



Approved 12/14/22

MINUTES
City of Tacoma
Public Utility Board Meeting
Special Meeting
November 2, 2022; 12:00 p.m.
November 3, 2022; 8:30 a.m.

November 2, 2022

Chair Watson called the Public Utility Board special meeting to order at 12:20 p.m.

Present: Carlos Watson, John O'Loughlin, William Bridges; Elly Claus-McGahan, Holland Cohen (arrived 2:20 p.m.)

The meeting was quorate.

Mayor Woodards made welcoming remarks and spoke of the good working relationship with TPU, the Director, and General Government. The Mayor cited the joint legislative agenda and working together through the pandemic as good examples. The Mayor recognized that most Board Members are new and that brings a new energy and diversity in background, age, and thought. TPU's 10-year management review is coming in 2023 and the charter review in 2024. The Mayor stated she looks forward to working with TPU on these projects. The Mayor also stated that she would be in support of a charter amendment that would provide the Board with a per diem or stipend. Another charter review topic may be the future makeup of the Board and whether or not to include representation from TPU's entire service territory.

Director Flowers made opening remarks and introduced Bill Slaton, Senior Partner at Leading Resources Inc. Introductions and ice breaker questions then took place. Board Members shared their desired outcomes for the retreat: Board Member Claus-McGahan desired to be more grounded in the role of the Board in decision making and for the Board to work effectively together. Board Member O'Loughlin's desire is to understand the intent of the Board Strategic Directives (SDs) when they were developed and what they are to be going forward; requests definition if they're strategic or tactical. Also, he wants to have TPU be as accessible to as many as possible. Board Chair Watson shared that he's looking forward to the Office of Equity and Human Rights (OEHR) presentation and wants the Board to examine any intentional or unintentional racist practices. Board Member Bridges desires to have a better

understanding of the Board's legal constraints. Also, to get to know fellow Board Members better and have meaningful dialogue. Also, to understand the Strategic Directives (SD) and examine whether or not they should be reduced.

OEHR training

Equity and Antiracism training was presented by Mia Navarro and Klarissa Monteros from the Office of Equity and Human Rights (OEHR). The General Government and TPU anti-racist commitments are contained in the Equity and Empowerment Framework (2014); PUB Strategic Directive One (2019); and Council Resolution 40622 (2020). Equity was defined as when everyone has access to the opportunities necessary to satisfy their essential needs, advance their well-being, and achieve their potential. Ms. Navarro and Ms. Monteros then covered topics such as the City's equity index, explicit and implicit bias, work-to-date, future plans, and challenges. The training was well received and resulted in productive conversation.

Board Governance and Best Practices

Mr. Slaton then reviewed with the attendees the results of his interviews with Board Members, Director Flowers and Counsel Tom Morrill, Mayor Woodards, and City Manager Elizabeth Pauli. Mr. Slaton then presented the "Five Habits of High Performing Public Boards": 1) Board Members cultivate the Board as a distinct entity; 2) The Board focuses on results and on monitoring results; 3) The Board ensures sufficient resources are on hand and that those resources are managed effectively; 4) The Board develops itself so that it can effectively serve the organization's needs; 5) The Board provides feedback and support to the chief executive. The Board then held a group discussion around the following topics: Development of Board agendas; Structure of Study Sessions and Board meetings; Attendance at community events and industry conference; open public meetings act; Board communication; and the reexamination of the Board's Strategic Directives, Governance Processes, Board-Director Linkages; and the development of a work plan for the Board.

November 3, 2023

Chair Watson called the meeting to order at 8:35 a.m.

Present: Carlos Watson, John O'Loughlin, William Bridges; Elly Claus-McGahan, Holland Cohen

The meeting was quorate.

Mr. Slaton provided a summary of the previous day's work and the Board then continued with their discussion on Board governance, best practices, and strategic directives.

Director Flowers then reviewed her 2022 work plan and walked the Board through a blank evaluation form that will be used for the 2023 evaluation. For 2023, the work plan

should contain key priorities for the organization and associated activities would be in the work plan.

The retreat concluded with Board Members, Director Flowers, and Mr. Slaton making final comments. All expressed appreciation to all for time well spent and increased understanding.

Adjournment

The retreat was adjourned at 2:53 p.m. on Thursday, November 3, 2023.

Approved:



Carlos Watson, Chair



Holland Cohen, Secretary