



Working Session

MAY 13TH, 2025

Commission Work Session Agenda

May 13th, 2025

Chair J. Hart	—	Commissioner J. Bayliss	—
Commissioner J. Stokes	—	Commissioner J. Babich	—
Commissioner J. Sandstede	—	Legal Counsel A. Borland	—
General Manager L. Peterson	—	Auditors Abdo, LLP	—
Utility Operations S. Dickinson	—	Energy & Pricing P. Plombon	—
Customer Ser. & Finance J. Zallar	—	Admin & Comm E. Dixon	—
Electrical Operations S. Adams	—	Local 94 President Rich Kampsula	—

1. HPU Internal Policies Assessment & Report



Item 1

Item 1 – HPU Internal Policies Assessment & Report

May 13th, 2025

Jeff Hart, Chairman
Hibbing Public Utilities Commission
1902 E. 6th Avenue
Hibbing, MN 55746

RE: Item 1 – HPU Internal Policies Assessment & Report

Dear Commissioners;

Please find attached for your review and consideration the “Strengthening HPU Through Organizational Development” Report prepared and delivered by the Minnesota Municipal Utilities Association. MMUA staff will be joining the Commission to present and discuss the findings and recommendations of the study.

This report has been written so that it may be shared and discussed publicly. However after discussion with Mr. Borland, the report is currently only shared with the Commission. Staff is seeking Commission direction for the best route to share and distribute following the meeting.

Additionally due to the sensitive nature of related topics, if the Commission feels some issues should be addressed in a closed session, HPU and MMUA staff would be happy to oblige.

Staff looks forward to this discussion and the pursuit of the framework it lays out. Please reach out with any questions or concerns in the meantime.

Sincerely;



Luke J. Peterson