



APPROVED 12-13-17

MINUTES
City of Tacoma
Public Utility Board Meeting
Special Meeting
December 1, 2017; 9:00 A.M.

3628 S 35th Street
3rd Floor Conference Room
Tacoma WA 98409

Present: Monique Trudnowski, Woodrow Jones, Mark Patterson, Bryan Flint, Karen Larkin

The meeting was quorate.

Chair Trudnowski called the meeting to order at 9:00

Chair Trudnowski made opening remarks and stated the purpose of the special meeting is to discuss the process for recruitment of the next Director of Utilities.

Carl Mycoff, the retained executive recruiter, briefed the Board on his meetings with the Council Members, City Manager, and Board Members on this topic. The Human Resources Department is still working on scheduling meetings with the Council Members-elect. Mr. Mycoff reported that there was no feedback received from anyone expressing dissatisfaction with TPU and they are happy with the low rates, good service, and happy customers; the only dissatisfaction expressed was with the relationship with the City Council. The main topics for those stresses include undergrounding, renewable energy strategy, low-income assistance, allocations, and better communication with TPU. Ways to help the city with TPU's resources was also expressed. Two Council Members and three Board Members expressed desire for a hybrid of power and water industry expertise. Two Board Members and five Council Members don't view power and water industry expertise as a prerequisite. Mr. Mycoff suggested talking to the candidates about their power and water expertise, but interview on desired characteristics. Power and water expertise can be listed as preferred, but not required and then the Board and Council can discuss this further. One continuing and two departing Council Members list diversity as a concern. One continuing Council Member, one departing Council Member, and two Board Members strongly favor a public process during the recruitment. The remainder is ambivalent and will circle back to Mr. Mycoff after thinking more on this topic.

The Council does not want to look at one option given to them from the Board. They expressed desire to spend quality time with three candidates. They also communicated that they don't want to do the Board's job in reviewing resumes and interviewing a big slate of candidates. That is what the Board is appointed to do. They just don't want to have their hand forced with one candidate; three is optimal.

Protecting candidate confidentiality to not jeopardize their current employment was then discussed. Bill Fosbre, City Attorney, stated there is no legal obligation to release information, but recognizes political reasons to do so. The initial collection of resumes and analysis of those worthy of further consideration can be exempt from the public. The Council can then interview

the top three candidates and vet them in public. Candidates can be told that their consideration is confidential and their employment not jeopardized unless they're in the final three. Mr. Fosbre added that the recruiter for the City Manager reduced the list and Mr. Mycoff agreed that the best way for the Board to communicate is to send their top candidate information to the recruiter. . There was then discussion on structured and casual meetings for the candidates and the Board.

There was then discussion on how to gather public input on the front end. Mr. Mycoff says front-end input is good and there is a plan to come back to labor meetings, neighborhood councils, etc. and let them articulate any concerns and provide feedback. Also, there will be a plan to solicit feedback from the executive team and managers, but not if they're candidates. Staff should understand they will not be able to select their own boss.

Options discussed for public input involve setting up a web portal, publish a schedule on line of all community input opportunities, visiting neighborhood Councils, and taking public testimony at the January 10 Board meeting. The Board also would like to see a media/outreach plan presented at the December 13 Board meeting.

Mr. Mycoff stated he will start putting together a schedule and list next actions. He also suggested providing periodic updates to the Council.

Adjournment

There being no further business or comments, the Public Utility Board was adjourned at 10:27 a.m. until Wednesday, December 13, 2017 for a study session beginning at 3:00 p.m. at Tacoma Public Utilities, followed by the regular meeting at 6:30 p.m. at Tacoma Metro Parks Headquarters.

Approved:

Monique Trudnowski, Chair

Karen Larkin, Secretary