

**DELAWARE ELECTRIC COOPERATIVE  
MINUTES OF REGULAR MEETING OF THE BOARD OF DIRECTORS**

**August 18, 2022**

**CALL TO ORDER**

The regular meeting of the Board of Directors of Delaware Electric Cooperative, Inc. was held at the Delaware Electric Cooperative headquarters in Greenwood, Delaware, on Thursday, August 18, 2022, at 9:00 am. Chair Patricia S. Dorey called the meeting to order. The following directors were present: William J. Wells, Michael K. Brown, Thomas E. Brown, Hunter J. Emory, Bruce A. Henry, Laura T. Phillips, Charles L. Towles, Jr., William P. Haughey, Jr. (virtually), Bruce R. Walton, and Blaine M. Daisey.

Also present at the meeting were Gregory Starheim, Tom Beamon, Rob Book, Jesse Spampinato, Dawn Smart, Dave Shapley, Dwayne Street, Jamie Nutter, and Lauren Freese, who recorded the minutes of the meeting.

**INVOCATION / PLEDGE OF ALLEGIANCE**

Invocation was given by Director Walton, followed by the Pledge of Allegiance.

**APPROVAL OF MINUTES**

The Minutes of the regular meeting of July 20, 2022 were approved.

**INTRODUCTION OF NEW EMPLOYEES**

There were no new employees since the last Board meeting.

**CORPORATE CALENDAR**

President Starheim highlighted certain events on the corporate calendar which included upcoming budgeting and finance activities.

## **POLICIES**

Review and discussion of Board policies was deferred to the September, 2022 Board meeting.

## **SPECIAL TOPIC: Employee Benefit Discussion**

Chief Financial Officer, Tom Beamon shared the results of a benchmarking study of employee benefits against other neighboring electric cooperatives and other peer companies. He also shared feedback from a recent DEC employee benefits survey. The Board approved moving forward with work to revise the DEC employee benefits offerings to make them more in-line with industry standards.

## **PRESIDENT'S REPORT**

President and CEO, Gregory Starheim reported on continued supply chain issues and critical minimum inventory levels which are delaying the connection of some new service work-orders. President Starheim also shared information about the increasing wholesale power costs in the U.S. and Europe and reported that inflation remains persistently high. He discussed aspects of the recent Inflation Reduction Act, including how it might benefit DEC, and reported on ongoing negotiations with numerous DEC contractors.

## **HUMAN RESOURCES REPORT**

Vice President of Human Resources, Dawn Smart, reported on the retirement of two employees, Doug Hudson and Erich Gooch, each with 17 years of service. There are currently seven open positions.

She updated the Board on current DEC COVID statistics, union relations and grievances and progress on the Culture Improvement action plan.

## **FINANCIAL REPORT**

Chief Financial Officer, Tom Beamon reported on the financial performance of the cooperative for month-ending June 2022 as well as the creation of a regulatory asset to address the recent unprecedented increases in wholesale power costs.

## **SPECIAL PROJECTS & INNOVATION REPORT**

Vice President of Special Projects & Innovation, Dave Shapley, presented updated information to the Board on the performance of DEC's existing renewable project portfolio and gave an update on the status of DEC's solar projects under development.

## **ENGINEERING REPORT**

Vice President, Jesse Spampinato presented the Engineering Report to the Board in Troy Dickerson's absence. He reported on the performance of the engineering department relating to new services, jobs engineered and staked and un-staked work orders. He also shared information regarding new developments and the ongoing progress of the new Dorey Substation which is scheduled to be energized in October.

## **OPERATIONS REPORT**

Vice President, Jesse Spampinato reported on the circuit outage events in July as well as the system reliability, construction statistics, vegetation management, load control and Beat the Peak (load control) performance for the month.

## **TECHNOLOGY REPORT**

Vice President, Dwayne Street reported on DEC network and application reliability in July and ongoing DEC efforts to address cyber-security risks.

## **MEMBER SERVICES REPORT**

Vice President, Rob Book reported on external communications in July including the release of the recent issue of Delaware Living Magazine and DEC's participation at the DE State Fair and Greenwood Night Out event. He shared the voting results from the 2022 Annual Meeting in which Directors Brown, Dorey, and Towles were re-elected, Proposition 1 to Amend Article II was passed and Proposition 2 to Amend Article III was also passed. He also shared call center statistics for the month and how DEC residential rates compare with other peer electric utilities.

## **ODEC REPORT**

Director Mike Brown reported on the ODEC Strategic Planning and Board meetings that were held on August 8 and 9.

## **LEGISLATIVE REPORT**

Director Charlie Towles reported that the legislature is still in recess.

## **NRECA REPORT**

Director Hunter Emory reported on the Inflation Reduction Act, including a grant and loan program in the legislation that has been specifically designated for electric cooperatives. He also shared information for upcoming NRECA conferences, including the Region 1/4 Conference on September 6 - 8 in Indianapolis and the Cyber Tech Conference scheduled for November 8 – 9 in Washington, D.C.

## **VMD REPORT**

There was no VMD report.

**ADJOURNMENT**

Having no other business to come before the Board, the meeting was adjourned at 1:27 p.m.

**EXECUTIVE SESSION**

Chair Pat Dorey called for an Executive Session. The Board exited the Executive Session meeting at 3:25 pm and adjourned the board meeting at that time.

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Secretary

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Chairperson