

**LEBANON UTILITY SERVICE BOARD**  
**Lebanon, Indiana**

August 6, 2008

Utility Conference Center

4:00 P.M.

Present: Board:  
Allen Milburn, Chairman  
Gary Ladd, Vice Chairman  
Dan Lamar, Member

Staff:  
Mike Adams  
Harold Folden  
Roberta Gidman  
Laurie Gross  
Michael Martin  
Sandra Morgan  
Bob Waples

Guests: Attorney Ray Kirtley  
Kerry Vincent  
Ed Myers, Johnson Controls

1. Chairman Milburn called the regular meeting of the Lebanon Utility Service Board to order at 4:00 P.M. and confirmation of appropriate notification was acknowledged.
2. Chairman Milburn requested comments on the July 23, 2008 minutes. Hearing no comments Vice Chairman Ladd made the motion to approve; Member Lamar seconded; motion was approved.
3. Electric Superintendent Harold Folden opened discussion with the Board in regards to replacement of line truck #22. He informed the Board that the age of the truck is beyond their normal trade-in period and the truck was having several problems. He recommended to the Board that they accept the quote from Dueco in the amount of \$167,704.00. Member Lamar asked if the quote involved trade-in and Harold informed Member Lamar and the Board that was the case. Member Lamar made the motion to approve the recommended quote from Dueco for \$167,704.00; Vice Chairman Ladd seconded; motion was approved.
4. General Manager Martin presented to the Board the ISC Engineering Contract pointing out the Exhibit A of the Contract which outlines ISC's agreed to range of projects and goals. This agreement is retroactive to April 10<sup>th</sup> due to oversight by all parties that a new agreement was needed. Vice Chairman Ladd made the motion to accept the contract and approve the General Manager Martin to sign the contract; Member Lamar seconded; motion was approved.
5. Vice Chairman Ladd made the motion to pay the claims dated July 31, 2008 in the amount of \$102,584.31 and claims dated August 6, 2008 in the amount of 175,131.14; Member Lamar seconded; motion was approved.
6. General Manager Martin informed the Board that City Council's process for approving Ordinances had changed somewhat. He said that the Ordinance must now be introduced at a meeting and would receive first reading at the next Council meeting and second

reading at the one that follows. This will allow the Council ample time to review all Ordinances. The City Council had at the time the General Manager Martin presented the Ordinance requested that a letter stating that the Board was in agreement with the Ordinance be signed and presented to the City Council. Member Lamar made the motion to approve the letter; Vice Chairman Ladd seconded; motion was approved.

7. Lebanon Utility Employee Roberta Gidman requested time to present information to the Board regarding her employment. Chairman Milburn mentioned that this normally would be conducted in an Executive Session and asked Ms. Gidman if she was comfortable making her presentation in a public meeting. Ms. Gidman said she had no problem making her presentation in a public meeting. Ms. Gidman stated that Steve Large had pursued her for a new position with the Utilities. She stated that the circumstances she wants to be made known affect her social security and pension and she had followed the chain of command with her immediate supervisors Bob Waples and Steve Large agreeing with most of her argument – she presented each Board member with an envelope which will outline her concerns. She did inform the Board that she had contacted an EEOC Attorney and would be speaking with them following the decision of the Board. She requested Dan Lamar be responsible for two large notebooks that need to be reviewed by each Board member. Member Lamar asked if Ms. Gidman had copies of this material – she said yes and Member Lamar agreed to circulate the documents. Ms. Gidman informed the Board that she was willing to meet with each Board member to discuss any items and answer questions. Chairman Milburn suggested that they would move as quickly as possible but requested that they be allowed time to be fair to Ms. Gidman.

8. General Manager Martin informed the Board that as part of the goals presented to the Board back in January of this year that he had anticipated the development of a strategic plan for the company to guide us over the next five years. Recognizing the need to obtain facilitation expertise for this effort, he explained that he had contacted IMPA about whom within the APPA community was most capable of providing these types of services. He said that a company Collaboration Unlimited was recommended. Mr. Martin shared that he had talked with the firm's President John Miner. Mr. Miner has among other assignments served as the past General Manager of Rochester, Minnesota Public Utilities and Chief Operating Officer of the City of Austin. In addition, he also has worked as a management and engineering consultant for 17 years. Following this discussion by telephone with Mr. Miner, Mr. Martin said that he had received a proposal from Mr. Miner that was quite impressive. His facilitation of the strategic plan would not only include the board members, managers, and employees as specified but also customers. Mr. Martin stated that his concerns were that this process would be quite intensive and that Managers already had many commitments. He suggested the possibility of budgeting for this to be considered in 2009. He did indicate that perhaps it could be folded into a smaller assignment this year in the development of a Business Plan for the Telecommunications Utility. He said that he would discuss this with the Broadband Committee. Vice Chairman Milburn suggested that General Manager Martin check into other options as well especially the consultant who did the strategic planning seminar at the 2008 APPA Conference. Mr. Martin said that he could also pursue Hometown Connections who offers strategic and business planning services. Mr. Milburn said this would enable the Board to ensure that due diligence was performed before this was considered.

9. Member Lamar requested the ilines report on customer installs and reinstatement of suspended customers. General Manager Martin told the Board that Randy Parsons had

been on vacation for the last two weeks and that we would check with Seth on customer status and email this report to the Board.

10. Hearing no other business before the Board, a motion was made to adjourn the meeting by Member Lamar; Vice Chairman Ladd seconded; motion was approved. The meeting was adjourned at 4:40 P.M.

APPROVED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2008

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CHAIRMAN OF THE BOARD

ATTEST:

\_\_\_\_\_  
CLERK OF THE BOARD

Board Minutes 08-06-0