

**MINUTES**  
**Personnel Committee**  
**Colorado Springs Utilities Board**  
**February 10, 2023**

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

**Board members present via Microsoft Teams or Rosemont Conference Room:** Dave Donelson and Bill Murray

**Staff members present via Microsoft Teams or Rosemont Conference Room:** Renee Adams, Lisa Barbato, Natalie Watts, Heather Harvey, Kerry Baugh, Bethany Schoemer and Andie Buhl

**1. Call to Order and Welcome**

Committee Chair Yolanda Avila called the meeting to order at 10:01 a.m. Ms. Renee Adams, Chief Administrative and Human Resources Officer, 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 January 13, 2023 Personnel Committee minutes were approved for posting.

**3. Utilities Board Orientation Brainstorming Session; Board Mentoring Program**

Ms. Kerry Baugh, Strategic Planning and Governance Lead, reviewed the proposed schedule for the upcoming Utilities Board orientation and Ms. Bethany Schoemer, Public Affairs Specialist, discussed proposed tour sites for the Board to visit. Ms. Baugh also reviewed educational topics that will be covered by each organizational division during orientation.

Board Member Bill Murray suggested developing a mentoring program for incoming Utilities Board members where past Utilities Board members can provide guidance and support to help with the transition.

Ms. Natalie Watts, Strategic Planning and Governance Manager, provided an update on the 2022 CEO Performance Plan and Enterprise Balanced Scorecard. She said due to the departure of the CEO, staff is recommending to suspend the year-end CEO Performance Plan – which included Balanced Scorecard performance indicators, strategic initiatives, and competencies for 2022 – and instead only report on the 2022 Balanced Scorecard performance indicators. She explained staff will be bringing this item to the February Utilities Board meeting for approval.

The Personnel Committee agreed with this recommendation. Ms. Watts also noted the final results from the 2022 Balanced Scorecard will be published and reported out at the March Utilities Board meeting.

**4. Plan Future Agenda – Next meeting: Friday, March 10, 2023**

Ms. Adams reviewed discussion topics for the next Personnel Committee meeting.

**5. Adjournment**

The meeting adjourned at 10:34 a.m.