

MINUTES OF MEETING OF BOARD OF TRUSTEES OF THE
MUNICIPAL ELECTRIC UTILITY, CITY OF CEDAR FALLS, IOWA

February 12, 2025

The Board of Trustees of the Municipal Electric Utility of the City of Cedar Falls, Iowa, met on the above date in regular session, pursuant to law and the rules of said Board.

The meeting was called to order at 2:00 p.m. by Chair Jeffrey J. Engel. Upon call of the roll, present were: Trustees: Jeffrey J. Engel, MaraBeth K. Soneson, Nick A. Evens (electronically), Debra S. Iehl, and Richard L. McAlister. Absent: None. Others present: Susan M. Abernathy, General Manager/CEO; and Bradley M. Strouse, Board Counsel.

Moved by Trustee Soneson, seconded by Iehl to approve the agenda as printed and distributed. Upon call for the vote, all Trustees voted aye. Nay: None. Absent: None. Motion carried.

Employees Nick DeBerg, Dakota McElhaney, John Osterhaus, Heath Dougherty, Jerald Lukensmeyer, and John Thompson were introduced and recognized as 2024 winners of the Utility's Core Values Recognition Program. The program was implemented in 2024 as a peer-recognition program designed to recognize employees who exemplify the Utility's Core Values of Customer Focus, Employee Teamwork & Personal Growth, Ethical & Responsible Behavior, and Innovation.

Moved by Trustee Soneson, seconded by Trustee Iehl to approve the minutes of the January 8, 2025, regular meeting as printed and distributed; and to approve the Schedule of Bills for the month of January 2025 that by reference is made a part hereof and placed in permanent files of said Board of Trustees. Said schedule covers the dates of January 1, 2025, through January 31, 2025; check numbers: 160821-160837; 160867-160871; 160900-160913; 160939-160943; 160958-160979; 161004-161009; 161037-161077; 161115; 161128-161159; 161197-161202; 233839-234055; 000128943289; 030907777241; 046456227048; 068636093339; 094439978540; 121705689668; 124778506374; 160253715305; 185286596874; 189236156637; 237091135242; 238258610016; 241430668491; 255717179588; 257892064108; 262034012294; 295050266476; 342495587722; 353487074594; 354769296671; 390234841777; 393670252291; 399830686951; 403764196026; 403888844736; 433147704210; 442486126152; 444481884767; 481992312415; 482286750056; 483941659065; 494950193266; 498165413047; 538753810649; 538856218725; 565388502852;

568694001118; 586382136703; 606939607485; 607310416394; 647876203564; 653436016667; 661004534328; 675283605965; 675340201256; 719061206430; 719628354976; 754168240802; 759295655049; 801003918855; 825282929726; 866774206977; 866838440555; 868819546026; 878439325530; 899460328629; 901772803067; 906991638170; 916436291251; 929982466477; 976907747645; 999021580342; 999179277232; 999866803324; a detailed itemized copy of which has been submitted to the Board of Trustees. Upon call for the vote, all Trustees voted aye: Engel, Soneson, Evens, Iehl, and McAlister. Nay: None. Absent: None. Motion carried.

Moved by Trustee Soneson, seconded by Trustee Iehl to receive and file personnel action reports and a report of contracts executed by the General Manager. Upon call for the vote, all Trustees voted aye: Engel, Soneson, Evens, Iehl, and McAlister. Nay: None. Absent: None. Motion carried.

Moved by Trustee McAlister, seconded by Trustee Soneson to adopt the following Resolutions by one motion:

No. 6645 Resolution approving and authorizing adjustment of General Manager's compensation pursuant to terms of employment agreement.

No. 6646 Resolution approving and authorizing an amendment to the Classification and Compensation Plan. Said amendment adds a new position of Electric Planning Supervisor in Pay Grade 17 on the Technical Pay Grade List and a new position of Transportation Supervisor in Pay Grade 16 on the Core Pay Grade List of the Classification and Compensation Plan.

No. 6648 Resolution approving and authorizing execution of a Development Agreement with the City of Cedar Falls, Iowa for the South Cedar Falls Urban Renewal Area. Said Development Agreement memorializes the Utilities' commitment to construct certain urban renewal projects, consisting of the construction of electrical production, distribution and transmission, gas utility installation, water utility installation and communications utilities installation, as outlined in the Development Agreement; and further proposes that the City of Cedar Falls, Iowa, make Economic Development Grants of Tax Increments to the Municipal Electric, Gas, Water and Communications Utilities of the City of Cedar Falls, Iowa, under terms and following satisfaction of the conditions set forth in the Agreement.

No. 6649 Resolution approving and authorizing execution of Change Order No. 1 to the original contract dated November 13, 2024, with Wright Tree Service, Inc. for City-Wide Tree Trimming Services for the Years 2025-2026. Said Change Order provides for an increase in the contract amount of \$6,879.67; making the total contract price \$674,909.35. Said Change Order provides for the use of a backyard aerial lift track machine to trim and remove trees in areas not accessible by truck.

Upon call of the roll, the following Trustees voted aye: Engel, Soneson, Evens, Iehl, and McAlister. Nay: None. Absent: None. Motion carried.

The following items were presented for information purposes only: an update on current state legislative items; financial dashboard, investment, and balance sheet reports were provided; an overview of the current electric reliability report; health and dental self-funded plan reports; an overview of the Utility's Core Values Recognition Program; information on the American Public Power Association (APPA) National Conference which will conflict with the June 11, 2025, regular Board meeting and the decision was made to move the June Board meeting to June 18, 2025; an overview of the payment in lieu of taxes (PILOT) formula; Strategic Plan updates were provided; a timeline update for the Reciprocating Engine Electric Generating Plant; and retreat planning agenda items.

The bond requested staff consult with Bond Counsel on bonding rates.

Moved by Trustee Soneson, seconded by Trustee Iehl to adjourn to closed session in accordance with the Code of Iowa, Chapter 21.5(1)(k). Upon call of the roll, the following Trustees voted aye: Engel, Soneson, Evens, Iehl, and McAlister. Nay: None. Absent: None. Motion carried. The meeting adjourned to closed session at 3:26 p.m.

The meeting returned to open session at 3:39 p.m.

Moved by Trustee Soneson, seconded by Trustee Iehl to adjourn the meeting. Upon call for the vote, all Trustees voted aye. Nay: None. Absent: None. Motion carried. The meeting adjourned at 3:40 p.m.

MINUTES OF MEETING OF BOARD OF TRUSTEES OF THE
MUNICIPAL GAS UTILITY, CITY OF CEDAR FALLS, IOWA

February 12, 2025

The Board of Trustees of the Municipal Gas Utility of the City of Cedar Falls, Iowa, met on the above date in regular session, pursuant to law and the rules of said Board.

The meeting was called to order at 2:00 p.m. by Chair Jeffrey J. Engel. Upon call of the roll, present were: Trustees: Jeffrey J. Engel, MaraBeth K. Soneson, Nick A. Evens (electronically), Debra S. Iehl, and Richard L. McAlister. Absent: None. Others present: Susan M. Abernathy, General Manager/CEO; and Bradley M. Strouse, Board Counsel.

Moved by Trustee Soneson, seconded by Iehl to approve the agenda as printed and distributed. Upon call for the vote, all Trustees voted aye. Nay: None. Absent: None. Motion carried.

Employees Nick DeBerg, Dakota McElhaney, John Osterhaus, Heath Dougherty, Jerald Lukensmeyer, and John Thompson were introduced and recognized as 2024 winners of the Utility's Core Values Recognition Program. The program was implemented in 2024 as a peer-recognition program designed to recognize employees who exemplify the Utility's Core Values of Customer Focus, Employee Teamwork & Personal Growth, Ethical & Responsible Behavior, and Innovation.

Moved by Trustee Soneson, seconded by Trustee Iehl to approve the minutes of the January 8, 2025, regular meeting as printed and distributed; and to approve the Schedule of Bills for the month of January 2025 that by reference is made a part hereof and placed in permanent files of said Board of Trustees. Said schedule covers the dates of January 1, 2025, through January 31, 2025; check numbers: 160821-160837; 160867-160871; 160900-160913; 160939-160943; 160958-160979; 161004-161009; 161037-161077; 161115; 161128-161159; 161197-161202; 233839-234055; 000128943289; 030907777241; 046456227048; 068636093339; 094439978540; 121705689668; 124778506374; 160253715305; 185286596874; 189236156637; 237091135242; 238258610016; 241430668491; 255717179588; 257892064108; 262034012294; 295050266476; 342495587722; 353487074594; 354769296671; 390234841777; 393670252291; 399830686951; 403764196026; 403888844736; 433147704210; 442486126152; 444481884767; 481992312415; 482286750056; 483941659065; 494950193266; 498165413047; 538753810649; 538856218725; 565388502852;

568694001118; 586382136703; 606939607485; 607310416394; 647876203564; 653436016667; 661004534328; 675283605965; 675340201256; 719061206430; 719628354976; 754168240802; 759295655049; 801003918855; 825282929726; 866774206977; 866838440555; 868819546026; 878439325530; 899460328629; 901772803067; 906991638170; 916436291251; 929982466477; 976907747645; 999021580342; 999179277232; 999866803324; a detailed itemized copy of which has been submitted to the Board of Trustees. Upon call for the vote, all Trustees voted aye: Engel, Soneson, Evens, Iehl, and McAlister. Nay: None. Absent: None. Motion carried.

Moved by Trustee Soneson, seconded by Trustee Iehl to receive and file personnel action reports and a report of contracts executed by the General Manager. Upon call for the vote, all Trustees voted aye: Engel, Soneson, Evens, Iehl, and McAlister. Nay: None. Absent: None. Motion carried.

Moved by Trustee McAlister, seconded by Trustee Soneson to adopt the following Resolutions by one motion:

No. 6645 Resolution approving and authorizing adjustment of General Manager's compensation pursuant to terms of employment agreement.

No. 6646 Resolution approving and authorizing an amendment to the Classification and Compensation Plan. Said amendment adds a new position of Electric Planning Supervisor in Pay Grade 17 on the Technical Pay Grade List and a new position of Transportation Supervisor in Pay Grade 16 on the Core Pay Grade List of the Classification and Compensation Plan.

No. 6648 Resolution approving and authorizing execution of a Development Agreement with the City of Cedar Falls, Iowa for the South Cedar Falls Urban Renewal Area. Said Development Agreement memorializes the Utilities' commitment to construct certain urban renewal projects, consisting of the construction of electrical production, distribution and transmission, gas utility installation, water utility installation and communications utilities installation, as outlined in the Development Agreement; and further proposes that the City of Cedar Falls, Iowa, make Economic Development Grants of Tax Increments to the Municipal Electric, Gas, Water and Communications Utilities of the City of Cedar Falls, Iowa, under terms and following satisfaction of the conditions set forth in the Agreement.

Upon call of the roll, the following Trustees voted aye: Engel, Soneson, Evens, Iehl, and McAlister. Nay: None. Absent: None. Motion carried.

The following items were presented for information purposes only: an update on current state legislative items; financial dashboard, investment, and balance sheet reports were provided; health and dental self-funded plan reports; an overview of the Utility's Core Values Recognition Program; information on the American Public Power Association (APPA) National

Conference which will conflict with the June 11, 2025, regular Board meeting and the decision was made to move the June Board meeting to June 18, 2025; an overview of the payment in lieu of taxes (PILOT) formula; Strategic Plan updates were provided; and retreat planning agenda items.

There were no Board requests to staff.

Moved by Trustee Soneson, seconded by Trustee Iehl to adjourn to closed session in accordance with the Code of Iowa, Chapter 21.5(1)(k). Upon call of the roll, the following Trustees voted aye: Engel, Soneson, Evens, Iehl, and McAlister. Nay: None. Absent: None. Motion carried. The meeting adjourned to closed session at 3:26 p.m.

The meeting returned to open session at 3:39 p.m.

Moved by Trustee Soneson, seconded by Trustee Iehl to adjourn the meeting. Upon call for the vote, all Trustees voted aye. Nay: None. Absent: None. Motion carried. The meeting adjourned at 3:40 p.m.

MINUTES OF MEETING OF BOARD OF TRUSTEES OF THE
MUNICIPAL WATER UTILITY, CITY OF CEDAR FALLS, IOWA

February 12, 2025

The Board of Trustees of the Municipal Water Utility of the City of Cedar Falls, Iowa, met on the above date in regular session, pursuant to law and the rules of said Board.

The meeting was called to order at 2:00 p.m. by Chair Jeffrey J. Engel. Upon call of the roll, present were: Trustees: Jeffrey J. Engel, MaraBeth K. Soneson, Nick A. Evens (electronically), Debra S. Iehl, and Richard L. McAlister. Absent: None. Others present: Susan M. Abernathy, General Manager/CEO; and Bradley M. Strouse, Board Counsel.

Moved by Trustee Soneson, seconded by Iehl to approve the agenda as printed and distributed. Upon call for the vote, all Trustees voted aye. Nay: None. Absent: None. Motion carried.

Employees Nick DeBerg, Dakota McElhaney, John Osterhaus, Heath Dougherty, Jerald Lukensmeyer, and John Thompson were introduced and recognized as 2024 winners of the Utility's Core Values Recognition Program. The program was implemented in 2024 as a peer-recognition program designed to recognize employees who exemplify the Utility's Core Values of Customer Focus, Employee Teamwork & Personal Growth, Ethical & Responsible Behavior, and Innovation.

Moved by Trustee Soneson, seconded by Trustee Iehl to approve the minutes of the January 8, 2025, regular meeting as printed and distributed; and to approve the Schedule of Bills for the month of January 2025 that by reference is made a part hereof and placed in permanent files of said Board of Trustees. Said schedule covers the dates of January 1, 2025, through January 31, 2025; check numbers: 160821-160837; 160867-160871; 160900-160913; 160939-160943; 160958-160979; 161004-161009; 161037-161077; 161115; 161128-161159; 161197-161202; 233839-234055; 000128943289; 030907777241; 046456227048; 068636093339; 094439978540; 121705689668; 124778506374; 160253715305; 185286596874; 189236156637; 237091135242; 238258610016; 241430668491; 255717179588; 257892064108; 262034012294; 295050266476; 342495587722; 353487074594; 354769296671; 390234841777; 393670252291; 399830686951; 403764196026; 403888844736; 433147704210; 442486126152; 444481884767; 481992312415; 482286750056; 483941659065; 494950193266; 498165413047; 538753810649; 538856218725; 565388502852;

568694001118; 586382136703; 606939607485; 607310416394; 647876203564; 653436016667; 661004534328; 675283605965; 675340201256; 719061206430; 719628354976; 754168240802; 759295655049; 801003918855; 825282929726; 866774206977; 866838440555; 868819546026; 878439325530; 899460328629; 901772803067; 906991638170; 916436291251; 929982466477; 976907747645; 999021580342; 999179277232; 999866803324; a detailed itemized copy of which has been submitted to the Board of Trustees. Upon call for the vote, all Trustees voted aye: Engel, Soneson, Evens, Iehl, and McAlister. Nay: None. Absent: None. Motion carried.

Moved by Trustee Soneson, seconded by Trustee Iehl to receive and file personnel action reports and a report of contracts executed by the General Manager. Upon call for the vote, all Trustees voted aye: Engel, Soneson, Evens, Iehl, and McAlister. Nay: None. Absent: None. Motion carried.

Moved by Trustee McAlister, seconded by Trustee Soneson to adopt the following Resolutions by one motion:

No. 6645 Resolution approving and authorizing adjustment of General Manager's compensation pursuant to terms of employment agreement.

No. 6646 Resolution approving and authorizing an amendment to the Classification and Compensation Plan. Said amendment adds a new position of Electric Planning Supervisor in Pay Grade 17 on the Technical Pay Grade List and a new position of Transportation Supervisor in Pay Grade 16 on the Core Pay Grade List of the Classification and Compensation Plan.

No. 6647 Resolution approving and authorizing execution of a Lease Agreement Amendment with Bell Atlantic Mobile Systems, LLC d/b/a Verizon Wireless for placement of communications equipment on the water tower located at 1418 Lloyd Lane. Amendment to said lease agreement updates the type, description, and configuration of the equipment to be located on the water tower and on the ground without increasing the amount of equipment; the Amendment also increases the aggregate dollar value of their liability insurance.

No. 6648 Resolution approving and authorizing execution of a Development Agreement with the City of Cedar Falls, Iowa for the South Cedar Falls Urban Renewal Area. Said Development Agreement memorializes the Utilities' commitment to construct certain urban renewal projects, consisting of the construction of electrical production, distribution and transmission, gas utility installation, water utility installation and communications utilities installation, as outlined in the Development Agreement; and further proposes that the City of Cedar Falls, Iowa, make Economic Development Grants of Tax Increments to the Municipal Electric, Gas, Water and Communications Utilities of the City of Cedar Falls, Iowa, under terms and following satisfaction of the conditions set forth in the Agreement.

Upon call of the roll, the following Trustees voted aye: Engel, Soneson, Evens, Iehl, and McAlister. Nay: None. Absent: None. Motion carried.

A public hearing was held on the vacation of a certain utility easement.

Moved by Trustee Soneson, seconded by Trustee Iehl to receive and file the proof of publication of the Notice of Hearing. Upon call of the roll, the following Trustees voted aye: Engel, Soneson, Evans, Iehl, and McAlister. Nay: None. Absent: None. Motion carried.

There were no written objections filed with the General Manager of Utilities. No oral objections were heard at the hearing. Chair Engel declared the hearing closed.

Moved by Trustee Soneson, seconded by Trustee Iehl to adopt **Resolution No. 6650** approving and authorizing the vacation of a certain utility easement. Upon call of the roll, the following Trustees voted aye: Engel, Soneson, Evans, Iehl, and McAlister. Nay: None. Absent: None. Motion carried.

The following items were presented for information purposes only: an update on current state legislative items; financial dashboard, investment, and balance sheet reports were provided; health and dental self-funded plan reports; an overview of the Utility's Core Values Recognition Program; information on the American Public Power Association (APPA) National Conference which will conflict with the June 11, 2025, regular Board meeting and the decision was made to move the June Board meeting to June 18, 2025; an overview of the payment in lieu of taxes (PILOT) formula; Strategic Plan updates were provided; and retreat planning agenda items.

There were no Board requests to staff.

Moved by Trustee Soneson, seconded by Trustee Iehl to adjourn to closed session in accordance with the Code of Iowa, Chapter 21.5(1)(k). Upon call of the roll, the following Trustees voted aye: Engel, Soneson, Evans, Iehl, and McAlister. Nay: None. Absent: None. Motion carried. The meeting adjourned to closed session at 3:26 p.m.

The meeting returned to open session at 3:39 p.m.

Moved by Trustee Soneson, seconded by Trustee Iehl to adjourn the meeting. Upon call for the vote, all Trustees voted aye. Nay: None. Absent: None. Motion carried. The meeting adjourned at 3:40 p.m.

MINUTES OF MEETING OF BOARD OF TRUSTEES OF THE
MUNICIPAL COMMUNICATIONS UTILITY, CITY OF CEDAR FALLS, IOWA

February 12, 2025

The Board of Trustees of the Municipal Communications Utility of the City of Cedar Falls, Iowa, met on the above date in regular session, pursuant to law and the rules of said Board. The meeting was called to order at 2:00 p.m. by Chair Jeffrey J. Engel. Upon call of the roll, present were: Trustees: Jeffrey J. Engel, MaraBeth K. Soneson, Nick A. Evens (electronically), Debra S. Iehl, and Richard L. McAlister. Absent: None. Others present: Susan M. Abernathy, General Manager/CEO; and Bradley M. Strouse, Board Counsel.

Moved by Trustee Soneson, seconded by Iehl to approve the agenda as printed and distributed. Upon call for the vote, all Trustees voted aye. Nay: None. Absent: None. Motion carried.

Employees Nick DeBerg, Dakota McElhaney, John Osterhaus, Heath Dougherty, Jerald Lukensmeyer, and John Thompson were introduced and recognized as 2024 winners of the Utility's Core Values Recognition Program. The program was implemented in 2024 as a peer-recognition program designed to recognize employees who exemplify the Utility's Core Values of Customer Focus, Employee Teamwork & Personal Growth, Ethical & Responsible Behavior, and Innovation.

Moved by Trustee Soneson, seconded by Trustee Iehl to approve the minutes of the January 8, 2025, regular meeting as printed and distributed; and to approve the Schedule of Bills for the month of January 2025 that by reference is made a part hereof and placed in permanent files of said Board of Trustees. Said schedule covers the dates of January 1, 2025, through January 31, 2025; check numbers: 160821-160837; 160867-160871; 160900-160913; 160939-160943; 160958-160979; 161004-161009; 161037-161077; 161115; 161128-161159; 161197-161202; 233839-234055; 000128943289; 030907777241; 046456227048; 068636093339; 094439978540; 121705689668; 124778506374; 160253715305; 185286596874; 189236156637; 237091135242; 238258610016; 241430668491; 255717179588; 257892064108; 262034012294; 295050266476; 342495587722; 353487074594; 354769296671; 390234841777; 393670252291; 399830686951; 403764196026; 403888844736; 433147704210; 442486126152; 444481884767; 481992312415; 482286750056; 483941659065; 494950193266; 498165413047; 538753810649; 538856218725; 565388502852;

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Moved by Trustee Soneson, seconded by Trustee Iehl to receive and file personnel action reports and a report of contracts executed by the General Manager. Upon call for the vote, all Trustees voted aye: Engel, Soneson, Evens, Iehl, and McAlister. Nay: None. Absent: None. Motion carried.

Moved by Trustee McAlister, seconded by Trustee Soneson to adopt the following Resolutions by one motion:

No. 6645 Resolution approving and authorizing adjustment of General Manager's compensation pursuant to terms of employment agreement.

No. 6646 Resolution approving and authorizing an amendment to the Classification and Compensation Plan. Said amendment adds a new position of Electric Planning Supervisor in Pay Grade 17 on the Technical Pay Grade List and a new position of Transportation Supervisor in Pay Grade 16 on the Core Pay Grade List of the Classification and Compensation Plan.

No. 6648 Resolution approving and authorizing execution of a Development Agreement with the City of Cedar Falls, Iowa for the South Cedar Falls Urban Renewal Area. Said Development Agreement memorializes the Utilities' commitment to construct certain urban renewal projects, consisting of the construction of electrical production, distribution and transmission, gas utility installation, water utility installation and communications utilities installation, as outlined in the Development Agreement; and further proposes that the City of Cedar Falls, Iowa, make Economic Development Grants of Tax Increments to the Municipal Electric, Gas, Water and Communications Utilities of the City of Cedar Falls, Iowa, under terms and following satisfaction of the conditions set forth in the Agreement.

Upon call of the roll, the following Trustees voted aye: Engel, Soneson, Evens, Iehl, and McAlister. Nay: None. Absent: None. Motion carried.

The following items were presented for information purposes only: an update on current state legislative items; financial dashboard, investment, and balance sheet reports were provided; health and dental self-funded plan reports; an update on video services provided to Grundy

Center Municipal Utilities; an overview of the Utility's Core Values Recognition Program; information on the American Public Power Association (APPA) National Conference which will conflict with the June 11, 2025, regular Board meeting and the decision was made to move the June Board meeting to June 18, 2025; an overview of the payment in lieu of taxes (PILOT) formula; Strategic Plan updates were provided; and retreat planning agenda items.

There were no Board requests to staff.

Moved by Trustee Soneson, seconded by Trustee Iehl to adjourn to closed session in accordance with the Code of Iowa, Chapter 21.5(1)(k). Upon call of the roll, the following Trustees voted aye: Engel, Soneson, Evens, Iehl, and McAlister. Nay: None. Absent: None. Motion carried. The meeting adjourned to closed session at 3:26 p.m.

The meeting returned to open session at 3:39 p.m.

Moved by Trustee Soneson, seconded by Trustee Iehl to adjourn the meeting. Upon call for the vote, all Trustees voted aye. Nay: None. Absent: None. Motion carried. The meeting adjourned at 3:40 p.m.