

REGULAR MEETING OF KISSIMMEE UTILITY AUTHORITY HELD WEDNESDAY,
AUGUST 3, 2016 AT 3:30 PM, BRINSON BOARD ROOM, ADMINISTRATION
BUILDING, 1701 WEST CARROLL STREET, KISSIMMEE, FLORIDA

Present were Chairman Reginald Hardee, Vice-Chair Jeanne Van Meter, Director George Gant, Director Ethel Urbina, Director Kathleen Thacker, Mayor Jim Swan, General Manager, James C. Welsh, General Counsel, Grant Lacerte and Recording Secretary, Leticia Rivera.

A. MEETING CALLED TO ORDER

Director Hardee called the meeting to order @ 3:30 pm.

B. PLEDGE OF ALLEGIANCE TO THE FLAG

The Board members and staff recited the pledge of allegiance.

C. AWARDS AND PRESENTATIONS

1. DEGREE RECOGNITION, KASEE ALLRED, BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION, KAPLAN UNIVERSITY
2. 5-YEAR SERVICE AWARD – CYNTHIA TORRES, CUSTOMER SERVICE REPRESENTATIVE II, CUSTOMER SERVICE
3. 10- YEAR SERVICE AWARD – ALISA DALTON, SUPERVISOR OF COLLECTIONS, CUSTOMER SERVICE
4. 20-YEAR SERVICE AWARD – PAUL FIELITZ, LINEMAN FIRST CLASS, ENGINEERING & OPERATIONS
5. EMPLOYEE OF THE MONTH FOR AUGUST 2016 – SHANNON BERUBE, BUSINESS APPLICATIONS SPECIALIST, INFORMATION TECHNOLOGY

Mr. Welsh congratulated Shannon for being selected employee of the month of August 2016.

At this time, Director Hardee advised that there is one additional item that was not on the agenda that he would like to read aloud. Director Hardee read a proclamation for Mayor Swan and presented it to him. The Board thanked him for his many years of service.

Mayor Swan thanked the Board.

D. HEAR THE AUDIENCE - At this time, Director Hardee asked if there was anyone from the public who would like to address the Board on an item that is not listed to please come forward. In hearing none, the Board moved forward with the agenda.

E. CONSENT AGENDA

ACTION: Director Van Meter made a motion, seconded by Director Thacker to approve item 1 on the Consent Agenda.

MOTION PASSED 5 - 0

1. APPROVAL OF MINUTES FOR JULY 13, 2016 REGULAR & SPECIAL BOARD MEETING

F. PUBLIC HEARING - None

G. INFORMATIONAL PRESENTATIONS (REQUIRING NO ACTION) - None

H. OLD BUSINESS - None

I. NEW BUSINESS – None

J. STAFF REPORTS

1. SEMI-ANNUAL REPORT FOR CUSTOMER SERVICE

Susan Postans, vice president of Customer Service provided an update on some of the following matters occurring in the customer service department, information on the TOHO Transition, Net Metering, Good Neighbor Fund and Third Party Notification.

Mayor Swan commented that one of the biggest challenges since he took the seat on the board was the losses and Susan and her staff have made them disappear. Mayor Swan advised that he does not handout compliments very often but must say so as the staff has put forth such an effort to have this done.

K. HEAR ATTORNEY, GENERAL MANAGER, DIRECTORS

Mr. Welsh shared upcoming dates of events including the dedication of the Hansel Plant scheduled for October 19th @ 3pm.

Director Van Meter advised that she is very proud of the team and staff. Director Urbina again thanked Mayor Swan for all his accomplishments while in office, we all appreciate it.

Mayor Swan advised that he had the honor of serving on the County Commission for 12 years and for the City Commission for almost 10 years and have worked with good people who share a long term vision.

Director Hardee thanked Mayor Swan and staff.

At this time Director Van Meter advised that she would like to put off the Management Review till September or possibly October. Director Hardee asked if this was a motion to discuss.

ACTION: Director Van Meter made a motion, seconded by Director Urbina to move the Management Review to September.

Dr. Gant asked why. Director Van Meter advised that she is not ready to do it yet. Director Thacker advised that she would like to have it done in October as she will not be present and will have to participate via Facetime and would prefer to be present.

ACTION: Director Urbina made an amendment to the motion, seconded by Director Thacker to move the Management Review to October.

Dr. Gant advised that if this is moved to October he will be excluded as he will be off the board at that time and with the new incoming board member who won't have any influence to the system; is this why the move to October. Director Van Meter and Director Thacker both advised this was not their intentions.

MOTION TIED 2 - 2

Director Urbina asked for clarification on what will be discussed in the Management Review. Director Hardee advised the Management Review is the whole process we evaluate Jim Welsh. There is a motion to move the Management Review from this meeting to the October meeting.

ACTION: Director Urbina made an amendment to the motion, seconded by Director Thacker to move the Management Review to October.

MOTION FAILED 2 - 3

ACTION: Director Van Meter made a motion to move the Management Review to September; motion failed as a second was not offered.

The Board will move forward with the Management Review at this time.

At 3:58 pm, Mayor Swan excused himself from the meeting.

L. MANAGEMENT REVIEW

Director Hardee advised that at this time the Board will move forward with ratings. Director Urbina advised to make it simple, she will indicate the numbers. Director Thacker advised she has not had time to coordinate but provided ratings and commented on each one. Director Van Meter advised that after last month's meeting and the concerns that Mayor Swan brought up, she had to do a lot of reflection. Director Van Meter shared comments and concerns that she has and provided her ratings.

Director Gant commented that our responsibility is to oversee the overall operation of this organization and we put forward goals for Jim to accomplish and then we put numbers to those that he accomplished during the year so the operation has been completed. Dr. Gant provided his ratings and Director Hardee provided his ratings as well.

Director Hardee advised now that all the ratings are in what is the Board's pleasure regarding the calculated increase. Director Urbina advised that she would like to elaborate on how she arrived to her ratings. After sharing her comments the following motion was made.

ACTION: Director Urbina made a motion, seconded by Director Van Meter to move forward with a 3% increase.

MOTION FAILED 2 - 3

After some discussion the following motion was made.

ACTION: Director Gant made a motion to move forward with a 4% increase. Motion died for lack of a second.

There was additional discussion that took place and the following motion was made.

ACTION: Director Thacker made a motion, seconded by Director Urbina to not move forward with an increase.

Director Hardee advised that he believes we should at least do something if it's a positive review. Director Van Meter advised that she does not think zero is fair; due to the evaluation as he certainly deserves something. Director Gant asked his the first motion could be reconsidered.

Director Hardee called for the vote on current motion of the floor.

MOTION FAILED 2 - 3

ACTION: Director Gant made a motion, seconded by Director Van Meter to reconsider 3%.

MOTION PASSED 5 - 0

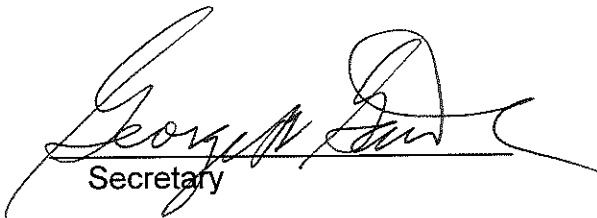
ACTION: Director Gant made a motion, seconded by Director Van Meter to move forward with 3% increase.

MOTION PASSED 5 - 0

M. ADJOURNMENT

Director Hardee adjourned the meeting 4:27 pm.


Chairman


Secretary