

November 4, 2021

Mr. Adam Voigts
1304 S G Street
Indianola, IA 50125

Dear Adam,

As you know as an appointed IMU Board Member your job is to work toward the betterment of our community. As I shared with you during our May 25, 2021 conversation IMU and the City need to be in partnership regarding the services we collectively provide. We need to set the direction and the tone for the City and the City owned utility.

As I have reflected on the past 12 months as Mayor, it has become repeatedly clear that IMU is not moving forward in the right direction under your leadership. Therefore, consistent with the powers provided by Iowa Code §372.15 and §5.09 of the City Ordinances of the City of Indianola, this written correspondence shall serve as a written order to remove you from your service as a Board of Trustee for the Indianola Municipal Utilities.

My decision to order your removal from service was based upon the following:

- IMU's lack of a strategic plan – for more than 5 years
- Lack of planning
- Lack of communication with City officials, City Council, citizens and other representatives
- Inappropriate use of a closed session in an IMU Board Meeting
- The mishandling of the Elation conversion – not providing the City with promised balancing documents and the misbilling of residents
- The 9 findings in the FY2020 IMU audit and the glossing over them when questioned
- The lack of leadership with direction toward training new board members
- Lack of training with General Manager
- Lack of training with HR & Finance Director on IMU needs
- The continual push for the separation of the City and the City owned utility – I do not believe this is in the best interest of the citizens of Indianola
- Lack of strategic response to customer concerns
- Stating you have no knowledge of the Streetscape project until January 2021 when you and IMU have been notified of this upcoming project for two years
- Continual reference to old issues/problems that have been resolved
- Lack of response from General Manager to continued requests from the City
- Lack of response to the 28E agreement defining shared services
- Desire to change staffing and processes and not discussing with City Council before decision reached

Adam, I want to be very clear, this is not personal. But as I said in May, it is my job to make sure all Board/Commission members are held accountable for their responsibilities.

Under Iowa Code §372.15, you may request a public hearing before the City Council if you file a request with the City Clerk within thirty (30) days of the mailing of this letter to you. If you fail to request a hearing, the removal will be effective on December 4, 2021.

Thank you for your past service.

Sincerely,

A handwritten signature in blue ink that reads "Pamela K. Pepper". The signature is written in a cursive style with a large, looping initial "P".

Pamela K. Pepper
Mayor