

**MINUTES**  
**Personnel Committee**  
**Colorado Springs Utilities Board**  
**March 11, 2022**

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

**Board members excused:** Wayne Williams

**Staff members present via Microsoft Teams or Rosemont Conference Room:** Renee Adams, Heather Harvey, Natalie Watts, Cindy Newsome, Mike Francolino, Jonathan Liepe, Travas Deal, Al Wells, Aram Benyamin, Bethany Schoemer and Tristan Gearhart

**1. Call to Order and Welcome**

Chair Yolanda Avila called the meeting to order at 10:01 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 February 11, 2022 Personnel Committee minutes were approved for posting.

**3. ER: 1-3 Utilities Board Expected Results Year End CEO Performance – Scorecard Discussion**

Ms. Adams explained that the year-end 2021 overall score is 3.41 on a 1-5 scale. This translates to a rating of “meets expectations.” This score consists of 50% toward achieving performance measure targets related to the Utilities Board strategic focus areas of rates, reliability and relationships. This result is 2.67 on a scale of 1 to 5, and 50% based on the Utilities Board assessment of CEO leadership competencies. This result is 4.14 on a scale of 1 to 5.

Ms. Adams provided additional details on the performance measures that were “partially meets expectations” and “does not meet expectations”. Committee members asked questions related to employee turnover, employee compensation and details of the upcoming executive session. Committee members asked to receive the last two scorecards to better prepare for the upcoming meeting.

**4. Plan Future Agenda**

Ms. Adams explained that a consultant will come to the next Personnel Committee meeting to discuss a report for compensation for executive market pricing for the CEO. She said all Utilities Board members will be invited.

**5. Adjournment**

The meeting adjourned at 11:38 a.m.

**Next Meeting:** Friday, April 15, 2022