

INDEPENDENCE LIGHT & POWER
MINUTES OF REGULAR BOARD MEETING

November 19, 2020

Call to Order: The regular monthly meeting of the Board of Trustees of Independence Light & Power was called to order at 9:05 a.m. on November 19, 2020 in the administrative office building. Chairman Stephany Harvey presided via audio/video. Present at the meeting via audio/video were Trustees Gerald Stelter, Lance Fricke, Mike Lenius and Amber Hunt. 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 October 29, 2020 regular meeting, Bills #42828-2875; electronic payments #8803369-3394; #8803396-3398, and direct deposit advice #9905269-5304; Minus month end and operations reports, were approved with a motion by Stelter, second by Hunt.

Business Conducted: 1) No public request or comment. 2) Kress reported Office staff continues with the NorthStar Billing & CIS System conversion, working hands-on with the new system on associated changes, along with continued virtual training; ILPT accepted 75+ resumes for the Billing Clerk/CSR opening due to an upcoming retirement-interviews are scheduled between December 1 thru 3, 2020; Retiree Donald Brown passed away November 17, 2020. 3) Sidles reported line crews working with City of Independence on tree trimming & removal. 4) Reported outages as follows: a) An outage occurred on October 29, 2020 at 4:41 p.m. affecting one customers for twenty-one minutes due to a squirrel coming in contact with line; b) An outage occurred on November 1, 2020 at 12:15 p.m. affecting four customers for forty-five minutes due to an overhead equipment failure. 5) Discussion on Residential Utility Rate Comparison performed by Utility Financial Solutions. 6) Lenius joined meeting at 9:18 a.m. 7) No Old Business. 8) New Business-Management Compensation review, to be held during closed session. 9) Hunt moved to go into closed session at 9:35 a.m. to discuss compensation, Iowa Code 21.5(i), second by Stelter. 10) ILP back into regular session at 9:55 a.m.. 11) A motion by Fricke to approve General Manager 2021 salary compensation increase of 2.5%, along with 100 unused vacation hour payout in December 2020, second by Stelter. 12) A motion by Stelter to approve Office Manager 2021 salary compensation increase of 2.5%, along with conversion hours' bonus in December 2020, second by Fricke. 13) A motion by Fricke to approve Accountant 2021 salary compensation increase of 2.5%, along with conversion hours' bonus in December 2020, second by Lenius. 14) The next regular Board meeting will be Thursday December 17, 2020 at 9:00 a.m.. 15) An upcoming meeting has been set for Thursday January 28, 2021 at 9:00 a.m.. 16) Moved for adjournment at 9:59 a.m. with a motion by Hunt, second by Fricke.

Stephany Harvey, Chairperson

Mike Lenius, Secretary/Treasurer

Date Approved