

Berkeley Electric Cooperative
Board Meeting
July 20, 2020
Minutes

The Berkeley Electric Cooperative Board of Trustee's meeting was held **Monday, July 20, 2020, at 1:00 P.M.** at the Moncks Corner District Community Room.

The meeting was called to order by Chairman Brunson, Mr. Gourdine gave the invocation.

The following Trustees were present:

Harry A. Brunson	Connie Shuler	Henry H. Chavis, Sr.
Willis Sanders	George McFadden	H. Wayne DeWitt
Sam Gourdine	Robert Vandross	Carol Caddell

President & CEO Dwayne Cartwright, Executive Administrator Ashley Edens and the following staff; VP of Finance Joel Stevens, VP of Human Resources Louise Meade, Manager of Communication and Public Relations Libby Roerig. General Counsel John B. Williams was in attendance as well.

Chairman Brunson called for approval of minutes from June's board meeting. Upon motion by Mr. DeWitt, seconded by Ms. Caddell, and unanimously passed; it was

RESOLVED, that the Board of Trustees hereby approves the minutes of the June 22, 2020 Board Meeting as presented.

Committee Reports

Central Meeting Report – Wayne DeWitt

Mr. DeWitt discussed that Mr. David Wasson was recommended to serve on the Executive Committee, and with no nomination from the floor, was elected. This vacancy came open due to Mr. Cartwright retiring.

ECSC Board Report-Willis Sanders

Mr. Sanders presented information from the ECSC Board meeting. Mr. Sanders asked what location would be a preference for the 2021 Winter Conference of Hilton Head, followed by Greenville, and then Columbia. The board was unanimously on their preference to be in Hilton Head.

Audit Committee-Ms. Caddell

Ms. Caddell stated that the committee had reviewed expenses for board and staff and recommend board approval. Upon motion by Mr. DeWitt, seconded by Mr. McFadden and unanimously passed; it was

RESOLVED, that the Board of Trustees hereby approves the expense reports that were submitted during the audit committee.

Financial Reports- Mr. Stevens

Mr. Stevens reviewed the financial reports from May 2020. Mr. Stevens reviewed over the IRS Form 990.

Christmas Bonus-Mr. Stevens

Mr. Stevens discussed the Christmas bonuses for Berkeley Electric Cooperative employees.

Upon a motion by Mr. Chavis, seconded by Mr. McFadden and unanimously passed; it was

RESOLVED, that the Board of Trustees of Berkeley Electric Cooperative, Inc., has approved \$500.00 Christmas Bonus to each employee. The approximate total is \$149,000. The checks will be issued to the employees on November 12, 2020.

Wage and Salary Review- Mr. Stevens

Mr. Stevens discussed the Wage & Salary proposal. April 2020 consumer price index =1.4%.

This forms basis of COLA recommendations. This proposal includes the adoption of new ranges

per NRECA study on 01/01/2021. The base raise would be 4%, the COLA 1.4%, the Merit 2.6%. The cost of this proposal would be \$1,065,618.00 in base salary and 94% Comp Ratio. Upon a motion by Mr. Gourdine, seconded by Mr. Sanders and unanimously passed; it was

RESOLVED, that the Board of Trustees hereby approves the Wage Salary Proposal, 4.0% base raise which would equal \$1,065,618.00. The raise will be effective November 11, 2020 and this will include the new adoption of new ranges per NRECA study on 01/01/2021.

President/CEO Reports-Mr. Cartwright

Acre Dues-Mrs. Roerig

Mrs. Roerig asked that the Acre dues be turned in before the August board meeting.

Affirmative Action Plan-Mrs. Meade

Mr. Cartwright called on VP of Human Resources, Louise Meade, to present the 2020 Affirmative Action Plan. Upon a motion by Mr. Sanders, seconded by Ms. Caddell, and unanimously passed; it was

RESOLVED, that the Board of Trustees adopt the 2020 Affirmative Action Plan as submitted.

Attorney Report-Mr. Williams

Chairman Brunson called for the Attorney's Report and Mr. Williams informed the Board of several cases which did not require any action by the board.

2020 Nomination Committee-Mr. Williams

Nominating Committee-

General Counsel John B. Williams. Mr. Williams brought it to the attention of the Board that the 2020 Nominating Committee needed to be appointed. Upon motion by Mr. DeWitt, seconded by Mr. Chavis and unanimously passed; it was

RESOLVED, that the Board of Trustees hereby appoints the following members to serve on the 2020 Nominating Committee: The three incumbents running for re-election (District 1, 4 and 7) did not name anyone to the Nominating Committee.

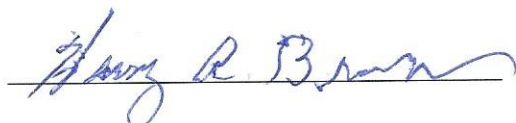
District 1	Mrs. Patricia Casey	District 6	Mr. Joe L. Wade
District 2	Mrs. Marsha Giggelman	District 7	Mrs. Carol Weaver
District 3	Mrs. Tamera Barnette	District 8	Mr. Tim Nixon
District 4	Mrs. Peggy Williams	District 9	Mr. Ryan Rushton
District 5	Mrs. Gislaine Jenkins		

New Business-

The Chairman then called for new business. The next board meeting will be held on August 24, 2020.

Old Business – None.

There being no further business to come before the Board, a motion was made to adjourn.



Harry A. Brunson, Chairman



H. Wayne Dewitt, Secretary