

**INDEPENDENCE LIGHT & POWER**  
**MINUTES OF REGULAR BOARD MEETING**

**December 13, 2018**

Call to Order: The regular monthly meeting of the Board of Trustees of Independence Light & Power was called to order at 9:11 a.m. on December 13, 2018 in the administrative office building. Chairman Stephany Harvey presided. Present at the meeting were Trustees Gerald Stelter, Lance Fricke, Becki Davis and Mike Lenius. Absent: None. Also, present were Kevin Sidles, Linda Kress, Josh Vandenburg, Melissa Hearn and Lans Flickinger. Votes were unanimous unless indicated otherwise.

Consent Agenda: Inclusive of the minutes of the November 29, 2018 public hearing and minutes of the November 29, 2018 regular meeting were approved with a motion by Lenius, second by Fricke.

Business Conducted: 1) No public request or comment. 2) Sidles reported update on Administrative Building improvements regarding compliance on Automatic Door Opener requirements, followed by discussion. 3) Kress reported year end workflow in process. 4) Old Business: Board Policy Manual-discussion inclusive of additional suggestions from Fricke on Board member responsibilities and a one-page Board member job description. 5) Policy committee to meet for review of items discussed. 6) The next regular Board meeting will be Tuesday January 22, 2019 at 8:00 a.m.. 7) An upcoming meeting has been set for Thursday February 28, 2019. 8) Fricke moved to go into closed session at 9:25 a.m. to discuss personnel, Iowa Code 21.5(i), second by Lenius. 9) ILP back into regular session at 9:58 a.m.. 10) A motion by Fricke to approve management compensation as follows: Office Manager at \$65,626.00; Accountant at \$59,624.00 and General Manager at \$136,981.00 effective January 1, 2019, second by Davis. 11) Moved for adjournment at 9:59 a.m. with a motion by Fricke, second by Lenius

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Stephany Harvey, Chairperson

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Mike Lenius, Secretary/Treasurer

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Date Approved