

AUSTIN UTILITIES  
MINUTES OF MEETING

|                              |                 |                |
|------------------------------|-----------------|----------------|
| 4:00 pm, December 16th, 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:**  
Tom Dankert, General Manager  
Alex Bumgardner, Utility Operations Director  
Marc Oleson, Information Technology Director  
Dan Ulland, Employee Relations Director  
Sarah Douty, Administrative Coordinator

**Members Absent:**

President Steve Greenman called the meeting to order at 4:01 pm.

Moved by Geoff Baker, seconded by Jay Lutz, to approve the agenda. Approved unanimously.

Moved by Geoff Baker, seconded by Tyler Hulsebus, to approve the regular meeting minutes of November 17th, 2025. Approved unanimously.

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

Tom Dankert, General Manager, updated the Board on the following:

- SMMPA meeting minutes
- Safety committee minutes
- Resignation of Josh Hall
- Jay Lutz and Tom Dankert attending the APPA Legislative Conference in Washington DC in February
- Dupont settlement received
- Overtime backpay for dispatch positions

Moved by Geoff Baker, seconded by Kristin Johnson, to enter closed session pursuant to Minn. Stat. §13D.03 Subd. 1(b) for strategy relating to labor negotiations. Approved unanimously at 4:11 pm.

Returned to open meeting at 4:28 pm.

Moved by Geoff Baker, seconded by Kristin Johnson, to approve AFSCME labor union contract for 2026-2028 as presented. Approved unanimously.

Moved by Geoff Baker, seconded by Tyler Hulsebus to approve Austin Utilities Base Pay Schedule (BPS) for 2026-2028 as presented for all non-contract, AFSCME, and UFCW members. The BPS includes a Cost of Living Adjustment of 4% for 2026, 3.5% for 2027, and 3% for 2028. Approved unanimously.

Moved by Kristin Johnson, seconded by Jay Lutz, to approve benefit changes as presented for all non-contract employees beginning January 1st 2026. Those changes align with benefits given to AFSCME labor union members. Approved unanimously.

Moved by Geoff Baker, seconded by Tyler Hulsebus, to approve the UFCW labor union contract for 2026-2028 as presented. Approved unanimously.

The next regular board meeting was set for 4:00 pm on Tuesday, January 20th, 2026.

Moved by Kristin Johnson, seconded by Jay Lutz, to adjourn. Approved unanimously at 4:37 pm.

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President

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Secretary