

MINUTES
Personnel Committee
Colorado Springs Utilities Board
January 14, 2022

Committee present via Microsoft Teams or Rosemont Conference Room: Committee Chair Yolanda Avila, Wayne Williams, Randy Helms, and Tom Strand

Board members present via Microsoft Teams or Rosemont Conference Room: Bill Murray

Staff members present via Microsoft Teams or Rosemont Conference Room: Renee Adams, Heather Harvey, Al Wells, Andie Buhl, Dave Grossman, Dan Noble, Cindy Newsome, Daniel Norton, Joe Awad

1. Call to Order and Welcome

Personnel Committee Chair Yolanda Avila called the meeting to order at 10:00 a.m. Ms. Renee Adams, Human Resources General Manager, read a statement regarding the Colorado Open Meetings Law and City Charter and stated that public comment would not be a part of the meeting.

2. Review of Minutes

The November 12, 2021 Personnel Committee minutes were approved for posting.

3. Detailed Work Plan Review

Ms. Adams reviewed the 2022 Detailed Work Plan and highlighted which items will be discussed at monthly Personnel Committee meetings. She explained the process and timelines for climate and pulse surveys and said the next climate survey is scheduled for 2023. Ms. Heather Harvey, Human Resources General Manager, will lead these efforts moving forward, as well as provide semi-annual updates on behalf of Ms. Adams at future Personnel Committee meetings.

Ms. Adams reviewed changes to the Balanced Scorecard, and Mr. Dave Grossman, Strategic Planning & Governance Manager, said the CEO Leadership Team reviews the Balanced Scorecard each quarter, while the Strategic Planning Committee and the Utilities Board review it, along with other elements of the CEO Performance Plan, two times per year.

Ms. Adams concluded with explaining who from Human Resources will join each Personnel Committee meeting throughout the year.

4. Plan Future Agenda

- Board Expected Results - 2021 CEO performance plan evaluation preliminary results
- Preparation for 2022 CEO performance discussion on 2021 performance

5. Adjournment

The meeting adjourned at 10:17 a.m.

Next Meeting: Friday, February 11, 2022