

# Meeting Logistics and Facility & Safety Awareness

## MEETING LOGISTICS

Thank you for attending tonight's board meeting.

EWEB management and subject matter experts are present in the room and virtually. The meeting is being live streamed and recorded.

Public testimony is welcome, sign-up forms are available at the back of the room.

Give completed forms to Security staff.

When your name is called to provide testimony, please speak loudly and clearly so everyone can hear you.

## FACILITY & SAFETY AWARENESS

Visitor access is limited to the board meeting room and restrooms.

Restrooms are located on the 1st floor; exit through the interior door at the back of the room and a Security Officer will direct you to the location.

In the event of an emergency, (such as a fire or security incident) follow all instructions given by staff.

If evacuation is required, please calmly proceed to the nearest safe exit as identified and directed by staff and evacuate away from the building to the farthest points in the parking lots to allow clear and immediate access for first responders.

# 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](http://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

October 7, 2025

Call to Order and Agenda Check

*Please note that presentations may include unaudited information, as well as opinions and recommendations based on the best information available at the time.  
For more context on these topics, we encourage you to refer to the video recording for this meeting.*

---



Eugene Water & Electric Board

*Rely on us.*

# Items from Board Members & Asst. General Manager



# Correspondence

<u>#.</u>	<u>Item and key points</u>	<u>Authors</u>	<u>Objective</u>
1.	<b>Bertelsen Project Update</b> <ul style="list-style-type: none"><li>• Phase 1 in final steps of project closeout</li><li>• Phase 2 progressing as scheduled, anticipated completion Q4<ul style="list-style-type: none"><li>○ Favorable bids in first two phases have allowed completion of work planned for Phase 3 ahead of schedule<ul style="list-style-type: none"><li>▪ Secure Material Storage and Secondary Access from Bertelsen Rd.</li></ul></li></ul></li><li>• Development of full buildout has been paused to review needs and timing<ul style="list-style-type: none"><li>○ Phase 3 budgeted for construction in 2027</li><li>○ Phase 4 and 5 planned for 2028 and 2029</li></ul></li><li>• Staff will bring recommendation to the Board regarding future phases following 2026 CIP process</li></ul>	Karen Kelley, Scott Milovich, John Marshall	Update
2.	<b>McKenzie Valley Service Territory Realignment Study Update</b> <ul style="list-style-type: none"><li>• Process is in data-gathering and information-sharing stage and collecting customer and community input</li><li>• Steering Committee likely to make recommendation on Oct. 15, RMC vote on Oct. 21. If approved, the matter will be brought to the Board for consideration at the November board meeting.</li><li>• Confirmation of LEC interest in proceeding w/discussions is requested by Nov. 1</li><li>• Final authorization to proceed lies with respective board and other regulatory, governmental agencies including but not limited to OPUC, BPA and PNGC (Pacific NW Generating Cooperative)</li><li>• Target transfer date of May 1, 2026</li></ul>	Anne Kah	Information

# 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](http://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.

# Approval of Consent Calendar A

# Approval of Consent Calendar B

# Items removed from Consent Calendar

# **Upper Willamette Soil & Water Conservation District Investments & Opportunities**

Karen Kelley, Chief Operations Officer

Board of Commissioners Meeting

October 7, 2025

Eugene Water & Electric Board



# Discussion

## Request

- 1 Million investment over 5-7 years
  - Riparian/Floodplain Restoration
  - Green Infrastructure for Stormwater Treatment
  - Cover Cropping to Support Organic Hazelnut Production
  - Wetland Enhancement & Expansion Projects
- EWEB approves use of funds on a project by project basis after other funding has been pursued and resources are known.

## Recommendation

- Direct staff to develop an IGA that incorporates support of the water quality and conservation efforts at Rice farms through a combination of in-kind and monetary support.
- Protects our investment by:
  - Ensure alignment with Source Water Protection Plan, existing priorities & partnerships
  - Ensure resources (staff and financial) are managed to achieve specific outcomes and metrics

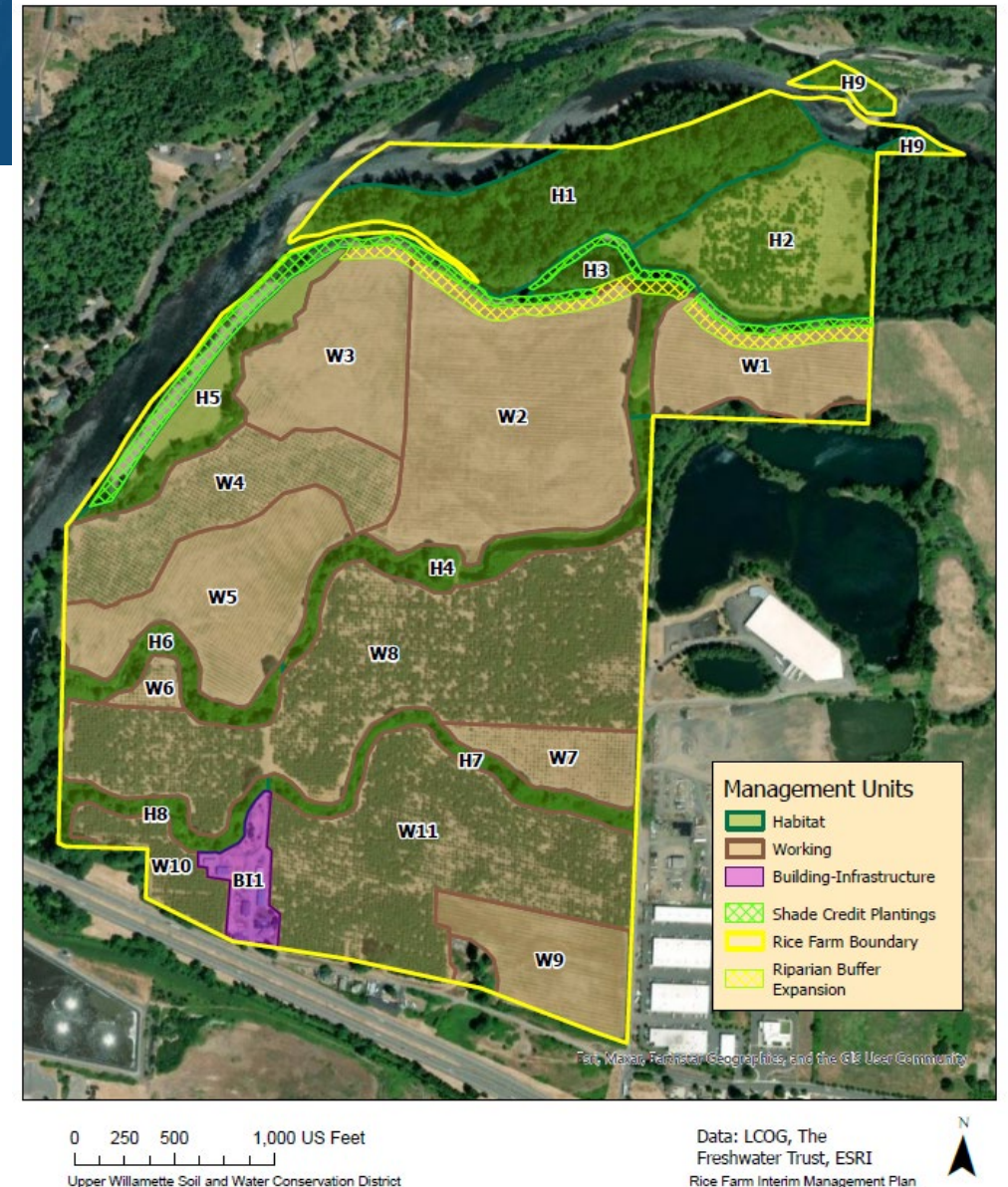
# Potential Board Action

1. Enter into a 5- or 7-year intergovernmental agreement (IGA) with the District to commit \$1 million in funding.

*Or*

2. Develop an IGA to incorporate support through a combination of in-kind and monetary support, consistent budgets and targeted outcomes, but not guarantee a specific dollar investment over the timeframe requested.

Exhibit E: Rice Farm Management Units





# General Manager Transition: Recruitment Process and Standards

October 7, 2025



Eugene Water & Electric Board

*Rely on us.*

# Agenda

- Updated Recruitment Timeline
- Commissioner Feedback on Hiring Standards
- Stakeholder Feedback
- Job Posting
- GM Compensation Range

# Hiring Process: Updated Timeline

Activity	Forum	Date *	Timeline										Status
Process and Standards Discussion	General	Sept 2	●										Complete
Requirements discussion with Vendor	General	Oct 7		●									
Candidate Search and Screening	Recruiter	Oct 8 – Nov 18		■									
Short List Selection	Executive	Dec 9				●							
Short List Interviews/ Finalists Selection	Executive	Dec 17 – 19 Dec 31 – Jan 2					■						
Finalist Interviews	Executive	Jan 12 – 15					●						
Candidate Selection	Executive	Jan 28					●						
Employment Negotiations	Recruiter	Feb 2 – Feb 16						■					
Offer of Employment to new GM	General	Feb 17						●					
Notice Period / new GM start		Feb – May							■				

# Hiring Process: Updated Timeline

## **Direction Requested:**

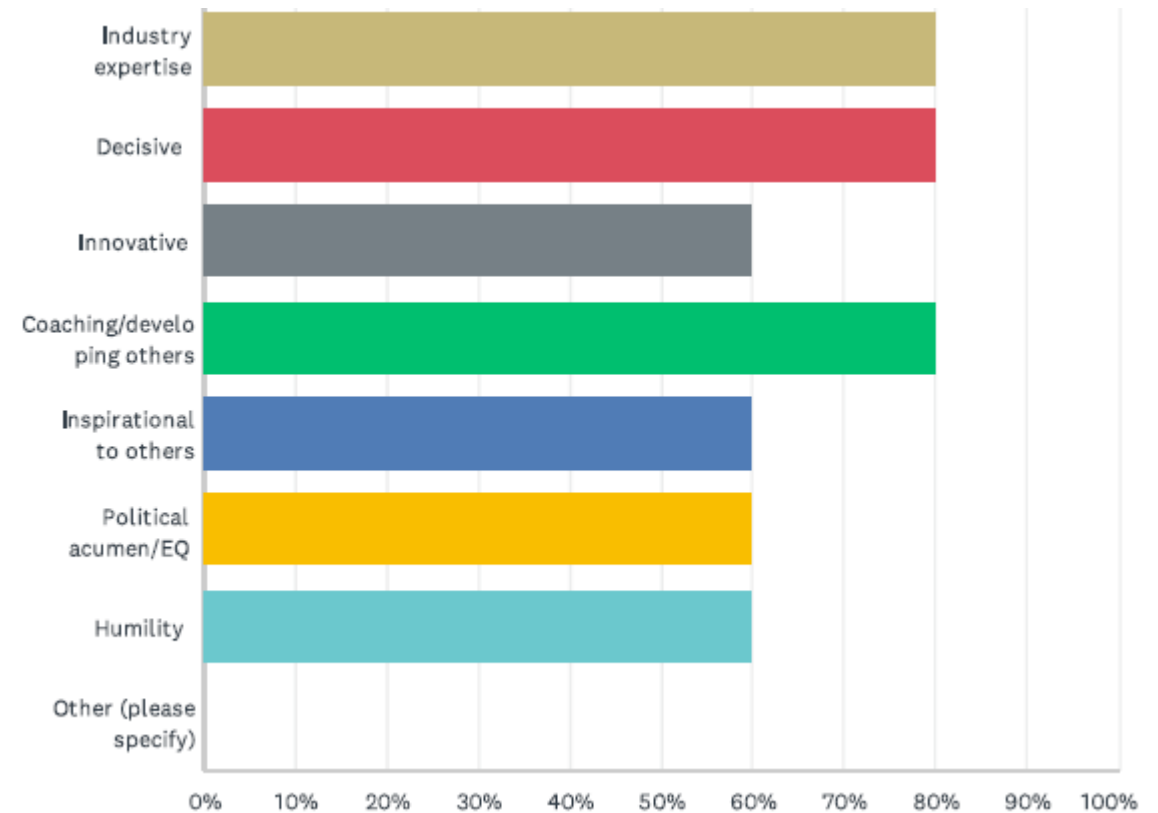
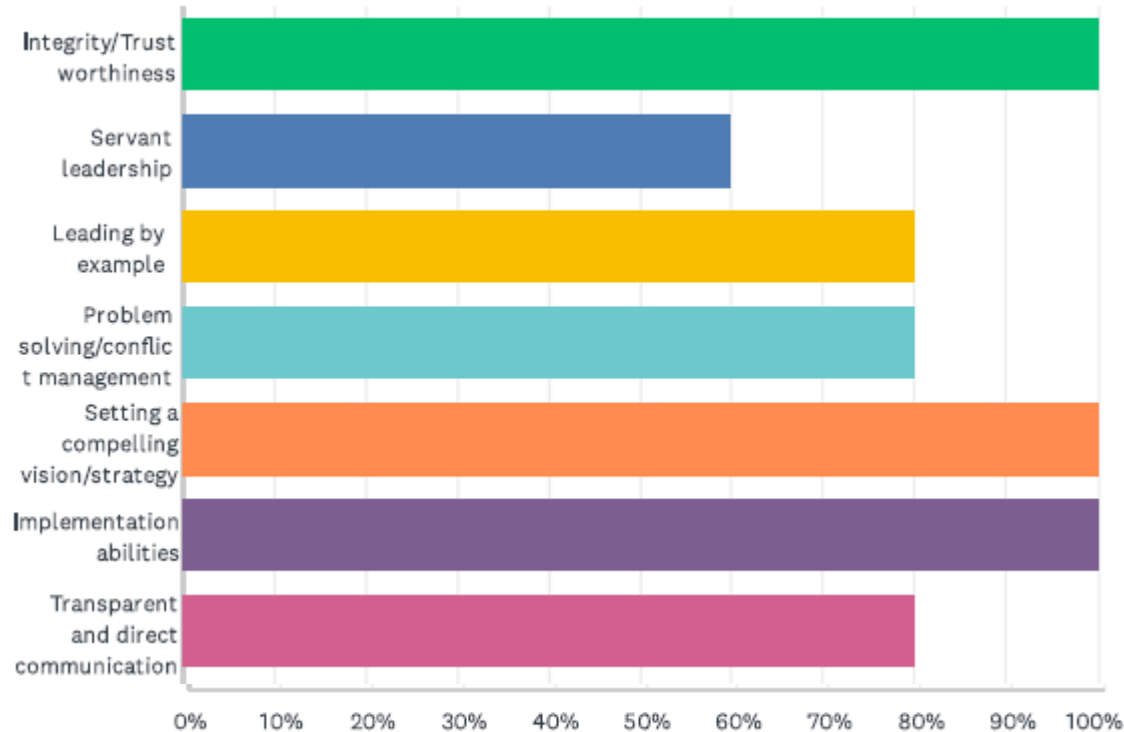
Will this timeline be acceptable to the Board for completing the General Manager recruitment process? What modifications, if any, are necessary?

# Hiring Standards: Commissioner Feedback on Hiring Criteria

- On September 23, 2025, Mycoff Fry Partners requested feedback from Commissioners regarding the prioritization of potential candidate qualifications, skills, and experiences to ensure candidate recruitment and prescreening was as effective as possible.
- A summary of aggregated Commissioner responses is included on the following slides, and Lanie Mycoff will lead the Board through a discussion of the results to confirm the Board's priorities for candidate qualities.

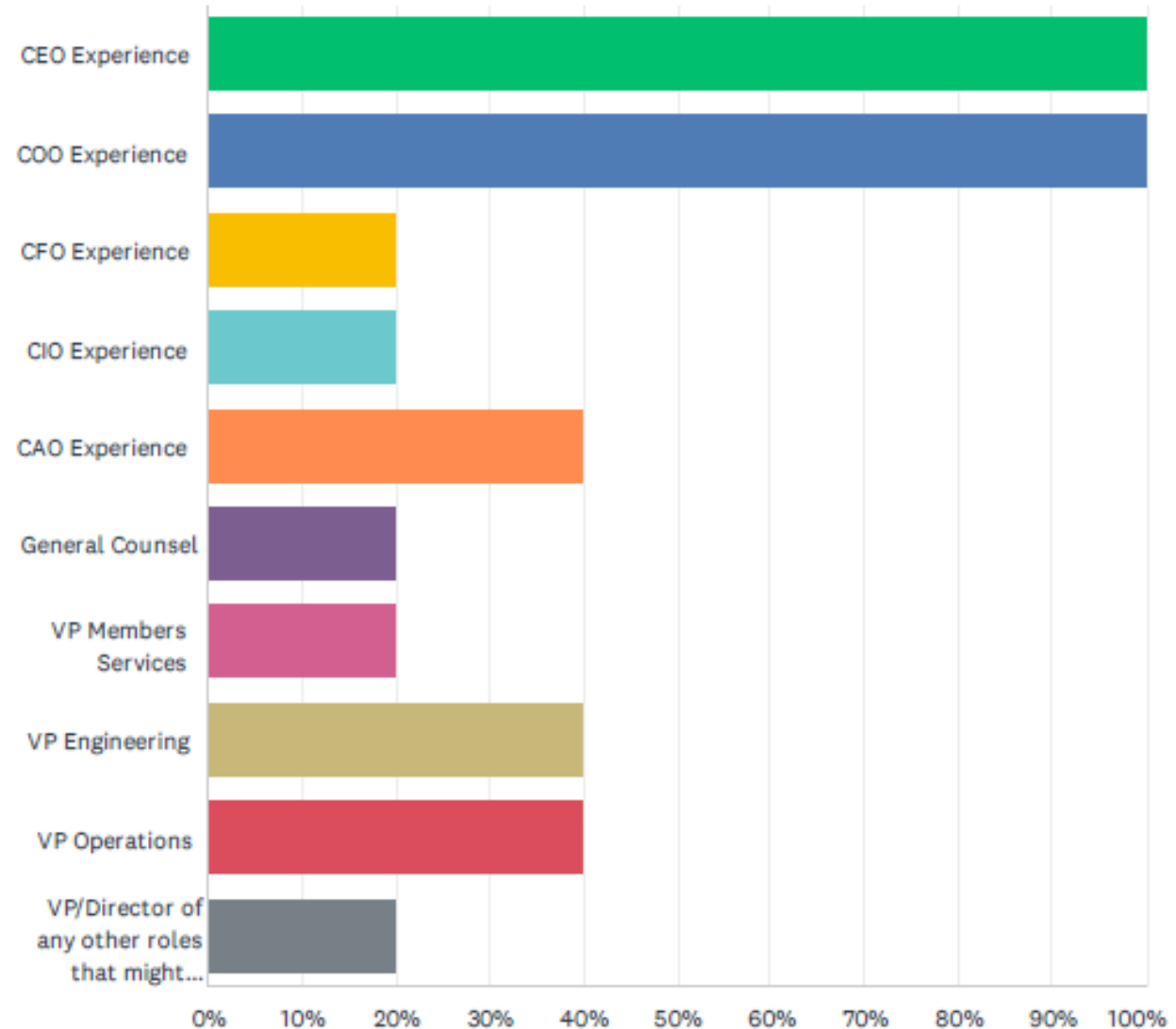
# Hiring Standards: Commissioner Feedback on Hiring Criteria

What are the ideal leadership and management competencies for EWEB's next GM?



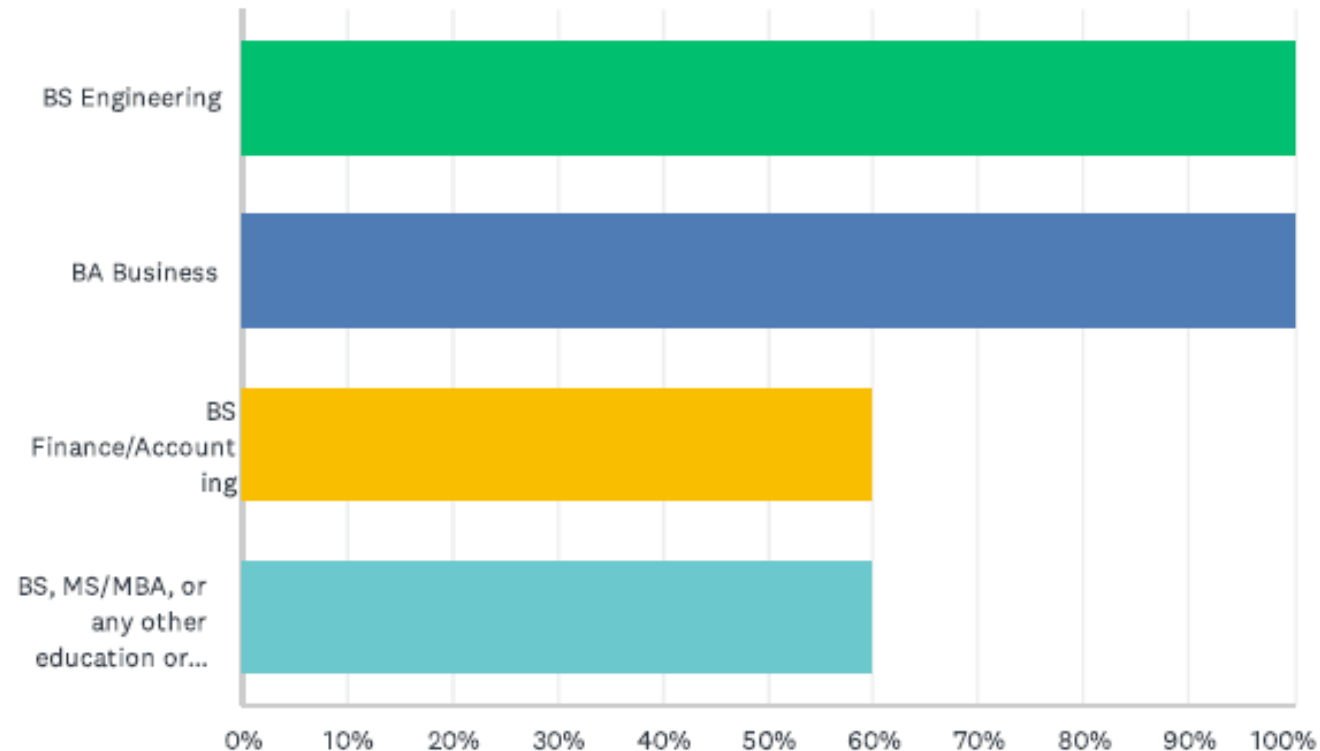
# Hiring Standards: Commissioner Feedback on Hiring Criteria

Are qualified candidates already  
working in VP or C-Suite  
Positions?



# Hiring Standards: Commissioner Feedback on Hiring Criteria

What educational background or certifications should candidates have?





# Hiring Process: Stakeholder Feedback

## **Discussion:**

- During the September 2, 2025, board meeting a discussion was started regarding interest in creating a special tool or event secure community feedback regarding the desired skills, qualifications, or priorities for a new General Manager.
- Common avenues to secure community feedback include the public commentary portion of each general session, scheduling a special “listening session,” and utilizing digital survey tools.

## **Direction Requested:**

Should a special listening session or survey tool be utilized to secure community feedback?

# Hiring Process: Job Posting

## Discussion:

- As part of the recruitment process a job posting, based on the hiring standards approved by the board, will be used to inform prospective candidate of the opportunity and the Board's expectations.
- A proposed job posting has been included in this month's Board materials.

### EUGENE WATER & ELECTRIC BOARD GENERAL MANAGER



EWEB is the largest publicly owned electric and water utility in the state of Oregon. The utility has approximately 500 employees, one-third of which are represented by organized labor. EWEB is governed by a five-member Board of Commissioners who are elected by voters residing in the City. The Electric System supplies service to 100,000 residential, commercial, and industrial customers within the City of Eugene and areas along the McKenzie River between the cities of Waterville and Vida where two of EWEB's hydropower plants are located. The total service area covers 236-square miles. The Electric System owns and operates approximately 1,150 circuit miles of overhead and underground distribution lines, 134 circuit miles of transmission lines, and 38 distribution substations. Power delivered to customers is supplied by Bonneville Power Administration (BPA) contracts, EWEB-owned generation resources, other contracted resources, and purchases from the wholesale energy markets. EWEB's power supply sources are primarily hydropower but also include wind, biomass, steam, and solar.

The source of supply for the Water System is the McKenzie River. Water intake and purification of water occurs at the Hayden Bridge Water Filtration Plant. In addition to the filtration plant, the Water System owns and operates 23 storage tanks, 25 pump stations, and approximately 800 miles of transmission and distribution mains. The Water System provides water service to 55,000 residential and general service customers within the EWEB service territory and supplies wholesale water to the River Road and Santa Clara water districts outside Eugene. In addition, EWEB has surplus water contracts with the City of Veneta and the Willamette Water Company.

The General Manager reports to the Board of Commissioners and is responsible for carrying out executive duties to ensure the effective management and operation of all water and electric utility activities. The current General Manager, Mr. Frank Lawson, has served in this role since 2016 and announced his plans to retire in the Spring of 2026.

#### PRINCIPAL ACCOUNTABILITIES

- Provide the leadership and management necessary to direct the utility to fulfill the mission, goals, objectives, policies, and budgets established by the Board of Commissioners and in accordance with pertinent laws and regulations. Provide leadership that encourages and holds staff accountable to carry out the duties required to fulfill the utility's mission.
- Create a compelling vision and strategy to ensure long-term success and positive organizational progress and change; Develop and recommend short- and long-range plans and goals and associated budgets to ensure adequate power and water supplies, reliable service delivery, sufficient physical plants, reliable infrastructure, efficient operational methods, and sound fiscal, business and process management.
- Provide recommendations to the Board regarding rates and policies to ensure revenues and available financial resources sufficient to meet EWEB's cost of operation, required expansion or improvements, and other expenditures at the most reasonable cost. Ensure the Board is sufficiently informed in a timely fashion of any emerging or unanticipated economic conditions potentially affecting EWEB financials.

# Hiring Process: Job Posting

## **Direction Requested:**

Does the draft job posting, as drafted, accurately describe both the duties and required qualifications of a qualified General Manager candidate as well as the Board priorities for that candidate?

If not, what specific updates are required to align the document with the Board's intentions?

# Hiring Criteria: Compensation Range

## Discussion:

- The Board will need to identify the compensation range that the incoming General Manager's compensation package must adhere to.
- An updated market analysis of GM pay was completed in September 2025 and is found below.

Compensation Type	EWEB	Comparator 1	Comparator 2	Comparator 3	Comparator 4	Comparator 5	Comparator 6	Comparator 7
Base Salary	\$ 394,640	\$ 340,008	\$ 350,314	\$ 365,820	\$ 425,000	\$ 435,450	\$ 474,240	\$ 750,240
Additional Benefits	\$ 10,924	\$ 660	\$ 93,155	\$ 4,800	\$ 12,750	\$ 1,140	\$ -	\$ 69,240
Base + Additional Benefits	\$ 405,564	\$ 340,668	\$ 443,469	\$ 370,620	\$ 437,750	\$ 436,590	\$ 474,240	\$ 819,480

- Take away: EWEB GM pay as currently set lags slightly behind market average

Comparator Analysis	Average	% from Avg
Average for all Comparators	\$ 474,688	-14.56%
Excluding Highest/Lowest Comparators	\$ 432,534	-6.24%
Excluding Highest Comparator	\$ 417,223	-2.79%

## Direction Requested:

- What compensation range should be used to determine bounds of incoming GM pay?

# 2026 Draft Budgets and Long-Term Financial Plan Updates

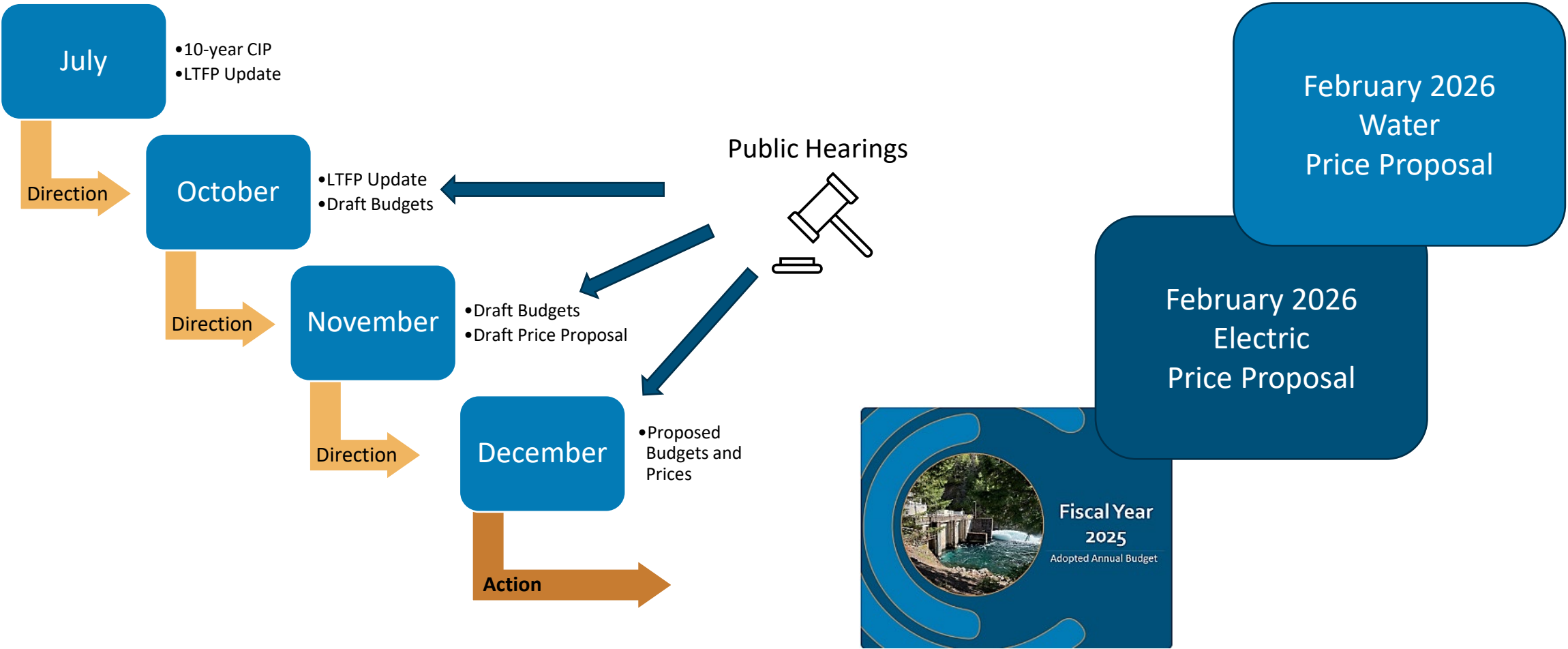
Objective: Update/Direction



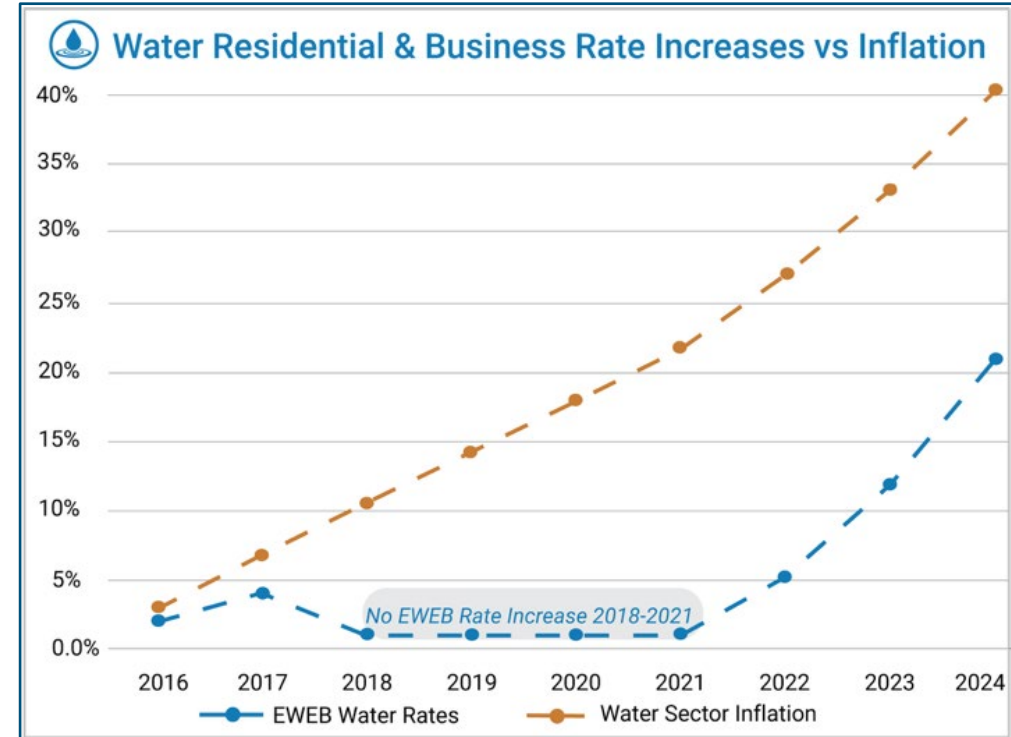
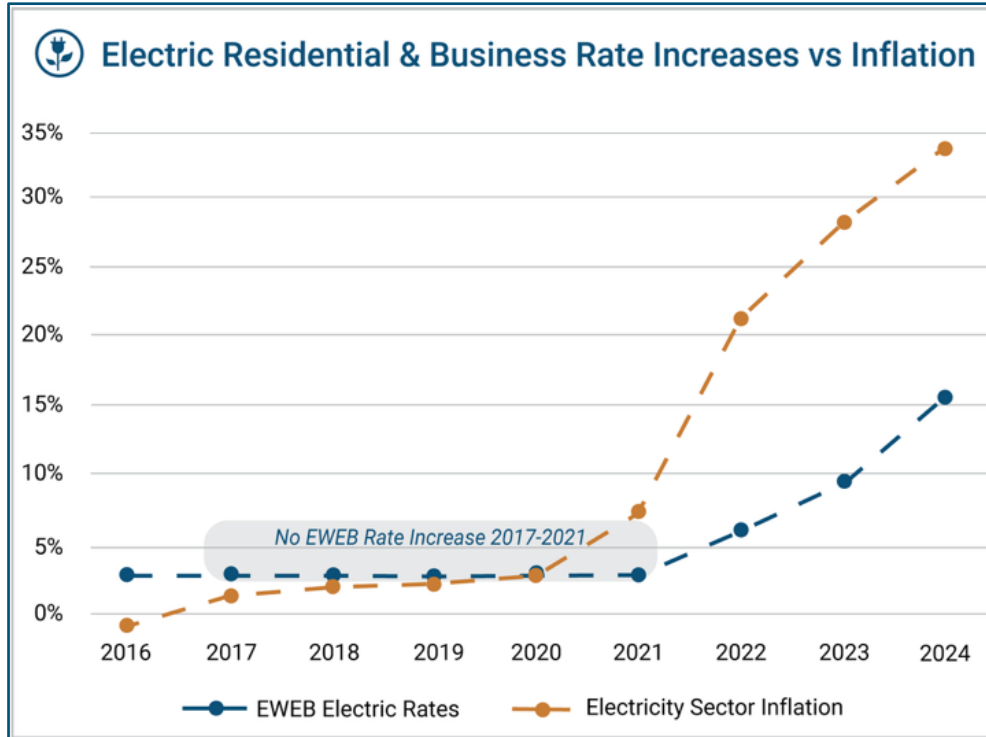
Eugene Water & Electric Board

*Rely on us.*

# Overview – Financial Planning Process



# Inflationary Environment



August Consumer Price Index annual inflation for all items was 2.9%

- Electricity – 4.2%
- Water – 5.2%

Sector specific inflation sourced from US Bureau of Labor and Statistics – CPI-U detailed expenditure categories

# Electric LTFP Summary

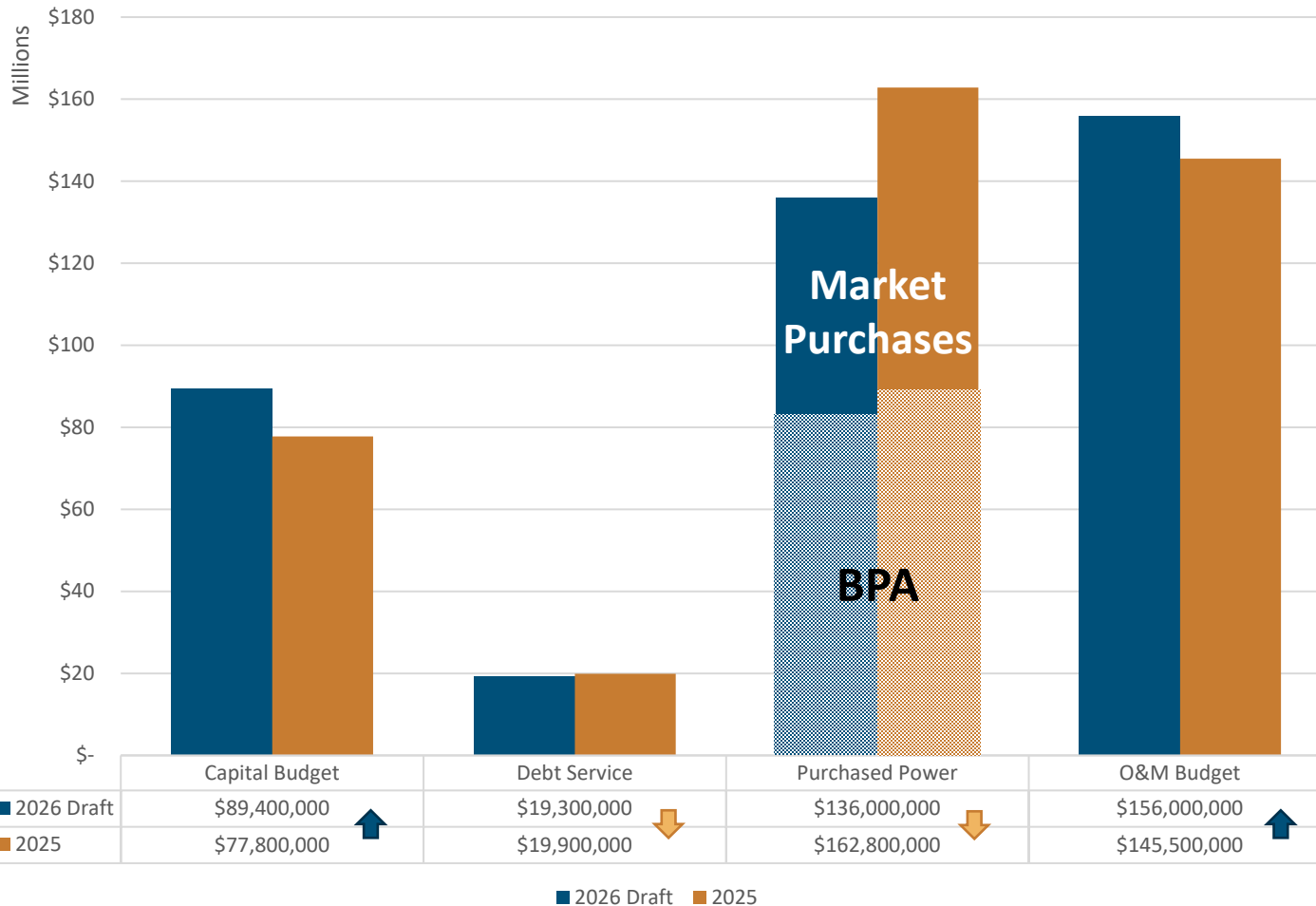
Key Metrics (Dollars in \$000's)	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	Target
Power Operating Reserve (000's)	\$22,500	\$24,000	\$24,000	\$24,000	\$24,000	\$24,000	\$24,000	\$24,000	\$24,000	\$24,000	\$24,000
Total Cash Reserves	\$121,500	\$128,300	\$133,400	\$156,600	\$167,600	\$187,700	\$208,000	\$224,700	\$251,000	\$284,700	\$107,720
Days Cash	163	190	195	222	228	243	255	263	287	322	>150 Days
Debt Service Coverage Ratio	3.47	2.84	3.37	3.17	2.42	2.54	2.47	2.33	2.85	3.97	1.75

Revenue Requirements (Dollars in 000's)	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	10-Year Compound
General Rate Increase	3.90%	9.65%	3.30%	1.75%		2.00%		2.00%		2.00%	
Leaburg Prefunding		3.00%	0.75%	0.25%							
BPA Increase			2.50%		2.50%		2.50%		2.50%		
Change in Revenue Requirement	3.90%	12.65%	6.55%	2.00%	2.50%	2.00%	2.50%	2.00%	2.50%	2.00%	45.37%
Required Savings		\$19,800	\$30,700	\$8,700	\$18,600	\$11,600	\$3,800	\$10,100			\$103,300
Change in Revenue Requirement with Savings	3.90%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	2.50%	2.00%	38.20%





# 2026 Electric Draft and Prior Year Budgets

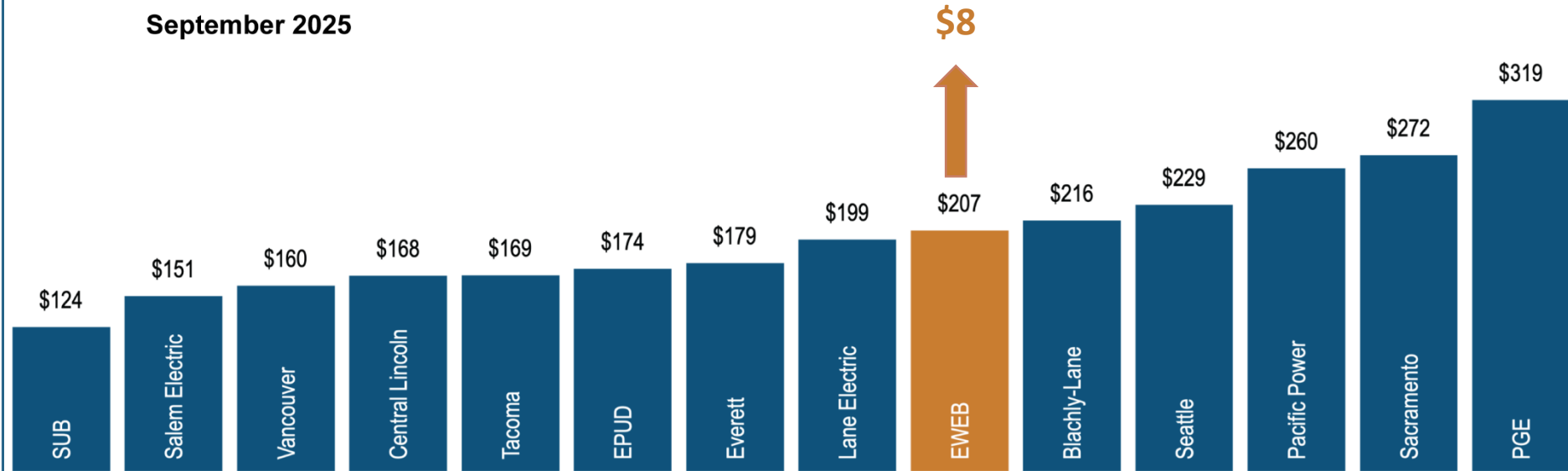


2026 Draft Budget \$401 million  
2025 Approved Budget \$406 million

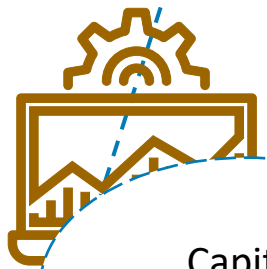
# 2026 Electric Draft Pricing Preview



## Average Monthly Electric Bill Single Family Residence (1,600 kWh) September 2025



*EWEB's average monthly residential electric bill includes the October 2025 BPA pass-thru*



Capital  
Improvements



Reserves

Eugene Water & Electric Board

*COSA results to be presented in November,  
customer class impacts still to be determined*



*Rely on us.*

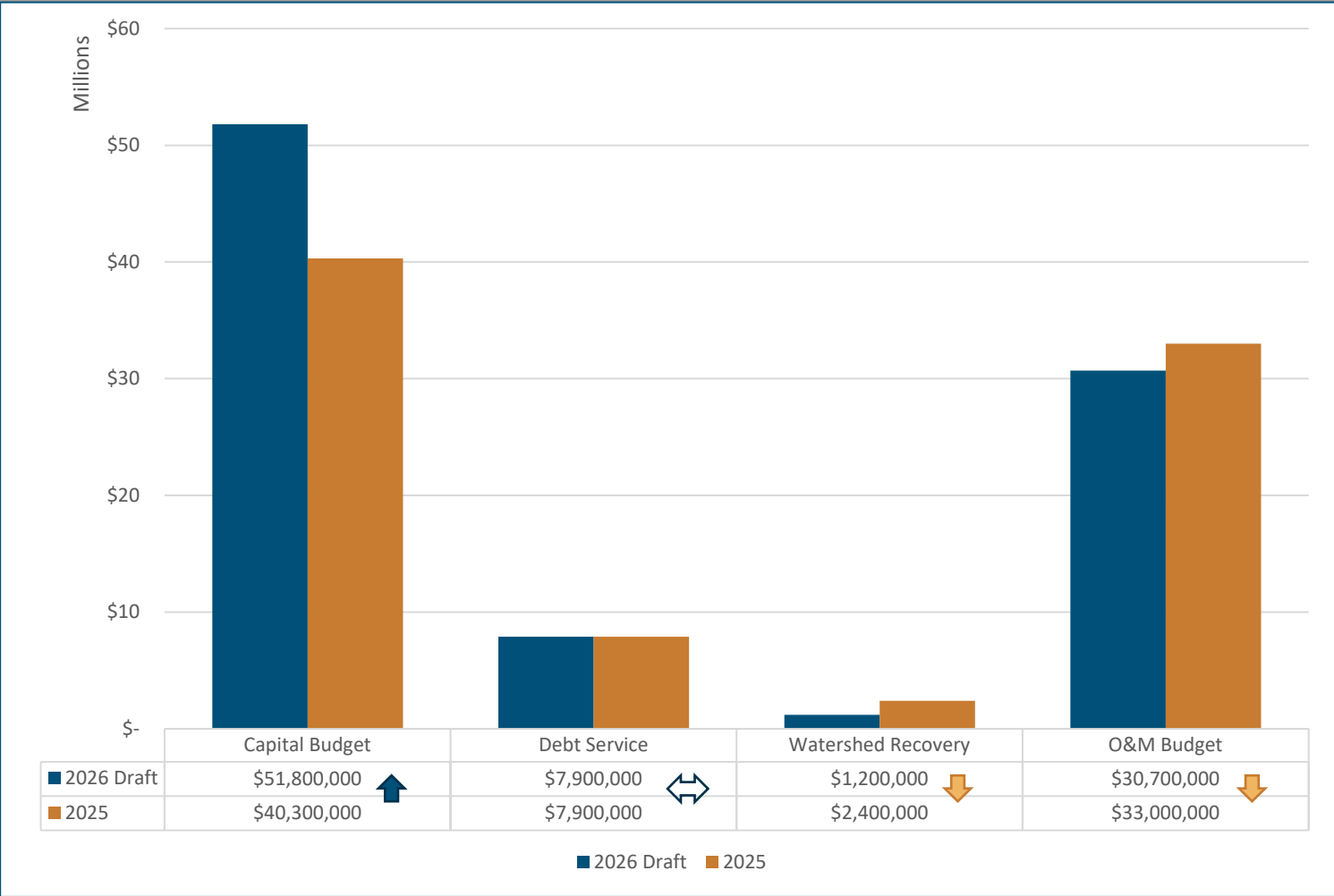
# Water LTFP Summary

Key Metrics (Dollars in \$000's)	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	Target
Total Cash Reserves	\$20,600	\$19,000	\$17,500	\$22,000	\$21,900	\$23,200	\$24,700	\$23,000	\$20,500	\$19,100	\$14,680
Days Cash	243	226	201	235	223	232	239	213	181	164	>150 Days
Debt Service Coverage Ratio	3.53	2.32	2.56	2.58	2.30	2.52	2.57	2.24	2.20	2.24	2.0-2.5

Revenue Requirements	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	10-Year Compound
General Rate Increase	6.0%	8.0%	7.5%	3.0%	2.5%	2.0%	2.0%	2.0%	2.0%	2.0%	43.5%
Second Drinking Water Source Increase	-	-	-	-	-	-	-	-	-	-	-
<b>Average Impact: Change in Revenue Requirement</b>	<b>6.0%</b>	<b>8.0%</b>	<b>7.5%</b>	<b>3.0%</b>	<b>2.5%</b>	<b>2.0%</b>	<b>2.0%</b>	<b>2.0%</b>	<b>2.0%</b>	<b>2.0%</b>	<b>43.5%</b>



# 2026 Water Draft and Prior Year Budgets



2026 Draft Budget	\$92 million
2025 Approved Budget	\$84 million

# 2026 Water Draft Pricing Preview

6%  
Overall Increase

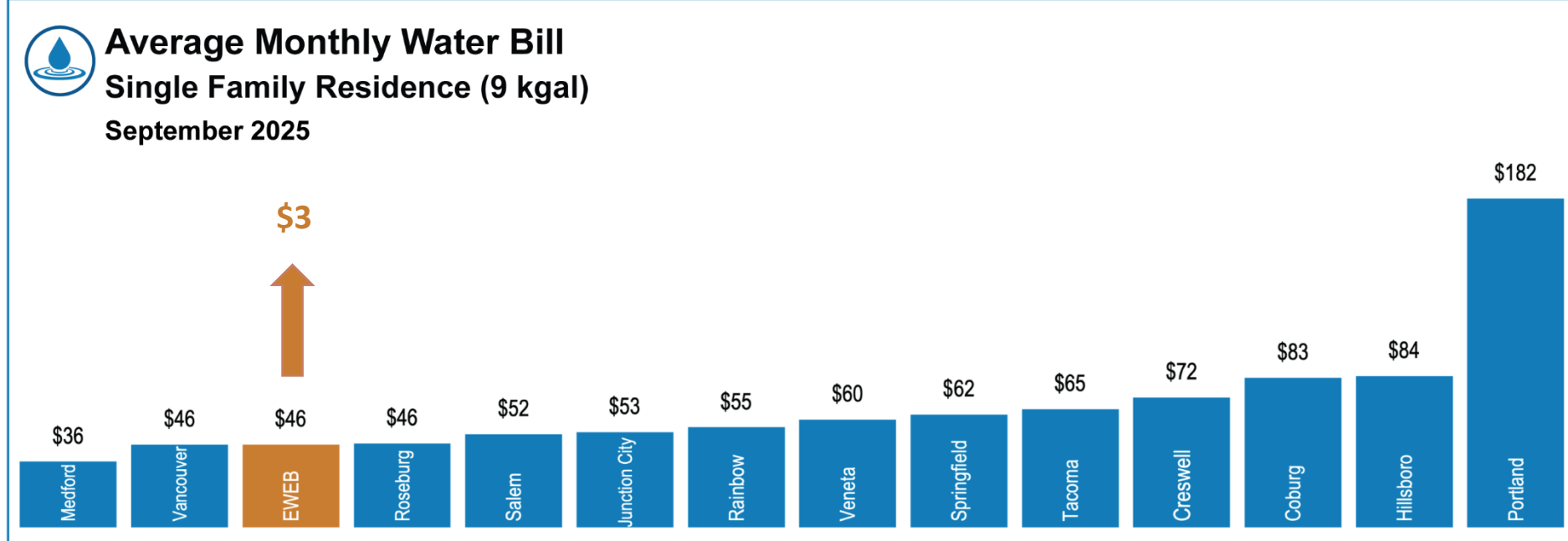


Capital  
Investments



Debt  
Issuances

Eugene Water & Electric Board



*EWEB's average monthly residential water bill includes the Watershed Recovery fee, which sunsets mid-year 2026*

*COSA results to be presented in November,  
customer class impacts still to be determined*

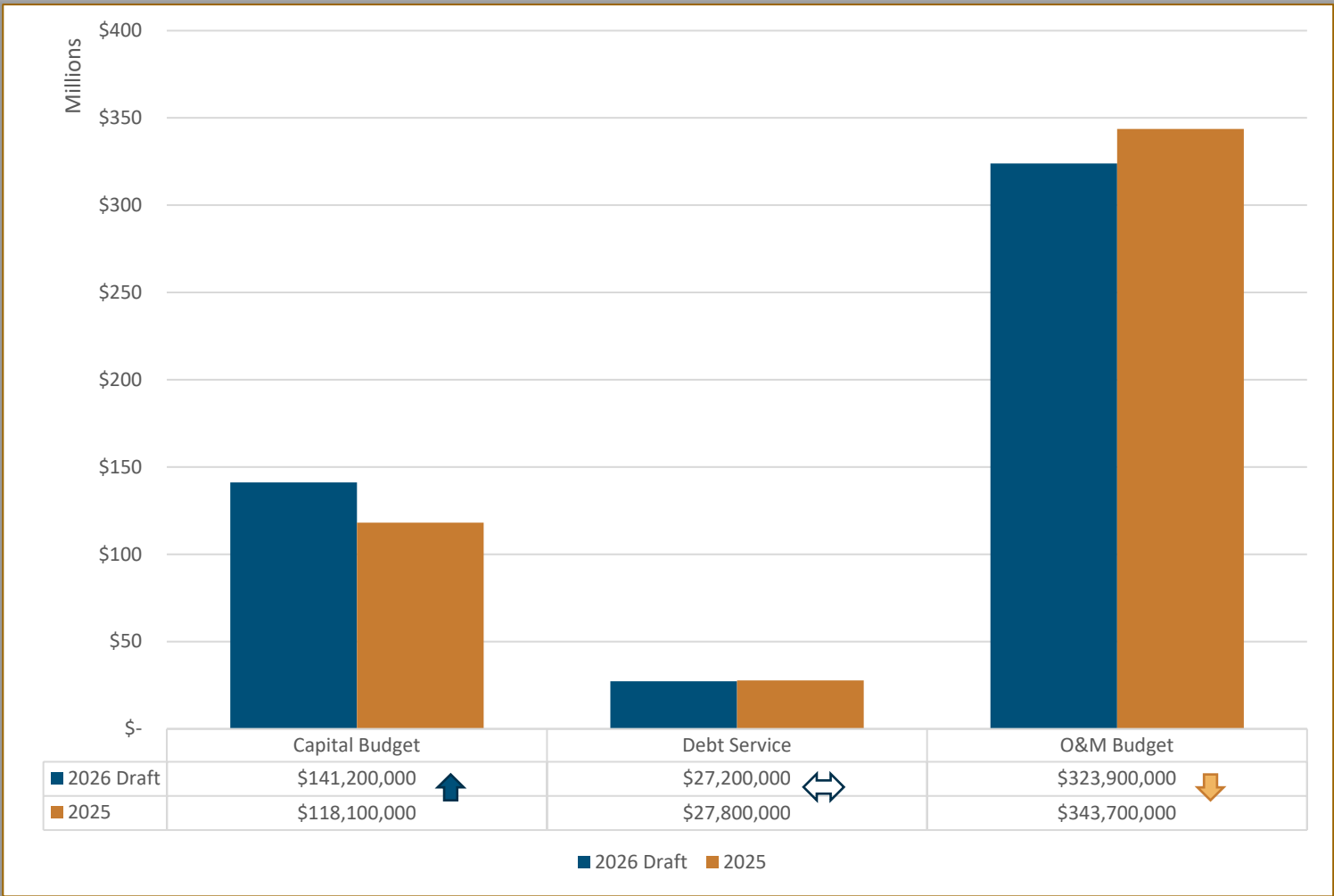


*Rely on us.*

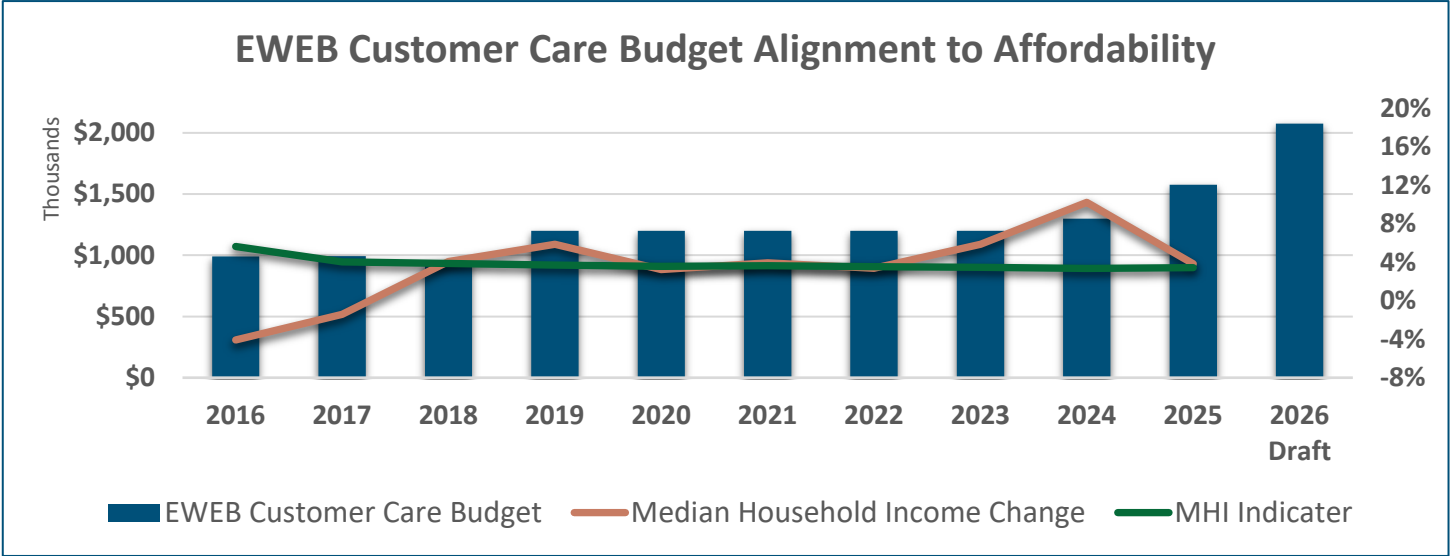
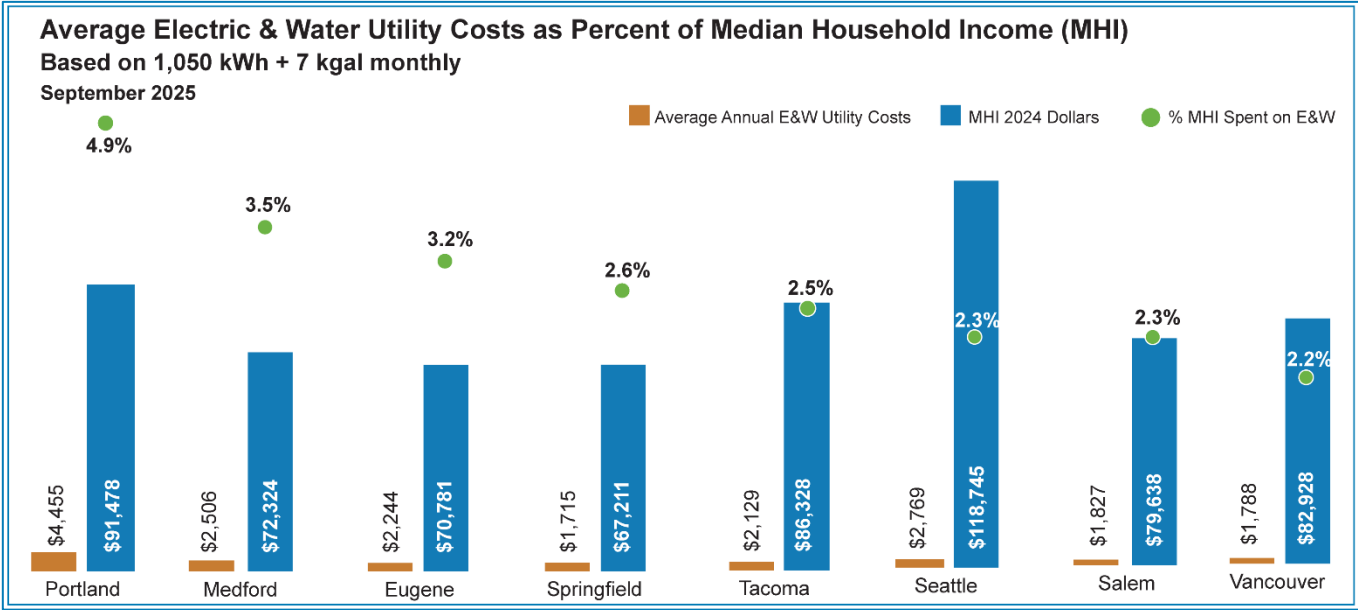
# 2026 Combined Draft Budget



2026 Draft Budget	\$492 million
2025 Approved Budget	\$490 million



# Affordability



# Next Steps

## October

- Public Hearing
- Board Direction

## November

- Draft Budgets
- Price Proposals
- Public Hearing
- Board Direction

## December

- Proposed Budgets
- Price Proposals
- Public Hearing
- Board Action



# Public Hearing

## Draft Budgets and LTFPs

# Break

(10 minutes)

# Board Recommendation(s)/Actions

## Board Discussion

Solicitation for further guidance on priorities and assumptions.

Shall Staff prepare budgets based on details presented?

# Dam Safety Program Update

October 7, 2025



Eugene Water & Electric Board

*Rely on us.*

# Agenda



- EWEB's Owner's Dam Safety Program & External Audit
- FERC Annual Inspections
- Project Updates
- Emergency Action Plan
- Program challenges

# Owner's Dam Safety Program (ODSP)

- What is the ODSP?
- Staffing and Structure
- ODSP Audit in 2024

EWEB Owners Dam Safety Program  
Updated  
October 30, 2021



Eugene Water & Electric Board



## Minimum Requirements



*Rely on us.*



# Dam Safety Staffing

- Five Team Members
  - Chief Dam Safety Engineer & Dam Safety Program Supervisor
  - Senior Dam Safety Engineer
  - Senior Dam Safety Engineer
  - Engineering Associate II
  - Regulatory Compliance Specialist II

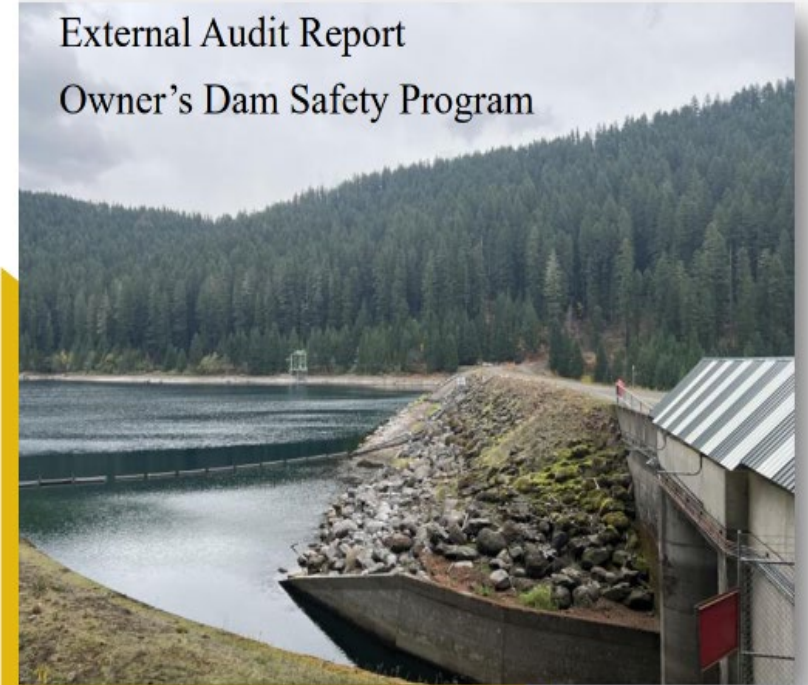


# ODSP External Audit

- Significant progress since 2019
- Dam Safety culture exists throughout the organization
- Recommendations:
  - Documentation of Procedures & Systems
  - Communication channels
  - Ongoing Staff training program

CEII, CRITICAL ENERGY INFRASTRUCTURE INFORMATION, DO NOT RELEASE

## External Audit Report Owner's Dam Safety Program



Eugene Water & Electric Board

Ali Reza Firoozfar  
DamX LLC

Roger L. Raeburn  
Beaver Dam Consulting LLC

December 2024



# FERC Annual Inspections



Walterville Spillway Structure



Walterville Fish Screens



# FERC Annual Inspections



Smith Conduit Tunnel

Eugene Water & Electric Board



Trail Bridge Emergency Spillway

*Rely on us.*



# Carmen-Smith Project

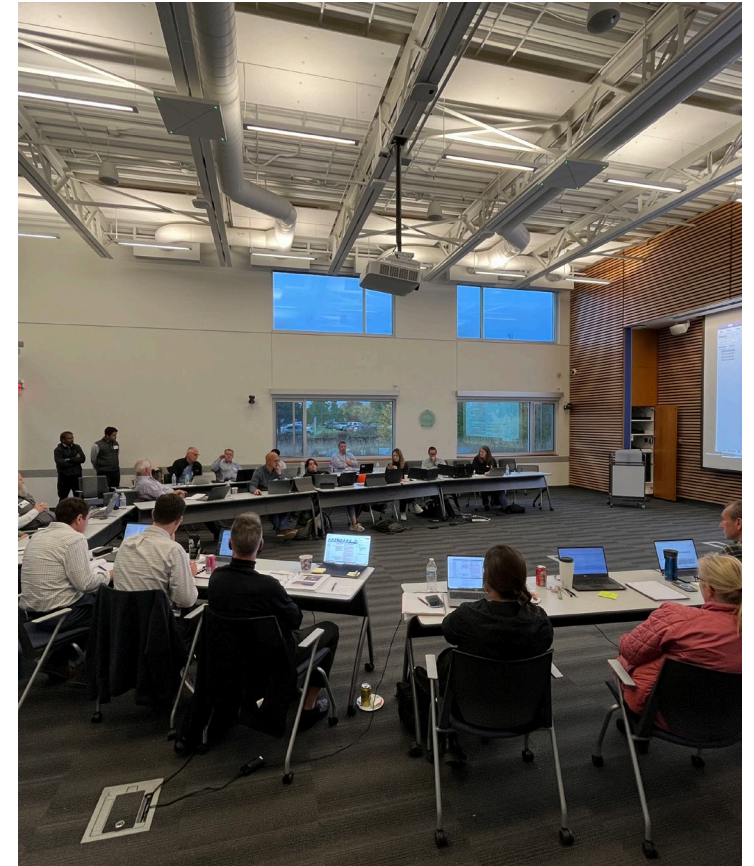
- License Deployment Team:
  - Design and construction of license required projects
- Dam Safety Team:
  - Monitors and evaluates dam safety improvements required for safe operation
  - Provide guidance to the license deployment team regarding dam safety of the license required capital projects





# Trail Bridge Sinkholes update

- Risk Analysis workshop completed November 2024.
- Continued focus on monitoring best practices going forward.



*Quantitative Risk Analysis Workshop*

# Leaburg Development

- Near Term Risk Reduction Measures
- Decommissioning Planning
- Update to the EWEB Board in December



*Leaburg Forebay*

# Walterville Canal Update

- Currently in design phase of forebay canal liner repair
- Dam Safety workshop in October
  - Engagement with FERC
- Potential Challenges:
  - Seismic analysis outcomes
  - Hydrologic analysis
  - FERC review



*Walterville Forebay*



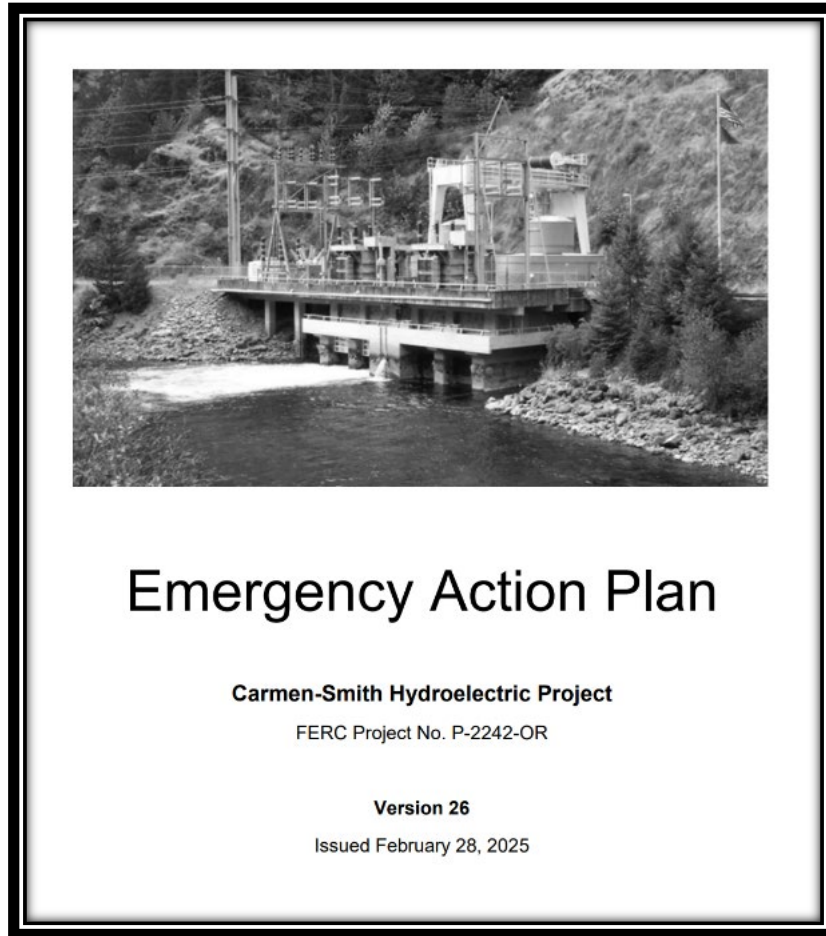
# Walterville Canal Update

- Schedule:
  - Dam Safety Workshop: October 2025
  - Design submittal to FERC: Q1 2026
  - Construction: Q3 2026



*Walterville Water Conveyance Structures*

# Emergency Action Plan (EAP) Update



*EAP Exercise*



# Dam Safety Program Challenges

- Regulatory Changes
  - New requirements
  - Workload impacts
- Resourcing
  - Internal staffing
  - Consulting support
  - Financial demands
- Schedule Urgencies
  - Risk mitigation
  - Regulatory review delays
- Age of Infrastructure





# Dam Safety Update



*Thank you for  
your support!*

# Future Board Agendas

# Board Wrap Up

# Adjourn