

**Knoxville Utilities Board  
Board Meeting  
Minutes  
Thursday, January 19, 2023 Noon**

**Call to Order**

The Knoxville Utilities Board met in regular session in the Larry A. Fleming Board Room at 445 S. Gay Street, on Thursday, January 19, 2023, pursuant to the public notice published in the January 7, 2023, edition of the *News Sentinel*. Vice Chair Simpson-Brown called the meeting to order at 12:00 p.m.

**Roll Call**

Commissioners Present: Ron Feinbaum, Kathy Hamilton, Celeste Herbert, Adrienne Simpson-Brown, and Tyvi Small.

Commissioner Absent: Claudia Caballero

**Approval of Minutes**

Upon a motion by Commissioner Small and a second by Commissioner Herbert, the December 15, 2022 Board Meeting minutes were approved by a roll call vote. The following Commissioners voted "aye": Feinbaum, Hamilton, Herbert, Simpson-Brown, and Small. No Commissioner voted "nay".

**Old Business**

None.

**New Business**

**Oath of Office for Cynthia Gibson**

Vice Chair Simpson-Brown welcomed Cynthia Gibson and asked Bill Coley, the Board's General Counsel, to administer the Oath of Office to Ms. Gibson.

**Election of 2023 Officers**

Mr. Coley stated that the Nominating Committee met on December 15, 2022 and recommended the following slate of officers for 2023: Chair; Adrienne Simpson-Brown, Vice Chair; Tyvi Small, and Senior Vice President and CFO Mark Walker as Board Secretary. He asked for other nominations and received none.

January 19, 2023

Commissioner Herbert moved to elect the proposed slate of officers, seconded by Commissioner Feinbaum. The motion was unanimously adopted on a voice vote.

**Resolution 1472, A Resolution Endorsing Updates to the KUB Blueprint, Including a Vision Statement, Mission Statement, and Shared Values**

President Gabriel Bolas reminded Commissioners that staff has been working to update the KUB Blueprint to reflect the new Fiber Division and DEI efforts, and to take a fresh look at our values. He thanked the Board for their feedback during the process and shared the updated version for their consideration.

Upon a motion by Commissioner Hamilton and a second by Commissioner Herbert, Resolution 1472 (*Attachment 1*) was adopted by a roll call vote on first and final reading. The following Commissioners voted “aye”: Feinbaum, Gibson, Hamilton, Herbert, Simpson-Brown, and Small. No Commissioner voted “nay”.

**President’s Report**

**Annual Disclosures**

President Bolas recognized Liz Hannah, Manager of Executive Services and Environmental Stewardship, to review the annual disclosure process for the Board.

**December 2022 Extreme Cold Weather Event**

President Bolas reminded Commissioners of the extreme winter weather we experienced during the Christmas holiday weekend and how it impacted our systems and customers. He recognized Mathew Stinnett, Manager of Electric Systems Engineering, and Nathan Babelay, Manager of Water Systems Engineering, to provide an update on the events.

**Inspiring Women in Wastewater Award**

President Bolas recognized Derwin Hagood, Senior Vice President of Operations, to introduce KUB employee Leslie Glover, who received the 2022 Inspiring Women in Wastewater award by Aquafix, Inc.

**American Public Power Association Smart Energy Provider Designation**

President Bolas recognized Tiffany Martin, Vice President and Chief Customer Officer, to share details of the Smart Energy Provider designation KUB recently received from American Public Power Association.

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**Other Business**

None

**Public Comment**

None

**Adjournment**

There being nothing further to come before the Board, Chair Simpson-Brown declared the Board meeting adjourned at 1:18 p.m.



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Adrienne Simpson-Brown, Chair



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Mark Walker, Board Secretary

**Attachments**

Attachment 1	Recommendation Letter and Resolution 1472 – A Resolution Endorsing Updates to the KUB Blueprint, Including a Vision Statement, Mission Statement, and Shared Values	<b>Page(s)</b> 11872 – 11876
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January 13, 2023

Knoxville Utilities Board  
445 S. Gay Street  
Knoxville, Tennessee 37902-1109

Commissioners:

Official action items on the agenda for the January 19 Board meeting include the oath of office for new Commissioner Cynthia Gibson, Board officer elections for 2023, and consideration of a resolution endorsing the revised KUB Blueprint.

Among other items, this month's President's Report will include a report on the Christmas weekend cold weather event and its impact on our utility systems.

An overview of the resolution endorsing the KUB Blueprint is provided below.

**Resolution 1472**

In 2014 the Board formally endorsed the original KUB Blueprint, which included KUB's Vision, Mission, Values, Keys to Success and Performance Measures.

The original Blueprint has served the organization well, reflecting the legacy of the current Board and past Boards, with its focus on customer service and stewardship of our utility system assets, customers' dollars, and the environment.

With the recent addition of the new Fiber Division and KUB's enhanced focus on diversity, equity and inclusion efforts, Staff believes an update to the Blueprint is needed. In addition to reflecting these elements, the revised Blueprint has been streamlined to make it easier to use and more meaningful to KUB employees.

The Blueprint is a critical element of KUB's culture and keeping it current and relevant is important to attracting and retaining quality employees and providing a framework for the work we do.

Resolution 1472 formally endorses the revised KUB Blueprint. The resolution and the revised Blueprint are enclosed for your information. I recommend the adoption of Resolution 1472 on first and final reading.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Gabriel Bolas". The signature is fluid and cursive, with the first name "Gabriel" written in a larger, more prominent script than the last name "Bolas".

Gabriel J. Bolas II  
President and CEO



## RESOLUTION NO. 1472

### **A Resolution Endorsing Updates to the KUB Blueprint, Including a Vision Statement, Mission Statement, and Shared Values**

**Whereas**, in 2014, this Board formally endorsed the original KUB Blueprint, which contained a statement of KUB's Vision, Mission, Values, Keys to Success and Performance Measures; and

**Whereas**, the KUB Blueprint has served the organization well, reflecting the legacy of this Board and past Boards, with its focus on customer service and stewardship; and

**Whereas**, with the addition of the new Fiber Division and KUB's enhanced focus on diversity, equity and inclusion efforts, an update to the Blueprint was needed; and

**Whereas**, in revising the Blueprint, efforts have been made to streamline its content to make it easier to use and more meaningful to KUB employees; and

**Whereas**, the Blueprint is a critical element of KUB's culture, and keeping it current and relevant is important to attracting and retaining quality employees and providing a strong framework for the work we do; and

**Whereas**, the KUB Blueprint will be used throughout KUB to identify initiatives, align goals, and develop employees for the purpose of accomplishing our Mission and fulfilling the Vision; and

**Whereas**, the Board feels it is responsible and reasonable to adopt a resolution endorsing the KUB Blueprint.

**Now, Therefore, Be it Hereby Resolved by the Board of Commissioners of the Knoxville Utilities Board:**

**Section 1.** That the Board hereby formally endorses the KUB Blueprint, as reflected in Exhibit A to this Resolution.

**Section 2.** That the Board hereby directs the President and CEO to communicate the KUB Blueprint to all KUB employees, and to align KUB operations and initiatives with it so that the Vision and Mission can be achieved.

**Section 3.** That this Resolution shall take effect upon its passage.

Adrienne Simpson-Brown  
Adrienne Simpson-Brown Chair

Mark Walker/s  
Mark Walker, Board Secretary

APPROVED ON 1<sup>st</sup>  
& FINAL READING: 1-19-23  
EFFECTIVE DATE: 1-19-23  
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# KUB | BLUEPRINT

Exhibit A

## Our Vision

KUB creates connections and enhances the quality of life in our East Tennessee communities so everyone can thrive.

## Our Mission

KUB exists to serve its customers as a trusted partner and steward, providing industry-leading energy, water, and fiber optic services.

## We Value

### Our Customers

- Our services are safe, reliable, and affordable
- We are committed to great customer service
- Our decisions consider everyone's needs

### Our Community

- We are committed to a cleaner environment
- We are personally invested in our community
- We help our region grow

### Our Co-workers

- We put safety first and take care of each other
- We take pride in our hard work and expertise
- We invest in our people

### Our Culture

- We always do our best and strive for better every day
- We hold ourselves to high ethical standards
- We value diversity, equity, inclusion, and belonging for all

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