

AUSTIN UTILITIES

MINUTES OF MEETING

4:00 pm, August 13th, 2025

Regular Meeting

Steve Greenman

Date

President

Members Present:

Steve Greenman, President
Jay Lutz, Commissioner
Geoff Baker, Commissioner
Tyler Hulsebus, Commissioner
Kristin Johnson, Commissioner

Others Present:

Mark Nibaur, General Manager
Alex Bumgardner, Utility Operations Director
Kory Robinson, Finance & Customer Care Director
Dan Ulland, Employee Relations Director
Marc Oleson, Information Technology Director

Members Absent:

President Steve Greenman called the meeting to order at 4:00 pm. President Greenman welcomed members of the public and employees in attendance.

Moved by Geoff Baker, seconded by Kristin Johnson, to approve the agenda. Approved unanimously.

President Steve Greenman honored retiring General Manager, Mark Nibaur for his nearly 15 years of service as AU's General Manager. Moved by Geoff Baker, seconded by Kristin Johnson, to approve Resolution No. 340 - Recognition of Mark Nibaur. Roll call vote taken and approved 5 to 0.

General Manager candidate Tom Dankert appeared before the Commission and answered interview questions from each Board member. Question topics included describing leadership experiences, knowledge of public utilities, and financial and budgeting related questions. Mr. Dankert thanked the Commissioners and left the meeting.

General Manager candidate Alex Bumgardner then appeared before the Commission and answered interview questions from each Board member. Question topics similarly included describing leadership experiences, knowledge of public utilities, and financial and budgeting related questions. Mr. Bumgardner thanked the Commissioners and left the meeting.

Employees in attendance offered comments on current issues at AU and their thoughts on the future direction needed from a General Manager. President Greenman thanked them for attending the meeting and sharing their insights. A short break was then taken before continuing the meeting.

Moved by Geoff Baker, seconded by Tyler Hulsebus, to approve the regular meeting minutes of July 15th, 2025. Approved unanimously.

Moved by Geoff Baker, seconded by Jay Lutz, to approve the disbursements summary, accounts payable list, additional bills and expenses, and authorize warrants to be drawn for their payment. Approved unanimously.

Kory Robinson, Finance & Customer Care Director, reviewed AU's second quarter financial dashboard. A review of each department's sales, operating income and expenses versus the budget year to date were explained. Operating income is \$1.8m which is \$979k above budget. That variance is expected to drop over the summer months. The questions with depreciation adjustments at the last reporting were corrected with advice from CLA.

Mark Nibaur, General Manager, presented the updated Economic Development Incentives program. The incentives would be based on AU's Aid in Construction calculation. At the July meeting, Commissioners recommended removing the jobs requirement from the program which has been done. Moved by Geoff Baker, seconded by Tyler Hulsebus, to approve the Economic Development Incentives program as presented. Approved unanimously.

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

- SMMPA meeting minutes
- Safety committee minutes

The Finance Committee reported they will be meeting in September to start preparations for the 2026 budget.

Dan Ulland, Employee Relations Director, reviewed possible next steps for hiring a General Manager. Discussion was held on how Commissioners scored both candidates' interviews from earlier. Each of the five Commissioners noted they scored Tom Dankert higher on their matrix sheets. Moved by Geoff Baker, seconded by Tyler Hulsebus, to offer the General Manager position to Tom Dankert and authorize the HR Director and Board President to negotiate a contract to bring back to the full board for approval. Approved unanimously.

A special meeting was set for 4:00 pm on August 19th, 2025 to approve the General Manager contract.

The next regular board meeting was set for September 16th, 2025 at 4pm.

Moved by Geoff Baker, seconded by Kristin Johnson, to adjourn. Approved unanimously at 5:55 pm.

President

Secretary