

MINUTES
Personnel Committee
Colorado Springs Utilities Board
March 18, 2024

Committee members present via Microsoft Teams or Rosemont Conference Room:
Yolanda Avila, Michelle Talarico, and Dave Donelson

Utilities Board Members Present:
Nancy Henjum

Staff members present via Microsoft Teams or Rosemont Conference Room:
Renee Adams, Travas Deal, Heather Harvey, Mike Myers, Mary Schmiechen, Andrew Johnson, Catherine Moravec, Natalie Watts, and Jacqueline Nunez

City staff present via Microsoft Teams or Rosemont Conference Room:
Renee Congdon

1. Call to Order and Welcome

Committee Chair Yolanda Avila called the meeting to order at 10:02 a.m. Ms. Renee Adams, Chief 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.

Everyone attending introduced themselves by name and title.

2. Review of Minutes

The November 9, 2023, Personnel Committee minutes were approved for posting.

3. Compliance Reports:

- ER: 1-3 Board Expected Results Scorecard (Semi-annual): 2023 Balanced Scorecard Metrics Review

Ms. Natalie Watts, Strategic Planning and Governance Manager, affirmed that Utilities achieved competency measures that exceeded expectations.

4. 2024 Enterprise Strategic Initiative: Total Worker Health

Mr. Mike Myers, Safety and Health Manager, began a presentation on Total Worker Health at 10:06. He stated that the organization's investment in Total Worker Health is motivated by the mission to empower workers. He specified that Total Worker Health is a trademarked brand, but it is a brand that is beneficial to affiliate with. Additionally, he explained Utilities is now affiliated with Health Links to implement best practices in line with the wellbeing of workers. Furthermore, he detailed the plan to provide a buffer between worker stressors and strains. He also provided examples

of workers stressors and the buffers to be put in place. Likewise, he explained how the organization can address worker stressors. Healthy workplace assessments have been implemented, and additional Total Worker Health has additional milestones planned for the future.

Ms. Nancy Henjum asked how Mr. Myers expected this plan to effect Climate Surveys. Ms. Adams helped answer by saying that there wouldn't be an immediate effect on the climate since this is more of a movement for cultural change. He also explained the Utilities has made strides for mental health first aid.

5. 2024 Focus: Engagement and Inclusion – DELTA Leadership Team

At 10:40, Ms. Mary Schmiechen DELTA Chair, Andrew Johnson, DELTA Advisor, and Catherine Moravec, DELTA Past Chair, reviewed some of the 2023 DELTA accomplishments. The Summer Celebration event was one of the most significant of these accomplishments. Ms. Schmiechen recognized that lack of diversity can be a stressor for workers. She stated that more Employee Resource Groups (ERGs) are part of the strategic plan for 2024. Diversity, Equity, and Inclusion (DEI) efforts are focused on improving engagement.

Mr. Johnson highlighted how impactful working on total worker health is in conjunction with DEI. He addressed the stigma around DEI and clarified that the goal is to recognize the differences between people and striving to work to the benefit of these differences. Additionally, he gave anecdotes about the significant differences that need to be recognized between the new generations and previous ones. Furthermore, he explained the importance of having workers feel valued, and giving workers a safe environment where they can share their feelings. Overall, he detailed the problems with the old approach to DEI and how the new approach will be more holistic.

Ms. Moravec explained the importance of DEI self-assessments. Likewise, she highlighted the different models of DEI self-assessments available, and the benefits and draw backs of each. She also showcases, the findings of several worker surveys.

Afterwards, several future DEI events were highlighted by Ms. Schmiechen.

During questions, Ms. Adams and Travas Deal, the Chief Executive Officer, both explained that diversity of thought is a valuable asset to cultivate in the organization. The change brought about by the COVID-19 pandemic are also necessary to recognize for the sake of DEI.

6. Employee Engagement Volunteer Programs

At 11:03, Ms. April Conway-Speake, Community Relations Supervisor, discussed the volunteer opportunities that are available. Ms. Conway-Speake revealed that companies with employee volunteer programs statistically have more employee engagement. She also highlighted the Community Focus Fund as an important non-profit organization we are affiliated with. She explained that employee volunteer

opportunities are very effective as a means of team building. Additionally, she explained the changes being made to the Ambassador Program. Finally, she displayed and elaborated on The Public Affairs Department (PAD) page on SharePoint.

At 11:18, the meeting returned to Ms. Watts presentation regarding 2023's year end competency results in greater detail than earlier.

7. Plan Future Agenda – Next meeting: May 20, 2024

Ms. Adams reviewed agenda items for the next Personnel Committee meeting. In the May meeting the committee will group more topics together to maintain meeting efficiency. Thus, the April meeting will be skipped.

8. Adjournment

The meeting adjourned at 11:22 a.m.