



The following questions have been posed by Commissioners prior to the scheduled Board Meeting on October 7, 2025. Staff responses are included below and are sorted by Agenda topic.

General Manager Recruitment (WILLIAMS)

How should we interpret the charts within the Hiring Criteria Prioritization report?

RESPONSE: For each question within the survey, visual charting of results has been provided along with tabular results. Both tools provide summary results of the same information and are appropriate to use when interpreting the data.

Using question 3 as an example, Commissioners were asked to respond to the question “How important is prior hands-on distribution engineering and/or operations experience,” using a scale of 1-10 with 1 meaning little importance and 10 being highly important.

In this case the tabular results provide a simplified summary of all commissioner responses, as shown:

	1	2	3	4	5	6	7	8	9	10	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	20.00% 1	40.00% 2	40.00% 2	0.00% 0	0.00% 0	5	7.20

This shows that one Commissioner responded that hands-on engineering or operations experience rated a 6 of 10 within the scale, two Commissioners found this experience to rate a 7 of 10, and the final two selected 8 of 10. On the far right of the table a weighted average of all Commissioner responses is supplied, showing that on average the Board of Commissioners found this experience to be 7.2 of 10 in terms of overall importance of General Manager qualifications.

Consent Calendar B

CONTRACTS

Carollo Engineers, Inc. - for Engineering and Construction Management Services for the Willamette River Intake and Water Treatment Plant. \$12,950,000 (through December 2029) based on Formal Request for Proposal. (KELLEY/MASTERS)

Since we do not have land use approval yet, and we still do not know about cost, is there an out clause in this contract if we have to delay or seek an alternate option?

RESPONSE: Yes, we can cancel at any time for any reason. This contract covers all services through construction. The preliminary design (30% design) is the first work product that will be completed. Staff will provide an update to the Board in Q2 2026 following completion of the preliminary design for discussion and approval prior to moving forward with detailed design and construction. The contract can be canceled at any time.

OTHER

Formal Approval of General Manager Position Description (WILLIAMS)

Given that we receive Federal grants, do we have a drug-free workplace policy? If yes, does it require any formal drug screening as a condition of employment?

RESPONSE: EWEB does have a drug free workplace program, with specific policies tailored to our represented and MAPT positions. The General Manager position is covered by Policy 500.10 - Alcohol & Drug Policy (MAPT). Under this policy pre-employment drug testing is limited to identified safety-sensitive positions.