

**MINUTES OF THE SPECIAL MEETING OF MAY 21, 2019
OF
PUBLIC UTILITY DISTRICT NO. 1
OF
THURSTON COUNTY, WASHINGTON**

The Special Meeting of the Commissioners of Public Utility District No. 1 of Thurston County was called to order on Tuesday, May 21, 2019 at 212 Union Way SE, Olympia, WA 98501, commencing at 10:00 a.m. Commissioners Russell E. Olsen, Linda Oosterman, Chris Stearns and General Manager John Weidenfeller were present at this Strategic Planning Workshop.

Call to Order: Commissioner Olsen called the special meeting to order at 10:10 a.m.

Pledge of Allegiance: The Pledge of Allegiance was recited.

Approval of Agenda: Commissioner Stearns made a motion to approve the agenda: Commissioner Oosterman seconded the motion; all in favor.

Safety and Employee Retention (Commissioner Stearns):

The District's safety procedures were discussed. GM Weidenfeller stated that a good work environment, competitive pay and benefits are the most important aspects of nurturing employee retention. He also went over Policy 400-032, Employee Recognition, and thanked Commissioner Stearns for his contributions to helping initiate an employee time in service recognition program. GM Weidenfeller felt that the District has an outstanding employee recognition program, approved by the Commissioners, which will help with employee retention.

Facilities:

GM Weidenfeller and Commissioners discussed current facilities, the rental at the Satellite Office at 8421 Old Highway 99 SE in Tumwater, and future facility needs for the District.

Future Rates, CIP, and Capital Surcharges:

The Commissioners and GM Weidenfeller discussed future rate designs, the capital improvement program and capital surcharges.

Possible Staffing Scenarios:

The Commissioners and GM Weidenfeller discussed current staffing and staffing that may be needed in the future.

Review of Current Strategic Plan:

The Commissioners reviewed the Strategic Plan and decided to make some changes. GM Weidenfeller will bring those changes forward at the next PUD Commission meeting.

General Manager and Commissioner Reports:

There were no reports.

Executive Session:


An Executive Session was not held.

Adjournment: Commissioner Oosterman made a motion to adjourn the meeting. Commissioner Stearns seconded the motion; all in favor. The meeting adjourned at 2:00 p.m.

Adjournment: President Russell E. Olsen

Assignments:

1. GM Weidenfeller will bring forward changes the Commissioners wanted to make to the Strategic Plan at the next PUD Commission meeting.
2. GM Weidenfeller will add new job classifications for the District the next time the job classifications and salary ranges are updated.



Russell E. Olsen, Commissioner and President

Attest:



Chris Stearns, Commissioner and Secretary