

**MARSHALL MUNICIPAL UTILITIES**

**75 East Morgan  
Marshall, MO 65340**

---

July 7, 2023

The Board of Public Works convened in a special session in the MMU Business Office at 8:30 a.m. Board members present were Steve Mills, President; and Ken Bryant, Member. Spencer Fricke, Vice President attended via phone. Chuck Hines, Secretary was absent.

Mr. Mills called the meeting to order at 8:30 a.m.

Human Resources Manager Megan Baldrige presented some employee demographic and retirement eligibility data and asked the Board to give the General Manager authority to, when strategically prudent, hire additional staff in positions where skills and knowledge base are at risk of loss due to the possibility of retirements.

Mr. Bryant made a motion authorizing the General Manager to approve hiring decisions that may temporarily place extra staff in positions where retention of critical skills and institutional knowledge is at risk due to retirement eligibility of existing staff. The motion was seconded by Mr. Fricke and approved by a vote of 3-0.

Following a motion by Mr. Bryant, seconded by Mr. Fricke, the Board adjourned the meeting at 8:39 a.m. The motion passed by a vote of 2-0.

BOARD OF PUBLIC WORKS  
/s/Chuck Hines, Secretary