President Steve Greenman called the meeting to order. Commissioner Kristin Johnson arrived at 4:50 pm.

Moved by Jay Lutz, seconded by Tom Baudler, to approve the meeting agenda. Approved unanimously.

Moved by Tom Baudler, seconded by Jeanne Sheehan, to approve the regular meeting minutes of November 16th, 2021. Approved unanimously.

Moved by Tom Baudler, 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.

Mark Nibaur, General Manager, and Ann Christianson, Finance Manager, presented the proposed 2022 AU Budget. As requested by Commissioners, the operating budgets were prepared with no rate increase in the electric department, a 2% rate increase to residential and commercial and 9% increase to Hormel in the water department and no rate change in gas department. Moved by Tom Baudler, seconded by Jeanne Sheehan, to approve the 2022 AU Budget as presented. Approved unanimously.

Mark Nibaur, General Manager, and Ann Christianson, Finance Manager, presented the 2022 water rate tariffs and 2022 Fees and Deposits. The water rate tariffs reflect the approved 2022 increases. The proposed 2022 Fees and Deposits now include separate fee structures for AMI and AMR meters. Sewer Deduct Meter costs were eliminated from the list due to frequent fluctuations in the actual costs. Moved by Jeanne Sheehan, seconded by Tom Baudler, to approve the 2022 water rate tariffs as presented. Approved unanimously. Moved by Tom Baudler, seconded by Jay Lutz, to approve the 2022 Fees and Deposits. Approved unanimously.

Mark Nibaur, General Manager, also updated the Board on the following:
- SMMPA minutes
- Safety Committee minutes
- COVID-19 update
- Natural Gas prices predicted to be volatile and high this winter
- Jay Lutz appointed to APPA Policy Makers Council

The next regular Board meeting was scheduled for 4:00 pm, Tuesday, January 18th, 2022.

Moved by Tom Baudler, seconded by Jay Lutz, to move to a Closed Meeting pursuant to Minn. Stat. §13D.03 Subd. 1(b) for strategy relating to labor negotiations and Minn. Stat. §13D.05 Subd. 3(a) for a performance evaluation of the General Manager. Approved unanimously. 5:01 pm.

Return to open meeting at 6:25 pm.

Moved by Tom Baudler, seconded by Jeanne Sheehan, to approve AFSCME Labor Union contract for 2022-2024. Base pay structure increases were approved at 2.75% in 2022, 3% in 2023, and 3% in 2024 along with adjustments to health and wellness benefits. Approved unanimously.

Moved by Kristin Johnson, seconded by Jay Lutz, to adjourn. Adjourned 6:30 pm.