**WATER AND LIGHT COMMISSION MINUTES**

**REGULAR MEETING**

**AUGUST 18, 2025**

The regular meeting of the Water and Light Commission was called to order in the Worthington Public Utilities Conference Room at 3:00 p.m. by President Debra Weg, with the following members present: Kathy Hayenga, Mike Fury, and Amy Ernst. Absent was Chad Nixon (excused).

Staff members present were Scott Hain, General Manager; Eric Roos, Utility Coordinator; and Kristy Taylor, Secretary to the Commission

Others present: None

**AGENDA ADDITIONS/CLOSURE**

A motion was made by Commissioner Hayenga, seconded by Commissioner Fury, and unanimously carried to close the agenda as presented.

**CONSENT AGENDA APPROVED**

A motion was made by Commissioner Ernst, seconded by Commissioner Hayenga, and unanimously carried to approve the consent agenda as follows:

* Water and Light Commission minutes of the regular meeting held on August 4, 2025
* Staff reports for July
* Utility bills payable totaling $265,474.09 for August 8 and August 15, 2025

**FINANCIAL STATEMENTS AND SALES REPORTS**

General Manager Hain presented an amendment to the July financial statements.

A motion was made by Commissioner Hayenga, seconded by Commissioner Fury, and unanimously carried to accept the amended financial statements and sales reports for July 2025.

**GENERAL MANAGER PERFORMANCE EVALUATION**

A motion was made by Commissioner Ernst, seconded by Commissioner Hayenga, and unanimously carried to enter into closed session at 3:05 P.M. under Minnesota Statute 13D.05, Subdivision 3(a) to discuss the annual performance evaluation of the General Manager.

A motion was made by Commissioner Hayenga, seconded by Commissioner Ernst, and unanimously carried to come out of closed session at 3:50 P.M.

The Water and Light Commission General Manager Performance Evaluation was completed as of August 18, 2025, by each of the five Commission members. The evaluation covered the following:

1. Organizational Leadership

2. Business and Financial Management

3. Relationship with the Commission

4. Personal Characteristics that Impact Job Performance

5. Innovation/Improvement

The results of the evaluation indicated that Mr. Hain had exceeded the Commission’s expectations in all categories evaluated.

**COMMISSION COMMITTEE REPORTS**

There were no Committee Reports from Commission members

**GENERAL MANAGER REPORT**

The General Manager had nothing additional to report.

**ADJOURNMENT**

A motion was made by Commissioner Hayenga, seconded by Commissioner Fury, and unanimously carried to adjourn the meeting at 3:57 P.M. President Weg declared the meeting adjourned.

Kristy Taylor

Secretary to the Commission