



## MEMORANDUM

To: NIMPA Board Members and Alternates

From: Gary Holm, NIMPA President

Date: June 18, 2024

Re: Agency Succession Planning

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I have served in my position at the City of Batavia since June, 2008. I have served as President of NIMPA since October, 2015. Sometime in early 2025 I plan to retire from IMRF and seek employment elsewhere for the remaining 8-10 years of my career.

For a long time I've envisioned moving out of state and seeking employment as a General Manager / Superintendent of an electric utility or perhaps again as a Public Works Director. I certainly haven't ruled out that possibility, but the process NIMPA went through earlier this year did get me thinking about other options. I'm now also considering the possibility of staying local and seeking employment with two or three part-time positions as opposed to just one full-time position. I've always had an interest in teaching and the prospect of teaching a course at Waubensee or COD would be appealing. I've also thought about returning to an engineering consultant and performing QA/QC work or construction oversight. There are many possibilities that I plan to explore in the coming months.

Prior to NIMPA's annual meeting in October I will bring forth a resolution to Batavia's City Council with a recommendation to appoint Rahat and Steve as Batavia's new NIMPA Representative and Alternate. I would like to continue my involvement with the Agency until such time that I officially retire. I will just no longer be an official Board member or Alternate.

Between 2008 and 2015 I was involved with NIMPA but had no official role on the Board. During that time I participated in NIMPA meetings and served as the agency's representative to the Government Relations Committee (now referred to as the External Affairs Committee). I would be interested in continuing my involvement with the EAC if the Board desires me to do so. I would also be happy to continue representing NIMPA on topics related to carbon capture. As a non-Board member I would no longer be able to serve the role as NIMPA's representative or alternate to the Prairie State Board. At NIMPA's October annual meeting the Board should plan to elect a new President as well as a new Representative to the Prairie State Board.

My involvement with NIMPA has certainly been one of the highlights of my career. The challenges associated with Batavia's unique circumstance and helping the Agency to manage its role as a generation owner have been engaging and rewarding. I've certainly had experiences through NIMPA that I would never have had in just a traditional "public works" role. I am very thankful to Aaron and Jeff for your collaboration as fellow Board members and also to Rahat, Rich and Blake for your support of the Board. NIMPA has had amazing professional advisors and consultants over the years and the Agency has really benefitted from their expertise. I am thankful to each of them. I'm looking forward to the next exciting chapters in my career.