

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)



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

March 3, 2026

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 & General Manager

Correspondence

#.	<u>Item and key points</u>	<u>Authors</u>	<u>Objective</u>
1.	State Legislative Update <ul data-bbox="206 475 1612 1058" style="list-style-type: none"><li data-bbox="206 475 1612 554">• The 2026 Oregon Legislative Session convened on February 2 and will adjourn no later than March 9.<ul data-bbox="300 594 1612 1058" style="list-style-type: none"><li data-bbox="300 594 1612 632">• HB 4029 – Solar Consumer Protection Legislation – SUPPORT – PENDING<li data-bbox="300 668 1003 706">• Cap and Trade – MONITOR – NO BILL<li data-bbox="300 742 1263 781">• SB 1582 – Virtual Power Plants – MONITOR – FAILED<li data-bbox="300 816 1523 903">• HB 4080 – Balcony Solar – NEUTRAL/AMEND – FAILED (will likely be reintroduced next session)<li data-bbox="300 939 1332 978">• HB 4046 – Nuclear Energy Study – MONITOR – PENDING<li data-bbox="300 1013 1556 1052">• HB 4108 – Noncontiguous Annexation – NEUTRAL/AMEND – PENDING	Jason Heuser	Information

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Resolution No. 2607
Watershed Bill of Rights
Lane County Measure 20-373
EWEB Board of Commissioners

Approval of Consent Calendar A

Approval of Consent Calendar B

Items removed from Consent Calendar

Jacobs dba CH2M Hill for Carmen-Smith Engineering Services Increase to Contract for Design Services

Lisa Krentz, Chief Electric Operations Officer

Break
(10 minutes)

State of the Utility & 2025 Operating Results

Frank Lawson, CEO & General Manager

March 3, 2026

EUGENE WATER & ELECTRIC BOARD



Opening Remarks – 2025 Performance

Roster of Contents/Topics

Financial Performance

Safety/Wellness

Reliability

Workforce

Community Impact

2025 Goals Status/Progress

Commissioner Questions/Comments

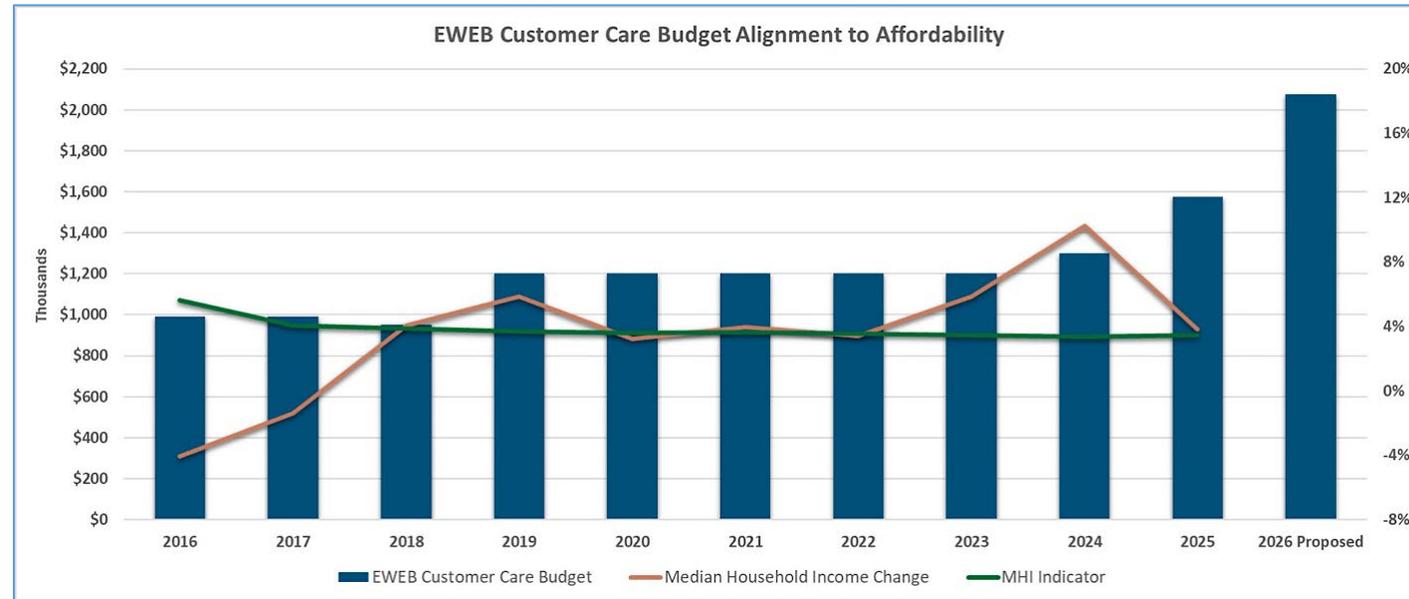
College Hill Reservoir Project



Financial Performance

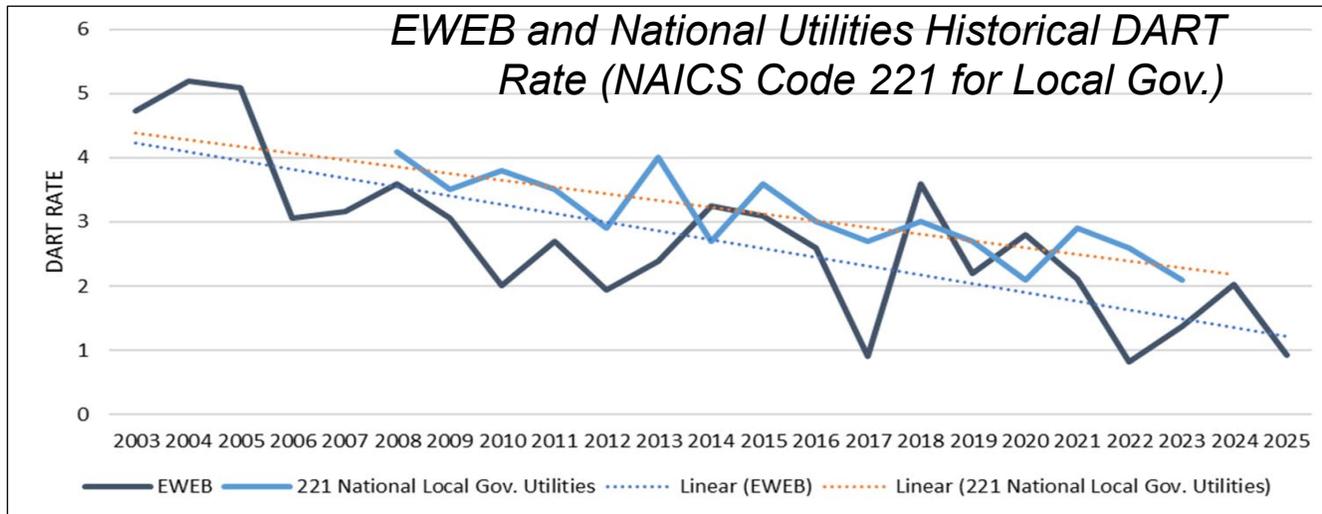
- **Solid Financial Performance despite low water year (Electric Generation)**
 Electric Net Operating Income \$11.5 Million vs. \$15.5 Budget; Water Net Operating Income \$4.9 Million vs. \$5.4 Million Budget
- **Board Financial Metrics within Target (Policy); Except Return on Net Book Value; Current Ratio**
- **Rates (2026 Revenue Requirement):**
 3.9% Electric, 6.0% Water
- **Affordability Factor at 3.2 (Both Water & Electric (Energy Only “Burden” is 6.0%))**

Customer Care Budget Adjusts with Budget / Other Sources



Safety/Wellness

- Outstanding DART¹ Rate Performance (vs. National, Top 3 EWEB History)
- Injury/Time Loss Below 3-Yr. Average and National Averages
- “Good Catch” Reporting Strong
- 100% Workforce Completion of Oregon OSHA Trainings
- Wellness Program Participation of 70% in 2025, up from 52% in 2024
- Employee Assistance Program (EAP) Utilization Increased in 2025



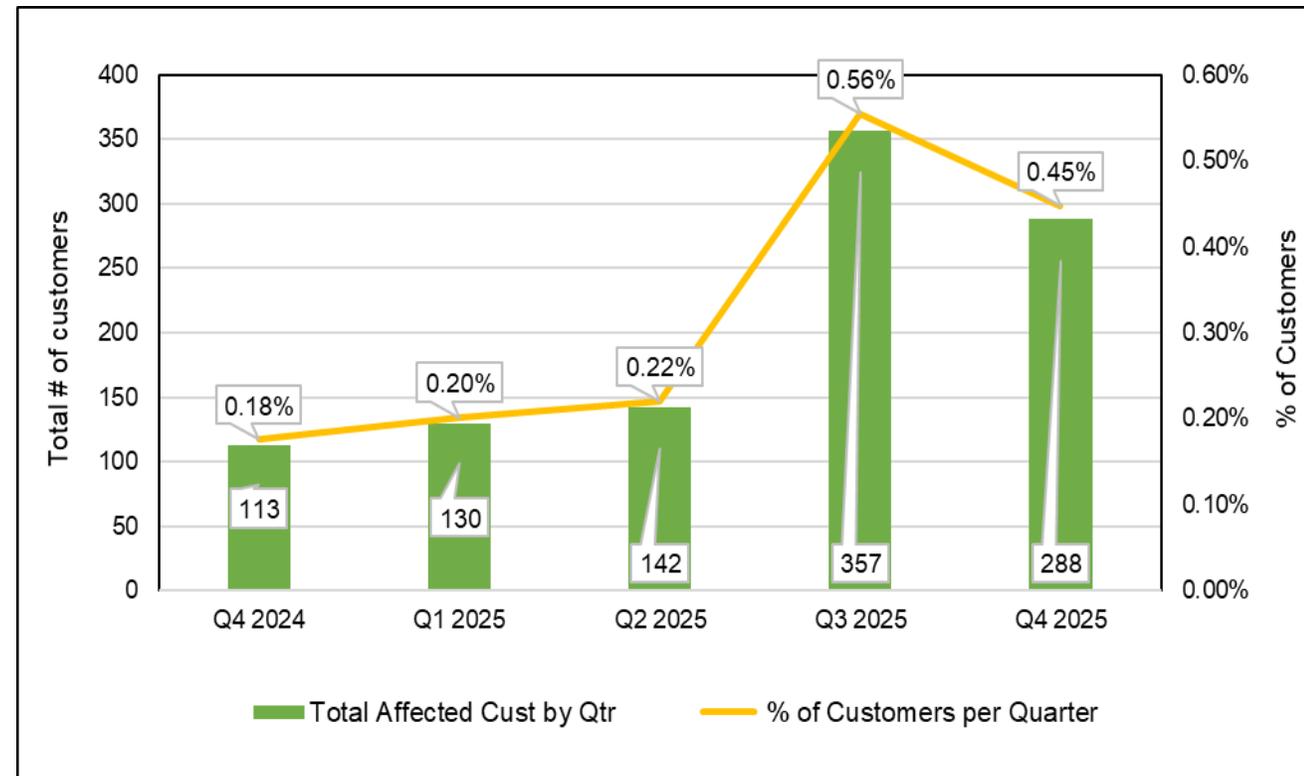
Employee Assistance Program Counseling by Issue 2023 - 2025			
	2025	2024	2023
Anxiety	20	16	16
Burnout/Stress	20	14	11
Career Transition	10	4	1
Child/Parenting Issues	5	3	7
Couple Relationship	6	6	7
Co-Worker Conflict/Conflict Management	14	5	18
Depression	0	14	9
Emotional Issues	20	12	14
Family	14	6	15
Grief	7	0	6
Leadership Coaching	13	1	12
Other	11	3	8
Substance Abuse	0	4	9
Trauma	0	4	0
Work Related	2	5	4
Work-Life Balance	1	2	3

1 - DART - Days Away, Restricted, Transferred

Reliability

- 3.14 Million MWh, 8.23 Billion Gallons Drinking Water Delivered (Issued 1.26 Million Billing Statements, New System; 72,413 Active Portal Registered Users)
- EWEB's Hydro Generation Availability at 45% (Target >90%) with Walterville De-Watering and Carmen Unit 2 Refurbishment
- Electric Delivery Reliability consistent and better than most benchmarks; Vegetation Backlog Declining
- Watershed monitoring continues; Finished Water Quality remained excellent
- Water Delivery consistent and better than most benchmarks, although outages spiked some in Q3 and Q4

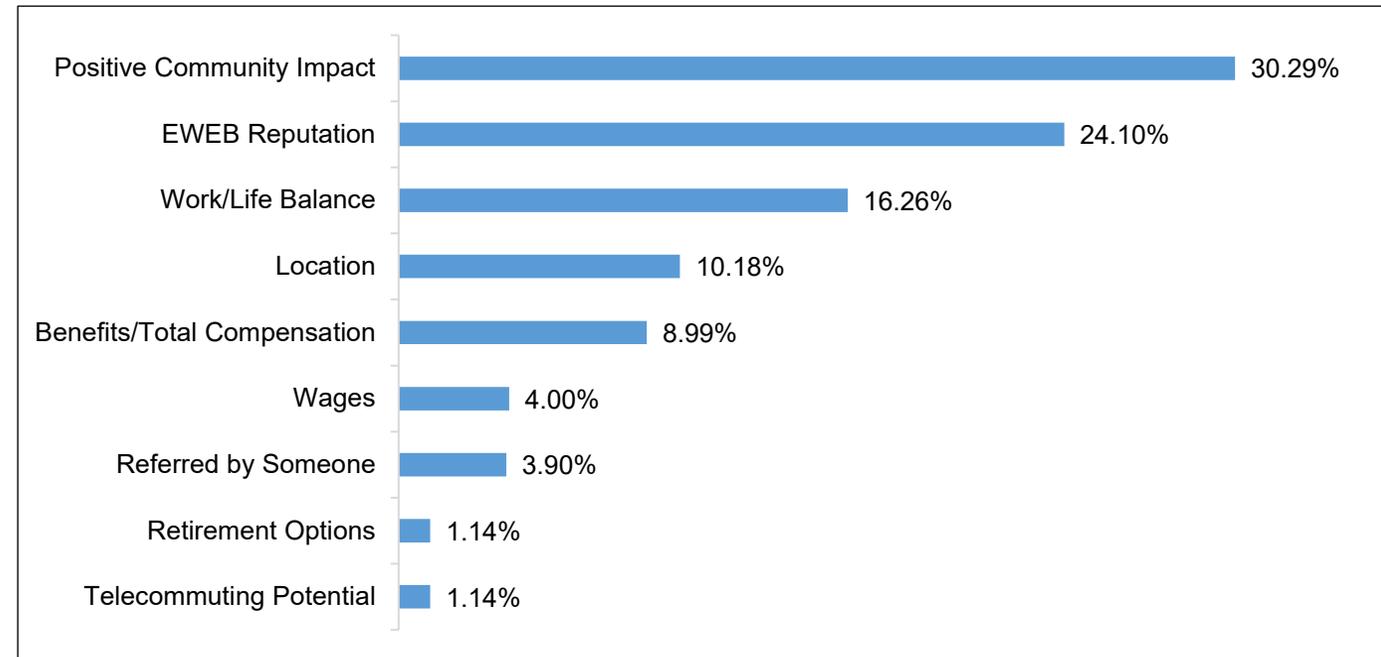
Percentage of Customer Experienced Planned or Unplanned Outages



Workforce Updates/Trends

- Conducted Market Assessment True-Up of 239 Positions
- Attrition of 4.26% (decreased by 46% in 2025), with only 2.60% voluntary/non-retirement
- Recruitment: Increase of 66% in applications received, with 61 days time-to-fill, 30% Filled Internally
- Career advancement included 28% female, 13% minority, 5% veteran (non-union, as identified)

2025 Candidates' Reason for Interest in EWEB



Community Impact(s)

CILT, Donations, Grants, Sponsorships, Contributions, Participation

- \$15,754,533 CILT to City of Eugene, City of Springfield
- EWEB incentives funded 14,575 MWh of energy savings (35% of funds to Limited Income)
- Funded \$1.85 Million Limited Income Bill Assistance (ECC, Energy Share)
- Funded 550 Zero-Interest Loans at \$4.75 Million
- 6,300 Water Leak Notifications (153,000 Kgal), 162 Water Efficiency Projects, Administered/Funded 113 Septic/Pumping Projects
- EWEB Ambassadors – 700+ Hours



Goal Status/Progress

Goal/Description	Status	Comment(s)
Goal 1 – EWEB Business Management System		Sustainable “Improvement-Based” Approach Modified/Board-Approved 2025 & 2026 Organizational Goals Improved Reporting and Visual Management (Operational)
Goal 2 – Managing Budgets & Spending (Impacts on Affordability)		Positive Change to Net Position (Water & Electric) Revenue Requirement (Rates) of 3.9% Electric, 6.0% Water Affordability Factor: 3.2% of MHI (4.2-4.5 in 2015)
Goal 3 – Outage Prevention, Response, Communication		Improve EGO (Outage Management) System Implementation GIS Improvements (December) Phone System (Dispatch/System Controllers)
Goal 4 – EWEB Enterprise Solutions (EES) Season 2 (financial functionality & stabilizing customer experience)		Launched Financial/Budget Tools (Internal) Fixed xx Bugs/Deficiencies Improved Customer Portal/Added Features (e.g. Interval Data)

Goal Status/Progress

Goal/Description	Status	Comment(s)
Goal 5 – Prepare for EES <i>Season 3</i> (Asset Utilization, Field Work Management)		Electric Operational Asset Management Plan (OAMP) Complete, Water OAMP Initiated
Goal 6 – Energy Resource Plan Execution		Preparing for BPA and Portfolio Decisions Extended Local Contract (Sierra Pacific) Resource-Specific Evaluation Framework - 2026
Goal 7 – Bonneville Power Administration <i>Provider of Choice</i> Contract		Multi-Year Analysis/Collaboration (Regional, Local) Board Authorization – July 2025 Contract Negotiation/Execution – December 2025
Goal 8 – Advanced Metering Deployment		Only 378 non-AMI (Urban) Electric Meters Remain Installed 2,567 Water Meters (vs. 2,500 Goal)

Goal Status/Progress

Goal/Description	Status	Comment(s)
Goal 9 – Assess Limited Income / Tenant Programs		Board Presentation – December 2025 Refinement Identified – Selection Improvements in 2026 (included in 2026 Organizational Goals)
Goal 10 – Prepare to Influence Consumption Behavior		Demand Side Potential Assessment(s) Completed – demand response, conservation, supply-side options. Cost-Effectiveness Calculator Completed
Goal 11 – Begin implementation of 5-Year Rate Design Plan		Fixed Variable Cost Alignment – Basic Charge Adjustment Approved TOU Presented/Discussions with UO (Potential Limited Launch)
Goal 12 – Second Drinking Water Source (prerequisites)		Land Use Progressing (City of Springfield/Lane County) Permitting Progressing 30% Design Initiated, Funding Options Exploration Continues

Goal Status/Progress

Goal/Description	Status	Comment(s)
Goal 13 – Infrastructure Resiliency Projects		College Hill – Ahead of Schedule/Transmission Delay Electric Comprehensive Plan – Project Plan Drafted, Commissioning of Plan Development Behind
Goal 14 – Resiliency/ Business Impact Analysis		Five Business Lines (Flows) were assessed and mapped related to critical risks, maximum tolerable downtime, return to operations and recommendations developed.
Goal 15 – Workforce Resiliency		Completed MAPT Compensation True-Up, Electric AIC Program. Launched Leadership Development Program. Some DEI plan milestones extend in 2026.
Goal 16 – Wildfire Mitigation Plan		Formal Wildfire Mitigation Strategy/Investment Framework Drafted. Refinement expected in 2026.

Goal Status/Progress

Goal/Description	Status	Comment(s)
Goal 17 – Refine Cyber Security Program	 <p>Below Target</p>	Governance Established Formal Policy Work/Implementation Lags
Goal 18 – McKenzie Valley Territory	 <p>Achieved</p>	Significant Assessment/Outreach/Collaboration EWEB Board Conditional Approval & Authorization - December

Significant Commissioner (Board) Direction/Action(s)

Bonneville Power Administration 2028-2044 Provider of Choice Contract

Sierra Pacific (Seneca Sustainable Energy, LLC) “Cost Neutral” Extension

McKenzie Valley Service Territory Transfer to Lane Electric Cooperative

Approved Initial 30% Design – Willamette Water Treatment Plant

Oversight/Approval of \$400.7 Million Electric, \$86.6 Water Budgets

EWEB Business Management System (Revised 2025 Strategic Org. Goals)

Ongoing Policy Review/Revisions

General Manager Recruitment (Selection)

2023 Operating & Strategic Results

Closing Remarks

Questions & Comments

Future Board Agendas

Board Wrap Up

Adjourn