

**EUGENE WATER & ELECTRIC BOARD
SPECIAL MEETING
February 17, 2026
5:30 p.m.**

Commissioners Present: President John Brown, Vice President Sonya Carlson (online), and Commissioners John Barofsky (online), Mindy Schlossberg, and Tim Morris

Commissioners Absent: None

Others Present: Frank Lawson, General Manager; Deborah Hart, Assistant General Manager/Chief Financial Officer; Diedre Williams, Chief People Officer; Lanie Mycoff, Mycoff Fry Partners LLC Managing Director (online); and John Hairston (online)

SPECIAL MEETING

Call to Order [00:00:00]

President Brown called the special meeting to order at 5:30 p.m.

Agenda Check [00:00:05]

There were no changes to the agenda.

BOARD ACTION AND GENERAL BUSINESS ITEMS

Resolution No. 2610 – Offer of Employment to New General Manager [00:01:27]

Chief People Officer Diedre Williams presented Resolution No. 2610 – Offer of Employment to New General Manager. She said tentative terms for the employment contract have been reached, including compensation levels approved by the Board at their October 2025 meeting. She noted that the applicant, John Hairston, has satisfied the background check requirements.

Vice President Carlson commented that she was pleased with the General Manager recruitment and hiring process.

Commissioner Barofsky remarked that EWEB found a great candidate and he looks forward to working with Mr. Hairston.

Commissioner Morris agreed with the sentiments shared by other Board members.

Commissioner Schlossberg said the General Manager recruitment and hiring process was smooth and easy. She welcomed Mr. Hairston.

President Brown recognized Mycoff Fry Partners LLC, specifically Lanie Mycoff, for facilitating an excellent recruitment and hiring process. He also welcomed Mr. Hairston.

Mr. Hairston thanked everyone involved in the recruitment and hiring process. He expressed gratitude to the Board and conveyed his excitement about being selected to serve as the EWEB

General Manager. He stated that EWEB is a public treasure and he is committed to ensuring that the utility is transparent, responsive, and deeply connected to the people they are serving.

MOTION: Commissioner Schlossberg moved, Vice President Carlson seconded, to approve Resolution No. 2610 – approving the employment agreement for John L. Hairston, Jr. and authorizing the Board President to execute said agreement. The motion passed unanimously, 5:0:0; President Brown, Vice President Carlson, Commissioner Barofsky, Commissioner Schlossberg, and Commissioner Morris all voting in favor of the motion.

Adjourn [00:09:19]

President Brown adjourned the special meeting at 5:39 p.m.

Assistant Secretary

President

Recorded by Terah Van Dusen, Lane Council of Governments (LCOG)