



**IMU BOARD OF TRUSTEES OF THE ELECTRIC,
WATER AND COMMUNICATIONS UTILITIES**

April 14, 2025

5:30 PM

IMU Boardroom

Agenda

- 1. Call to Order**
- 2. Roll Call**
- 3. Public Comment**
- 4. Consent Agenda**
 - A. Approval of Claims
 - B. Approval of Minutes of the prior meetings
 - C. February 2025 Financial Report
 - D. Pay App #2 for the 69kV Line Relay Replacement Project
 - E. Pay App #3 Downtown Underground Conversion Project West Alley Premise Wiring
- 5. Electric Utility Informational Items**
- 6. Water Utility Action Items**
 - A. Authorization for Warren Water District to serve a customer within their territory upon proper notice to IMU since the customer is within 2 miles of the IMU territory, located at 16832 Kendall Trail.
 - B. Resolution setting Public Hearing and Letting for E. 3rd Ave. Water Main Improvements Project
 - C. Resolution Authorizing Lime Tower Recoating Project
- 7. Water Utility Informational Items**
- 8. Communications Utility Informational Items**
- 9. Combined Electric, Water and Communications Action Items**
 - A. Resolution Approving the Tentative Union Contracts Between Indianola Municipal Water and Electric Utilities and the Construction & Public Employees LIUNA Local 177
- 10. Combined Electric, Water and Communications Informational Items**
- 11. Other Business**
- 12. Adjourn**

MEMORANDUM

To: IMU Board of Trustees of the Electric, Water and Communications Utilities
From:
Date: April 14, 2025
Subject: Approval of Claims

Recommendation:

Attachments: 1. 041525 AP Check Preview

AP Check Preview

Date Range: All Dates

Indianola Municipal Utilities

Wednesday, April 9, 2025
3:36:19 PM

Vendor	Due Date	Notes	Terms	Bill Total	Discount	Interest	Amount Due	Pavment	Invoice Number	Bill Number	Payment Type
Account To Be Paid From 0000-10120-999											
ACCO UNLIMITED CORP. - VEND-2810 - Check											
3/15/2025	ACCO Liquid Chlorinating Solution	Open Terms	2,986.96	0.00	0.00	2,986.96	2,986.96	0250820-IN	BL-15717	Check	
3/29/2025	ACCO Liquid Chlorinating Solution	Open Terms	2,264.40	0.00	0.00	2,264.40	2,264.40	0251073-IN	BL-15805	Check	
							5,251.36	5,251.36			
AGRILAND FS INC - VEND-48228 - EFT File											
3/18/2025	Turbine Fuel	Open Terms	17,279.15	0.00	0.00	17,279.15	17,279.15	92187928	BL-15718	EFT File	
3/18/2025	Turbine Fuel	Open Terms	17,320.62	0.00	0.00	17,320.62	17,320.62	92187930	BL-15719	EFT File	
3/18/2025	Turbine Fuel	Open Terms	17,279.15	0.00	0.00	17,279.15	17,279.15	92187933	BL-15720	EFT File	
3/18/2025	Turbine Fuel	Open Terms	17,292.97	0.00	0.00	17,292.97	17,292.97	92188082	BL-15722	EFT File	
3/19/2025	Turbine Fuel	Open Terms	15,663.69	0.00	0.00	15,663.69	15,663.69	92187934	BL-15721	EFT File	
3/19/2025	Turbine Fuel	Open Terms	17,292.97	0.00	0.00	17,292.97	17,292.97	92188083	BL-15723	EFT File	
3/19/2025	Turbine Fuel	Open Terms	17,286.06	0.00	0.00	17,286.06	17,286.06	92188084	BL-15724	EFT File	
							119,414.61	119,414.61			
Avesis Third Party Administrators Inc - VEND-1108 - EFT File											
3/31/2025	0325 Vision	Net 30	438.85	0.00	15.00	438.85	438.85	3197947	BL-15725	EFT File	
							438.85	438.85			
Beck Electric - VEND-1027 - EFT File											
4/18/2025	Electrical Work Install	Net 30	1,409.00	0.00	15.00	1,409.00	1,409.00	26238	BL-15776	EFT File	
							1,409.00	1,409.00			
Big Ten Network - VEND-1096 - EFT File											
4/30/2025	0325 BTN-Core Exp Basic	Net 30	1,986.61	0.00	15.00	1,986.61	1,986.61	381637	BL-15777	EFT File	
							1,986.61	1,986.61			
Border States Industries Inc - VEND-1070 - EFT File											
4/13/2025	PVC Sweeps	Net 30	293.97	0.00	15.00	293.97	293.97	930030655	BL-15726	EFT File	
4/18/2025	Elbow Arresters	Net 30	1,215.94	0.00	15.00	1,215.94	1,215.94	930050495	BL-15727	EFT File	
							1,509.91	1,509.91			
BRAND, JUSTIN - VEND-100310 - EFT File											
4/2/2025	0425 Mobile Device Allowance	Open Terms	75.00	0.00	0.00	75.00	75.00	Apr 25	BL-15789	EFT File	
							75.00	75.00			
Calix Inc - VEND-1028 - EFT File											

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5/1/2025	0425 Calix Cloud Foundation	Net 30	550.59	0.00	15.00	550.59	550.59	7041105	BL-15791	EFT File
5/2/2025	0425 Calix Operations Cloud	Net 30	2,719.15	0.00	15.00	2,719.15	2,719.15	7042230	BL-15792	EFT File
5/2/2025	0425 Calix Service Cloud	Net 30	3,099.26	0.00	15.00	3,099.26	3,099.26	7042231	BL-15793	EFT File
						6,369.00	6,369.00			
Cedar Falls Utilities - VEND-1045 - EFT File										
4/4/2025	0225 Transit & Transport	Net 30	9,275.00	0.00	15.00	9,275.00	9,275.00	Feb 25	BL-15794	EFT File
5/1/2025	0325 Labor & Rack Space 28E Agreement (IP	Net 30	5,860.20	0.00	15.00	5,860.20	5,860.20	94073	BL-15795	EFT File
						15,135.20	15,135.20			
Cintas Corporation - VEND-1007 - EFT File										
4/17/2025	First Aid Supplies - Fiber	Net 30	138.50	0.00	15.00	138.50	138.50	5259647606	BL-15796	EFT File
4/20/2025	First Aid Supplies - EL	Net 30	84.62	0.00	15.00	84.62	84.62	8407363975	BL-15728	EFT File
						223.12	223.12			
City Of Indianola - VEND-1008 - BL-15797										
5/1/2025	0425 Professional Services	Net 30	7,788.69	0.00	15.00	7,788.69	7,788.69	3454	BL-15797	EFT File
						7,788.69	7,788.69			
City Of Indianola - VEND-1008 - BL-15806										
4/30/2025	Q12025 Franchise Fees	Net 30	15,103.86	0.00	15.00	15,103.86	15,103.86	Q12025	BL-15806	EFT File
						15,103.86	15,103.86			
Communication Innovators - VEND-1329 - EFT File										
4/18/2025	Security Cameras	Net 30	5,964.00	0.00	15.00	5,964.00	5,964.00	121078	BL-15800	EFT File
						5,964.00	5,964.00			
Consortia Consulting - VEND-1009 - EFT File										
4/23/2025	0225 Consulting	Net 30	1,200.00	0.00	15.00	1,200.00	1,200.00	27157	BL-15801	EFT File
						1,200.00	1,200.00			
CONTRACTOR SOLUTIONS - VEND-99924 - EFT File										
3/13/2025	Summercrest Extension Project-Trench Box	Open Terms	520.40	0.00	0.00	520.40	520.40	1-562952	BL-15729	EFT File
						520.40	520.40			
DAKOTA SUPPLY GROUP - VEND-23465 - Check										
3/14/2025	Machine Bolts	Open Terms	131.08	0.00	0.00	131.08	131.08	S104486406.003	BL-15734	Check
						131.08	131.08			

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Dallas Heaberlin - VEND-1461 - EFT File											
	5/1/2025	0425 Mobile Device Allowance	Net 30	75.00	0.00	15.00	75.00	75.00	Apr 25	BL-15782	EFT File
							75.00	75.00			
DES PLANQUES, CHRIS - VEND-101766 - EFT File											
	4/2/2025	0425 Mobile Device Allowance	Open Terms	75.00	0.00	0.00	75.00	75.00	Apr 25	BL-15787	EFT File
							75.00	75.00			
DICKINSON LAW - VEND-101709 - EFT File											
	2/11/2025	0125 Legal Services	Open Terms	3,864.00	0.00	0.00	3,864.00	3,864.00	1163198	BL-15730	EFT File
							3,864.00	3,864.00			
Doug Pagel - VEND-1283 - EFT File											
	5/1/2025	0425 Mobile Device Allowance	Net 30	75.00	0.00	15.00	75.00	75.00	Apr 25	BL-15788	EFT File
							75.00	75.00			
Doug Shull - VEND-1105 - Check											
	5/1/2025	0425 Treasurer Contract	Net 30	83.34	0.00	15.00	83.34	83.34	Apr 25	BL-15802	Check
							83.34	83.34			
Dylan Michelsen - VEND-1180 - EFT File											
	5/1/2025	0425 Mobile Device Allowance	Net 30	75.00	0.00	15.00	75.00	75.00	Apr 25	BL-15781	EFT File
							75.00	75.00			
Elisha Brown - VEND-1209 - EFT File											
	5/1/2025	0425 Mobile Device Allowance	Net 30	75.00	0.00	15.00	75.00	75.00	Apr 25	BL-15785	EFT File
							75.00	75.00			
FanDuel Sports Network - VEND-1446 - EFT File											
	4/30/2025	0325 Expanded Basic	Net 30	4,746.22	0.00	15.00	4,746.22	4,746.22	26710	BL-15807	EFT File
							4,746.22	4,746.22			
Finley Law Firm, P.C. - VEND-1439 - Check											
	4/18/2025	0225 Legal Services	Net 30	625.00	0.00	15.00	625.00	625.00	522795	BL-15735	Check
							625.00	625.00			
Gradient9 - VEND-1392 - EFT File											
	4/20/2025	0325 Monthly Newsletter/Website	Net 30	2,310.00	0.00	15.00	2,310.00	2,310.00	INV-5291	BL-15736	EFT File

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							2,310.00	2,310.00			
Hearst Television Inc - VEND-1131 - EFT File											
4/30/2025	0325 KCCI	Net 30	7,872.59	0.00	15.00	7,872.59	7,872.59	605235	BL-15808	EFT File	
							7,872.59	7,872.59			
ImOn Communications LLC - VEND-1072 - Check											
3/30/2025	0225 Regulatory & Billing	Net 30	7,593.56	0.00	15.00	7,593.56	7,593.56	INV0034002	BL-15809	Check	
4/30/2025	0325 Regulatory and Billing	Net 30	7,550.67	0.00	15.00	7,550.67	7,550.67	INV0034021	BL-15814	Check	
							15,144.23	15,144.23			
IMU - VEND-8629 - Check											
4/2/2025	Utilities - Fiber	Open Terms	1,147.48	0.00	0.00	1,147.48	1,147.48	10456806	BL-15810	Check	
4/2/2025	Utilities - Util Svcs	Open Terms	180.62	0.00	0.00	180.62	180.62	10457223	BL-15811	Check	
4/2/2025	Utilities - EL	Open Terms	1,912.55	0.00	0.00	1,912.55	1,912.55	10456716	BL-15812	Check	
4/2/2025	Utilities - WA	Open Terms	16,378.54	0.00	0.00	16,378.54	16,378.54	10453065	BL-15813	Check	
							19,619.19	19,619.19			
Independent Advocate - VEND-1136 - EFT File											
4/10/2025	Notice of Public Hearing	Net 30	25.05	0.00	15.00	25.05	25.05	6284	BL-15738	EFT File	
4/18/2025	BOT Meeting/Publication Report 3.11.25	Net 30	241.83	0.00	15.00	241.83	241.83	6313	BL-15737	EFT File	
5/3/2025	Print & Digital Ad - Mar25	Net 30	500.00	0.00	15.00	500.00	500.00	6350	BL-15815	EFT File	
							766.88	766.88			
Infomax Office Systems Inc - VEND-1013 - Check											
4/12/2025	0325 Copier Contract	Net 30	871.35	0.00	15.00	871.35	871.35	38769312	BL-15739	Check	
							871.35	871.35			
Innovative Systems - VEND-1048 - EFT File											
5/1/2025	Apr25 Elation Maint Fee	Net 30	12,774.84	0.00	15.00	12,774.84	12,774.84	INV-24167	BL-15816	EFT File	
5/2/2025	0425 Utility Bills - Printing/Postage	Net 30	6,949.24	0.00	15.00	6,949.24	6,949.24	INV-24428	BL-15817	EFT File	
							19,724.08	19,724.08			
Internal Revenue Service - VEND-1307 - Online Payments											
4/27/2025	941 Income Tax Payable - 032825 Payroll	Net 30	30,740.36	0.00	15.00	30,740.36	30,740.36	032825 Payroll	BL-15740	Online Payments	
							30,740.36	30,740.36			
Interstate Power Systems Inc - VEND-1033 - EFT File											
4/25/2025	Generator Repair - Regulator	Net 30	3,297.45	0.00	15.00	3,297.45	3,297.45	R012093805:01	BL-15818	EFT File	

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							3,297.45	3,297.45			
Iowa Association Of Municipal Utilities - VEND-1014 - EFT File											
	4/30/2025	Annual Apprenticeship Fees	Net 30	400.00	0.00	15.00	400.00	400.00	32835	BL-15819	EFT File
							400.00	400.00			
Iowa Department Of Human Services - VEND-1310 - Online Payments											
	4/27/2025	Garnishment Payable - 032825 Payroll	Net 30	723.23	0.00	15.00	723.23	723.23	032825 Payroll	BL-15741	Online Payments
							723.23	723.23			
Iowa Department Of Revenue - VEND-1117 - Online Payments											
	4/27/2025	IA Income Tax Payable - 032825 Payroll	Net 30	3,454.18	0.00	15.00	3,454.18	3,454.18	032825 Payroll	BL-15742	Online Payments
	5/1/2025	0425 Sales Tax Billed	Net 30	43,827.96	0.00	15.00	43,827.96	43,827.96	4.1.25 Sales Tax	BL-15820	Online Payments
							47,282.14	47,282.14			
Iowa One Call - VEND-1015 - EFT File											
	4/18/2025	0225 Locates - EL	Net 30	54.90	0.00	15.00	54.90	54.90	269878	BL-15743	EFT File
	4/18/2025	0225 Locates - WA	Net 30	58.50	0.00	15.00	58.50	58.50	270169	BL-15744	EFT File
	4/18/2025	0225 Locates - Fiber	Net 30	62.10	0.00	15.00	62.10	62.10	270168	BL-15821	EFT File
							175.50	175.50			
IPERS - VEND-1309 - Online Payments											
	4/30/2025	IPERS Payable - Mar25	Net 30	40,441.10	0.00	15.00	40,441.10	40,441.10	Mar25 Ipers	BL-15745	Online Payments
							40,441.10	40,441.10			
Irby - VEND-1259 - EFT File											
	4/30/2025	White Paint	Net 30	198.38	0.00	15.00	198.38	198.38	S014223012.001	BL-15822	EFT File
							198.38	198.38			
ISolved - VEND-1363 - Online Payments											
	4/27/2025	FSA Payable - 032825 Payroll	Net 30	192.31	0.00	15.00	192.31	192.31	032825 Payroll	BL-15746	Online Payments
							192.31	192.31			
KNIA/KRLS - VEND-1090 - EFT File											
	4/29/2025	0325 :30 Spot Hometown Values	Net 30	864.00	0.00	15.00	864.00	864.00	25030547	BL-15823	EFT File
	4/29/2025	0325 Sports Stream Spot	Net 30	75.90	0.00	15.00	75.90	75.90	25030548	BL-15824	EFT File
							939.90	939.90			

Kurt Gocken - VEND-1023 - EFT File

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5/1/2025	0425 Mobile Device Allowance	Net 30	75.00	0.00	15.00	75.00	75.00	Apr 25	BL-15778	EFT File
						75.00	75.00			
Kurt Ripperger - VEND-1025 - EFT File										
5/1/2025	0425 Mobile Device Allowance	Net 30	75.00	0.00	15.00	75.00	75.00	Apr 25	BL-15779	EFT File
						75.00	75.00			
LONGER, CHRIS - VEND-34025 - EFT File										
4/2/2025	0425 Mobile Device Allowance	Open Terms	75.00	0.00	0.00	75.00	75.00	Apr 25	BL-15783	EFT File
						75.00	75.00			
Marquee Sports Network - VEND-1165 - EFT File										
4/30/2025	0325 Expanded Basic	Net 30	3,267.68	0.00	15.00	3,267.68	3,267.68	Mar24	BL-15825	EFT File
						3,267.68	3,267.68			
MCMaster-CARR SUPPLY CO - VEND-34108 - EFT File										
3/11/2025	Fan Capacitors	Open Terms	68.82	0.00	0.00	68.82	68.82	42033943	BL-15747	EFT File
						68.82	68.82			
MELLEN & ASSOCIATES INC - VEND-34176 - EFT File										
3/19/2025	Replace Air Wash Value Motor	Open Terms	6,187.24	0.00	0.00	6,187.24	6,187.24	037775	BL-15748	EFT File
						6,187.24	6,187.24			
METCALF, MIKE - VEND-34230 - EFT File										
4/2/2025	0425 Mobile Device Allowance	Open Terms	75.00	0.00	0.00	75.00	75.00	Apr 25	BL-15784	EFT File
						75.00	75.00			
Mid American Energy Co - VEND-1018 - EFT File										
4/16/2025	Electric - 11634 R63 Hwy	Net 30	10.00	0.00	15.00	10.00	10.00	564526669	BL-15750	EFT File
4/20/2025	Gas - 210 W 2nd Ave	Net 30	52.91	0.00	15.00	52.91	52.91	564796696	BL-15749	EFT File
4/20/2025	Gas - 1300 E Iowa St Bldg A	Net 30	184.46	0.00	15.00	184.46	184.46	564760741	BL-15826	EFT File
4/20/2025	Gas - 1300 E Iowa Ave Bldg B	Net 30	14.54	0.00	15.00	14.54	14.54	564751068	BL-15827	EFT File
4/20/2025	Gas - 909 E Hillcrest Ave, Generator	Net 30	14.54	0.00	15.00	14.54	14.54	564772896	BL-15828	EFT File
4/20/2025	Gas - 110 S B St	Net 30	212.05	0.00	15.00	212.05	212.05	564777029	BL-15829	EFT File
4/20/2025	Gas - 111 S Buxton St	Net 30	1,448.75	0.00	15.00	1,448.75	1,448.75	564777155	BL-15830	EFT File
						1,937.25	1,937.25			
Midwest Alarm Services - VEND-1116 - EFT File										
4/4/2025	Fire Annual Compliance Fee - 1300 E Iowa Bl	Net 30	21.40	0.00	15.00	21.40	21.40	491687	BL-15751	EFT File

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4/4/2025	Fire Annual Compliance Fee - 1300 E Iowa Blk	Net 30	21.40	0.00	15.00	21.40	21.40	491688	BL-15752	EFT File
4/4/2025	Fire Annual Compliance Fee - 111 S Buxton	Net 30	21.40	0.00	15.00	21.40	21.40	491686	BL-15753	EFT File
4/4/2025	Brycer Compliance Fee	Net 30	21.40	0.00	15.00	21.40	21.40	491685	BL-15831	EFT File
						85.60	85.60			
MILLER ELECTRIC SERVICES - VEND-34642 - Check										
3/14/2025	Square Project Material	Open Terms	118.10	0.00	0.00	118.10	118.10	19368	BL-15754	Check
4/1/2025	West Alley Premise Wiring - App #3	Open Terms	28,500.00	0.00	0.00	28,500.00	28,500.00	19405	BL-15832	Check
						28,618.10	28,618.10			
Mission Square - VEND-1303 - Online Payments										
4/27/2025	457 Payable - 032825 Payroll	Net 30	6,630.02	0.00	15.00	6,630.02	6,630.02	032825 Payroll	BL-15755	Online Payments
						6,630.02	6,630.02			
MSC - VEND-1250 - Check										
4/6/2025	Gloves	Net 30	100.49	0.00	15.00	100.49	100.49	80390039	BL-15757	Check
4/10/2025	Glass Cleaner	Net 30	20.48	0.00	15.00	20.48	20.48	80390029	BL-15756	Check
						120.97	120.97			
MUNICIPAL ENERGY AGENCY OF NEBRASKA - VEND-35805 - EFT File										
4/30/2025	Attachment O Filing	Net 30	308.33	0.00	15.00	308.33	308.33	308652	BL-15833	EFT File
						308.33	308.33			
MUNICIPAL SUPPLY INC - VEND-35810 - Check										
3/27/2025	Clow 6.5' bury hydrant	Open Terms	4,033.00	0.00	0.00	4,033.00	4,033.00	0936684-IN	BL-15834	Check
						4,033.00	4,033.00			
Mutual Of Omaha - VEND-1107 - Check										
3/31/2025	0325 Premiums	Net 30	6,077.95	0.00	15.00	6,077.95	6,077.95	1839871149	BL-15758	Check
						6,077.95	6,077.95			
National Cable Television Cooperative, Inc. - VEND-1095 - EFT File										
4/17/2025		Net 30	1,762.44	0.00	15.00	1,762.44	1,762.44	SI94099	BL-15836	EFT File
4/26/2025	0325 Cable Programming	Net 30	63,439.01	0.00	15.00	63,439.01	63,439.01	25030590	BL-15835	EFT File
						65,201.45	65,201.45			
Nexstar Broadcasting, Inc - VEND-1092 - EFT File										
4/30/2025	0325 NewsNation	Net 30	494.72	0.00	15.00	494.72	494.72	606044	BL-15838	EFT File
4/30/2025	0325 Nexstar WHO	Net 30	11,114.59	0.00	15.00	11,114.59	11,114.59	605858	BL-15839	EFT File

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Vendor	Due Date	Notes	Terms	Bill Total	Discount	Interest	Amount Due	Pavment	Invoice Number	Bill Number	Payment Type
							11,609.31	11,609.31			
Nolasoft Development - VEND-1021 - Check											
4/16/2025	Qrty Website Hosting	4.17.25-7.16.25	Net 30	120.00	0.00	15.00	120.00	120.00	9865	BL-15759	Check
							120.00	120.00			
Norwalk Ready Mix Concrete, Inc. - VEND-1119 - Check											
4/25/2025	Summercrest Extension Project - Concrete		Net 30	246.63	0.00	15.00	246.63	246.63	363484	BL-15840	Check
							246.63	246.63			
PEOPLES BANK - VEND-100272 - Check											
4/2/2025	2015 EL Note		Open Terms	122,826.00	0.00	0.00	122,826.00	122,826.00	Loan #6462	BL-15841	Check
							122,826.00	122,826.00			
Power & Tel - VEND-1037 - EFT File											
4/23/2025	CONN - F81		Net 30	230.39	0.00	15.00	230.39	230.39	8057108-00	BL-15842	EFT File
							230.39	230.39			
POWER LINE SUPPLY - VEND-103039 - EFT File											
3/2/2025	Clean-up Kits		Open Terms	626.49	0.00	0.00	626.49	626.49	56878790	BL-15762	EFT File
3/8/2025	Transformer Secondary Lugs		Open Terms	77.91	0.00	0.00	77.91	77.91	56880334	BL-15760	EFT File
3/8/2025	Insulators		Open Terms	2,259.20	0.00	0.00	2,259.20	2,259.20	56880363	BL-15761	EFT File
3/20/2025	Transformer Secondary Lugs		Open Terms	545.35	0.00	0.00	545.35	545.35	56882870	BL-15763	EFT File
							3,508.95	3,508.95			
RESCO - VEND-47234 - EFT File											
3/13/2025	Transformer Connectors		Open Terms	529.65	0.00	0.00	529.65	529.65	3065046	BL-15764	EFT File
3/20/2025	Transformer Secondary Connectors		Open Terms	48.15	0.00	0.00	48.15	48.15	3065710	BL-15765	EFT File
4/3/2025	Square Project Lighting		Open Terms	1,092.57	0.00	0.00	1,092.57	1,092.57	3067475	BL-15843	EFT File
							1,670.37	1,670.37			
Segra / Unite Private Networks - VEND-1054 - EFT File											
5/1/2025	Dark Fiber		Net 30	3,817.18	0.00	15.00	3,817.18	3,817.18	SI-25-014153	BL-15844	EFT File
							3,817.18	3,817.18			
Skye McBroom - VEND-1026 - EFT File											
5/1/2025	0425 Mobile Device Allowance		Net 30	75.00	0.00	15.00	75.00	75.00	Apr 25	BL-15780	EFT File
							75.00	75.00			

AP Check Preview

Date Range: All Dates

Indianola Municipal Utilities

Wednesday, April 9, 2025
3:36:19 PM

Vendor	Due Date	Notes	Terms	Bill Total	Discount	Interest	Amount Due	Pavment	Invoice Number	Bill Number	Payment Type
Star Equipment Ltd - VEND-1463 - EFT File											
	4/10/2025	Towable Air Compressor	Net 30	23,264.09	0.00	15.00	23,264.09	23,264.09	01705807	BL-15769	EFT File
							23,264.09	23,264.09			
STATE HYGIENIC LABORATORY - VEND-23245 - EFT File											
	4/1/2025	Testing	Open Terms	217.50	0.00	0.00	217.50	217.50	297887	BL-15845	EFT File
							217.50	217.50			
STEINMETZ CORPORATION - VEND-102616 - EFT File											
	4/1/2025	69kV Line Relay Replacement App #2	Open Terms	61,552.40	0.00	0.00	61,552.40	61,552.40	10578	BL-15846	EFT File
							61,552.40	61,552.40			
Sunbelt Solomon - VEND-1367 - EFT File											
	4/16/2025	Transformer for Herschel's	Net 30	36,380.00	0.00	15.00	36,380.00	36,380.00	403765	BL-15766	EFT File
							36,380.00	36,380.00			
Terry-Durin Co - VEND-1038 - EFT File											
	4/20/2025	Pulling Tape and Pull Line	Net 30	295.32	0.00	15.00	295.32	295.32	183330-00	BL-15847	EFT File
	4/20/2025	Pull Tape and Pulling Lube	Net 30	957.14	0.00	15.00	957.14	957.14	183491-00	BL-15848	EFT File
							1,252.46	1,252.46			
Tifco Industries - VEND-1296 - EFT File											
	2/14/2025	1/2" X 18" DRILL BIT	Net 30	149.53	0.00	15.00	149.53	149.53	72052255	BL-15850	EFT File
							149.53	149.53			
TRINITY CONSULTANTS INC - VEND-102443 - Check											
	4/1/2025	Title V Reports	Open Terms	1,918.23	0.00	0.00	1,918.23	1,918.23	1491189	BL-15851	Check
							1,918.23	1,918.23			
TRM DISPOSAL LLC - VEND-101016 - EFT File											
	3/25/2025	0425 Trash	Open Terms	52.50	0.00	0.00	52.50	52.50	35207	BL-15767	EFT File
	4/3/2025	0425 Trash - Fiber	Open Terms	78.00	0.00	0.00	78.00	78.00	35417	BL-15852	EFT File
							130.50	130.50			
United States Treasury - VEND-1138 - Online Payments											
	4/30/2025	Q12025 Federal Excise Tax	Net 30	1,462.24	0.00	15.00	1,462.24	1,462.24	Q12025	BL-15853	Online Payments
							1,462.24	1,462.24			
UnityPoint Health At Work - VEND-1444 - Check											

AP Check Preview

Date Range: All Dates

Indianola Municipal Utilities

Wednesday, April 9, 2025
3:36:19 PM

Vendor	Due Date	Notes	Terms	Bill Total	Discount	Interest	Amount Due	Pavment	Invoice Number	Bill Number	Payment Type
	4/16/2025	Employee Testing	Net 30	198.00	0.00	15.00	198.00	198.00	261739	BL-15768	Check
							198.00	198.00			
VAN WERT INC - VEND-101069 - EFT File											
	4/1/2025	Neptune 2" and 4" meter	Open Terms	6,996.90	0.00	0.00	6,996.90	6,996.90	82222	BL-15854	EFT File
							6,996.90	6,996.90			
VEENSTRA & KIMM - VEND-57600 - Check											
	3/29/2025	Engineering Svcs E-3rd St Water Main Improv	Open Terms	4,981.50	0.00	0.00	4,981.50	4,981.50	285115-4	BL-15855	Check
	3/29/2025	Engineering Svcs Water Treatment Facility Filt	Open Terms	2,544.00	0.00	0.00	2,544.00	2,544.00	285113-2	BL-15856	Check
	3/29/2025	Engineering Svcs Water Treatment Facility Lin	Open Terms	848.00	0.00	0.00	848.00	848.00	285112-6	BL-15857	Check
							8,373.50	8,373.50			
VERMEER SALES & SERVICE - VEND-57608 - EFT File											
	4/4/2025	Summercrest Extension - Directional Drilling M	Open Terms	1,937.89	0.00	0.00	1,937.89	1,937.89	P1036505	BL-15858	EFT File
							1,937.89	1,937.89			
Warren County 911 - VEND-1132 - Check											
	4/30/2025	Q12025 E911 Fees	Net 30	2,463.12	0.00	15.00	2,463.12	2,463.12	Q12025	BL-15859	Check
							2,463.12	2,463.12			
WARREN COUNTY RECORDER - VEND-59862 - Check											
	2/15/2025	Mid American Easement Doc 2025-01182	Open Terms	37.00	0.00	0.00	37.00	37.00	25-1766	BL-15771	Check
							37.00	37.00			
Waste Management - VEND-1086 - Check											
	5/3/2025	2 yd Dumpster Service	Net 30	154.77	0.00	15.00	154.77	154.77	7870278-0516-9	BL-15860	Check
							154.77	154.77			
WESCO - VEND-60220 - EFT File											
	3/14/2025	Secondary Peds	Open Terms	4,204.20	0.00	0.00	4,204.20	4,204.20	409424	BL-15773	EFT File
	3/15/2025	FIBER LOCATE PAINT	Open Terms	139.19	0.00	0.00	139.19	139.19	411386	BL-15861	EFT File
	3/20/2025	10 Foot Anchor Extension	Open Terms	689.72	0.00	0.00	689.72	689.72	416147	BL-15772	EFT File
							5,033.11	5,033.11			
WEST DES MOINES WATER WORKS - VEND-60223 - Check											
	3/21/2025	Filter Bacteria Testing	Open Terms	30.00	0.00	0.00	30.00	30.00	IND042894	BL-15774	Check
							30.00	30.00			

AP Check Preview

Date Range: All Dates

Indianola Municipal Utilities

Wednesday, April 9, 2025
3:36:19 PM

Vendor	Due Date	Notes	Terms	Bill Total	Discount	Interest	Amount Due	Pavment	Invoice Number	Bill Number	Payment Type
Wiegert Disposal Inc - VEND-1081 - EFT File											
	5/1/2025	0325 20yd Rolloff and Landfill charge	Net 30	323.00	0.00	15.00	323.00	323.00	Mar25	BL-15863	EFT File
							323.00	323.00			
Total Payment Count: 86				Totals:			\$801,727.42	\$801,727.42			
Total Check Count: 21				Check Totals:			\$216,942.82	\$216,942.82			
Total EFT File Count: 58				EFT File Totals:			\$457,313.20	\$457,313.20			
Total Online Payments Count: 7				Online Payments Totals:			\$127,471.40	\$127,471.40			
Total Bank Draft Count: 0				Bank Draft Totals:			\$0.00	\$0.00			
Total No Check Count: 0				No Check Totals:			\$0.00	\$0.00			

MEMORANDUM

To: IMU Board of Trustees of the Electric, Water and Communications Utilities

From:

Date: April 14, 2025

Subject: Approval of Minutes of the prior meetings

Recommendation:

Attachments: 1. Minutes 3-24-2025- published

IMU BOARD OF TRUSTEES OF THE ELECTRIC, WATER AND COMMUNICATIONS UTILITIES

March 24, 2025, 5:30 PM IMU Boardroom Minutes

The IMU Board of Trustees met in regular session at 5:30pm on March 10, 2025, in the IMU Conference Room. Board Chair Dom Selgrade called the meeting to order and on roll call the following members were present: Dom Selgrade, Deb White, Mike Rozga. Absent: Adam Voigts and Lori Smith.

There was no **Public Comment**.

White moved to approve the **Consent Agenda** Rozga seconded it. On roll call, the vote was AYES: Selgrade, White, Rozga. NAYS: None. Whereas the motion carried unanimously.

The consent agenda was as follows: **Approval of Claims, Approval of Minutes of the prior meetings, Resolution 2025-022 Approving Salary**

Electric Utility Action Items

White moved to enter the **Public Hearing on Proposed Electric Rate Resolution Update** and Rozga seconded. On voice vote; Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously. In discussion, General Manager Chris DesPlanques explained that IMU's wholesale energy cost was going up 11% and just 4.5% of that increase will be passed along to customers. White moved to exit the **Public Hearing** and Rozga seconded. On Voice vote, Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously.

White moved to approve **Resolution 2025-023 Approving Electric Rates 2025** and Rozga seconded. On roll call, Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously.

White moved to approve the **Approve and File Annual Reliability Plan Update** and Rozga seconded. In discussion, DesPlanques explained that the only significant update was to move into the new 10 year plan. On Voice vote, Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously.

White moved to approve **Resolution 2025-024 approving amendment to the Land Lease with SE Municipal Iowa, LLC.** and Rozga seconded. In discussion DesPlanques noted that the amendment was to include additional documentation and legal descriptions. On roll call, Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously.

White moved to approve **Resolution 2025-025 Authorizing purchase of Turbine 8 Reverse Osmosis System** and Rozga seconded. Electric Superintendent Mike Metcalf shared that they received 2 bids, and recommend Hauser's Water Systems Inc. for the project. He explained the advantages of purchase, and detailed the additional costs and accommodations the system would require. On roll call, Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously.

White moved to approve **Resolution 2025-026 Approving Downtown Underground Conversion Project North-West Premise Wiring Modification Contract** and Rozga seconded. Metcalf explained that this was a continuation of the overhead to underground electrician work for the square project. On roll call, Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously.

White moved to approve **Resolution 2025-027 setting Public Hearing and Letting for Downtown Underground Conversion Project North-West Alley Premise Wiring Modification** and Rozga seconded. The public hearing will be April 28. On roll call, Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously.

Electric Utility Informational Items

Metcalf updated the board that the 69KV Relay Project should be complete by the end of the week, and that staff is busy with seasonal tasks and preparation for upcoming projects.

Water Utility Action Items

White moved to enter the **Public Hearing on Proposed Telecommunication Rate Resolution Update** and Rozga seconded. On Voice vote, Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously. White moved to exit the **Public Hearing** and Rozga seconded. On Voice vote, Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously.

White moved to approve the **Resolution 2025-028 Approving Water Rates 2025** and Rozga seconded. In discussion, DesPlanques said that the 4.7% increase keeps IMU in the competitive median for residential water rates. On roll call, Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously.

White moved to approve **Authorization for Warren Water District to serve a customer within their territory upon proper notice to IMU since the customer is within 2 miles of the IMU territory, located at 14504 Jersey St.** and Rozga seconded. On Voice vote, Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously.

Water Utility Informational Items

DesPlanques shared the Filter Media Replacement project continues and is on track to complete by mid April, crews are prepping for concrete pour backs and parking restoration, fire hydrant replacement, valve repair, locates and other seasonal projects.

Communications Utility Action Items

White moved to enter the **Public Hearing on Proposed Telecommunication Rate Resolution Update** and Rozga seconded. On Voice vote, Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously. White moved to exit the **Public Hearing** and Rozga seconded. On Voice vote, Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously.

White moved to approve the **Resolution 2025-029 Approving Telecommunication Residential Rates 2025** and Rozga seconded. In discussion DesPlanques notes there are no changes to internet or phone explained there would be a \$2-\$5 increase in video packages, due to increased network programming costs. On roll call, Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously.

White moved to approve the **Resolution 2025-030 Approving Telecommunication Commercial Rates 2025** and Rozga seconded. On roll call, Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously.

The board chair and secretary noted that the resolution in the packet had an incorrect date, which was updated in the signed resolution, and that the updated version would be published.

Communications Utility Informational Items

DesPlanques shared that staff are busy with service locates and seasonal projects.

Combined Electric, Water and Communications Action Items

White moved to approve the **Consider approval of utility accounts to be written off and to use any customary collection method, including submission to the state offset program, and to charge any applicable collection fees**, and Rozga seconded. On Voice vote, Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously.

Combined Electric, Water and Communications Informational Items

DesPlanques shared that administration staff had been busy with labor contracts and encouraged Financial Director Chris Longer to share the news that after recent review IMU's S&P rating has been upgraded from A- to an A, which is a remarkable grade for municipal utility company, and IMU staff has been congratulated heartily for the success.

There was no Other Business discussed.

White moved to **Adjourn** at 5:54 pm, and Rozga seconded. On Voice vote, Ayes: Selgrade, White, Rozga, Nays: None, motion passed unanimously.

Key IMU staff and board members remained after adjournment for the Exempt Session.

MEMORANDUM

To: IMU Board of Trustees of the Electric, Water and Communications Utilities
From:
Date: April 14, 2025
Subject: February 2025 Financial Report

Recommendation:

Attachments: 1. 0225 Financial Report

Water Utility Financial Summary
February 28, 2025

600 WATER OPERATING FUND

	FY24		
	Budget	YTD Actual	% of Budget
Water Service Sales	3,165,800	1,968,716	62.19%
Other Water Revenue	566,800	336,367	59.34%
Total Revenue:	3,732,600	2,305,083	
Water O&M Expense	2,234,273	1,399,358	62.63%
Water O&M Transfers Out	1,190,000	793,333	66.67%
YTD Depreciation		405,292	
Total Expense, Transfers & Depreciation:	3,424,273	2,597,983	
Beginning Net Position		14,444,384	
Net Surplus (Deficit)		(292,900)	
Ending Net Position		14,151,484	

700 WATER CAPITAL FUND

From Water Operations	1,190,000	793,333	66.67%
Total Transfers In:	1,190,000	793,333	
Water Capital Expense	1,205,000	312,528	25.94%
Total Expense:	1,205,000	312,528	
Beginning Net Position		2,965,943	
Net Surplus (Deficit)		480,805	
Ending Net Position		3,446,748	

780 WATER IMPROVE FUND

Beginning Net Position		75,000	
Net Surplus (Deficit)		0	
Ending Net Position		75,000	

WATER CASH ON HAND
(110 days or greater)

O&M	\$	329,551
Capital	\$	4,225,949
Debt Service	\$	75,000
375 days	\$	4,630,500

FY25		
Budget	YTD Actual	% of Budget
3,473,300	2,099,694	60%
587,684	377,182	64%
4,060,984	2,476,876	
2,301,497	1,435,344	62%
1,950,600	1,300,400	67%
	430,523	
4,252,097	3,166,266	
	14,593,603	
	(689,391)	
	13,904,212	

	Gallons Billed FY24-25	Gallons Billed FY23-24
July	40,148,770	36,713,420
August	32,039,780	33,852,270
September	36,328,770	35,871,910
October	29,663,780	39,773,580
November	38,582,090	31,508,750
December	30,586,980	32,279,650
January	27,084,640	26,695,880
February	25,627,380	26,057,390
March		
April		
May		
June		
YTD TOTAL	260,062,190	262,752,850
	-1.0%	

	Inventory on Hand FY24-25	Inventory on Ha FY23-24
July	\$ 408,909	\$ 131,441
August	\$ 401,413	\$ 124,926
September	\$ 390,131	\$ 118,941
October	\$ 389,592	\$ 207,261
November	\$ 385,777	\$ 208,497
December	\$ 389,152	\$ 297,258
January	\$ 380,803	\$ 366,045
February	\$ 367,443	\$ 445,254
March		
April		
May		
June		
YTD AVG	\$ 389,153	\$ 237,453
	63.9%	

IMU Admin/US Financial Summary
February 28, 2025

620 ADMIN & UTILITY SERVICES

	FY24			FY25		
	Budget	YTD Actual	% of Budget	Budget	YTD Actual	% of Budget
Admin/US Revenue	1,297,918	893,813	68.87%	1,409,493	987,677	70%
Total Revenue:	1,297,918	893,813		1,409,493	987,677	
Admin/US O&M Expense	1,297,918	842,644	64.92%	1,409,493	897,335	64%
YTD Depreciation		23,595			23,595	
Total Expense, Transfers & Depreciation:	1,297,918	866,239		1,409,493	920,930	
Beginning Net Position		203,175			181,343	
Net Surplus (Deficit)		27,575			66,747	
Ending Net Position		230,750			248,091	
855 LIABILITY INS FUND						
Beginning Net Position		9,099			9,099	
Net Surplus (Deficit)		0			0	
Ending Net Position		9,099			9,099	

US/ADMIN CASH ON HAND

O&M \$ 553,538

Electric Utility Financial Summary
February 28, 2025

630 ELECTRIC OPERATING FUND

	FY24			FY25		
	Budget	YTD Actual	% of Budget	Budget	YTD Actual	% of Budget
Electric Service Sales	15,927,772	11,553,265	72.54%	16,405,606	11,648,541	71%
Other Electric Revenue	1,883,900	1,119,275	59.41%	2,043,100	1,401,347	69%
Total Revenue:	17,811,672	12,672,541		18,448,706	13,049,888	
Electric O&M Expense	16,178,121	9,339,320	57.73%	16,893,220	10,503,079	62%
Electric O&M Transfer Out	3,653,672	2,435,781	66.67%	1,981,202	1,737,468	88%
YTD Depreciation		1,089,648			1,105,560	
Total Expense, Transfers & Depreciation:	19,831,793	12,864,749		18,874,422	13,346,107	
Beginning Net Position		35,046,761			33,316,174	
Net Surplus (Deficit)		(192,208)			(296,220)	
Ending Net Position		34,854,553			33,019,955	

730 ELECTRIC CAPITAL FUND

Electric Capital Revenue	1,237,500	1,253,971	101.33%	1,274,100	1,043,025	82%
From Electric Operations	2,500,000	1,666,667	66.67%	1,250,000	1,250,000	100%
Total Revenue and Transfers In:	3,737,500	2,920,637		2,524,100	2,293,025	
Electric Capital Expense	2,886,300	465,473	16.13%	2,579,400	928,828	36%
Total Expense:	2,886,300	465,473		2,579,400	928,828	
Beginning Net Position		8,062,135			11,764,299	
Net Surplus (Deficit)		2,455,164			1,364,196	
Ending Net Position		10,517,299			13,128,496	

793 ELECTRIC DEBT SERVICE

From Electric Operations	1,153,672	769,115	66.67%	731,202	487,468	67%
Total Transfers In:	1,153,672	769,115		731,202	487,468	
Electric Debt Service	1,153,672	157,408	13.64%	731,202	148,064	20%
Total Expense:	1,153,672	157,408		731,202	148,064	
Beginning Net Position		1,368,865			1,379,914	
Net Surplus (Deficit)		611,706			339,404	
Ending Net Position		1,980,571			1,719,318	

	Kwhs Billed FY24-25	Kwhs Billed FY23-24
July	11,504,883	10,450,789
August	11,693,918	11,547,802
September	12,751,518	12,959,519
October	11,534,130	12,753,605
November	10,618,514	9,208,467
December	8,582,354	9,085,696
January	9,584,636	8,889,231
February	9,858,876	9,730,261
March		
April		
May		
June		
YTD TOTAL	86,128,829	84,625,370
	1.8%	

	Inventory on Hand FY24-25	Inventory on Hand FY23-24
July	\$ 1,678,539	\$ 1,276,213
August	\$ 1,646,986	\$ 1,337,147
September	\$ 1,656,391	\$ 1,396,439
October	\$ 1,711,813	\$ 1,422,195
November	\$ 1,681,717	\$ 1,462,286
December	\$ 1,655,261	\$ 1,527,687
January	\$ 1,704,400	\$ 1,570,204
February	\$ 1,874,764	\$ 1,554,941
March		
April		
May		
June		
YTD AVG	\$ 1,701,234	\$ 1,443,389
	17.9%	

ELECTRIC CASH ON HAND
(110 days or greater)

O&M	\$ 6,900,142
Capital	\$ 10,588,964
Debt Service	\$ 1,719,318
	\$ 19,208,425

347 days

Fiber Utility Financial Summary
February 28, 2025

640 FIBER OPERATING FUND

	FY24			FY25		
	Budget	YTD Actual	% of Budget	Budget	YTD Actual	% of Budget
Fiber Service Sales	4,823,000	3,205,639	66.47%	5,230,000	3,463,342	66%
Other Fiber Revenue	662,050	379,498	57.32%	410,050	205,062	50%
Total Revenue:	5,485,050	3,585,137		5,640,050	3,668,405	
Fiber O&M Expense	3,574,751	2,288,499	64.02%	3,627,836	2,368,581	65%
Fiber O&M Transfer Out	1,473,246	1,061,775	72.07%	2,022,828	1,375,945	68%
YTD Depreciation		241,329			247,241	
Total Expense, Transfers & Depreciation:	5,047,997	3,591,604		5,650,664	3,991,768	
Beginning Net Position		(3,464,668)			(2,673,110)	
Net Surplus (Deficit)		(6,467)			(323,363)	
Ending Net Position		(3,471,135)			(2,996,473)	

740 FIBER CAPITAL FUND

Fiber Capital Revenue	0	9,534			1,759	
From Fiber Operations	310,833	310,833	100.00%	896,300	624,927	70%
Total Revenue and Transfers In:	310,833	320,367		896,300	626,685	
Fiber Capital Expense	2,026,500	1,357,859	67.01%	1,121,300	457,552	41%
YTD Depreciation		167,816			212,019	
Total Expense, Transfers & Depreciation:	2,026,500	1,525,675		1,121,300	669,571	
Beginning Net Position		938,067			984,304	
Net Surplus (Deficit)		(1,205,308)			(42,886)	
Ending Net Position		(267,241)			941,418	

795 FIBER DEBT SERVICE

From Fiber Operations	1,126,413	750,942	66.67%	1,126,528	751,019	67%
Total Transfers In:	1,126,413	750,942		1,126,528	751,019	
Fiber Debt Service	1,126,413	176,936	15.71%	1,126,528	167,611	15%
Total Expense:	1,126,413	176,936		1,126,528	167,611	
Beginning Net Position		0			4,668	
Net Surplus (Deficit)		574,006			583,408	
Ending Net Position		574,006			588,075	

*Fund 640 Ending Fund Balance	(2,897,129)	(2,408,398)
*Fund 740 Ending Fund Balance	(267,241)	941,418
	(3,164,370)	(1,466,980)

FIBER CASH ON HAND

O&M	\$ 57,066
Capital	\$ 274,052
Debt Service	\$ 588,075
46 days	\$ 919,193

	Subscriptions FY24-25	Subscriptions FY23-24	YOY Increase %
July	4,177	3,872	7.9%
August	4,204	3,908	7.6%
September	4,230	3,930	7.6%
October	4,268	3,963	7.7%
November	4,290	3,975	7.9%
December	4,280	3,987	7.3%
January	4,319	4,016	8%
February	4,327	4,040	7%
March			
April			
May			
June			
YTD AVG	4,262	3,961	7.6%

	Inventory on Hand FY24-25	Inventory on Hand FY23-24	YOY Increase %
July \$	1,819,505	\$ 1,858,586	-2.1%
August \$	1,823,670	\$ 1,878,531	-2.9%
September \$	1,875,146	\$ 1,859,378	0.8%
October \$	1,857,023	\$ 1,843,233	0.7%
November \$	1,886,575	\$ 1,842,936	2.4%
December \$	1,896,759	\$ 1,853,822	2.3%
January \$	2,013,491	\$ 1,859,947	8.3%
February \$	2,028,932	\$ 1,882,714	7.8%
March			
April			
May			
June			
YTD AVG \$	1,900,138	\$ 1,859,893	2.2%

The Fiber Utility fund has a deficit fund balance of (\$1,466,980).
The deficit fund balance is the result of start-up costs incurred to initiate the utility service.
The deficit will be eliminated in future periods through net customer charges.

February 2025

You should expect to see YTD revenue and expenses to be 8/12 (or 66%) of Budget.

Health Insurance Fund Balance on February 28, 2025 is \$2,735,511.70

Water and Electric service revenue may fall ahead or behind budget due to seasonal fluctuations.

We are reporting each departments net position, which is cash and all other assets (such as billing receivables and capital assets) less accumulated depreciation and liabilities.

Cash on Hand - 110 days or more of cash on hand based on the recommended 90-120 days to maintain our bond rating (A-).

This report is on a modified cash basis, with monthly (non-cash) depreciation included.

Water Notes: Capital expenses may fall ahead or behind budget due to timing of project completion and payments.

US/Admin Notes: The 620 fund is intended to be a zero balance fund and doesn't have any significant stand alone obligations. Any balance or deficit here is timing related or is city services collected from the current month to be transferred in the following month.

Electric Notes: Capital expenses may fall ahead or behind budget due to timing of project completion and payments.

Fiber Notes: Inventory on hand includes both customer premise equipment, \$1,751,540 and stock supply inventory, \$277,392
Capital expenses may fall ahead or behind budget due to timing of project completion and payments.

MEMORANDUM

To: IMU Board of Trustees of the Electric, Water and Communications Utilities

From:

Date: April 14, 2025

Subject: Pay App #2 for the 69kV Line Relay Replacement Project

Recommendation:

Attachments:

1. Pay App Relay Project
2. Res 2025- 69 kV Line Relay Replacement Project Pay App #2

RECOMMENDATION FOR PAYMENT

Owner: Indianola Municipal Utilities
Contractor: Steinmetz Corporation
Project: 69kV Line Relay Replacement
P&E Project No. 1111

Date of Application 3/31/2025
Application No. 2
Invoice No. 10578

Contract Amount	\$178,500.00
Change Order Adjustments	-
Current Value of Contract	\$ 178,500.00

Estimated Percentage of Completion	100.0%
Estimated Value of Completed Work	\$ 178,500.00

Less 5% Retainage	\$ 8,925.00
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Total Amount Due Contractor	\$ 169,575.00
Less Previously Approved Applications	\$ 108,022.60

Amount Available with this Application	\$ 61,552.40
--	--------------

Amount Requested with this Application	\$ 61,552.40
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(Payable to Steinmetz Corporation)

Payment Remaining on Contract	\$ 8,925.00
-------------------------------	-------------

The status of the work as reported by Petrotech is shown on the attached sheets. I recommend the above amounts for payment, based on the status of the work, and the terms of the Contract.



Jared Kline, P.E.
P & E Engineering Co.



INVOICE
(ORIGINAL)

Customer:

Indianola Municipal Utilities
210 W. 2nd Ave
Indianola, IA 50125

Invoice #: 10578
Invoice Date: 3/31/2025
Purchase Order #:
Terms: Net 30
Federal ID #: 39-1386927

Description	Amount
Contact: Mike Metcalf 69 KV Line Relay Replacement Project. The following charges are for 100% completion of installation. Previously Billed	\$178,500.00 -\$113,708.00
	\$64,792.00
	PAY THIS AMOUNT

MAKE CHECKS PAYABLE TO:
Steinmetz Corporation
2224 W. Pershing Street
Appleton, WI 54914

Purchaser is responsible for all sales, use or excise taxes.
Any such taxes not included in this invoice may be invoiced at a later date.
A 1.5% per month charge will be applied to amounts not paid within 30 days.

Phone: 920-734-9699
Fax: 920-734-3569

THANK YOU FOR YOUR BUSINESS!

Indianola Municipal Utilities
RESOLUTION NO 2025-

**RESOLUTION APPROVING PAYMENT APPLICATION 2
69 KV LINE RELAY REPLACEMENT PROJECT**

WHEREAS, the Board of Trustees of the Indianola Municipal Utilities has deemed it necessary to replace the 69 KV Line Relay in the Electric Department; and

WHEREAS, on November 12, 2024, the Board passed and approved Resolution 2024-080 “Approving the Contract, Bond and Insurance for the 69kV Line Relay Replacement Project”; and

WHEREAS, the contract was awarded to Steinmetz Corporation in the amount of \$178,500.00; and

WHEREAS, on March 31, 2025, Steinmetz Corporation submitted a recommendation for payment #2 for said contract in the amount of \$61,552.40.

NOW, THEREFORE, BE IT RESOLVED by the Indianola Municipal Board of Trustees that:

1. The payment to Steinmetz Corporation Inc. in the amount of \$61,552.40 is hereby approved; and
2. The IMU staff is authorized and directed to execute the payment application on behalf of the IMU Board of Trustees.

Passed and approved this 14th day of April 2025.

Dom Selgrade, Chairperson

ATTEST:

Monica Thompson, Board Secretary

MEMORANDUM

To: IMU Board of Trustees of the Electric, Water and Communications Utilities
From:
Date: April 14, 2025
Subject: Pay App #3 Downtown Underground Conversion Project West Alley Premise Wiring

Recommendation:

Attachments:

1. Recommendation for Payment 3
2. Res 2025 Approving Pay App 3 to Miller Electric for the Downtown Underground Conversion Project West Alley Premise Wiring Project

RECOMMENDATION FOR PAYMENT

Date 3/31/2025
Owner: Indianola Municipal Utilities
Contractor: Miller Electrical Services
Project: Downtown Underground Conversion Project
West Alley Premise Wiring
P&E Project No. 9790

Date of Application 3/31/2025
Application No. 3
Invoice No. 19405

Contract Amount	\$	95,250.00
Change Order Adjustments	\$	-
Current Value of Contract	\$	95,250.00

Estimated Percentage of Completion	94.5%
Estimated Value of Completed Work	\$ 90,000.00

Less 5% Retainage	\$ 4,500.00
-------------------	-------------

Total Amount Due Contractor	\$ 85,500.00
Less Previously Approved Applications	\$ 57,000.00

Amount Due with this Application	\$ 28,500.00
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(Payable to Miller Electrical Services, Inc.)

Payment Remaining on Contract	\$ 9,750.00
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The status of the work as reported by Miller Electric is shown on the attached sheets. I recommend the above amounts for payment, based on the status of the work, and the terms of the Contract.



Allan Powers, P.E.
P & E Engineering Co.



Miller Electrical Services, Inc.
PO Box 354
Indianola, IA 50125

Phone# (515) 961-5842
E-mail: office@mmillerelectric.com

Date	Invoice #
3/31/2025	19405

Bill To
IMU Att: Mike Metcalf 210 W 2nd Ave Indianola, IA 50125

P.O. No.	Terms	Due Date
	Due in 10 days	4/10/2025

Qty	Description	Rate	Amount
	IMU WEST SIDE SQUARE PROJECT		
	B25 LABOR	515.50	515.50
	B26 WIRE AND JUNCTION BOX MATERIAL	350.00	350.00
	LABOR	400.00	400.00
	B27 CONDUIT AND WIRE MATERIAL	300.00	300.00
	LABOR	450.00	450.00
	B28 LABOR	510.00	510.00
	B29 LABOR	510.00	510.00
	B30 WIRE MATERIAL	125.00	125.00
	LABOR	385.00	385.00

We appreciate your business! If you like the work we provided please give a review on Google!

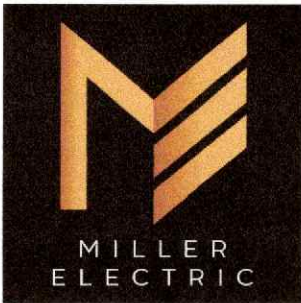
Subtotal

Sales Tax (7.0%)

Total

Payments/Credits

Balance Due



Miller Electrical Services, Inc.
PO Box 354
Indianola, IA 50125

Phone# (515) 961-5842
E-mail: office@mmillerelectric.com

Date	Invoice #
3/31/2025	19405

Bill To
IMU Att: Mike Metcalf 210 W 2nd Ave Indianola, IA 50125

P.O. No.	Terms	Due Date
	Due in 10 days	4/10/2025

Qty	Description	Rate	Amount
	B36 WIRE MATERIAL LABOR	255.00 255.00	255.00 255.00
	B37 WIRE MATERIAL LABOR	250.00 750.00	250.00 750.00
	B38 WIRE MATERIAL LABOR	200.00 400.50	200.00 400.50
	B39 WIRE MATERIAL LABOR	200.00 400.50	200.00 400.50
	B40 WIRE MATERIAL LABOR	200.00 400.50	200.00 400.50

We appreciate your business! If you like the work we provided please give a review on Google!

Subtotal

Sales Tax (7.0%)

Total

Payments/Credits

Balance Due



Miller Electrical Services, Inc.

PO Box 354

Indianola, IA 50125

Phone# (515) 961-5842

E-mail: office@mmillerelectric.com

Date	Invoice #
3/31/2025	19405

Bill To
IMU Att: Mike Metcalf 210 W 2nd Ave Indianola, IA 50125

P.O. No.	Terms	Due Date
	Due in 10 days	4/10/2025

Qty	Description	Rate	Amount
	B41 WIRE MATERIAL LABOR	200.00 400.50	200.00 400.50
	B42 WIRE MATERIAL LABOR	200.00 400.50	200.00 400.50
	B44 WIRE MATERIAL LABOR	200.00 310.00	200.00 310.00
	LOC22 WIRE MATERIAL LABOR	200.00 1,761.00	200.00 1,761.00
	B68 WIRE MATERIAL LABOR	255.00 255.00	255.00 255.00

We appreciate your business! If you like the work we provided please give a review on Google!

Subtotal

Sales Tax (7.0%)

Total

Payments/Credits

Balance Due



Miller Electrical Services, Inc.

PO Box 354

Indianola, IA 50125

Phone# (515) 961-5842

E-mail: office@mmillerelectric.com

Date	Invoice #
3/31/2025	19405

Bill To
IMU Att: Mike Metcalf 210 W 2nd Ave Indianola, IA 50125

P.O. No.	Terms	Due Date
	Due in 10 days	4/10/2025

Qty	Description	Rate	Amount
	B69 WIRE MATERIAL LABOR	200.00 800.00	200.00 800.00
	LOC72 WIRE MATERIAL LABOR	200.00 1,761.00	200.00 1,761.00
	B45 CONDUIT AND WIRE MATERIAL LABOR	2,000.00 6,000.00	2,000.00 6,000.00
	B46 CONDUIT, WIRE, CT CABINET MATERIAL LABOR	2,000.00 6,000.00	2,000.00 6,000.00
	RETAINAGE	-1,500.00	-1,500.00

We appreciate your business! If you like the work we provided please give a review on Google!

Please send payment within 10 days of receipt of this invoice. A finance charge of 1.5% per month will be assessed on all unpaid amounts more than 30 days past due.

Subtotal	\$28,500.00
Sales Tax (7.0%)	\$0.00
Total	\$28,500.00
Payments/Credits	\$0.00
Balance Due	\$28,500.00

Building	Invoice# 19166		Invoice#19340		Invoice# 19405		Invoice		Invoice		Totals	% Complete
	Amount	% Complete	Amount	% Complete	Amount	% Complete	Amount	% Complete	Amount	% Complete		
B25	\$952.50		\$352.00		\$0.00		\$515.50		\$0.00		\$867.50	91%
B26	\$1,905.00		\$705.00		\$250.00		\$750.00		\$0.00		\$1,705.00	90%
B27	\$1,905.00		\$705.00		\$250.00		\$750.00		\$0.00		\$1,705.00	90%
B28	\$952.50		\$352.00		\$0.00		\$510.00		\$0.00		\$862.00	90%
B29	\$952.50		\$352.00		\$0.00		\$510.00		\$0.00		\$862.00	90%
B30	\$952.50		\$352.00		\$0.00		\$510.00		\$0.00		\$862.00	90%
B36	\$952.50		\$352.00		\$0.00		\$510.00		\$0.00		\$862.00	90%
B37	\$1,905.00		\$705.00		\$0.00		\$1,000.00		\$0.00		\$1,705.00	90%
B38	\$952.50		\$352.00		\$0.00		\$600.50		\$0.00		\$952.50	100%
B39	\$952.50		\$352.00		\$0.00		\$600.50		\$0.00		\$952.50	100%
B40	\$952.50		\$352.00		\$0.00		\$600.50		\$0.00		\$952.50	100%
B41	\$952.50		\$352.00		\$0.00		\$600.50		\$0.00		\$952.50	100%
B42	\$952.50		\$352.00		\$0.00		\$600.50		\$0.00		\$952.50	100%
B44	\$952.50		\$352.00		\$0.00		\$510.00		\$0.00		\$862.00	90%
LOC 22	\$19,050.00		\$6,989.00		\$10,100.00		\$1,961.00		\$0.00		\$19,050.00	100%
B68	\$952.50		\$352.00		\$0.00		\$510.00		\$0.00		\$862.00	90%
B69	\$1,905.00		\$705.00		\$0.00		\$1,000.00		\$0.00		\$1,705.00	90%
LOC 72	\$19,050.00		\$6,989.00		\$10,100.00		\$1,961.00		\$0.00		\$19,050.00	100%
B45	\$19,050.00		\$6,989.00		\$2,150.00		\$8,000.00		\$0.00		\$17,139.00	90%
B46	\$19,050.00		\$6,989.00		\$2,150.00		\$8,000.00		\$0.00		\$17,139.00	90%
Work Completed	\$95,250.00		\$35,000.00		\$25,000.00		\$30,000.00		\$0.00		\$90,000.00	94%
Retainage (5%)			\$1,750.00		\$1,250.00		\$1,500.00		\$0.00		\$4,500.00	
Total Due	95,250.00		\$33,250.00		\$23,750.00		\$28,500.00		\$0.00			

Indianola Municipal Utilities
West Alley Premise Wiring Modification Contract
Miller Electric Invoice Record

Building	Amount	Invoice 19166		Invoice 19340			Invoice 19405		
		% Complete	Amount	% Complete	Amount Completed	Due this invoice	% Complete	Amount Completed	Due this invoice
B25	\$952.50	37%	\$352.00	37%	\$352.00	\$0.00	91%	\$867.50	\$515.50
B26	\$1,905.00	37%	\$705.00	50%	\$955.00	\$250.00	90%	\$1,705.00	\$750.00
B27	\$1,905.00	37%	\$705.00	50%	\$955.00	\$250.00	90%	\$1,705.00	\$750.00
B28	\$952.50	37%	\$352.00	37%	\$352.00	\$0.00	90%	\$862.00	\$510.00
B29	\$952.50	37%	\$352.00	37%	\$352.00	\$0.00	90%	\$862.00	\$510.00
B30	\$952.50	37%	\$352.00	37%	\$352.00	\$0.00	90%	\$862.00	\$510.00
B36	\$952.50	37%	\$352.00	37%	\$352.00	\$0.00	90%	\$862.00	\$510.00
B37	\$1,905.00	37%	\$705.00	37%	\$705.00	\$0.00	90%	\$1,705.00	\$1,000.00
B38	\$952.50	37%	\$352.00	37%	\$352.00	\$0.00	100%	\$952.50	\$600.50
B39	\$952.50	37%	\$352.00	37%	\$352.00	\$0.00	100%	\$952.50	\$600.50
B40	\$952.50	37%	\$352.00	37%	\$352.00	\$0.00	100%	\$952.50	\$600.50
B41	\$952.50	37%	\$352.00	37%	\$352.00	\$0.00	100%	\$952.50	\$600.50
B42	\$952.50	37%	\$352.00	37%	\$352.00	\$0.00	100%	\$952.50	\$600.50
B44	\$952.50	37%	\$352.00	37%	\$352.00	\$0.00	90%	\$862.00	\$510.00
Loc 22	\$19,050.00	37%	\$6,989.00	90%	\$17,089.00	\$10,100.00	100%	\$19,050.00	\$1,961.00
B68	\$952.50	37%	\$352.00	37%	\$352.00	\$0.00	90%	\$862.00	\$510.00
B69	\$1,905.00	37%	\$705.00	37%	\$705.00	\$0.00	90%	\$1,705.00	\$1,000.00
Loc 72	\$19,050.00	37%	\$6,989.00	90%	\$17,089.00	\$10,100.00	100%	\$19,050.00	\$1,961.00
B45	\$19,050.00	37%	\$6,989.00	48%	\$9,139.00	\$2,150.00	90%	\$17,139.00	\$8,000.00
B46	\$19,050.00	37%	\$6,989.00	48%	\$9,139.00	\$2,150.00	90%	\$17,139.00	\$8,000.00
Contract	\$95,250.00								
Work Completed			\$35,000.00		\$60,000.00	\$25,000.00		\$90,000.00	\$30,000.00
Retainage (5%)			\$1,750.00		\$3,000.00	\$1,250.00		\$4,500.00	\$1,500.00
Total Due to Date			\$33,250.00		\$57,000.00			\$85,500.00	
Prev Payments			\$0.00		\$33,250.00			\$57,000.00	
Due this invoice			\$33,250.00			\$23,750.00			\$28,500.00

Indianola Municipal Utilities
RESOLUTION NO 2025-

**RESOLUTION APPROVING PAY APP 3 TO MILLER ELECTRIC FOR THE DOWNTOWN UNDERGROUND
CONVERSION PROJECT WEST ALLEY PREMISE WIRING PROJECT**

WHEREAS, the Board of Trustees of the Indianola Municipal Utilities has deemed it necessary to move forward with the Downtown Underground Conversion Project West Alley Premise Wiring Project in the Electric Department; and

WHEREAS, on September 23, 2024, the Board passed and approved Resolution 2024-063 “Awarding Contract to Miller Electric for Downtown Underground Conversion Project, West Alley Premise Wiring Modification”; and

WHEREAS, the contract was awarded to Miller Electric. in the amount of \$95,250.00

WHEREAS, on March 31, 2025, Miller Electric submitted a recommendation for payment #3 for said contract in the amount of \$28,500.00.

NOW, THEREFORE, BE IT RESOLVED by the Indianola Municipal Board of Trustees that:

1. The payment to Miller Electric Inc. in the amount of \$28,500.00 is hereby approved; and
2. The IMU staff is authorized and directed to execute the payment application on behalf of the IMU Board of Trustees.

Passed and approved this 14th day of April 2025.

Dom Selgrade, Chairperson

ATTEST:

Monica Thompson, Board Secretary

MEMORANDUM

To: IMU Board of Trustees of the Electric, Water and Communications Utilities

From:

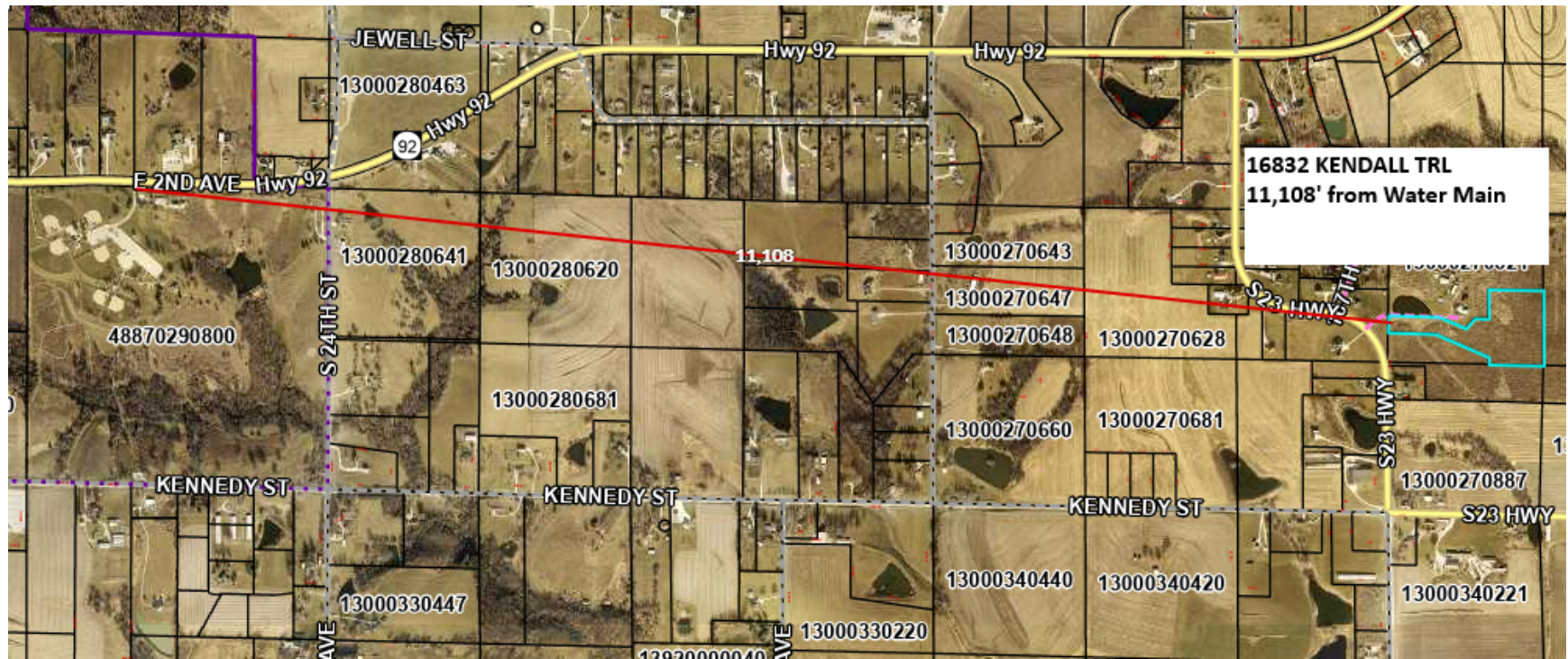
Date: April 14, 2025

Subject: Authorization for Warren Water District to serve a customer within their territory upon proper notice to IMU since the customer is within 2 miles of the IMU territory, located at 16832 Kendall Trail.

Recommendation: Under state regulations for water service territories, Warren Water District (WWD) is required to provide notice to IMU when a customer has requested service from WWD when the location is within 2 miles of the IMU service territory. A resident at {address} has requested service from WWD and WWD has provided notification to IMU as the property is within 2 miles of the IMU water district. To serve this customer outside of the IMU district, IMU would have to construct a {number} mile extension to the property. Superintendent Brand is recommending the Board of Trustees acknowledge the notification from WWD to serve the property as it is within WWD service territory and WWD already has a water main at this location.

A simple motion approving the notification from WWD to service this property outside of the IMU water service territory is in order.

Attachments: 1. 16832 Kendall TRL



MEMORANDUM

To: IMU Board of Trustees of the Electric, Water and Communications Utilities

From:

Date: April 14, 2025

Subject: Resolution setting Public Hearing and Letting for E. 3rd Ave. Water Main Improvements Project

Recommendation:

Attachments:

1. Project Schedule_East 3rd Ave. Water Main
2. Res 2025- Resolution setting a public hearing and bid letting for the "E 3rd Avenue Water Main Improvements "



VEENSTRA & KIMM INC.

6775 Vista Drive
West Des Moines, Iowa 50266

515.225.8000 // 800.241.8000
www.v-k.net

April 8, 2025

Justin Brand
Water Superintendent
Indianola Municipal Utilities
210 West 2nd Avenue
Indianola, Iowa 50125

INDIANOLA MUNICIPAL UTILITIES
E 3RD AVENUE WATER MAIN IMPROVEMENTS
PROJECT SCHEDULE

The following is the proposed project schedule for the E 3rd Avenue Water Main Improvements Project:

Board Action to Order Construction of Project and to set date of Public Hearing and Letting.	April 14, 2025
V&K sends Notice to Bidders for posting and Notice of Public Hearing for publication to the Utility.	April 15, 2025
V&K sends Notice to Bidders to Construction Network for posting.	April 15, 2026
Indianola Municipal Utilities posts Notice to Bidders on its website.	April 16, 2025
Publication of Notice of Public Hearing in local newspaper	April 29, 2025
Receive and Open Bids	May 8, 2025
Public Hearing and Award of Contract	May 12, 2025
All Work Completed	October 31, 2025

If you have any questions or comments, please contact us at 225-8000.

VEENSTRA & KIMM, INC.

A handwritten signature in blue ink that reads "Vincent Driscoll". The signature is written in a cursive, flowing style.

Vincent J. Driscoll

VJD

285115

cc: Chris DesPlanques, IMU (e-mail)
Monica Thompson, IMU (e-mail)

RESOLUTION SETTING PUBLIC HEARING AND LETTING FOR THE EAST 3RD AVENUE WATER MAIN IMPROVEMENTS PROJECT

Whereas, the Water Department has requested; and

Whereas, the Board of Trustees deems it advisable and necessary to work on the East 3rd Avenue Water Main Improvements Project; and

Whereas, the Board of Trustees has caused to be prepared plans, specifications and form of contract together with an estimate of costs; and

Whereas the plans, specifications and form of contract and estimate of cost may be adopted in a contract for the making of the public improvements, and it is necessary pursuant to Chapter 384, Code of Iowa, as amended, to hold a public hearing and to advertise for bids.

NOW, THEREFORE BE IT RESOLVED BY THE INDIANOLA MUNICIPAL UTILITIES BOARD OF TRUSTEES

Section 1: That this Board will meet on May 12, 2025 at 5:30 p.m. in the IMU Customer Service Center, Indianola, Iowa, at which time they will hold a public hearing on the plans and specifications for the aforementioned project. At the hearing, any interested person may appear and file objections to the proposed plans, specifications, form of contract, or estimated cost of the project.

Section 2: That this Board will meet on May 12, 2025, at 5:30 p.m., in IMU Customer Service Center, Indianola, Iowa, and subsequent to the public hearing on said documents, it will consider all bids filed pursuant to the plans, specifications, form of contract, and cost for the aforementioned project.

Section 3: That the amount of the bid security to accompany each bid shall be in an amount which shall conform to the provisions of the notice to bidders as part of said specifications.

Section 4: Sealed proposals will be received at Indianola Municipal Utilities Customer Service Building, at 210 West 2nd Avenue, Indianola, Iowa until 2:00 p.m. on May 8, 2025. The bids will be acted upon by the Board of Trustees at its regular meeting to be held in the IMU Customer Service Center, Indianola, Iowa at 5:30 p.m. on May 12, 2025, or at such later time and place as may then be fixed.

Section 5: That the Notice to Bidders shall be posted in a relevant contractor plan room service with statewide circulation, in a relevant construction lead generating service with statewide circulation, and on the City of Indianola's website, which shall be in accordance with the State Code of Iowa. Posting shall be not less than thirteen clear days nor more than forty-five days prior to May 12, 2025, which is hereby fixed as the date for receiving bids.

Section 6: That the Board Secretary be and is hereby directed to publish notice of hearing once in the "Indianola Record Herald and Tribune", a legal newspaper, printed wholly in the English language, published at least once weekly and having general circulation in this City. Publication shall be not less than four clear days nor more than twenty days prior to the date hereinafter fixed as the date for a public hearing on the plans, specifications, form of contract and estimate of costs for the project, the hearing to be at 5:30 p.m. on May 12, 2025.

Passed and approved this 14th day of April, 2025.

Dom Selgrade, Chairperson

Monica Thompson, Board Secretary

MEMORANDUM

To: IMU Board of Trustees of the Electric, Water and Communications Utilities

From:

Date: April 14, 2025

Subject: Resolution Authorizing Lime Tower Recoating Project

Recommendation:

Attachments:

1. Project Schedule_Lime Tower Recoating
2. RES 2025 Authorizing Lime Tower Recoating Project



VEENSTRA & KIMM INC.

6775 Vista Drive
West Des Moines, Iowa 50266

515.225.8000 // 800.241.8000
www.v-k.net

April 8, 2025

Justin Brand
Water Superintendent
Indianola Municipal Utilities
210 West 2nd Avenue
Indianola, Iowa 50125

INDIANOLA MUNICIPAL UTILITIES
LIME TOWER RECOATING
PROJECT SCHEDULE

The following is the proposed project schedule for the Lime Tower Recoating Project:

V&K sends Solicitation for Quotations to contractors	April 15, 2025
Receive and Open Quotations	May 8, 2025
V&K Presents Quotations to Board for Award of Contract	May 12, 2025
All Work Completed	June 20, 2025

If you have any questions or comments, please contact us at 225-8000.

VEENSTRA & KIMM, INC.

A handwritten signature in blue ink that reads "Vincent Driscoll".

Vincent J. Driscoll

VJD
285112

cc: Chris DesPlanques, IMU (e-mail)
Monica Thompson, IMU (e-mail)

Indianola Municipal Utilities
RESOLUTION NO 2025-

RESOLUTION AUTHORIZING LIME TOWER RECOATING PROJECT

WHEREAS, Indianola Municipal Utilities determined their Water Treatment Facility is in need of preventative maintenance including Lime Tower Relocating; and

WHEREAS, This project was approved on October 28, 2024 under Resolution 2024-074 and is a budgeted item; and

WHEREAS, it is the determination of the Indianola Municipal Utilities Board of Trustees that IMU Staff should seek bids and select the proposal that best fits the needs of IMU.

NOW, THEREFORE, BE IT RESOLVED by the Indianola Municipal Utilities Board of Trustees that the Lime Tower Recoating Project and related contracts and payments are hereby approved, and the General Manager and Water Superintendent is authorized and directed to execute the agreement on behalf of Indianola Municipal Utilities.

Approved this 14th day of April 2025.

ATTEST:

Dom Selgrade, Chairperson

Monica Thompson, Board Secretary

MEMORANDUM

To: IMU Board of Trustees of the Electric, Water and Communications Utilities

From:

Date: April 14, 2025

Subject: Resolution Approving the Tentative Union Contracts Between Indianola Municipal Water and Electric Utilities and the Construction & Public Employees LIUNA Local 177

Recommendation:

Attachments:

1. Red-line version of IMU Contract 2025-2030
2. Clean version of IMU Contract 2025-2030
3. Resolution Approving The Tentative Union Contracts 2025

AGREEMENT
Between The
INDIANOLA MUNICIPAL WATER
AND ELECTRIC UTILITIES
And The
CONSTRUCTION & PUBLIC EMPLOYEES LiUNA LOCAL 177

July 1, ~~2020~~2025 — June 30, ~~2025~~2030

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**INDIANOLA MUNICIPAL WATER AND ELECTRIC UTILITIES
CONSTRUCTION & PUBLIC EMPLOYEES AGREEMENT**

This agreement is entered into by the Indianola Utility Board of Trustees, hereinafter referred to as the "Employer" or "Board" and the Construction & Public Employees LiUNA Local 177, hereinafter referred to as the "Union".

**ARTICLE I
Recognition**

The Board of Trustees recognizes the Union as the exclusive bargaining representative for the purpose of representing all permanent full-time employees and permanent part-time employees in the classification listed in Appendix I in accordance with the provisions of the State of Iowa Public Employment Relations Act.

**ARTICLE II
Management Rights**

Except as specifically modified by the Agreement, the employer shall have, in addition to all powers, duties and rights established by constitutional provision, statute, ordinance, charter or special act, the exclusive power, duty and right to:

1. Direct the work of its employees.
2. Hire, promote, demote, transfer, assign and retain employees in positions within the agency.
3. Suspend or discharge employees for proper cause.
4. Maintain the efficiency of governmental operations.
5. Relieve employees from duty because of lack of work or other legitimate reasons.
6. Determine and implement methods, means, assignments and personnel by which utility operations are to be conducted.
7. Take such actions as may be necessary to carry out the mission of the Utility Board.
8. Initiate, prepare, certify and administer its budget.
9. Exercise all powers and duties granted to the Board by law.

**ARTICLE III
Non-Discrimination**

Neither party to this agreement shall discriminate against any employee because of race, sex, color, age, creed, religion, nationality, union affiliation, or non-union affiliation.

**ARTICLE IV
Work Rules**

The Board may from time to time adopt and publish changes in existing departmental procedures and rules. Such changes shall become effective only after they have been prominently posted on appropriate employer bulletin boards for a period of ten (10) work days. All employees shall comply with the work rules. Any unresolved complaint as to the reasonableness of new or existing work rules, or any complaint involving discrimination in the application of such rules shall be resolved through the grievance procedure.

ARTICLE V Hours of Work

A. Work Week

The normal work day shall consist of eight (8) consecutive hours of work. The normal work week shall consist of forty (40) hours of work on five (5) consecutive eight (8) hour days, normally Monday through Friday.

Since certain phases of the departments must regularly operate seven (7) days per week, some employees may be required to work an alternate work week consisting of more than five (5) consecutive days with at least two (2) consecutive days off each week.

Where alternate schedules are necessary, work schedules must be properly posted ten (10) work days prior to the work being performed.

Shift assignments in classification shall be made on a seniority and qualification preference. Specific work schedules, including hours and days, will be issued by the General Manager of Utilities.

B. Lunch Period

All employees shall be allowed a lunch period which shall be scheduled generally in the middle of the work shift. Lunch period shall be scheduled as to time duration and in accordance with the prevailing departmental rules and regulations. However, a lunch period shall not be less than thirty (30) minutes, nor more than one (1) hour. In addition, light plant operators may be required to remain on the work site for lunch periods.

C. Rest Period

Each employee shall be entitled to one (1) fifteen (15) minute rest period during the first half of their work schedule and one (1) fifteen (15) minute rest period during the second half of their work schedule.

ARTICLE VI Overtime

A. Definition

Overtime is all time properly authorized and worked in units of one -quarter (1/4) hour or more which is in excess of eight (8) hours of work in one day or forty (40) hours of work per week as described in Article V.

B. Procedure

In general, overtime shall be kept to a minimum consistent with the efficient and effective provision of Board services. Permanent employees shall normally be given preference in overtime assignments. However, when overtime work is required each employee shall accept and work such assignments.

Requests to take off earned compensatory time must be approved by the appropriate supervisor, but the wishes of the employee shall be given consideration. A periodic review of accumulated compensatory time will be made and employees may be required by their supervisor to schedule and take off such time within a reasonable period, i.e., 60 days. Employees may carry up to eighty (80) hours of compensatory time.

C. Compensation

Employees who work in excess of eight (8) hours in one day or forty (40) hours per week in accordance with the provisions of Paragraph B above, shall either receive compensatory time off at time and one-half for such "overtime" work or be paid in cash for such time at the discretion of the Board.

ARTICLE VII

Holidays

A. Recognized Holidays

The following shall be observed as paid Holidays:

1. New Year's Day, January 1
2. Presidents Day, Third Monday in February
3. Memorial Day, Last Monday in May
4. Independence Day, July 4
- ~~5.~~ Labor Day, First Monday in September
- ~~5,6.~~ Veterans Day, November 11
- ~~6,7.~~ Thanksgiving Day, Fourth Thursday in November
- ~~7,8.~~ The day after Thanksgiving
- ~~8,9.~~ Christmas Eve Day, December 24
- ~~9,10.~~ Christmas Day, December 25
- ~~10,11.~~ Two days (16 hours) to be taken off with regular pay for the employee, however, must be requested in advance and approved by the Department Head.

In the initial year of employment, these personal holidays shall be prorated based upon the date of employment. Each employee hired between

- January 1 and March 31 shall receive 16 hours of paid time off if the employee is assigned to work an 8-hour per day schedule;
- April 1 and June 30 shall receive 12 hours of paid time off if the employee is assigned to work an 8-hour per day schedule;
- July 1 and September 30 shall receive 8 hours of paid time off if the employee is assigned to work an 8-hour per day schedule
- October 1 and December 31 shall receive 4 hours of paid time off if the employee is assigned to work an 8-hour per day schedule;

This time off shall be taken in the period beginning with the date of the individual's employment and the following December 31.

B. Holidays occurring on weekends

Holidays which occur on:

1. Saturday- shall be observed on the preceding Friday
2. Sunday- shall be observed on the following Monday
3. Shift workers shall recognize the actual holiday for overtime purposes.

C. Shift employee required to work on a Holiday

Employees who are assigned to shift operations, those departments which are scheduled to operate seven (7) days per week, and who are required to work on a recognized Holiday shall be compensated at a rate equal to two times their normal hourly rate of pay for each hour actually worked. Such pay shall be in addition to the usual eight (8) hours Holiday pay.

D. Regular Employees Required to work on a Holiday

Employees assigned to a normal work week who are required to work on an actual or alternatively observed holiday shall be compensated at a rate equal to two (2) times their normal hourly rate of pay for each hour actually worked. Such pay shall be in addition to the usual eight (8) hours Holiday pay.

E. Method of Compensation

All premium pay for Holiday work shall be compensated by either payment in cash or in compensatory time off at the discretion of the Board.

F. Holidays Occurring During Other Leaves

When a Holiday occurs during an employee's sick leave, vacation leave or emergency leave, the Holiday will not be counted as part of the leave of absence.

ARTICLE VIII

Sick Leave

A. Eligibility

All permanent, full time employees will be eligible for paid sick leave.

B. Accrual

Permanent, full time employees will accrue sick leave at the rate of 3.7 hours per biweekly pay period. A total of eight hundred (800) hours can be carried forward to a new year. All leave in excess of eight hundred (800) is forfeited.

C. Usage

Sick leave shall be granted under the following circumstances:

1. Physical incapacity, including pregnancy.
2. Personal illness, including medical, dental or optical appointments during working hours.
3. Enforced quarantine of the employee in accordance with community health regulations.

4. Illness of a member of the immediate family (spouse, child, parent, sibling) which requires the presence of the employee at home or in a medical facility. ~~Use of sick leave in this manner is limited to a total of five (5) days per year. At the discretion of the General Manager, employees may be allowed to use additional sick leave days.~~

D. Usage to Cover Work Related Injuries

Available sick leave shall be granted for physical incapacity resulting from an injury on the job. Such sick leave shall be used for up to the first three (3) days of the injury at which time the Board's Worker's Compensation policy and/or the Disability policy (after seven (7) days of sick leave use) shall take effect. In addition, during the first six months of a work-comp and/or disability insurance claim, an individual may use sick leave to make up the difference between his/her disability payment and his/her regular salary.

E. Administration

Sick leave shall be administered as follows:

1. Requests for sick leave should normally be made before an employee is regularly scheduled to report for duty.
2. Sick leave shall be chargeable only when used on regularly scheduled work days.
3. In individual cases where an employee's sick leave usage record indicates possible abuse, the employer has the right to verify the reported illness of any employee or the employee's immediate family member and may require a Doctor's certification for absence due to illness of employee or their immediate family member. Such certification will be required only with prior written warning to the employee or on any illness of employee or their immediate family member of over ~~three~~five (5) consecutive working days. Such certification must state the nature of the sickness or injury and whether the employee has been incapacitated for work for said period of absence. Abuse of sick leave shall be proper cause for disciplinary action up to and including dismissal.

F. Substituting Leave

Sick leave may be substituted for annual leave if an employee becomes hospitalized while on annual leave. Such substitutions shall be for the period of hospitalization only and must be documented.

ARTICLE IX Other Leaves

A. Military Leave

Whenever an employee enters into the active military service of the United States, the employee shall be granted leave as provided under Iowa Code Section 29A.28 and the applicable federal statutes.

B. Jury Duty

Employees on jury duty will receive their normal pay for regular work days spent on a jury panel. The employee shall submit the payment received from the Court to the Trustee Clerk's Office, less any amount included for travel allowance or expense reimbursement.

C. Emergency Leave

In case of death in the employee's family (spouse, child, parent, sibling, or corresponding in-laws), the employee shall be allowed three (3) days off with no loss of regular pay. In addition, with the General Manager's approval the employee may take up to an additional two (2) days off which shall be charged against his/her accumulated sick leave. In case of the death of an employee's grandchild, grandparent (or corresponding in-laws) or any relative living in the same household with the employee immediately prior to death, the employee shall be allowed one (1) day off with no loss of regular pay. In addition, with the General manager's approval, the employee may take up to an additional two (2) days off, which shall be charged against his/her accumulated sick leave.

D. Personal Leave Without Pay

The Board may grant an employee an unpaid leave of absence due to personal reasons upon the written request of an employee. Any such leave shall not exceed a period of ninety (90) days.

E. Leaves With Pay

All paid leaves off from work shall be credited as time worked for purposes computing overtime and benefit accrual.

ARTICLE X

Vacation

A. Eligibility

All permanent, full time employees are eligible for vacation leave upon accrual.

B. Accrual

Vacation leave shall be accrued as follows:

1. With less than two (2) years of service, 3.~~07~~08 hours for each biweekly pay period.
2. With two (2) but less than eight (8) years of service earn 4.0 hours for each biweekly pay period.
3. With eight (8) but less than fourteen (14) years of service earn 5.0 hours for each biweekly pay period.
4. With fourteen (14) but less than twenty (20) years or more of service, 6.~~0~~15 hours for each biweekly pay period.
5. With twenty (20) years or more of service 6.477.69 hours for each biweekly pay period beginning June 26, 2005.
6. Employees shall not be granted any vacation leave after the last day of actual work when terminating their employment.

An employee is advanced to a higher earning rate at the beginning of the first pay period following his/her second, eighth, fourteenth, or twentieth anniversary date of service.

C. Administration

1. Planning: The General Manager or his or her designee is responsible for proper planning and scheduling of vacation leave for all employees. However, insofar as the workload of the department will permit, vacation shall be granted in accordance with seniority by classification.
2. Approving: All vacation leave must be approved in advance by the General Manager or his or her designee.
3. If a conflict arises whereby more than one employee in the same job classification requests the same vacation time, vacation shall be granted to the employee who requested vacation first. In the month of January, all vacation requests for the calendar year will be granted based on seniority. From February through December, all vacation requests will be granted to the employee who requested vacation first.
4. Usage: All vacation leave must be used and charged in amounts of not less than quarter (1/4) hour increments.

D. Unused Vacation Leave

Up to 160 hours of vacation leave may be carried forward to a new year. An employee who has more than 160 hours of accrued but unused vacation as of November 15 may request a payout of up to forty (40) hours of vacation. If a payout is requested, the employee will receive the payout in the first paycheck following December 1. All unused vacation leave in excess of 160 hours is forfeited.

ARTICLE XI

Union Representation

The Union may appoint certain employees to serve as union stewards. The names of the stewards must be submitted in writing to the office of the General Manager.

Upon request to their supervisor, stewards shall be permitted to leave their work area to receive, investigate and process complaints and grievances of employees with no loss of regular pay. Requests shall not be unreasonably denied. Use of duty time shall be kept reasonable and commensurate with the matter at issue.

Whenever a steward enters a work area for the purpose of investigating a complaint or possible grievance, the supervisor must be so notified.

ARTICLE XII

Payroll Deductions

The Board hereby agrees that upon proper authorization, deductions will be made from the employees pay and remitted to the designated parties for the following reasons:

Savings Bonds, Deferred Compensation, Board Group Insurance Plans, United Way and assessments and any others, which may be mutually agreed to.

ARTICLE XIII

Use of Board Facilities

The Board agrees that upon proper request and availability, the union shall be allowed use of facilities for the purpose of membership meetings, on off duty hours. The Union agrees to comply with all policies regulating the facilities utilization.

ARTICLE XIV

Report and Recall Pay

A. Reporting Pay

If an employee reports for work at his/her regular time and place but is sent home by the supervisor, because work cannot be performed, such employee shall be paid a minimum of two (2) hours pay at the regular straight time rate.

B. Recall Pay

1. When an employee, after completing a regular shift and leaving work is recalled to work, he/she shall receive a minimum of two (2) hours pay at one and one-half times his/her regular hourly rate of pay, except for recalls which are within one hour or less of the beginning of the employee's shift. For recalls which are within one hour or less of the beginning of the employee's shift, the employee shall be paid at one and one-half times his/her regular hourly rate of pay for all hours worked prior to the beginning of his/her shift.
2. Holidays — When employees who are not scheduled to work are called out on a holiday, they will receive recall pay of two hours at two (2) times their hourly rate of pay for each recall.
3. Holiday Pay — All recall pay is compensation in addition to holiday day provided under Article VII.

ARTICLE XV

Transfer Pay

In the event an employee is laterally transferred to the same class or to another classification in the same pay grade, the employee shall be entitled to the same pay step as paid in the previous classification.

ARTICLE XVI

Stand-by Pay

Employees who are required to be on call for emergencies after regular hours shall receive a guaranteed nine (9) hours straight time pay for each week (seven-day period) on call or four (4) hours straight time pay for each weekend (two day) period on call. In addition, seven day periods which include a recognized Holiday, employees on call will receive one (1) additional hour of straight time pay. Employees shall be compensated in accordance with article VI and/or XIV for work performed under this section.

ARTICLE XVII

Witness Fees

When an employee is requested to appear before any hearing on behalf of the Utility, he/she shall receive full hourly salary applicable to the provisions of the contract.

ARTICLE XVIII

Uniforms

Each employee will receive payment up to ~~three~~four hundred dollars (\$~~43~~400) per fiscal year effective July 1, 202~~50~~9. The employee will receive this payment in the first paycheck following December 1. Each employee must also adhere to the IMU dress code in compliance with that policy.

ARTICLE XIX

Training on New Processes

Whenever the duties of a position are to be materially changed by the introduction of new machines or processes requiring different skills and knowledge, any employee affected by the change shall be given a reasonable opportunity to learn to perform the new duties and to qualify for status in any new class of positions required for such work. Any employee, who after a reasonable training period, qualifies for appointment in a different class shall be appointed and promoted thereto.

Employees who do not qualify for such appointment shall be reassigned to other duties to his/her class or be laid off.

Apprenticeship trainees must keep their course work current. Failure to maintain course work, achieve proper skills in time allotted or cooperate with the apprenticeship program may result in the employee being placed on probationary status. If deficiencies continue, disciplinary actions may be taken up to and including termination. The employee's advancement in the program is subject to the determination of the Apprenticeship Committee which shall consist of two union and two management personnel.

ARTICLE XX

Use of Bulletin Boards

The Board will provide reasonable space for official union business on each bulletin board normally used to convey information to employees. The use of such space shall be limited to the following:

1. Listing of union officers and officials
2. Union elections
3. Union meetings
4. Union social events
5. Educational notices

ARTICLE XXI

Disciplinary Action

It is recognized that certain disciplinary action is occasionally necessary for efficiency of the operation. Forms of discipline may include oral or written warning, oral or written reprimand,

suspension, demotion, and termination. Such actions will be taken in the event of reasonable and just cause.

All written warnings and/or reprimands will be removed from and employee's personnel file upon the successful completion of a full two (2) years of employment without additional warnings and/or reprimands.

ARTICLE XXII **Safety, Health, and Welfare**

A. Board Responsibility

The Board shall make reasonable provision for the safety and health of employees during the hours of their employment, and shall provide protective devices and other equipment necessary to protect employees from injury or illness in conformance with statutory requirements. In addition, the Board agrees to provide tools, special gloves, rain gear and special equipment to perform assigned tasks.

B. Employee Responsibility

Employees are required to comply with established Board procedures and policies regarding the reporting of occupational injuries.

C. Safety Committee

The Board shall appoint representatives of Labor to participate in the City of Indianola Safety Committee. Such representatives shall recommend preventive and corrective measures to assure safe working conditions in all phases of the Board's services.

ARTICLE XXIII **Employee Education**

A. Education Requests

The Board recognizes it is of mutual interest and benefit to both the employee and the Board to advance individual knowledge, skills and abilities. Therefore, the Board agrees to consider all requests for educational purposes.

1. The request should outline the course desired, length of course, availability of classes and hours and amount of leave or reimbursement required.
2. Such requests shall be evaluated as to how the course relates to an employee's duties or to amount of value and benefit the employee and Board would derive from such a course.
3. If the request is approved, the Board shall allow up to \$600.00 maximum allowance per year tuition. In addition, paid leave may be allowed upon approval by the General Manager if necessary to attend course during working hours. Such tuition will be paid as reimbursement to employee for successful completion of approved course. For a graded course, a grade of "C" or better shall be considered successful completion.

ARTICLE XXIV
Travel and Per Diem allowance

A. Mileage for Travel

Whenever an employee is ordered or authorized to use his/her own private auto for Board business, the mileage allowance set by the state shall be paid for each mile of travel.

B. Per Diem

Actual out-of-pocket costs for meals, lodging, registration, etc. to be substantiated by receipts and subject to the following limitations:

1. Total daily allowance for meals, lodging, registration, etc., shall be limited to \$25.00
2. Daily lodging costs shall be limited to actual expense when prearranged by staff and to \$40/night if not pre-arranged
3. The total daily meal allowance will be reduced by one-third (1/3) for each meal included in any registration charge

C. Payment

All reimbursements must be substantiated by receipts and/or properly documented vouchers.

D. Travel Time

Time spent traveling will be considered as time worked, not to exceed the hours regularly scheduled per day. Other necessary travel time is to be expended without further compensation.

ARTICLE XXV

Promotion Pay

When an employee is promoted to a classification assigned to a higher pay range than the previously held position he/she shall receive an increase in pay equal to at least a one (1) step (Approx. 5%).

An employee reclassified to Apprentice Line Mechanic that has no prior training or experience for that position shall not start above Range 24, Step 3, even if the employee is currently in a higher pay range.

ARTICLE XXVI

Promotions and Job Bidding Procedure

Notice of job vacancies shall be posted on departmental bulletin boards for five (5) workdays. Employees wishing to be considered for the opening must sign the job bid notice no later than 5:00 P.M. on the last day of the posting period.

When filling such promotional vacancies, the employer shall consider such factors as ability, aptitude, and work record. However, when these factors are reasonably equal as between two (2) or more employees, then seniority shall prevail.

ARTICLE XXVII

New Appointments and Promoted Employees

Newly appointed employees will normally begin at the first step of the appropriate salary range. When circumstances warrant, employees may be appointed above the first step in the salary range, but in no case may the starting rate exceed the rate paid to any other employee in the same classification.

Employees appointed to Water Operator I ~~and Water Operator II~~ positions shall progress through the salary ~~table-schedule~~ in accordance with Article XXXI, except as modified herein:

Water Operator I- shall be eligible for promotion to Water Operator II ~~Range 24, Step I~~ upon certification as a Grade II Operator, and shall receive ~~annual~~ step increases ~~through Step 5 of the range-as a Water Operator II pursuant to the Salary Schedule thereafter.~~

Water Operator II – shall be eligible for promotion to Water Operator III upon certification as a Grade III Operator, and shall receive step increases as a Water Operator III pursuant to the Salary Schedule thereafter.

ARTICLE XXVIII

Longevity Pay

~~The salary table shown below represents the annual pay that employees shall receive for continuous years of service.~~

<i>YEARS</i>	<i>ANNUAL PAY</i>	<i>HOURLY PAY</i>
0-4	\$0	0
5-9	\$250	12.0 c/hour
10-14	\$300	14.4 c/hour
15-19	\$350	16.8 c/hour
20+	\$400	19.2 c/hour

~~Longevity pay shall be paid on a per hour basis to be included with regular hourly salary.~~

ARTICLE ~~XXIX~~XXVIII

Reduction in Force

A. Layoff or Transfer Procedure

In the event it becomes necessary to layoff or transfer employees in a specific classification, the following procedure shall apply:

1. Temporary employees.
2. Probationary employees
3. Permanent employees in reverse order of their seniority.

For purposes of this agreement, seniority shall be defined as continuous employment from date of hire. In computing seniority, all authorized compensated time off, and leaves of absence for illness and injury shall be computed as continuous employment, i.e., unpaid leaves in excess of 30 days change the date but do not negate past service.

B. Options for Designated Employee

The individual employee designated for layoff shall be given an opportunity to fill any vacancy for which he/she is qualified within the utility. If no vacancies exist, the affected employee may revert to a vacancy or replace the last hire promoted in a position in which he/she has previously held permanent status, or to replace the last hired or promoted in a lesser classification providing he/she has the specified qualifications to perform such duties. When all rights have been exercised, the last hired will be laid off.

C. Reinstatement of Transfers:

Any employee transferred in accordance with Sec. B, shall be eligible for reinstatement to the original, or a like position, when a vacancy occurs. Such reinstatement shall be in reverse order of seniority. Any employee who is reinstated, shall be placed in the appropriate pay step to reflect the pay range that the employee would have reached, in the event there had been no layoff, resulting in no loss of pay steps or seniority.

D. Re-Employment

The names of employees laid off shall be placed on a re-employment list for the classification affected, for a period of two (2) years. Such employees shall be eligible for re-employment in reverse order of layoff in the classification they held at the time of layoff.

E. Time Limit

When an employee is notified of available employment, he/she must make satisfactory arrangements to accept such position within five (5) working days, or forfeit their rights to any future re-employment.

ARTICLE ~~XXXXXX~~

Grievance Procedure

A "Grievance" is defined as a dispute concerning the application or interpretation of any clause of this agreement which is reduced to writing and signed by the employee(s) involved.

The parties will agree to act in good faith to resolve any grievance presented by an employee. Grievances must be presented at the First (1st) step of the procedure within five (5) workdays of the incident giving rise to the complaint.

Step I: The employee shall submit the grievance to his/her immediate supervisor. Such supervisor shall respond within three (3) workdays.

Step II: If the matter has not been resolved, the employee shall then, within five (5) workdays of the receipt of the Step I answer, present the matter to the General Manager who shall respond within five (5) workdays.

Step III: If not resolved, the grievance may be submitted to arbitration within ten (10) workdays of the decision at Step II. Upon notification to the Board, the parties shall promptly meet to attempt to agree on the selection of an arbitrator. If they are unable to agree, they will jointly request that the Iowa Public Employment Relations Board submit a list of five (5) arbitrators and,

by alternately striking names, an arbitrator will be selected. Not later than sixty (60) days following the date on which the request for arbitration was submitted to the Board, the parties shall establish a date for the arbitration hearing.

The arbitrator shall be without power to add to, subtract from, or modify the terms of this agreement, nor to make any decision in conflict with the laws of the State of Iowa.

The arbitrator's fee and expenses shall be shared equally by the employer and the union. However, each party shall be responsible for compensating their own representatives and/or witnesses, as well as paying for transcripts of the proceedings if desired.

The failure of the employee or union to present a grievance within the specified time limits shall render the matter settled and not subject to further appeal. Failure of the employer representative to respond within the specified time limits shall automatically render the matter subject to appeal at the next step of the procedure.

Any time limit contained in this article may be extended by the written mutual agreement of the parties.

ARTICLE ~~XXXI~~-XXX

Pay

- A. Effective July 1, 2025, with the exception of the employees identified in Sections D and F below, the pay of each Employee covered by this Agreement will be reflected in the attached Salary Schedule. Employees who have less than four years of experience will be placed on the Salary Schedule based upon their current grade and current year of service. For example, a Water Operator II who has two years of experience will be placed at Step B on Grade 5 and a Lead Line Mechanic who has three years of experience will be placed at Step C on Grade 7. All employees who have four or more years of experience will be placed on the Salary Schedule based upon their current grade at Step D.
- B. Effective July 1, 2025, with the exception of apprentices, all current employees will have their anniversary date reset to July 1. Starting July 1, 2026, and for each year thereafter (effective July 1), during the term of this Agreement, all current employees, with the exception of the employees identified in Sections D and F below, will receive step increases based upon the Salary Schedule. Steps B – Step E are annual steps, meaning employees will be moved from one step to the next each July 1 based upon their years of service. For example, a Water Operator II who has two years of experience will move from Step B to Step C effective July 1, 2026, and from Step C to Step D effective July 1, 2027. Steps F – Step J are biennial steps, meaning employees will be moved from one step to the next every two years. For example, a Lead Line Mechanic who has 10 years of experience will move from Step D to Step E effective July 1, 2026, from Step E to Step F effective July 1, 2027, and will remain at Step F effective July 1, 2028.

- C. Effective July 1, 2026, and for each year thereafter (effective July 1), during the term of this Agreement, the compensation in each cell of the Salary Schedule will be increased by an amount equal to the consumer price index ("CPI") for all urban consumers for the midwest region, if any, as determined by the United States Department of Labor, Bureau of Labor Statistics. Such percentage shall be the change in the consumer price index for the twelve-month period ending December 31 of the prior year. However, if CPI is greater than five percent (5%), each employee shall only receive a wage increase equal to five percent (5%).
- D. Effective July 1, 2025, for any current employees whose pay is greater than their current step placement under the new Salary Schedule identified in Section A, such employees will receive a 3% increase to their current pay. Effective July 1, 2026, such employees will only receive a pay increase equal to the CPI-U for all urban consumers for the Midwest region, if any, as determined by the United States Department of Labor, Bureau of Labor Statistics. Such percentage shall be the change in the consumer price index for the twelve-month period ending December 31 of the prior year. However, if CPI is greater than five percent (5%), each employee shall only receive a wage increase equal to five percent (5%). Such employees will not receive a step increase until such time that the appropriate step increase is greater than their compensation.

~~Effective July 1, 2020 a three (3.0%) across the board wage increase will be awarded to each employee. Effective July 1, 2021 a three (3.0%) across the board wage increase will be awarded to each employee. Effective July 1, 2022 a three (3.0%) across the board wage increase will be awarded to each employee. Effective July 1, 2023 a three (3.0%) across the board wage increase will be awarded to each employee. Effective July 1, 2024 a three (3.0%) across the board wage increase will be awarded to each employee. During the term of this agreement, if non-union employees receive an across the board increase greater than three percent (3.0%), then the Union employees will receive the greater across the board increase.~~

~~Each employee shall remain at his/her then current step of the appropriate salary range. Those employees who have not reached the top step of their respective salary will be eligible for an additional one (1) step increase upon the completion of twelve (12) months of satisfactory service after their last step increase.~~

- E. Newly appointed employees are eligible to receive a one-half (1/2) step increase upon successful completion of six (6) months of service, another one-half step after one year's satisfactory service and annually thereafter until the top step is reached with the exception of employees in the apprentice program pursuant to the salary schedule.

- F. Employees in the apprentice program will be paid a percentage of the negotiated lineman's rate of pay (Range 6, Step A, in the attached Salary Schedule), which will be equal to or greater than the Department of Labor's compensation requirements. Effective July 1, 2025, the Utility, in its

discretion, has set the compensation standards for apprentices as follows: 79% (during Module A); 83% (during Module B); 87% (during Module C); 91% (during Module D); 96% and (pending OJT).

- G. The 2025-2026 wage rates will become effective with the first full pay period in July. The same will be true for any wage rate increases that become effective on July 1 of each subsequent year. For employees who are eligible for mid-year increases, such increases will apply with the first full pay period after the employee becomes eligible for the mid-year increase and is approved for the increase. For example, if a Water Operator II receives a Grade III Operator certification, the wage increase will apply to the first full pay period after the certification is submitted to IMU.

Deferred Compensation

Upon completion of ~~three-one~~ (31) years of service, employees shall be eligible to participate in matching payments into the employer approved deferred compensation as described below.

The employer will contribute an amount equal to that amount contributed by the employee up to one and a half percent (1.5%) ~~or seventy-five dollars (\$75), whichever is greater.~~

If any provision of this deferred compensation plan is determined to be unlawful, the parties shall immediately meet to negotiate an alternative placement of the money involved. All contributions previously made into the plan shall be preserved for the sole benefit of the affected individual employee(s) and not returned to the employer.

ARTICLE ~~XXXI~~ ~~XXXII~~

Emergency Work

When emergency work reasonably appears to require an employee to stay on duty four hours or more after regular quitting time, a meal of reasonable cost shall be provided, at Board expense, approximately one hour after regular quitting time and at four hour intervals thereafter while they continue to work.

ARTICLE ~~XXXII~~ ~~XXXIII~~

Maintenance of Standards

The employer agrees that during the terms of this contract the wages, hours and working conditions shall be maintained at not less than the highest standards in effect on the first day after implementation of this agreement.

ARTICLE ~~XXXIII~~ ~~XXXIV~~

Duration of Agreement

This agreement shall be in full force and effect beginning July 1, ~~2020-2025~~ and continuing through June 30, ~~2025~~2030.

ARTICLE ~~XXXIV~~ ~~XXXV~~

Definitions

- A. Seniority: For purposes of this agreement, seniority shall be defined as continuous employment from date of hire. In computing seniority, all authorized compensated time off and leaves of absence for illness and injury shall be computed as continuous employment. i.e. Unpaid leaves in excess of 30 days change the seniority date, but do not negate past service.
- B. Probationary Employment: all new and promotional appointments shall be subject to 180 calendar days as a probation period, during which time and employee is to be evaluated, relative to performance and may be terminated without right to appeal.
- C. Employee: A person legally appointed to a regular full-time position in the service of the Utility Board of Trustees.

Chair
Indianola Utility Board
of Trustees

Business Manager
Construction & Public Employees
LiUNA Local 177

	Effective the first full pay period in July 2025											
	Years Grade	0-6 Months Minimum - Step A	6 Months-1 Year Step A.5	2 Years Step B	3 Years Step C	4 Years Step D	5 Years Step E	6-7 Years Step F	8-9 Years Step G	10-11 Years Step H	12-14 Years Step I	15+ Years Maximum - Step J
Field Tech	2	60,616	61,495	62,374	64,183	66,044	67,959	69,930	71,958	74,045	76,192	78,402
		29,142	29,565	29,987	30,857	31,752	32,673	33,620	34,595	35,598	36,631	37,693
Generation & Metering Tech I	3	64,859	65,799	66,740	68,675	70,667	72,716	74,825	76,995	79,228	81,525	83,890
WA Operator I		31,182	31,634	32,086	33,017	33,974	34,960	35,974	37,017	38,090	39,195	40,332
WA Operator II	5	74,257	75,334	76,410	78,626	80,907	83,253	85,667	88,151	90,708	93,338	96,045
Generation & Metering Tech II		35,700	36,218	36,736	37,801	38,897	40,025	41,186	42,381	43,610	44,874	46,176
Lead Field Tech	6	82,400	83,595	84,790	87,248	89,779	92,382	95,061	97,818	100,655	103,574	106,578
Lineman		39,615	40,190	40,764	41,946	43,163	44,415	45,703	47,028	48,392	49,795	51,239
WA Operator III												
Lead Line Mechanic	7	90,640	91,954	93,269	95,973	98,757	101,621	104,568	107,600	110,720	113,931	117,235
Lead Generation & Metering		43,577	44,209	44,841	46,141	47,479	48,856	50,273	51,731	53,231	54,775	56,363

IMU-Union, 2020-21

Effective Pay Period Beginning
June 21, 2020

3.00%

	1	2	3	4	5
Range 15	36,266	37,713	39,224	40,794	
Meter Reader	17.436	18.131	18.858	19.613	
Range 19	46,199	48,048	49,967	51,969	
Field Technician	22.211	23.100	24.023	24.985	
Range 21	50,884	52,917	55,034	57,785	
Water Operator I	24.463	25.441	26.459	27.781	
Generation and Metering Technician					
Range 23	53,388	56,058	58,859	61,801	64,892
Apprentice Line Mechanic	25.667	26.951	28.298	29.712	31.198
Range 24	57,785	60,095	62,499	65,001	67,598
Lead Field Technician	27.781	28.892	30.048	31.251	32.499
Water Operator II					
Generation Operator II					
Range 25	67,598	70,301	73,020	76,039	
Water Operator III	32.499	33.798	35.106	36.557	
Range 26	68,137	71,543			
Line Mechanic	32.758	34.396			
Range 27	71,159	75,302	79,068		
Lead Line Mechanic	34.211	36.203	38.013		
Lead Generation and Metering Technician					

IMU-Union, 2021-22

Effective Pay Period Beginning
June 13, 2021

3.00%

	1	2	3	4	5
Range 15	37,354	38,844	40,401	42,018	
Meter Reader	17.959	18.675	19.423	20.201	
Range 19	47,585	49,489	51,466	53,528	
Field Technician	22.877	23.793	24.743	25.735	
Range 21	52,411	54,505	56,685	59,519	
Water Operator-I	25.197	26.204	27.252	28.615	
Generation and Metering Technician					
Range 23	54,990	57,740	60,625	63,655	66,839
Apprentice Line Mechanic	26.437	27.759	29.147	30.603	32.134
Range 24	59,519	61,898	64,374	66,951	69,626
Lead Field Technician	28.615	29.759	30.949	32.188	33.474
Water Operator II					
Generation Operator II					
Range 25	69,626	72,410	75,211	78,320	
Water Operator III	33.474	34.813	36.159	37.654	
Range 26	70,181	73,689			
Line Mechanic	33.741	35.428			
Range 27	73,294	77,561	81,440		
Lead Line Mechanic	35.237	37.289	39.154		
Lead Generation and Metering Technician					

IMU-Union, 2022-23

Effective Pay Period Beginning
June 12, 2022

3.00%

	1	2	3	4	5
Range 15	38,475	40,009	41,613	43,279	
Meter Reader	18.497	19.235	20.006	20.807	
Range 19	49,013	50,974	53,010	55,134	
Field Technician	23.564	24.507	25.486	26.507	
Range 21	53,983	56,140	58,386	61,305	
Water Operator I	25.954	26.990	28.070	29.473	
Generation and Metering Technician					
Range 23	56,640	59,472	62,444	65,565	68,844
Apprentice Line Mechanic	27.231	28.592	30.021	31.521	33.098
Range 24	61,305	63,755	66,305	68,960	71,715
Lead Field Technician	29.473	30.651	31.878	33.154	34.478
Water Operator II					
Generation Operator II					
Range 25	71,715	74,582	77,467	80,670	
Water Operator III	34.478	35.857	37.244	38.783	
Range 26	72,286	75,900			
Line Mechanic	34.753	36.490			
Range 27	75,493	79,888	83,883		
Lead Line Mechanic	36.295	38.408	40.328		
Lead Generation and Metering Technician					

IMU-Union, 2023-24

Effective Pay Period Beginning
June 25, 2023

3.00%

	1	2	3	4	5
Range 15	39,629	41,209	42,861	44,577	
Meter Reader	19.053	19.812	20.606	21.431	
Range 19	50,483	52,503	54,600	56,788	
Field Technician	24.271	25.242	26.250	27.302	
Range 21	55,602	57,824	60,138	63,144	
Water Operator-I	26.732	27.800	28.912	30.358	
Generation and Metering Technician					
Range 23	58,339	61,256	64,317	67,532	70,909
Apprentice Line Mechanic	28.048	29.450	30.922	32.467	34.091
Range 24	63,144	65,668	68,294	71,029	73,866
Lead Field Technician	30.358	31.571	32.834	34.148	35.513
Water Operator II					
Generation Operator II					
Range 25	73,866	76,819	79,791	83,090	
Water Operator III	35.513	36.932	38.361	39.947	
Range 26	74,455	78,177			
Line Mechanic	35.795	37.585			
Range 27	77,758	82,285	86,399		
Lead Line Mechanic	37.384	39.560	41.538		
Lead Generation and Metering Technician					

IMU-Union, 2024-25**Effective Pay Period Beginning
June 23, 2024****3.00%**

	1	2	3	4	5
Range 15	40,818	42,445	44,147	45,914	
Meter Reader	19,624	20,406	21,224	22,074	
Range 19	51,997	54,078	56,238	58,492	
Field Technician	24,999	25,999	27,038	28,121	
Range 21	57,270	59,559	61,942	65,038	
Water Operator I	27,534	28,634	29,780	31,268	
Generation and Metering Technician					
Range 23	60,089	63,094	66,247	69,558	73,036
Apprentice Line Mechanic	28,889	30,334	31,849	33,441	35,114
Range 24	65,038	67,638	70,343	73,160	76,082
Lead Field Technician	31,268	32,518	33,819	35,173	36,578
Water Operator II					
Generation Operator II					
Range 25	76,082	79,124	82,185	85,583	
Water Operator III	36,578	38,040	39,512	41,146	
Range 26	76,689	80,522			
Line Mechanic	36,870	38,713			
Range 27	80,091	84,754	88,991		
Lead Line Mechanic	38,505	40,747	42,784		
Lead Generation and Metering Technician					

AGREEMENT
Between The
INDIANOLA MUNICIPAL WATER
AND ELECTRIC UTILITIES
And The
CONSTRUCTION & PUBLIC EMPLOYEES LiUNA LOCAL 177

July 1, 2025 — June 30, 2030

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INDIANOLA MUNICIPAL WATER AND ELECTRIC UTILITIES CONSTRUCTION & PUBLIC EMPLOYEES AGREEMENT

This agreement is entered into by the Indianola Utility Board of Trustees, hereinafter referred to as the "Employer" or "Board" and the Construction & Public Employees LiUNA Local 177, hereinafter referred to as the "Union".

ARTICLE I Recognition

The Board of Trustees recognizes the Union as the exclusive bargaining representative for the purpose of representing all permanent full-time employees and permanent part-time employees in the classification listed in Appendix I in accordance with the provisions of the State of Iowa Public Employment Relations Act.

ARTICLE II Management Rights

Except as specifically modified by the Agreement, the employer shall have, in addition to all powers, duties and rights established by constitutional provision, statute, ordinance, charter or special act, the exclusive power, duty and right to:

1. Direct the work of its employees.
2. Hire, promote, demote, transfer, assign and retain employees in positions within the agency.
3. Suspend or discharge employees for proper cause.
4. Maintain the efficiency of governmental operations.
5. Relieve employees from duty because of lack of work or other legitimate reasons.
6. Determine and implement methods, means, assignments and personnel by which utility operations are to be conducted.
7. Take such actions as may be necessary to carry out the mission of the Utility Board.
8. Initiate, prepare, certify and administer its budget.
9. Exercise all powers and duties granted to the Board by law.

ARTICLE III Non-Discrimination

Neither party to this agreement shall discriminate against any employee because of race, sex, color, age, creed, religion, nationality, union affiliation, or non- union affiliation.

ARTICLE IV Work Rules

The Board may from time to time adopt and publish changes in existing departmental procedures and rules. Such changes shall become effective only after they have been prominently posted on appropriate employer bulletin boards for a period of ten (10) work days. All employees shall comply with the work rules. Any unresolved complaint as to the reasonableness of new or

existing work rules, or any complaint involving discrimination in the application of such rules shall be resolved through the grievance procedure.

ARTICLE V

Hours of Work

A. Work Week

The normal work day shall consist of eight (8) consecutive hours of work. The normal work week shall consist of forty (40) hours of work on five (5) consecutive eight (8) hour days, normally Monday through Friday.

Since certain phases of the departments must regularly operate seven (7) days per week, some employees may be required to work an alternate work week consisting of more than five (5) consecutive days with at least two (2) consecutive days off each week.

Where alternate schedules are necessary, work schedules must be properly posted ten (10) work days prior to the work being performed.

Shift assignments in classification shall be made on a seniority and qualification preference. Specific work schedules, including hours and days, will be issued by the General Manager of Utilities.

B. Lunch Period

All employees shall be allowed a lunch period which shall be scheduled generally in the middle of the work shift. Lunch period shall be scheduled as to time duration and in accordance with the prevailing departmental rules and regulations. However, a lunch period shall not be less than thirty (30) minutes, nor more than one (1) hour. In addition, light plant operators may be required to remain on the work site for lunch periods.

C. Rest Period

Each employee shall be entitled to one (1) fifteen (15) minute rest period during the first half of their work schedule and one (1) fifteen (15) minute rest period during the second half of their work schedule.

ARTICLE VI

Overtime

A. Definition

Overtime is all time properly authorized and worked in units of one -quarter (1/4) hour or more which is in excess of eight (8) hours of work in one day or forty (40) hours of work per week as described in Article V.

B. Procedure

In general, overtime shall be kept to a minimum consistent with the efficient and effective provision of Board services. Permanent employees shall normally be given preference in

overtime assignments. However, when overtime work is required each employee shall accept and work such assignments.

Requests to take off earned compensatory time must be approved by the appropriate supervisor, but the wishes of the employee shall be given consideration. A periodic review of accumulated compensatory time will be made and employees may be required by their supervisor to schedule and take off such time within a reasonable period, i.e., 60 days. Employees may carry up to eighty (80) hours of compensatory time.

C. Compensation

Employees who work in excess of eight (8) hours in one day or forty (40) hours per week in accordance with the provisions of Paragraph B above, shall either receive compensatory time off at time and one-half for such "overtime" work or be paid in cash for such time at the discretion of the Board.

ARTICLE VII Holidays

A. Recognized Holidays

The following shall be observed as paid Holidays:

1. New Year's Day, January 1
2. Presidents Day, Third Monday in February
3. Memorial Day, Last Monday in May
4. Independence Day, July 4
5. Labor Day, First Monday in September
6. Veterans Day, November 11
7. Thanksgiving Day, Fourth Thursday in November
8. The day after Thanksgiving
9. Christmas Eve Day, December 24
10. Christmas Day, December 25
11. Two days (16 hours) to be taken off with regular pay for the employee, however, must be requested in advance and approved by the Department Head.

In the initial year of employment, these personal holidays shall be prorated based upon the date of employment. Each employee hired between

- January 1 and March 31 shall receive 16 hours of paid time off if the employee is assigned to work an 8-hour per day schedule;
- April 1 and June 30 shall receive 12 hours of paid time off if the employee is assigned to work an 8-hour per day schedule;
- July 1 and September 30 shall receive 8 hours of paid time off if the employee is assigned to work an 8-hour per day schedule
- October 1 and December 31 shall receive 4 hours of paid time off if the employee is assigned to work an 8-hour per day schedule;

This time off shall be taken in the period beginning with the date of the individual's employment and the following December 31.

B. Holidays occurring on weekends

Holidays which occur on:

1. Saturday- shall be observed on the preceding Friday
2. Sunday- shall be observed on the following Monday
3. Shift workers shall recognize the actual holiday for overtime purposes.

C. Shift employee required to work on a Holiday

Employees who are assigned to shift operations, those departments which are scheduled to operate seven (7) days per week, and who are required to work on a recognized Holiday shall be compensated at a rate equal to two times their normal hourly rate of pay for each hour actually worked. Such pay shall be in addition to the usual eight (8) hours Holiday pay.

D. Regular Employees Required to work on a Holiday

Employees assigned to a normal work week who are required to work on an actual or alternatively observed holiday shall be compensated at a rate equal to two (2) times their normal hourly rate of pay for each hour actually worked. Such pay shall be in addition to the usual eight (8) hours Holiday pay.

E. Method of Compensation

All premium pay for Holiday work shall be compensated by either payment in cash or in compensatory time off at the discretion of the Board.

F. Holidays Occurring During Other Leaves

When a Holiday occurs during an employee's sick leave, vacation leave or emergency leave, the Holiday will not be counted as part of the leave of absence.

ARTICLE VIII
Sick Leave

A. Eligibility

All permanent, full time employees will be eligible for paid sick leave.

B. Accrual

Permanent, full time employees will accrue sick leave at the rate of 3.7 hours per biweekly pay period. A total of eight hundred (800) hours can be carried forward to a new year. All leave in excess of eight hundred (800) is forfeited.

C. Usage

Sick leave shall be granted under the following circumstances:

1. Physical incapacity, including pregnancy.
2. Personal illness, including medical, dental or optical appointments during working hours.
3. Enforced quarantine of the employee in accordance with community health regulations.
4. Illness of a member of the immediate family (spouse, child, parent, sibling) which requires the presence of the employee at home or in a medical facility.

D. Usage to Cover Work Related Injuries

Available sick leave shall be granted for physical incapacity resulting from an injury on the job. Such sick leave shall be used for up to the first three (3) days of the injury at which time the Board's Worker's Compensation policy and/or the Disability policy (after seven (7) days of sick leave use) shall take effect. In addition, during the first six months of a work-comp and/or disability insurance claim, an individual may use sick leave to make up the difference between his/her disability payment and his/her regular salary.

E. Administration

Sick leave shall be administered as follows:

1. Requests for sick leave should normally be made before an employee is regularly scheduled to report for duty.
2. Sick leave shall be chargeable only when used on regularly scheduled work days.
3. In individual cases where an employee's sick leave usage record indicates possible abuse, the employer has the right to verify the reported illness of any employee or the employee's immediate family member and may require a Doctor's certification for absence due to illness of employee or their immediate family member. Such certification will be required only with prior written warning to the employee or on any illness of employee or their immediate family member of over three (3) consecutive working days. Such certification must state the nature of the sickness or injury and whether the employee has been incapacitated for work for said period of absence. Abuse of sick leave shall be proper cause for disciplinary action up to and including dismissal.

F. Substituting Leave

Sick leave may be substituted for annual leave if an employee becomes hospitalized while on annual leave. Such substitutions shall be for the period of hospitalization only and must be documented.

**ARTICLE IX
Other Leaves**

A. Military Leave

Whenever an employee enters into the active military service of the United States, the employee shall be granted leave as provided under Iowa Code Section 29A.28 and the applicable federal statutes.

B. Jury Duty

Employees on jury duty will receive their normal pay for regular work days spent on a jury panel. The employee shall submit the payment received from the Court to the Trustee Clerk's Office, less any amount included for travel allowance or expense reimbursement.

C. Emergency Leave

In case of death in the employee's family (spouse, child, parent, sibling, or corresponding in-laws), the employee shall be allowed three (3) days off with no loss of regular pay. In addition, with the General Manager's approval the employee may take up to an additional two (2) days off

which shall be charged against his/her accumulated sick leave. In case of the death of an employee's grandchild, grandparent (or corresponding in-laws) or any relative living in the same household with the employee immediately prior to death, the employee shall be allowed one (1) day off with no loss of regular pay. In addition, with the General manager's approval, the employee may take up to an additional two (2) days off, which shall be charged against his/her accumulated sick leave.

D. Personal Leave Without Pay

The Board may grant an employee an unpaid leave of absence due to personal reasons upon the written request of an employee. Any such leave shall not exceed a period of ninety (90) days.

E. Leaves With Pay

All paid leaves off from work shall be credited as time worked for purposes computing overtime and benefit accrual.

**ARTICLE X
Vacation**

A. Eligibility

All permanent, full time employees are eligible for vacation leave upon accrual.

B. Accrual

Vacation leave shall be accrued as follows:

1. With less than two (2) years of service, 3.08 hours for each biweekly pay period.
2. With two (2) but less than eight (8) years of service earn 4.0 hours for each biweekly pay period.
3. With eight (8) but less than fourteen (14) years of service earn 5.0 hours for each biweekly pay period.
4. With fourteen (14) but less than twenty (20) years or more of service, 6.15 hours for each biweekly pay period.
5. With twenty (20) years or more of service 7.69 hours for each biweekly pay period beginning June 26, 2005.
6. Employees shall not be granted any vacation leave after the last day of actual work when terminating their employment.

An employee is advanced to a higher earning rate at the beginning of the first pay period following his/her second, eighth, fourteenth, or twentieth anniversary date of service.

C. Administration

1. Planning: The General Manager or his or her designee is responsible for proper planning and scheduling of vacation leave for all employees. However, insofar as the workload of the department will permit, vacation shall be granted in accordance with seniority by classification.
2. Approving: All vacation leave must be approved in advance by the General Manager or his or her designee.

3. If a conflict arises whereby more than one employee in the same job classification requests the same vacation time, vacation shall be granted to the employee who requested vacation first. In the month of January, all vacation requests for the calendar year will be granted based on seniority. From February through December, all vacation requests will be granted to the employee who requested vacation first.
4. Usage: All vacation leave must be used and charged in amounts of not less than quarter (1/4) hour increments.

D. Unused Vacation Leave

Up to 160 hours of vacation leave may be carried forward to a new year. An employee who has more than 160 hours of accrued but unused vacation as of November 15 may request a payout of up to forty (40) hours of vacation. If a payout is requested, the employee will receive the payout in the first paycheck following December 1. All unused vacation leave in excess of 160 hours is forfeited.

**ARTICLE XI
Union Representation**

The Union may appoint certain employees to serve as union stewards. The names of the stewards must be submitted in writing to the office of the General Manager.

Upon request to their supervisor, stewards shall be permitted to leave their work area to receive, investigate and process complaints and grievances of employees with no loss of regular pay. Requests shall not be unreasonably denied. Use of duty time shall be kept reasonable and commensurate with the matter at issue.

Whenever a steward enters a work area for the purpose of investigating a complaint or possible grievance, the supervisor must be so notified.

**ARTICLE XII
Payroll Deductions**

The Board hereby agrees that upon proper authorization, deductions will be made from the employees pay and remitted to the designated parties for the following reasons: Savings Bonds, Deferred Compensation, Board Group Insurance Plans, United Way and assessments and any others, which may be mutually agreed to.

**ARTICLE XIII
Use of Board Facilities**

The Board agrees that upon proper request and availability, the union shall be allowed use of facilities for the purpose of membership meetings, on off duty hours. The Union agrees to comply with all policies regulating the facilities utilization.

ARTICLE XIV

Report and Recall Pay

A. Reporting Pay

If an employee reports for work at his/her regular time and place but is sent home by the supervisor, because work cannot be performed, such employee shall be paid a minimum of two (2) hours pay at the regular straight time rate.

B. Recall Pay

1. When an employee, after completing a regular shift and leaving work is recalled to work, he/she shall receive a minimum of two (2) hours pay at one and one-half times his/her regular hourly rate of pay, except for recalls which are within one hour or less of the beginning of the employee's shift. For recalls which are within one hour or less of the beginning of the employee's shift, the employee shall be paid at one and one-half times his/her regular hourly rate of pay for all hours worked prior to the beginning of his/her shift.
2. Holidays — When employees who are not scheduled to work are called out on a holiday, they will receive recall pay of two hours at two (2) times their hourly rate of pay for each recall.
3. Holiday Pay — All recall pay is compensation in addition to holiday day provided under Article VII.

ARTICLE XV

Transfer Pay

In the event an employee is laterally transferred to the same class or to another classification in the same pay grade, the employee shall be entitled to the same pay step as paid in the previous classification.

ARTICLE XVI

Stand-by Pay

Employees who are required to be on call for emergencies after regular hours shall receive a guaranteed nine (9) hours straight time pay for each week (seven-day period) on call or four (4) hours straight time pay for each weekend (two day) period on call. In addition, seven day periods which include a recognized Holiday, employees on call will receive one (1) additional hour of straight time pay. Employees shall be compensated in accordance with article VI and/or XIV for work performed under this section.

ARTICLE XVII

Witness Fees

When an employee is requested to appear before any hearing on behalf of the Utility, he/she shall receive full hourly salary applicable to the provisions of the contract.

ARTICLE XVIII

Uniforms

Each employee will receive payment up to four hundred dollars (\$400) per fiscal year effective July 1, 2025. The employee will receive this payment in the first paycheck following December 1. Each employee must also adhere to the IMU dress code in compliance with that policy.

ARTICLE XIX

Training on New Processes

Whenever the duties of a position are to be materially changed by the introduction of new machines or processes requiring different skills and knowledge, any employee affected by the change shall be given a reasonable opportunity to learn to perform the new duties and to qualify for status in any new class of positions required for such work. Any employee, who after a reasonable training period, qualifies for appointment in a different class shall be appointed and promoted thereto.

Employees who do not qualify for such appointment shall be reassigned to other duties to his/her class or be laid off.

Apprenticeship trainees must keep their course work current. Failure to maintain course work, achieve proper skills in time allotted or cooperate with the apprenticeship program may result in the employee being placed on probationary status. If deficiencies continue, disciplinary actions may be taken up to and including termination. The employee's advancement in the program is subject to the determination of the Apprenticeship Committee which shall consist of two union and two management personnel.

ARTICLE XX

Use of Bulletin Boards

The Board will provide reasonable space for official union business on each bulletin board normally used to convey information to employees. The use of such space shall be limited to the following:

1. Listing of union officers and officials
2. Union elections
3. Union meetings
4. Union social events
5. Educational notices

ARTICLE XXI

Disciplinary Action

It is recognized that certain disciplinary action is occasionally necessary for efficiency of the operation. Forms of discipline may include oral or written warning, oral or written reprimand, suspension, demotion, and termination. Such actions will be taken in the event of reasonable and just cause.

All written warnings and/or reprimands will be removed from and employee's personnel file upon the successful completion of a full two (2) years of employment without additional warnings and/or reprimands.

ARTICLE XXII

Safety, Health, and Welfare

A. Board Responsibility

The Board shall make reasonable provision for the safety and health of employees during the hours of their employment, and shall provide protective devices and other equipment necessary to protect employees from injury or illness in conformance with statutory requirements. In addition, the Board agrees to provide tools, special gloves, rain gear and special equipment to perform assigned tasks.

B. Employee Responsibility

Employees are required to comply with established Board procedures and policies regarding the reporting of occupational injuries.

C. Safety Committee

The Board shall appoint representatives of Labor to participate in the City of Indianola Safety Committee. Such representatives shall recommend preventive and corrective measures to assure safe working conditions in all phases of the Board's services.

ARTICLE XXIII

Employee Education

A. Education Requests

The Board recognizes it is of mutual interest and benefit to both the employee and the Board to advance individual knowledge, skills and abilities. Therefore, the Board agrees to consider all requests for educational purposes.

1. The request should outline the course desired, length of course, availability of classes and hours and amount of leave or reimbursement required.
2. Such requests shall be evaluated as to how the course relates to an employee's duties or to amount of value and benefit the employee and Board would derive from such a course.
3. If the request is approved, the Board shall allow up to \$600.00 maximum allowance per year tuition. In addition, paid leave may be allowed upon approval by the General Manager if necessary to attend course during working hours. Such tuition will be paid as reimbursement to employee for successful completion of approved course. For a graded course, a grade of "C" or better shall be considered successful completion.

ARTICLE XXIV
Travel and Per Diem Allowance

A. Mileage for Travel

Whenever an employee is ordered or authorized to use his/her own private auto for Board business, the mileage allowance set by the state shall be paid for each mile of travel.

B. Per Diem

Actual out-of-pocket costs for meals, lodging, registration, etc. to be substantiated by receipts and subject to the following limitations:

1. Total daily allowance for meals, lodging, registration, etc., shall be limited to \$25.00
2. Daily lodging costs shall be limited to actual expense when prearranged by staff and to \$40/night if not pre-arranged
3. The total daily meal allowance will be reduced by one-third (1/3) for each meal included in any registration charge

C. Payment

All reimbursements must be substantiated by receipts and/or properly documented vouchers.

D. Travel Time

Time spent traveling will be considered as time worked, not to exceed the hours regularly scheduled per day. Other necessary travel time is to be expended without further compensation.

ARTICLE XXV
Promotion Pay

When an employee is promoted to a classification assigned to a higher pay range than the previously held position he/she shall receive an increase in pay equal to at least a one (1) step (Approx. 5%).

An employee reclassified to Apprentice Line Mechanic that has no prior training or experience for that position shall not start above Range 24, Step 3, even if the employee is currently in a higher pay range.

ARTICLE XXVI
Promotions and Job Bidding Procedure

Notice of job vacancies shall be posted on departmental bulletin boards for five (5) workdays. Employees wishing to be considered for the opening must sign the job bid notice no later than 5:00 P.M. on the last day of the posting period.

When filling such promotional vacancies, the employer shall consider such factors as ability, aptitude, and work record. However, when these factors are reasonably equal as between two (2) or more employees, then seniority shall prevail.

ARTICLE XXVII

New Appointments and Promoted Employees

Newly appointed employees will normally begin at the first step of the appropriate salary range. When circumstances warrant, employees may be appointed above the first step in the salary range, but in no case may the starting rate exceed the rate paid to any other employee in the same classification.

Employees appointed to Water Operator I and Water Operator II positions shall progress through the salary schedule in accordance with Article XXX, except as modified herein:

Water Operator I- shall be eligible for promotion to Water Operator II upon certification as a Grade II Operator, and shall receive step increases as a Water Operator II pursuant to the Salary Schedule thereafter.

Water Operator II – shall be eligible for promotion to Water Operator III upon certification as a Grade III Operator, and shall receive step increases as a Water Operator III pursuant to the Salary Schedule thereafter.

ARTICLE XXVIII

Reduction in Force

A. Layoff or Transfer Procedure

In the event it becomes necessary to layoff or transfer employees in a specific classification, the following procedure shall apply:

1. Temporary employees.
2. Probationary employees
3. Permanent employees in reverse order of their seniority.

For purposes of this agreement, seniority shall be defined as continuous employment from date of hire. In computing seniority, all authorized compensated time off, and leaves of absence for illness and injury shall be computed as continuous employment, i.e., unpaid leaves in excess of 30 days change the date but do not negate past service.

B. Options for Designated Employee

The individual employee designated for layoff shall be given an opportunity to fill any vacancy for which he/she is qualified within the utility. If no vacancies exist, the affected employee may revert to a vacancy or replace the last hire promoted in a position in which he/she has previously held permanent status, or to replace the last hired or promoted in a lesser classification providing he/she has the specified qualifications to perform such duties. When all rights have been exercised, the last hired will be laid off.

C. Reinstatement of Transfers

Any employee transferred in accordance with Sec. B, shall be eligible for reinstatement to the original, or a like position, when a vacancy occurs. Such reinstatement shall be in reverse order of seniority. Any employee who is reinstated, shall be placed in the appropriate pay step to reflect the pay range that the employee would have reached, in the event there had been no layoff, resulting in no loss of pay steps or seniority.

D. Re-Employment

The names of employees laid off shall be placed on a re-employment list for the classification affected, for a period of two (2) years. Such employees shall be eligible for re-employment in reverse order of layoff in the classification they held at the time of layoff.

E. Time Limit

When an employee is notified of available employment, he/she must make satisfactory arrangements to accept such position within five (5) working days, or forfeit their rights to any future re-employment.

ARTICLE XXIX Grievance Procedure

A "Grievance" is defined as a dispute concerning the application or interpretation of any clause of this agreement which is reduced to writing and signed by the employee(s) involved.

The parties will agree to act in good faith to resolve any grievance presented by an employee. Grievances must be presented at the First (1st) step of the procedure within five (5) workdays of the incident giving rise to the complaint.

Step I: The employee shall submit the grievance to his/her immediate supervisor. Such supervisor shall respond within three (3) workdays.

Step II: If the matter has not been resolved, the employee shall then, within five (5) workdays of the receipt of the Step I answer, present the matter to the General Manager who shall respond within five (5) workdays.

Step III: If not resolved, the grievance may be submitted to arbitration within ten (10) workdays of the decision at Step II. Upon notification to the Board, the parties shall promptly meet to attempt to agree on the selection of an arbitrator. If they are unable to agree, they will jointly request that the Iowa Public Employment Relations Board submit a list of five (5) arbitrators and, by alternately striking names, an arbitrator will be selected. Not later than sixty (60) days following the date on which the request for arbitration was submitted to the Board, the parties shall establish a date for the arbitration hearing.

The arbitrator shall be without power to add to, subtract from, or modify the terms of this agreement, nor to make any decision in conflict with the laws of the State of Iowa.

The arbitrator's fee and expenses shall be shared equally by the employer and the union. However, each party shall be responsible for compensating their own representatives and/or witnesses, as well as paying for transcripts of the proceedings if desired.

The failure of the employee or union to present a grievance within the specified time limits shall render the matter settled and not subject to further appeal. Failure of the employer representative to respond within the specified time limits shall automatically render the matter subject to appeal at the next step of the procedure.

Any time limit contained in this article may be extended by the written mutual agreement of the parties.

ARTICLE XXX

Pay

- A. Effective July 1, 2025, with the exception of the employees identified in Sections D and F below, the pay of each Employee covered by this Agreement will be reflected in the attached Salary Schedule. Employees who have less than four years of experience will be placed on the Salary Schedule based upon their current grade and current year of service. For example, a Water Operator II who has two years of experience will be placed at Step B on Grade 5 and a Lead Line Mechanic who has three years of experience will be placed at Step C on Grade 7. All employees who have four or more years of experience will be placed on the Salary Schedule based upon their current grade at Step D.
- B. Effective July 1, 2025, with the exception of apprentices, all current employees will have their anniversary date reset to July 1. Starting July 1, 2026, and for each year thereafter (effective July 1), during the term of this Agreement, all current employees, with the exception of the employees identified in Sections D and F below, will receive step increases based upon the Salary Schedule. Steps B – Step E are annual steps, meaning employees will be moved from one step to the next each July 1 based upon their years of service. For example, a Water Operator II who has two years of experience will move from Step B to Step C effective July 1, 2026, and from Step C to Step D effective July 1, 2027. Steps F – Step J are biennial steps, meaning employees will be moved from one step to the next every two years. For example, a Lead Line Mechanic who has 10 years of experience will move from Step D to Step E effective July 1, 2026, from Step E to Step F effective July 1, 2027, and will remain at Step F effective July 1, 2028.
- C. Effective July 1, 2026, and for each year thereafter (effective July 1), during the term of this Agreement, the compensation in each cell of the Salary Schedule will be increased by an amount equal to the consumer price index (“CPI”) for all urban consumers for the Midwest region, if any, as determined by the United States Department of Labor, Bureau of Labor Statistics. Such percentage shall be the change in the consumer price index for the twelve-month period ending December 31 of the prior year. However, if CPI is greater than five percent (5%), each employee shall only receive a wage increase equal to five percent (5%).
- D. Effective July 1, 2025, for any current employees whose pay is greater than their current step placement under the new Salary Schedule identified in Section A, such employees will receive a 3% increase to their current pay. Effective July 1, 2026, such employees will only receive a pay increase equal to the CPI-U for all urban consumers for the Midwest region, if any, as determined by the United States Department of Labor, Bureau of Labor Statistics. Such percentage shall be the change in the consumer price index for the twelve-month period ending December 31 of the prior year. However, if CPI is greater than five percent (5%), each employee shall only receive a wage increase equal to five percent (5%). Such employees will not receive a step increase until such time that the appropriate step increase is greater than their compensation.

- E. Newly appointed employees are eligible to receive a one-half (1/2) step increase upon successful completion of six (6) months of service, another one-half step after one year's satisfactory service and thereafter pursuant to the salary schedule.
- F. Employees in the apprentice program will be paid a percentage of the negotiated lineman's rate of pay (Range 6, Step A, in the attached Salary Schedule), which will be equal to or greater than the Department of Labor's compensation requirements. Effective July 1, 2025, the Utility, in its discretion, has set the compensation standards for apprentices as follows: 79% (during Module A); 83% (during Module B); 87% (during Module C); 91% (during Module D); 96% and (pending OJT).
- G. The 2025-2026 wage rates will become effective with the first full pay period in July. The same will be true for any wage rate increases that become effective on July 1 of each subsequent year. For employees who are eligible for mid-year increases, such increases will apply with the first full pay period after the employee becomes eligible for the mid-year increase and is approved for the increase. For example, if a Water Operator II receives a Grade III Operator certification, the wage increase will apply to the first full pay period after the certification is submitted to IMU.

Deferred Compensation

Upon completion of one (1) year of service, employees shall be eligible to participate in matching payments into the employer approved deferred compensation as described below. The employer will contribute an amount equal to that amount contributed by the employee up to one and a half percent (1.5%).

If any provision of this deferred compensation plan is determined to be unlawful, the parties shall immediately meet to negotiate an alternative placement of the money involved. All contributions previously made into the plan shall be preserved for the sole benefit of the affected individual employee(s) and not returned to the employer.

ARTICLE XXXI Emergency Work

When emergency work reasonably appears to require an employee to stay on duty four hours or more after regular quitting time, a meal of reasonable cost shall be provided, at Board expense, approximately one hour after regular quitting time and at four hour intervals thereafter while they continue to work.

ARTICLE XXXII Maintenance of Standards

The employer agrees that during the terms of this contract the wages, hours and working conditions shall be maintained at not less than the highest standards in effect on the first day after implementation of this agreement.

ARTICLE XXXIII
Duration of Agreement

This agreement shall be in full force and effect beginning July 1, 2025 and continuing through June 30, 2030.

ARTICLE XXXIV
Definitions

- A.** Seniority: For purposes of this agreement, seniority shall be defined as continuous employment from date of hire. In computing seniority, all authorized compensated time off and leaves of absence for illness and injury shall be computed as continuous employment. i.e. Unpaid leaves in excess of 30 days change the seniority date, but do not negate past service.
- B.** Probationary Employment: all new and promotional appointments shall be subject to 180 calendar days as a probation period, during which time and employee is to be evaluated, relative to performance and may be terminated without right to appeal.
- C.** Employee: A person legally appointed to a regular full-time position in the service of the Utility Board of Trustees.

Chair
Indianola Utility Board
of Trustees

Business Manager
Construction & Public Employees
LiUNA Local 177

APPENDIX A

Salary Schedule

	Effective the first full pay period in July 2025											
	Years	0-6 Months	6 Months-1 Year	2 Years	3 Years	4 Years	5 Years	6-7 Years	8-9 Years	10-11 Years	12-14 Years	15+ Years
	Grade	Minimum - Step A	Step A.5	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Maximum - Step J
Field Tech	2	60,616	61,495	62,374	64,183	66,044	67,959	69,930	71,958	74,045	76,192	78,402
		29,142	29,565	29,987	30,857	31,752	32,673	33,620	34,595	35,598	36,631	37,693
Generation & Metering Tech I	3	64,859	65,799	66,740	68,675	70,667	72,716	74,825	76,995	79,228	81,525	83,890
WA Operator I		31,182	31,634	32,086	33,017	33,974	34,960	35,974	37,017	38,090	39,195	40,332
WA Operator II	5	74,257	75,334	76,410	78,626	80,907	83,253	85,667	88,151	90,708	93,338	96,045
Generation & Metering Tech II		35,700	36,218	36,736	37,801	38,897	40,025	41,186	42,381	43,610	44,874	46,176
Lead Field Tech	6	82,400	83,595	84,790	87,248	89,779	92,382	95,061	97,818	100,655	103,574	106,578
Lineman		39,615	40,190	40,764	41,946	43,163	44,415	45,703	47,028	48,392	49,795	51,239
WA Operator III												
Lead Line Mechanic	7	90,640	91,954	93,269	95,973	98,757	101,621	104,568	107,600	110,720	113,931	117,235
Lead Generation & Metering		43,577	44,209	44,841	46,141	47,479	48,856	50,273	51,731	53,231	54,775	56,363

RESOLUTION NO. 2025-

**RESOLUTION APPROVING THE TENTATIVE LABOR CONTRACTS
BETWEEN INDIANOLA MUNICIPAL WATER AND ELECTRIC UTILITIES
AND THE CONSTRUCTION & PUBLIC EMPLOYEES LIUNA LOCAL 177**

WHEREAS, the Indianola Municipal Utilities Board of Trustees has considered the Labor Contract between the Indianola Municipal Water and Electric Utilities and the Construction & Public Employees LiUNA Local 177; and

WHEREAS, said attached contract is in compliance with the provisions authorized by the Indianola Municipal Utilities Board of Trustees; and

WHEREAS, the membership of the Labor Contract and Construction & Public Employees LiUNA Local 177 have concurred with the proposal; and

WHEREAS, the contract has been approved by said memberships; and

WHEREAS, the contract is attached as exhibit A to this resolution.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Indianola Municipal Utilities, that this contract is hereby approved.

BE IT FURTHER RESOLVED that the General Manager is hereby authorized and directed to execute the agreement.

APPROVED AND PASSED this 14th day of April 2025.

Dom Selgrade, Chairperson

ATTEST:

Monica Thompson, Board Secretary