

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

March 27, 2025

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

The meeting was called to order at 8:00 a.m. by Chair Jeffrey J. Engel. Upon call of the roll, present were: Trustees: Jeffrey J. Engel, MaraBeth K. Soneson, Nick A. Evens, 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 Trustee Evens to approve the agenda as printed and distributed. Upon call for the vote, all Trustees voted aye. Nay: None. Absent: None. Motion carried.

There were no public forum items.

The purpose of this meeting was to conduct a work session to review strategic and key issues. The Board's direction provides necessary guidance for staff to develop the 10-year budget, capital improvement plan, and Strategic Plan.

Susan Abernathy, General Manager, reviewed the Utility's Mission and Vision Statement, Core Values, and Three Pillars of Success.

Brad Strouse, Board Counsel provided an annual review of Governance Policies and Trustee duties. Opens records and closed session criteria items were highlighted.

Trustees and Directors were provided an outline of a Strengths, Weaknesses, Opportunities, and Threats (SWOT) Analysis to complete. Ideas were shared and will be combined into a matrix to reference in future decision-making and strategic planning.

Directors provided Trustees current Strategic Plan updates and General Manager Abernathy presented the Board with a proposed new Strategic Plan format. After further input from Utility staff the new format will be brought to the Board for approval at the May Board meeting.

Bill Skubal, Director of Operations, provided an update on the proposed Reciprocating Engine Electric Generating Plant.

General Manager Abernathy provided a strategic evaluation of the Utility's present and future workforce requirements.

The Board reviewed compiled results of their self-evaluations. The self-evaluation promotes understanding of roles and responsibilities of Trustees and clarifies areas for improvement. Board members made suggestions to enhance the Trustee orientation process, provide mentorship for new members, requested the continued offering of American Public Power Association (APPA) National Conference, and continued public awareness promotion on the role of the Trustees. Board Counsel Strouse indicated he will provide Officer responsibilities to the respective Officer each time there is a rotation of officers.

Board requests to staff included continued collaboration with the City of Cedar Falls staff and Council through joint session meetings and a clear definition of cash reserves for future discussion.

Moved by Trustee Soneson, seconded by Trustee Evens to adjourn the meeting. Upon call for the vote, all Trustees voted aye. Nay: None. Absent: None. Motion carried. The meeting adjourned at 3:16 p.m.

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

March 27, 2024

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

The meeting was called to order at 8:00 a.m. by Chair Jeffrey J. Engel. Upon call of the roll, present were: Trustees: Jeffrey J. Engel, MaraBeth K. Soneson, Nick A. Evens, 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 Trustee Evens to approve the agenda as printed and distributed. Upon call for the vote, all Trustees voted aye. Nay: None. Absent: None. Motion carried.

There were no public forum items.

The purpose of this meeting was to conduct a work session to review strategic and key issues. The Board's direction provides necessary guidance for staff to develop the 10-year budget, capital improvement plan, and Strategic Plan.

Susan Abernathy, General Manager, reviewed the Utility's Mission and Vision Statement, Core Values, and Three Pillars of Success.

Brad Strouse, Board Counsel provided an annual review of Governance Policies and Trustee duties. Opens records and closed session criteria were items highlighted.

Trustees and Directors were provided an outline of a Strengths, Weaknesses, Opportunities, and Threats (SWOT) Analysis to complete. Ideas were shared and will be combined into a matrix to reference in future decision-making and strategic planning.

Directors provided Trustees current Strategic Plan updates and General Manager Abernathy presented the Board with a proposed new Strategic Plan format. After further input from Utility staff the new format will be brought to the Board for approval at the May Board meeting.

Wynette Froehner, Director of Finance and Organizational Services, provided an overview of current natural gas purchasing and options for future strategies of natural gas price hedging. Suggested revisions to the Purchased Gas Adjustment (PGA) Policy will be brought to the Board at the April Board meeting.

General Manager Abernathy provided a strategic evaluation of the Utility's present and future workforce requirements.

The Board reviewed compiled results of their self-evaluations. The self-evaluation promotes understanding of roles and responsibilities of Trustees and clarifies areas for improvement. Board members made suggestions to enhance the Trustee orientation process, provide mentorship for new members, requested the continued offering of American Public Power Association (APPA) National Conference, and continued public awareness promotion on the role of the Trustees. Board Counsel Strouse indicated he will provide Officer responsibilities to the respective Officer each time there is a rotation of officers.

Board requests to staff included continued collaboration with the City of Cedar Falls staff and Council through joint session meetings and a clear definition of cash reserves for future discussion.

Moved by Trustee Soneson, seconded by Trustee Evens to adjourn the meeting. Upon call for the vote, all Trustees voted aye. Nay: None. Absent: None. Motion carried. The meeting adjourned at 3:16 p.m.

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

March 27, 2025

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

The meeting was called to order at 8:00 a.m. by Chair Jeffrey J. Engel. Upon call of the roll, present were: Trustees: Jeffrey J. Engel, MaraBeth K. Soneson, Nick A. Evens, 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 Trustee Evens to approve the agenda as printed and distributed. Upon call for the vote, all Trustees voted aye. Nay: None. Absent: None. Motion carried.

There were no public forum items.

The purpose of this meeting was to conduct a work session to review strategic and key issues. The Board's direction provides necessary guidance for staff to develop the 10-year budget, capital improvement plan, and Strategic Plan.

Susan Abernathy, General Manager, reviewed the Utility's Mission and Vision Statement, Core Values, and Three Pillars of Success.

Brad Strouse, Board Counsel provided an annual review of Governance Policies and Trustee duties. Opens records and closed session criteria were items highlighted.

Trustees and Directors were provided an outline of a Strengths, Weaknesses, Opportunities, and Threats (SWOT) Analysis to complete. Ideas were shared and will be combined into a matrix to reference in future decision-making and strategic planning.

Directors provided Trustees current Strategic Plan updates and General Manager Abernathy presented the Board with a proposed new Strategic Plan format. After further input from Utility staff the new format will be brought to the Board for approval at the May Board meeting.

General Manager Abernathy provided a strategic evaluation of the Utility's present and future workforce requirements.

The Board reviewed compiled results of their self-evaluations. The self-evaluation promotes understanding of roles and responsibilities of Trustees and clarifies areas for improvement. Board members made suggestions to enhance the Trustee orientation process, provide mentorship for

new members, requested the continued offering of American Public Power Association (APPA) National Conference, and continued public awareness promotion on the role of the Trustees. Board Counsel Strouse indicated he will provide Officer responsibilities to the respective Officer each time there is a rotation of officers.

Board requests to staff included continued collaboration with the City of Cedar Falls staff and Council through joint session meetings and a clear definition of cash reserves for future discussion.

Moved by Trustee Soneson, seconded by Trustee Evens to adjourn the meeting. Upon call for the vote, all Trustees voted aye. Nay: None. Absent: None. Motion carried. The meeting adjourned at 3:16 p.m.

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

March 27, 2025

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

The meeting was called to order at 8:00 a.m. by Chair Jeffrey J. Engel. Upon call of the roll, present were: Trustees: Jeffrey J. Engel, MaraBeth K. Soneson, Nick A. Evens, 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 Trustee Evens to approve the agenda as printed and distributed. Upon call for the vote, all Trustees voted aye. Nay: None. Absent: None. Motion carried.

There were no public forum items.

The purpose of this meeting was to conduct a work session to review strategic and key issues. The Board's direction provides necessary guidance for staff to develop the 10-year budget, capital improvement plan, and Strategic Plan.

Susan Abernathy, General Manager, reviewed the Utility's Mission and Vision Statement, Core Values, and Three Pillars of Success.

Brad Strouse, Board Counsel provided an annual review of Governance Policies and Trustee duties. Opens records and closed session criteria were items highlighted.

Trustees and Directors were provided an outline of a Strengths, Weaknesses, Opportunities, and Threats (SWOT) Analysis to complete. Ideas were shared and will be combined into a matrix to reference in future decision-making and strategic planning.

Directors provided Trustees current Strategic Plan updates and General Manager Abernathy presented the Board with a proposed new Strategic Plan format. After further input from Utility staff the new format will be brought to the Board for approval at the May Board meeting.

General Manager Abernathy provided a strategic evaluation of the Utility's present and future workforce requirements.

The Board reviewed compiled results of their self-evaluations. The self-evaluation promotes understanding of roles and responsibilities of Trustees and clarifies areas for improvement.

Board members made suggestions to enhance the Trustee orientation process, provide mentorship for new members and continued public awareness promotion on the role of the Trustees. Board Counsel Strouse indicated he will provide Officer responsibilities to the respective Officer each time there is a rotation of officers.

Board requests to staff included continued collaboration with the City of Cedar Falls staff and Council through joint session meetings and a clear definition of cash reserves for future discussion.

Moved by Trustee Soneson, seconded by Trustee Evens to adjourn the meeting. Upon call for the vote, all Trustees voted aye. Nay: None. Absent: None. Motion carried. The meeting adjourned at 3:16 p.m.