

PUBLIC INPUT

INSTRUCTIONS



Complete Request to Speak form.

- In person: Hand form to Security Officer or staff seated along the windows.
- Callers: Submit online form any time before 2:00 pm meeting day (eweb.org/x2936)



Board President announces amount of time each speaker will be offered to present their testimony.

When your name is called, in person speakers may stand or sit at the speaker table.



Callers don't forget to press *6 to unmute.

Clearly state your name, and optionally your address or ward. Share your views and opinions respectfully.



3 MIN

Keep track of time. In-person speakers can watch the timer at the front of room; all speakers can listen for an audio notification when time has lapsed.

CODE OF CONDUCT

The Board values relevant community input from diverse perspectives and requests that all persons share their views and opinions in a manner that is productive, respectful, and not disruptive. Speech of any kind that is disruptive will not be tolerated. Anyone who fails to meet this standard may be muted or removed from the meeting.

WHAT TO EXPECT

- After testimony is heard, each commissioner will have an opportunity to speak if they choose, although by policy, the Board does not engage in a back-and-forth dialog.
- Commissioners do not ordinarily provide responses to public testimony during the meeting; failure to comment does not indicate agreement or disagreement. Any individual commissioner's response is an expression of their own views, not necessarily the collective position of the entire Board.
- The Board may direct staff to respond to specific questions or comments posed by the public; those responses which are for the public good may be posted on EWEB's website.

EWEB Board Meeting

January 7, 2025

Call to Order and Agenda Check



Eugene Water & Electric Board

Rely on us.

Oath of Office for Commissioners Barofsky, Carlson, and Morris

Katie LaSala, City Recorder

New Commissioner Tim Morris

Self-Introduction

Items from Board Members & General Manager

Correspondence

<u>#.</u>	<u>Item and key points</u>	<u>Authors</u>	<u>Objective</u>
1.	<p>Process for Annual GM Performance Evaluation</p> <ul style="list-style-type: none">• Overview of the current performance evaluation process of the General Manager• Process last refined in Feb 2024• Evaluation criteria is at the Board's discretion	Kira Hutchens	Information
2.	<p>2025 Water System Master Plan</p> <ul style="list-style-type: none">• Estimated completion – December 2025• Meet regulatory requirements• Plan for growth in service area• Responsive to core customer priorities<ul style="list-style-type: none">• Water reliability, quality and affordability• Public Outreach<ul style="list-style-type: none">• Phase 1 begins in April - Launch project website, build email list, deliver presentations to neighborhood associations• Phase 2 begins in August – Share planning outcomes with community	Karen Kelley, Mike Masters, Chris Irvin, Nathan Endicott, Claire Wray	Information

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Approval of Consent Calendar A

Approval of Consent Calendar B

Items removed from Consent Calendar

2025 Election of Officers

EWEB Board of Commissioners

2025 Appointment of Board Liaison Assignments & Committees

EWEB Board of Commissioners

Annual Organizational Goals

Frank Lawson, CEO & General Manager

January 7, 2025

EUGENE WATER & ELECTRIC BOARD

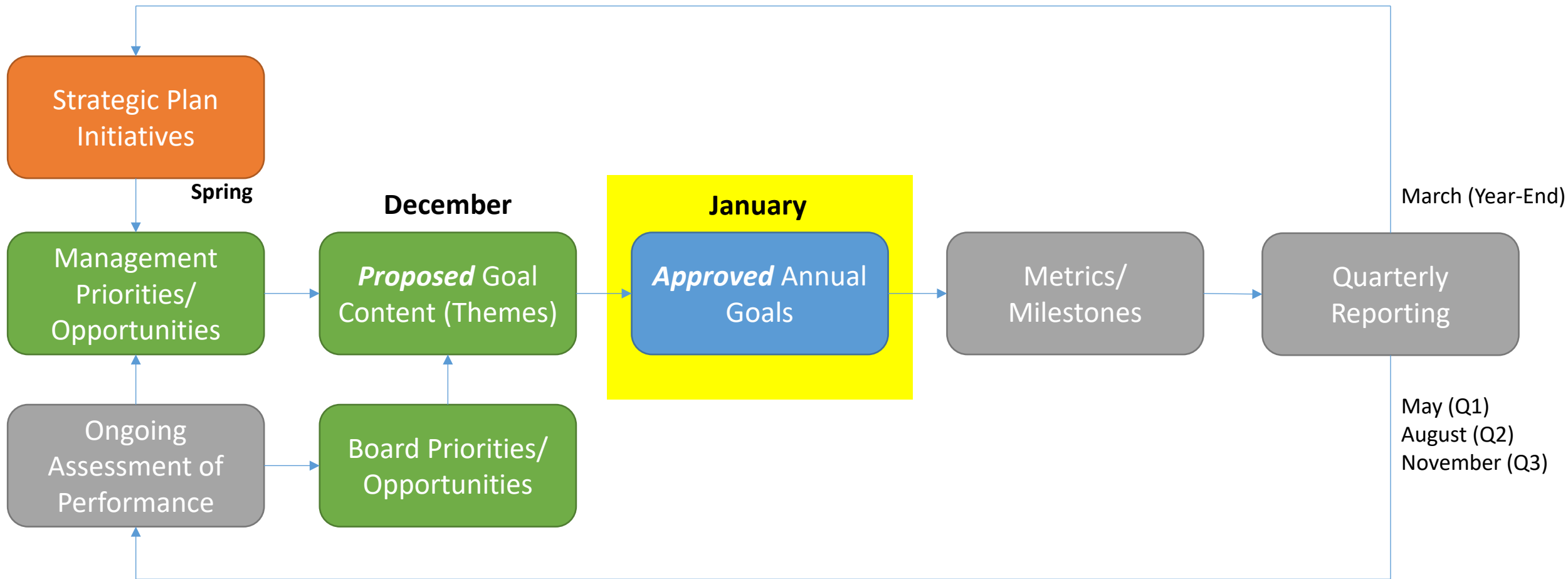


Objective

Discussion and Approval of the Proposed 2025 Organizational Goals

“The Board shall identify and define those results or conditions that are acceptable and not acceptable to the Board and communicate them in the form of establishing policy and approval of Strategic Plans, Long-Term Financial Plans, Capital Improvement Plans, annual budgets and goals.” (Board Policy BL4)

Annual Organization Goal-Setting Cycle



Business Priorities

Maintain/Improve Business Operations – achieve and sustain the ongoing efficient and effective delivery of our Products and Services consistent with the values of our Community.

Optimize Energy Delivery - effectively and efficiently align the supply, delivery, and consumption of energy in order to create long-term value for customers.

Improve Resiliency - reduce the likelihood, magnitude, and duration of sudden or gradual disruptive events through risk mitigation, emergency preparedness and response, and recovery strategies on our business operations and on the delivery of our Products and Services.

Goals – Business Priorities Alignment

Annual Goal(s)	Operations	Maintain/ Improve Bus.	Energy Optimization	Resiliency	Policy
1. Operational Efficiency & Effectiveness (Continuous Improvement, Benchmarking/Metrics)	✓			✓	✓
2. Succession Planning / Dynamic Workforce Model (hybrid work)	✓			✓	✓
3. Energy Supply Contract(s)/Bonneville Power Administration (BPA)	✓		✓		
4. EWEB Customer Care / Pre-Pay Program	✓		✓		✓
5. Rate Design Preparation (Fixed/Variable Alignment & Residential Demand)			✓		
6. Asset Management Planning	✓			✓	
7. Environmental Policy Alignment (SD2 Environmental, SD15 Climate Change)	✓				✓

Values: Safe – Reliable – Affordable – Environmental - Community

As-Authored Goals# 1-3

Consistent with Board direction, policies, business priorities, and organizational values, and to advance our strategic plan, the following goals are offered for Board consideration.

1. Maintain or improve our **ongoing operational efficiency and effectiveness** through Continuous Improvement (CI) using deliberate benchmarking and performance metrics, and with 2025 milestones of Type 2 and Type 3 Projects (including base level drinking water storage, Willamette water source, McKenzie generation projects, EWEB Enterprise Solutions *Season 2*, etc.) in scope, on schedule, and within budget.
2. Develop and commence **succession plans** for leadership and vulnerable single-depth positions, and review and refine policies and practices associated with our **Dynamic Workforce Model**, in support of SD22 Resiliency Policy, specifically workforce resiliency.
3. Negotiate and execute **energy supply contract(s) with Bonneville Power Administration (BPA)**, and others as appropriate, consistent with EWEB's strategic initiatives to improve resiliency and optimize energy delivery, ongoing Energy Resource Study efforts, future business model options, and a published demand-side potential assessment (DSPA) of customer programs/resources.

As-Authored Goals# 4-7

4. Improve the impact and “reach” of **EWEB Customer Care**, and leverage EWEB’s new customer and financial information systems to **launch a Pre-Pay Program** by the end of 3rd quarter, in support of SD23 Diversity, Equity, and Inclusion Policy and rate re-design.
5. Consistent with EWEB’s initiative to re-design rates, prepare to implement significant **fixed/variable cost adjustments and residential demand charges**.
6. Formalize and publish **Operational Asset Management Plans** for at least 3 of the 5 (electric, water, generation, information systems, fleet/facilities) asset groups in preparation for new asset and field work management systems (2026-27), EWEB Enterprise Solutions *Season 3*
7. Improve the effectiveness of **EWEB’s environmental and climate change policies** in response to new external standards and practices, including Climate Registry’s Electric Power Sector Protocol, and EWEB’s progress, status, and outlook.

Requested Board Action & Discussion

Motion:

“...move to adopt the 2025 Annual Organizational Goals as developed by the Board and Staff”

Alternative Motion:

“...move to adopt the 2025 Annual Organizational Goals as developed by the Board and staff, modified to state (Insert Suggested Revision) ”

Break

(10 minutes)

General Manager's 2025 Performance Evaluation Criteria

EWEB Board of Commissioners
Frank Lawson, General Manager

Future Board Agendas

Board Wrap Up

Adjourn