

Story City Municipal Electric Utility Trustees SPECIAL Board Meeting Minutes:

For January 29, 2025

Story City Municipal Electric Utility Trustees met at the Accounting Office on January 29, 2025, with the meeting called to order at 9:00am by Linda Narigon. Attendees: Linda Narigon, Ty Gustafson, Chris Isebrand, Admin. Jake Froehlich, and Felicia Lucas.

Admin. Froehlich and Felicia Lucas presented initial Employee Handbook/Personnel Policy changes along with updates to Employee Benefits. Updates to these policies and benefits were requested by the Board of Trustees at the January 20, 2025 regular board meeting. The changes are as follows:

- Increase in Longevity Pay
- Change longevity pay from monthly distribution to annual anniversary month distribution
- Addition of FLEX Savings Account for employees which will be administered by Benefits, Inc.
- Additional paid holiday: Christmas Eve and floating day during employment anniversary month
- Employees to be paid 2x pay when called in on holidays
- Increase in vacation accrual
- Change vacation accrual to monthly and to start on first day of employment
- Increase in sick time by half day per month

After further discussion on the changes Narigon motioned to have Benefits, Inc. be the administrator of the Flex Savings Account, seconded by Gustafson. Motion carried.

Narigon then proposed Resolution No. 25-5 entitled "Resolution Approving an Amendment to the Employee Handbook" to adopt changes to the Employee Handbook, Gustafson seconded. Motion carried.

February board meeting set for Wednesday February 12, 2025 at 4pm.

Narigon adjourned the meeting at 9:50am.