

AUSTIN UTILITIES

MINUTES OF MEETING

4:00 pm, October 17th, 2023
Date

Regular Meeting

Kristin Johnson
President

Members Present:

Jay Lutz, Commissioner - VP
Steve Greenman, Commissioner
Tom Baudler, Commissioner

Members Absent:

Jeanne Sheehan, Commissioner
Kristin Johnson, President

Others Present:

Mark Nibaur, General Manager
Alex Bumgardner, Utility Operations Director
Marc Oleson, IT Director
Dan Ulland, Employee Relations Director
Ann Christianson, Finance Manager
Michelle Orozco, Customer Service Supervisor

Vice President Jay Lutz called the meeting to order. Commissioners Johnson and Sheehan were absent.

Moved by Tom Baudler, seconded by Steve Greenman, to approve the meeting agenda. Approved unanimously.

Moved by Steve Greenman, seconded by Tom Baudler, to approve the regular meeting minutes of September 19th, 2023. Approved unanimously.

Moved by Tom Baudler, seconded by Steve Greenman, to approve the disbursements summary, accounts payable list, additional bills and expenses, and authorize warrants to be drawn for their payment. Approved unanimously.

Michelle Orozco, Customer Service Supervisor, presented the 3rd Quarter charge offs totaling \$60,135.62. The accounts were finalized between April 2023 and June 2023. Moved by Steve Greenman, seconded by Tom Baudler, to approve the 3rd Quarter charge offs as presented. Approved unanimously.

Mark Nibaur, General Manager, reviewed proposed changes to AU's existing Recruitment and Selection Policy. The corrections recommended by President Johnson at the September meeting were made and presented. Commissioner Baudler suggested another change to the wording in section two requiring Board approval if changes are made to staffing levels or the personnel budget after the budget process. Staff will make additional adjustments and bring to the next Board meeting for consideration.

Dan Ulland, Employee Relations Director, provided an update on Human Resources information. AU health insurance costs increased by an average 8.5% for 2024, with some groups seeing as much as a 50% increase to the employee's share of premiums. The edition of Iron Fiduciary to AU's 457b plan was explained. A timeline was given on the General Manager's review process. His current contract ends in December. AU's employee engagement survey results were discussed including ideas on how to increase participation due to only a 47% survey response. AU leadership will discuss and review written comments from employees as well. Ulland also shared that interviews have concluded for the Finance & Customer Care Director position and an offer was accepted. A third round of interviewing is taking place for the Engineering Manager position.

Mark Nibaur, General Manager, also updated the Board on the following:

- SMMPA meeting minutes
- Safety committee minutes
- Baudler resigning after Nov. meeting. Tyler Hulsebus will be appointed to fill remaining term.
- EV fast charger site near Riverland
- Metronet stop work order continues

The Budget committee has a meeting scheduled for November 6th, at 10:30 am.

The next regular Board meeting was scheduled for 4:00 pm, November 21st. Discussion was held on rescheduling the December board meeting. Tentative date will be December 12th, one week earlier. Staff will confer with absent Commissioners.

Moved by Tom Baudler, seconded by Steve Greenman, to adjourn. Approved unanimously. Adjourned 4:55 pm.

President

Secretary