



Commission Meeting

DECEMBER 3RD, 2024

Commission Meeting Agenda

December 3rd, 2024

Chair J. Hart	—	Commissioner J. Bayliss	—
Commissioner J. Stokes	—	Commissioner J. Babich	—
Commissioner J. Sandstede	—	Legal Counsel A. Borland	—
General Manager L. Peterson	—	Auditors Abdo, LLP	—
Utility Operations S. Dickinson	—	Energy & Pricing P. Plombon	—
Customer Ser. & Finance J. Zallar	—	Admin & Comm E. Dixon	—
Electrical Operations S. Adams	—	Local 94 President Rich Kampsula	—

1. Management Updates: November 2024

- a. Samantha Adams – Electrical Operations Director
- b. Jill Zallar – Finance & Customer Service Supervisor
- c. Stefanie Dickinson – Utility Resource Manager
- d. Paul Plombon – Manager of Power Supply

2. Intro Presentation of Comp & Class Study

3. Instrumentation and Electricidal I&E Update

4. Restorative Utility Plan - Steam Customer Prospect



Item 1 – HPU Management Updates

Item 1 – HPU Management Updates

December 3rd, 2024

Jeff Hart, Chairman
Hibbing Public Utilities Commission
1902 E. 6th Avenue
Hibbing, MN 55746

RE: Item 1 – Management Updates

Dear Commissioners;

Please find attached for your reviewal the HPU Managerial Updates for the month of November, 2024. Members of the management team will be present at the December 3rd, 2024 Commission Working Session to provide updates and answer questions from Commissioners.

Sincerely;



Luke J. Peterson

November Monthly Highlights

Distribution Update

November was a busy month for our line crew. They worked on and completed multiple new services, lighting, and had few but some unplanned interruptions. Late this fall we received applications and inquiries for multiple larger services looking to be served in Hibbing.

Projects

- First Avenue substation work is nearing completion for 2024. Lakehead is working toward final grade on the earthwork. Keller will be returning to finish barb wire and privacy slats for fencing.
- Ansley substation earthwork is in progress. The parcel perimeter is fenced. The fencing of the substation footprint within this parcel is delayed until spring.
- City of Hibbing permit is fully executed for Feeder 50 voltage conversion. Design and engineering is in progress.

Electrical GIS

- Underground distribution collection in field started in November and is still in progress.
- 35 maintenance reports were reported using our service order survey in app. during November. Staff is monitoring status to completion on our web-based dashboard.

Looking Ahead

Staff continues to work up voltage conversion projects. Material sourcing will follow design and engineering. Construction season typically winds down over winter. Maintenance work is planned for the crew to work until we start building on Feeder 50. Outdated policy and manual edits for review and reapproval will be done over the winter.



First Ave. substation before fencing and grading.



First Ave. substation site nearing final grade and with fencing coming to completion.

November Monthly Highlights

Finance

Staff is working on year end reporting and preparing for the audit.

Utility Billing

Utility bill upgrade and all the software to send out the billing is completed. End of year processes are beginning to ramp up.

Customer Service

Staff continues to work with customers answering questions, taking utility payments, applications, and processing information requests.

Street light data is now being managed through the app rather than customer service.

Construction season is mostly wrapped up for the winter.

	November	Average Daily
WEEKLY CALLS	975	75
WEEKLY WALK-INS	679	53

CUT FOR NON PAY (CNP)	November
Disconnect Notices Mailed	836
CNP Calls Made	161
Total Cut for non payment	30

Lead Service Inventory

HPU engineering department has taken over responsibility for maintaining our records. Since the Minnesota Department of Health letters were received by our rate payers, we have received 105 calls for inspections or to answer questions. A process is being developed to include the connectors

now, as this data is required to be identified by 2027. Utility Excavation report has been updated to gather this information.

Metering

Metering is still moving forward on AMI. Core and Main will be sending gas modules to be installed on a handful of gas meters and is getting a couple electric options. This process will be important meters sending data and software is being programmed/developed.

AMI - as 11/21/2024	
Water Meters Total-R	6165
Upgraded to AMI	3127
Radio Reader installed	12
REMAINING	3038

Warehouse

Inventory has begun. Loose wire has been respooled and staff has cleaned up the yard nicely to make room for additional material. Options for space concerns have been brought to management.



Looking Forward

2024 is coming to the end, looking forward to 2025.



MONTHLY UTILITY RESOURCES UPDATE

HUMAN RESOURCES UPDATES

The Annual Apprenticeship Review took place in November with the Department of Labor and Industry. Initial feedback was very positive. During the review discussions took place regarding updated apprenticeship curriculum. The Functional Joint Apprenticeship Committee will meet in December for their quarterly meeting and plan for apprenticeship training requirements and documentation.

Annual retiree notices regarding health insurance coverage are being sent out this month. The monthly retiree premium for those affected had a slight increase.

The recruitment period ends for the Lineman, Safety and Human Resources Coordinator and Meter Technician Crew Leader postings by our meeting date. An update on total applicants will be shared at the meeting.

SAFETY UPDATES

There was one injury and no incidents so far in the month of November.



MMUA's safety training topic for December will be Winter Driving and Year End Review.

Staff had our current Drug and Alcohol Policies reviewed to ensure alignment with current Federal and State law changes. Most of the recommended updates include cannabis rules and how they apply to non-safety-sensitive positions. Initial review continues and a formal recommendation to be expected in the future.

ADDITIONAL UPDATES

Leah Davis from Abdo will join us for the meeting to give an update on the Comp and Class Study that started this month.



Hibbing Renewable Energy Center

Operations

HREC is currently operating with one turbine. Turbine 6 is running while supplying the city's heat load with other turbines as backup. Boilers 2 & 3 are splitting the steam load.

Monthly Highlights

HREC has completed the overhaul of Turbine 6 with only a few minor instrument faults to clear up. Work is still ongoing for the Boiler 4 ID fan foundation after some engineering discussions with Bolten & Menk. During the non-busy months plant mechanics took the opportunity to replace the coal ash system vacuum pump to assist with weak vacuum reports. The slab for the MCC hot room has been poured and footings set in preparation for the new AC unit to be installed this spring. TG 5's isolation valve has been replaced allowing for full isolation to that turbine.

Upcoming Schedule

December:

- Blowdown Piping order placements
- Boiler 4 ID fan work
- Continue TG 3 Rotor Repair
- FM Global corrective actions complete
- TG 5 SRV Replacement
- Planning for installation of New Air Compressor
- Arrival of boiler feedwater pump
- Ongoing FEMA Applications
- Return of #4 Circ pump from GPM

January:

- Removal of #5 Circ Pump
- Wrap up TG 3 Repairs
- RO Pump Replacement
- Plan for Blowdown Piping Work
- Begin Prep for Boiler RATAs

Heat Crew

HPU Heat Crew has met with representatives from Bolten & Menk to go over a CIP plant for the current state of the steam system and what should be priorities over the next 1, 2, & 5 years. The goal is to become for preventative rather than reactive in the future.

Notable Projects

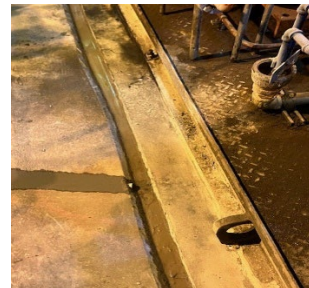
TG 5 Isolation



Damage Under #4 ID Fan



Oil Drain for Lube Oil Foundation



Saw Cutting ID Fan Foundation



4A ID Fan Slab Removal





Item 2

Item 2 – Intro Presentation of Comp & Class Study

December 3rd, 2024

Jeff Hart, Chairman
Hibbing Public Utilities Commission
1902 E. 6th Avenue
Hibbing, MN 55746

RE: Item 2 – Intro Presentation of Comp & Class Study

Dear Commissioners;

Leah Davis of Abdo Solutions will be attending the Dec. 3rd Working Session virtually to provide an introductory presentation to of the Compensation and Job Class Study her team will be performing on HPU. Please find attached to this letter for your review the slides for her presentation.

Sincerely;



Luke J. Peterson



Lighting the path forward



2024/2025 Position Classification and Compensation Study

December 3, 2024
December 3rd, 2024

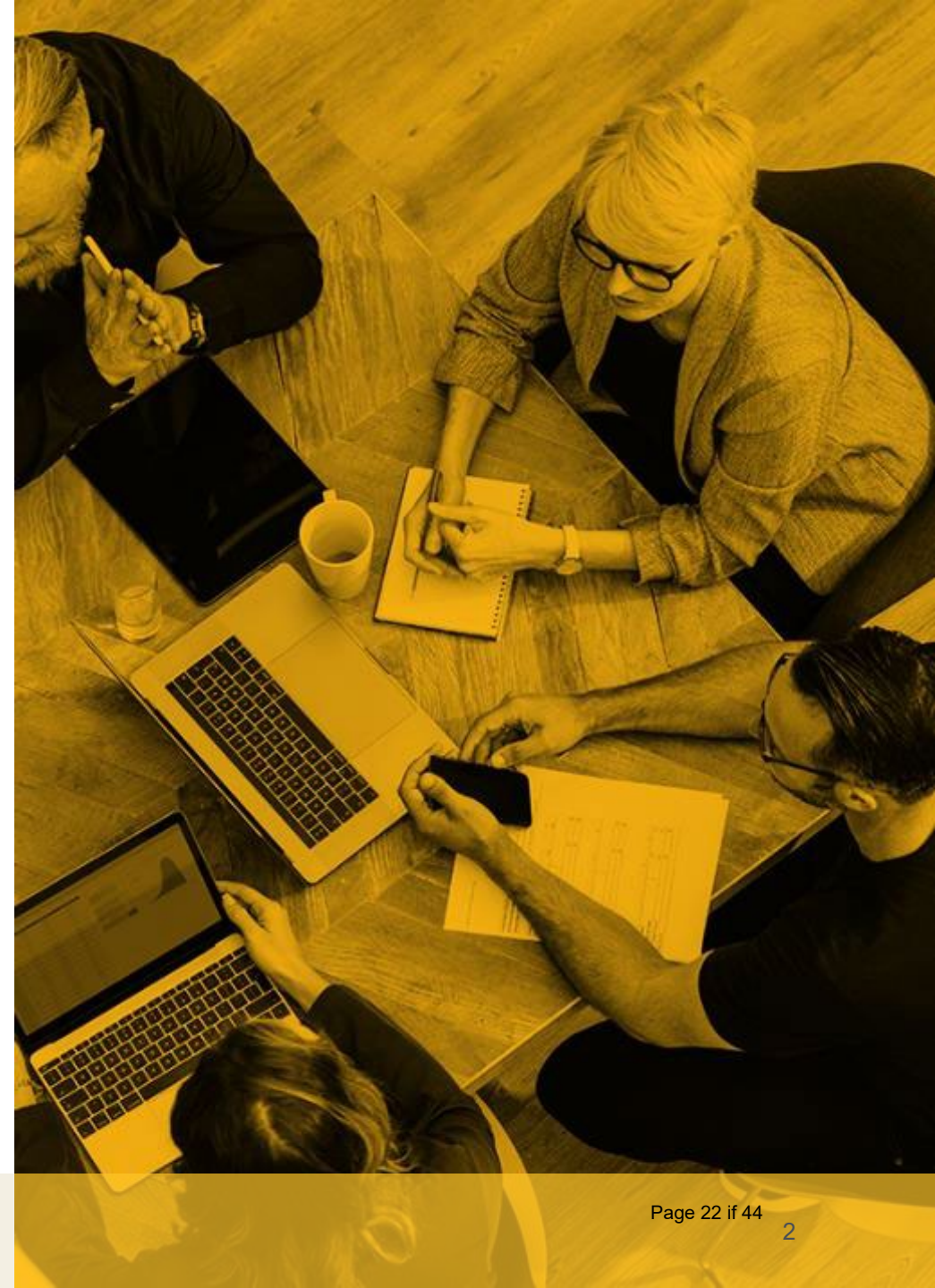
Hibbing Public Utilities Commission

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Today's Agenda

- Project Overview and Abdo Team
- Benefits of a Strategic Compensation Study
- HPUC Goals and Underlying Assumptions
- Project Process and Methodology
- Comparable Organizations
- Abdo Position Scoring Methodology
- Discussion and Questions



Meet the Abdo Team



Leah Davis, CPA
Partner

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Our Abdo team is comprised of experienced professionals with over 70 years of combined HR experience from a wide variety of internal, external, and multi-industry perspectives. The diverse background and experiences of our staff allows us to offer our clients real-world, people-focused, and best-in-class HR consulting, compliance, process, and talent management solutions.

PROJECT PHASE	TIMELINE
<p>Introduction and Project Orientation</p> <p>The first step to this project is to review and analyze data provided by the Commission. This includes the existing job descriptions and current compensation model, and any other data the Commission has available. After this review, we will meet with the Commission and department leadership to discuss overall project expectations, define strategic goals and outcomes, identify current compensation challenges, and discuss project timelines. This is also an opportunity for the Commission and department leadership to ask for clarification on the project and address any questions or concerns they may have.</p>	<p>DAY 1 - 15 <i>depending on Commission availability</i></p>
<p>Comprehensive Job Description Review</p> <p>Beginning with the existing Commission job descriptions, we will engage with Commission staff to ensure that all position descriptions are reviewed for compliance with the Fair Labor Standards Act (FLSA) and the Americans with Disabilities Act (ADA/ADAA) and formatted to ensure consistency.</p>	<p>DAY 16 - 45</p>
<p>Position Classification Evaluation</p> <p>Using the Commission's job descriptions and our Abdo Position Scoring Methodology (see Appendix D for more information on the Abdo Methodology), which we have utilized for over 10 years, and in collaboration with Commission leadership, we will evaluate and assign position point values for each Commission position and organize positions into hierarchical order, based on point assignment.</p>	<p>DAY 46 - 55</p>
<p>Labor Market Employers Criteria and Selection</p> <p>Our team will solicit input from Commission and department leadership to develop a list of comparable organizations, based on population size, geography, customer base, facilities, and Commission services provided, to be used in the wage analysis.</p>	
<p>Compensation Analysis</p> <p>Abdo will complete a full wage/compensation market survey, utilizing aged 2024 Minnesota Local Government Salary and Benefit Survey put out by the League of Minnesota Cities as well as direct wage data surveys and private sector compensation resources, where applicable.</p> <p>Abdo will also solicit benefit information related to holidays, other paid leave programs, retirement, health insurances, deferred compensation and other benefits to assess "Total Compensation" offerings.</p> <p>This analysis will include recommendations for maintaining market competitiveness into future years as well as evaluating internal and external equity considerations.</p>	<p>DAY 56 - 70</p>

Compensation Project Overview

PROJECT PHASE	TIMELINE
<p>Classification & Compensation System Development and Compliance Testing</p> <p>The overall structure of the existing compensation study and system structure will be reviewed and updated, if necessary, according to the compensation and performance management philosophies of the Commission and will include identification of current or potential pay compression, pay equity, and collective bargaining issues.</p> <p>Once the proposed structure is completed, all data will be tested for compliance with Federal and State regulations, including Minnesota Pay Equity reporting for all municipal entities.</p>	DAY 71 - 90
<p>Final Documents and System Presentation</p> <p>All documents will be reviewed with the Commission Management team in draft format before finalization and distribution. Final reporting will include comprehensive project findings, recommendations, description of overall methodology utilized in the project, data analysis, and estimated implementation costs and recommended implementation process.</p> <p>The Commission will be provided with all tools and resources to administer and maintain the proposed compensation model into the future. Once approved by the Commission Management team, report findings and recommendations will be presented, in person or virtually, to the Board for review and discussion.</p>	DAY 91 - 120 <i>depending on Commission availability</i>
<p>Implementation and System Administration Training/Support</p> <p>Our team will develop and lead a customized compensation system implementation and maintenance program for leadership and applicable staff. Training will include suggestions for appropriately awarding step increases and documented plan administration best practices.</p>	
<p>Develop Position Reclassification and Review Policy</p> <p>We are also available to work with internal leadership to develop a formal position review and reclassification request policy to consistently evaluate future requests for position scoring or compensation changes.</p>	
<p>Post Contract Support Services</p> <p>On an as needed basis, Abdo will be available to review new or significantly altered job descriptions, including determination of points and salary ranges for the position, as well as provide documentation support for future pay equity reporting to the Minnesota Department of Management.</p>	<i>Optional & as directed by the Commission</i>

Compensation Project Overview

Benefits of a Strategic Compensation Study

- Reviewed job descriptions
- Objective position scoring and classification
- Intentional labor market positioning to align with HPUC's compensation philosophy
- Compensation structure designed to meet your specific needs, effectively motivate employee performance, and align with your union pay scales
- Minnesota Local Government Pay Equity compliance and management
- Establish clear and consistent position classification and scoring review processes for the future
- Clear decision-making and documentation related to how/if the HPUC intends to apply and administer the compensation structure throughout the organization.





HPUC Goals and Underlying Assumptions

- Evaluate your current position descriptions and compensation structure to assess alignment with comparable markets, identify areas of risk and opportunity related to your current system, and to generate ideas and recommendations related to your current organizational structure.
- Refine or redevelop a position classification and compensation program that effectively attracts, motivates and retains the high performing talent that you need to continue serve your community.
- Ensure that your Commission's compensation program is compliant and that it is competitive within your established peer group and competitors.
- Provide you with the education, tools and resources to administer your compensation plan well into the future.
- HPUC values the contributions, skills and experience of each individual and position and is committed to maintaining job descriptions that accurately depict each position.
- It is important to remember that, while employees represented by collective bargaining agreements will be included in the market study and considered during development of the proposed step and grade compensation structure, union employee wages must be negotiated independently.

Comparable Organizations

Primary Criteria:

- Population serviced
- Organizational non-capital budgets
- Proximity to metro areas
- Regional competitors
- Utilities and departments represented
- Private sector transferability – may use private sector wage data if applicable

*** Employers selected may be a good comparable (based on the criteria above), a relevant competitor, or a combination of both. Competitors that aren't otherwise clear comparables may be considered but data will be presented separately and in aggregate.*

Project Process & Methodology

- Utilize League of Minnesota Salary Survey, Abdo manual surveys, MMUA Industry surveys, and Economic Research Institute (ERI) private sector compensation data
- Match similar job titles, based on current HPUC job descriptions and brief job data provided by survey respondents.
- Compare average minimum and maximum wages for each position to establish the range of pay within the market for each position.



Abdo Position Scoring Methodology

- **Know-How**
 - Job-Specific Knowledge
 - Integrating Know-How
 - Human Relation Skills
- **Problem Solving**
 - Context & Precedence
 - Thinking Challenge & Complexity
- **Accountability**
 - Freedom to Act/Empowerment
 - Magnitude/Budget
 - Job Impact (direct or indirect) within Organization
- **Special Conditions**
 - Physical Effort
 - Environmental Conditions
 - Hazard Exposure
 - Sensory Attention

***Important Note:** While position scores are consistent with Minnesota predicted pay, they are not intended to be comparable outside of HPUC.

For example, an “Accountant” in one organization may score differently than the same role in another organization due to differences in the calculation and the context of the position within the larger organization. This is acceptable and to be expected.

Commission Discussion

- How does HPUC determine what is considered a comparable entity? How can we build consensus early in the project?
- What is HPUC's overall compensation philosophy and how does that align with budgetary considerations?
 - Remain equal to market averages or is there a need or benefit to position wages above the market for maximum and/or minimum pay?
- How should private sector wage data be considered?
- What is the primary employee behavior to be motivated?
 - Attraction, retention, performance, development, etc.?





Questions?



Item 3

Item 3 – Instrumentation and Electrical I&E Update

December 3rd, 2024

Jeff Hart, Chairman
Hibbing Public Utilities Commission
1902 E. 6th Avenue
Hibbing, MN 55746

RE: Item 3 – Instrumentation and Electrical I&E Update

Dear Commissioners;

HPU Management staff is committed to ensuring a transparent and collaborative process of combining HPU's Instrumentation and Electrical work groups. The creation of a combined I&E work group will create a fully integrated and cross-trained workforce to meet the standards of the Minnesota Department of Labor and Industries (DOLI) and prepares for the long-term growth of HREC's operations.

Staff has had the pleasure to engage with affected employees and representatives of the Local 94 over the last several weeks to gather input and address concerns. While these changes by present challenges, HPU Management is dedicated to providing the necessary support to help employees adapt and flourish in the updated positions. Key elements of this process identified through these conversations include:

- Finalization of Job Descriptions for Technician and Crew Leader positions
- Adoption of the MN DOLI licensing for HPU's apprenticeship program and identify resources that will allow progression through said apprenticeship program
- Continued collaboration with Commission, Management, and the Union to develop an effective transition plan to allow for a Jan. 1, 2025 effective date.

I am looking forward to continued discussion with the Commission at the Dec. 3rd Commission Meeting.

Sincerely;



Luke J. Peterson

Hibbing Public Utilities

Position Description - DRAFT

Title	Electrician
Classification	Non-exempt
Department	Electrical and Instrumentation (E&I) Maintenance
Job Class	14

Date of last evaluation

Points Total

Commission Approved

Supervisor: Plant Electrician Crew Leader

Supervisory Responsibility: None

Work Environment: Works in vicinity of high voltage electricity. Must wear FR protective clothing and footwear; works from heights on ladders or man lifts; wears fall arrest equipment while climbing stacks/towers or in areas where a fall hazard exists; exposed to heavy equipment machinery and other equipment with moving parts and loud noise; exposure to hazardous dusts and chemicals; exposed to extreme weather / temperature conditions.

Work Hours: Monday to Friday, 7:00 am to 3:30 pm, will be required to be on standby duty rotation

Equipment: Electrical testing instruments, meters, electronic and pneumatic devices, soldering equipment, pneumatic tools, hand and power tools. Printed circuits; hand held instrument communicators and associated communication networks and cables. Uses high voltage hot sticks, pipe benders, bucket/basket lifts, and pickup trucks.

Overview: Analyzes, tests, and repairs and maintains plant/field instruments, control systems, wiring, and all electrical equipment. Installs, repairs, and adjusts, regulatory, and control instruments such as pressure/steam flow, and combustion meters and gauges; protective relaying; troubleshooting; and repair of communication systems. Implements maintenance, calibration and repair of CEM and COM systems, Delta V Distributive Control Systems (DCS) and Programmable Logic Control (PLC) systems, and Reverse Osmosis water treatment systems. Personal Air Monitoring for confined space entry for entire utility. Maintains tower equipment including radio communications for water treatment system.

General Duties:

- Receives directions and performs work-related tasks as assigned by their supervisor.
- Assists with internal IT functions; installing ethernet, phone, TV setups
- Interprets specifications and drawings, records field changes, and notes changes needed to as-built drawings where appropriate.
- Possess an intricate knowledge of operation and maintenance of VFDs.
- Performs work which requires a knowledge of electrical principles, wiring, codes, material properties, and principles of operation and applications of equipment.
- Troubleshoots and repairs electrical equipment such as motor wiring, generators, power distribution and control panels, circuit breakers, rectifiers, electronic devices, traffic control systems, and programmable controllers.
- Uses utility software for work order management. (Maximo).

- Establishes testing procedures to solve operational problems. Diagnoses malfunctions and directs or makes adjustments and repairs. Conducts tests to ascertain efficiency, reliability, and safety of instruments and makes reports.
- Inspect, installs, maintains, and repairs pressure gauges, temperature recorders, dial thermometers, vibration monitors, recorders, combustion controls, regulators, electronic circuitry, printed circuits, analyzers, and flowmeter system for water, gas, steam, electric, plant, and distribution. Has knowledge of each utility department including Power Plant, Steam, Water, Gas, and electrical generation. Includes testing, repairing, troubleshooting devices utility wide.
- Performs installation and testing of programmable logic controller (PLCs). Has understanding of PLC ladder logic and software for various brands of PLCs to diagnose and repair control system issues. Able to program new process parameters using PLC Software.
- Maintains, calibrates, and repairs Stack Emissions continuous emissions monitoring (CEM) and continuous oxygen monitoring (COM) equipment and makes necessary adjustments to ensure compliance with the Title V Air Quality Permit. Schedules required testing of CEM and COM equipment including combustible gas analyzers (CGAs). Reviews reason and action codes provided by instrument results technician to environmental exceedance incidents detected by the CEM data acquisition system. Makes meter conversion and performs metering at commercial establishments.
- Tests single-phase and poly-phase meters
- Maintains and repairs water telemetry system for water treatment system.
- Calibrates and maintains records for Personal Air Monitors used by entire utility as part of the confined space entry program. Maintain calibration equipment to ensure proper calibration of equipment and make appropriate repairs when necessary.
- Keeps work areas in clean and orderly condition
- Other duties as assigned within scope and categories listed in this job description

Required Education and Experience

- 2-year degree from accredited college or institute in Electrical Maintenance, Instrumentation and Controls, or equivalent; in lieu of education:
 - 3 or more years of experience with Electrical Maintenance or Instrumentation and Controls
 - Ability to obtain Master, Journeyworker Electrician Class A, Maintenance Electrician, Power Limited Technician license from Minnesota Department of Labor and Industries.

Preferred Education and Experience

- Currently holds Master, Journeyworker Electrician Class A, Maintenance Electrician, or Power Limited Technician license registered with the Minnesota Department of Labor and Industry
- At least 3 of their last 5 years of employment were in the power plant.

Minimum qualifications

- Class D driver license.
- Ability to obtain preferred licenses with the Minnesota Department of Labor and Industry

Physical Requirements

- Lifts and carries materials weighing up to 50 pounds.
- Lifts materials or tools overhead of up to 25 pounds.
- Moves to perform physical labor requiring twisting, pushing, pulling, bending, kneeling and crawling movements. Significant force required when pulling wire.
- Ascends/descends ladders and works from heights.
- Climbs water towers to access communication equipment.
- Climbs stack ladders to access stack doghouse.
- Grips and grasps tools and equipment to perform work.

Safety: Responsible for compliance with all OSHA, Utility, and regulatory agency safety regulations and requirements, as applicable to the duties of the job.

Signatures

This job description has been approved by all levels of management

General Manager

Signature

Date

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee

Signature

Date



Item 4

Item 4 – Restorative Utility Plan – Steam Customer Prospect

December 3rd, 2024

Jeff Hart, Chairman
Hibbing Public Utilities Commission
1902 E. 6th Avenue
Hibbing, MN 55746

RE: Item 4 – Restorative Utility Plan – Steam Customer Prospect

Dear Commissioners;

Attached to this letter is the “Resolution of Support for the Hibbing Public Utilities Restorative Utility Plan in Support of its Environmental, Social and Governance Goals”. This resolution was accepted by the unanimous decision of the Hibbing Public Utilities Commission on May 22nd, 2022. Outlined in this resolution is the utility’s commitment to providing high-quality utility services at affordable rates, while also utilizing HREC’s biomass operations to serve as a catalyst for the growth of “spinoff industries” as outlined in the third paragraph of the resolution.

In accordance with this commitment from the Commission, HPU has identified a potential industrial steam customer who is interested in attending the meeting and discussing future prospects.

Sincerely;



Luke J. Peterson

At the Regular Hibbing Public Utilities Commission Meeting held May 24th, 2022 at 5:00 p.m. at the Hibbing City Hall Council Chamber, Commissioner Bayliss, offered the following resolution.

**RESOLUTION OF SUPPORT FOR THE HIBBING PUBLIC UTILITIES
RESTORATIVE UTILITY PLAN IN SUPPORT OF
ITS ENVIRONMENTAL, SOCIAL AND GOVERNANCE GOALS**

WHEREAS, The Hibbing Public Utilities Commission (HPUC) is an arm of the City of Hibbing created by special statute pursuant to the framework as set forth under Minn. Stat. Sect. 412.321 to 412.391; and,

WHEREAS, The HPUC seeks to continue its goals of providing quality utilities to all of its customers but doing so in a manner that will be least intrusive to the environment around us, and in a socially productive way to provide affordable services to all its customers; and,

WHEREAS, The HPUC recently received a presentation as to why using renewable resources such as wood as being a primary heat resource is environmentally friendly but also has the potential of providing a number of potential "spinoff" industries to take advantage of this resource with the potential of providing quality jobs in other industries as a result; and,

WHEREAS, The presentation known as the Hibbing Public Utilities Restorative Plan would be based on a wood gas fuel basis generating 20 megawatts of power 24 hours a day, 7 days a week, 365 days of the year can help the HPUC meet its environmental, social and governance baseline (goals); and,

WHEREAS, That by adopting on operations system based on wood and gas, HPUC will be in a position to contribute both to lower cost electrical and steam production in Hibbing, and HPUC will also make progress toward best in class compliance with Regional Haze Standards as set out by the Federal Environmental Protection Agency; and,

WHEREAS, By relying on coal as a backup/emergency fuel, the HPUC will also continue to have all options available to it to better protect its customers from global supply shock of natural gas price fluctuations and power grid volatility. This will also allow the HPUC to keep the ability to burn coal in its air permit and avoid costly pollution control equipment for a fuel source that is not a planned baseload fuel.

NOW THEREFORE, IT IS HEREBY RESOLVED, That the Hibbing Public Utilities Commission adopts the Hibbing Public Utilities Restorative Development Plan based on generating 20 megawatts of power through a wood/gas burning concept generating 20 megawatts 24 hours a day, 7 days a week, 365 days a year for long term utility planning.

The motion to adopt the foregoing resolution was duly supported by Commissioner Hart and upon being put to a vote, it passed as follows:

FOR ADOPTION:

Chair Hart Vice Chair Garrity
Commissioner Babich Commissioner Bayliss
Commissioner Andria

AGAINST ADOPTION:

None

ABSTAINING:

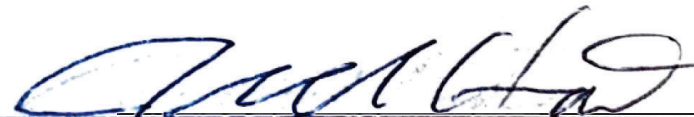
None

ABSENT:

None

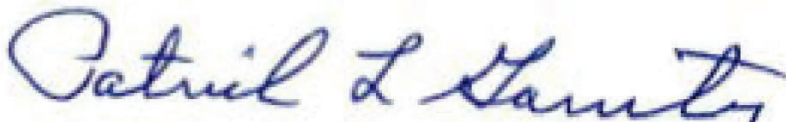
Passed and adopted this 24 day of May, 2022.

CITY OF HIBBING



Jeff Hart, Chair

ATTEST:



Patrick L. Garrity, Vice Chair