

**MINUTES**  
**Personnel Committee**  
**Colorado Springs Utilities Board**  
**July 15, 2022**

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

**Committee members excused:** Tom Strand

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

**Staff members present via Microsoft Teams or Rosemont Conference Room:** Tristan Gearhart, Travas Deal, Renee Adams, Joe Awad, Jamie Fabos, Heather Harvey, Sara Akins, Natalie Watts, Michael Myers, Al Wells, Pattie Bengner and Jason Rigler

**Citizens and guests present via Microsoft Teams or Rosemont Conference Room:** Sam Masias

**1. Call to Order and Welcome**

Committee Chair Yolanda Avila called the meeting to order at 10:03 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 June 10, 2022 Personnel Committee minutes were approved for posting.

**3. Safety Strategic Initiatives Updates**

Ms. Sara Akins, Senior Industrial Hygienist/Health Clinic Supervisor, provided a historical overview of the Occupational Health Clinic at Springs Utilities. She said onsite occupational health services began in 2000 and from 2002 – 2019, the clinic was run by a medical doctor and registered nurse. She said in 2019 a new structure was implemented, which she also reviewed.

Ms. Akins explained the clinic's purpose, which is to provide occupational health services to Colorado Springs Utilities employees, including injury treatment and medical monitoring. She said it is a designated Authorized Treating Provider (ATP) for Springs Utilities and City employees as required by Colorado Workers Compensation Self-Injured regulations.

Ms. Akins reviewed services the clinic provides and explained the three types of visits that occurred during the last five years – medical monitoring, initial injury and follow-

up injury visits. She said the clinic's goals are to provide timely work-related injury treatment, comprehensive medical monitoring and excellent customer service. Ms. Akins reviewed the clinic's philosophies as well, which are:

- Our employees are industrial athletes
- Treat to or better than the Colorado Workers Compensation Guidelines
- Keep injured employees working within their ability
- Employees need to be active in their treatment
- Active case management

Ms. Akins provided case examples of employees using the clinic and reviewed recent enhancements to the clinic. She explained the relationship between Springs Utilities and the City and the functions and relationship of workers compensation claims management. Ms. Akins reviewed results from the clinic customer survey, compared injury restrictions against lost time, and claims costs over the last five years.

Ms. Akins explained industrial hygiene, which is the practice of identifying workplace exposures hazardous to the acute or chronic health of employees. She said staff monitors the work environment for chemicals, particulates, noise, radiation and other hazards – and explained the intake process for the Occupational Health Clinic once employees are exposed.

Ms. Akins concluded with a five-year review of medical monitoring compliance.

#### **4. Recommendation: Remove Nationwide Bill Comparison Metric on Scorecard**

Mr. Tristan Gearhart, Chief Planning and Finance Officer, provided background information about a current measure, Industrial Electric-intensive Customer Bill – Nationwide Comparison, of the Enterprise Balanced Scorecard. He explained how this measure was based on the Lincoln Electric System (LES) national electric rate study but starting in 2021, the study was discontinued.

Mr. Gearhart explained the recommendation which is to remove the nationwide comparison measure and instead, assign the 1.0% weight to the regional electric intensive measure, which would bring the total weight of this measure to 3.0%. He said the Electric-intensive Customer Bill – Front Range Comparison measures approximately the same bill comparison and there is decreased emphasis on economic development for electric intensive users.

Mr. Gearhart said this topic will be presented and voted on at the July Utilities Board meeting.

#### **5. Plan Future Agenda**

Ms. Adams reviewed discussion topics for next month's Personnel Committee meeting.

#### **6. Adjournment**

The meeting adjourned at 10:57 a.m.

**Next Meeting:** Friday, August 12, 2022