

MINUTES OF THE BOARD OF DIRECTORS OF JEFFERSON ENERGY COOPERATIVE

November 14, 2024

CALL TO ORDER

The Board of Directors of Jefferson Energy Cooperative met at the Headquarters in Wrens, Georgia on Thursday, November 14, 2024, at 4:30 p.m. This was a Special Called Meeting for the annual review of the updated Wage & Salary Plan and 2025 Capital Budget. Mr. Tommy Phelps opened the meeting with prayer.

The following Directors were present:

Rhonda Daigs
Mark D. Davis
Tim Garrett
James L. Gay
Larry Hadden

Ophelia J. McCain
Derek Partridge
Tommy Phelps
Joe Shurley

Also attending the meeting were James T. Jones, Attorney; Wayne A. Gossage, President & CEO; and Martha Scott, Executive Assistant.

Kenneth L. Johnson, Vice President of Line Services; Kim Sharpe, Vice President of Corporate Services; Miranda Youngblood, Vice President of Energy Services; Geoff Potter, Vice President of Information Services; Elijah McCall, Manager of Operational Services; and Gary Kitchens, Manager of Administration joined the meeting following the Wage & Salary Plan to present the 2025 Capital Budget.

EXECUTIVE SESSION

Executive Session was called to order at 4:30 p.m and the following items were discussed.

2025 Wage & Salary Plan

Mr. Gossage reported on the Wage & Salary (W&S) Plan for 2025.

Mr. Gossage provided detailed presentation information about the following:

1. W&S Plan Drivers:
 - Annual Market Update;
 - Total Benefits;
 - Employee Evaluations;
2. Wage and Salary Plan Recommendation

3. Graph of Historical Wage and Salary Increases

4. Organizational Changes

- Employee Promotions
- Skill Retention
- Assessment Period Completions

5. Health Insurance cap for Policy 328 and Policy 329.

- Cap last established in 2013
- No increase since 2013
- Insurance costs rise annually

Following the presentation, Mr. Gossage recommended changes to the W&S Plan and the monthly cap amount JEC pays for medical insurance for employees and retirees.

2025 Capital Budget

Energy Services Division

There were no 2025 Capital Budget items for Energy Services.

Line Services Division

Elijah McCall provided details about the 2025 Capital Budget items for Operational Services. There were no Engineering Services Capital Budget items.

Corporate Services Division

Gary Kitchens provided details about the 2025 Capital Budget items for the Administration Department. There were no Capital Budget items for the Accounting Department.

Information Services Division

Geoff Potter provided details about the 2025 Capital Budget items for the Information Technology Department. There were no Capital Budget items for the Billing or Metering Departments.

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Executive Services Division

Wayne Gossage provided details about the 2025 Capital Budget Contingency item and an update regarding the 2024 YTD Capital Budget Contingency item.

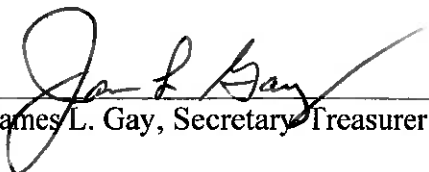
Executive Session ended at 5:50 p.m. and General Session was called to order.

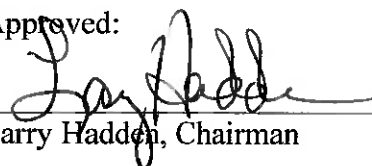
ACTIONS TAKEN UPON RETURN TO GENERAL SESSION

A motion was made and seconded to approve the recommended changes to the Wage and Salary Plan and the monthly cap amount JEC pays for medical insurance for employees and retirees. Questions were asked and answered to the satisfaction of the Board. The motion was approved.

A motion was made and seconded to approve the proposed 2025 Capital Budget. The motion was approved.

There being no further business, the meeting was adjourned at 6 pm.


James L. Gay, Secretary/Treasurer

Approved: 
Larry Hadden, Chairman