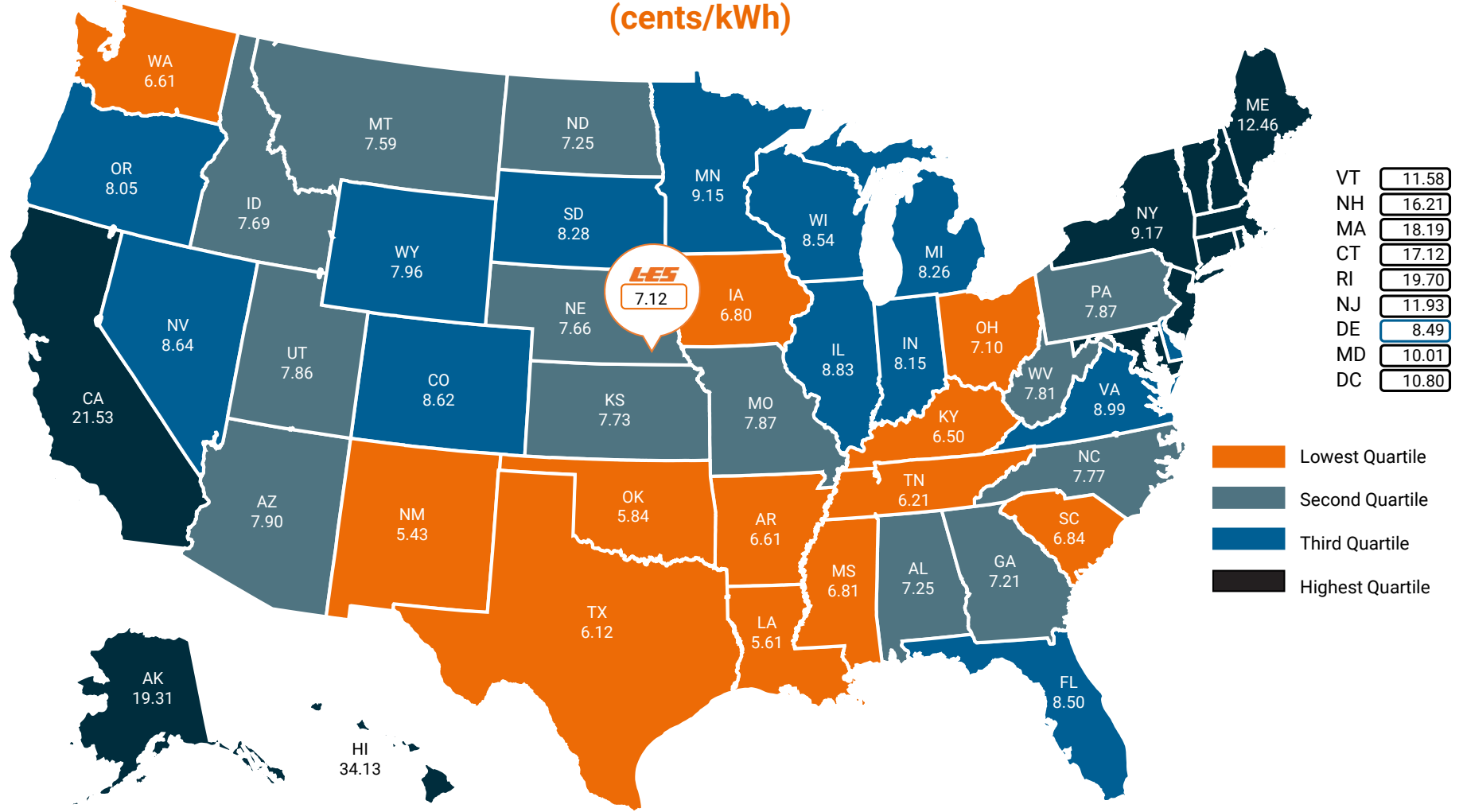


Figure 6: State Commercial Average All-In Price (cents/kWh)



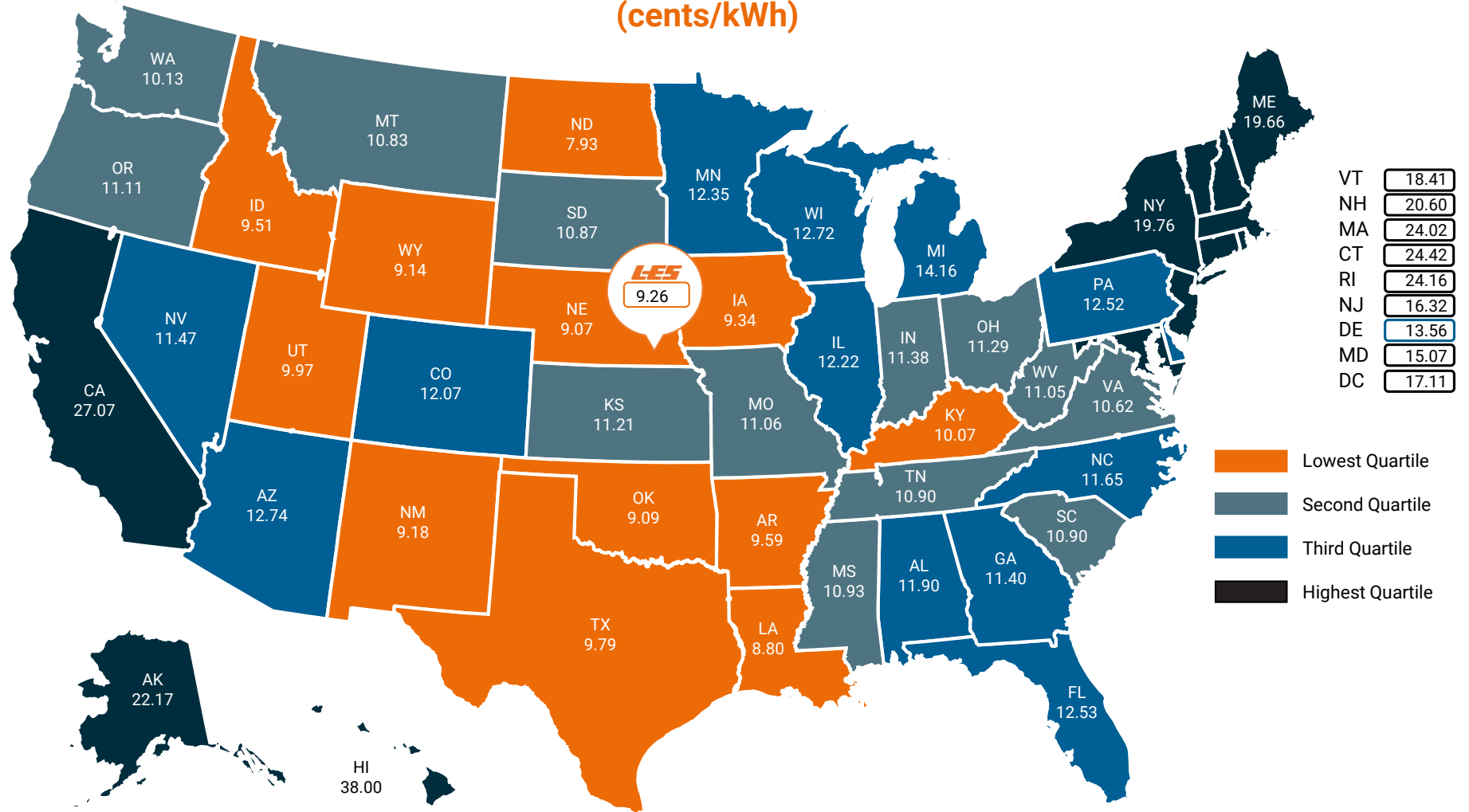
Data Source(s): EIA Electric Sales, Revenue, and Average Price, Table 5B; Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Figure 7: State Industrial Average All-In Price (cents/kWh)



Data Source(s): EIA Electric Sales, Revenue, and Average Price, Table 5C; Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Figure 8: State All Retail Sectors Average All-In Price (cents/kWh)



Data Source(s): Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Figure 9: Residential All-In Price Stability - The 50 Best-Ranked Cities

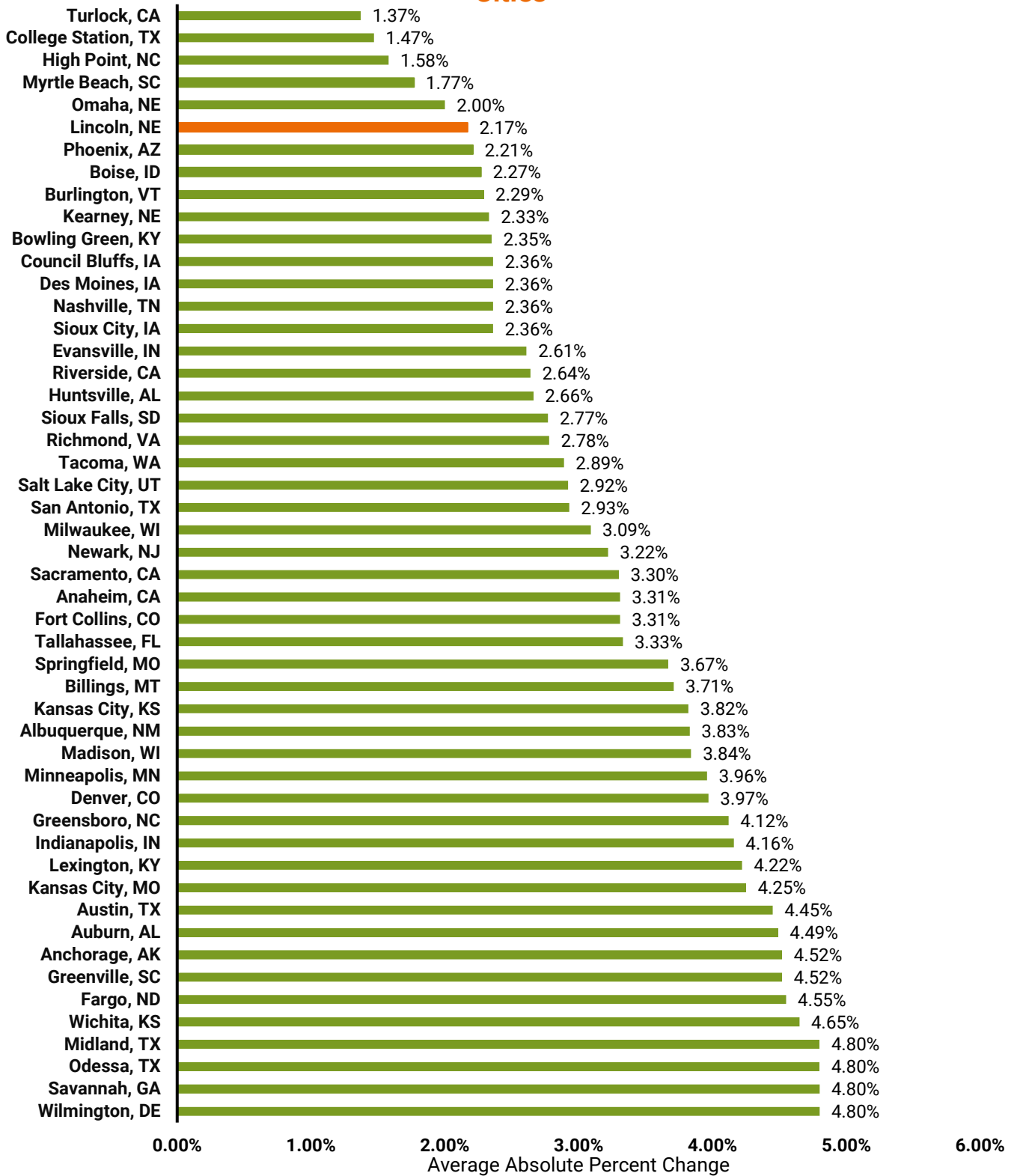


Figure 10: Commercial All-In Price Stability - The 50 Best-Ranked Cities

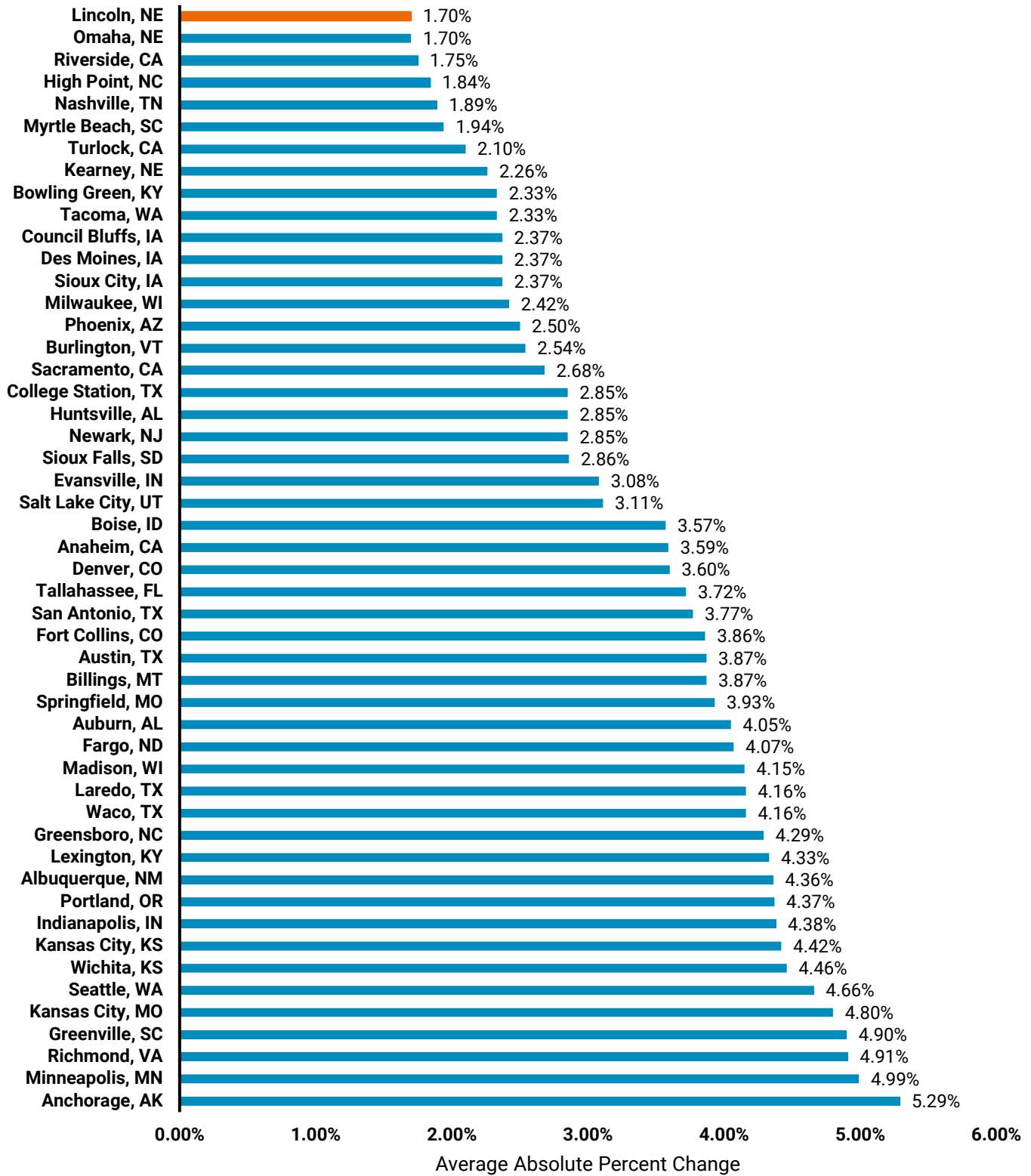


Figure 11: Industrial All-In Price Stability - The 50 Best-Ranked Cities

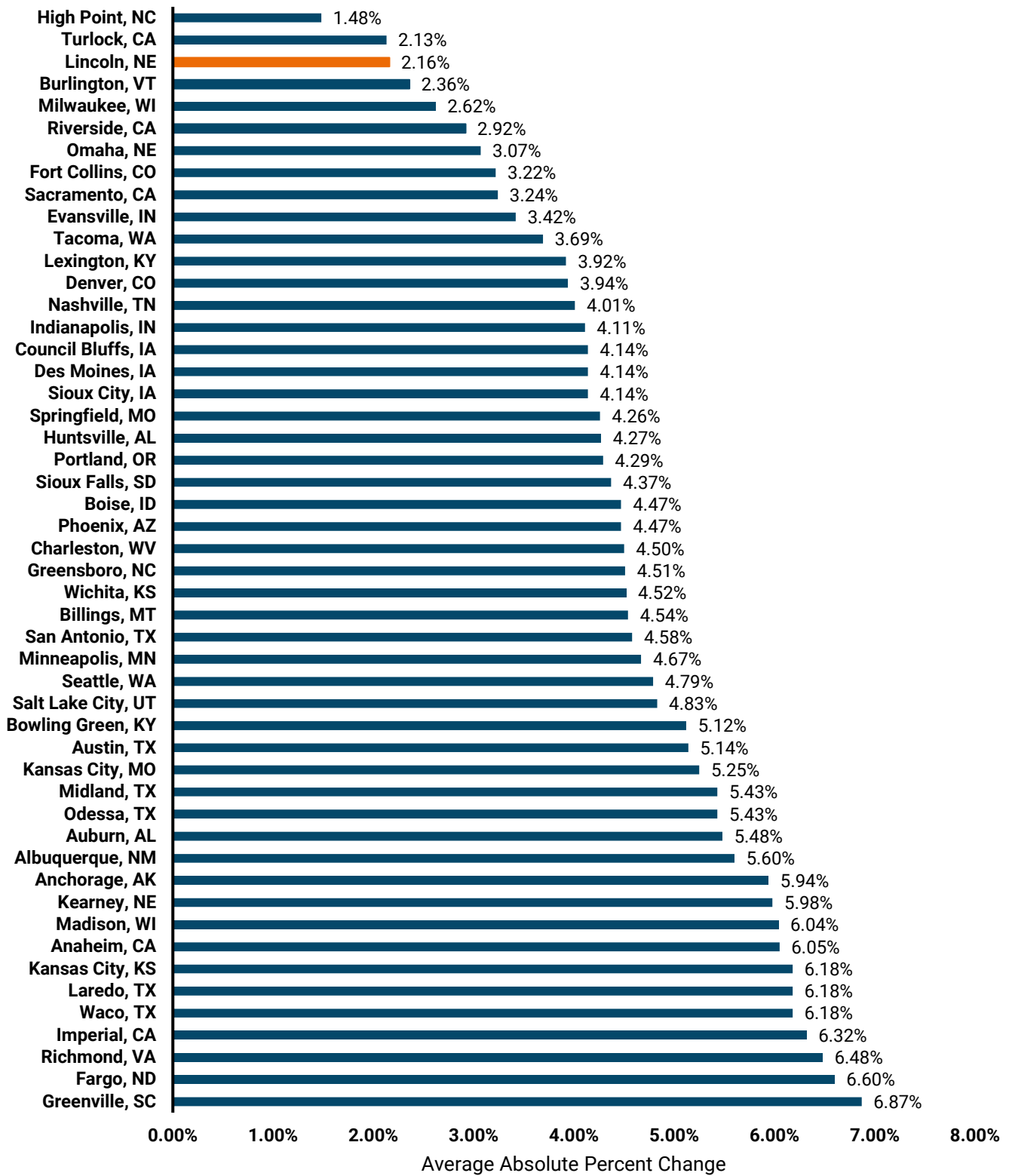


Figure 12: All Retail Sectors All-In Price Stability - The 50 Best-Ranked Cities

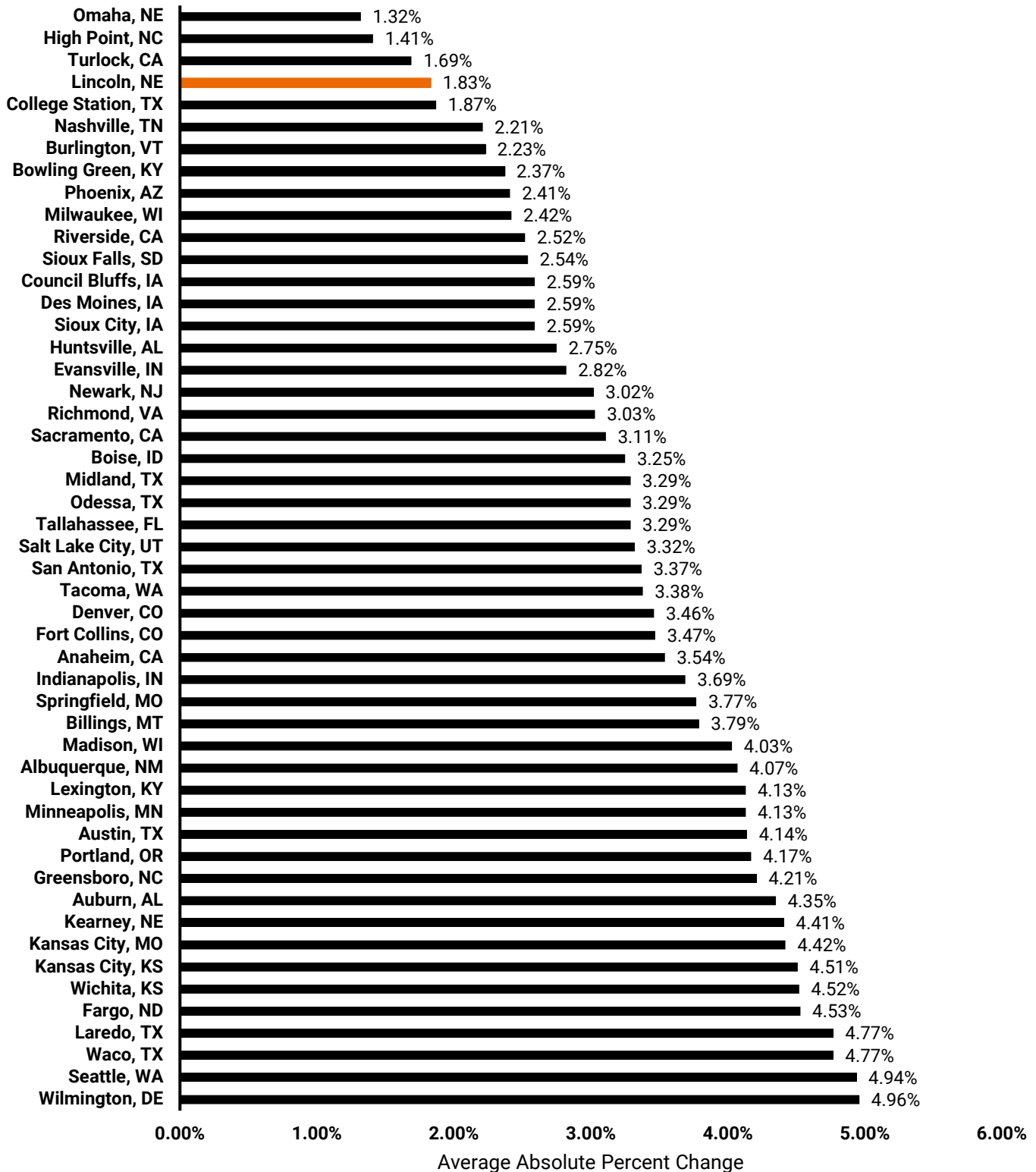
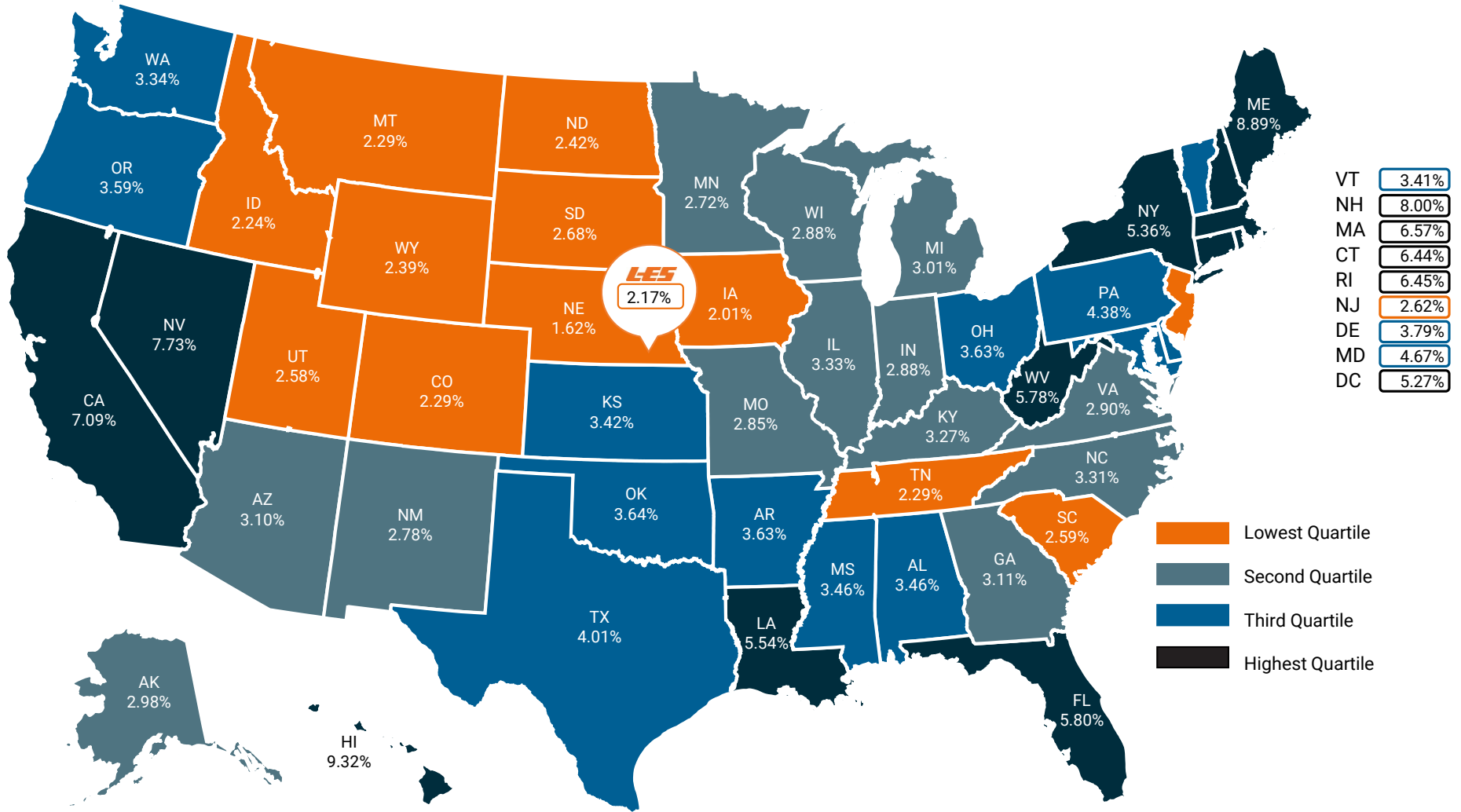
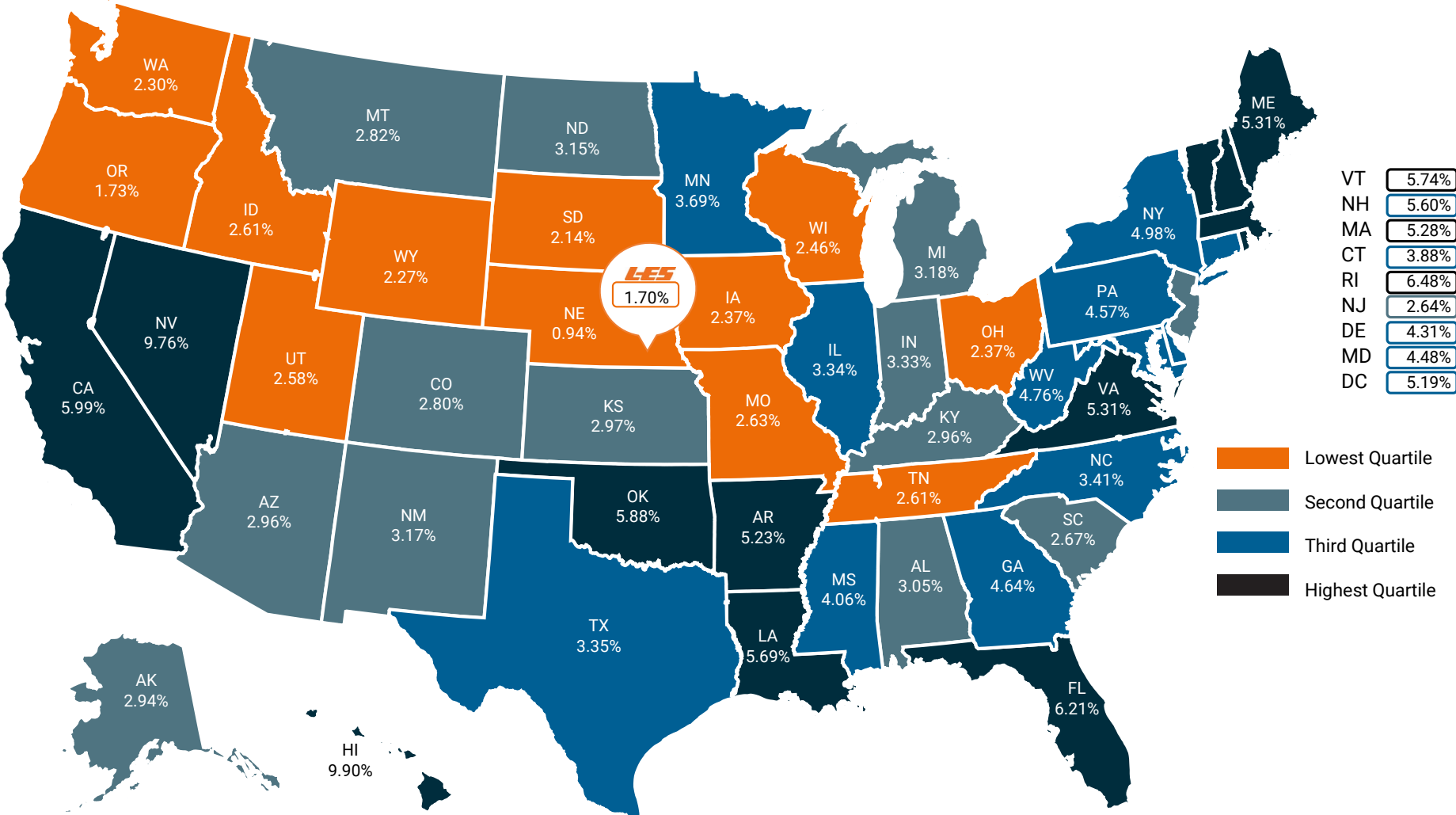


Figure 13: State Residential All-In Price Stability



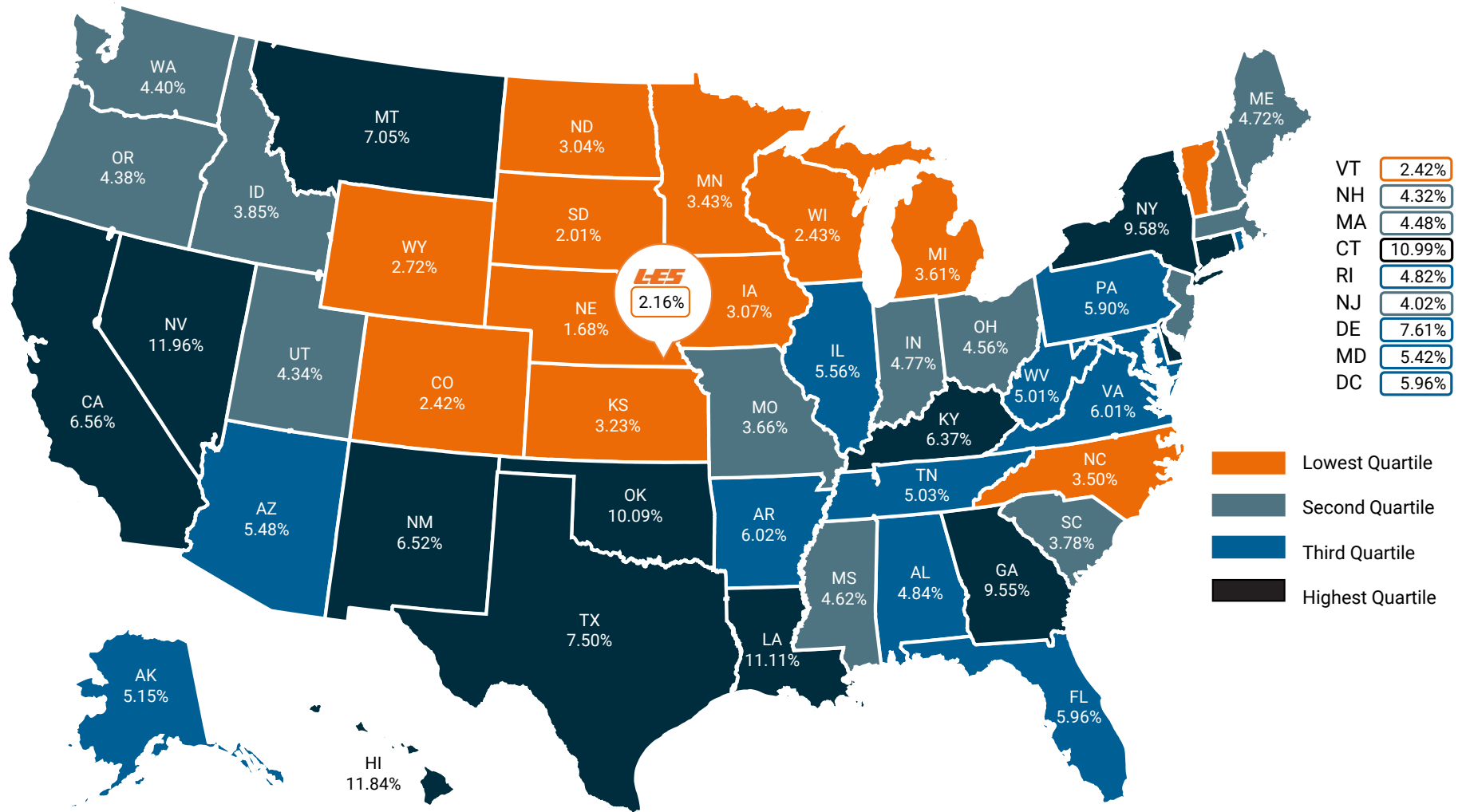
Data Source(s): EIA Electric Sales, Revenue, and Average Price, Table 5A; Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Figure 14: State Commercial All-In Price Stability



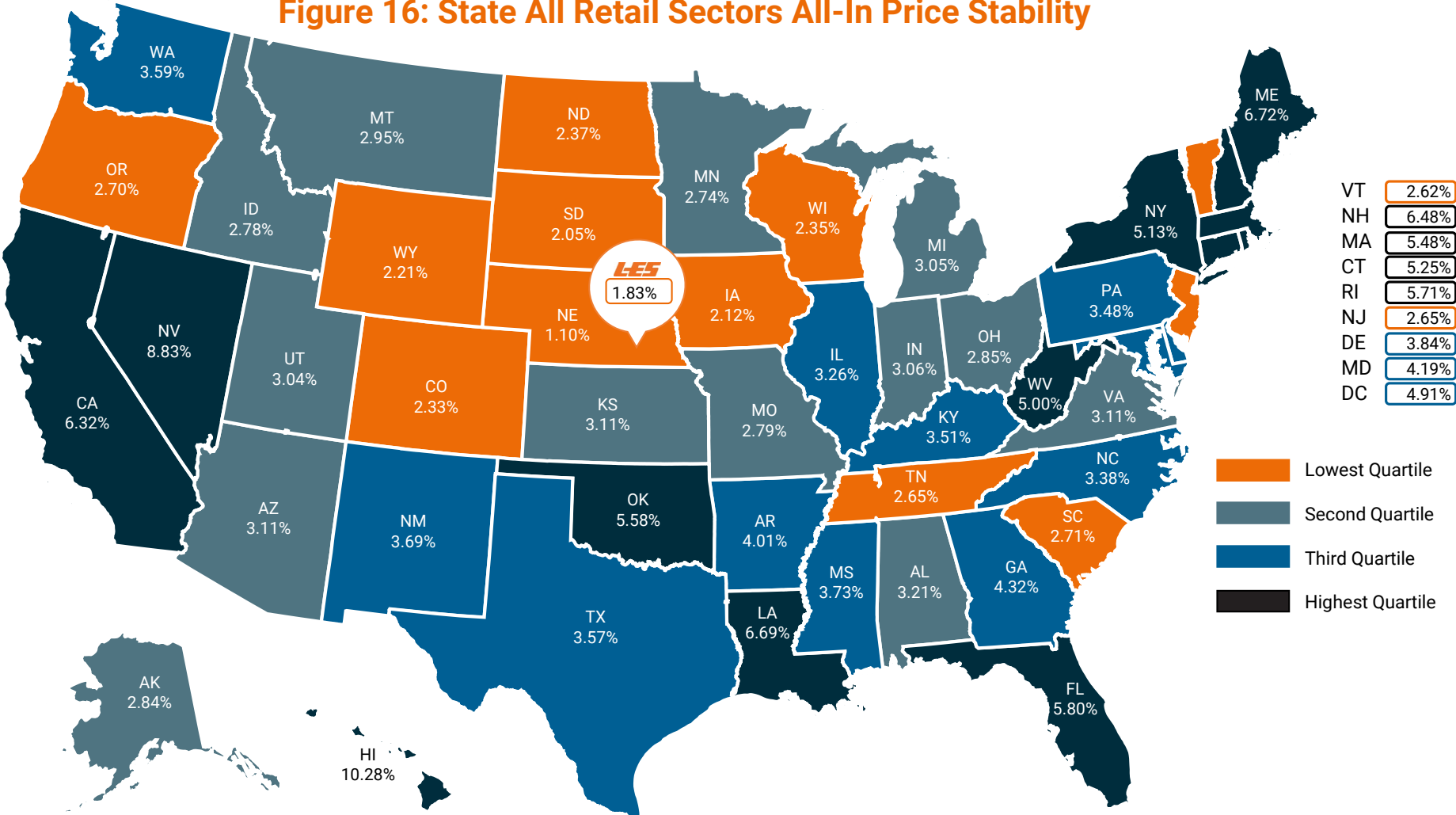
Data Source(s): EIA Electric Sales, Revenue, and Average Price, Table 5B; Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Figure 15: State Industrial All-In Price Stability



Data Source(s): EIA Electric Sales, Revenue, and Average Price, Table 5C; Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Figure 16: State All Retail Sectors All-In Price Stability



Data Source(s): Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Figure 17: Average Monthly Residential Bill - The 50 Best-Ranked Cities

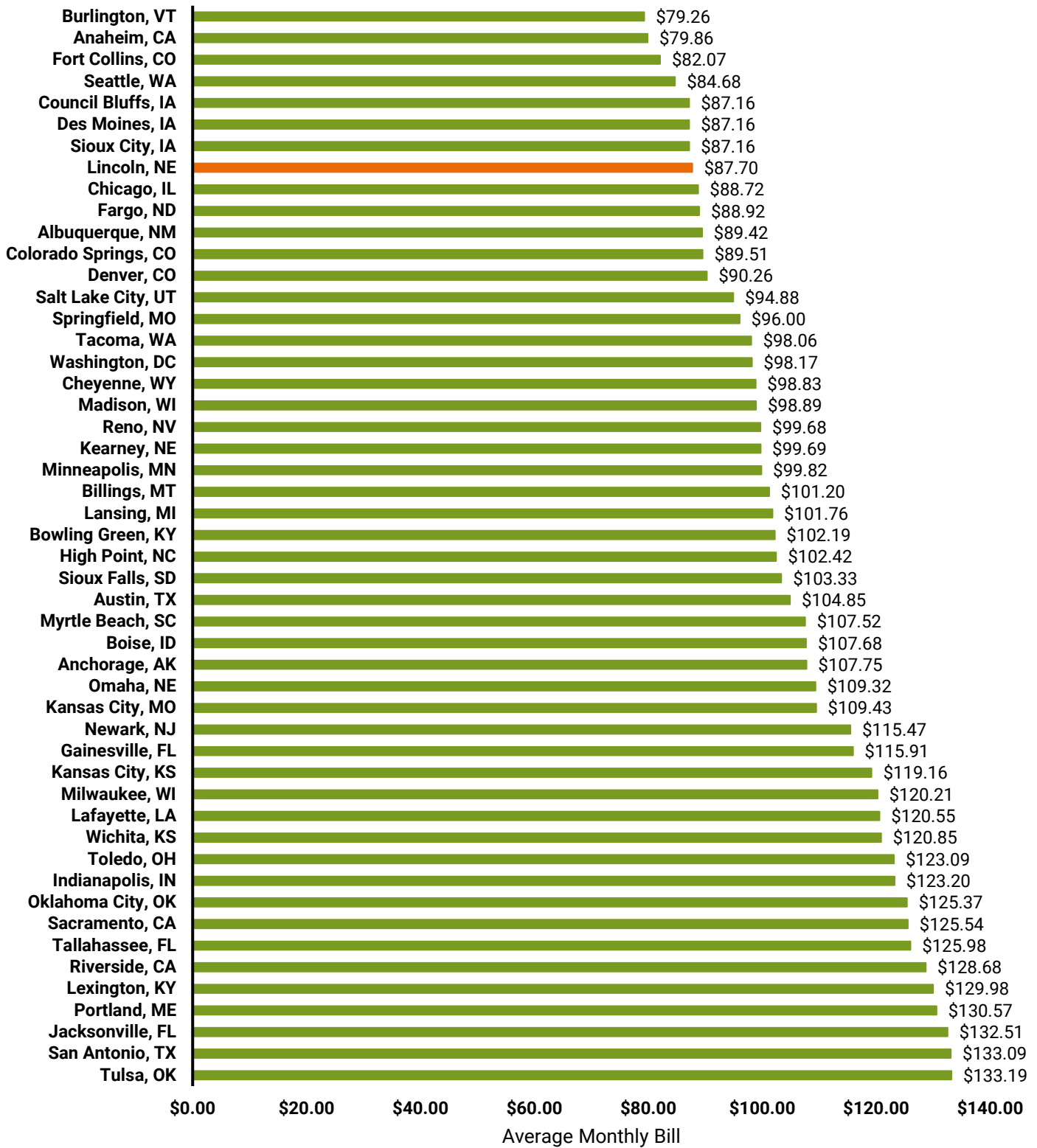


Figure 18: Average Residential Cost per Day - The 50 Best-Ranked Cities

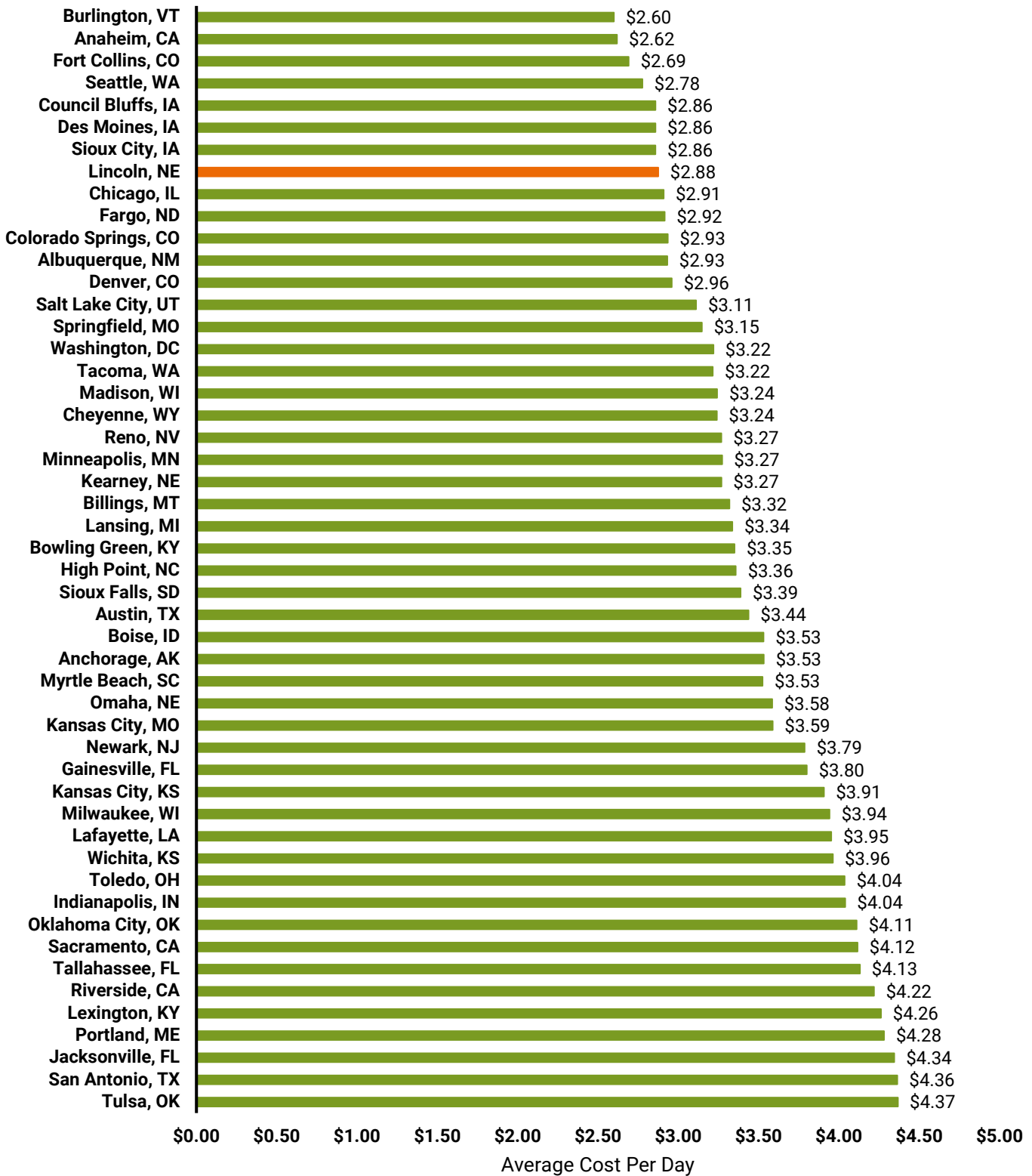


Figure 19: Residential Electric Bill Percent of Household Income - The 50 Best-Ranked Cities

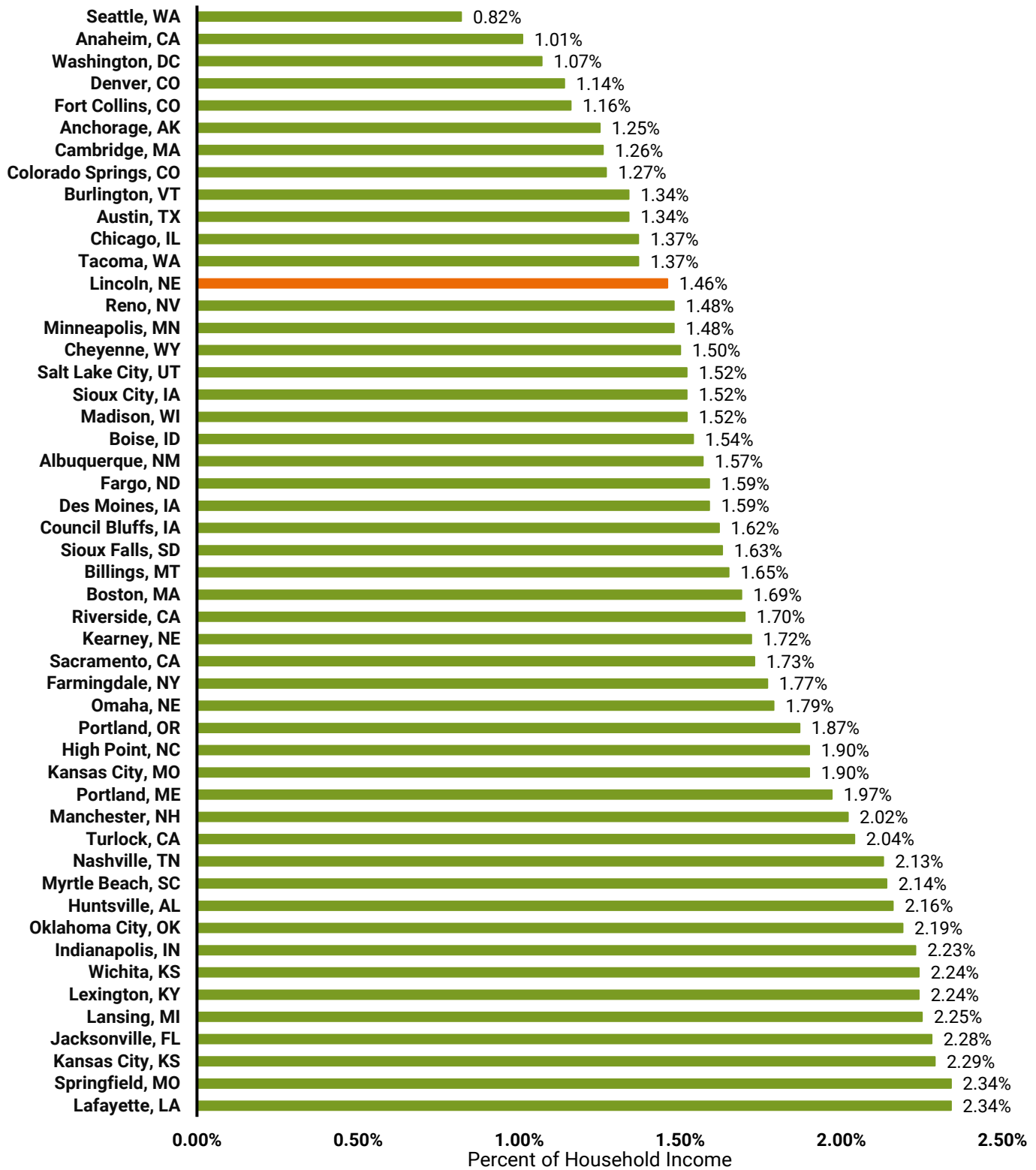
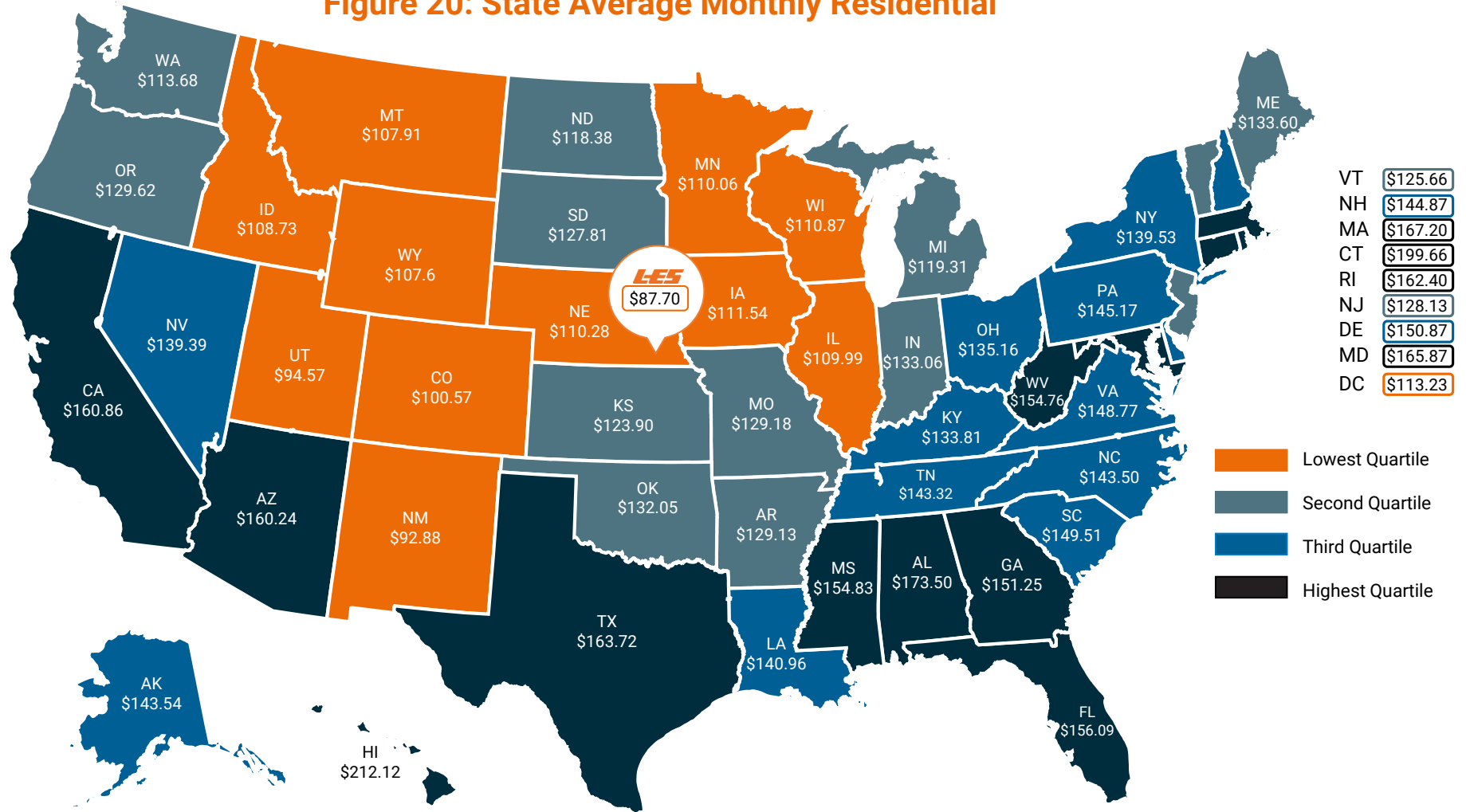
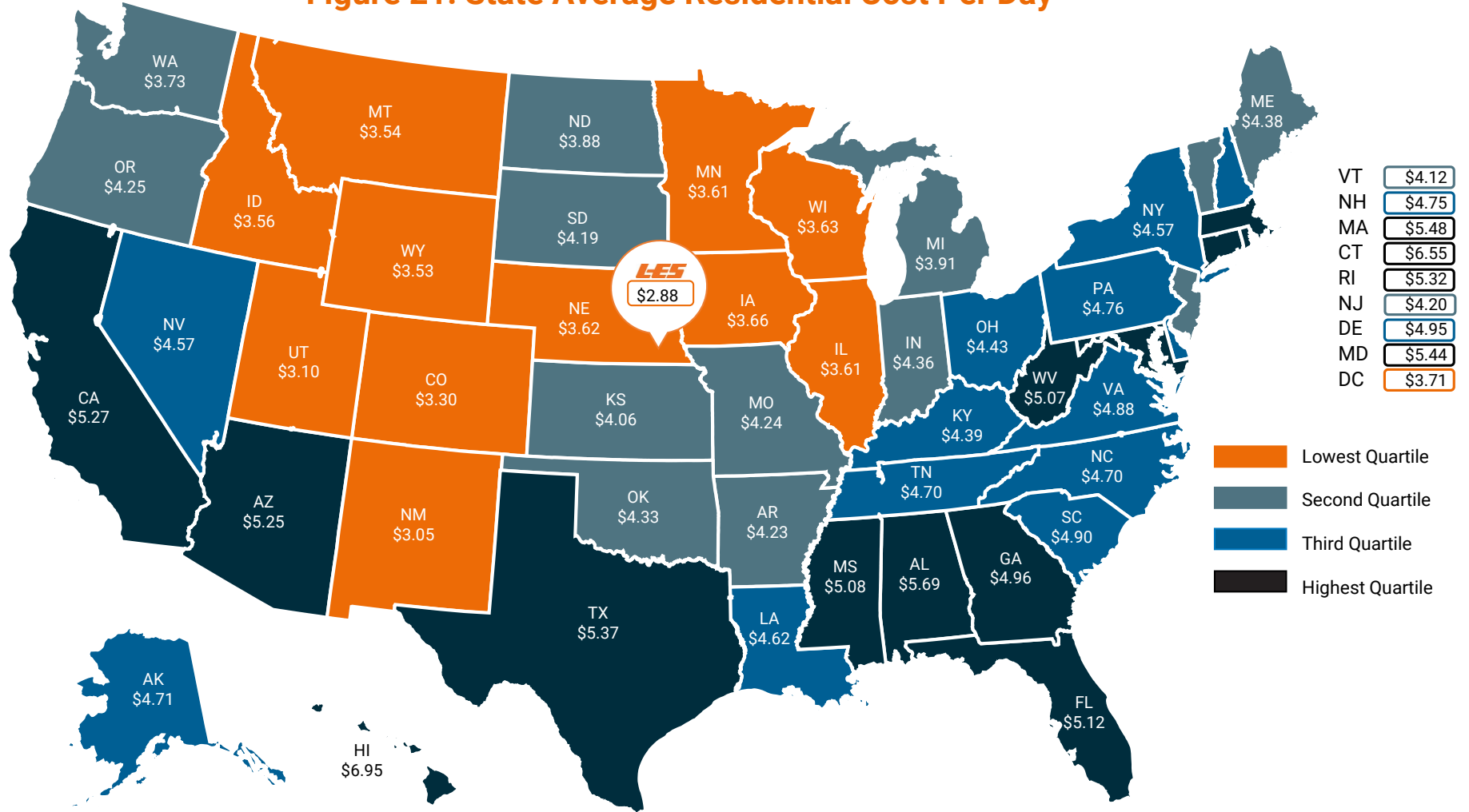


Figure 20: State Average Monthly Residential



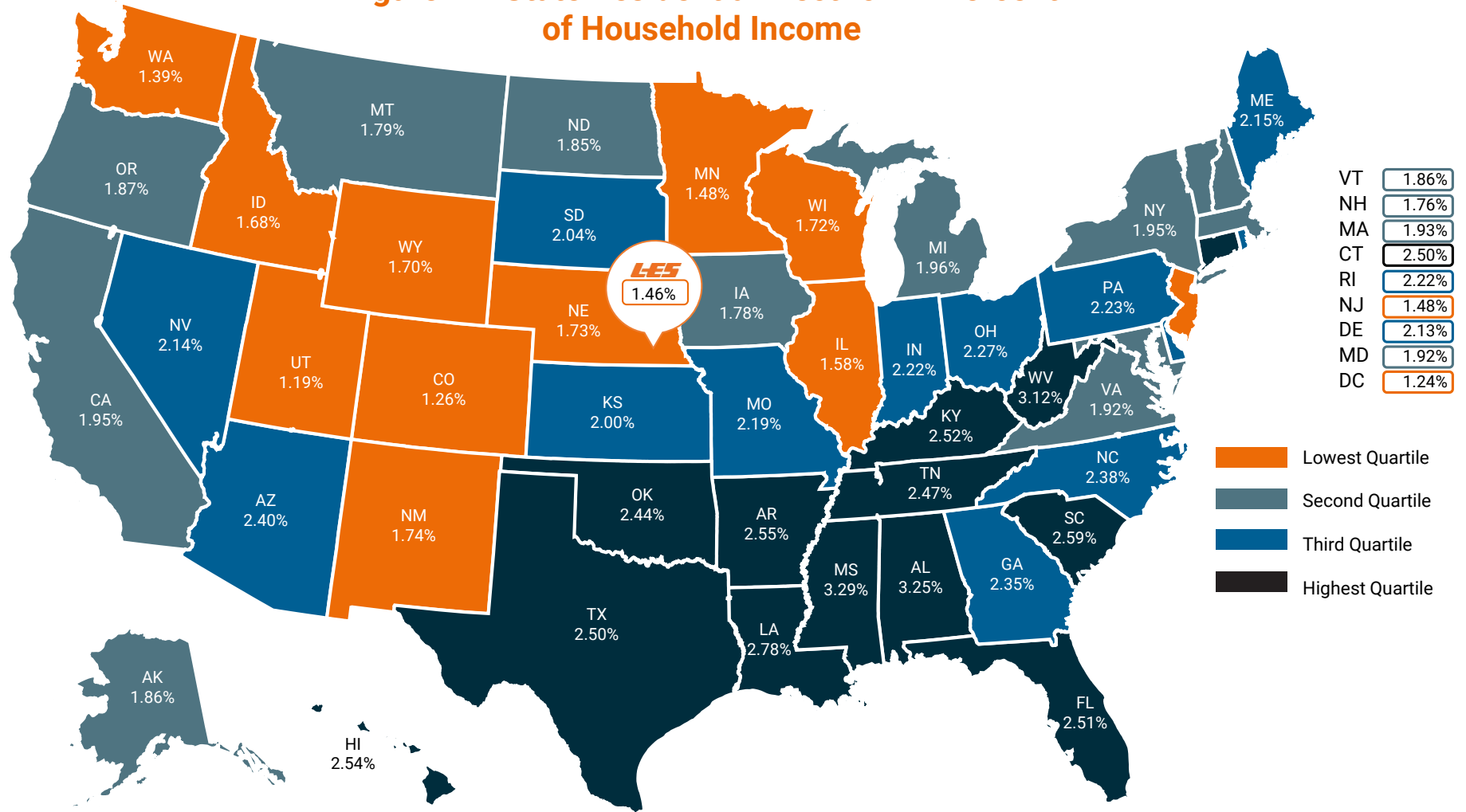
Data Source(s): EIA Electric Sales, Revenue, and Average Price, Table 5B; Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Figure 21: State Average Residential Cost Per Day



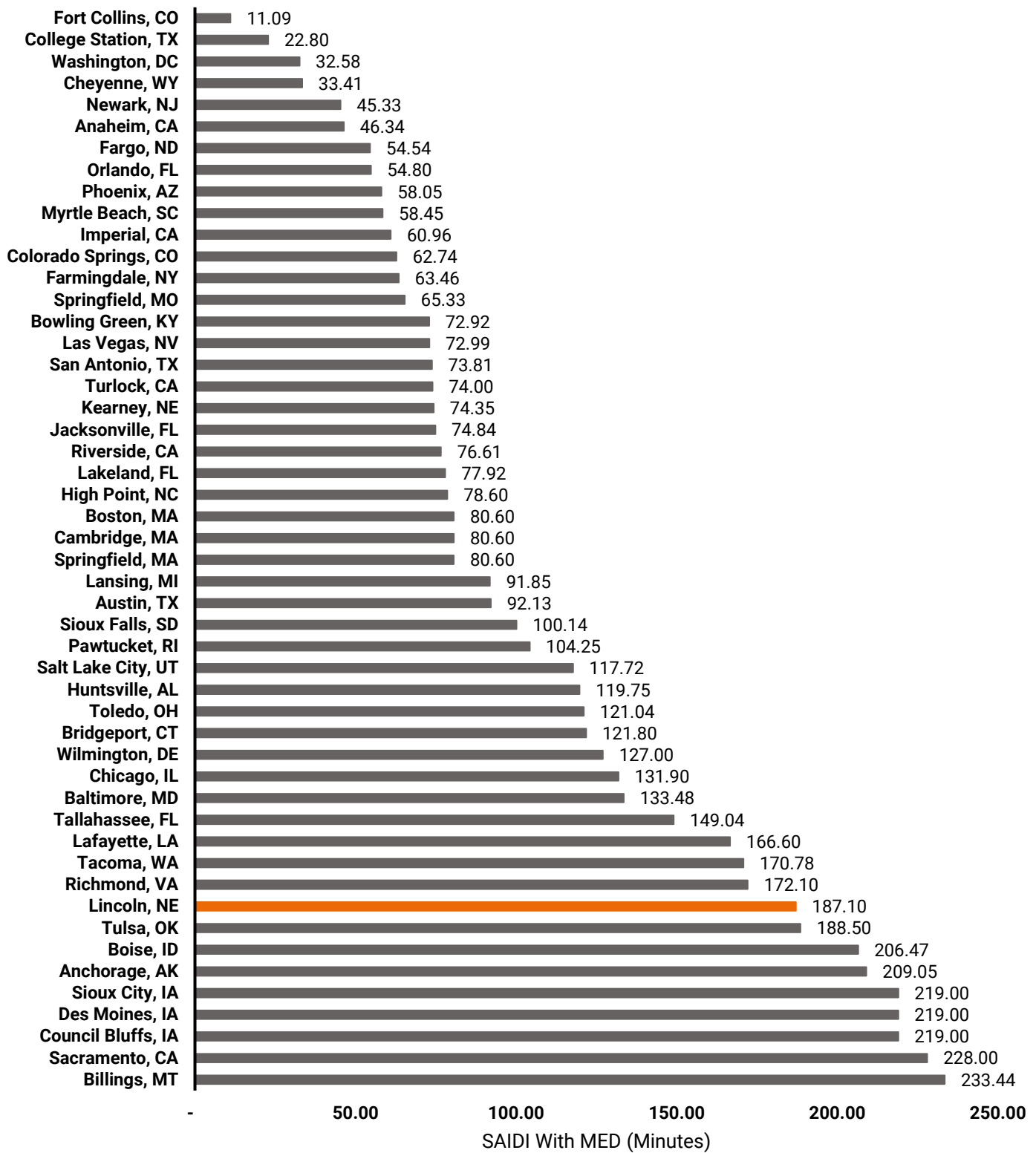
Data Source(s): EIA Electric Sales, Revenue, and Average Price, Table 5C; Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Figure 22: State Residential Electric Bill Percent of Household Income



Data Source(s): EIA Electric Sales, Revenue, and Average Price, Table 5A; Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Figure 23: System Average Interruption Duration Index (SAIDI) with Major Event Days - The 50 Best-Ranked Cities



**Figure 24: System Average Interruption Duration Index (SAIDI)
without Major Event Days - The 50 Best-Ranked Cities**

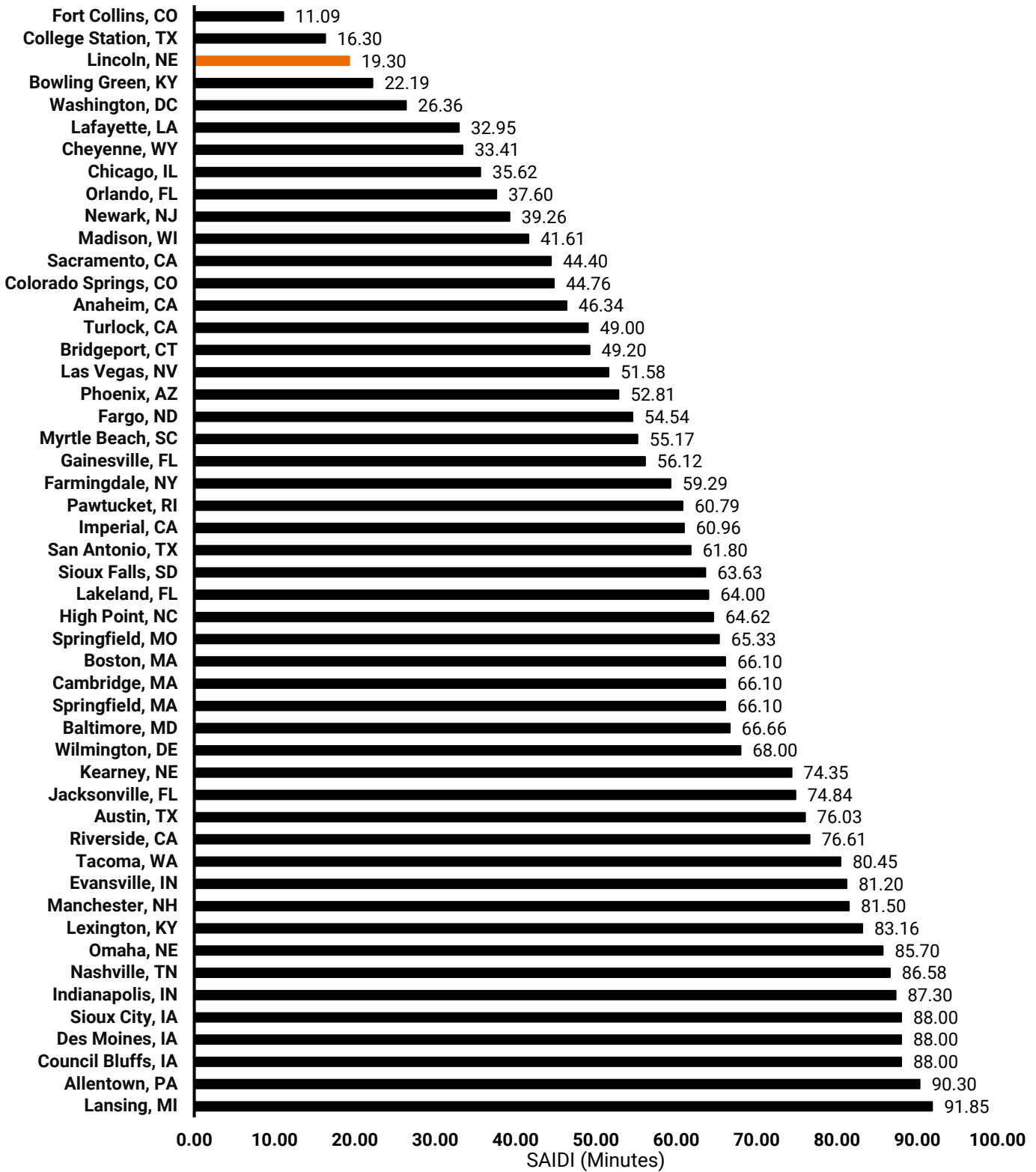
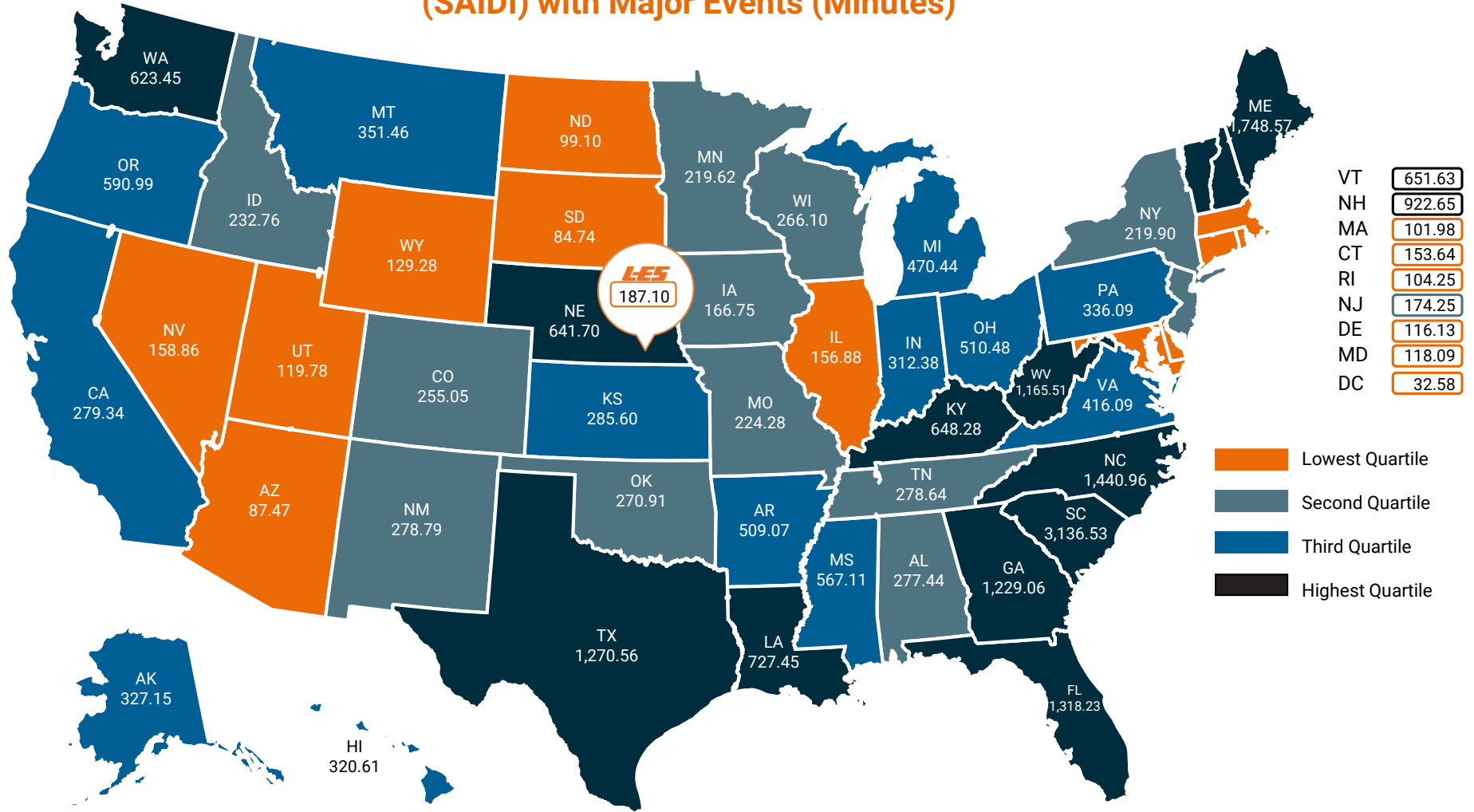
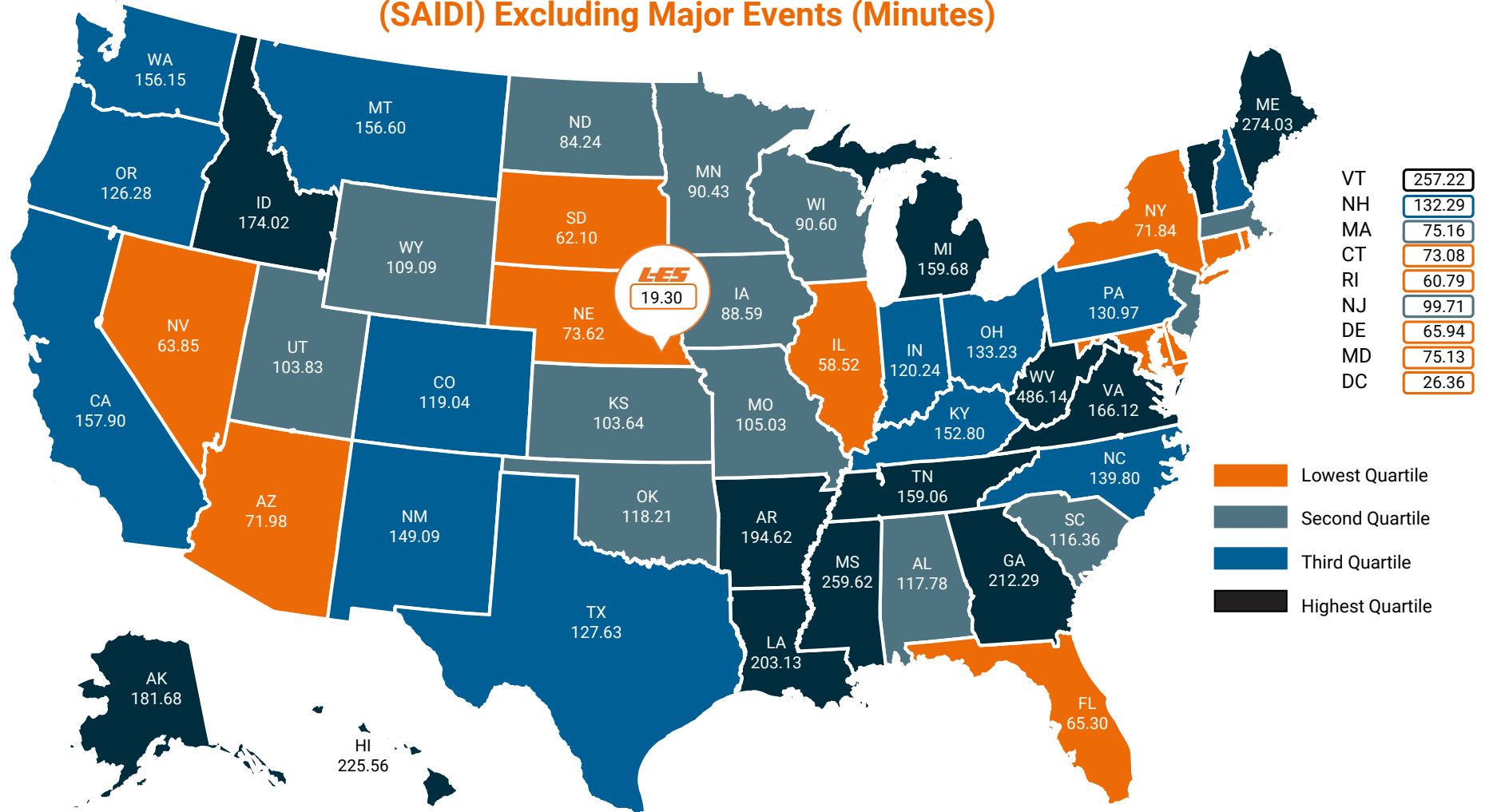


Figure 25: State System Average Interruption Duration Index (SAIDI) with Major Events (Minutes)



Data Source(s): EIA Electric Sales, Revenue, and Average Price, Table 5B; Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Figure 26: State System Average Interruption Duration Index (SAIDI) Excluding Major Events (Minutes)



Data Source(s): EIA Electric Sales, Revenue, and Average Price, Table 5A; Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers



Competitive Market Study: Appendix

SOURCE OF DATA



LES obtained most of the data for utilities and states from the U.S. Energy Information Administration (EIA), a federal entity tasked with aggregating and publishing American energy information. For most figures in the report, 2024 EIA data was utilized due to a reporting time lag caused by processing and reviewing data from U.S. utilities. EIA data is from the Annual Electric Power Industry Report (Form EIA-861) and the Electric Sales, Revenue, and Average Price report.

Information regarding U.S. median household income data used to calculate the residential electric bill as a percent of household income metric was obtained from the U.S. Census Bureau's American Community Survey 5-Year Estimates (2020-2024). Additionally, information about a state's electric market, as seen in the state tables in the appendix, was obtained from the American Public Power Association (APPA) in their APPA Retail Electric Rates in Deregulated and Regulated States Report.

Table 1: Residential Average All-In Price - Cities				
City/State	Utility	Utility Type	Rank	Average All-In Price (cents/kWh)
Lafayette, LA	Lafayette Utilities System	Municipal	1	10.12
Kearney, NE	Nebraska Public Power District	Political Subdivision	2	10.63
Tacoma, WA	Tacoma Public Utilities	Municipal	3	10.81
Lincoln, NE	Lincoln Electric System	Municipal	4	10.86
Des Moines, IA	MidAmerican Energy	Investor Owned	5	11.01
Council Bluffs, IA	MidAmerican Energy	Investor Owned	5	11.01
Sioux City, IA	MidAmerican Energy	Investor Owned	5	11.01
Baton Rouge, LA	Entergy Louisiana, LLC	Investor Owned	8	11.05
Myrtle Beach, SC	Santee Cooper	State	9	11.38
Lakeland, FL	Lakeland Electric Utility	Municipal	10	11.40
Huntsville, AL	City of Huntsville	Municipal	11	11.45
Springfield, MO	City Utilities of Springfield	Municipal	12	11.47
Bowling Green, KY	Bowling Green Municipal Utilities	Municipal	13	11.48
High Point, NC	High Point Electric Utility Department	Municipal	14	11.63
Boise, ID	Idaho Power Company	Investor Owned	15	11.76
Oklahoma City, OK	Oklahoma Gas & Electric Company	Investor Owned	16	11.78
Lexington, KY	Kentucky Utilities Company	Investor Owned	17	11.85
Fargo, ND	Northern States Power Company	Investor Owned	18	12.11
Omaha, NE	Omaha Public Power District	Political Subdivision	19	12.36
Jacksonville, FL	JEA	Municipal	20	12.43
San Antonio, TX	CPS Energy	Municipal	20	12.43
Salt Lake City, UT	PacifiCorp	Investor Owned	22	12.52
Austin, TX	Austin Energy	Municipal	23	12.58
Tulsa, OK	Public Service Company of Oklahoma	Investor Owned	24	12.73
Little Rock, AR	Entergy Arkansas, Inc.	Investor Owned	25	12.97
Fort Collins, CO	Platte River Power Authority	Municipal	26	13.21
Jackson, MS	Entergy Mississippi, Inc.	Investor Owned	26	13.21
Phoenix, AZ	Salt River Project	Political Subdivision	28	13.46
Nashville, TN	Nashville Electric Service	Municipal	29	13.47
Tallahassee, FL	City of Tallahassee Electric Utility	Municipal	30	13.60
Kansas City, MO	Eergy (Kansas City Power & Light Co.)	Investor Owned	31	13.72
Indianapolis, IN	Indianapolis Power & Light Company	Investor Owned	32	13.75
Sioux Falls, SD	Northern States Power Company	Investor Owned	33	13.87
Greensboro, NC	Duke Energy	Investor Owned	34	13.94
Greenville, SC	Duke Energy	Investor Owned	35	13.99
Richmond, VA	Dominion Virginia Power	Investor Owned	36	14.09
Seattle, WA	Seattle City Light	Municipal	36	14.09
Billings, MT	NorthWestern Energy (formerly Montana Power)	Investor Owned	38	14.23
Wichita, KS	Eergy (Formerly Westar Energy Inc)	Investor Owned	39	14.29
Colorado Springs, CO	City of Colorado Springs	Municipal	40	14.45
Reno, NV	Sierra Pacific Power Company - NV Energy	Investor Owned	41	14.52
College Station, TX	College Station Utilities	Municipal	42	14.57
Gainesville, FL	Gainesville Regional Utilities	Municipal	43	14.87
Denver, CO	Xcel Energy (Public Service Company of Colorado)	Investor Owned	44	15.05
Chicago, IL	Commonwealth Edison Company	Investor Owned	45	15.22
Orlando, FL	Orlando Utilities Commission	Municipal	46	15.24
Dayton, OH	AES Ohio (formerly DP&L)	Investor Owned	47	15.32
Las Vegas, NV	Nevada Power Company - NV Energy	Investor Owned	48	15.33
Kansas City, KS	Kansas City Board of Public Utilities	Municipal	49	15.36
Savannah, GA	Georgia Power	Investor Owned	50	15.49

Table 1: Residential Average All-In Price - Cities				
City/State	Utility	Utility Type	Rank	Average All-In Price (cents/kWh)
Albuquerque, NM	Public Service Company of New Mexico	Investor Owned	51	15.57
Turlock, CA	Turlock Irrigation District	Political Subdivision	52	16.34
Washington, DC	Potomac Electric Power Company	Investor Owned	53	16.58
Toledo, OH	Toledo Edison - FirstEnergy Corp.	Investor Owned	54	16.64
Auburn, AL	Alabama Power	Investor Owned	55	16.77
Charleston, WV	AEP (Appalachian Power Rate Area)	Investor Owned	55	16.77
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	Investor Owned	57	16.96
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	Investor Owned	58	16.98
Allentown, PA	PPL Electric Utilities	Investor Owned	59	16.99
Anaheim, CA	Anaheim Public Utilities	Municipal	60	17.11
Wilmington, DE	Delmarva Power	Investor Owned	61	17.23
Laredo, TX	Reliant Energy	Retail Power Marketer	62	17.38
Waco, TX	Reliant Energy	Retail Power Marketer	62	17.38
Evansville, IN	Southern Indiana Gas & Electric Company	Investor Owned	64	17.52
Sacramento, CA	Sacramento Municipal Util Dist	Political Subdivision	65	17.87
Baltimore, MD	Baltimore Gas & Electric Company	Investor Owned	66	17.91
Imperial, CA	Imperial Irrigation District - Energy	Political Subdivision	66	17.91
Portland, OR	Portland General Electric Company	Investor Owned	68	18.19
Midland, TX	TXU Energy	Retail Power Marketer	69	18.70
Odessa, TX	TXU Energy	Retail Power Marketer	69	18.70
Burlington, VT	City of Burlington Electric	Municipal	71	18.88
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	Investor Owned	72	19.23
Lima, OH	AEP Ohio (Ohio Power Company)	Investor Owned	73	19.33
Lansing, MI	Lansing Board of Water & Light	Municipal	74	19.78
Riverside, CA	Riverside Electric Utility	Municipal	75	20.20
Madison, WI	Madison Gas & Electric Company	Investor Owned	76	20.34
Newark, NJ	Public Service Electric & Gas Company	Investor Owned	77	20.42
Anchorage, AK	Chugach Electric Association Incorporated	Cooperative	78	21.24
Manchester, NH	Public Service Company of New Hampshire	Investor Owned	79	22.65
Portland, ME	Central Maine Power Co	Investor Owned	80	23.43
Farmingdale, NY	Long Island Power Authority	State	81	24.57
Pawtucket, RI	Narragansett Electric Company	Investor Owned	82	28.26
Boston, MA	Eversource (Formerly Boston Edison Company)	Investor Owned	83	29.91
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	Investor Owned	83	29.91
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	Investor Owned	83	29.91
Bridgeport, CT	United Illuminating Company	Investor Owned	86	34.04
Honolulu, HI	Hawaiian Electric Company	Investor Owned	87	42.87

Note: Average price was calculated by dividing the utilities' sector revenue by sales of electricity.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 2: Commercial Average All-In Price - Cities				
City/State	Utility	Utility Type	Rank	Average All-In Price (cents/kWh)
Oklahoma City, OK	Oklahoma Gas & Electric Company	Investor Owned	1	8.00
Omaha, NE	Omaha Public Power District	Political Subdivision	2	8.04
Kearney, NE	Nebraska Public Power District	Political Subdivision	3	8.36
Des Moines, IA	MidAmerican Energy	Investor Owned	4	8.43
Council Bluffs, IA	MidAmerican Energy	Investor Owned	4	8.43
Sioux City, IA	MidAmerican Energy	Investor Owned	4	8.43
Lincoln, NE	Lincoln Electric System	Municipal	7	8.53
Lafayette, LA	Lafayette Utilities System	Municipal	8	8.55
Orlando, FL	Orlando Utilities Commission	Municipal	9	8.59
Tulsa, OK	Public Service Company of Oklahoma	Investor Owned	10	8.79
Richmond, VA	Dominion Virginia Power	Investor Owned	11	8.86
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	Investor Owned	12	8.94
Boise, ID	Idaho Power Company	Investor Owned	13	9.15
Salt Lake City, UT	PacifiCorp	Investor Owned	14	9.23
Springfield, MO	City Utilities of Springfield	Municipal	15	9.39
Myrtle Beach, SC	Santee Cooper	State	16	9.43
Lakeland, FL	Lakeland Electric Utility	Municipal	17	9.47
Colorado Springs, CO	City of Colorado Springs	Municipal	18	9.56
Tallahassee, FL	City of Tallahassee Electric Utility	Municipal	19	9.86
Greensboro, NC	Duke Energy	Investor Owned	20	9.87
Baton Rouge, LA	Entergy Louisiana, LLC	Investor Owned	21	9.95
San Antonio, TX	CPS Energy	Municipal	22	10.07
Little Rock, AR	Entergy Arkansas, Inc.	Investor Owned	23	10.21
Tacoma, WA	Tacoma Public Utilities	Municipal	24	10.30
Kansas City, MO	Evergy (Kansas City Power & Light Co.)	Investor Owned	25	10.37
Austin, TX	Austin Energy	Municipal	26	10.45
High Point, NC	High Point Electric Utility Department	Municipal	27	10.52
Greenville, SC	Duke Energy	Investor Owned	28	10.53
Jacksonville, FL	JEA	Municipal	28	10.53
Bowling Green, KY	Bowling Green Municipal Utilities	Municipal	30	10.58
Phoenix, AZ	Salt River Project	Political Subdivision	31	10.76
Las Vegas, NV	Nevada Power Company - NV Energy	Investor Owned	31	10.76
Fargo, ND	Northern States Power Company	Investor Owned	33	10.83
Wichita, KS	Evergy (Formerly Westar Energy Inc)	Investor Owned	34	11.02
Huntsville, AL	City of Huntsville	Municipal	35	11.09
Reno, NV	Sierra Pacific Power Company - NV Energy	Investor Owned	36	11.23
Fort Collins, CO	Platte River Power Authority	Municipal	37	11.50
Sioux Falls, SD	Northern States Power Company	Investor Owned	37	11.50
Lexington, KY	Kentucky Utilities Company	Investor Owned	39	11.60
Savannah, GA	Georgia Power	Investor Owned	40	11.65
Seattle, WA	Seattle City Light	Municipal	41	11.77
Denver, CO	Xcel Energy (Public Service Company of Colorado)	Investor Owned	42	11.84
Nashville, TN	Nashville Electric Service	Municipal	43	12.03
Kansas City, KS	Kansas City Board of Public Utilities	Municipal	44	12.06
Albuquerque, NM	Public Service Company of New Mexico	Investor Owned	45	12.24
Chicago, IL	Commonwealth Edison Company	Investor Owned	46	12.31
Charleston, WV	AEP (Appalachian Power Rate Area)	Investor Owned	47	12.35
Jackson, MS	Entergy Mississippi, Inc.	Investor Owned	48	12.72
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	Investor Owned	49	12.85
College Station, TX	College Station Utilities	Municipal	50	13.03

Table 2: Commercial Average All-In Price - Cities				
City/State	Utility	Utility Type	Rank	Average All-In Price (cents/kWh)
Laredo, TX	Reliant Energy	Retail Power Marketer	51	13.25
Waco, TX	Reliant Energy	Retail Power Marketer	51	13.25
Billings, MT	NorthWestern Energy (formerly Montana Power)	Investor Owned	53	13.46
Turlock, CA	Turlock Irrigation District	Political Subdivision	54	13.56
Madison, WI	Madison Gas & Electric Company	Investor Owned	55	13.79
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	Investor Owned	56	13.82
Portland, OR	Portland General Electric Company	Investor Owned	57	13.87
Dayton, OH	AES Ohio (formerly DP&L)	Investor Owned	57	13.87
Allentown, PA	PPL Electric Utilities	Investor Owned	59	13.90
Indianapolis, IN	Indianapolis Power & Light Company	Investor Owned	60	14.29
Newark, NJ	Public Service Electric & Gas Company	Investor Owned	61	14.69
Auburn, AL	Alabama Power	Investor Owned	62	14.84
Evansville, IN	Southern Indiana Gas & Electric Company	Investor Owned	63	15.68
Baltimore, MD	Baltimore Gas & Electric Company	Investor Owned	64	16.17
Lansing, MI	Lansing Board of Water & Light	Municipal	65	16.29
Sacramento, CA	Sacramento Municipal Util Dist	Political Subdivision	65	16.29
Gainesville, FL	Gainesville Regional Utilities	Municipal	67	16.32
Lima, OH	AEP Ohio (Ohio Power Company)	Investor Owned	68	16.51
Wilmington, DE	Delmarva Power	Investor Owned	69	16.54
Anchorage, AK	Chugach Electric Association Incorporated	Cooperative	70	16.88
Midland, TX	TXU Energy	Retail Power Marketer	71	17.02
Odessa, TX	TXU Energy	Retail Power Marketer	71	17.02
Anaheim, CA	Anaheim Public Utilities	Municipal	73	17.72
Burlington, VT	City of Burlington Electric	Municipal	74	17.77
Imperial, CA	Imperial Irrigation District - Energy	Political Subdivision	75	18.21
Toledo, OH	Toledo Edison - FirstEnergy Corp.	Investor Owned	76	18.57
Riverside, CA	Riverside Electric Utility	Municipal	77	19.10
Manchester, NH	Public Service Company of New Hampshire	Investor Owned	78	19.74
Washington, DC	Potomac Electric Power Company	Investor Owned	79	19.98
Portland, ME	Central Maine Power Co	Investor Owned	80	21.08
Farmingdale, NY	Long Island Power Authority	State	81	21.46
Pawtucket, RI	Narragansett Electric Company	Investor Owned	82	23.17
Bridgeport, CT	United Illuminating Company	Investor Owned	83	24.27
Boston, MA	Eversource (Formerly Boston Edison Company)	Investor Owned	84	27.00
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	Investor Owned	84	27.00
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	Investor Owned	84	27.00
Honolulu, HI	Hawaiian Electric Company	Investor Owned	87	37.03

Note: Average price was calculated by dividing the utilities' sector revenue by sales of electricity.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 3: Industrial Average All-In Price - Cities

City/State	Utility	Utility Type	Rank	Average All-In Price (cents/kWh)
Kearney, NE	Nebraska Public Power District	Political Subdivision	1	4.52
Myrtle Beach, SC	Santee Cooper	State	2	5.08
Baton Rouge, LA	Entergy Louisiana, LLC	Investor Owned	3	5.16
Oklahoma City, OK	Oklahoma Gas & Electric Company	Investor Owned	4	5.46
Albuquerque, NM	Public Service Company of New Mexico	Investor Owned	5	5.63
Tulsa, OK	Public Service Company of Oklahoma	Investor Owned	6	5.95
Des Moines, IA	MidAmerican Energy	Investor Owned	7	6.05
Council Bluffs, IA	MidAmerican Energy	Investor Owned	7	6.05
Sioux City, IA	MidAmerican Energy	Investor Owned	7	6.05
Little Rock, AR	Entergy Arkansas, Inc.	Investor Owned	10	6.36
Laredo, TX	Reliant Energy	Retail Power Marketer	11	6.72
Waco, TX	Reliant Energy	Retail Power Marketer	11	6.72
Austin, TX	Austin Energy	Municipal	13	6.83
Midland, TX	TXU Energy	Retail Power Marketer	14	6.84
Odessa, TX	TXU Energy	Retail Power Marketer	14	6.84
Omaha, NE	Omaha Public Power District	Political Subdivision	16	7.03
Bowling Green, KY	Bowling Green Municipal Utilities	Municipal	17	7.07
Savannah, GA	Georgia Power	Investor Owned	18	7.10
Lexington, KY	Kentucky Utilities Company	Investor Owned	19	7.11
Lincoln, NE	Lincoln Electric System	Municipal	20	7.12
Huntsville, AL	City of Huntsville	Municipal	21	7.14
Greenville, SC	Duke Energy	Investor Owned	22	7.18
Lakeland, FL	Lakeland Electric Utility	Municipal	23	7.35
Chicago, IL	Commonwealth Edison Company	Investor Owned	24	7.36
Kansas City, MO	Eergy (Kansas City Power & Light Co.)	Investor Owned	25	7.37
Nashville, TN	Nashville Electric Service	Municipal	26	7.56
Tacoma, WA	Tacoma Public Utilities	Municipal	27	7.69
Phoenix, AZ	Salt River Project	Political Subdivision	28	7.73
Denver, CO	Xcel Energy (Public Service Company of Colorado)	Investor Owned	28	7.73
Greensboro, NC	Duke Energy	Investor Owned	30	7.80
Salt Lake City, UT	PacifiCorp	Investor Owned	31	7.85
Richmond, VA	Dominion Virginia Power	Investor Owned	32	7.93
Jacksonville, FL	JEA	Municipal	33	7.94
Auburn, AL	Alabama Power	Investor Owned	34	7.95
Springfield, MO	City Utilities of Springfield	Municipal	35	7.96
Boise, ID	Idaho Power Company	Investor Owned	36	8.15
Jackson, MS	Entergy Mississippi, Inc.	Investor Owned	37	8.28
Newark, NJ	Public Service Electric & Gas Company	Investor Owned	38	8.37
Fort Collins, CO	Platte River Power Authority	Municipal	39	8.48
Fargo, ND	Northern States Power Company	Investor Owned	40	8.50
Evansville, IN	Southern Indiana Gas & Electric Company	Investor Owned	41	8.56
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	Investor Owned	42	8.69
Charleston, WV	AEP (Appalachian Power Rate Area)	Investor Owned	43	8.76
San Antonio, TX	CPS Energy	Municipal	44	8.85
Portland, OR	Portland General Electric Company	Investor Owned	44	8.85
Wilmington, DE	Delmarva Power	Investor Owned	44	8.85
Wichita, KS	Eergy (Formerly Westar Energy Inc)	Investor Owned	47	9.10
Madison, WI	Madison Gas & Electric Company	Investor Owned	48	9.15
Colorado Springs, CO	City of Colorado Springs	Municipal	49	9.16
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	Investor Owned	50	9.31

Table 3: Industrial Average All-In Price - Cities				
City/State	Utility	Utility Type	Rank	Average All-In Price (cents/kWh)
Sioux Falls, SD	Northern States Power Company	Investor Owned	51	9.37
High Point, NC	High Point Electric Utility Department	Municipal	52	9.38
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	Investor Owned	53	9.74
Reno, NV	Sierra Pacific Power Company - NV Energy	Investor Owned	54	9.75
Kansas City, KS	Kansas City Board of Public Utilities	Municipal	55	9.81
Seattle, WA	Seattle City Light	Municipal	56	10.09
Las Vegas, NV	Nevada Power Company - NV Energy	Investor Owned	56	10.09
Indianapolis, IN	Indianapolis Power & Light Company	Investor Owned	58	10.20
Billings, MT	NorthWestern Energy (formerly Montana Power)	Investor Owned	59	10.77
Allentown, PA	PPL Electric Utilities	Investor Owned	60	10.93
Turlock, CA	Turlock Irrigation District	Political Subdivision	61	12.73
Gainesville, FL	Gainesville Regional Utilities	Municipal	61	12.73
Toledo, OH	Toledo Edison - FirstEnergy Corp.	Investor Owned	63	13.33
Dayton, OH	AES Ohio (formerly DP&L)	Investor Owned	64	13.36
Lansing, MI	Lansing Board of Water & Light	Municipal	65	13.46
Sacramento, CA	Sacramento Municipal Util Dist	Political Subdivision	66	13.49
Burlington, VT	City of Burlington Electric	Municipal	67	13.72
Anchorage, AK	Chugach Electric Association Incorporated	Cooperative	68	14.24
Riverside, CA	Riverside Electric Utility	Municipal	69	14.66
Baltimore, MD	Baltimore Gas & Electric Company	Investor Owned	70	14.87
Lima, OH	AEP Ohio (Ohio Power Company)	Investor Owned	71	15.18
Anaheim, CA	Anaheim Public Utilities	Municipal	72	15.53
Bridgeport, CT	United Illuminating Company	Investor Owned	73	17.56
Manchester, NH	Public Service Company of New Hampshire	Investor Owned	74	19.33
Portland, ME	Central Maine Power Co	Investor Owned	75	20.36
Imperial, CA	Imperial Irrigation District - Energy	Political Subdivision	76	20.79
Boston, MA	Eversource (Formerly Boston Edison Company)	Investor Owned	77	25.34
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	Investor Owned	77	25.34
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	Investor Owned	77	25.34
Pawtucket, RI	Narragansett Electric Company	Investor Owned	80	25.92
Honolulu, HI	Hawaiian Electric Company	Investor Owned	81	32.82

Note: Average price was calculated by dividing the utilities' sector revenue by sales of electricity. College Station Utilities, Lafayette Utilities System, Orlando Utilities Commission, City of Tallahassee Electric Utility, Long Island Power Authority, and Potomac Electric Power Company are not included in the rankings as they don't report industrial revenue.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 4: All Retail Sectors Average All-In Price - Cities

City/State	Utility	Utility Type	Rank	Average All-In Price (cents/kWh)
Kearney, NE	Nebraska Public Power District	Political Subdivision	1	6.93
Myrtle Beach, SC	Santee Cooper	State	2	7.25
Baton Rouge, LA	Entergy Louisiana, LLC	Investor Owned	3	7.47
Des Moines, IA	MidAmerican Energy	Investor Owned	4	7.54
Council Bluffs, IA	MidAmerican Energy	Investor Owned	4	7.54
Sioux City, IA	MidAmerican Energy	Investor Owned	4	7.54
Oklahoma City, OK	Oklahoma Gas & Electric Company	Investor Owned	7	8.52
Omaha, NE	Omaha Public Power District	Political Subdivision	8	9.04
Tulsa, OK	Public Service Company of Oklahoma	Investor Owned	9	9.21
Lafayette, LA	Lafayette Utilities System	Municipal	10	9.23
Lincoln, NE	Lincoln Electric System	Municipal	11	9.26
Tacoma, WA	Tacoma Public Utilities	Municipal	12	9.29
Little Rock, AR	Entergy Arkansas, Inc.	Investor Owned	13	9.49
Boise, ID	Idaho Power Company	Investor Owned	14	9.78
Springfield, MO	City Utilities of Springfield	Municipal	15	9.89
Salt Lake City, UT	PacifiCorp	Investor Owned	16	9.91
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	Investor Owned	17	9.94
Lakeland, FL	Lakeland Electric Utility	Municipal	18	10.02
Lexington, KY	Kentucky Utilities Company	Investor Owned	19	10.12
Greenville, SC	Duke Energy	Investor Owned	20	10.38
Austin, TX	Austin Energy	Municipal	21	10.39
Bowling Green, KY	Bowling Green Municipal Utilities	Municipal	22	10.44
Richmond, VA	Dominion Virginia Power	Investor Owned	23	10.51
Midland, TX	TXU Energy	Retail Power Marketer	24	10.70
Odessa, TX	TXU Energy	Retail Power Marketer	24	10.70
High Point, NC	High Point Electric Utility Department	Municipal	26	10.76
Fargo, ND	Northern States Power Company	Investor Owned	27	10.85
Jacksonville, FL	JEA	Municipal	28	10.87
Kansas City, MO	Evergy (Kansas City Power & Light Co.)	Investor Owned	29	10.90
Huntsville, AL	City of Huntsville	Municipal	30	10.93
Greensboro, NC	Duke Energy	Investor Owned	31	11.04
San Antonio, TX	CPS Energy	Municipal	32	11.08
Colorado Springs, CO	City of Colorado Springs	Municipal	33	11.10
Fort Collins, CO	Platte River Power Authority	Municipal	34	11.18
Orlando, FL	Orlando Utilities Commission	Municipal	35	11.25
Tallahassee, FL	City of Tallahassee Electric Utility	Municipal	36	11.45
Phoenix, AZ	Salt River Project	Political Subdivision	37	11.59
Albuquerque, NM	Public Service Company of New Mexico	Investor Owned	38	11.64
Savannah, GA	Georgia Power	Investor Owned	39	11.70
Wichita, KS	Evergy (Formerly Westar Energy Inc)	Investor Owned	40	11.82
Reno, NV	Sierra Pacific Power Company - NV Energy	Investor Owned	41	11.88
Laredo, TX	Reliant Energy	Retail Power Marketer	42	11.91
Waco, TX	Reliant Energy	Retail Power Marketer	42	11.91
Sioux Falls, SD	Northern States Power Company	Investor Owned	44	11.99
Denver, CO	Xcel Energy (Public Service Company of Colorado)	Investor Owned	45	12.11
Jackson, MS	Entergy Mississippi, Inc.	Investor Owned	45	12.11
Indianapolis, IN	Indianapolis Power & Light Company	Investor Owned	47	12.15
Nashville, TN	Nashville Electric Service	Municipal	48	12.30
Kansas City, KS	Kansas City Board of Public Utilities	Municipal	49	12.40
Seattle, WA	Seattle City Light	Municipal	50	12.50

Table 4: All Retail Sectors Average All-In Price - Cities

City/State	Utility	Utility Type	Rank	Average All-In Price (cents/kWh)
Las Vegas, NV	Nevada Power Company - NV Energy	Investor Owned	51	12.77
Auburn, AL	Alabama Power	Investor Owned	52	12.79
Charleston, WV	AEP (Appalachian Power Rate Area)	Investor Owned	53	12.91
Evansville, IN	Southern Indiana Gas & Electric Company	Investor Owned	54	12.92
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	Investor Owned	55	13.38
Billings, MT	NorthWestern Energy (formerly Montana Power)	Investor Owned	56	13.62
College Station, TX	College Station Utilities	Municipal	57	13.82
Chicago, IL	Commonwealth Edison Company	Investor Owned	58	14.02
Turlock, CA	Turlock Irrigation District	Political Subdivision	59	14.27
Portland, OR	Portland General Electric Company	Investor Owned	60	14.28
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	Investor Owned	61	14.40
Dayton, OH	AES Ohio (formerly DP&L)	Investor Owned	62	14.94
Gainesville, FL	Gainesville Regional Utilities	Municipal	63	15.29
Madison, WI	Madison Gas & Electric Company	Investor Owned	64	15.36
Allentown, PA	PPL Electric Utilities	Investor Owned	65	16.32
Lansing, MI	Lansing Board of Water & Light	Municipal	66	16.52
Sacramento, CA	Sacramento Municipal Util Dist	Political Subdivision	67	16.62
Anaheim, CA	Anaheim Public Utilities	Municipal	68	16.71
Toledo, OH	Toledo Edison - FirstEnergy Corp.	Investor Owned	69	16.77
Wilmington, DE	Delmarva Power	Investor Owned	70	17.04
Burlington, VT	City of Burlington Electric	Municipal	71	17.26
Newark, NJ	Public Service Electric & Gas Company	Investor Owned	72	17.44
Baltimore, MD	Baltimore Gas & Electric Company	Investor Owned	73	17.52
Riverside, CA	Riverside Electric Utility	Municipal	74	17.57
Washington, DC	Potomac Electric Power Company	Investor Owned	75	17.82
Imperial, CA	Imperial Irrigation District - Energy	Political Subdivision	76	18.11
Anchorage, AK	Chugach Electric Association Incorporated	Cooperative	77	18.17
Lima, OH	AEP Ohio (Ohio Power Company)	Investor Owned	78	18.61
Manchester, NH	Public Service Company of New Hampshire	Investor Owned	79	22.00
Portland, ME	Central Maine Power Co	Investor Owned	80	22.87
Farmingdale, NY	Long Island Power Authority	State	81	23.08
Pawtucket, RI	Narragansett Electric Company	Investor Owned	82	26.90
Boston, MA	Eversource (Formerly Boston Edison Company)	Investor Owned	83	29.02
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	Investor Owned	83	29.02
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	Investor Owned	83	29.02
Bridgeport, CT	United Illuminating Company	Investor Owned	86	31.30
Honolulu, HI	Hawaiian Electric Company	Investor Owned	87	36.62

Note: Average price was calculated by dividing the utilities' sector revenue by sales of electricity.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 5: Residential Average All-In Price (cents/kWh) Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Average Price	Average Price PY	Price Percent Change
Lafayette, LA	Lafayette Utilities System	1	1	0	10.12	10.16	-0.39%
Kearney, NE	Nebraska Public Power District	2	4	2	10.63	10.44	1.82%
Tacoma, WA	Tacoma Public Utilities	3	3	0	10.81	10.37	4.24%
Lincoln, NE	Lincoln Electric System	4	2	-2	10.86	10.22	6.26%
Des Moines, IA	MidAmerican Energy	5	6	1	11.01	11.00	0.09%
Council Bluffs, IA	MidAmerican Energy	5	6	1	11.01	11.00	0.09%
Sioux City, IA	MidAmerican Energy	5	6	1	11.01	11.00	0.09%
Baton Rouge, LA	Entergy Louisiana, LLC	8	9	1	11.05	11.01	0.36%
Myrtle Beach, SC	Santee Cooper	9	12	3	11.38	11.38	0.00%
Lakeland, FL	Lakeland Electric Utility	10	22	12	11.40	12.26	-7.01%
Huntsville, AL	City of Huntsville	11	13	2	11.45	11.48	-0.26%
Springfield, MO	City Utilities of Springfield	12	10	-2	11.47	11.06	3.71%
Bowling Green, KY	Bowling Green Municipal Utilities	13	14	1	11.48	11.58	-0.86%
High Point, NC	High Point Electric Utility Department	14	16	2	11.63	11.78	-1.27%
Boise, ID	Idaho Power Company	15	15	0	11.76	11.65	0.94%
Oklahoma City, OK	Oklahoma Gas & Electric Company	16	5	-11	11.78	10.81	8.97%
Lexington, KY	Kentucky Utilities Company	17	19	2	11.85	11.98	-1.09%
Fargo, ND	Northern States Power Company	18	18	0	12.11	11.97	1.17%
Omaha, NE	Omaha Public Power District	19	20	1	12.36	12.02	2.83%
Jacksonville, FL	JEA	20	32	12	12.43	13.21	-5.90%
San Antonio, TX	CPS Energy	20	21	1	12.43	12.11	2.64%
Salt Lake City, UT	PacifiCorp	22	11	-11	12.52	11.27	11.09%
Austin, TX	Austin Energy	23	28	5	12.58	13.00	-3.23%
Tulsa, OK	Public Service Company of Oklahoma	24	38	14	12.73	13.83	-7.95%
Little Rock, AR	Entergy Arkansas, Inc.	25	28	3	12.97	13.00	-0.23%
Fort Collins, CO	Platte River Power Authority	26	26	0	13.21	12.68	4.18%
Jackson, MS	Entergy Mississippi, Inc.	26	35	9	13.21	13.62	-3.01%
Phoenix, AZ	Salt River Project	28	23	-5	13.46	12.47	7.94%
Nashville, TN	Nashville Electric Service	29	33	4	13.47	13.44	0.22%
Tallahassee, FL	City of Tallahassee Electric Utility	30	30	0	13.60	13.03	4.37%
Kansas City, MO	Evergy (Kansas City Power & Light Co.)	31	34	3	13.72	13.61	0.81%
Indianapolis, IN	Indianapolis Power & Light Company	32	36	4	13.75	13.76	-0.07%
Sioux Falls, SD	Northern States Power Company	33	40	7	13.87	14.15	-1.98%
Greensboro, NC	Duke Energy	34	17	-17	13.94	11.88	17.34%
Greenville, SC	Duke Energy	35	25	-10	13.99	12.67	10.42%
Richmond, VA	Dominion Virginia Power	36	39	3	14.09	13.92	1.22%
Seattle, WA	Seattle City Light	36	27	-9	14.09	12.78	10.25%
Billings, MT	NorthWestern Energy (formerly Montana Power)	38	43	5	14.23	14.61	-2.60%
Wichita, KS	Evergy (Formerly Westar Energy Inc)	39	31	-8	14.29	13.09	9.17%
Colorado Springs, CO	City of Colorado Springs	40	37	-3	14.45	13.80	4.71%
Reno, NV	Sierra Pacific Power Company - NV Energy	41	55	14	14.52	16.10	-9.81%
College Station, TX	College Station Utilities	42	42	0	14.57	14.53	0.28%
Gainesville, FL	Gainesville Regional Utilities	43	63	20	14.87	16.99	-12.48%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	44	41	-3	15.05	14.34	4.95%
Chicago, IL	Commonwealth Edison Company	45	45	0	15.22	14.78	2.98%
Orlando, FL	Orlando Utilities Commission	46	24	-22	15.24	12.58	21.14%
Dayton, OH	AES Ohio (formerly DP&L)	47	57	10	15.32	16.40	-6.59%
Las Vegas, NV	Nevada Power Company - NV Energy	48	65	17	15.33	17.27	-11.23%
Kansas City, KS	Kansas City Board of Public Utilities	49	47	-2	15.36	15.02	2.26%
Savannah, GA	Georgia Power	50	44	-6	15.49	14.62	5.95%

Table 5: Residential Average All-In Price (cents/kWh) Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Average Price	Average Price PY	Price Percent Change
Albuquerque, NM	Public Service Company of New Mexico	51	50	-1	15.57	15.21	2.37%
Turlock, CA	Turlock Irrigation District	52	62	10	16.34	16.98	-3.77%
Washington, DC	Potomac Electric Power Company	53	46	-7	16.58	14.98	10.68%
Toledo, OH	Toledo Edison - FirstEnergy Corp.	54	51	-3	16.64	15.40	8.05%
Auburn, AL	Alabama Power	55	53	-2	16.77	15.90	5.47%
Charleston, WV	AEP (Appalachian Power Rate Area)	55	54	-1	16.77	16.02	4.68%
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	57	48	-9	16.96	15.16	11.87%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	58	56	-2	16.98	16.31	4.11%
Allentown, PA	PPL Electric Utilities	59	75	16	16.99	19.55	-13.09%
Anaheim, CA	Anaheim Public Utilities	60	66	6	17.11	17.54	-2.45%
Wilmington, DE	Delmarva Power	61	52	-9	17.23	15.73	9.54%
Laredo, TX	Reliant Energy	62	58	-4	17.38	16.45	5.65%
Waco, TX	Reliant Energy	62	58	-4	17.38	16.45	5.65%
Evansville, IN	Southern Indiana Gas & Electric Company	64	64	0	17.52	17.24	1.62%
Sacramento, CA	Sacramento Municipal Util Dist	65	61	-4	17.87	16.89	5.80%
Baltimore, MD	Baltimore Gas & Electric Company	66	60	-6	17.91	16.47	8.74%
Imperial, CA	Imperial Irrigation District - Energy	66	67	1	17.91	17.58	1.88%
Portland, OR	Portland General Electric Company	68	49	-19	18.19	15.20	19.67%
Midland, TX	TXU Energy	69	68	-1	18.70	17.69	5.71%
Odessa, TX	TXU Energy	69	68	-1	18.70	17.69	5.71%
Burlington, VT	City of Burlington Electric	71	70	-1	18.88	17.97	5.06%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	72	74	2	19.23	18.96	1.42%
Lima, OH	AEP Ohio (Ohio Power Company)	73	72	-1	19.33	18.63	3.76%
Lansing, MI	Lansing Board of Water & Light	74	76	2	19.78	19.61	0.87%
Riverside, CA	Riverside Electric Utility	75	71	-4	20.20	18.37	9.96%
Madison, WI	Madison Gas & Electric Company	76	77	1	20.34	19.72	3.14%
Newark, NJ	Public Service Electric & Gas Company	77	73	-4	20.42	18.83	8.44%
Anchorage, AK	Chugach Electric Association Incorporated	78	78	0	21.24	20.65	2.86%
Manchester, NH	Public Service Company of New Hampshire	79	82	3	22.65	28.93	-21.71%
Portland, ME	Central Maine Power Co	80	81	1	23.43	27.45	-14.64%
Farmingdale, NY	Long Island Power Authority	81	79	-2	24.57	22.33	10.03%
Pawtucket, RI	Narragansett Electric Company	82	80	-2	28.26	27.19	3.94%
Boston, MA	Eversource (Formerly Boston Edison Company)	83	83	0	29.91	29.66	0.84%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	83	83	0	29.91	29.66	0.84%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	83	83	0	29.91	29.66	0.84%
Bridgeport, CT	United Illuminating Company	86	86	0	34.04	33.16	2.65%
Honolulu, HI	Hawaiian Electric Company	87	87	0	42.87	43.22	-0.81%

Note: Average price was calculated by dividing the utilities' sector revenue by sales of electricity.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 6: Commercial Average All-In Price (cents/kWh) Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Average Price	Average Price PY	Price Percent Change
Oklahoma City, OK	Oklahoma Gas & Electric Company	1	1	0	8.00	7.85	1.91%
Omaha, NE	Omaha Public Power District	2	5	3	8.04	8.45	-4.85%
Kearney, NE	Nebraska Public Power District	3	4	1	8.36	8.24	1.46%
Des Moines, IA	MidAmerican Energy	4	7	3	8.43	8.60	-1.98%
Council Bluffs, IA	MidAmerican Energy	4	7	3	8.43	8.60	-1.98%
Sioux City, IA	MidAmerican Energy	4	7	3	8.43	8.60	-1.98%
Lincoln, NE	Lincoln Electric System	7	3	-4	8.53	8.17	4.41%
Lafayette, LA	Lafayette Utilities System	8	13	5	8.55	9.05	-5.52%
Orlando, FL	Orlando Utilities Commission	9	16	7	8.59	9.53	-9.86%
Tulsa, OK	Public Service Company of Oklahoma	10	24	14	8.79	10.25	-14.24%
Richmond, VA	Dominion Virginia Power	11	12	1	8.86	8.89	-0.34%
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	12	10	-2	8.94	8.74	2.29%
Boise, ID	Idaho Power Company	13	11	-2	9.15	8.86	3.27%
Salt Lake City, UT	PacifiCorp	14	2	-12	9.23	8.14	13.39%
Springfield, MO	City Utilities of Springfield	15	14	-1	9.39	9.23	1.73%
Myrtle Beach, SC	Santee Cooper	16	15	-1	9.43	9.47	-0.42%
Lakeland, FL	Lakeland Electric Utility	17	28	11	9.47	10.47	-9.55%
Colorado Springs, CO	City of Colorado Springs	18	19	1	9.56	9.91	-3.53%
Tallahassee, FL	City of Tallahassee Electric Utility	19	17	-2	9.86	9.63	2.39%
Greensboro, NC	Duke Energy	20	6	-14	9.87	8.59	14.90%
Baton Rouge, LA	Entergy Louisiana, LLC	21	22	1	9.95	10.03	-0.80%
San Antonio, TX	CPS Energy	22	21	-1	10.07	9.99	0.80%
Little Rock, AR	Entergy Arkansas, Inc.	23	27	4	10.21	10.46	-2.39%
Tacoma, WA	Tacoma Public Utilities	24	23	-1	10.30	10.22	0.78%
Kansas City, MO	Evergy (Kansas City Power & Light Co.)	25	25	0	10.37	10.28	0.88%
Austin, TX	Austin Energy	26	31	5	10.45	10.65	-1.88%
High Point, NC	High Point Electric Utility Department	27	29	2	10.52	10.55	-0.28%
Greenville, SC	Duke Energy	28	18	-10	10.53	9.90	6.36%
Jacksonville, FL	JEA	28	38	10	10.53	11.56	-8.91%
Bowling Green, KY	Bowling Green Municipal Utilities	30	30	0	10.58	10.61	-0.28%
Phoenix, AZ	Salt River Project	31	20	-11	10.76	9.92	8.47%
Las Vegas, NV	Nevada Power Company - NV Energy	31	53	22	10.76	13.56	-20.65%
Fargo, ND	Northern States Power Company	33	32	-1	10.83	10.74	0.84%
Wichita, KS	Evergy (Formerly Westar Energy Inc)	34	26	-8	11.02	10.43	5.66%
Huntsville, AL	City of Huntsville	35	37	2	11.09	11.16	-0.63%
Reno, NV	Sierra Pacific Power Company - NV Energy	36	52	16	11.23	13.38	-16.07%
Fort Collins, CO	Platte River Power Authority	37	34	-3	11.50	11.01	4.45%
Sioux Falls, SD	Northern States Power Company	37	36	-1	11.50	11.12	3.42%
Lexington, KY	Kentucky Utilities Company	39	40	1	11.60	11.75	-1.28%
Savannah, GA	Georgia Power	40	35	-5	11.65	11.05	5.43%
Seattle, WA	Seattle City Light	41	33	-8	11.77	10.78	9.18%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	42	40	-2	11.84	11.75	0.77%
Nashville, TN	Nashville Electric Service	43	44	1	12.03	12.03	0.00%
Kansas City, KS	Kansas City Board of Public Utilities	44	45	1	12.06	12.08	-0.17%
Albuquerque, NM	Public Service Company of New Mexico	45	47	2	12.24	12.34	-0.81%
Chicago, IL	Commonwealth Edison Company	46	39	-7	12.31	11.63	5.85%
Charleston, WV	AEP (Appalachian Power Rate Area)	47	40	-7	12.35	11.75	5.11%
Jackson, MS	Entergy Mississippi, Inc.	48	50	2	12.72	13.18	-3.49%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	49	51	2	12.85	13.33	-3.60%
College Station, TX	College Station Utilities	50	46	-4	13.03	12.22	6.63%

Table 6: Commercial Average All-In Price (cents/kWh) Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Average Price	Average Price PY	Price Percent Change
Laredo, TX	Reliant Energy	51	48	-3	13.25	12.39	6.94%
Waco, TX	Reliant Energy	51	48	-3	13.25	12.39	6.94%
Billings, MT	NorthWestern Energy (formerly Montana Power)	53	59	6	13.46	14.14	-4.81%
Turlock, CA	Turlock Irrigation District	54	60	6	13.56	14.21	-4.57%
Madison, WI	Madison Gas & Electric Company	55	54	-1	13.79	13.80	-0.07%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	56	55	-1	13.82	13.82	0.00%
Portland, OR	Portland General Electric Company	57	43	-14	13.87	11.98	15.78%
Dayton, OH	AES Ohio (formerly DP&L)	57	62	5	13.87	14.54	-4.61%
Allentown, PA	PPL Electric Utilities	59	66	7	13.90	15.82	-12.14%
Indianapolis, IN	Indianapolis Power & Light Company	60	56	-4	14.29	13.99	2.14%
Newark, NJ	Public Service Electric & Gas Company	61	57	-4	14.69	14.07	4.41%
Auburn, AL	Alabama Power	62	58	-4	14.84	14.09	5.32%
Evansville, IN	Southern Indiana Gas & Electric Company	63	63	0	15.68	14.71	6.59%
Baltimore, MD	Baltimore Gas & Electric Company	64	74	10	16.17	16.89	-4.26%
Lansing, MI	Lansing Board of Water & Light	65	65	0	16.29	15.68	3.89%
Sacramento, CA	Sacramento Municipal Util Dist	65	70	5	16.29	16.13	0.99%
Gainesville, FL	Gainesville Regional Utilities	67	77	10	16.32	18.33	-10.97%
Lima, OH	AEP Ohio (Ohio Power Company)	68	61	-7	16.51	14.41	14.57%
Wilmington, DE	Delmarva Power	69	64	-5	16.54	15.15	9.17%
Anchorage, AK	Chugach Electric Association Incorporated	70	71	1	16.88	16.30	3.56%
Midland, TX	TXU Energy	71	68	-3	17.02	16.01	6.31%
Odessa, TX	TXU Energy	71	68	-3	17.02	16.01	6.31%
Anaheim, CA	Anaheim Public Utilities	73	76	3	17.72	17.59	0.74%
Burlington, VT	City of Burlington Electric	74	73	-1	17.77	16.88	5.27%
Imperial, CA	Imperial Irrigation District - Energy	75	75	0	18.21	17.44	4.42%
Toledo, OH	Toledo Edison - FirstEnergy Corp.	76	67	-9	18.57	15.88	16.94%
Riverside, CA	Riverside Electric Utility	77	78	1	19.10	18.54	3.02%
Manchester, NH	Public Service Company of New Hampshire	78	86	8	19.74	27.71	-28.76%
Washington, DC	Potomac Electric Power Company	79	79	0	19.98	19.43	2.83%
Portland, ME	Central Maine Power Co	80	81	1	21.08	24.65	-14.48%
Farmingdale, NY	Long Island Power Authority	81	80	-1	21.46	19.83	8.22%
Pawtucket, RI	Narragansett Electric Company	82	72	-10	23.17	16.73	38.49%
Bridgeport, CT	United Illuminating Company	83	82	-1	24.27	25.87	-6.18%
Boston, MA	Eversource (Formerly Boston Edison Company)	84	83	-1	27.00	27.09	-0.33%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	84	83	-1	27.00	27.09	-0.33%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	84	83	-1	27.00	27.09	-0.33%
Honolulu, HI	Hawaiian Electric Company	87	87	0	37.03	38.27	-3.24%

Note: Average price was calculated by dividing the utilities' sector revenue by sales of electricity.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 7: Industrial Average All-In Price (cents/kWh) Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Average Price	Average Price PY	Price Percent Change
Kearney, NE	Nebraska Public Power District	1	1	0	4.52	4.54	-0.4%
Myrtle Beach, SC	Santee Cooper	2	3	1	5.08	5.11	-0.6%
Baton Rouge, LA	Entergy Louisiana, LLC	3	4	1	5.16	5.46	-5.5%
Oklahoma City, OK	Oklahoma Gas & Electric Company	4	2	-2	5.46	5.08	7.5%
Albuquerque, NM	Public Service Company of New Mexico	5	5	0	5.63	5.59	0.7%
Tulsa, OK	Public Service Company of Oklahoma	6	26	20	5.95	7.21	-17.5%
Des Moines, IA	MidAmerican Energy	7	8	1	6.05	6.26	-3.4%
Council Bluffs, IA	MidAmerican Energy	7	8	1	6.05	6.26	-3.4%
Sioux City, IA	MidAmerican Energy	7	8	1	6.05	6.26	-3.4%
Little Rock, AR	Entergy Arkansas, Inc.	10	20	10	6.36	7.00	-9.1%
Laredo, TX	Reliant Energy	11	20	9	6.72	7.00	-4.0%
Waco, TX	Reliant Energy	11	20	9	6.72	7.00	-4.0%
Austin, TX	Austin Energy	13	16	3	6.83	6.80	0.4%
Midland, TX	TXU Energy	14	23	9	6.84	7.02	-2.6%
Odessa, TX	TXU Energy	14	23	9	6.84	7.02	-2.6%
Omaha, NE	Omaha Public Power District	16	19	3	7.03	6.94	1.3%
Bowling Green, KY	Bowling Green Municipal Utilities	17	25	8	7.07	7.13	-0.8%
Savannah, GA	Georgia Power	18	12	-6	7.10	6.54	8.6%
Lexington, KY	Kentucky Utilities Company	19	28	9	7.11	7.31	-2.7%
Lincoln, NE	Lincoln Electric System	20	17	-3	7.12	6.83	4.2%
Huntsville, AL	City of Huntsville	21	26	5	7.14	7.21	-1.0%
Greenville, SC	Duke Energy	22	14	-8	7.18	6.78	5.9%
Lakeland, FL	Lakeland Electric Utility	23	60	37	7.35	10.53	-30.2%
Chicago, IL	Commonwealth Edison Company	24	11	-13	7.36	6.34	16.1%
Kansas City, MO	Evergy (Kansas City Power & Light Co.)	25	29	4	7.37	7.33	0.5%
Nashville, TN	Nashville Electric Service	26	31	5	7.56	7.66	-1.3%
Tacoma, WA	Tacoma Public Utilities	27	32	5	7.69	7.67	0.3%
Phoenix, AZ	Salt River Project	28	14	-14	7.73	6.78	14.0%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	28	37	9	7.73	8.03	-3.7%
Greensboro, NC	Duke Energy	30	13	-17	7.80	6.71	16.2%
Salt Lake City, UT	PacifiCorp	31	18	-13	7.85	6.86	14.4%
Richmond, VA	Dominion Virginia Power	32	41	9	7.93	8.40	-5.6%
Jacksonville, FL	JEA	33	48	15	7.94	8.90	-10.8%
Auburn, AL	Alabama Power	34	32	-2	7.95	7.67	3.7%
Springfield, MO	City Utilities of Springfield	35	34	-1	7.96	7.78	2.3%
Boise, ID	Idaho Power Company	36	35	-1	8.15	7.82	4.2%
Jackson, MS	Entergy Mississippi, Inc.	37	53	16	8.28	9.28	-10.8%
Newark, NJ	Public Service Electric & Gas Company	38	39	1	8.37	8.06	3.8%
Fort Collins, CO	Platte River Power Authority	39	40	1	8.48	8.16	3.9%
Fargo, ND	Northern States Power Company	40	43	3	8.50	8.54	-0.5%
Evansville, IN	Southern Indiana Gas & Electric Company	41	49	8	8.56	9.02	-5.1%
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	42	6	-36	8.69	5.95	46.1%
Charleston, WV	AEP (Appalachian Power Rate Area)	43	38	-5	8.76	8.05	8.8%
San Antonio, TX	CPS Energy	44	45	1	8.85	8.71	1.6%
Portland, OR	Portland General Electric Company	44	35	-9	8.85	7.82	13.2%
Wilmington, DE	Delmarva Power	44	7	-37	8.85	6.05	46.3%
Wichita, KS	Evergy (Formerly Westar Energy Inc)	47	42	-5	9.10	8.44	7.8%
Madison, WI	Madison Gas & Electric Company	48	51	3	9.15	9.17	-0.2%
Colorado Springs, CO	City of Colorado Springs	49	46	-3	9.16	8.79	4.2%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	50	54	4	9.31	9.48	-1.8%

Table 7: Industrial Average All-In Price (cents/kWh) Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Average Price	Average Price PY	Price Percent Change
Sioux Falls, SD	Northern States Power Company	51	44	-7	9.37	8.55	9.6%
High Point, NC	High Point Electric Utility Department	52	47	-5	9.38	8.87	5.7%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	53	57	4	9.74	10.36	-6.0%
Reno, NV	Sierra Pacific Power Company - NV Energy	54	62	8	9.75	11.29	-13.6%
Kansas City, KS	Kansas City Board of Public Utilities	55	56	1	9.81	10.32	-4.9%
Seattle, WA	Seattle City Light	56	50	-6	10.09	9.08	11.1%
Las Vegas, NV	Nevada Power Company - NV Energy	56	63	7	10.09	12.04	-16.2%
Indianapolis, IN	Indianapolis Power & Light Company	58	59	1	10.20	10.48	-2.7%
Billings, MT	NorthWestern Energy (formerly Montana Power)	59	61	2	10.77	10.85	-0.7%
Allentown, PA	PPL Electric Utilities	60	55	-5	10.93	9.72	12.4%
Turlock, CA	Turlock Irrigation District	61	66	5	12.73	13.50	-5.7%
Gainesville, FL	Gainesville Regional Utilities	61	70	9	12.73	14.34	-11.2%
Toledo, OH	Toledo Edison - FirstEnergy Corp.	63	30	-33	13.33	7.59	75.6%
Dayton, OH	AES Ohio (formerly DP&L)	64	67	3	13.36	13.59	-1.7%
Lansing, MI	Lansing Board of Water & Light	65	58	-7	13.46	10.44	28.9%
Sacramento, CA	Sacramento Municipal Util Dist	66	65	-1	13.49	12.60	7.1%
Burlington, VT	City of Burlington Electric	67	64	-3	13.72	12.57	9.1%
Anchorage, AK	Chugach Electric Association Incorporated	68	68	0	14.24	13.65	4.3%
Riverside, CA	Riverside Electric Utility	69	69	0	14.66	13.89	5.5%
Baltimore, MD	Baltimore Gas & Electric Company	70	72	2	14.87	15.94	-6.7%
Lima, OH	AEP Ohio (Ohio Power Company)	71	52	-19	15.18	9.26	63.9%
Anaheim, CA	Anaheim Public Utilities	72	71	-1	15.53	14.82	4.8%
Bridgeport, CT	United Illuminating Company	73	76	3	17.56	27.59	-36.4%
Manchester, NH	Public Service Company of New Hampshire	74	75	1	19.33	26.90	-28.1%
Portland, ME	Central Maine Power Co	75	74	-1	20.36	22.62	-10.0%
Imperial, CA	Imperial Irrigation District - Energy	76	73	-3	20.79	20.36	2.1%
Boston, MA	Eversource (Formerly Boston Edison Company)	77	78	1	25.34	33.45	-24.2%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	77	78	1	25.34	33.45	-24.2%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	77	78	1	25.34	33.45	-24.2%
Pawtucket, RI	Narragansett Electric Company	80	77	-3	25.92	28.00	-7.4%
Honolulu, HI	Hawaiian Electric Company	81	81	0	32.82	34.47	-4.8%

Note: Average price was calculated by dividing the utilities' sector revenue by sales of electricity. College Station Utilities, Lafayette Utilities System, Orlando Utilities Commission, City of Tallahassee Electric Utility, Long Island Power Authority, and Potomac Electric Power Company are not included in the rankings as they don't report industrial revenue.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 8: All Retail Sectors Average All-In Price (cents/kWh) Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Average Price	Average Price PY	Price Percent Change
Kearney, NE	Nebraska Public Power District	1	1	0	6.93	6.88	0.7%
Myrtle Beach, SC	Santee Cooper	2	2	0	7.25	7.22	0.4%
Baton Rouge, LA	Entergy Louisiana, LLC	3	6	3	7.47	7.78	-4.0%
Des Moines, IA	MidAmerican Energy	4	3	-1	7.54	7.73	-2.5%
Council Bluffs, IA	MidAmerican Energy	4	3	-1	7.54	7.73	-2.5%
Sioux City, IA	MidAmerican Energy	4	3	-1	7.54	7.73	-2.5%
Oklahoma City, OK	Oklahoma Gas & Electric Company	7	7	0	8.52	8.06	5.7%
Omaha, NE	Omaha Public Power District	8	11	3	9.04	9.21	-1.8%
Tulsa, OK	Public Service Company of Oklahoma	9	21	12	9.21	10.45	-11.9%
Lafayette, LA	Lafayette Utilities System	10	14	4	9.23	9.53	-3.1%
Lincoln, NE	Lincoln Electric System	11	9	-2	9.26	8.82	5.0%
Tacoma, WA	Tacoma Public Utilities	12	10	-2	9.29	9.03	2.9%
Little Rock, AR	Entergy Arkansas, Inc.	13	18	5	9.49	9.93	-4.4%
Boise, ID	Idaho Power Company	14	16	2	9.78	9.58	2.1%
Springfield, MO	City Utilities of Springfield	15	17	2	9.89	9.63	2.7%
Salt Lake City, UT	PacifiCorp	16	8	-8	9.91	8.78	12.9%
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	17	12	-5	9.94	9.28	7.1%
Lakeland, FL	Lakeland Electric Utility	18	39	21	10.02	11.43	-12.3%
Lexington, KY	Kentucky Utilities Company	19	19	0	10.12	10.24	-1.2%
Greenville, SC	Duke Energy	20	15	-5	10.38	9.57	8.5%
Austin, TX	Austin Energy	21	23	2	10.39	10.58	-1.8%
Bowling Green, KY	Bowling Green Municipal Utilities	22	20	-2	10.44	10.40	0.4%
Richmond, VA	Dominion Virginia Power	23	22	-1	10.51	10.48	0.3%
Midland, TX	TXU Energy	24	30	6	10.70	10.83	-1.2%
Odessa, TX	TXU Energy	24	30	6	10.70	10.83	-1.2%
High Point, NC	High Point Electric Utility Department	26	26	0	10.76	10.72	0.4%
Fargo, ND	Northern States Power Company	27	29	2	10.85	10.82	0.3%
Jacksonville, FL	JEA	28	43	15	10.87	11.75	-7.5%
Kansas City, MO	Eversource (Kansas City Power & Light Co.)	29	30	1	10.90	10.83	0.6%
Huntsville, AL	City of Huntsville	30	34	4	10.93	10.96	-0.3%
Greensboro, NC	Duke Energy	31	13	-18	11.04	9.44	16.9%
San Antonio, TX	CPS Energy	32	33	1	11.08	10.91	1.6%
Colorado Springs, CO	City of Colorado Springs	33	28	-5	11.10	10.77	3.1%
Fort Collins, CO	Platte River Power Authority	34	25	-9	11.18	10.71	4.4%
Orlando, FL	Orlando Utilities Commission	35	27	-8	11.25	10.75	4.7%
Tallahassee, FL	City of Tallahassee Electric Utility	36	37	1	11.45	11.08	3.3%
Phoenix, AZ	Salt River Project	37	24	-13	11.59	10.67	8.6%
Albuquerque, NM	Public Service Company of New Mexico	38	42	4	11.64	11.66	-0.2%
Savannah, GA	Georgia Power	39	34	-5	11.70	10.96	6.8%
Wichita, KS	Eversource (Formerly Westar Energy Inc)	40	36	-4	11.82	10.97	7.7%
Reno, NV	Sierra Pacific Power Company - NV Energy	41	56	15	11.88	13.54	-12.3%
Laredo, TX	Reliant Energy	42	40	-2	11.91	11.65	2.2%
Waco, TX	Reliant Energy	42	40	-2	11.91	11.65	2.2%
Sioux Falls, SD	Northern States Power Company	44	44	0	11.99	11.81	1.5%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	45	45	0	12.11	11.84	2.3%
Jackson, MS	Entergy Mississippi, Inc.	45	52	7	12.11	12.66	-4.3%
Indianapolis, IN	Indianapolis Power & Light Company	47	48	1	12.15	12.23	-0.7%
Nashville, TN	Nashville Electric Service	48	49	1	12.30	12.26	0.3%
Kansas City, KS	Kansas City Board of Public Utilities	49	51	2	12.40	12.47	-0.6%
Seattle, WA	Seattle City Light	50	38	-12	12.50	11.37	9.9%

Table 8: All Retail Sectors Average All-In Price (cents/kWh) Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Average Price	Average Price PY	Price Percent Change
Las Vegas, NV	Nevada Power Company - NV Energy	51	61	10	12.77	14.87	-14.1%
Auburn, AL	Alabama Power	52	46	-6	12.79	12.14	5.4%
Charleston, WV	AEP (Appalachian Power Rate Area)	53	47	-6	12.91	12.16	6.2%
Evansville, IN	Southern Indiana Gas & Electric Company	54	54	0	12.92	12.98	-0.5%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	55	56	1	13.38	13.54	-1.2%
Billings, MT	NorthWestern Energy (formerly Montana Power)	56	59	3	13.62	14.15	-3.7%
College Station, TX	College Station Utilities	57	55	-2	13.82	13.49	2.4%
Chicago, IL	Commonwealth Edison Company	58	58	0	14.02	13.56	3.4%
Turlock, CA	Turlock Irrigation District	59	62	3	14.27	14.94	-4.5%
Portland, OR	Portland General Electric Company	60	50	-10	14.28	12.30	16.1%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	61	60	-1	14.40	14.34	0.4%
Dayton, OH	AES Ohio (formerly DP&L)	62	67	5	14.94	15.88	-5.9%
Gainesville, FL	Gainesville Regional Utilities	63	75	12	15.29	17.33	-11.8%
Madison, WI	Madison Gas & Electric Company	64	63	-1	15.36	15.21	1.0%
Allentown, PA	PPL Electric Utilities	65	78	13	16.32	18.55	-12.0%
Lansing, MI	Lansing Board of Water & Light	66	65	-1	16.52	15.41	7.2%
Sacramento, CA	Sacramento Municipal Util Dist	67	66	-1	16.62	15.87	4.7%
Anaheim, CA	Anaheim Public Utilities	68	72	4	16.71	16.51	1.2%
Toledo, OH	Toledo Edison - FirstEnergy Corp.	69	53	-16	16.77	12.76	31.4%
Wilmington, DE	Delmarva Power	70	64	-6	17.04	15.38	10.8%
Burlington, VT	City of Burlington Electric	71	69	-2	17.26	16.29	6.0%
Newark, NJ	Public Service Electric & Gas Company	72	69	-3	17.44	16.29	7.1%
Baltimore, MD	Baltimore Gas & Electric Company	73	73	0	17.52	16.55	5.9%
Riverside, CA	Riverside Electric Utility	74	71	-3	17.57	16.45	6.8%
Washington, DC	Potomac Electric Power Company	75	74	-1	17.82	16.88	5.6%
Imperial, CA	Imperial Irrigation District - Energy	76	77	1	18.11	17.58	3.0%
Anchorage, AK	Chugach Electric Association Incorporated	77	76	-1	18.17	17.57	3.4%
Lima, OH	AEP Ohio (Ohio Power Company)	78	68	-10	18.61	16.17	15.1%
Manchester, NH	Public Service Company of New Hampshire	79	82	3	22.00	28.63	-23.2%
Portland, ME	Central Maine Power Co	80	81	1	22.87	26.73	-14.4%
Farmingdale, NY	Long Island Power Authority	81	79	-2	23.08	21.12	9.3%
Pawtucket, RI	Narragansett Electric Company	82	80	-2	26.90	24.45	10.0%
Boston, MA	Eversource (Formerly Boston Edison Company)	83	83	0	29.02	28.91	0.4%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	83	83	0	29.02	28.91	0.4%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	83	83	0	29.02	28.91	0.4%
Bridgeport, CT	United Illuminating Company	86	86	0	31.30	31.35	-0.2%
Honolulu, HI	Hawaiian Electric Company	87	87	0	36.62	37.86	-3.3%

Note: Average price was calculated by dividing the utilities' sector revenue by sales of electricity.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 9: Residential Average All-In Price - States			
State	Electric Market	Rank	Average All-In Price (cents/kWh)
North Dakota	Non Retail Choice	1	11.51
Idaho	Non Retail Choice	2	11.52
Nebraska	Non Retail Choice	3	11.53
Louisiana	Non Retail Choice	4	11.73
Washington	Non Retail Choice	5	11.90
Utah	Non Retail Choice	6	12.22
Oklahoma	Non Retail Choice	7	12.24
Arkansas	Non Retail Choice	8	12.32
Tennessee	Non Retail Choice	9	12.42
Wyoming	Non Retail Choice	10	12.47
Montana	Retail Choice	11	12.66
Kentucky	Non Retail Choice	12	12.79
South Dakota	Non Retail Choice	13	12.86
Missouri	Non Retail Choice	14	12.91
Mississippi	Non Retail Choice	15	13.39
Iowa	Non Retail Choice	16	13.40
Georgia	Non Retail Choice	17	14.08
North Carolina	Non Retail Choice	18	14.13
Florida	Non Retail Choice	19	14.14
Kansas	Non Retail Choice	20	14.15
New Mexico	Non Retail Choice	21	14.20
South Carolina	Non Retail Choice	22	14.23
Virginia	Non Retail Choice	23	14.41
Oregon	Retail Choice	24	14.70
Indiana	Non Retail Choice	25	14.77
Arizona	Non Retail Choice	26	14.91
Colorado	Non Retail Choice	27	14.92
Texas	Retail Choice	28	14.94
Nevada	Non Retail Choice	29	15.00
West Virginia	Non Retail Choice	30	15.07
Alabama	Non Retail Choice	31	15.18
Minnesota	Non Retail Choice	32	15.45
Illinois	Retail Choice	33	15.87
Ohio	Retail Choice	34	15.99
Delaware	Retail Choice	35	16.57
Wisconsin	Non Retail Choice	36	17.18
District of Columbia	Retail Choice	37	17.71
Pennsylvania	Retail Choice	38	17.77
Maryland	Retail Choice	39	17.86
Michigan	Retail Choice	40	19.30
New Jersey	Retail Choice	41	19.34
Vermont	Non Retail Choice	42	21.90
New Hampshire	Retail Choice	43	23.40
Maine	Retail Choice	44	24.29
New York	Retail Choice	45	24.43
Alaska	Non Retail Choice	46	24.82
Rhode Island	Retail Choice	47	28.65
Connecticut	Retail Choice	48	28.75
Massachusetts	Retail Choice	49	29.35
California	Retail Choice	50	31.97
Hawaii	Non Retail Choice	51	42.86

Data Source(s): 2024 EIA Electric Sales, Revenue, and Average Price, Table 5A; 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers; APPA Retail Electric Rates in Deregulated and Regulated States, 2024 Update

Table 10: Commercial Average All-In Price -States			
State	Electric Market	Rank	Average All-In Price (cents/kWh)
North Dakota	Non Retail Choice	1	7.19
Nebraska	Non Retail Choice	2	8.39
Texas	Retail Choice	3	8.55
Virginia	Non Retail Choice	4	8.72
Oklahoma	Non Retail Choice	5	8.92
Idaho	Non Retail Choice	6	9.17
Wyoming	Non Retail Choice	7	9.27
Utah	Non Retail Choice	8	9.39
Washington	Non Retail Choice	9	9.99
Oregon	Retail Choice	10	10.11
Nevada	Non Retail Choice	11	10.19
Iowa	Non Retail Choice	12	10.22
Arkansas	Non Retail Choice	13	10.24
Missouri	Non Retail Choice	14	10.26
Louisiana	Non Retail Choice	15	10.46
New Mexico	Non Retail Choice	16	10.54
South Dakota	Non Retail Choice	17	10.55
North Carolina	Non Retail Choice	18	10.56
South Carolina	Non Retail Choice	19	10.64
Ohio	Retail Choice	20	10.66
Georgia	Non Retail Choice	21	10.87
Florida	Non Retail Choice	22	10.99
Pennsylvania	Retail Choice	23	11.03
Kansas	Non Retail Choice	24	11.19
Kentucky	Non Retail Choice	25	11.50
West Virginia	Non Retail Choice	26	11.62
Colorado	Non Retail Choice	27	11.71
Illinois	Retail Choice	28	11.81
Montana	Retail Choice	29	11.87
Tennessee	Non Retail Choice	30	12.05
Minnesota	Non Retail Choice	31	12.15
Delaware	Retail Choice	32	12.20
Arizona	Non Retail Choice	33	12.23
Mississippi	Non Retail Choice	34	12.32
Indiana	Non Retail Choice	35	12.44
Wisconsin	Non Retail Choice	36	12.63
Maryland	Retail Choice	37	12.96
Alabama	Non Retail Choice	38	13.64
Michigan	Retail Choice	39	14.01
New Jersey	Retail Choice	40	14.64
District of Columbia	Retail Choice	41	17.07
Maine	Retail Choice	42	18.22
New York	Retail Choice	43	18.77
Vermont	Non Retail Choice	44	18.89
New Hampshire	Retail Choice	45	19.40
Massachusetts	Retail Choice	46	20.90
Rhode Island	Retail Choice	47	21.09
Connecticut	Retail Choice	48	21.21
Alaska	Non Retail Choice	49	21.57
California	Retail Choice	50	25.54
Hawaii	Non Retail Choice	51	38.18

Data Source(s): 2024 EIA Electric Sales, Revenue, and Average Price, Table 5A; 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers; APPA Retail Electric Rates in Deregulated and Regulated States, 2024 Update

Table 11: Industrial Average All-In Price - States			
State	Electric Market	Rank	Average All-In Price (cents/kWh)
New Mexico	Non Retail Choice	1	5.43
Louisiana	Non Retail Choice	2	5.61
Oklahoma	Non Retail Choice	3	5.84
Texas	Retail Choice	4	6.12
Tennessee	Non Retail Choice	5	6.21
Kentucky	Non Retail Choice	6	6.50
Washington	Non Retail Choice	7	6.61
Arkansas	Non Retail Choice	7	6.61
Iowa	Non Retail Choice	9	6.80
Mississippi	Non Retail Choice	10	6.81
South Carolina	Non Retail Choice	11	6.84
Ohio	Retail Choice	12	7.10
Georgia	Non Retail Choice	13	7.21
Alabama	Non Retail Choice	14	7.25
North Dakota	Non Retail Choice	14	7.25
Montana	Retail Choice	16	7.59
Nebraska	Non Retail Choice	17	7.66
Idaho	Non Retail Choice	18	7.69
Kansas	Non Retail Choice	19	7.73
North Carolina	Non Retail Choice	20	7.77
West Virginia	Non Retail Choice	21	7.81
Utah	Non Retail Choice	22	7.86
Missouri	Non Retail Choice	23	7.87
Pennsylvania	Retail Choice	23	7.87
Arizona	Non Retail Choice	25	7.90
Wyoming	Non Retail Choice	26	7.96
Oregon	Retail Choice	27	8.05
Indiana	Non Retail Choice	28	8.15
Michigan	Retail Choice	29	8.26
South Dakota	Non Retail Choice	30	8.28
Delaware	Retail Choice	31	8.49
Florida	Non Retail Choice	32	8.50
Wisconsin	Non Retail Choice	33	8.54
Colorado	Non Retail Choice	34	8.62
Nevada	Non Retail Choice	35	8.64
Illinois	Retail Choice	36	8.83
Virginia	Non Retail Choice	37	8.99
Minnesota	Non Retail Choice	38	9.15
New York	Retail Choice	39	9.17
Maryland	Retail Choice	40	10.01
District of Columbia	Retail Choice	41	10.80
Vermont	Non Retail Choice	42	11.58
New Jersey	Retail Choice	43	11.93
Maine	Retail Choice	44	12.46
New Hampshire	Retail Choice	45	16.21
Connecticut	Retail Choice	46	17.12
Massachusetts	Retail Choice	47	18.19
Alaska	Non Retail Choice	48	19.31
Rhode Island	Retail Choice	49	19.70
California	Retail Choice	50	21.53
Hawaii	Non Retail Choice	51	34.13

Data Source(s): 2024 EIA Electric Sales, Revenue, and Average Price, Table 5A; 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers; APPA Retail Electric Rates in Deregulated and Regulated States, 2024 Update

Table 12: All Retail Sectors Average All-In Price - States			
State	Electric Market	Rank	Average All-In Price (cents/kWh)
North Dakota	Non Retail Choice	1	7.93
Louisiana	Non Retail Choice	2	8.80
Nebraska	Non Retail Choice	3	9.07
Oklahoma	Non Retail Choice	4	9.09
Wyoming	Non Retail Choice	5	9.14
New Mexico	Non Retail Choice	6	9.18
Iowa	Non Retail Choice	7	9.34
Idaho	Non Retail Choice	8	9.51
Arkansas	Non Retail Choice	9	9.59
Texas	Retail Choice	10	9.79
Utah	Non Retail Choice	11	9.97
Kentucky	Non Retail Choice	12	10.07
Washington	Non Retail Choice	13	10.13
Virginia	Non Retail Choice	14	10.62
Montana	Retail Choice	15	10.83
South Dakota	Non Retail Choice	16	10.87
South Carolina	Non Retail Choice	17	10.90
Tennessee	Non Retail Choice	17	10.90
Mississippi	Non Retail Choice	19	10.93
West Virginia	Non Retail Choice	20	11.05
Missouri	Non Retail Choice	21	11.06
Oregon	Retail Choice	22	11.11
Kansas	Non Retail Choice	23	11.21
Ohio	Retail Choice	24	11.29
Indiana	Non Retail Choice	25	11.38
Georgia	Non Retail Choice	26	11.40
Nevada	Non Retail Choice	27	11.47
North Carolina	Non Retail Choice	28	11.65
Alabama	Non Retail Choice	29	11.90
Colorado	Non Retail Choice	30	12.07
Illinois	Retail Choice	31	12.22
Minnesota	Non Retail Choice	32	12.35
Pennsylvania	Retail Choice	33	12.52
Florida	Non Retail Choice	34	12.53
Wisconsin	Non Retail Choice	35	12.72
Arizona	Non Retail Choice	36	12.74
Delaware	Retail Choice	37	13.56
Michigan	Retail Choice	38	14.16
Maryland	Retail Choice	39	15.07
New Jersey	Retail Choice	40	16.32
District of Columbia	Retail Choice	41	17.11
Vermont	Non Retail Choice	42	18.41
Maine	Retail Choice	43	19.66
New York	Retail Choice	44	19.76
New Hampshire	Retail Choice	45	20.60
Alaska	Non Retail Choice	46	22.17
Massachusetts	Retail Choice	47	24.02
Rhode Island	Retail Choice	48	24.16
Connecticut	Retail Choice	49	24.42
California	Retail Choice	50	27.07
Hawaii	Non Retail Choice	51	38.00

Data Source(s): 2024 EIA Electric Sales, Revenue, and Average Price, Table 5A; 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers; APPA Retail Electric Rates in Deregulated and Regulated States, 2024 Update

Table 13: Residential All-In Price Stability - Cities

City/State	Utility	Utility Type	Rank	Average Absolute Percent Change
Turlock, CA	Turlock Irrigation District	Political Subdivision	1	1.37%
College Station, TX	College Station Utilities	Municipal	2	1.47%
High Point, NC	High Point Electric Utility Department	Municipal	3	1.58%
Myrtle Beach, SC	Santee Cooper	State	4	1.77%
Omaha, NE	Omaha Public Power District	Political Subdivision	5	2.00%
Lincoln, NE	Lincoln Electric System	Municipal	6	2.17%
Phoenix, AZ	Salt River Project	Political Subdivision	7	2.21%
Boise, ID	Idaho Power Company	Investor Owned	8	2.27%
Burlington, VT	City of Burlington Electric	Municipal	9	2.29%
Kearney, NE	Nebraska Public Power District	Political Subdivision	10	2.33%
Bowling Green, KY	Bowling Green Municipal Utilities	Municipal	11	2.35%
Council Bluffs, IA	MidAmerican Energy	Investor Owned	12	2.36%
Des Moines, IA	MidAmerican Energy	Investor Owned	12	2.36%
Nashville, TN	Nashville Electric Service	Municipal	12	2.36%
Sioux City, IA	MidAmerican Energy	Investor Owned	12	2.36%
Evansville, IN	Southern Indiana Gas & Electric Company	Investor Owned	16	2.61%
Riverside, CA	Riverside Electric Utility	Municipal	17	2.64%
Huntsville, AL	City of Huntsville	Municipal	18	2.66%
Sioux Falls, SD	Northern States Power Company	Investor Owned	19	2.77%
Richmond, VA	Dominion Virginia Power	Investor Owned	20	2.78%
Tacoma, WA	Tacoma Public Utilities	Municipal	21	2.89%
Salt Lake City, UT	PacifiCorp	Investor Owned	22	2.92%
San Antonio, TX	CPS Energy	Municipal	23	2.93%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	Investor Owned	24	3.09%
Newark, NJ	Public Service Electric & Gas Company	Investor Owned	25	3.22%
Sacramento, CA	Sacramento Municipal Util Dist	Political Subdivision	26	3.30%
Anaheim, CA	Anaheim Public Utilities	Municipal	27	3.31%
Fort Collins, CO	Platte River Power Authority	Municipal	27	3.31%
Tallahassee, FL	City of Tallahassee Electric Utility	Municipal	29	3.33%
Springfield, MO	City Utilities of Springfield	Municipal	30	3.67%
Billings, MT	NorthWestern Energy (formerly Montana Power)	Investor Owned	31	3.71%
Kansas City, KS	Kansas City Board of Public Utilities	Municipal	32	3.82%
Albuquerque, NM	Public Service Company of New Mexico	Investor Owned	33	3.83%
Madison, WI	Madison Gas & Electric Company	Investor Owned	34	3.84%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	Investor Owned	35	3.96%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	Investor Owned	36	3.97%
Greensboro, NC	Duke Energy	Investor Owned	37	4.12%
Indianapolis, IN	Indianapolis Power & Light Company	Investor Owned	38	4.16%
Lexington, KY	Kentucky Utilities Company	Investor Owned	39	4.22%
Kansas City, MO	Evergy (Kansas City Power & Light Co.)	Investor Owned	40	4.25%
Austin, TX	Austin Energy	Municipal	41	4.45%
Auburn, AL	Alabama Power	Investor Owned	42	4.49%
Anchorage, AK	Chugach Electric Association Incorporated	Municipal	43	4.52%
Greenville, SC	Duke Energy	Investor Owned	43	4.52%
Fargo, ND	Northern States Power Company	Investor Owned	45	4.55%
Wichita, KS	Evergy (Formerly Westar Energy Inc)	Investor Owned	46	4.65%
Midland, TX	TXU Energy	Retail Power Marketer	47	4.80%
Odessa, TX	TXU Energy	Retail Power Marketer	47	4.80%
Savannah, GA	Georgia Power	Investor Owned	47	4.80%
Wilmington, DE	Delmarva Power	Investor Owned	47	4.80%

Table 13: Residential All-In Price Stability - Cities				
City/State	Utility	Utility Type	Rank	Average Absolute Percent Change
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	Investor Owned	51	4.96%
Seattle, WA	Seattle City Light	Municipal	51	4.96%
Laredo, TX	Reliant Energy	Retail Power Marketer	53	5.05%
Waco, TX	Reliant Energy	Retail Power Marketer	53	5.05%
Colorado Springs, CO	City of Colorado Springs	Municipal	55	5.13%
Portland, OR	Portland General Electric Company	Investor Owned	56	5.22%
Little Rock, AR	Entergy Arkansas, Inc.	Investor Owned	57	5.23%
Jacksonville, FL	JEA	Municipal	58	5.27%
Lansing, MI	Lansing Board of Water & Light	Municipal	59	5.40%
Washington, DC	Potomac Electric Power Company	Investor Owned	60	5.50%
Lakeland, FL	Lakeland Electric Utility	Municipal	61	5.53%
Toledo, OH	Toledo Edison - FirstEnergy Corp.	Investor Owned	62	5.66%
Chicago, IL	Commonwealth Edison Company	Investor Owned	63	6.11%
Farmingdale, NY	Long Island Power Authority	State	64	6.20%
Imperial, CA	Imperial Irrigation District - Energy	Political Subdivision	65	6.37%
Boston, MA	Eversource (Formerly Boston Edison Company)	Investor Owned	66	6.44%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	Investor Owned	66	6.44%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	Investor Owned	66	6.44%
Lima, OH	AEP Ohio (Ohio Power Company)	Investor Owned	69	6.51%
Pawtucket, RI	Narragansett Electric Company	Investor Owned	70	6.67%
Baltimore, MD	Baltimore Gas & Electric Company	Investor Owned	71	6.80%
Gainesville, FL	Gainesville Regional Utilities	Municipal	72	6.92%
Baton Rouge, LA	Entergy Louisiana, LLC	Investor Owned	73	7.27%
Lafayette, LA	Lafayette Utilities System	Municipal	74	7.29%
Charleston, WV	AEP (Appalachian Power Rate Area)	Investor Owned	75	7.40%
Oklahoma City, OK	Oklahoma Gas & Electric Company	Investor Owned	76	7.43%
Allentown, PA	PPL Electric Utilities	Investor Owned	77	7.67%
Orlando, FL	Orlando Utilities Commission	Municipal	78	7.73%
Jackson, MS	Entergy Mississippi, Inc.	Investor Owned	79	8.33%
Tulsa, OK	Public Service Company of Oklahoma	Investor Owned	80	8.38%
Las Vegas, NV	Nevada Power Company - NV Energy	Investor Owned	81	8.39%
Bridgeport, CT	United Illuminating Company	Investor Owned	82	8.86%
Reno, NV	Sierra Pacific Power Company - NV Energy	Investor Owned	83	9.19%
Manchester, NH	Public Service Company of New Hampshire	Investor Owned	84	9.94%
Portland, ME	Central Maine Power Co	Investor Owned	85	10.04%
Honolulu, HI	Hawaiian Electric Company	Investor Owned	86	10.26%
Dayton, OH	AES Ohio (formerly DP&L)	Investor Owned	87	11.02%

Note: Average price stability was calculated by determining the utilities' average absolute percent change between the years 2014-2024. Data Source(s): 2014-2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 14: Commercial All-In Price Stability - Cities

City/State	Utility	Utility Type	Rank	Average Absolute Percent Change
Lincoln, NE	Lincoln Electric System	Municipal	1	1.70%
Omaha, NE	Omaha Public Power District	Political Subdivision	1	1.70%
Riverside, CA	Riverside Electric Utility	Municipal	3	1.75%
High Point, NC	High Point Electric Utility Department	Municipal	4	1.84%
Nashville, TN	Nashville Electric Service	Municipal	5	1.89%
Myrtle Beach, SC	Santee Cooper	State	6	1.94%
Turlock, CA	Turlock Irrigation District	Political Subdivision	7	2.10%
Kearney, NE	Nebraska Public Power District	Political Subdivision	8	2.26%
Bowling Green, KY	Bowling Green Municipal Utilities	Municipal	9	2.33%
Tacoma, WA	Tacoma Public Utilities	Municipal	9	2.33%
Council Bluffs, IA	MidAmerican Energy	Investor Owned	11	2.37%
Des Moines, IA	MidAmerican Energy	Investor Owned	11	2.37%
Sioux City, IA	MidAmerican Energy	Investor Owned	11	2.37%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	Investor Owned	14	2.42%
Phoenix, AZ	Salt River Project	Political Subdivision	15	2.50%
Burlington, VT	City of Burlington Electric	Municipal	16	2.54%
Sacramento, CA	Sacramento Municipal Util Dist	Political Subdivision	17	2.68%
College Station, TX	College Station Utilities	Municipal	18	2.85%
Huntsville, AL	City of Huntsville	Municipal	18	2.85%
Newark, NJ	Public Service Electric & Gas Company	Investor Owned	18	2.85%
Sioux Falls, SD	Northern States Power Company	Investor Owned	21	2.86%
Evansville, IN	Southern Indiana Gas & Electric Company	Investor Owned	22	3.08%
Salt Lake City, UT	PacifiCorp	Investor Owned	23	3.11%
Boise, ID	Idaho Power Company	Investor Owned	24	3.57%
Anaheim, CA	Anaheim Public Utilities	Municipal	25	3.59%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	Investor Owned	26	3.60%
Tallahassee, FL	City of Tallahassee Electric Utility	Municipal	27	3.72%
San Antonio, TX	CPS Energy	Municipal	28	3.77%
Fort Collins, CO	Platte River Power Authority	Municipal	29	3.86%
Austin, TX	Austin Energy	Municipal	30	3.87%
Billings, MT	NorthWestern Energy (formerly Montana Power)	Investor Owned	30	3.87%
Springfield, MO	City Utilities of Springfield	Municipal	32	3.93%
Auburn, AL	Alabama Power	Investor Owned	33	4.05%
Fargo, ND	Northern States Power Company	Investor Owned	34	4.07%
Madison, WI	Madison Gas & Electric Company	Investor Owned	35	4.15%
Laredo, TX	Reliant Energy	Retail Power Marketer	36	4.16%
Waco, TX	Reliant Energy	Retail Power Marketer	36	4.16%
Greensboro, NC	Duke Energy	Investor Owned	38	4.29%
Lexington, KY	Kentucky Utilities Company	Investor Owned	39	4.33%
Albuquerque, NM	Public Service Company of New Mexico	Investor Owned	40	4.36%
Portland, OR	Portland General Electric Company	Investor Owned	41	4.37%
Indianapolis, IN	Indianapolis Power & Light Company	Investor Owned	42	4.38%
Kansas City, KS	Kansas City Board of Public Utilities	Municipal	43	4.42%
Wichita, KS	Evergy (Formerly Westar Energy Inc)	Investor Owned	44	4.46%
Seattle, WA	Seattle City Light	Municipal	45	4.66%
Kansas City, MO	Evergy (Kansas City Power & Light Co.)	Investor Owned	46	4.80%
Greenville, SC	Duke Energy	Investor Owned	47	4.90%
Richmond, VA	Dominion Virginia Power	Investor Owned	48	4.91%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	Investor Owned	49	4.99%
Anchorage, AK	Chugach Electric Association Incorporated	Municipal	50	5.29%

Table 14: Commercial All-In Price Stability - Cities				
City/State	Utility	Utility Type	Rank	Average Absolute Percent Change
Charleston, WV	AEP (Appalachian Power Rate Area)	Investor Owned	51	5.31%
Toledo, OH	Toledo Edison - FirstEnergy Corp.	Investor Owned	52	5.76%
Lakeland, FL	Lakeland Electric Utility	Municipal	53	5.94%
Lansing, MI	Lansing Board of Water & Light	Municipal	54	6.21%
Washington, DC	Potomac Electric Power Company	Investor Owned	55	6.39%
Imperial, CA	Imperial Irrigation District - Energy	Political Subdivision	56	6.42%
Baltimore, MD	Baltimore Gas & Electric Company	Investor Owned	57	6.44%
Savannah, GA	Georgia Power	Investor Owned	58	6.48%
Gainesville, FL	Gainesville Regional Utilities	Municipal	59	6.50%
Midland, TX	TXU Energy	Retail Power Marketer	60	6.58%
Odessa, TX	TXU Energy	Retail Power Marketer	60	6.58%
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	Investor Owned	62	6.81%
Farmingdale, NY	Long Island Power Authority	State	62	6.81%
Jacksonville, FL	JEA	Municipal	64	6.94%
Lafayette, LA	Lafayette Utilities System	Municipal	65	7.06%
Lima, OH	AEP Ohio (Ohio Power Company)	Investor Owned	66	7.19%
Orlando, FL	Orlando Utilities Commission	Municipal	67	7.30%
Wilmington, DE	Delmarva Power	Investor Owned	68	7.47%
Baton Rouge, LA	Entergy Louisiana, LLC	Investor Owned	69	7.69%
Chicago, IL	Commonwealth Edison Company	Investor Owned	70	8.05%
Colorado Springs, CO	City of Colorado Springs	Municipal	71	8.33%
Oklahoma City, OK	Oklahoma Gas & Electric Company	Investor Owned	72	8.70%
Jackson, MS	Entergy Mississippi, Inc.	Investor Owned	73	8.83%
Little Rock, AR	Entergy Arkansas, Inc.	Investor Owned	74	9.06%
Allentown, PA	PPL Electric Utilities	Investor Owned	75	9.07%
Bridgeport, CT	United Illuminating Company	Investor Owned	76	9.86%
Tulsa, OK	Public Service Company of Oklahoma	Investor Owned	77	10.67%
Honolulu, HI	Hawaiian Electric Company	Investor Owned	78	10.92%
Reno, NV	Sierra Pacific Power Company - NV Energy	Investor Owned	79	11.36%
Las Vegas, NV	Nevada Power Company - NV Energy	Investor Owned	80	11.42%
Pawtucket, RI	Narragansett Electric Company	Investor Owned	81	11.81%
Boston, MA	Eversource (Formerly Boston Edison Company)	Investor Owned	82	12.24%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	Investor Owned	82	12.24%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	Investor Owned	82	12.24%
Portland, ME	Central Maine Power Co	Investor Owned	85	12.92%
Dayton, OH	AES Ohio (formerly DP&L)	Investor Owned	86	13.09%
Manchester, NH	Public Service Company of New Hampshire	Investor Owned	87	15.53%

Note: Average price stability was calculated by determining the utilities' average absolute percent change between the years 2014-2024. Data Source(s): 2014-2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 15: Industrial All-In Price Stability - Cities

City/State	Utility	Utility Type	Rank	Average Absolute Percent Change
High Point, NC	High Point Electric Utility Department	Municipal	1	1.48%
Turlock, CA	Turlock Irrigation District	Political Subdivision	2	2.13%
Lincoln, NE	Lincoln Electric System	Municipal	3	2.16%
Burlington, VT	City of Burlington Electric	Municipal	4	2.36%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	Investor Owned	5	2.62%
Riverside, CA	Riverside Electric Utility	Municipal	6	2.92%
Omaha, NE	Omaha Public Power District	Political Subdivision	7	3.07%
Fort Collins, CO	Platte River Power Authority	Municipal	8	3.22%
Sacramento, CA	Sacramento Municipal Util Dist	Political Subdivision	9	3.24%
Evansville, IN	Southern Indiana Gas & Electric Company	Investor Owned	10	3.42%
Tacoma, WA	Tacoma Public Utilities	Municipal	11	3.69%
Lexington, KY	Kentucky Utilities Company	Investor Owned	12	3.92%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	Investor Owned	13	3.94%
Nashville, TN	Nashville Electric Service	Municipal	14	4.01%
Indianapolis, IN	Indianapolis Power & Light Company	Investor Owned	15	4.11%
Council Bluffs, IA	MidAmerican Energy	Investor Owned	16	4.14%
Des Moines, IA	MidAmerican Energy	Investor Owned	16	4.14%
Sioux City, IA	MidAmerican Energy	Investor Owned	16	4.14%
Springfield, MO	City Utilities of Springfield	Municipal	19	4.26%
Huntsville, AL	City of Huntsville	Municipal	20	4.27%
Portland, OR	Portland General Electric Company	Investor Owned	21	4.29%
Sioux Falls, SD	Northern States Power Company	Investor Owned	22	4.37%
Boise, ID	Idaho Power Company	Investor Owned	23	4.47%
Phoenix, AZ	Salt River Project	Political Subdivision	23	4.47%
Charleston, WV	AEP (Appalachian Power Rate Area)	Investor Owned	25	4.50%
Greensboro, NC	Duke Energy	Investor Owned	26	4.51%
Wichita, KS	Evergy (Formerly Westar Energy Inc)	Investor Owned	27	4.52%
Billings, MT	NorthWestern Energy (formerly Montana Power)	Investor Owned	28	4.54%
San Antonio, TX	CPS Energy	Municipal	29	4.58%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	Investor Owned	30	4.67%
Seattle, WA	Seattle City Light	Municipal	31	4.79%
Salt Lake City, UT	PacifiCorp	Investor Owned	32	4.83%
Bowling Green, KY	Bowling Green Municipal Utilities	Municipal	33	5.12%
Austin, TX	Austin Energy	Municipal	34	5.14%
Kansas City, MO	Evergy (Kansas City Power & Light Co.)	Investor Owned	35	5.25%
Midland, TX	TXU Energy	Retail Power Marketer	36	5.43%
Odessa, TX	TXU Energy	Retail Power Marketer	36	5.43%
Auburn, AL	Alabama Power	Investor Owned	38	5.48%
Albuquerque, NM	Public Service Company of New Mexico	Investor Owned	39	5.60%
Anchorage, AK	Chugach Electric Association Incorporated	Municipal	40	5.94%
Kearney, NE	Nebraska Public Power District	Political Subdivision	41	5.98%
Madison, WI	Madison Gas & Electric Company	Investor Owned	42	6.04%
Anaheim, CA	Anaheim Public Utilities	Municipal	43	6.05%
Kansas City, KS	Kansas City Board of Public Utilities	Municipal	44	6.18%
Laredo, TX	Reliant Energy	Retail Power Marketer	44	6.18%
Waco, TX	Reliant Energy	Retail Power Marketer	44	6.18%
Imperial, CA	Imperial Irrigation District - Energy	Political Subdivision	47	6.32%
Richmond, VA	Dominion Virginia Power	Investor Owned	48	6.48%
Fargo, ND	Northern States Power Company	Investor Owned	49	6.60%
Greenville, SC	Duke Energy	Investor Owned	50	6.87%

Table 15: Industrial All-In Price Stability - Cities				
City/State	Utility	Utility Type	Rank	Average Absolute Percent Change
Colorado Springs, CO	City of Colorado Springs	Municipal	51	7.33%
Lansing, MI	Lansing Board of Water & Light	Municipal	52	7.74%
Baltimore, MD	Baltimore Gas & Electric Company	Investor Owned	53	8.21%
Myrtle Beach, SC	Santee Cooper	State	54	8.56%
Gainesville, FL	Gainesville Regional Utilities	Municipal	55	8.83%
Little Rock, AR	Entergy Arkansas, Inc.	Investor Owned	56	10.16%
Pawtucket, RI	Narragansett Electric Company	Investor Owned	57	10.35%
Jacksonville, FL	JEA	Municipal	58	10.65%
Las Vegas, NV	Nevada Power Company - NV Energy	Investor Owned	59	11.62%
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	Investor Owned	60	11.90%
Baton Rouge, LA	Entergy Louisiana, LLC	Investor Owned	61	12.06%
Jackson, MS	Entergy Mississippi, Inc.	Investor Owned	62	12.08%
Lakeland, FL	Lakeland Electric Utility	Municipal	63	12.63%
Honolulu, HI	Hawaiian Electric Company	Investor Owned	64	12.97%
Savannah, GA	Georgia Power	Investor Owned	65	13.35%
Oklahoma City, OK	Oklahoma Gas & Electric Company	Investor Owned	66	13.36%
Newark, NJ	Public Service Electric & Gas Company	Investor Owned	67	14.94%
Tulsa, OK	Public Service Company of Oklahoma	Investor Owned	68	15.55%
Reno, NV	Sierra Pacific Power Company - NV Energy	Investor Owned	69	15.80%
Boston, MA	Eversource (Formerly Boston Edison Company)	Investor Owned	70	16.51%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	Investor Owned	70	16.51%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	Investor Owned	70	16.51%
Portland, ME	Central Maine Power Co	Investor Owned	73	17.44%
Chicago, IL	Commonwealth Edison Company	Investor Owned	74	17.75%
Bridgeport, CT	United Illuminating Company	Investor Owned	75	17.84%
Toledo, OH	Toledo Edison - FirstEnergy Corp.	Investor Owned	76	22.60%
Dayton, OH	AES Ohio (formerly DP&L)	Investor Owned	77	27.44%
Wilmington, DE	Delmarva Power	Investor Owned	78	28.00%
Lima, OH	AEP Ohio (Ohio Power Company)	Investor Owned	79	28.01%
Allentown, PA	PPL Electric Utilities	Investor Owned	80	29.48%
Manchester, NH	Public Service Company of New Hampshire	Investor Owned	81	29.53%

Note: Average price stability was calculated by determining the utilities' average relative percent change between the years 2014-2024. College Station Utilities, Lafayette Utilities System, Orlando Utilities Commission, City of Tallahassee Electric Utility, Long Island Power Authority, and Potomac Electric Power Company are not included in the rankings as they don't report industrial revenue.

Data Source(s): 2014-2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 16: All Retail Sectors All-In Price Stability - Cities

City/State	Utility	Utility Type	Rank	Average Absolute Percent Change
Omaha, NE	Omaha Public Power District	Political Subdivision	1	1.32%
High Point, NC	High Point Electric Utility Department	Municipal	2	1.41%
Turlock, CA	Turlock Irrigation District	Political Subdivision	3	1.69%
Lincoln, NE	Lincoln Electric System	Municipal	4	1.83%
College Station, TX	College Station Utilities	Municipal	5	1.87%
Nashville, TN	Nashville Electric Service	Municipal	6	2.21%
Burlington, VT	City of Burlington Electric	Municipal	7	2.23%
Bowling Green, KY	Bowling Green Municipal Utilities	Municipal	8	2.37%
Phoenix, AZ	Salt River Project	Political Subdivision	9	2.41%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	Investor Owned	10	2.42%
Riverside, CA	Riverside Electric Utility	Municipal	11	2.52%
Sioux Falls, SD	Northern States Power Company	Investor Owned	12	2.54%
Council Bluffs, IA	MidAmerican Energy	Investor Owned	13	2.59%
Des Moines, IA	MidAmerican Energy	Investor Owned	13	2.59%
Sioux City, IA	MidAmerican Energy	Investor Owned	13	2.59%
Huntsville, AL	City of Huntsville	Municipal	16	2.75%
Evansville, IN	Southern Indiana Gas & Electric Company	Investor Owned	17	2.82%
Newark, NJ	Public Service Electric & Gas Company	Investor Owned	18	3.02%
Richmond, VA	Dominion Virginia Power	Investor Owned	19	3.03%
Sacramento, CA	Sacramento Municipal Util Dist	Political Subdivision	20	3.11%
Boise, ID	Idaho Power Company	Investor Owned	21	3.25%
Midland, TX	TXU Energy	Retail Power Marketer	22	3.29%
Odessa, TX	TXU Energy	Retail Power Marketer	22	3.29%
Tallahassee, FL	City of Tallahassee Electric Utility	Municipal	22	3.29%
Salt Lake City, UT	PacifiCorp	Investor Owned	25	3.32%
San Antonio, TX	CPS Energy	Municipal	26	3.37%
Tacoma, WA	Tacoma Public Utilities	Municipal	27	3.38%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	Investor Owned	28	3.46%
Fort Collins, CO	Platte River Power Authority	Municipal	29	3.47%
Anaheim, CA	Anaheim Public Utilities	Municipal	30	3.54%
Indianapolis, IN	Indianapolis Power & Light Company	Investor Owned	31	3.69%
Springfield, MO	City Utilities of Springfield	Municipal	32	3.77%
Billings, MT	NorthWestern Energy (formerly Montana Power)	Investor Owned	33	3.79%
Madison, WI	Madison Gas & Electric Company	Investor Owned	34	4.03%
Albuquerque, NM	Public Service Company of New Mexico	Investor Owned	35	4.07%
Lexington, KY	Kentucky Utilities Company	Investor Owned	36	4.13%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	Investor Owned	36	4.13%
Austin, TX	Austin Energy	Municipal	38	4.14%
Portland, OR	Portland General Electric Company	Investor Owned	39	4.17%
Greensboro, NC	Duke Energy	Investor Owned	40	4.21%
Auburn, AL	Alabama Power	Investor Owned	41	4.35%
Kearney, NE	Nebraska Public Power District	Political Subdivision	42	4.41%
Kansas City, MO	Evergy (Kansas City Power & Light Co.)	Investor Owned	43	4.42%
Kansas City, KS	Kansas City Board of Public Utilities	Municipal	44	4.51%
Wichita, KS	Evergy (Formerly Westar Energy Inc)	Investor Owned	45	4.52%
Fargo, ND	Northern States Power Company	Investor Owned	46	4.53%
Laredo, TX	Reliant Energy	Retail Power Marketer	47	4.77%
Waco, TX	Reliant Energy	Retail Power Marketer	47	4.77%
Seattle, WA	Seattle City Light	Municipal	49	4.94%
Wilmington, DE	Delmarva Power	Investor Owned	50	4.96%

Table 16: All Retail Sectors All-In Price Stability - Cities

City/State	Utility	Utility Type	Rank	Average Absolute Percent Change
Anchorage, AK	Chugach Electric Association Incorporated	Municipal	51	5.23%
Jacksonville, FL	JEA	Municipal	51	5.23%
Myrtle Beach, SC	Santee Cooper	State	53	5.29%
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	Investor Owned	54	5.36%
Greenville, SC	Duke Energy	Investor Owned	55	5.38%
Washington, DC	Potomac Electric Power Company	Investor Owned	56	5.64%
Lansing, MI	Lansing Board of Water & Light	Municipal	57	5.76%
Charleston, WV	AEP (Appalachian Power Rate Area)	Investor Owned	58	5.89%
Orlando, FL	Orlando Utilities Commission	Municipal	59	5.92%
Colorado Springs, CO	City of Colorado Springs	Municipal	60	6.11%
Baltimore, MD	Baltimore Gas & Electric Company	Investor Owned	61	6.19%
Imperial, CA	Imperial Irrigation District - Energy	Political Subdivision	62	6.27%
Little Rock, AR	Entergy Arkansas, Inc.	Investor Owned	63	6.38%
Lima, OH	AEP Ohio (Ohio Power Company)	Investor Owned	64	6.39%
Farmingdale, NY	Long Island Power Authority	State	65	6.50%
Savannah, GA	Georgia Power	Investor Owned	66	6.67%
Lakeland, FL	Lakeland Electric Utility	Municipal	67	6.70%
Chicago, IL	Commonwealth Edison Company	Investor Owned	68	6.78%
Gainesville, FL	Gainesville Regional Utilities	Municipal	69	6.83%
Lafayette, LA	Lafayette Utilities System	Municipal	70	6.88%
Pawtucket, RI	Narragansett Electric Company	Investor Owned	71	7.15%
Allentown, PA	PPL Electric Utilities	Investor Owned	72	7.79%
Boston, MA	Eversource (Formerly Boston Edison Company)	Investor Owned	73	8.02%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	Investor Owned	73	8.02%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	Investor Owned	73	8.02%
Bridgeport, CT	United Illuminating Company	Investor Owned	76	8.29%
Baton Rouge, LA	Entergy Louisiana, LLC	Investor Owned	77	8.62%
Oklahoma City, OK	Oklahoma Gas & Electric Company	Investor Owned	78	9.04%
Jackson, MS	Entergy Mississippi, Inc.	Investor Owned	79	9.08%
Las Vegas, NV	Nevada Power Company - NV Energy	Investor Owned	80	9.45%
Tulsa, OK	Public Service Company of Oklahoma	Investor Owned	81	10.35%
Portland, ME	Central Maine Power Co	Investor Owned	82	10.85%
Dayton, OH	AES Ohio (formerly DP&L)	Investor Owned	83	11.00%
Honolulu, HI	Hawaiian Electric Company	Investor Owned	84	11.50%
Manchester, NH	Public Service Company of New Hampshire	Investor Owned	85	11.57%
Reno, NV	Sierra Pacific Power Company - NV Energy	Investor Owned	86	11.73%
Toledo, OH	Toledo Edison - FirstEnergy Corp.	Investor Owned	87	13.60%

Note: Average price stability was calculated by determining the utilities' average absolute percent change between the years 2014-2024.

Data Source(s): 2014-2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 17: Residential All-In Price Stability Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Avg Abs Percent Change	Avg Abs Percent Δ PY	Percentage Points Change
Turlock, CA	Turlock Irrigation District	1	1	0	1.37%	1.10%	0.27%
College Station, TX	College Station Utilities	2	2	0	1.47%	1.49%	-0.02%
High Point, NC	High Point Electric Utility Department	3	9	6	1.58%	2.26%	-0.68%
Myrtle Beach, SC	Santee Cooper	4	11	7	1.77%	2.36%	-0.59%
Omaha, NE	Omaha Public Power District	5	4	-1	2.00%	1.72%	0.28%
Lincoln, NE	Lincoln Electric System	6	5	-1	2.17%	1.83%	0.34%
Phoenix, AZ	Salt River Project	7	3	-4	2.21%	1.54%	0.67%
Boise, ID	Idaho Power Company	8	19	11	2.27%	2.70%	-0.43%
Burlington, VT	City of Burlington Electric	9	5	-4	2.29%	1.83%	0.46%
Kearney, NE	Nebraska Public Power District	10	10	0	2.33%	2.30%	0.03%
Bowling Green, KY	Bowling Green Municipal Utilities	11	14	3	2.35%	2.59%	-0.24%
Council Bluffs, IA	MidAmerican Energy	12	16	4	2.36%	2.67%	-0.31%
Des Moines, IA	MidAmerican Energy	12	16	4	2.36%	2.67%	-0.31%
Nashville, TN	Nashville Electric Service	12	26	14	2.36%	3.02%	-0.66%
Sioux City, IA	MidAmerican Energy	12	16	4	2.36%	2.67%	-0.31%
Evansville, IN	Southern Indiana Gas & Electric Company	16	13	-3	2.61%	2.48%	0.13%
Riverside, CA	Riverside Electric Utility	17	5	-12	2.64%	1.83%	0.81%
Huntsville, AL	City of Huntsville	18	24	6	2.66%	2.97%	-0.31%
Sioux Falls, SD	Northern States Power Company	19	15	-4	2.77%	2.62%	0.15%
Richmond, VA	Dominion Virginia Power	20	20	0	2.78%	2.76%	0.02%
Tacoma, WA	Tacoma Public Utilities	21	22	1	2.89%	2.88%	0.01%
Salt Lake City, UT	PacifiCorp	22	8	-14	2.92%	2.13%	0.79%
San Antonio, TX	CPS Energy	23	25	2	2.93%	2.99%	-0.06%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	24	29	5	3.09%	3.12%	-0.03%
Newark, NJ	Public Service Electric & Gas Company	25	12	-13	3.22%	2.44%	0.78%
Sacramento, CA	Sacramento Municipal Util Dist	26	27	1	3.30%	3.07%	0.23%
Anaheim, CA	Anaheim Public Utilities	27	47	20	3.31%	4.52%	-1.21%
Fort Collins, CO	Platte River Power Authority	27	28	1	3.31%	3.11%	0.20%
Tallahassee, FL	City of Tallahassee Electric Utility	29	23	-6	3.33%	2.93%	0.40%
Springfield, MO	City Utilities of Springfield	30	33	3	3.67%	3.87%	-0.20%
Billings, MT	NorthWestern Energy (formerly Montana Power)	31	33	2	3.71%	3.87%	-0.16%
Kansas City, KS	Kansas City Board of Public Utilities	32	35	3	3.82%	3.99%	-0.17%
Albuquerque, NM	Public Service Company of New Mexico	33	36	3	3.83%	4.02%	-0.19%
Madison, WI	Madison Gas & Electric Company	34	31	-3	3.84%	3.62%	0.22%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	35	30	-5	3.96%	3.61%	0.35%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	36	32	-4	3.97%	3.74%	0.23%
Greensboro, NC	Duke Energy	37	21	-16	4.12%	2.79%	1.33%
Indianapolis, IN	Indianapolis Power & Light Company	38	43	5	4.16%	4.38%	-0.22%
Lexington, KY	Kentucky Utilities Company	39	45	6	4.22%	4.50%	-0.28%
Kansas City, MO	Eversource (Kansas City Power & Light Co.)	40	42	2	4.25%	4.37%	-0.12%
Austin, TX	Austin Energy	41	40	-1	4.45%	4.32%	0.13%
Auburn, AL	Alabama Power	42	38	-4	4.49%	4.11%	0.38%
Anchorage, AK	Chugach Electric Association Incorporated	43	55	12	4.52%	4.99%	-0.47%
Greenville, SC	Duke Energy	43	41	-2	4.52%	4.34%	0.18%
Fargo, ND	Northern States Power Company	45	52	7	4.55%	4.60%	-0.05%
Wichita, KS	Eversource (Formerly Westar Energy Inc)	46	49	3	4.65%	4.54%	0.11%
Midland, TX	TXU Energy	47	50	3	4.80%	4.59%	0.21%
Odessa, TX	TXU Energy	47	50	3	4.80%	4.59%	0.21%
Savannah, GA	Georgia Power	47	47	0	4.80%	4.52%	0.28%
Wilmington, DE	Delmarva Power	47	37	-10	4.80%	4.04%	0.76%

Table 17: Residential All-In Price Stability Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Avg Abs Percent Change	Avg Abs Percent Δ PY	Percentage Points Change
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	51	46	-5	4.96%	4.51%	0.45%
Seattle, WA	Seattle City Light	51	53	2	4.96%	4.61%	0.35%
Laredo, TX	Reliant Energy	53	57	4	5.05%	5.14%	-0.09%
Waco, TX	Reliant Energy	53	57	4	5.05%	5.14%	-0.09%
Colorado Springs, CO	City of Colorado Springs	55	61	6	5.13%	5.40%	-0.27%
Portland, OR	Portland General Electric Company	56	39	-17	5.22%	4.12%	1.10%
Little Rock, AR	Entergy Arkansas, Inc.	57	63	6	5.23%	5.62%	-0.39%
Jacksonville, FL	JEA	58	54	-4	5.27%	4.69%	0.58%
Lansing, MI	Lansing Board of Water & Light	59	62	3	5.40%	5.61%	-0.21%
Washington, DC	Potomac Electric Power Company	60	44	-16	5.50%	4.47%	1.03%
Lakeland, FL	Lakeland Electric Utility	61	56	-5	5.53%	5.08%	0.45%
Toledo, OH	Toledo Edison - FirstEnergy Corp.	62	57	-5	5.66%	5.14%	0.52%
Chicago, IL	Commonwealth Edison Company	63	65	2	6.11%	6.67%	-0.56%
Farmingdale, NY	Long Island Power Authority	64	60	-4	6.20%	5.27%	0.93%
Imperial, CA	Imperial Irrigation District - Energy	65	68	3	6.37%	6.93%	-0.56%
Boston, MA	Eversource (Formerly Boston Edison Company)	66	70	4	6.44%	7.09%	-0.65%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	66	70	4	6.44%	7.09%	-0.65%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	66	70	4	6.44%	7.09%	-0.65%
Lima, OH	AEP Ohio (Ohio Power Company)	69	66	-3	6.51%	6.81%	-0.30%
Pawtucket, RI	Narragansett Electric Company	70	77	7	6.67%	7.54%	-0.87%
Baltimore, MD	Baltimore Gas & Electric Company	71	64	-7	6.80%	6.00%	0.80%
Gainesville, FL	Gainesville Regional Utilities	72	69	-3	6.92%	6.95%	-0.03%
Baton Rouge, LA	Entergy Louisiana, LLC	73	76	3	7.27%	7.29%	-0.02%
Lafayette, LA	Lafayette Utilities System	74	78	4	7.29%	7.77%	-0.48%
Charleston, WV	AEP (Appalachian Power Rate Area)	75	73	-2	7.40%	7.16%	0.24%
Oklahoma City, OK	Oklahoma Gas & Electric Company	76	67	-9	7.43%	6.82%	0.61%
Allentown, PA	PPL Electric Utilities	77	74	-3	7.67%	7.23%	0.44%
Orlando, FL	Orlando Utilities Commission	78	75	-3	7.73%	7.27%	0.46%
Jackson, MS	Entergy Mississippi, Inc.	79	85	6	8.33%	9.06%	-0.73%
Tulsa, OK	Public Service Company of Oklahoma	80	80	0	8.38%	8.11%	0.27%
Las Vegas, NV	Nevada Power Company - NV Energy	81	81	0	8.39%	8.21%	0.18%
Bridgeport, CT	United Illuminating Company	82	84	2	8.86%	9.04%	-0.18%
Reno, NV	Sierra Pacific Power Company - NV Energy	83	82	-1	9.19%	8.95%	0.24%
Manchester, NH	Public Service Company of New Hampshire	84	79	-5	9.94%	7.99%	1.95%
Portland, ME	Central Maine Power Co	85	83	-2	10.04%	9.00%	1.04%
Honolulu, HI	Hawaiian Electric Company	86	86	0	10.26%	10.42%	-0.16%
Dayton, OH	AES Ohio (formerly DP&L)	87	87	0	11.02%	10.55%	0.47%

Note: Average price was calculated by determining the utilities' average absolute percent change between the years 2014-2024.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 18: Commercial All-In Price Stability Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Avg Abs Percent Change	Avg Abs Percent Change PY	Percentage Points Change
Lincoln, NE	Lincoln Electric System	1	3	2	1.70%	1.50%	0.20%
Omaha, NE	Omaha Public Power District	1	1	0	1.70%	1.26%	0.44%
Riverside, CA	Riverside Electric Utility	3	2	-1	1.75%	1.47%	0.28%
High Point, NC	High Point Electric Utility Department	4	19	15	1.84%	2.68%	-0.84%
Nashville, TN	Nashville Electric Service	5	11	6	1.89%	2.47%	-0.58%
Myrtle Beach, SC	Santee Cooper	6	16	10	1.94%	2.54%	-0.60%
Turlock, CA	Turlock Irrigation District	7	5	-2	2.10%	1.82%	0.28%
Kearney, NE	Nebraska Public Power District	8	7	-1	2.26%	2.17%	0.09%
Bowling Green, KY	Bowling Green Municipal Utilities	9	19	10	2.33%	2.68%	-0.35%
Tacoma, WA	Tacoma Public Utilities	9	22	13	2.33%	2.88%	-0.55%
Council Bluffs, IA	MidAmerican Energy	11	12	1	2.37%	2.53%	-0.16%
Des Moines, IA	MidAmerican Energy	11	12	1	2.37%	2.53%	-0.16%
Sioux City, IA	MidAmerican Energy	11	12	1	2.37%	2.53%	-0.16%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	14	12	-2	2.42%	2.53%	-0.11%
Phoenix, AZ	Salt River Project	15	4	-11	2.50%	1.68%	0.82%
Burlington, VT	City of Burlington Electric	16	9	-7	2.54%	2.41%	0.13%
Sacramento, CA	Sacramento Municipal Util Dist	17	28	11	2.68%	3.60%	-0.92%
College Station, TX	College Station Utilities	18	8	-10	2.85%	2.31%	0.54%
Huntsville, AL	City of Huntsville	18	23	5	2.85%	3.17%	-0.32%
Newark, NJ	Public Service Electric & Gas Company	18	17	-1	2.85%	2.55%	0.30%
Sioux Falls, SD	Northern States Power Company	21	18	-3	2.86%	2.59%	0.27%
Evansville, IN	Southern Indiana Gas & Electric Company	22	10	-12	3.08%	2.43%	0.65%
Salt Lake City, UT	PacifiCorp	23	6	-17	3.11%	2.06%	1.05%
Boise, ID	Idaho Power Company	24	33	9	3.57%	4.01%	-0.44%
Anaheim, CA	Anaheim Public Utilities	25	51	26	3.59%	5.03%	-1.44%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	26	32	6	3.60%	3.90%	-0.30%
Tallahassee, FL	City of Tallahassee Electric Utility	27	29	2	3.72%	3.61%	0.11%
San Antonio, TX	CPS Energy	28	35	7	3.77%	4.10%	-0.33%
Fort Collins, CO	Platte River Power Authority	29	29	0	3.86%	3.61%	0.25%
Austin, TX	Austin Energy	30	34	4	3.87%	4.05%	-0.18%
Billings, MT	NorthWestern Energy (formerly Montana Power)	30	24	-6	3.87%	3.41%	0.46%
Springfield, MO	City Utilities of Springfield	32	39	7	3.93%	4.32%	-0.39%
Auburn, AL	Alabama Power	33	31	-2	4.05%	3.73%	0.32%
Fargo, ND	Northern States Power Company	34	37	3	4.07%	4.16%	-0.09%
Madison, WI	Madison Gas & Electric Company	35	40	5	4.15%	4.40%	-0.25%
Laredo, TX	Reliant Energy	36	26	-10	4.16%	3.53%	0.63%
Waco, TX	Reliant Energy	36	26	-10	4.16%	3.53%	0.63%
Greensboro, NC	Duke Energy	38	21	-17	4.29%	2.80%	1.49%
Lexington, KY	Kentucky Utilities Company	39	43	4	4.33%	4.69%	-0.36%
Albuquerque, NM	Public Service Company of New Mexico	40	46	6	4.36%	4.79%	-0.43%
Portland, OR	Portland General Electric Company	41	25	-16	4.37%	3.45%	0.92%
Indianapolis, IN	Indianapolis Power & Light Company	42	41	-1	4.38%	4.56%	-0.18%
Kansas City, KS	Kansas City Board of Public Utilities	43	47	4	4.42%	4.81%	-0.39%
Wichita, KS	Evergy (Formerly Westar Energy Inc)	44	45	1	4.46%	4.75%	-0.29%
Seattle, WA	Seattle City Light	45	38	-7	4.66%	4.19%	0.47%
Kansas City, MO	Evergy (Kansas City Power & Light Co.)	46	48	2	4.80%	4.90%	-0.10%
Greenville, SC	Duke Energy	47	44	-3	4.90%	4.73%	0.17%
Richmond, VA	Dominion Virginia Power	48	49	1	4.91%	5.01%	-0.10%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	49	42	-7	4.99%	4.67%	0.32%
Anchorage, AK	Chugach Electric Association Incorporated	50	53	3	5.29%	5.65%	-0.36%

Table 18: Commercial All-In Price Stability Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Avg Abs Percent Change	Avg Abs Percent Change PY	Percentage Points Change
Charleston, WV	AEP (Appalachian Power Rate Area)	51	50	-1	5.31%	5.02%	0.29%
Toledo, OH	Toledo Edison - FirstEnergy Corp.	52	36	-16	5.76%	4.13%	1.63%
Lakeland, FL	Lakeland Electric Utility	53	52	-1	5.94%	5.27%	0.67%
Lansing, MI	Lansing Board of Water & Light	54	54	0	6.21%	5.92%	0.29%
Washington, DC	Potomac Electric Power Company	55	58	3	6.39%	6.27%	0.12%
Imperial, CA	Imperial Irrigation District - Energy	56	64	8	6.42%	6.61%	-0.19%
Baltimore, MD	Baltimore Gas & Electric Company	57	57	0	6.44%	6.24%	0.20%
Savannah, GA	Georgia Power	58	60	2	6.48%	6.44%	0.04%
Gainesville, FL	Gainesville Regional Utilities	59	63	4	6.50%	6.58%	-0.08%
Midland, TX	TXU Energy	60	61	1	6.58%	6.48%	0.10%
Odessa, TX	TXU Energy	60	61	1	6.58%	6.48%	0.10%
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	62	68	6	6.81%	7.24%	-0.43%
Farmingdale, NY	Long Island Power Authority	62	55	-7	6.81%	6.10%	0.71%
Jacksonville, FL	JEA	64	55	-9	6.94%	6.10%	0.84%
Lafayette, LA	Lafayette Utilities System	65	66	1	7.06%	7.12%	-0.06%
Lima, OH	AEP Ohio (Ohio Power Company)	66	59	-7	7.19%	6.34%	0.85%
Orlando, FL	Orlando Utilities Commission	67	65	-2	7.30%	6.73%	0.57%
Wilmington, DE	Delmarva Power	68	67	-1	7.47%	7.17%	0.30%
Baton Rouge, LA	Entergy Louisiana, LLC	69	69	0	7.69%	7.67%	0.02%
Chicago, IL	Commonwealth Edison Company	70	73	3	8.05%	8.97%	-0.92%
Colorado Springs, CO	City of Colorado Springs	71	71	0	8.33%	8.60%	-0.27%
Oklahoma City, OK	Oklahoma Gas & Electric Company	72	72	0	8.70%	8.85%	-0.15%
Jackson, MS	Entergy Mississippi, Inc.	73	75	2	8.83%	9.58%	-0.75%
Little Rock, AR	Entergy Arkansas, Inc.	74	74	0	9.06%	9.01%	0.05%
Allentown, PA	PPL Electric Utilities	75	70	-5	9.07%	8.32%	0.75%
Bridgeport, CT	United Illuminating Company	76	77	1	9.86%	9.65%	0.21%
Tulsa, OK	Public Service Company of Oklahoma	77	78	1	10.67%	9.79%	0.88%
Honolulu, HI	Hawaiian Electric Company	78	81	3	10.92%	10.78%	0.14%
Reno, NV	Sierra Pacific Power Company - NV Energy	79	79	0	11.36%	10.01%	1.35%
Las Vegas, NV	Nevada Power Company - NV Energy	80	80	0	11.42%	10.37%	1.05%
Pawtucket, RI	Narragansett Electric Company	81	76	-5	11.81%	9.63%	2.18%
Boston, MA	Eversource (Formerly Boston Edison Company)	82	83	1	12.24%	12.62%	-0.38%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	82	83	1	12.24%	12.62%	-0.38%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	82	83	1	12.24%	12.62%	-0.38%
Portland, ME	Central Maine Power Co	85	82	-3	12.92%	12.48%	0.44%
Dayton, OH	AES Ohio (formerly DP&L)	86	87	1	13.09%	12.75%	0.34%
Manchester, NH	Public Service Company of New Hampshire	87	86	-1	15.53%	12.68%	2.85%

Note: Average price was calculated by determining the utilities' average absolute percent change between the years 2014-2024.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 19: Industrial All-In Price Stability Rank Changes - Cities							
City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Avg Abs Percent Change	Avg Abs Percent Change PY	Percentage Points Change
High Point, NC	High Point Electric Utility Department	1	1	0	1.48%	1.16%	0.32%
Turlock, CA	Turlock Irrigation District	2	3	1	2.13%	1.66%	0.47%
Lincoln, NE	Lincoln Electric System	3	4	1	2.16%	2.13%	0.03%
Burlington, VT	City of Burlington Electric	4	2	-2	2.36%	1.50%	0.86%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	5	6	1	2.62%	2.62%	0.00%
Riverside, CA	Riverside Electric Utility	6	5	-1	2.92%	2.51%	0.41%
Omaha, NE	Omaha Public Power District	7	7	0	3.07%	2.98%	0.09%
Fort Collins, CO	Platte River Power Authority	8	10	2	3.22%	3.12%	0.10%
Sacramento, CA	Sacramento Municipal Util Dist	9	14	5	3.24%	3.70%	-0.46%
Evansville, IN	Southern Indiana Gas & Electric Company	10	9	-1	3.42%	3.06%	0.36%
Tacoma, WA	Tacoma Public Utilities	11	21	10	3.69%	4.19%	-0.50%
Lexington, KY	Kentucky Utilities Company	12	18	6	3.92%	4.14%	-0.22%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	13	16	3	3.94%	4.04%	-0.10%
Nashville, TN	Nashville Electric Service	14	18	4	4.01%	4.14%	-0.13%
Indianapolis, IN	Indianapolis Power & Light Company	15	27	12	4.11%	4.41%	-0.30%
Council Bluffs, IA	MidAmerican Energy	16	23	7	4.14%	4.32%	-0.18%
Des Moines, IA	MidAmerican Energy	16	23	7	4.14%	4.32%	-0.18%
Sioux City, IA	MidAmerican Energy	16	23	7	4.14%	4.32%	-0.18%
Springfield, MO	City Utilities of Springfield	19	29	10	4.26%	4.54%	-0.28%
Huntsville, AL	City of Huntsville	20	26	6	4.27%	4.39%	-0.12%
Portland, OR	Portland General Electric Company	21	13	-8	4.29%	3.53%	0.76%
Sioux Falls, SD	Northern States Power Company	22	12	-10	4.37%	3.49%	0.88%
Boise, ID	Idaho Power Company	23	32	9	4.47%	4.76%	-0.29%
Phoenix, AZ	Salt River Project	23	11	-12	4.47%	3.23%	1.24%
Charleston, WV	AEP (Appalachian Power Rate Area)	25	17	-8	4.50%	4.06%	0.44%
Greensboro, NC	Duke Energy	26	8	-18	4.51%	3.05%	1.46%
Wichita, KS	Evergy (Formerly Westar Energy Inc)	27	28	1	4.52%	4.52%	0.00%
Billings, MT	NorthWestern Energy (formerly Montana Power)	28	31	3	4.54%	4.66%	-0.12%
San Antonio, TX	CPS Energy	29	30	1	4.58%	4.61%	-0.03%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	30	20	-10	4.67%	4.17%	0.50%
Seattle, WA	Seattle City Light	31	22	-9	4.79%	4.29%	0.50%
Salt Lake City, UT	PacifiCorp	32	15	-17	4.83%	3.76%	1.07%
Bowling Green, KY	Bowling Green Municipal Utilities	33	34	1	5.12%	5.19%	-0.07%
Austin, TX	Austin Energy	34	38	4	5.14%	5.28%	-0.14%
Kansas City, MO	Evergy (Kansas City Power & Light Co.)	35	35	0	5.25%	5.21%	0.04%
Midland, TX	TXU Energy	36	36	0	5.43%	5.24%	0.19%
Odessa, TX	TXU Energy	36	36	0	5.43%	5.24%	0.19%
Auburn, AL	Alabama Power	38	39	1	5.48%	5.51%	-0.03%
Albuquerque, NM	Public Service Company of New Mexico	39	44	5	5.60%	6.23%	-0.63%
Anchorage, AK	Chugach Electric Association Incorporated	40	45	5	5.94%	6.27%	-0.33%
Kearney, NE	Nebraska Public Power District	41	41	0	5.98%	6.19%	-0.21%
Madison, WI	Madison Gas & Electric Company	42	43	1	6.04%	6.21%	-0.17%
Anaheim, CA	Anaheim Public Utilities	43	51	8	6.05%	7.44%	-1.39%
Kansas City, KS	Kansas City Board of Public Utilities	44	42	-2	6.18%	6.20%	-0.02%
Laredo, TX	Reliant Energy	44	47	3	6.18%	6.61%	-0.43%
Waco, TX	Reliant Energy	44	47	3	6.18%	6.61%	-0.43%
Imperial, CA	Imperial Irrigation District - Energy	47	46	-1	6.32%	6.44%	-0.12%
Richmond, VA	Dominion Virginia Power	48	40	-8	6.48%	6.13%	0.35%
Fargo, ND	Northern States Power Company	49	49	0	6.60%	6.77%	-0.17%
Greenville, SC	Duke Energy	50	50	0	6.87%	7.05%	-0.18%

Table 19: Industrial All-In Price Stability Rank Changes - Cities							
City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Avg Abs Percent Change	Avg Abs Percent Change PY	Percentage Points Change
Colorado Springs, CO	City of Colorado Springs	51	53	2	7.33%	7.98%	-0.65%
Lansing, MI	Lansing Board of Water & Light	52	33	-19	7.74%	5.00%	2.74%
Baltimore, MD	Baltimore Gas & Electric Company	53	54	1	8.21%	8.12%	0.09%
Myrtle Beach, SC	Santee Cooper	54	55	1	8.56%	9.09%	-0.53%
Gainesville, FL	Gainesville Regional Utilities	55	57	2	8.83%	9.60%	-0.77%
Little Rock, AR	Entergy Arkansas, Inc.	56	56	0	10.16%	9.51%	0.65%
Pawtucket, RI	Narragansett Electric Company	57	61	4	10.35%	11.41%	-1.06%
Jacksonville, FL	JEA	58	58	0	10.65%	9.64%	1.01%
Las Vegas, NV	Nevada Power Company - NV Energy	59	60	1	11.62%	11.22%	0.40%
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	60	52	-8	11.90%	7.85%	4.05%
Baton Rouge, LA	Entergy Louisiana, LLC	61	62	1	12.06%	11.55%	0.51%
Jackson, MS	Entergy Mississippi, Inc.	62	63	1	12.08%	12.05%	0.03%
Lakeland, FL	Lakeland Electric Utility	63	59	-4	12.63%	9.91%	2.72%
Honolulu, HI	Hawaiian Electric Company	64	64	0	12.97%	12.73%	0.24%
Savannah, GA	Georgia Power	65	66	1	13.35%	13.26%	0.09%
Oklahoma City, OK	Oklahoma Gas & Electric Company	66	65	-1	13.36%	12.98%	0.38%
Newark, NJ	Public Service Electric & Gas Company	67	74	7	14.94%	16.74%	-1.80%
Tulsa, OK	Public Service Company of Oklahoma	68	71	3	15.55%	14.60%	0.95%
Reno, NV	Sierra Pacific Power Company - NV Energy	69	70	1	15.80%	14.45%	1.35%
Boston, MA	Eversource (Formerly Boston Edison Company)	70	67	-3	16.51%	14.26%	2.25%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	70	67	-3	16.51%	14.26%	2.25%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	70	67	-3	16.51%	14.26%	2.25%
Portland, ME	Central Maine Power Co	73	73	0	17.44%	16.45%	0.99%
Chicago, IL	Commonwealth Edison Company	74	76	2	17.75%	19.54%	-1.79%
Bridgeport, CT	United Illuminating Company	75	72	-3	17.84%	15.76%	2.08%
Toledo, OH	Toledo Edison - FirstEnergy Corp.	76	75	-1	22.60%	17.48%	5.12%
Dayton, OH	AES Ohio (formerly DP&L)	77	80	3	27.44%	27.93%	-0.49%
Wilmington, DE	Delmarva Power	78	78	0	28.00%	24.60%	3.40%
Lima, OH	AEP Ohio (Ohio Power Company)	79	77	-2	28.01%	22.91%	5.10%
Allentown, PA	PPL Electric Utilities	80	81	1	29.48%	30.26%	-0.78%
Manchester, NH	Public Service Company of New Hampshire	81	79	-2	29.53%	27.47%	2.06%

Note: Average price was calculated by dividing the utilities' sector revenue by sales of electricity. College Station Utilities, Lafayette Utilities System, Orlando Utilities Commission, City of Tallahassee Electric Utility, Long Island Power Authority, and Potomac Electric Power Company are not included in the rankings as they don't report industrial revenue.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 20: All Retail Sectors All-In Price Stability Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Avg Abs Percent Change	Avg Abs Percent Change PY	Percentage Points Change
Omaha, NE	Omaha Public Power District	1	1	0	1.32%	1.13%	0.19%
High Point, NC	High Point Electric Utility Department	2	8	6	1.41%	2.08%	-0.67%
Turlock, CA	Turlock Irrigation District	3	2	-1	1.69%	1.33%	0.36%
Lincoln, NE	Lincoln Electric System	4	4	0	1.83%	1.59%	0.24%
College Station, TX	College Station Utilities	5	5	0	1.87%	1.66%	0.21%
Nashville, TN	Nashville Electric Service	6	18	12	2.21%	2.79%	-0.58%
Burlington, VT	City of Burlington Electric	7	7	0	2.23%	1.88%	0.35%
Bowling Green, KY	Bowling Green Municipal Utilities	8	16	8	2.37%	2.66%	-0.29%
Phoenix, AZ	Salt River Project	9	3	-6	2.41%	1.55%	0.86%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	10	12	2	2.42%	2.52%	-0.10%
Riverside, CA	Riverside Electric Utility	11	6	-5	2.52%	1.87%	0.65%
Sioux Falls, SD	Northern States Power Company	12	11	-1	2.54%	2.42%	0.12%
Council Bluffs, IA	MidAmerican Energy	13	13	0	2.59%	2.61%	-0.02%
Des Moines, IA	MidAmerican Energy	13	13	0	2.59%	2.61%	-0.02%
Sioux City, IA	MidAmerican Energy	13	13	0	2.59%	2.61%	-0.02%
Huntsville, AL	City of Huntsville	16	21	5	2.75%	3.06%	-0.31%
Evansville, IN	Southern Indiana Gas & Electric Company	17	20	3	2.82%	2.86%	-0.04%
Newark, NJ	Public Service Electric & Gas Company	18	10	-8	3.02%	2.40%	0.62%
Richmond, VA	Dominion Virginia Power	19	23	4	3.03%	3.13%	-0.10%
Sacramento, CA	Sacramento Municipal Util Dist	20	19	-1	3.11%	2.85%	0.26%
Boise, ID	Idaho Power Company	21	31	10	3.25%	3.61%	-0.36%
Midland, TX	TXU Energy	22	25	3	3.29%	3.26%	0.03%
Odessa, TX	TXU Energy	22	25	3	3.29%	3.26%	0.03%
Tallahassee, FL	City of Tallahassee Electric Utility	22	22	0	3.29%	3.09%	0.20%
Salt Lake City, UT	PacifiCorp	25	9	-16	3.32%	2.31%	1.01%
San Antonio, TX	CPS Energy	26	30	4	3.37%	3.59%	-0.22%
Tacoma, WA	Tacoma Public Utilities	27	28	1	3.38%	3.55%	-0.17%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	28	29	1	3.46%	3.56%	-0.10%
Fort Collins, CO	Platte River Power Authority	29	24	-5	3.47%	3.23%	0.24%
Anaheim, CA	Anaheim Public Utilities	30	50	20	3.54%	5.04%	-1.50%
Indianapolis, IN	Indianapolis Power & Light Company	31	34	3	3.69%	4.03%	-0.34%
Springfield, MO	City Utilities of Springfield	32	37	5	3.77%	4.06%	-0.29%
Billings, MT	NorthWestern Energy (formerly Montana Power)	33	32	-1	3.79%	3.62%	0.17%
Madison, WI	Madison Gas & Electric Company	34	38	4	4.03%	4.14%	-0.11%
Albuquerque, NM	Public Service Company of New Mexico	35	44	9	4.07%	4.52%	-0.45%
Lexington, KY	Kentucky Utilities Company	36	41	5	4.13%	4.45%	-0.32%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	36	34	-2	4.13%	4.03%	0.10%
Austin, TX	Austin Energy	38	39	1	4.14%	4.26%	-0.12%
Portland, OR	Portland General Electric Company	39	27	-12	4.17%	3.29%	0.88%
Greensboro, NC	Duke Energy	40	17	-23	4.21%	2.73%	1.48%
Auburn, AL	Alabama Power	41	36	-5	4.35%	4.05%	0.30%
Kearney, NE	Nebraska Public Power District	42	40	-2	4.41%	4.34%	0.07%
Kansas City, MO	Eversource (Kansas City Power & Light Co.)	43	43	0	4.42%	4.51%	-0.09%
Kansas City, KS	Kansas City Board of Public Utilities	44	48	4	4.51%	4.87%	-0.36%
Wichita, KS	Eversource (Formerly Westar Energy Inc)	45	46	1	4.52%	4.53%	-0.01%
Fargo, ND	Northern States Power Company	46	47	1	4.53%	4.68%	-0.15%
Laredo, TX	Reliant Energy	47	53	6	4.77%	5.23%	-0.46%
Waco, TX	Reliant Energy	47	53	6	4.77%	5.23%	-0.46%
Seattle, WA	Seattle City Light	49	42	-7	4.94%	4.46%	0.48%
Wilmington, DE	Delmarva Power	50	33	-17	4.96%	3.90%	1.06%

Table 20: All Retail Sectors All-In Price Stability Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Avg Abs Percent Change	Avg Abs Percent Change PY	Percentage Points Change
Anchorage, AK	Chugach Electric Association Incorporated	51	58	7	5.23%	5.61%	-0.38%
Jacksonville, FL	JEA	51	44	-7	5.23%	4.52%	0.71%
Myrtle Beach, SC	Santee Cooper	53	61	8	5.29%	5.94%	-0.65%
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	54	49	-5	5.36%	5.00%	0.36%
Greenville, SC	Duke Energy	55	55	0	5.38%	5.29%	0.09%
Washington, DC	Potomac Electric Power Company	56	51	-5	5.64%	5.17%	0.47%
Lansing, MI	Lansing Board of Water & Light	57	52	-5	5.76%	5.21%	0.55%
Charleston, WV	AEP (Appalachian Power Rate Area)	58	56	-2	5.89%	5.54%	0.35%
Orlando, FL	Orlando Utilities Commission	59	64	5	5.92%	6.34%	-0.42%
Colorado Springs, CO	City of Colorado Springs	60	66	6	6.11%	6.62%	-0.51%
Baltimore, MD	Baltimore Gas & Electric Company	61	59	-2	6.19%	5.62%	0.57%
Imperial, CA	Imperial Irrigation District - Energy	62	67	5	6.27%	6.65%	-0.38%
Little Rock, AR	Entergy Arkansas, Inc.	63	63	0	6.38%	6.23%	0.15%
Lima, OH	AEP Ohio (Ohio Power Company)	64	62	-2	6.39%	6.11%	0.28%
Farmingdale, NY	Long Island Power Authority	65	57	-8	6.50%	5.58%	0.92%
Savannah, GA	Georgia Power	66	65	-1	6.67%	6.51%	0.16%
Lakeland, FL	Lakeland Electric Utility	67	60	-7	6.70%	5.71%	0.99%
Chicago, IL	Commonwealth Edison Company	68	72	4	6.78%	7.54%	-0.76%
Gainesville, FL	Gainesville Regional Utilities	69	68	-1	6.83%	6.93%	-0.10%
Lafayette, LA	Lafayette Utilities System	70	69	-1	6.88%	7.14%	-0.26%
Pawtucket, RI	Narragansett Electric Company	71	71	0	7.15%	7.53%	-0.38%
Allentown, PA	PPL Electric Utilities	72	70	-2	7.79%	7.34%	0.45%
Boston, MA	Eversource (Formerly Boston Edison Company)	73	74	1	8.02%	8.35%	-0.33%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	73	74	1	8.02%	8.35%	-0.33%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	73	74	1	8.02%	8.35%	-0.33%
Bridgeport, CT	United Illuminating Company	76	77	1	8.29%	8.62%	-0.33%
Baton Rouge, LA	Entergy Louisiana, LLC	77	73	-4	8.62%	8.24%	0.38%
Oklahoma City, OK	Oklahoma Gas & Electric Company	78	78	0	9.04%	8.79%	0.25%
Jackson, MS	Entergy Mississippi, Inc.	79	81	2	9.08%	9.71%	-0.63%
Las Vegas, NV	Nevada Power Company - NV Energy	80	79	-1	9.45%	9.07%	0.38%
Tulsa, OK	Public Service Company of Oklahoma	81	82	1	10.35%	9.73%	0.62%
Portland, ME	Central Maine Power Co	82	83	1	10.85%	10.33%	0.52%
Dayton, OH	AES Ohio (formerly DP&L)	83	84	1	11.00%	10.53%	0.47%
Honolulu, HI	Hawaiian Electric Company	84	86	2	11.50%	11.37%	0.13%
Manchester, NH	Public Service Company of New Hampshire	85	80	-5	11.57%	9.38%	2.19%
Reno, NV	Sierra Pacific Power Company - NV Energy	86	85	-1	11.73%	10.61%	1.12%
Toledo, OH	Toledo Edison - FirstEnergy Corp.	87	87	0	13.60%	11.57%	2.03%

Note: Average price was calculated by determining the utilities' average absolute percent change between the years 2014-2024.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 21: Residential All-In Price Stability - States			
State	Electric Market	Rank	Average Absolute Percent Change
Nebraska	Non Retail Choice	1	1.62%
Iowa	Non Retail Choice	2	2.01%
Idaho	Non Retail Choice	3	2.24%
Tennessee	Non Retail Choice	4	2.29%
Montana	Retail Choice	4	2.29%
Colorado	Non Retail Choice	4	2.29%
Wyoming	Non Retail Choice	7	2.39%
North Dakota	Non Retail Choice	8	2.42%
Utah	Non Retail Choice	9	2.58%
South Carolina	Non Retail Choice	10	2.59%
New Jersey	Retail Choice	11	2.62%
South Dakota	Non Retail Choice	12	2.68%
Minnesota	Non Retail Choice	13	2.72%
New Mexico	Non Retail Choice	14	2.78%
Missouri	Non Retail Choice	15	2.85%
Wisconsin	Non Retail Choice	16	2.88%
Indiana	Non Retail Choice	16	2.88%
Virginia	Non Retail Choice	18	2.90%
Alaska	Non Retail Choice	19	2.98%
Michigan	Retail Choice	20	3.01%
Arizona	Non Retail Choice	21	3.10%
Georgia	Non Retail Choice	22	3.11%
Kentucky	Non Retail Choice	23	3.27%
North Carolina	Non Retail Choice	24	3.31%
Illinois	Retail Choice	25	3.33%
Washington	Non Retail Choice	26	3.34%
Vermont	Non Retail Choice	27	3.41%
Kansas	Non Retail Choice	28	3.42%
Mississippi	Non Retail Choice	29	3.46%
Alabama	Non Retail Choice	29	3.46%
Oregon	Retail Choice	31	3.59%
Arkansas	Non Retail Choice	32	3.63%
Ohio	Retail Choice	32	3.63%
Oklahoma	Non Retail Choice	34	3.64%
Delaware	Retail Choice	35	3.79%
Texas	Retail Choice	36	4.01%
Pennsylvania	Retail Choice	37	4.38%
Maryland	Retail Choice	38	4.67%
District of Columbia	Retail Choice	39	5.27%
New York	Retail Choice	40	5.36%
Louisiana	Non Retail Choice	41	5.54%
West Virginia	Non Retail Choice	42	5.78%
Florida	Non Retail Choice	43	5.80%
Connecticut	Retail Choice	44	6.44%
Rhode Island	Retail Choice	45	6.45%
Massachusetts	Retail Choice	46	6.57%
California	Retail Choice	47	7.09%
Nevada	Non Retail Choice	48	7.73%
New Hampshire	Retail Choice	49	8.00%
Maine	Retail Choice	50	8.89%
Hawaii	Non Retail Choice	51	9.32%

Data Source(s): 2014-2024 EIA Electric Sales, Revenue, and Average Price, Table 5A; 2014-2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers; APPA Retail Electric Rates in Deregulated and Regulated States, 2024 Update

Table 22: Commercial All-In Price Stability - States			
State	Electric Market	Rank	Average Absolute Percent Change
Nebraska	Non Retail Choice	1	0.94%
Oregon	Retail Choice	2	1.73%
South Dakota	Non Retail Choice	3	2.14%
Wyoming	Non Retail Choice	4	2.27%
Washington	Non Retail Choice	5	2.30%
Iowa	Non Retail Choice	6	2.37%
Ohio	Retail Choice	6	2.37%
Wisconsin	Non Retail Choice	8	2.46%
Utah	Non Retail Choice	9	2.58%
Tennessee	Non Retail Choice	10	2.61%
Idaho	Non Retail Choice	10	2.61%
Missouri	Non Retail Choice	12	2.63%
New Jersey	Retail Choice	13	2.64%
South Carolina	Non Retail Choice	14	2.67%
Colorado	Non Retail Choice	15	2.80%
Montana	Retail Choice	16	2.82%
Alaska	Non Retail Choice	17	2.94%
Kentucky	Non Retail Choice	18	2.96%
Arizona	Non Retail Choice	18	2.96%
Kansas	Non Retail Choice	20	2.97%
Alabama	Non Retail Choice	21	3.05%
North Dakota	Non Retail Choice	22	3.15%
New Mexico	Non Retail Choice	23	3.17%
Michigan	Retail Choice	24	3.18%
Indiana	Non Retail Choice	25	3.33%
Illinois	Retail Choice	26	3.34%
Texas	Retail Choice	27	3.35%
North Carolina	Non Retail Choice	28	3.41%
Minnesota	Non Retail Choice	29	3.69%
Connecticut	Retail Choice	30	3.88%
Mississippi	Non Retail Choice	31	4.06%
Delaware	Retail Choice	32	4.31%
Maryland	Retail Choice	33	4.48%
Pennsylvania	Retail Choice	34	4.57%
Georgia	Non Retail Choice	35	4.64%
West Virginia	Non Retail Choice	36	4.76%
New York	Retail Choice	37	4.98%
District of Columbia	Retail Choice	38	5.19%
Arkansas	Non Retail Choice	39	5.23%
Massachusetts	Retail Choice	40	5.28%
Maine	Retail Choice	41	5.31%
Virginia	Non Retail Choice	41	5.31%
New Hampshire	Retail Choice	43	5.60%
Louisiana	Non Retail Choice	44	5.69%
Vermont	Non Retail Choice	45	5.74%
Oklahoma	Non Retail Choice	46	5.88%
California	Retail Choice	47	5.99%
Florida	Non Retail Choice	48	6.21%
Rhode Island	Retail Choice	49	6.48%
Nevada	Non Retail Choice	50	9.76%
Hawaii	Non Retail Choice	51	9.90%

Data Source(s): 2014-2024 EIA Electric Sales, Revenue, and Average Price, Table 5A; 2014-2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers; APPA Retail Electric Rates in Deregulated and Regulated States, 2024 Update

Table 23: Industrial All-In Price Stability - States			
State	Electric Market	Rank	Average Absolute Percent Change
Nebraska	Non Retail Choice	1	1.68%
South Dakota	Non Retail Choice	2	2.01%
Colorado	Non Retail Choice	3	2.42%
Vermont	Non Retail Choice	3	2.42%
Wisconsin	Non Retail Choice	5	2.43%
Wyoming	Non Retail Choice	6	2.72%
North Dakota	Non Retail Choice	7	3.04%
Iowa	Non Retail Choice	8	3.07%
Kansas	Non Retail Choice	9	3.23%
Minnesota	Non Retail Choice	10	3.43%
North Carolina	Non Retail Choice	11	3.50%
Michigan	Retail Choice	12	3.61%
Missouri	Non Retail Choice	13	3.66%
South Carolina	Non Retail Choice	14	3.78%
Idaho	Non Retail Choice	15	3.85%
New Jersey	Retail Choice	16	4.02%
New Hampshire	Retail Choice	17	4.32%
Utah	Non Retail Choice	18	4.34%
Oregon	Retail Choice	19	4.38%
Washington	Non Retail Choice	20	4.40%
Massachusetts	Retail Choice	21	4.48%
Ohio	Retail Choice	22	4.56%
Mississippi	Non Retail Choice	23	4.62%
Maine	Retail Choice	24	4.72%
Indiana	Non Retail Choice	25	4.77%
Rhode Island	Retail Choice	26	4.82%
Alabama	Non Retail Choice	27	4.84%
West Virginia	Non Retail Choice	28	5.01%
Tennessee	Non Retail Choice	29	5.03%
Alaska	Non Retail Choice	30	5.15%
Maryland	Retail Choice	31	5.42%
Arizona	Non Retail Choice	32	5.48%
Illinois	Retail Choice	33	5.56%
Pennsylvania	Retail Choice	34	5.90%
District of Columbia	Retail Choice	35	5.96%
Florida	Non Retail Choice	35	5.96%
Virginia	Non Retail Choice	37	6.01%
Arkansas	Non Retail Choice	38	6.02%
Kentucky	Non Retail Choice	39	6.37%
New Mexico	Non Retail Choice	40	6.52%
California	Retail Choice	41	6.56%
Montana	Retail Choice	42	7.05%
Texas	Retail Choice	43	7.50%
Delaware	Retail Choice	44	7.61%
Georgia	Non Retail Choice	45	9.55%
New York	Retail Choice	46	9.58%
Oklahoma	Non Retail Choice	47	10.09%
Connecticut	Retail Choice	48	10.99%
Louisiana	Non Retail Choice	49	11.11%
Hawaii	Non Retail Choice	50	11.84%
Nevada	Non Retail Choice	51	11.96%

Data Source(s): 2014-2024 EIA Electric Sales, Revenue, and Average Price, Table 5A; 2014-2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers; APPA Retail Electric Rates in Deregulated and Regulated States, 2024 Update

Table 24: All Retail Sectors All-In Price Stability - States			
State	Electric Market	Rank	Average Absolute Percent Change
Nebraska	Non Retail Choice	1	1.10%
South Dakota	Non Retail Choice	2	2.05%
Iowa	Non Retail Choice	3	2.12%
Wyoming	Non Retail Choice	4	2.21%
Colorado	Non Retail Choice	5	2.33%
Wisconsin	Non Retail Choice	6	2.35%
North Dakota	Non Retail Choice	7	2.37%
Vermont	Non Retail Choice	8	2.62%
New Jersey	Retail Choice	9	2.65%
Tennessee	Non Retail Choice	9	2.65%
Oregon	Retail Choice	11	2.70%
South Carolina	Non Retail Choice	12	2.71%
Minnesota	Non Retail Choice	13	2.74%
Idaho	Non Retail Choice	14	2.78%
Missouri	Non Retail Choice	15	2.79%
Alaska	Non Retail Choice	16	2.84%
Ohio	Retail Choice	17	2.85%
Montana	Retail Choice	18	2.95%
Utah	Non Retail Choice	19	3.04%
Michigan	Retail Choice	20	3.05%
Indiana	Non Retail Choice	21	3.06%
Kansas	Non Retail Choice	22	3.11%
Arizona	Non Retail Choice	22	3.11%
Virginia	Non Retail Choice	22	3.11%
Alabama	Non Retail Choice	25	3.21%
Illinois	Retail Choice	26	3.26%
North Carolina	Non Retail Choice	27	3.38%
Pennsylvania	Retail Choice	28	3.48%
Kentucky	Non Retail Choice	29	3.51%
Texas	Retail Choice	30	3.57%
Washington	Non Retail Choice	31	3.59%
New Mexico	Non Retail Choice	32	3.69%
Mississippi	Non Retail Choice	33	3.73%
Delaware	Retail Choice	34	3.84%
Arkansas	Non Retail Choice	35	4.01%
Maryland	Retail Choice	36	4.19%
Georgia	Non Retail Choice	37	4.32%
District of Columbia	Retail Choice	38	4.91%
West Virginia	Non Retail Choice	39	5.00%
New York	Retail Choice	40	5.13%
Connecticut	Retail Choice	41	5.25%
Massachusetts	Retail Choice	42	5.48%
Oklahoma	Non Retail Choice	43	5.58%
Rhode Island	Retail Choice	44	5.71%
Florida	Non Retail Choice	45	5.80%
California	Retail Choice	46	6.32%
New Hampshire	Retail Choice	47	6.48%
Louisiana	Non Retail Choice	48	6.69%
Maine	Retail Choice	49	6.72%
Nevada	Non Retail Choice	50	8.83%
Hawaii	Non Retail Choice	51	10.28%

Data Source(s): 2014-2024 EIA Electric Sales, Revenue, and Average Price, Table 5A; 2014-2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers; APPA Retail Electric Rates in Deregulated and Regulated States, 2024 Update

Table 25: Average Monthly Residential Bill - Cities

City/State	Utility	Utility Type	Rank	Average Monthly Bill
Burlington, VT	City of Burlington Electric	Municipal	1	\$79.26
Anaheim, CA	Anaheim Public Utilities	Municipal	2	\$79.86
Fort Collins, CO	Platte River Power Authority	Municipal	3	\$82.07
Seattle, WA	Seattle City Light	Municipal	4	\$84.68
Council Bluffs, IA	MidAmerican Energy	Investor Owned	5	\$87.16
Des Moines, IA	MidAmerican Energy	Investor Owned	5	\$87.16
Sioux City, IA	MidAmerican Energy	Investor Owned	5	\$87.16
Lincoln, NE	Lincoln Electric System	Municipal	8	\$87.70
Chicago, IL	Commonwealth Edison Company	Investor Owned	9	\$88.72
Fargo, ND	Northern States Power Company	Investor Owned	10	\$88.92
Albuquerque, NM	Public Service Company of New Mexico	Investor Owned	11	\$89.42
Colorado Springs, CO	City of Colorado Springs	Municipal	12	\$89.51
Denver, CO	Xcel Energy (Public Service Company of Colorado)	Investor Owned	13	\$90.26
Salt Lake City, UT	PacifiCorp	Investor Owned	14	\$94.88
Springfield, MO	City Utilities of Springfield	Municipal	15	\$96.00
Tacoma, WA	Tacoma Public Utilities	Municipal	16	\$98.06
Washington, DC	Potomac Electric Power Company	Investor Owned	17	\$98.17
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	Investor Owned	18	\$98.83
Madison, WI	Madison Gas & Electric Company	Investor Owned	19	\$98.89
Reno, NV	Sierra Pacific Power Company - NV Energy	Investor Owned	20	\$99.68
Kearney, NE	Nebraska Public Power District	Political Subdivision	21	\$99.69
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	Investor Owned	22	\$99.82
Billings, MT	NorthWestern Energy (formerly Montana Power)	Investor Owned	23	\$101.20
Lansing, MI	Lansing Board of Water & Light	Municipal	24	\$101.76
Bowling Green, KY	Bowling Green Municipal Utilities	Municipal	25	\$102.19
High Point, NC	High Point Electric Utility Department	Municipal	26	\$102.42
Sioux Falls, SD	Northern States Power Company	Investor Owned	27	\$103.33
Austin, TX	Austin Energy	Municipal	28	\$104.85
Myrtle Beach, SC	Santee Cooper	State	29	\$107.52
Boise, ID	Idaho Power Company	Investor Owned	30	\$107.68
Anchorage, AK	Chugach Electric Association Incorporated	Cooperative	31	\$107.75
Omaha, NE	Omaha Public Power District	Political Subdivision	32	\$109.32
Kansas City, MO	Evergy (Kansas City Power & Light Co.)	Investor Owned	33	\$109.43
Newark, NJ	Public Service Electric & Gas Company	Investor Owned	34	\$115.47
Gainesville, FL	Gainesville Regional Utilities	Municipal	35	\$115.91
Kansas City, KS	Kansas City Board of Public Utilities	Municipal	36	\$119.16
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	Investor Owned	37	\$120.21
Lafayette, LA	Lafayette Utilities System	Municipal	38	\$120.55
Wichita, KS	Evergy (Formerly Westar Energy Inc)	Investor Owned	39	\$120.85
Toledo, OH	Toledo Edison - FirstEnergy Corp.	Investor Owned	40	\$123.09
Indianapolis, IN	Indianapolis Power & Light Company	Investor Owned	41	\$123.20
Oklahoma City, OK	Oklahoma Gas & Electric Company	Investor Owned	42	\$125.37
Sacramento, CA	Sacramento Municipal Util Dist	Political Subdivision	43	\$125.54
Tallahassee, FL	City of Tallahassee Electric Utility	Municipal	44	\$125.98
Riverside, CA	Riverside Electric Utility	Municipal	45	\$128.68
Lexington, KY	Kentucky Utilities Company	Investor Owned	46	\$129.98
Portland, ME	Central Maine Power Co	Investor Owned	47	\$130.57
Jacksonville, FL	JEA	Municipal	48	\$132.51
San Antonio, TX	CPS Energy	Municipal	49	\$133.09
Tulsa, OK	Public Service Company of Oklahoma	Investor Owned	50	\$133.19
Lakeland, FL	Lakeland Electric Utility	Municipal	51	\$133.94
Huntsville, AL	City of Huntsville	Municipal	52	\$134.29
Baton Rouge, LA	Entergy Louisiana, LLC	Investor Owned	53	\$135.28
College Station, TX	College Station Utilities	Municipal	54	\$135.47
Manchester, NH	Public Service Company of New Hampshire	Investor Owned	55	\$136.15

Table 25: Average Monthly Residential Bill - Cities				
City/State	Utility	Utility Type	Rank	Average Monthly Bill
Little Rock, AR	Entergy Arkansas, Inc.	Investor Owned	56	\$136.93
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	Investor Owned	57	\$137.02
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	Investor Owned	57	\$137.02
Boston, MA	Eversource (Formerly Boston Edison Company)	Investor Owned	57	\$137.02
Greensboro, NC	Duke Energy	Investor Owned	60	\$137.16
Nashville, TN	Nashville Electric Service	Municipal	61	\$137.51
Dayton, OH	AES Ohio (formerly DP&L)	Investor Owned	62	\$140.24
Turlock, CA	Turlock Irrigation District	Political Subdivision	63	\$140.80
Portland, OR	Portland General Electric Company	Investor Owned	64	\$141.40
Richmond, VA	Dominion Virginia Power	Investor Owned	65	\$141.63
Greenville, SC	Duke Energy	Investor Owned	66	\$143.51
Allentown, PA	PPL Electric Utilities	Investor Owned	67	\$144.25
Las Vegas, NV	Nevada Power Company - NV Energy	Investor Owned	68	\$146.89
Orlando, FL	Orlando Utilities Commission	Municipal	69	\$149.91
Wilmington, DE	Delmarva Power	Investor Owned	70	\$152.26
Savannah, GA	Georgia Power	Investor Owned	71	\$153.24
Evansville, IN	Southern Indiana Gas & Electric Company	Investor Owned	72	\$155.32
Baltimore, MD	Baltimore Gas & Electric Company	Investor Owned	73	\$155.58
Jackson, MS	Entergy Mississippi, Inc.	Investor Owned	74	\$157.00
Pawtucket, RI	Narragansett Electric Company	Investor Owned	75	\$162.29
Phoenix, AZ	Salt River Project	Political Subdivision	76	\$162.97
Lima, OH	AEP Ohio (Ohio Power Company)	Investor Owned	77	\$173.55
Waco, TX	Reliant Energy	Retail Power Marketer	78	\$179.01
Laredo, TX	Reliant Energy	Retail Power Marketer	78	\$179.01
Farmingdale, NY	Long Island Power Authority	State	80	\$181.50
Bridgeport, CT	United Illuminating Company	Investor Owned	81	\$184.69
Charleston, WV	AEP (Appalachian Power Rate Area)	Investor Owned	82	\$185.47
Auburn, AL	Alabama Power	Investor Owned	83	\$189.36
Honolulu, HI	Hawaiian Electric Company	Investor Owned	84	\$194.71
Midland, TX	TXU Energy	Retail Power Marketer	85	\$201.34
Odessa, TX	TXU Energy	Retail Power Marketer	85	\$201.34
Imperial, CA	Imperial Irrigation District - Energy	Political Subdivision	87	\$207.56

Note: The average monthly bill was calculated by multiplying the average price of electricity by the utilities' monthly average kWh.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers and United States Census Bureau American Community Survey 5-Year Estimates (2020-2024)

Table 26: Average Residential Cost per Day - Cities

City/State	Utility	Utility Type	Rank	Average Cost Per Day
Burlington, VT	City of Burlington Electric	Municipal	1	\$2.60
Anaheim, CA	Anaheim Public Utilities	Municipal	2	\$2.62
Fort Collins, CO	Platte River Power Authority	Municipal	3	\$2.69
Seattle, WA	Seattle City Light	Municipal	4	\$2.78
Council Bluffs, IA	MidAmerican Energy	Investor Owned	5	\$2.86
Des Moines, IA	MidAmerican Energy	Investor Owned	5	\$2.86
Sioux City, IA	MidAmerican Energy	Investor Owned	5	\$2.86
Lincoln, NE	Lincoln Electric System	Municipal	8	\$2.88
Chicago, IL	Commonwealth Edison Company	Investor Owned	9	\$2.91
Fargo, ND	Northern States Power Company	Investor Owned	10	\$2.92
Colorado Springs, CO	City of Colorado Springs	Municipal	11	\$2.93
Albuquerque, NM	Public Service Company of New Mexico	Investor Owned	11	\$2.93
Denver, CO	Xcel Energy (Public Service Company of Colorado)	Investor Owned	13	\$2.96
Salt Lake City, UT	PacifiCorp	Investor Owned	14	\$3.11
Springfield, MO	City Utilities of Springfield	Municipal	15	\$3.15
Washington, DC	Potomac Electric Power Company	Investor Owned	16	\$3.22
Tacoma, WA	Tacoma Public Utilities	Municipal	16	\$3.22
Madison, WI	Madison Gas & Electric Company	Investor Owned	18	\$3.24
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	Investor Owned	18	\$3.24
Reno, NV	Sierra Pacific Power Company - NV Energy	Investor Owned	20	\$3.27
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	Investor Owned	20	\$3.27
Kearney, NE	Nebraska Public Power District	Political Subdivision	20	\$3.27
Billings, MT	NorthWestern Energy (formerly Montana Power)	Investor Owned	23	\$3.32
Lansing, MI	Lansing Board of Water & Light	Municipal	24	\$3.34
Bowling Green, KY	Bowling Green Municipal Utilities	Municipal	25	\$3.35
High Point, NC	High Point Electric Utility Department	Municipal	26	\$3.36
Sioux Falls, SD	Northern States Power Company	Investor Owned	27	\$3.39
Austin, TX	Austin Energy	Municipal	28	\$3.44
Boise, ID	Idaho Power Company	Investor Owned	29	\$3.53
Anchorage, AK	Chugach Electric Association Incorporated	Cooperative	29	\$3.53
Myrtle Beach, SC	Santee Cooper	State	29	\$3.53
Omaha, NE	Omaha Public Power District	Political Subdivision	32	\$3.58
Kansas City, MO	Eversource (Kansas City Power & Light Co.)	Investor Owned	33	\$3.59
Newark, NJ	Public Service Electric & Gas Company	Investor Owned	34	\$3.79
Gainesville, FL	Gainesville Regional Utilities	Municipal	35	\$3.80
Kansas City, KS	Kansas City Board of Public Utilities	Municipal	36	\$3.91
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	Investor Owned	37	\$3.94
Lafayette, LA	Lafayette Utilities System	Municipal	38	\$3.95
Wichita, KS	Eversource (Formerly Westar Energy Inc)	Investor Owned	39	\$3.96
Toledo, OH	Toledo Edison - FirstEnergy Corp.	Investor Owned	40	\$4.04
Indianapolis, IN	Indianapolis Power & Light Company	Investor Owned	40	\$4.04
Oklahoma City, OK	Oklahoma Gas & Electric Company	Investor Owned	42	\$4.11
Sacramento, CA	Sacramento Municipal Util Dist	Political Subdivision	43	\$4.12
Tallahassee, FL	City of Tallahassee Electric Utility	Municipal	44	\$4.13
Riverside, CA	Riverside Electric Utility	Municipal	45	\$4.22
Lexington, KY	Kentucky Utilities Company	Investor Owned	46	\$4.26
Portland, ME	Central Maine Power Co	Investor Owned	47	\$4.28
Jacksonville, FL	JEA	Municipal	48	\$4.34
San Antonio, TX	CPS Energy	Municipal	49	\$4.36
Tulsa, OK	Public Service Company of Oklahoma	Investor Owned	50	\$4.37
Lakeland, FL	Lakeland Electric Utility	Municipal	51	\$4.39
Huntsville, AL	City of Huntsville	Municipal	52	\$4.40
College Station, TX	College Station Utilities	Municipal	53	\$4.44
Baton Rouge, LA	Entergy Louisiana, LLC	Investor Owned	53	\$4.44
Manchester, NH	Public Service Company of New Hampshire	Investor Owned	55	\$4.46

Table 26: Average Residential Cost per Day - Cities				
City/State	Utility	Utility Type	Rank	Average Cost Per Day
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	Investor Owned	56	\$4.49
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	Investor Owned	56	\$4.49
Boston, MA	Eversource (Formerly Boston Edison Company)	Investor Owned	56	\$4.49
Little Rock, AR	Entergy Arkansas, Inc.	Investor Owned	56	\$4.49
Greensboro, NC	Duke Energy	Investor Owned	60	\$4.50
Nashville, TN	Nashville Electric Service	Municipal	61	\$4.51
Dayton, OH	AES Ohio (formerly DP&L)	Investor Owned	62	\$4.60
Turlock, CA	Turlock Irrigation District	Political Subdivision	63	\$4.62
Portland, OR	Portland General Electric Company	Investor Owned	64	\$4.64
Richmond, VA	Dominion Virginia Power	Investor Owned	64	\$4.64
Greenville, SC	Duke Energy	Investor Owned	66	\$4.71
Allentown, PA	PPL Electric Utilities	Investor Owned	67	\$4.73
Las Vegas, NV	Nevada Power Company - NV Energy	Investor Owned	68	\$4.82
Orlando, FL	Orlando Utilities Commission	Municipal	69	\$4.92
Wilmington, DE	Delmarva Power	Investor Owned	70	\$4.99
Savannah, GA	Georgia Power	Investor Owned	71	\$5.02
Evansville, IN	Southern Indiana Gas & Electric Company	Investor Owned	72	\$5.09
Baltimore, MD	Baltimore Gas & Electric Company	Investor Owned	73	\$5.10
Jackson, MS	Entergy Mississippi, Inc.	Investor Owned	74	\$5.15
Pawtucket, RI	Narragansett Electric Company	Investor Owned	75	\$5.32
Phoenix, AZ	Salt River Project	Political Subdivision	76	\$5.34
Lima, OH	AEP Ohio (Ohio Power Company)	Investor Owned	77	\$5.69
Waco, TX	Reliant Energy	Retail Power Marketer	78	\$5.87
Laredo, TX	Reliant Energy	Retail Power Marketer	78	\$5.87
Farmingdale, NY	Long Island Power Authority	State	80	\$5.95
Bridgeport, CT	United Illuminating Company	Investor Owned	81	\$6.06
Charleston, WV	AEP (Appalachian Power Rate Area)	Investor Owned	82	\$6.08
Auburn, AL	Alabama Power	Investor Owned	83	\$6.21
Honolulu, HI	Hawaiian Electric Company	Investor Owned	84	\$6.38
Midland, TX	TXU Energy	Retail Power Marketer	85	\$6.60
Odessa, TX	TXU Energy	Retail Power Marketer	85	\$6.60
Imperial, CA	Imperial Irrigation District - Energy	Political Subdivision	87	\$6.81

Note: The average cost per day was calculated by dividing the average annual bill by number of days in the year.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers and United States Census Bureau American Community Survey 5-Year Estimates (2020-2024)

Table 27: Residential Electric Bill Percent of Household Income - Cities

City/State	Utility Name	Utility Type	Rank	% of Household Income
Seattle, WA	Seattle City Light	Municipal	1	0.82%
Anaheim, CA	Anaheim Public Utilities	Municipal	2	1.01%
Washington, DC	Potomac Electric Power Company	Investor Owned	3	1.07%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	Investor Owned	4	1.14%
Fort Collins, CO	Platte River Power Authority	Municipal	5	1.16%
Anchorage, AK	Chugach Electric Association Incorporated	Cooperative	6	1.25%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	Investor Owned	7	1.26%
Colorado Springs, CO	City of Colorado Springs	Municipal	8	1.27%
Burlington, VT	City of Burlington Electric	Municipal	9	1.34%
Austin, TX	Austin Energy	Municipal	9	1.34%
Chicago, IL	Commonwealth Edison Company	Investor Owned	11	1.37%
Tacoma, WA	Tacoma Public Utilities	Municipal	11	1.37%
Lincoln, NE	Lincoln Electric System	Municipal	13	1.46%
Reno, NV	Sierra Pacific Power Company - NV Energy	Investor Owned	14	1.48%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	Investor Owned	14	1.48%
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	Investor Owned	16	1.50%
Salt Lake City, UT	PacifiCorp	Investor Owned	17	1.52%
Sioux City, IA	MidAmerican Energy	Investor Owned	17	1.52%
Madison, WI	Madison Gas & Electric Company	Investor Owned	17	1.52%
Boise, ID	Idaho Power Company	Investor Owned	20	1.54%
Albuquerque, NM	Public Service Company of New Mexico	Investor Owned	21	1.57%
Fargo, ND	Northern States Power Company	Investor Owned	22	1.59%
Des Moines, IA	MidAmerican Energy	Investor Owned	22	1.59%
Council Bluffs, IA	MidAmerican Energy	Investor Owned	24	1.62%
Sioux Falls, SD	Northern States Power Company	Investor Owned	25	1.63%
Billings, MT	NorthWestern Energy (formerly Montana Power)	Investor Owned	26	1.65%
Boston, MA	Eversource (Formerly Boston Edison Company)	Investor Owned	27	1.69%
Riverside, CA	Riverside Electric Utility	Municipal	28	1.70%
Kearney, NE	Nebraska Public Power District	Political Subdivision	29	1.72%
Sacramento, CA	Sacramento Municipal Util Dist	Political Subdivision	30	1.73%
Farmingdale, NY	Long Island Power Authority	State	31	1.77%
Omaha, NE	Omaha Public Power District	Political Subdivision	32	1.79%
Portland, OR	Portland General Electric Company	Investor Owned	33	1.87%
High Point, NC	High Point Electric Utility Department	Municipal	34	1.90%
Kansas City, MO	Evergy (Kansas City Power & Light Co.)	Investor Owned	34	1.90%
Portland, ME	Central Maine Power Co	Investor Owned	36	1.97%
Manchester, NH	Public Service Company of New Hampshire	Investor Owned	37	2.02%
Turlock, CA	Turlock Irrigation District	Political Subdivision	38	2.04%
Nashville, TN	Nashville Electric Service	Municipal	39	2.13%
Myrtle Beach, SC	Santee Cooper	State	40	2.14%
Huntsville, AL	City of Huntsville	Municipal	41	2.16%
Oklahoma City, OK	Oklahoma Gas & Electric Company	Investor Owned	42	2.19%
Indianapolis, IN	Indianapolis Power & Light Company	Investor Owned	43	2.23%
Wichita, KS	Evergy (Formerly Westar Energy Inc)	Investor Owned	44	2.24%
Lexington, KY	Kentucky Utilities Company	Investor Owned	44	2.24%
Lansing, MI	Lansing Board of Water & Light	Municipal	46	2.25%
Jacksonville, FL	JEA	Municipal	47	2.28%
Kansas City, KS	Kansas City Board of Public Utilities	Municipal	48	2.29%
Springfield, MO	City Utilities of Springfield	Municipal	49	2.34%
Lafayette, LA	Lafayette Utilities System	Municipal	49	2.34%
Las Vegas, NV	Nevada Power Company - NV Energy	Investor Owned	51	2.39%
Phoenix, AZ	Salt River Project	Political Subdivision	52	2.40%
Greenville, SC	Duke Energy	Investor Owned	53	2.41%
San Antonio, TX	CPS Energy	Municipal	54	2.45%
Orlando, FL	Orlando Utilities Commission	Municipal	55	2.49%

Table 27: Residential Electric Bill Percent of Household Income - Cities

City/State	Utility Name	Utility Type	Rank	% of Household Income
Lakeland, FL	Lakeland Electric Utility	Municipal	56	2.50%
Bowling Green, KY	Bowling Green Municipal Utilities	Municipal	57	2.51%
Little Rock, AR	Entergy Arkansas, Inc.	Investor Owned	58	2.61%
Tallahassee, FL	City of Tallahassee Electric Utility	Municipal	59	2.63%
Richmond, VA	Dominion Virginia Power	Investor Owned	59	2.63%
Newark, NJ	Public Service Electric & Gas Company	Investor Owned	61	2.66%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	Investor Owned	61	2.66%
Tulsa, OK	Public Service Company of Oklahoma	Investor Owned	63	2.67%
Greensboro, NC	Duke Energy	Investor Owned	64	2.68%
Midland, TX	TXU Energy	Retail Power Marketer	65	2.70%
Honolulu, HI	Hawaiian Electric Company	Investor Owned	65	2.70%
Imperial, CA	Imperial Irrigation District - Energy	Political Subdivision	67	2.76%
Pawtucket, RI	Narragansett Electric Company	Investor Owned	68	2.85%
Toledo, OH	Toledo Edison - FirstEnergy Corp.	Investor Owned	69	2.97%
Baltimore, MD	Baltimore Gas & Electric Company	Investor Owned	70	3.00%
Gainesville, FL	Gainesville Regional Utilities	Municipal	71	3.01%
Wilmington, DE	Delmarva Power	Investor Owned	72	3.11%
Allentown, PA	PPL Electric Utilities	Investor Owned	73	3.12%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	Investor Owned	73	3.12%
College Station, TX	College Station Utilities	Municipal	75	3.19%
Savannah, GA	Georgia Power	Investor Owned	76	3.22%
Baton Rouge, LA	Entergy Louisiana, LLC	Investor Owned	77	3.25%
Odessa, TX	TXU Energy	Retail Power Marketer	78	3.29%
Laredo, TX	Reliant Energy	Retail Power Marketer	79	3.36%
Charleston, WV	AEP (Appalachian Power Rate Area)	Investor Owned	80	3.38%
Evansville, IN	Southern Indiana Gas & Electric Company	Investor Owned	81	3.49%
Auburn, AL	Alabama Power	Investor Owned	82	3.57%
Dayton, OH	AES Ohio (formerly DP&L)	Investor Owned	83	3.72%
Bridgeport, CT	United Illuminating Company	Investor Owned	84	3.78%
Waco, TX	Reliant Energy	Retail Power Marketer	85	3.95%
Jackson, MS	Entergy Mississippi, Inc.	Investor Owned	86	4.48%
Lima, OH	AEP Ohio (Ohio Power Company)	Investor Owned	87	4.50%

Note: The percent of household income was calculated by dividing the annual bill by the median household income.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers and United States Census Bureau American Community Survey 5-Year Estimates (2020-2024)

Table 28: Average Monthly Residential Bill Rank Changes- Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Average Bill	Average Bill PY	Bill Percent Change
Burlington, VT	City of Burlington Electric	1	1	0	79.26	74.18	6.8%
Anaheim, CA	Anaheim Public Utilities	2	5	3	79.86	83.89	-4.8%
Fort Collins, CO	Platte River Power Authority	3	2	-1	82.07	78.33	4.8%
Seattle, WA	Seattle City Light	4	3	-1	84.68	79.25	6.9%
Council Bluffs, IA	MidAmerican Energy	5	13	8	87.16	89.04	-2.1%
Des Moines, IA	MidAmerican Energy	5	13	8	87.16	89.04	-2.1%
Sioux City, IA	MidAmerican Energy	5	13	8	87.16	89.04	-2.1%
Lincoln, NE	Lincoln Electric System	8	10	2	87.70	86.73	1.1%
Chicago, IL	Commonwealth Edison Company	9	8	-1	88.72	84.43	5.1%
Fargo, ND	Northern States Power Company	10	16	6	88.92	92.90	-4.3%
Albuquerque, NM	Public Service Company of New Mexico	11	11	0	89.42	87.96	1.7%
Colorado Springs, CO	City of Colorado Springs	12	4	-8	89.51	83.15	7.6%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	13	6	-7	90.26	83.94	7.5%
Salt Lake City, UT	PacifiCorp	14	7	-7	94.88	84.11	12.8%
Springfield, MO	City Utilities of Springfield	15	17	2	96.00	93.41	2.8%
Tacoma, WA	Tacoma Public Utilities	16	20	4	98.06	97.86	0.2%
Washington, DC	Potomac Electric Power Company	17	12	-5	98.17	88.62	10.8%
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	18	9	-9	98.83	86.16	14.7%
Madison, WI	Madison Gas & Electric Company	19	21	2	98.89	100.18	-1.3%
Reno, NV	Sierra Pacific Power Company - NV Energy	20	31	11	99.68	109.44	-8.9%
Kearney, NE	Nebraska Public Power District	21	22	1	99.69	100.32	-0.6%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	22	25	3	99.82	101.48	-1.6%
Billings, MT	NorthWestern Energy (formerly Montana Power)	23	27	4	101.20	105.52	-4.1%
Lansing, MI	Lansing Board of Water & Light	24	19	-5	101.76	97.45	4.4%
Bowling Green, KY	Bowling Green Municipal Utilities	25	18	-7	102.19	97.30	5.0%
High Point, NC	High Point Electric Utility Department	26	23	-3	102.42	100.45	2.0%
Sioux Falls, SD	Northern States Power Company	27	35	8	103.33	110.76	-6.7%
Austin, TX	Austin Energy	28	40	12	104.85	114.17	-8.2%
Myrtle Beach, SC	Santee Cooper	29	28	-1	107.52	106.68	0.8%
Boise, ID	Idaho Power Company	30	29	-1	107.68	108.64	-0.9%
Anchorage, AK	Chugach Electric Association Incorporated	31	26	-5	107.75	104.51	3.1%
Omaha, NE	Omaha Public Power District	32	32	0	109.32	109.67	-0.3%
Kansas City, MO	Evergy (Kansas City Power & Light Co.)	33	33	0	109.43	110.46	-0.9%
Newark, NJ	Public Service Electric & Gas Company	34	24	-10	115.47	101.11	14.2%
Gainesville, FL	Gainesville Regional Utilities	35	50	15	115.91	129.50	-10.5%
Kansas City, KS	Kansas City Board of Public Utilities	36	43	7	119.16	120.27	-0.9%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	37	41	4	120.21	118.51	1.4%
Lafayette, LA	Lafayette Utilities System	38	49	11	120.55	128.37	-6.1%
Wichita, KS	Evergy (Formerly Westar Energy Inc)	39	34	-5	120.85	110.49	9.4%
Toledo, OH	Toledo Edison - FirstEnergy Corp.	40	38	-2	123.09	113.26	8.7%
Indianapolis, IN	Indianapolis Power & Light Company	41	42	1	123.20	118.93	3.6%
Oklahoma City, OK	Oklahoma Gas & Electric Company	42	39	-3	125.37	114.14	9.8%
Sacramento, CA	Sacramento Municipal Util Dist	43	37	-6	125.54	112.90	11.2%
Tallahassee, FL	City of Tallahassee Electric Utility	44	44	0	125.98	122.55	2.8%
Riverside, CA	Riverside Electric Utility	45	30	-15	128.68	109.14	17.9%
Lexington, KY	Kentucky Utilities Company	46	46	0	129.98	123.98	4.8%
Portland, ME	Central Maine Power Co	47	73	26	130.57	155.25	-15.9%
Jacksonville, FL	JEA	48	55	7	132.51	136.73	-3.1%
San Antonio, TX	CPS Energy	49	52	3	133.09	133.16	-0.1%
Tulsa, OK	Public Service Company of Oklahoma	50	63	13	133.19	141.55	-5.9%

Table 28: Average Monthly Residential Bill Rank Changes- Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Average Bill	Average Bill PY	Bill Percent Change
Lakeland, FL	Lakeland Electric Utility	51	69	18	133.94	148.88	-10.0%
Huntsville, AL	City of Huntsville	52	59	7	134.29	137.91	-2.6%
Baton Rouge, LA	Entergy Louisiana, LLC	53	58	5	135.28	137.87	-1.9%
College Station, TX	College Station Utilities	54	71	17	135.47	150.62	-10.1%
Manchester, NH	Public Service Company of New Hampshire	55	78	23	136.15	165.68	-17.8%
Little Rock, AR	Entergy Arkansas, Inc.	56	57	1	136.93	137.24	-0.2%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	57	64	7	137.02	141.66	-3.3%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	57	64	7	137.02	141.66	-3.3%
Boston, MA	Eversource (Formerly Boston Edison Company)	57	64	7	137.02	141.66	-3.3%
Greensboro, NC	Duke Energy	60	36	-24	137.16	112.88	21.5%
Nashville, TN	Nashville Electric Service	61	51	-10	137.51	131.05	4.9%
Dayton, OH	AES Ohio (formerly DP&L)	62	62	0	140.24	141.33	-0.8%
Turlock, CA	Turlock Irrigation District	63	60	-3	140.80	140.17	0.4%
Portland, OR	Portland General Electric Company	64	45	-19	141.40	123.42	14.6%
Richmond, VA	Dominion Virginia Power	65	54	-11	141.63	133.77	5.9%
Greenville, SC	Duke Energy	66	48	-18	143.51	128.13	12.0%
Allentown, PA	PPL Electric Utilities	67	74	7	144.25	159.15	-9.4%
Las Vegas, NV	Nevada Power Company - NV Energy	68	72	4	146.89	153.43	-4.3%
Orlando, FL	Orlando Utilities Commission	69	47	-22	149.91	124.16	20.7%
Wilmington, DE	Delmarva Power	70	53	-17	152.26	133.17	14.3%
Savannah, GA	Georgia Power	71	61	-10	153.24	140.99	8.7%
Evansville, IN	Southern Indiana Gas & Electric Company	72	67	-5	155.32	144.83	7.2%
Baltimore, MD	Baltimore Gas & Electric Company	73	56	-17	155.58	137.11	13.5%
Jackson, MS	Entergy Mississippi, Inc.	74	77	3	157.00	162.30	-3.3%
Pawtucket, RI	Narragansett Electric Company	75	70	-5	162.29	149.77	8.4%
Phoenix, AZ	Salt River Project	76	68	-8	162.97	148.59	9.7%
Lima, OH	AEP Ohio (Ohio Power Company)	77	76	-1	173.55	161.98	7.1%
Waco, TX	Reliant Energy	78	82	4	179.01	178.78	0.1%
Laredo, TX	Reliant Energy	78	82	4	179.01	178.78	0.1%
Farmingdale, NY	Long Island Power Authority	80	75	-5	181.50	160.73	12.9%
Bridgeport, CT	United Illuminating Company	81	79	-2	184.69	167.24	10.4%
Charleston, WV	AEP (Appalachian Power Rate Area)	82	80	-2	185.47	169.69	9.3%
Auburn, AL	Alabama Power	83	81	-2	189.36	173.81	8.9%
Honolulu, HI	Hawaiian Electric Company	84	85	1	194.71	201.31	-3.3%
Midland, TX	TXU Energy	85	86	1	201.34	201.44	0.0%
Odessa, TX	TXU Energy	85	86	1	201.34	201.44	0.0%
Imperial, CA	Imperial Irrigation District - Energy	87	84	-3	207.56	188.98	9.8%

Note: The average monthly bill was calculated by multiplying the average price of electricity by the utilities' monthly average kWh.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 29: Average Residential Cost per Day Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Average Price	Average Price PY	Price Percent Change
Burlington, VT	City of Burlington Electric	1	1	0	2.60	2.43	6.8%
Anaheim, CA	Anaheim Public Utilities	2	5	3	2.62	2.75	-4.8%
Fort Collins, CO	Platte River Power Authority	3	2	-1	2.69	2.57	4.8%
Seattle, WA	Seattle City Light	4	3	-1	2.78	2.60	6.9%
Council Bluffs, IA	MidAmerican Energy	5	13	8	2.86	2.92	-2.1%
Des Moines, IA	MidAmerican Energy	5	13	8	2.86	2.92	-2.1%
Sioux City, IA	MidAmerican Energy	5	13	8	2.86	2.92	-2.1%
Lincoln, NE	Lincoln Electric System	8	10	2	2.88	2.84	1.1%
Chicago, IL	Commonwealth Edison Company	9	8	-1	2.91	2.77	5.1%
Fargo, ND	Northern States Power Company	10	16	6	2.92	3.05	-4.3%
Colorado Springs, CO	City of Colorado Springs	11	4	-7	2.93	2.73	7.6%
Albuquerque, NM	Public Service Company of New Mexico	11	11	0	2.93	2.88	1.7%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	13	5	-8	2.96	2.75	7.5%
Salt Lake City, UT	PacifiCorp	14	7	-7	3.11	2.76	12.8%
Springfield, MO	City Utilities of Springfield	15	17	2	3.15	3.06	2.8%
Washington, DC	Potomac Electric Power Company	16	12	-4	3.22	2.91	10.8%
Tacoma, WA	Tacoma Public Utilities	16	20	4	3.22	3.21	0.2%
Madison, WI	Madison Gas & Electric Company	18	21	3	3.24	3.28	-1.3%
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	18	9	-9	3.24	2.82	14.7%
Reno, NV	Sierra Pacific Power Company - NV Energy	20	31	11	3.27	3.59	-8.9%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	20	25	5	3.27	3.33	-1.6%
Kearney, NE	Nebraska Public Power District	20	22	2	3.27	3.29	-0.6%
Billings, MT	NorthWestern Energy (formerly Montana Power)	23	27	4	3.32	3.46	-4.1%
Lansing, MI	Lansing Board of Water & Light	24	19	-5	3.34	3.20	4.4%
Bowling Green, KY	Bowling Green Municipal Utilities	25	18	-7	3.35	3.19	5.0%
High Point, NC	High Point Electric Utility Department	26	22	-4	3.36	3.29	2.0%
Sioux Falls, SD	Northern States Power Company	27	35	8	3.39	3.63	-6.7%
Austin, TX	Austin Energy	28	39	11	3.44	3.74	-8.2%
Boise, ID	Idaho Power Company	29	29	0	3.53	3.56	-0.9%
Anchorage, AK	Chugach Electric Association Incorporated	29	26	-3	3.53	3.43	3.1%
Myrtle Beach, SC	Santee Cooper	29	28	-1	3.53	3.50	0.8%
Omaha, NE	Omaha Public Power District	32	32	0	3.58	3.60	-0.3%
Kansas City, MO	Evergy (Kansas City Power & Light Co.)	33	33	0	3.59	3.62	-0.9%
Newark, NJ	Public Service Electric & Gas Company	34	24	-10	3.79	3.32	14.2%
Gainesville, FL	Gainesville Regional Utilities	35	50	15	3.80	4.25	-10.5%
Kansas City, KS	Kansas City Board of Public Utilities	36	43	7	3.91	3.94	-0.9%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	37	41	4	3.94	3.89	1.4%
Lafayette, LA	Lafayette Utilities System	38	49	11	3.95	4.21	-6.1%
Wichita, KS	Evergy (Formerly Westar Energy Inc)	39	33	-6	3.96	3.62	9.4%
Toledo, OH	Toledo Edison - FirstEnergy Corp.	40	38	-2	4.04	3.71	8.7%
Indianapolis, IN	Indianapolis Power & Light Company	40	42	2	4.04	3.90	3.6%
Oklahoma City, OK	Oklahoma Gas & Electric Company	42	39	-3	4.11	3.74	9.8%
Sacramento, CA	Sacramento Municipal Util Dist	43	36	-7	4.12	3.70	11.2%
Tallahassee, FL	City of Tallahassee Electric Utility	44	44	0	4.13	4.02	2.8%
Riverside, CA	Riverside Electric Utility	45	30	-15	4.22	3.58	17.9%
Lexington, KY	Kentucky Utilities Company	46	46	0	4.26	4.06	4.8%
Portland, ME	Central Maine Power Co	47	73	26	4.28	5.09	-15.9%
Jacksonville, FL	JEA	48	55	7	4.34	4.48	-3.1%
San Antonio, TX	CPS Energy	49	52	3	4.36	4.37	-0.1%
Tulsa, OK	Public Service Company of Oklahoma	50	63	13	4.37	4.64	-5.9%

Table 29: Average Residential Cost per Day Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	Average Price	Average Price PY	Price Percent Change
Lakeland, FL	Lakeland Electric Utility	51	69	18	4.39	4.88	-10.0%
Huntsville, AL	City of Huntsville	52	58	6	4.40	4.52	-2.6%
College Station, TX	College Station Utilities	53	71	18	4.44	4.94	-10.1%
Baton Rouge, LA	Entergy Louisiana, LLC	53	58	5	4.44	4.52	-1.9%
Manchester, NH	Public Service Company of New Hampshire	55	78	23	4.46	5.43	-17.8%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	56	63	7	4.49	4.64	-3.3%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	56	63	7	4.49	4.64	-3.3%
Boston, MA	Eversource (Formerly Boston Edison Company)	56	63	7	4.49	4.64	-3.3%
Little Rock, AR	Entergy Arkansas, Inc.	56	56	0	4.49	4.50	-0.2%
Greensboro, NC	Duke Energy	60	36	-24	4.50	3.70	21.5%
Nashville, TN	Nashville Electric Service	61	51	-10	4.51	4.30	4.9%
Dayton, OH	AES Ohio (formerly DP&L)	62	62	0	4.60	4.63	-0.8%
Turlock, CA	Turlock Irrigation District	63	60	-3	4.62	4.60	0.4%
Portland, OR	Portland General Electric Company	64	45	-19	4.64	4.05	14.6%
Richmond, VA	Dominion Virginia Power	64	54	-10	4.64	4.39	5.9%
Greenville, SC	Duke Energy	66	48	-18	4.71	4.20	12.0%
Allentown, PA	PPL Electric Utilities	67	74	7	4.73	5.22	-9.4%
Las Vegas, NV	Nevada Power Company - NV Energy	68	72	4	4.82	5.03	-4.3%
Orlando, FL	Orlando Utilities Commission	69	47	-22	4.92	4.07	20.7%
Wilmington, DE	Delmarva Power	70	52	-18	4.99	4.37	14.3%
Savannah, GA	Georgia Power	71	61	-10	5.02	4.62	8.7%
Evansville, IN	Southern Indiana Gas & Electric Company	72	67	-5	5.09	4.75	7.2%
Baltimore, MD	Baltimore Gas & Electric Company	73	56	-17	5.10	4.50	13.5%
Jackson, MS	Entergy Mississippi, Inc.	74	77	3	5.15	5.32	-3.3%
Pawtucket, RI	Narragansett Electric Company	75	70	-5	5.32	4.91	8.4%
Phoenix, AZ	Salt River Project	76	68	-8	5.34	4.87	9.7%
Lima, OH	AEP Ohio (Ohio Power Company)	77	76	-1	5.69	5.31	7.1%
Waco, TX	Reliant Energy	78	82	4	5.87	5.86	0.1%
Laredo, TX	Reliant Energy	78	82	4	5.87	5.86	0.1%
Farmingdale, NY	Long Island Power Authority	80	75	-5	5.95	5.27	12.9%
Bridgeport, CT	United Illuminating Company	81	79	-2	6.06	5.48	10.4%
Charleston, WV	AEP (Appalachian Power Rate Area)	82	80	-2	6.08	5.56	9.3%
Auburn, AL	Alabama Power	83	81	-2	6.21	5.70	8.9%
Honolulu, HI	Hawaiian Electric Company	84	85	1	6.38	6.60	-3.3%
Midland, TX	TXU Energy	85	85	0	6.60	6.60	0.0%
Odessa, TX	TXU Energy	85	85	0	6.60	6.60	0.0%
Imperial, CA	Imperial Irrigation District - Energy	87	84	-3	6.81	6.20	9.8%

Note: The average cost per day was calculated by dividing the average annual bill by number of days in the year.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers

Table 30: Residential Electric Bill Percent of Household Income Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	% of Household Income	% of Household Income PY	Percentage Points Change
Seattle, WA	Seattle City Light	1	1	0	0.82%	0.78%	5.1%
Anaheim, CA	Anaheim Public Utilities	2	4	2	1.01%	1.11%	-9.0%
Washington, DC	Potomac Electric Power Company	3	2	-1	1.07%	1.00%	7.0%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	4	3	-1	1.14%	1.10%	3.6%
Fort Collins, CO	Platte River Power Authority	5	5	0	1.16%	1.12%	3.6%
Anchorage, AK	Chugach Electric Association Incorporated	6	7	1	1.25%	1.28%	-2.3%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	7	9	2	1.26%	1.34%	-6.0%
Colorado Springs, CO	City of Colorado Springs	8	6	-2	1.27%	1.20%	5.8%
Burlington, VT	City of Burlington Electric	9	8	-1	1.34%	1.29%	3.9%
Austin, TX	Austin Energy	9	17	8	1.34%	1.50%	-10.7%
Chicago, IL	Commonwealth Edison Company	11	11	0	1.37%	1.35%	1.5%
Tacoma, WA	Tacoma Public Utilities	11	13	2	1.37%	1.40%	-2.1%
Lincoln, NE	Lincoln Electric System	13	16	3	1.46%	1.49%	-2.0%
Reno, NV	Sierra Pacific Power Company - NV Energy	14	24	10	1.48%	1.67%	-11.4%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	14	18	4	1.48%	1.52%	-2.6%
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	16	9	-7	1.50%	1.34%	11.9%
Salt Lake City, UT	PacifiCorp	17	11	-6	1.52%	1.35%	12.6%
Sioux City, IA	MidAmerican Energy	17	23	6	1.52%	1.63%	-6.7%
Madison, WI	Madison Gas & Electric Company	17	19	2	1.52%	1.56%	-2.6%
Boise, ID	Idaho Power Company	20	20	0	1.54%	1.60%	-3.8%
Albuquerque, NM	Public Service Company of New Mexico	21	21	0	1.57%	1.61%	-2.5%
Fargo, ND	Northern States Power Company	22	28	6	1.59%	1.69%	-5.9%
Des Moines, IA	MidAmerican Energy	22	24	2	1.59%	1.67%	-4.8%
Council Bluffs, IA	MidAmerican Energy	24	24	0	1.62%	1.67%	-3.0%
Sioux Falls, SD	Northern States Power Company	25	31	6	1.63%	1.78%	-8.4%
Billings, MT	NorthWestern Energy (formerly Montana Power)	26	30	4	1.65%	1.76%	-6.3%
Boston, MA	Eversource (Formerly Boston Edison Company)	27	32	5	1.69%	1.79%	-5.6%
Riverside, CA	Riverside Electric Utility	28	15	-13	1.70%	1.48%	14.9%
Kearney, NE	Nebraska Public Power District	29	29	0	1.72%	1.72%	0.0%
Sacramento, CA	Sacramento Municipal Util Dist	30	22	-8	1.73%	1.62%	6.8%
Farmingdale, NY	Long Island Power Authority	31	14	-17	1.77%	1.44%	22.9%
Omaha, NE	Omaha Public Power District	32	33	1	1.79%	1.81%	-1.1%
Portland, OR	Portland General Electric Company	33	24	-9	1.87%	1.67%	12.0%
High Point, NC	High Point Electric Utility Department	34	34	0	1.90%	1.97%	-3.6%
Kansas City, MO	Eversource (Kansas City Power & Light Co.)	34	34	0	1.90%	1.97%	-3.6%
Portland, ME	Central Maine Power Co	36	52	16	1.97%	2.45%	-19.6%
Manchester, NH	Public Service Company of New Hampshire	37	58	21	2.02%	2.57%	-21.4%
Turlock, CA	Turlock Irrigation District	38	39	1	2.04%	2.11%	-3.3%
Nashville, TN	Nashville Electric Service	39	37	-2	2.13%	2.09%	1.9%
Myrtle Beach, SC	Santee Cooper	40	48	8	2.14%	2.38%	-10.1%
Huntsville, AL	City of Huntsville	41	47	6	2.16%	2.34%	-7.7%
Oklahoma City, OK	Oklahoma Gas & Electric Company	42	36	-6	2.19%	2.05%	6.8%
Indianapolis, IN	Indianapolis Power & Light Company	43	44	1	2.23%	2.27%	-1.8%
Wichita, KS	Eversource (Formerly Westar Energy Inc)	44	38	-6	2.24%	2.10%	6.7%
Lexington, KY	Kentucky Utilities Company	44	41	-3	2.24%	2.20%	1.8%
Lansing, MI	Lansing Board of Water & Light	46	42	-4	2.25%	2.24%	0.4%
Jacksonville, FL	JEA	47	52	5	2.28%	2.45%	-6.9%
Kansas City, KS	Kansas City Board of Public Utilities	48	50	2	2.29%	2.44%	-6.1%
Springfield, MO	City Utilities of Springfield	49	50	1	2.34%	2.44%	-4.1%
Lafayette, LA	Lafayette Utilities System	49	54	5	2.34%	2.51%	-6.8%

Table 30: Residential Electric Bill Percent of Household Income Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	% of Household Income	% of Household Income PY	Percentage Points Change
Las Vegas, NV	Nevada Power Company - NV Energy	51	59	8	2.39%	2.60%	-8.1%
Phoenix, AZ	Salt River Project	52	46	-6	2.40%	2.31%	3.9%
Greenville, SC	Duke Energy	53	43	-10	2.41%	2.25%	7.1%
San Antonio, TX	CPS Energy	54	56	2	2.45%	2.54%	-3.5%
Orlando, FL	Orlando Utilities Commission	55	40	-15	2.49%	2.15%	15.8%
Lakeland, FL	Lakeland Electric Utility	56	71	15	2.50%	2.93%	-14.7%
Bowling Green, KY	Bowling Green Municipal Utilities	57	49	-8	2.51%	2.41%	4.1%
Little Rock, AR	Entergy Arkansas, Inc.	58	63	5	2.61%	2.72%	-4.0%
Tallahassee, FL	City of Tallahassee Electric Utility	59	60	1	2.63%	2.63%	0.0%
Richmond, VA	Dominion Virginia Power	59	57	-2	2.63%	2.56%	2.7%
Newark, NJ	Public Service Electric & Gas Company	61	54	-7	2.66%	2.51%	6.0%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	61	65	4	2.66%	2.74%	-2.9%
Tulsa, OK	Public Service Company of Oklahoma	63	70	7	2.67%	2.91%	-8.2%
Greensboro, NC	Duke Energy	64	45	-19	2.68%	2.30%	16.5%
Midland, TX	TXU Energy	65	61	-4	2.70%	2.65%	1.9%
Honolulu, HI	Hawaiian Electric Company	65	67	2	2.70%	2.83%	-4.6%
Imperial, CA	Imperial Irrigation District - Energy	67	64	-3	2.76%	2.73%	1.1%
Pawtucket, RI	Narragansett Electric Company	68	62	-6	2.85%	2.67%	6.7%
Toledo, OH	Toledo Edison - FirstEnergy Corp.	69	68	-1	2.97%	2.86%	3.8%
Baltimore, MD	Baltimore Gas & Electric Company	70	66	-4	3.00%	2.76%	8.7%
Gainesville, FL	Gainesville Regional Utilities	71	79	8	3.01%	3.41%	-11.7%
Wilmington, DE	Delmarva Power	72	69	-3	3.11%	2.89%	7.6%
Allentown, PA	PPL Electric Utilities	73	82	9	3.12%	3.58%	-12.8%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	73	74	1	3.12%	3.31%	-5.7%
College Station, TX	College Station Utilities	75	80	5	3.19%	3.49%	-8.6%
Savannah, GA	Georgia Power	76	72	-4	3.22%	2.98%	8.1%
Baton Rouge, LA	Entergy Louisiana, LLC	77	74	-3	3.25%	3.31%	-1.8%
Odessa, TX	TXU Energy	78	74	-4	3.29%	3.31%	-0.6%
Laredo, TX	Reliant Energy	79	78	-1	3.36%	3.39%	-0.9%
Charleston, WV	AEP (Appalachian Power Rate Area)	80	73	-7	3.38%	3.16%	7.0%
Evansville, IN	Southern Indiana Gas & Electric Company	81	77	-4	3.49%	3.33%	4.8%
Auburn, AL	Alabama Power	82	83	1	3.57%	3.72%	-4.0%
Dayton, OH	AES Ohio (formerly DP&L)	83	84	1	3.72%	3.90%	-4.6%
Bridgeport, CT	United Illuminating Company	84	81	-3	3.78%	3.55%	6.5%
Waco, TX	Reliant Energy	85	85	0	3.95%	4.17%	-5.3%
Jackson, MS	Entergy Mississippi, Inc.	86	87	1	4.48%	4.50%	-0.4%
Lima, OH	AEP Ohio (Ohio Power Company)	87	86	-1	4.50%	4.48%	0.4%

Note: The percent of household income was calculated by dividing the annual bill by the median household income.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers; United States Census Bureau American Community Survey 5-Year Estimates (2020-2024)

Table 31: Average Monthly Residential Bill - States			
State	Electric Market	Rank	Average Monthly Bill
New Mexico	Non Retail Choice	1	\$92.88
Utah	Non Retail Choice	2	\$94.57
Colorado	Non Retail Choice	3	\$100.57
Wyoming	Non Retail Choice	4	\$107.65
Montana	Retail Choice	5	\$107.91
Idaho	Non Retail Choice	6	\$108.73
Illinois	Retail Choice	7	\$109.99
Minnesota	Non Retail Choice	8	\$110.06
Nebraska	Non Retail Choice	9	\$110.28
Wisconsin	Non Retail Choice	10	\$110.87
Iowa	Non Retail Choice	11	\$111.54
District of Columbia	Retail Choice	12	\$113.23
Washington	Non Retail Choice	13	\$113.68
North Dakota	Non Retail Choice	14	\$118.38
Michigan	Retail Choice	15	\$119.31
Kansas	Non Retail Choice	16	\$123.90
Vermont	Non Retail Choice	17	\$125.66
South Dakota	Non Retail Choice	18	\$127.81
New Jersey	Retail Choice	19	\$128.13
Arkansas	Non Retail Choice	20	\$129.13
Missouri	Non Retail Choice	21	\$129.18
Oregon	Retail Choice	22	\$129.62
Oklahoma	Non Retail Choice	23	\$132.05
Indiana	Non Retail Choice	24	\$133.06
Maine	Retail Choice	25	\$133.60
Kentucky	Non Retail Choice	26	\$133.81
Ohio	Retail Choice	27	\$135.16
Nevada	Non Retail Choice	28	\$139.39
New York	Retail Choice	29	\$139.53
Louisiana	Non Retail Choice	30	\$140.96
Tennessee	Non Retail Choice	31	\$143.32
North Carolina	Non Retail Choice	32	\$143.50
Alaska	Non Retail Choice	33	\$143.54
New Hampshire	Retail Choice	34	\$144.87
Pennsylvania	Retail Choice	35	\$145.17
Virginia	Non Retail Choice	36	\$148.77
South Carolina	Non Retail Choice	37	\$149.51
Delaware	Retail Choice	38	\$150.87
Georgia	Non Retail Choice	39	\$151.25
West Virginia	Non Retail Choice	40	\$154.76
Mississippi	Non Retail Choice	41	\$154.83
Florida	Non Retail Choice	42	\$156.09
Arizona	Non Retail Choice	43	\$160.24
California	Retail Choice	44	\$160.86
Rhode Island	Retail Choice	45	\$162.40
Texas	Retail Choice	46	\$163.72
Maryland	Retail Choice	47	\$165.87
Massachusetts	Retail Choice	48	\$167.20
Alabama	Non Retail Choice	49	\$173.50
Connecticut	Retail Choice	50	\$199.66
Hawaii	Non Retail Choice	51	\$212.12

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers; United States Census Bureau American Community Survey 5-Year Estimates (2020-2024); APPA Retail Electric Rates in Deregulated and Regulated States, 2024 Update

Table 32: Residential Average Cost per Day - States			
State	Electric Market	Rank	Average Cost Per Day
New Mexico	Non Retail Choice	1	\$3.05
Utah	Non Retail Choice	2	\$3.10
Colorado	Non Retail Choice	3	\$3.30
Wyoming	Non Retail Choice	4	\$3.53
Montana	Retail Choice	5	\$3.54
Idaho	Non Retail Choice	6	\$3.56
Minnesota	Non Retail Choice	7	\$3.61
Illinois	Retail Choice	7	\$3.61
Nebraska	Non Retail Choice	9	\$3.62
Wisconsin	Non Retail Choice	10	\$3.63
Iowa	Non Retail Choice	11	\$3.66
District of Columbia	Retail Choice	12	\$3.71
Washington	Non Retail Choice	13	\$3.73
North Dakota	Non Retail Choice	14	\$3.88
Michigan	Retail Choice	15	\$3.91
Kansas	Non Retail Choice	16	\$4.06
Vermont	Non Retail Choice	17	\$4.12
South Dakota	Non Retail Choice	18	\$4.19
New Jersey	Retail Choice	19	\$4.20
Arkansas	Non Retail Choice	20	\$4.23
Missouri	Non Retail Choice	21	\$4.24
Oregon	Retail Choice	22	\$4.25
Oklahoma	Non Retail Choice	23	\$4.33
Indiana	Non Retail Choice	24	\$4.36
Maine	Retail Choice	25	\$4.38
Kentucky	Non Retail Choice	26	\$4.39
Ohio	Retail Choice	27	\$4.43
New York	Retail Choice	28	\$4.57
Nevada	Non Retail Choice	28	\$4.57
Louisiana	Non Retail Choice	30	\$4.62
North Carolina	Non Retail Choice	31	\$4.70
Tennessee	Non Retail Choice	31	\$4.70
Alaska	Non Retail Choice	33	\$4.71
New Hampshire	Retail Choice	34	\$4.75
Pennsylvania	Retail Choice	35	\$4.76
Virginia	Non Retail Choice	36	\$4.88
South Carolina	Non Retail Choice	37	\$4.90
Delaware	Retail Choice	38	\$4.95
Georgia	Non Retail Choice	39	\$4.96
West Virginia	Non Retail Choice	40	\$5.07
Mississippi	Non Retail Choice	41	\$5.08
Florida	Non Retail Choice	42	\$5.12
Arizona	Non Retail Choice	43	\$5.25
California	Retail Choice	44	\$5.27
Rhode Island	Retail Choice	45	\$5.32
Texas	Retail Choice	46	\$5.37
Maryland	Retail Choice	47	\$5.44
Massachusetts	Retail Choice	48	\$5.48
Alabama	Non Retail Choice	49	\$5.69
Connecticut	Retail Choice	50	\$6.55
Hawaii	Non Retail Choice	51	\$6.95

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers; United States Census Bureau American Community Survey 5-Year Estimates (2020-2024); APPA Retail Electric Rates in Deregulated and Regulated States, 2024 Update

Table 33: Residential Electric Bill Percent of Household Income - States			
State	Electric Market	Rank	% of Household Income
Utah	Non Retail Choice	1	1.19%
District of Columbia	Retail Choice	2	1.24%
Colorado	Non Retail Choice	3	1.26%
Washington	Non Retail Choice	4	1.39%
Minnesota	Non Retail Choice	5	1.48%
New Jersey	Retail Choice	5	1.48%
Illinois	Retail Choice	7	1.58%
Idaho	Non Retail Choice	8	1.68%
Wyoming	Non Retail Choice	9	1.70%
Wisconsin	Non Retail Choice	10	1.72%
Nebraska	Non Retail Choice	11	1.73%
New Mexico	Non Retail Choice	12	1.74%
New Hampshire	Retail Choice	13	1.76%
Iowa	Non Retail Choice	14	1.78%
Montana	Retail Choice	15	1.79%
North Dakota	Non Retail Choice	16	1.85%
Vermont	Non Retail Choice	17	1.86%
Alaska	Non Retail Choice	17	1.86%
Oregon	Retail Choice	19	1.87%
Maryland	Retail Choice	20	1.92%
Virginia	Non Retail Choice	20	1.92%
Massachusetts	Retail Choice	22	1.93%
California	Retail Choice	23	1.95%
New York	Retail Choice	23	1.95%
Michigan	Retail Choice	25	1.96%
Kansas	Non Retail Choice	26	2.00%
South Dakota	Non Retail Choice	27	2.04%
Delaware	Retail Choice	28	2.13%
Nevada	Non Retail Choice	29	2.14%
Maine	Retail Choice	30	2.15%
Missouri	Non Retail Choice	31	2.19%
Rhode Island	Retail Choice	32	2.22%
Indiana	Non Retail Choice	32	2.22%
Pennsylvania	Retail Choice	34	2.23%
Ohio	Retail Choice	35	2.27%
Georgia	Non Retail Choice	36	2.35%
North Carolina	Non Retail Choice	37	2.38%
Arizona	Non Retail Choice	38	2.40%
Oklahoma	Non Retail Choice	39	2.44%
Tennessee	Non Retail Choice	40	2.47%
Texas	Retail Choice	41	2.50%
Connecticut	Retail Choice	41	2.50%
Florida	Non Retail Choice	43	2.51%
Kentucky	Non Retail Choice	44	2.52%
Hawaii	Non Retail Choice	45	2.54%
Arkansas	Non Retail Choice	46	2.55%
South Carolina	Non Retail Choice	47	2.59%
Louisiana	Non Retail Choice	48	2.78%
West Virginia	Non Retail Choice	49	3.12%
Alabama	Non Retail Choice	50	3.25%
Mississippi	Non Retail Choice	51	3.29%

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Sales to Ultimate Customers; United States Census Bureau American Community Survey 5-Year Estimates (2020-2024); APPA Retail Electric Rates in Deregulated and Regulated States, 2024 Update

Table 34: System Average Interruption Duration Index (SAIDI) with Major Event Days - Cities

City/State	Utility Name	Utility Type	Rank	SAIDI with MED (Minutes)
Fort Collins, CO	Platte River Power Authority	Municipal	1	11.09
College Station, TX	College Station Utilities	Municipal	2	22.80
Washington, DC	Potomac Electric Power Company	Investor Owned	3	32.58
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	Investor Owned	4	33.41
Newark, NJ	Public Service Electric & Gas Company	Investor Owned	5	45.33
Anaheim, CA	Anaheim Public Utilities	Municipal	6	46.34
Fargo, ND	Northern States Power Company	Investor Owned	7	54.54
Orlando, FL	Orlando Utilities Commission	Municipal	8	54.80
Phoenix, AZ	Salt River Project	Political Subdivision	9	58.05
Myrtle Beach, SC	Santee Cooper	State	10	58.45
Imperial, CA	Imperial Irrigation District - Energy	Political Subdivision	11	60.96
Colorado Springs, CO	City of Colorado Springs	Municipal	12	62.74
Farmingdale, NY	Long Island Power Authority	State	13	63.46
Springfield, MO	City Utilities of Springfield	Municipal	14	65.33
Bowling Green, KY	Bowling Green Municipal Utilities	Municipal	15	72.92
Las Vegas, NV	Nevada Power Company - NV Energy	Investor Owned	16	72.99
San Antonio, TX	CPS Energy	Municipal	17	73.81
Turlock, CA	Turlock Irrigation District	Political Subdivision	18	74.00
Kearney, NE	Nebraska Public Power District	Political Subdivision	19	74.35
Jacksonville, FL	JEA	Municipal	20	74.84
Riverside, CA	Riverside Electric Utility	Municipal	21	76.61
Lakeland, FL	Lakeland Electric Utility	Municipal	22	77.92
High Point, NC	High Point Electric Utility Department	Municipal	23	78.60
Boston, MA	Eversource (Formerly Boston Edison Company)	Investor Owned	24	80.60
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	Investor Owned	24	80.60
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	Investor Owned	24	80.60
Lansing, MI	Lansing Board of Water & Light	Municipal	27	91.85
Austin, TX	Austin Energy	Municipal	28	92.13
Sioux Falls, SD	Northern States Power Company	Investor Owned	29	100.14
Pawtucket, RI	Narragansett Electric Company	Investor Owned	30	104.25
Salt Lake City, UT	PacifiCorp	Investor Owned	31	117.72
Huntsville, AL	City of Huntsville	Municipal	32	119.75
Toledo, OH	Toledo Edison - FirstEnergy Corp.	Investor Owned	33	121.04
Bridgeport, CT	United Illuminating Company	Investor Owned	34	121.80
Wilmington, DE	Delmarva Power	Investor Owned	35	127.00
Chicago, IL	Commonwealth Edison Company	Investor Owned	36	131.90
Baltimore, MD	Baltimore Gas & Electric Company	Investor Owned	37	133.48
Tallahassee, FL	City of Tallahassee Electric Utility	Municipal	38	149.04
Lafayette, LA	Lafayette Utilities System	Municipal	39	166.60
Tacoma, WA	Tacoma Public Utilities	Municipal	40	170.78
Richmond, VA	Dominion Virginia Power	Investor Owned	41	172.10
Lincoln, NE	Lincoln Electric System	Municipal	42	187.10
Tulsa, OK	Public Service Company of Oklahoma	Investor Owned	43	188.50
Boise, ID	Idaho Power Company	Investor Owned	44	206.47
Anchorage, AK	Chugach Electric Association Incorporated	Cooperative	45	209.05
Sioux City, IA	MidAmerican Energy	Investor Owned	46	219.00
Des Moines, IA	MidAmerican Energy	Investor Owned	46	219.00
Council Bluffs, IA	MidAmerican Energy	Investor Owned	46	219.00
Sacramento, CA	Sacramento Municipal Util Dist	Political Subdivision	49	228.00
Billings, MT	NorthWestern Energy (formerly Montana Power)	Investor Owned	50	233.44
Honolulu, HI	Hawaiian Electric Company	Investor Owned	51	234.34
Indianapolis, IN	Indianapolis Power & Light Company	Investor Owned	52	246.90
Lima, OH	AEP Ohio (Ohio Power Company)	Investor Owned	53	272.20
Madison, WI	Madison Gas & Electric Company	Investor Owned	54	278.60
Albuquerque, NM	Public Service Company of New Mexico	Investor Owned	55	278.72

Table 34: System Average Interruption Duration Index (SAIDI) with Major Event Days - Cities

City/State	Utility Name	Utility Type	Rank	SAIDI with MED (Minutes)
Oklahoma City, OK	Oklahoma Gas & Electric Company	Investor Owned	56	285.85
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	Investor Owned	57	296.00
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	Investor Owned	58	308.73
Wichita, KS	Eergy (Formerly Westar Energy Inc)	Investor Owned	59	318.06
Seattle, WA	Seattle City Light	Municipal	60	323.60
Auburn, AL	Alabama Power	Investor Owned	61	334.20
Denver, CO	Xcel Energy (Public Service Company of Colorado)	Investor Owned	62	351.67
Kansas City, KS	Kansas City Board of Public Utilities	Municipal	63	362.14
Little Rock, AR	Entergy Arkansas, Inc.	Investor Owned	64	370.00
Kansas City, MO	Eergy (Kansas City Power & Light Co.)	Investor Owned	65	401.69
Reno, NV	Sierra Pacific Power Company - NV Energy	Investor Owned	66	403.32
Allentown, PA	PPL Electric Utilities	Investor Owned	67	455.10
Evansville, IN	Southern Indiana Gas & Electric Company	Investor Owned	68	458.00
Dayton, OH	AES Ohio (formerly DP&L)	Investor Owned	69	502.58
Lexington, KY	Kentucky Utilities Company	Investor Owned	70	582.43
Baton Rouge, LA	Entergy Louisiana, LLC	Investor Owned	71	609.90
Jackson, MS	Entergy Mississippi, Inc.	Investor Owned	72	692.30
Gainesville, FL	Gainesville Regional Utilities	Municipal	73	743.98
Portland, OR	Portland General Electric Company	Investor Owned	74	772.00
Manchester, NH	Public Service Company of New Hampshire	Investor Owned	75	786.20
Omaha, NE	Omaha Public Power District	Political Subdivision	76	1,186.20
Savannah, GA	Georgia Power	Investor Owned	77	1,516.16
Greensboro, NC	Duke Energy	Investor Owned	78	1,626.01
Charleston, WV	AEP (Appalachian Power Rate Area)	Investor Owned	79	1,831.90
Portland, ME	Central Maine Power Co	Investor Owned	80	1,893.50
Greenville, SC	Duke Energy	Investor Owned	81	7,803.74

Note: SAIDI values with MED rankings don't include TXU Energy, Reliant Energy, and City Burlington Electric as they do not report these values to EIA. Nashville Electric Service did not report their 2024 SAIDI with MED statistics.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Reliability

Table 35: System Average Interruption Duration Index (SAIDI) without Major Event Days - Cities

City/State	Utility Name	Utility Type	Rank	SAIDI without MED (Minutes)
Fort Collins, CO	Platte River Power Authority	Municipal	1	11.09
College Station, TX	College Station Utilities	Municipal	2	16.30
Lincoln, NE	Lincoln Electric System	Municipal	3	19.30
Bowling Green, KY	Bowling Green Municipal Utilities	Municipal	4	22.19
Washington, DC	Potomac Electric Power Company	Investor Owned	5	26.36
Lafayette, LA	Lafayette Utilities System	Municipal	6	32.95
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	Investor Owned	7	33.41
Chicago, IL	Commonwealth Edison Company	Investor Owned	8	35.62
Orlando, FL	Orlando Utilities Commission	Municipal	9	37.60
Newark, NJ	Public Service Electric & Gas Company	Investor Owned	10	39.26
Madison, WI	Madison Gas & Electric Company	Investor Owned	11	41.61
Sacramento, CA	Sacramento Municipal Util Dist	Political Subdivision	12	44.40
Colorado Springs, CO	City of Colorado Springs	Municipal	13	44.76
Anaheim, CA	Anaheim Public Utilities	Municipal	14	46.34
Turlock, CA	Turlock Irrigation District	Political Subdivision	15	49.00
Bridgeport, CT	United Illuminating Company	Investor Owned	16	49.20
Las Vegas, NV	Nevada Power Company - NV Energy	Investor Owned	17	51.58
Phoenix, AZ	Salt River Project	Political Subdivision	18	52.81
Fargo, ND	Northern States Power Company	Investor Owned	19	54.54
Myrtle Beach, SC	Santee Cooper	State	20	55.17
Gainesville, FL	Gainesville Regional Utilities	Municipal	21	56.12
Farmingdale, NY	Long Island Power Authority	State	22	59.29
Pawtucket, RI	Narragansett Electric Company	Investor Owned	23	60.79
Imperial, CA	Imperial Irrigation District - Energy	Political Subdivision	24	60.96
San Antonio, TX	CPS Energy	Municipal	25	61.80
Sioux Falls, SD	Northern States Power Company	Investor Owned	26	63.63
Lakeland, FL	Lakeland Electric Utility	Municipal	27	64.00
High Point, NC	High Point Electric Utility Department	Municipal	28	64.62
Springfield, MO	City Utilities of Springfield	Municipal	29	65.33
Boston, MA	Eversource (Formerly Boston Edison Company)	Investor Owned	30	66.10
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	Investor Owned	30	66.10
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	Investor Owned	30	66.10
Baltimore, MD	Baltimore Gas & Electric Company	Investor Owned	33	66.66
Wilmington, DE	Delmarva Power	Investor Owned	34	68.00
Kearney, NE	Nebraska Public Power District	Political Subdivision	35	74.35
Jacksonville, FL	JEA	Municipal	36	74.84
Austin, TX	Austin Energy	Municipal	37	76.03
Riverside, CA	Riverside Electric Utility	Municipal	38	76.61
Tacoma, WA	Tacoma Public Utilities	Municipal	39	80.45
Evansville, IN	Southern Indiana Gas & Electric Company	Investor Owned	40	81.20
Manchester, NH	Public Service Company of New Hampshire	Investor Owned	41	81.50
Lexington, KY	Kentucky Utilities Company	Investor Owned	42	83.16
Omaha, NE	Omaha Public Power District	Political Subdivision	43	85.70
Nashville, TN	Nashville Electric Service	Municipal	44	86.58
Indianapolis, IN	Indianapolis Power & Light Company	Investor Owned	45	87.30
Sioux City, IA	MidAmerican Energy	Investor Owned	46	88.00
Des Moines, IA	MidAmerican Energy	Investor Owned	46	88.00
Council Bluffs, IA	MidAmerican Energy	Investor Owned	46	88.00
Allentown, PA	PPL Electric Utilities	Investor Owned	49	90.30
Lansing, MI	Lansing Board of Water & Light	Municipal	50	91.85
Toledo, OH	Toledo Edison - FirstEnergy Corp.	Investor Owned	51	95.40
Oklahoma City, OK	Oklahoma Gas & Electric Company	Investor Owned	52	98.42
Wichita, KS	Eergy (Formerly Westar Energy Inc)	Investor Owned	53	101.58
Reno, NV	Sierra Pacific Power Company - NV Energy	Investor Owned	54	102.07
Kansas City, MO	Eergy (Kansas City Power & Light Co.)	Investor Owned	55	103.93

Table 35: System Average Interruption Duration Index (SAIDI) without Major Event Days - Cities

City/State	Utility Name	Utility Type	Rank	SAIDI without MED (Minutes)
Dayton, OH	AES Ohio (formerly DP&L)	Investor Owned	56	106.38
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	Investor Owned	57	109.00
Salt Lake City, UT	PacifiCorp	Investor Owned	58	109.13
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	Investor Owned	59	110.39
Seattle, WA	Seattle City Light	Municipal	60	110.80
Tulsa, OK	Public Service Company of Oklahoma	Investor Owned	61	116.70
Auburn, AL	Alabama Power	Investor Owned	62	116.90
Billings, MT	NorthWestern Energy (formerly Montana Power)	Investor Owned	63	117.95
Huntsville, AL	City of Huntsville	Municipal	64	119.75
Albuquerque, NM	Public Service Company of New Mexico	Investor Owned	65	124.45
Anchorage, AK	Chugach Electric Association Incorporated	Cooperative	66	124.62
Savannah, GA	Georgia Power	Investor Owned	67	127.94
Richmond, VA	Dominion Virginia Power	Investor Owned	68	131.30
Portland, OR	Portland General Electric Company	Investor Owned	69	133.00
Denver, CO	Xcel Energy (Public Service Company of Colorado)	Investor Owned	70	158.01
Lima, OH	AEP Ohio (Ohio Power Company)	Investor Owned	71	158.10
Boise, ID	Idaho Power Company	Investor Owned	72	164.01
Greensboro, NC	Duke Energy	Investor Owned	73	167.99
Honolulu, HI	Hawaiian Electric Company	Investor Owned	74	171.55
Greenville, SC	Duke Energy	Investor Owned	75	179.62
Kansas City, KS	Kansas City Board of Public Utilities	Municipal	76	181.37
Baton Rouge, LA	Entergy Louisiana, LLC	Investor Owned	77	213.20
Portland, ME	Central Maine Power Co	Investor Owned	78	215.40
Little Rock, AR	Entergy Arkansas, Inc.	Investor Owned	79	229.40

Note: SAIDI values without MED rankings don't include TXU Energy, Reliant Energy, and City Burlington Electric as they do not report these values to EIA. SAIDI values without MED rankings also exclude City Utilities of Springfield and City of Tallahassee Electric Utility.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Reliability

Table 36: System Average Interruption Duration Index (SAIDI) with Major Event Days Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	SAIDI with MED (Minutes)	SAIDI with MED (Minutes) PY	SAIDI with MED Percent Change
Fort Collins, CO	Platte River Power Authority	1	2	1	11.09	19.87	-44.2%
College Station, TX	College Station Utilities	2	5	3	22.80	39.70	-42.6%
Washington, DC	Potomac Electric Power Company	3	23	20	32.58	71.87	-54.7%
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	4	24	20	33.41	71.90	-53.5%
Newark, NJ	Public Service Electric & Gas Company	5	4	-1	45.33	37.94	19.5%
Anaheim, CA	Anaheim Public Utilities	6	3	-3	46.34	28.35	63.5%
Fargo, ND	Northern States Power Company	7	15	8	54.54	63.91	-14.7%
Orlando, FL	Orlando Utilities Commission	8	13	5	54.80	58.60	-6.5%
Phoenix, AZ	Salt River Project	9	22	13	58.05	70.01	-17.1%
Myrtle Beach, SC	Santee Cooper	10	20	10	58.45	67.46	-13.4%
Imperial, CA	Imperial Irrigation District - Energy	11	46	35	60.96	164.42	-62.9%
Colorado Springs, CO	City of Colorado Springs	12	8	-4	62.74	45.85	36.8%
Farmingdale, NY	Long Island Power Authority	13	14	1	63.46	62.46	1.6%
Springfield, MO	City Utilities of Springfield	14	50	36	65.33	186.79	-65.0%
Bowling Green, KY	Bowling Green Municipal Utilities	15	9	-6	72.92	48.34	50.8%
Las Vegas, NV	Nevada Power Company - NV Energy	16	25	9	72.99	71.97	1.4%
San Antonio, TX	CPS Energy	17	48	31	73.81	169.65	-56.5%
Turlock, CA	Turlock Irrigation District	18	27	9	74.00	80.00	-7.5%
Kearney, NE	Nebraska Public Power District	19	21	2	74.35	69.74	6.6%
Jacksonville, FL	JEA	20	17	-3	74.84	64.61	15.8%
Riverside, CA	Riverside Electric Utility	21	19	-2	76.61	67.39	13.7%
Lakeland, FL	Lakeland Electric Utility	22	10	-12	77.92	52.57	48.2%
High Point, NC	High Point Electric Utility Department	23	41	18	78.60	123.00	-36.1%
Boston, MA	Eversource (Formerly Boston Edison Company)	24	52	28	80.60	189.80	-57.5%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	24	52	28	80.60	189.80	-57.5%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	24	52	28	80.60	189.80	-57.5%
Lansing, MI	Lansing Board of Water & Light	27	7	-20	91.85	42.62	115.5%
Austin, TX	Austin Energy	28	82	54	92.13	3,265.45	-97.2%
Sioux Falls, SD	Northern States Power Company	29	32	3	100.14	81.48	22.9%
Pawtucket, RI	Narragansett Electric Company	30	36	6	104.25	104.59	-0.3%
Salt Lake City, UT	PacifiCorp	31	42	11	117.72	129.76	-9.3%
Huntsville, AL	City of Huntsville	32	18	-14	119.75	65.15	83.8%
Toledo, OH	Toledo Edison - FirstEnergy Corp.	33	65	32	121.04	331.42	-63.5%
Bridgeport, CT	United Illuminating Company	34	12	-22	121.80	56.00	117.5%
Wilmington, DE	Delmarva Power	35	40	5	127.00	122.00	4.1%
Chicago, IL	Commonwealth Edison Company	36	33	-3	131.90	93.30	41.4%
Baltimore, MD	Baltimore Gas & Electric Company	37	56	19	133.48	191.04	-30.1%
Tallahassee, FL	City of Tallahassee Electric Utility	38	67	29	149.04	352.61	-57.7%
Lafayette, LA	Lafayette Utilities System	39	6	-33	166.60	41.73	299.3%
Tacoma, WA	Tacoma Public Utilities	40	11	-29	170.78	55.16	209.6%
Richmond, VA	Dominion Virginia Power	41	55	14	172.10	190.20	-9.5%
Lincoln, NE	Lincoln Electric System	42	1	-41	187.10	19.10	879.6%
Tulsa, OK	Public Service Company of Oklahoma	43	81	38	188.50	2,037.50	-90.7%
Boise, ID	Idaho Power Company	44	43	-1	206.47	130.39	58.3%
Anchorage, AK	Chugach Electric Association Incorporated	45	51	6	209.05	189.10	10.5%
Sioux City, IA	MidAmerican Energy	46	27	-19	219.00	80.00	173.8%
Des Moines, IA	MidAmerican Energy	46	27	-19	219.00	80.00	173.8%
Council Bluffs, IA	MidAmerican Energy	46	27	-19	219.00	80.00	173.8%
Sacramento, CA	Sacramento Municipal Util Dist	49	62	13	228.00	318.20	-28.3%
Billings, MT	NorthWestern Energy (formerly Montana Power)	50	35	-15	233.44	102.52	127.7%

Table 36: System Average Interruption Duration Index (SAIDI) with Major Event Days Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	SAIDI with MED (Minutes)	SAIDI with MED (Minutes) PY	SAIDI with MED Percent Change
Honolulu, HI	Hawaiian Electric Company	51	44	-7	234.34	149.46	56.8%
Indianapolis, IN	Indianapolis Power & Light Company	52	72	20	246.90	466.75	-47.1%
Lima, OH	AEP Ohio (Ohio Power Company)	53	63	10	272.20	326.10	-16.5%
Madison, WI	Madison Gas & Electric Company	54	16	-38	278.60	63.97	335.5%
Albuquerque, NM	Public Service Company of New Mexico	55	37	-18	278.72	105.99	163.0%
Oklahoma City, OK	Oklahoma Gas & Electric Company	56	70	14	285.85	397.47	-28.1%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	57	60	3	296.00	272.00	8.8%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	58	47	-11	308.73	168.41	83.3%
Wichita, KS	Evergy (Formerly Westar Energy Inc)	59	57	-2	318.06	197.93	60.7%
Seattle, WA	Seattle City Light	60	34	-26	323.60	95.70	238.1%
Auburn, AL	Alabama Power	61	61	0	334.20	302.30	10.6%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	62	39	-23	351.67	112.82	211.7%
Kansas City, KS	Kansas City Board of Public Utilities	63	74	11	362.14	738.59	-51.0%
Little Rock, AR	Entergy Arkansas, Inc.	64	78	14	370.00	1,211.80	-69.5%
Kansas City, MO	Evergy (Kansas City Power & Light Co.)	65	69	4	401.69	387.46	3.7%
Reno, NV	Sierra Pacific Power Company - NV Energy	66	64	-2	403.32	327.33	23.2%
Allentown, PA	PPL Electric Utilities	67	45	-22	455.10	149.70	204.0%
Evansville, IN	Southern Indiana Gas & Electric Company	68	71	3	458.00	450.50	1.7%
Dayton, OH	AES Ohio (formerly DP&L)	69	49	-20	502.58	170.47	194.8%
Lexington, KY	Kentucky Utilities Company	70	75	5	582.43	905.38	-35.7%
Baton Rouge, LA	Entergy Louisiana, LLC	71	58	-13	609.90	225.60	170.3%
Jackson, MS	Entergy Mississippi, Inc.	72	77	5	692.30	1,201.20	-42.4%
Gainesville, FL	Gainesville Regional Utilities	73	26	-47	743.98	78.38	849.2%
Portland, OR	Portland General Electric Company	74	38	-36	772.00	109.00	608.3%
Manchester, NH	Public Service Company of New Hampshire	75	73	-2	786.20	668.50	17.6%
Omaha, NE	Omaha Public Power District	76	31	-45	1,186.20	80.10	1380.9%
Savannah, GA	Georgia Power	77	68	-9	1,516.16	365.14	315.2%
Greensboro, NC	Duke Energy	78	66	-12	1,626.01	342.74	374.4%
Charleston, WV	AEP (Appalachian Power Rate Area)	79	76	-3	1,831.90	949.80	92.9%
Portland, ME	Central Maine Power Co	80	80	0	1,893.50	1,656.50	14.3%
Greenville, SC	Duke Energy	81	59	-22	7,803.74	254.11	2971.0%

Note: State SAIDI values were calculated using reporting utilities SAIDI values weighted by the number of customers served in each utility.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Reliability; APPA Retail Electric Rates in Deregulated and Regulated States Report, 2024 Update

Table 37: System Average Interruption Duration Index (SAIDI) without Major Event Days Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	SAIDI without MED (Minutes)	SAIDI without MED (Minutes)	SAIDI without MED Percent Change
Fort Collins, CO	Platte River Power Authority	1	3	2	11.09	19.87	-44.2%
College Station, TX	College Station Utilities	2	1	-1	16.30	16.80	-3.0%
Lincoln, NE	Lincoln Electric System	3	2	-1	19.30	19.10	1.0%
Bowling Green, KY	Bowling Green Municipal Utilities	4	15	11	22.19	48.34	-54.1%
Washington, DC	Potomac Electric Power Company	5	7	2	26.36	33.25	-20.7%
Lafayette, LA	Lafayette Utilities System	6	4	-2	32.95	20.42	61.3%
Cheyenne, WY	Cheyenne Light, Fuel & Power Company	7	9	2	33.41	35.43	-5.7%
Chicago, IL	Commonwealth Edison Company	8	8	0	35.62	35.04	1.7%
Orlando, FL	Orlando Utilities Commission	9	20	11	37.60	54.70	-31.3%
Newark, NJ	Public Service Electric & Gas Company	10	10	0	39.26	35.65	10.1%
Madison, WI	Madison Gas & Electric Company	11	5	-6	41.61	23.55	76.7%
Sacramento, CA	Sacramento Municipal Util Dist	12	41	29	44.40	75.60	-41.3%
Colorado Springs, CO	City of Colorado Springs	13	13	0	44.76	45.85	-2.4%
Anaheim, CA	Anaheim Public Utilities	14	6	-8	46.34	28.35	63.5%
Turlock, CA	Turlock Irrigation District	15	31	16	49.00	61.00	-19.7%
Bridgeport, CT	United Illuminating Company	16	12	-4	49.20	43.00	14.4%
Las Vegas, NV	Nevada Power Company - NV Energy	17	19	2	51.58	53.72	-4.0%
Phoenix, AZ	Salt River Project	18	16	-2	52.81	49.20	7.3%
Fargo, ND	Northern States Power Company	19	22	3	54.54	56.59	-3.6%
Myrtle Beach, SC	Santee Cooper	20	14	-6	55.17	46.93	17.6%
Gainesville, FL	Gainesville Regional Utilities	21	37	16	56.12	68.92	-18.6%
Farmingdale, NY	Long Island Power Authority	22	27	5	59.29	59.29	0.0%
Pawtucket, RI	Narragansett Electric Company	23	18	-5	60.79	52.23	16.4%
Imperial, CA	Imperial Irrigation District - Energy	24	39	15	60.96	70.70	-13.8%
San Antonio, TX	CPS Energy	25	32	7	61.80	61.19	1.0%
Sioux Falls, SD	Northern States Power Company	26	47	21	63.63	81.48	-21.9%
Lakeland, FL	Lakeland Electric Utility	27	17	-10	64.00	51.98	23.1%
High Point, NC	High Point Electric Utility Department	28	36	8	64.62	65.80	-1.8%
Springfield, MO	City Utilities of Springfield	29	33	4	65.33	61.26	6.6%
Boston, MA	Eversource (Formerly Boston Edison Company)	30	41	11	66.10	75.60	-12.6%
Cambridge, MA	Eversource (Formerly Cambridge Electric Company)	30	41	11	66.10	75.60	-12.6%
Springfield, MA	Eversource (Formerly Western Massachusetts Electric)	30	41	11	66.10	75.60	-12.6%
Baltimore, MD	Baltimore Gas & Electric Company	33	29	-4	66.66	60.44	10.3%
Wilmington, DE	Delmarva Power	34	28	-6	68.00	60.00	13.3%
Kearney, NE	Nebraska Public Power District	35	38	3	74.35	69.74	6.6%
Jacksonville, FL	JEA	36	34	-2	74.84	64.61	15.8%
Austin, TX	Austin Energy	37	50	13	76.03	83.75	-9.2%
Riverside, CA	Riverside Electric Utility	38	30	-8	76.61	60.63	26.4%
Tacoma, WA	Tacoma Public Utilities	39	21	-18	80.45	55.16	45.9%
Evansville, IN	Southern Indiana Gas & Electric Company	40	45	5	81.20	79.80	1.8%
Manchester, NH	Public Service Company of New Hampshire	41	49	8	81.50	83.70	-2.6%
Lexington, KY	Kentucky Utilities Company	42	40	-2	83.16	74.59	11.5%
Omaha, NE	Omaha Public Power District	43	23	-20	85.70	57.90	48.0%
Nashville, TN	Nashville Electric Service	44	70	26	86.58	143.71	-39.8%
Indianapolis, IN	Indianapolis Power & Light Company	45	52	7	87.30	86.69	0.7%
Sioux City, IA	MidAmerican Energy	46	24	-22	88.00	59.00	49.2%
Des Moines, IA	MidAmerican Energy	46	24	-22	88.00	59.00	49.2%
Council Bluffs, IA	MidAmerican Energy	46	24	-22	88.00	59.00	49.2%
Allentown, PA	PPL Electric Utilities	49	54	5	90.30	91.50	-1.3%
Lansing, MI	Lansing Board of Water & Light	50	11	-39	91.85	42.62	115.5%

Table 37: System Average Interruption Duration Index (SAIDI) without Major Event Days Rank Changes - Cities

City	Utility	Current Year Rank	Prior Year Rank	Rank Change	SAIDI without MED (Minutes)	SAIDI without MED (Minutes)	SAIDI without MED Percent Change
Toledo, OH	Toledo Edison - FirstEnergy Corp.	51	46	-5	95.40	79.90	19.4%
Oklahoma City, OK	Oklahoma Gas & Electric Company	52	68	16	98.42	130.89	-24.8%
Wichita, KS	Evergy (Formerly Westar Energy Inc)	53	58	5	101.58	96.72	5.0%
Reno, NV	Sierra Pacific Power Company - NV Energy	54	72	18	102.07	162.27	-37.1%
Kansas City, MO	Evergy (Kansas City Power & Light Co.)	55	53	-2	103.93	90.20	15.2%
Dayton, OH	AES Ohio (formerly DP&L)	56	57	1	106.38	96.20	10.6%
Milwaukee, WI	We Energies (formerly Wisconsin Electric)	57	51	-6	109.00	85.00	28.2%
Salt Lake City, UT	PacifiCorp	58	64	6	109.13	109.95	-0.7%
Minneapolis, MN	Xcel Energy (Northern States Power Co. - Minnesota)	59	48	-11	110.39	83.46	32.3%
Seattle, WA	Seattle City Light	60	56	-4	110.80	95.70	15.8%
Tulsa, OK	Public Service Company of Oklahoma	61	62	1	116.70	106.80	9.3%
Auburn, AL	Alabama Power	62	61	-1	116.90	104.80	11.5%
Billings, MT	NorthWestern Energy (formerly Montana Power)	63	59	-4	117.95	102.52	15.1%
Huntsville, AL	City of Huntsville	64	35	-29	119.75	65.15	83.8%
Albuquerque, NM	Public Service Company of New Mexico	65	55	-10	124.45	92.17	35.0%
Savannah, GA	Georgia Power	67	69	2	127.94	139.61	-8.4%
Richmond, VA	Dominion Virginia Power	68	67	-1	131.30	123.32	6.5%
Portland, OR	Portland General Electric Company	69	63	-6	133.00	109.00	22.0%
Denver, CO	Xcel Energy (Public Service Company of Colorado)	70	60	-10	158.01	104.20	51.6%
Lima, OH	AEP Ohio (Ohio Power Company)	71	71	0	158.10	147.60	7.1%
Boise, ID	Idaho Power Company	72	66	-6	164.01	119.71	37.0%
Greensboro, NC	Duke Energy	73	76	3	167.99	197.10	-14.8%
Honolulu, HI	Hawaiian Electric Company	74	65	-9	171.55	115.58	48.4%
Greenville, SC	Duke Energy	75	77	2	179.62	202.59	-11.3%
Kansas City, KS	Kansas City Board of Public Utilities	76	73	-3	181.37	175.80	3.2%
Baton Rouge, LA	Entergy Louisiana, LLC	77	74	-3	213.20	179.30	18.9%
Portland, ME	Central Maine Power Co	78	75	-3	215.40	190.30	13.2%
Little Rock, AR	Entergy Arkansas, Inc.	79	78	-1	229.40	284.70	-19.4%
Jackson, MS	Entergy Mississippi, Inc.	80	79	-1	331.80	291.40	13.9%

Note: State SAIDI values were calculated using reporting utilities SAIDI values weighted by the number of customers served in each utility.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Reliability; APPA Retail Electric Rates in Deregulated and Regulated States Report, 2024 Update

Table 38: System Average Interruption Duration Index (SAIDI) with Major Events - States			
State	Electric Market	Rank	SAIDI with MED (Minutes)
District of Columbia	Retail Choice	1	32.58
South Dakota	Non Retail Choice	2	84.74
Arizona	Non Retail Choice	3	87.47
North Dakota	Non Retail Choice	4	99.10
Massachusetts	Retail Choice	5	101.98
Rhode Island	Retail Choice	6	104.25
Delaware	Retail Choice	7	116.13
Maryland	Retail Choice	8	118.09
Utah	Non Retail Choice	9	119.78
Wyoming	Non Retail Choice	10	129.28
Connecticut	Retail Choice	11	153.64
Illinois	Retail Choice	12	156.88
Nevada	Non Retail Choice	13	158.86
Iowa	Non Retail Choice	14	166.75
New Jersey	Retail Choice	15	174.25
Minnesota	Non Retail Choice	16	219.62
New York	Retail Choice	17	219.90
Missouri	Non Retail Choice	18	224.28
Idaho	Non Retail Choice	19	232.76
Colorado	Non Retail Choice	20	255.05
Wisconsin	Non Retail Choice	21	266.10
Oklahoma	Non Retail Choice	22	270.91
Alabama	Non Retail Choice	23	277.44
Tennessee	Non Retail Choice	24	278.64
New Mexico	Non Retail Choice	25	278.79
California	Retail Choice	26	279.34
Kansas	Non Retail Choice	27	285.60
Indiana	Non Retail Choice	28	312.38
Hawaii	Non Retail Choice	29	320.61
Alaska	Non Retail Choice	30	327.15
Pennsylvania	Retail Choice	31	336.09
Montana	Retail Choice	32	351.46
Virginia	Non Retail Choice	33	416.09
Michigan	Retail Choice	34	470.44
Arkansas	Non Retail Choice	35	509.07
Ohio	Retail Choice	36	510.48
Mississippi	Non Retail Choice	37	567.11
Oregon	Retail Choice	38	590.99
Washington	Non Retail Choice	39	623.45
Nebraska	Non Retail Choice	40	641.70
Kentucky	Non Retail Choice	41	648.28
Vermont	Non Retail Choice	42	651.63
Louisiana	Non Retail Choice	43	727.45
New Hampshire	Retail Choice	44	922.65
West Virginia	Non Retail Choice	45	1165.51
Georgia	Non Retail Choice	46	1229.06
Texas	Retail Choice	47	1270.56
Florida	Non Retail Choice	48	1318.23
North Carolina	Non Retail Choice	49	1440.96
Maine	Retail Choice	50	1748.57
South Carolina	Non Retail Choice	51	3136.53

Note: State SAIDI values were calculated using reporting utilities SAIDI values weighted by the number of customers served in each utility.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Reliability; APPA Retail Electric Rates in Deregulated and Regulated States Report, 2024 Update

Table 39: System Average Interruption Duration Index (SAIDI) without Major Events - States			
State	Electric Market	Rank	SAIDI (Minutes)
District of Columbia	Retail Choice	1	26.36
Illinois	Retail Choice	2	58.52
Rhode Island	Retail Choice	3	60.79
South Dakota	Non Retail Choice	4	62.10
Nevada	Non Retail Choice	5	63.85
Florida	Non Retail Choice	6	65.30
Delaware	Retail Choice	7	65.94
New York	Retail Choice	8	71.84
Arizona	Non Retail Choice	9	71.98
Connecticut	Retail Choice	10	73.08
Nebraska	Non Retail Choice	11	73.62
Maryland	Retail Choice	12	75.13
Massachusetts	Retail Choice	13	75.16
North Dakota	Non Retail Choice	14	84.24
Iowa	Non Retail Choice	15	88.59
Minnesota	Non Retail Choice	16	90.43
Wisconsin	Non Retail Choice	17	90.60
New Jersey	Retail Choice	18	99.71
Kansas	Non Retail Choice	19	103.64
Utah	Non Retail Choice	20	103.83
Missouri	Non Retail Choice	21	105.03
Wyoming	Non Retail Choice	22	109.09
South Carolina	Non Retail Choice	23	116.36
Alabama	Non Retail Choice	24	117.78
Oklahoma	Non Retail Choice	25	118.21
Colorado	Non Retail Choice	26	119.04
Indiana	Non Retail Choice	27	120.24
Oregon	Retail Choice	28	126.28
Texas	Retail Choice	29	127.63
Pennsylvania	Retail Choice	30	130.97
New Hampshire	Retail Choice	31	132.29
Ohio	Retail Choice	32	133.23
North Carolina	Non Retail Choice	33	139.80
New Mexico	Non Retail Choice	34	149.09
Kentucky	Non Retail Choice	35	152.80
Washington	Non Retail Choice	36	156.15
Montana	Retail Choice	37	156.60
California	Retail Choice	38	157.90
Tennessee	Non Retail Choice	39	159.06
Michigan	Retail Choice	40	159.68
Virginia	Non Retail Choice	41	166.12
Idaho	Non Retail Choice	42	174.02
Alaska	Non Retail Choice	43	181.68
Arkansas	Non Retail Choice	44	194.62
Louisiana	Non Retail Choice	45	203.13
Georgia	Non Retail Choice	46	212.29
Hawaii	Non Retail Choice	47	225.56
Vermont	Non Retail Choice	48	257.22
Mississippi	Non Retail Choice	49	259.62
Maine	Retail Choice	50	274.03
West Virginia	Non Retail Choice	51	486.14

Note: State SAIDI values were calculated using reporting utilities SAIDI values weighted by the number of customers served in each utility.

Data Source(s): 2024 Form EIA-861 Annual Electric Power Industry Report, Reliability; APPA Retail Electric Rates in Deregulated and Regulated States Report, 2024 Update



9445 Rokeby Road | Lincoln, NE 68526-9788

Exhibit VIII

2025 Annual LES Retirement Plan Report

Prepared by:
LES Investment Committee, March 2026



The Lincoln Electric System Investment Committee (*the "Committee"*) administers the Lincoln Electric System Employees' 401k Retirement Plan (*the "401k Plan"*) and the Deferred Compensation Plan of Lincoln Electric System, City of Lincoln, Nebraska (*the "457b Plan"*) (*collectively, the "Plan(s)"*).

This report summarizes the Committee's actions during the 2025 calendar year.

I. **LES Policies and Committee Members:** As outlined in **Policy 316 - Retirement Plan and Deferred Compensation Plan Model of Plan Governance (MPG)**, the composition of the Investment Committee is determined by the position held at Lincoln Electric System (*LES*). The following individuals served on the Committee in 2025:

- **Emeka Anyanwu**, Chief Executive Officer
- **Emily Koenig**, Vice President Financial Services and Chief Financial Officer
- **Shelley Sahling-Zart**, Vice President – Legal & Government Services and General Counsel
- **Paul Crist**, Vice President – Energy Delivery
- **Katie Lechner**, Vice President and Chief People Officer (*Beginning in July 2025*)

Guidelines for overseeing and monitoring the investments offered under the Plans are provided to the Committee by **Policy 315 – Retirement Plan and Deferred Compensation Plan Investment Policy Statement (IPS)**. Requirements of the MPG and IPS policies were adhered to during the reporting timeframe.

II. **Supporting Services:** The following vendors support the administration of the plans. There have been no changes to the service providers since the last report.

1. **Third-Party Administrator (TPA) and Recordkeeping Services:** Vanguard has provided recordkeeping and third-party administration (*TPA*) services for the Plans since 2013. An RFP was conducted in 2023 where Vanguard retained the services with LES for a contract up to five more years.
2. **Third-Party Investment Consulting:** LES entered into an agreement with CapTrust in 2016 for third-party consulting services. CapTrust provides investment advice to the Committee regarding investment options made available to participants under the Plans. CapTrust also provides quarterly updates on fund performance, recommends placing underperforming funds on a watchlist for potential replacement, offers fiduciary training opportunities, and communicates miscellaneous retirement-related industry topics. In 2024, the Committee approved CapTrust to provide advice services to LES participants beginning in 2025.
3. **External Legal Counsel:** Cline Williams serves as the Committee's outside counsel and works with LES's General Counsel and Human Resources department to ensure compliance with the Plans' legal and regulatory requirements and assess potential impacts from changes within the retirement industry.
4. **External Audit Services:** Angell Pension Group (APG) served as LES's provider to audit the LES retirement plans as directed by LES Policy 316. An external audit is required every four years. APG has served as the provider for both 2020 and 2024 retirement plan audits.

III. **Plan Administration Fees:** Plan Administration Fees (*PAFs*) are charged to participants (*as a percentage of their account balance*) every quarter to cover administrative costs associated with the Plan, including but not limited to recordkeeping/TPA services, third-party consulting, legal, and other participant plan-related costs. PAFs are reviewed and approved annually by the Committee based on the forecasted portfolio balance, participant enrollment numbers, and plan cost information. In 2025, the PAF remained the same for both plans (*401k and 457b*).

Below is a summary of the last five-year annual Plan Administration Fees paid by participants.

	401k	457b
2020	0.076%	0.100%
2021	0.064%	0.080%
2022	0.050%	0.080%
2023	0.075%	0.109%
2024	0.055%	0.090%
2025	0.055%	0.090%

IV. Plan Information as of [12/31/2025](#):

	401k Plan	457b Plan
Total Participant Assets	\$249,019,557	\$17,416,020
Total Participants <i>(With A Balance)</i>	714	83
Percentage of Active Employees who make deferrals	98%	12%
Average Account Balance	\$348,767	\$209,832
Average Annual Deferral Rate / \$ Amount ¹	10.7%	\$3,294
LES / Peer Weighted Average Fund Expense Ratio <i>(Not inclusive of Plan Administrative Fees)</i>	0.17% / 0.31%	0.27% / 0.46%

Plan Information as of [12/31/2024](#):

	401k Plan	457b Plan
Total Participant Assets	\$212,928,297	\$16,235,281
Total Participants <i>(With A Balance)</i>	722	83
Percentage of Active Employees who make deferrals	98%	8.7%
Average Account Balance	\$294,729	\$195,606
Average Annual Deferral Rate / \$ Amount ¹	10.3%	\$3,305
LES / Peer Weighted Average Fund Expense Ratio <i>(Not inclusive of Plan Administrative Fees)</i>	0.18% / 0.33%	0.27% / 0.47%

¹ The Average Annual Deferral Rates reflect how deferrals are selected by participants in each Plan (i.e., 401k as a percent of pay or 457b as a flat dollar amount).

- V. Plan Investment Options:** The below Plan options allow participants to diversify their portfolios to appropriately meet their retirement goals. As the chart above indicates, the weighted-average expense ratios as of 12/31/2025 for both plans were below their respective peer averages (**401k**: 0.17% vs. 0.31%; **457b**: 0.27% vs. 0.46%).

Throughout 2025, the performance of the investment options was reviewed quarterly to ensure funds met the minimum requirements of the IPS for the selection of any new or current funds in the portfolio.

The LES Plan utilizes a three-tier approach to focus on specific Participant investment objectives. Below is a list of funds and associated asset class included in LES's retirement plan portfolio by tier.

i. **Tier 1: Allocation Tier**

1. **Vanguard (VG) Target Retirement Funds** (*Target Date Series*)
2. **Vanguard Wellington Admiral** (*Moderate Allocation*)

ii. **Tier 2: Passive Tier**

1. **VG Total Stock Market Index Institutional** (*Large Company Blend*)
2. **VG Total International Stock Index Admiral** (*Foreign Large Blend*)
3. **VG Total Bond Market Index Institutional** (*Intermediate Core Bond*)

iii. **Tier 3: Active Tier**

1. Domestic Equity:
 - a. **VG Equity Income Admiral** (*Large Company Value*)
 - b. **Victory Sycamore Established Value Fund** (*Medium Company Value*)
 - c. **Fidelity Contrafund** (*Large Company Growth*)
 - d. **MFS Mid Cap Growth Fund CT** (*Medium Company Growth*)
 - e. **DFA U.S. Small Cap Institutional** (*Small Company Blend*)
2. International Equity:
 - a. **Dodge & Cox International Stock** (*Foreign Large Value*)
3. Bond Fund:
 - a. **VG Retirement Savings Trust III** (*Stable Value*)
 - b. **VG Inflation-Protected Securities Admiral** (*Inflation Protected Bond*)
 - c. **Allspring Core Bond Fund** (*Intermediate Core Bond*)
4. Other Funds:
 - a. **DFA Emerging Markets Core Equity Institutional** (*Emerging Markets*)

Investment Option Actions:

There were no investment fund changes in 2025.

VI. Summary of Meetings and Major Topics Discussed: The Committee conducted regular quarterly meetings on the following dates to discuss topics listed below.

• **February 28, 2025:**

- Reviewed the Q4 2024 plan performance, market, and asset class trends.
- Communicated that LES Policies 315 (*Investment Policy Statement*) and 316 (*Model of Plan Governance*) documents were reviewed and finalized.
- Vanguard provided an overview of the Vanguard portal with online resources available to LES participants.
- PAFs approved by the Investment Committee in January 2025 by email for the 2025 Plan year were noted for the minutes. PAFs approved were 401k-0.055% and 457b-0.090%.
- The Investment Committee agreed to extend CapTrust's contract for an additional year through May 1, 2026.

- **May 9, 2025:**
 - Reviewed the Q1 2025 plan performance, market, and asset class trends.
 - The Investment Committee began steps to implement the Student Loan Retirement Match Program with a partnership with Vanguard and Candidly with an expected implementation date of early 2026.
 - CapTrust provided an overview of one-on-meetings held at LES facilities in early May 2025. Due to a positive response from CapTrust and LES participants. The Investment Committee recommended having additional one-on-one meetings in the Fall of 2025.
 - CapTrust provided a summary of optional distributions allowed by the Secure Act 2.0.
 - Advised the Investment Committee that \$96,064.55 in unvested matching fund forfeitures were used to offset LES's contributions for the April 25, 2025, pay cycle.

- **August 22, 2025:**
 - Reviewed the Q2 2025 Plan Performance, market, and asset class trends.
 - An update was provided on the Student Loan Match Program product details and implementation status was communicated to the Investment Committee.
 - An update was provided on the 457b Roth project to meet the Secure Act 2.0 deadline of 1/1/2026.
 - A recap was provided of LES's discussion with Vanguard's cyber security department on how Vanguard keeps LES participant information secure.
 - CapTrust provided an informative summary of President Trump's Executive Order to allow 401k and other qualified retirement plans to invest in private equities and crypto currency. *(CapTrust recommended LES not allow participants to invest in private equities and crypto currency at this time.)*
 - CapTrust provided annual Fiduciary training to the Investment Committee members.

- **December 12, 2025:**
 - Reviewed the Q3 2025 plan performance, market, and asset class trends.
 - CapTrust provided an overview of one-on-meetings held at LES facilities in early December 2025.
 - Vanguard provided an overview of their processes for unclaimed property for educational purposes.
 - CapTrust provided a summary of best practices for using artificial intelligence (AI) in relation to participant data. *(LES does not utilize AI with participant information.)*

VII. LES Participant Communication: The following were communicated to participants during 2025.

- Several communications were sent to participants throughout the year from LES and Vanguard.
- Examples of LES communications include:
 - Plan Administration Fees for 2025
 - CapTrust providing educational, one-on-one advisory services to LES participants in 2025
 - Implementation of the 457b Roth plan and Student Loan Match programs
 - 2026 contribution limits for participants.

Exhibit IX



Upcoming events

Board Meeting

Friday, Apr. 17 | 9:30 a.m.

Boardroom

Earth Day

Saturday, Apr. 25 | 10 a.m.-2 p.m.

Nebraska Innovation Campus

Board Meeting

Friday, May 15 | 9:30 a.m.

Boardroom

Board Meeting

Friday, June 19 | 9:30 a.m.

Boardroom

Board Meeting

Friday, July 17 | 9:30 a.m.

Boardroom

Board Meeting

Friday, Aug 21 | 9:30 a.m.

Boardroom

Board Meeting

Friday, Sept 18 | 9:30 a.m.

Boardroom

Our Mission

Powering our community through responsible stewardship
of our shared resources.

Our Vision

Driving our energy future where people and power enable
progress.

Our Values

Safety | Community | Integrity
Dependability | Excellence | Curiosity