

**RESOLUTION NO. 2610  
FEBRUARY 2026**

**EUGENE WATER & ELECTRIC BOARD  
APPOINTMENT OF GENERAL MANAGER-SECRETARY**

**WHEREAS**, the Eugene Water & Electric Board Bylaws Article V, Section 1 provide for the Board of Commissioners to appoint a General Manager-Secretary and fix their compensation and conditions of employment;

**WHEREAS**, following a comprehensive recruitment process, the Board has identified **John L. Hairston, Jr.** as the most qualified candidate to serve as General Manager; and

**WHEREAS**, the Board and John L. Hairston have negotiated the terms of an Employment Agreement (the "Agreement"), which outlines the duties, compensation, and benefits for the position; and

**WHEREAS**, the Board has reviewed the Agreement and finds that its terms are fair, reasonable, and in the best interest of the Eugene Water & Electric Board and the public it serves.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD AS FOLLOWS:**

1. **Approval of Agreement:** The Board hereby approves the Employment Agreement between Eugene Water & Electric Board and John L. Hairston, Jr., effective as of May 11, 2026.
2. **Execution of Documents:** The Board President is hereby authorized and directed to execute the Agreement on behalf of the Board.
3. **Authorization of Staff:** The Chief People Officer is authorized to take all necessary administrative actions to implement the terms of the Agreement, including the enrollment of benefits and payroll setup.
4. **Public Record:** A copy of the fully executed Agreement shall be maintained in the official records of Eugene Water & Electric Board.

Dated this 17th, day of February 2026.

THE CITY OF EUGENE, OREGON  
Acting by and through the  
Eugene Water & Electric Board

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President

I, ANNE M. KAH, the duly appointed, qualified, and acting Assistant Secretary of the Eugene Water & Electric Board, do hereby certify that the above is a true and exact copy of the Resolution adopted by the Board at its February 17, 2026 Board Meeting.

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Assistant Secretary