

Safety Meeting

October 2025



Our Commitment to Safety

*We believe that a safe workplace and community is founded upon an environment where **all voices can and will speak up, ask questions, and be heard without reprisal.***

We will provide and maintain the proper training, tools, job layout, equipment and employees to perform work safely.

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Safety Department

Monthly Report

Injuries Reported

Date	Body Part	Description & Response
9/15	Finger	Injured Finger While offloading 40' rebar, employee felt a pop followed by a sharp pain that lasted a short time. Employee did well to report injury to supervisor. Fortunately, the injury does not appear to be serious and employee was able to return to work without limitations. Safety will follow-up. Reminder, utilize mechanical means, when possible, to assist with heavy or difficult tasks.
9/26	Back	Back Strain Employee strained back trying to turn the crowder due to the amount of milfoil on the D/S gate. During high milfoil production times of year and windy conditions, material can get caught in the crowdere. The team has been reminded about proper body positioning and is exploring mechanical solutions to reduce torque and physical strain during the next fish ladder outage. The affected employee has returned to work. This is a reminder to report injuries to ensure proper medical intervention is provided.
9/30	Head	Head Laceration Employee was cleaning the back of the truck, stood up to move backwards and hit their head on the lower control side covers of the truck turret. Employee received medical treatment at the hospital and was released to work.

Injuries Reported

Date	Body Part	Description & Response
9/30	Multiple Areas	Bee Stings Employee was digging a trench when they moved a log out of the way and a large swarm of bees stung the employee multiple times. The foreman took the employee to the hospital for further treatment.

Close Calls

Date	Overview	Location	Description & Response
9/17	Rubber Step	EHQ	Tripping Hazard Between the first and second floor on the second part of the staircase closest to the guardrail, one of the first 3 steps after the turn, the rubber step on the stairs pulled up far enough to be a tripping hazard when going up the stairs. No injury because employee was able to catch themselves before falling. Good example of 'See something, say something'. Facilities has already repaired the stair. Employees are encouraged to submit a Facilities service request when they observe a minor issue within physical areas.

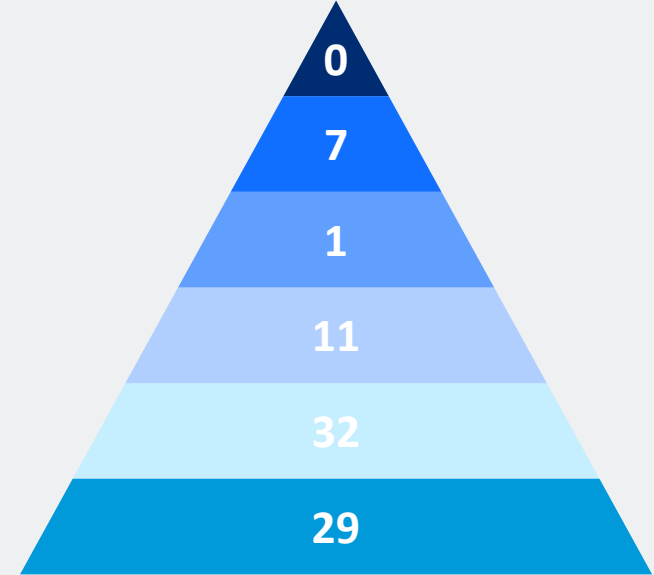
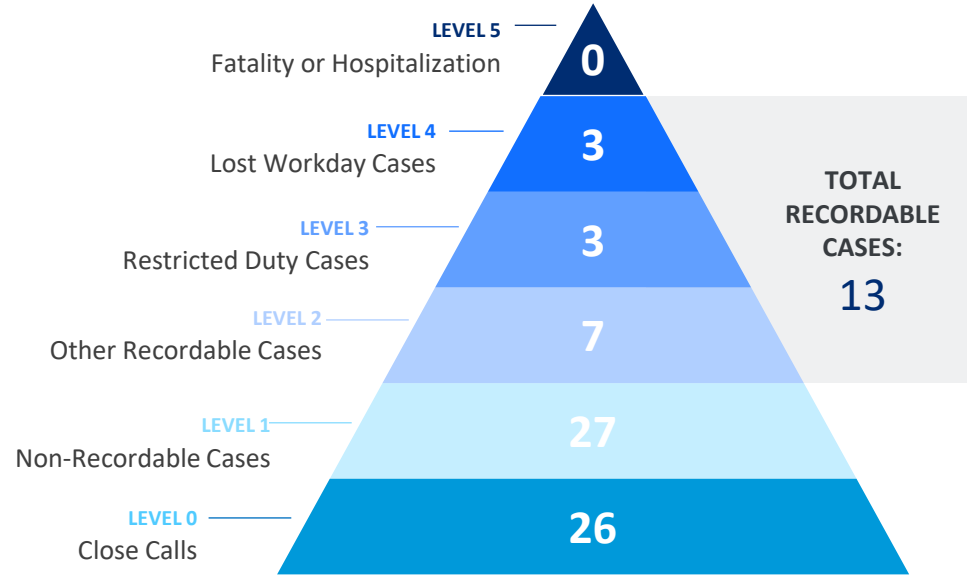


	Last Month	Year-to-Date
Total Injuries Reported	4	40
Other Recordable Case(s)	1	7
Restricted Duty Case(s)	0	3
Lost Workday Case(s)	1	3

2025 Incidents Summary



2024



Vehicle Incidents

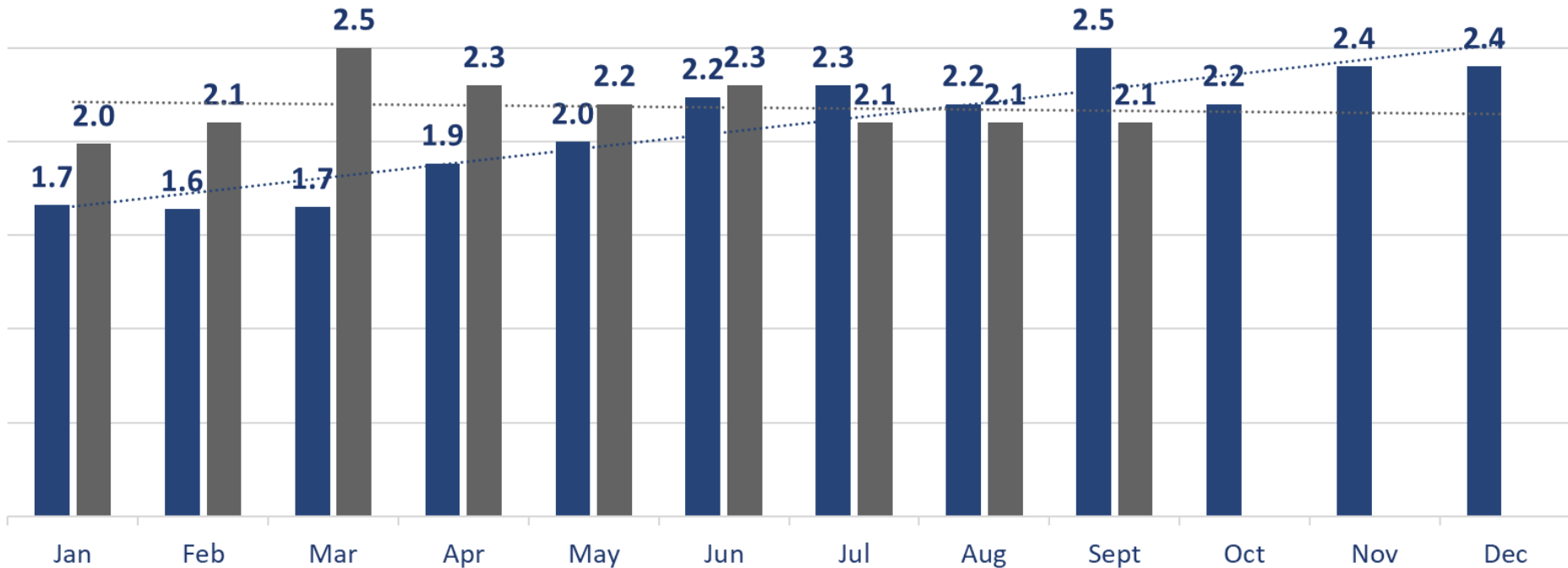
Date	Location	Description & Response
9/11	ESC	Dented Rear Bumper Employee was backing into a parking spot in the front of ESC. Looking in the mirrors and was anticipating to make contact with the parking stop curb and felt a hard bump. Employee backed into one of the posts that sticks out from the main building between the service bed and mirrors on the truck they could not see. There is now a small ding in the bumper and some chipped paint on the building. This accident resulted in a dent to the rear star plate bumper. The damage does not impact usability or safety. This is an older vehicle, and it is on the replacement schedule. A Maximo WO will not be submitted. Situational awareness is critical to workplace safety and significantly reduces likelihood of personal injury or damage to equipment.

Contractor Incidents

Date	Location	Description & Response
9/25	PRD Rec Area North Trailhead	Struck Forearm Contracted security officer was opening the bathroom door when a gust of wind caught the door and hit them in the middle of the forearm. They contacted their supervisor to inform them of the injury. The security officer refused medical treatment and returned to work. Be cautious when opening exterior doors during windy conditions to prevent incidents like this one.

Leading & Lagging Indicators

12 Month Rolling – Recordable Injury Rate – 2024 vs 2025



Recordable Injury Projection



Total number of recordable incidents × 200,000
Total number of hours worked by all employees

At the current injury rate, we
will likely record

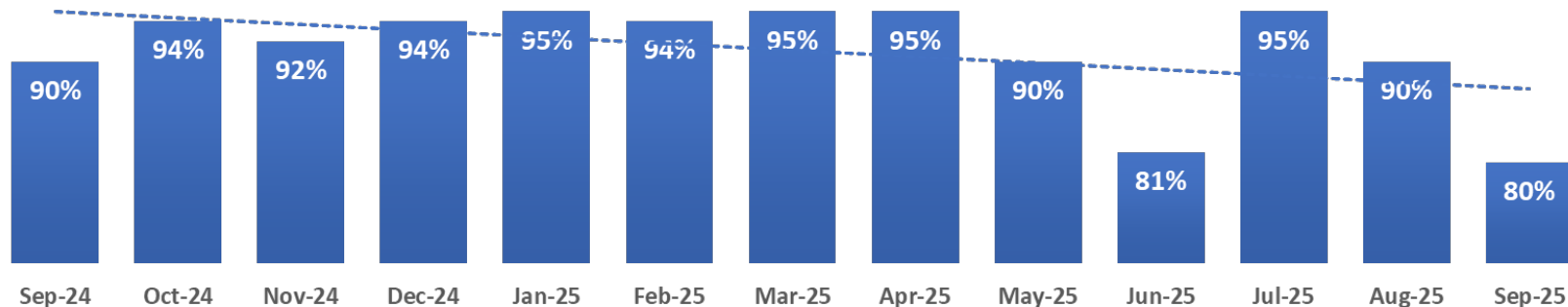
17

injuries on our OSHA Logs by
the end of 2025.

The “recordable injury rate” is a calculation that describes the number of employees per 100 full-time workers or per 200,000 hours worked that have been involved in an injury or illness that requires medical treatment beyond first-aid.

Leading & Lagging Indicators

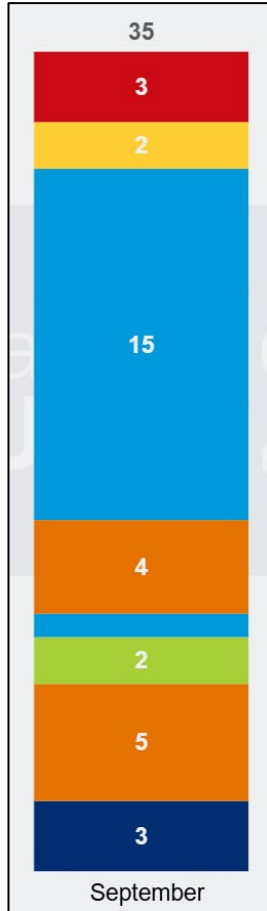
Safety Meeting Attendance



*Due to technical difficulties within PowerApps, safety meeting attendance for Sept 2024 is an estimate.



JSRs-Grant PUD



Job Brief? Job Brief Totals	
▲	
⊕ No	11
⊕ Yes	24
Total	35

JHA Available? JHA Totals	
⊕ No	27
⊕ Yes	8
Total	35

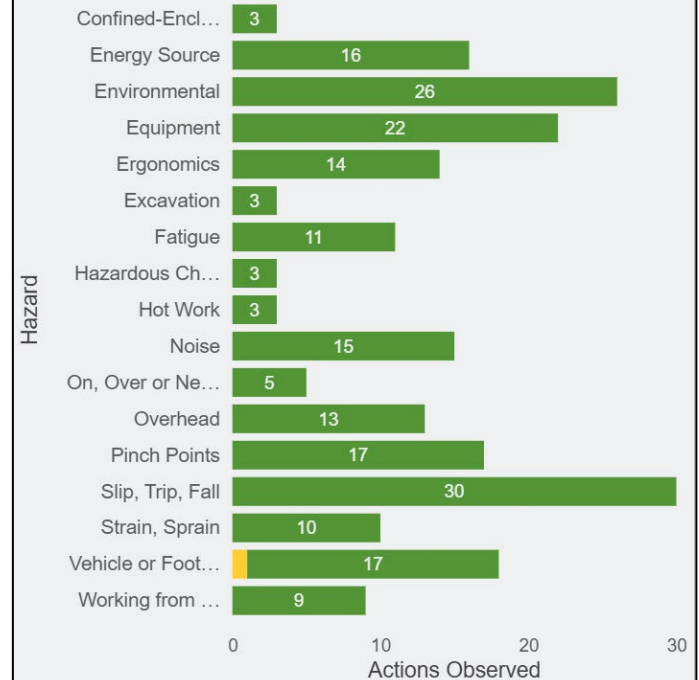
JSRs-Hazards Identified

Hazards Identified in Job Site Reviews

Hazard	September	Total
Slip, Trip, Fall	30	30
Environmental	26	26
Equipment	22	22
Vehicle or Foot Traffic	18	18
Pinch Points	17	17
Energy Source	16	16
Noise	15	15
Ergonomics	14	14
Overhead	13	13
Fatigue	11	11
Strain, Sprain	10	10
Working from Heights	9	9
On, Over or Near Water	5	5
Confined-Enclosed Spaces	3	3
Excavation	3	3
Hazardous Chemical	3	3
Hot Work	3	3

Actions Observed by Category

Action Categories ● Hazard Corrected ● Safe



New Safety Action Items

Safety Concern CR #	Reported Date	Summary	Response	WO #
32954	8/29/25	Call Center phones not working during major power outage	A Direct Cause Evaluation assigned to better understand the event and define corrective actions to mitigate future impacts and recurrence.	385024
32954	8/29/25	Direct Cause Evaluation Completed on 9/10/25. Corrective Action assigned to Telecom & Fiber	Add a step to the communication plan of work plan package to contact customer, and System Operations (Dispatch) who will be affected by outage and confirm they can proceed with outage prior to work beginning.	385468
32954	8/29/25	Direct Cause Evaluation Completed on 9/10/25. Corrective Action assigned to Telecom & Fiber	Update CAB report e-mail list to include additional stakeholders that should be aware of planned work.	385469
33016	9/4/25	Heritage Center Restricted Door Left Open	Work Order created to look at the locking mechanism of the door closer and adjust the swing of the door, if necessary.	385398

Completed Safety Action Items

Safety Concern CR #	Completed Date	Summary	Response	WO #
32954	9/10/25	Call Center phones not working during major power outage	Direct Cause Evaluation Completed on 9/10/25. Corrective Actions assigned to Telecom & Fiber	385468 385469
33016	9/10/25	Heritage Center Restricted Door Left Open	The exterior doors have a door hold open device on the closer. The door hold open should only be used when the door needs to be held open and then returned to normal, so the door does not inadvertently get left in the held open position.	385398

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Executive Leadership Team (ELT)

Safety Talking Points

Gallup Q12 Survey

Measures whether we have clear expectations, proper resources, trust, and care (all **drivers of a strong safety culture**).

Engaged employees contribute to a **safer environment for everyone**.



YOUR VOICE MATTERS

HELP SHAPE THE FUTURE OF GRANT PUD

Thank You



New Contract Requests - September 2025

Grant Contract Number	Counterparty	Contract Title	Estimated Contract Value	Date Submitted To Procurement	District Representative	Procurement Officer	Contract Record Type
430-13042S	TBD	Quincy Transmission Expansion Project - Mountain View Expansion - Asphalt & Gravel Installation	\$235,000.00	9/4/2025	Austin Blythe-Clark	Nicona Butler	Labor (Bid)
430-13063	GEM Resourcing LLC	Staff Attorney Staffing	\$69,000.00	9/5/2025	Tod Ayers	Sara Benedict	Professional Services
430-12997	TiER1 Impact PBC, INC.	Customer Experience Professional Services	\$105,441.00	9/8/2025	Lindsey McDonnell	Sara Benedict	Professional Services
430-13037	Northwind Technologies	ManageEngine Endpoint Central Software	\$114,756.54	9/8/2025	Matt Johnson	Zachery Cooper	Professional Services
470-13026	Biomark, LLC.	Purchase Contract for Biomark PIT tags 2026-2028	\$706,546.00	9/9/2025	Gabe Temple	Shelli Tompkins	Material (Sole Source)
160-13069	City of Moses Lake	Pole Attachment License Agreement	\$0.00	9/9/2025	Gary Carroll	Leah Mauceri	Joint Use
430-13071	TBD	Customer Experience Survey Work	\$75,000.00	9/11/2025	Heidi Juarez	Sara Benedict	Request for Information (RFI)
430-13077	TBD	Electric Utility Supply Chain Consulting Services	\$425,000.00	9/15/2025	Patrick Bishop	Guy Wanner	Professional Services
230-13067	TBD	Priest Rapids Hatchery Siphon Intake Modifications	\$3,500,000.00	9/16/2025	Jessica Lind	Rebecca Diaz	Labor (Bid)
430-13082	Gartner, Inc.	Gartner Advisory Services - Risk Management	\$96,750.00	9/18/2025	Brianna St. Marie	Zachery Cooper	Professional Services
470-13070	Altec Industries	Purchase of Vac Truck	\$711,786.92	9/24/2025	Ryan Roeder	Emilie DeLong	Material (Bid)
430-13081	NW Public Power Association	NWPPA FUEL Training for Orange & Blue U Program 2025/2026	\$56,000.00	9/24/2025	Orlene Hahn	Guy Wanner	Professional Services
370-13085	TBD	GSU spare HV bushings	\$120,000.00	9/24/2025	James Smith	Claudia Tillman	Material (Bid)
420-13096	Morgan Stanley Capital Group, Inc.	Morgan Stanley Capital Group Inc.	\$0.00	9/26/2025	Mike Bradshaw	Sara Benedict	Professional Services
130-12631H	TBD	Ruff Substation Labor Contract	\$3,500,000.00	9/29/2025	Jason Scheel	Nicona Butler	Labor (Bid)
130-13055H	TBD	Quincy Transmission Expansion Plan (QTEP) - West Quincy Transmission Lines	\$3,800,000.00	9/29/2025	Terry Entriiken	Nicona Butler	Labor (Bid)
430-12876	TBD	Wanapum & Priest Rapids CO2 Replacement Project	\$2,607,000.00	9/30/2025	Kaitlyn Neill	Rebecca Diaz	Labor (Bid)
13100	TBD	Columbia - Ancient Lake 115kV Line Structure 16/5 Foundation Installation	\$100,000.00	9/30/2025	Randy Kono	Nicona Butler	Labor (Bid)

Contracts Executed - September 2025

Grant Contract Number	Counterparty	Contract Title	Awarded Contract Price	Contract Executed Date	Completion Date	District Representative	Procurement Officer	Contract Status
130-13032	OIC of Washington	OIC of Washington - Low Income Home Energy Assistance Program (LIHEAP) Agreement	N/A	9/3/2025	9/30/2027	Cary West	Guy Wanner	Open
430-12901	TBD	Juvenile Salmonid Helicopter Transport 2026-2027	\$870,818.00	9/5/2025	6/30/2027	Tom Dresser	Shelli Tompkins	Pending Execution
430-12977	The Woodshop, LLC	The Woodshop-Marketing and Communications Services Agreement 2025-26	\$80,000.00	9/5/2025	12/31/2026	Chuck Allen	Sara Benedict	Open
230-127975	Hurst Construction LLC	Priest Rapids Right Embankment Well Water Extension	\$239,700.00	9/5/2025	11/20/2025	Logan Castle	Beau Schwab	Open
330-12824	Flynn BEC LP	Hydro Office Building Roof Repair Phase 2	\$295,000.00	9/9/2025	12/11/2025	RJ Fronsman	Guy Wanner	Open
430-13024	Bonneville Power Administration	Integrated Communication Optical Network Installation at BPA Midway Substation - Phase 1	\$ 115,000.00	9/12/2025	12/31/2025	Michiko Sell	Leah Mauceri	Open
430-13063	GEM Resourcing LLC	Staff Attorney Staffing	\$68,957.00	9/15/2025	9/30/2026	Tod Ayers	Sara Benedict	Open
430-13015	ROI Insight Group LLC	Staff Augmentation Services	\$800,000.00	9/15/2025	12/31/2025	Aaron Kuntz	Sara Benedict	Open
430-13000	Ensicon Corporation	Recruiting with Ensicon	\$150,000.00	9/16/2025	2/28/2027	Kayla Gunderson	Guy Wanner	Open
170-12982	Telecommunication Utility Procurement Services LLC	Supplying Bare 4/0 Copper Conductor	\$153,900.00	9/22/2025	12/31/2025	Chris Johnson	Emilie DeLong	Open
470-12913	AirGap Labs LLC	Firewall Refresh	\$453,384.44	9/25/2025	11/30/2025	Joel Curry	Zachery Cooper	Open
430-12401	The Ferguson Group	External Funding (Grants) Administration and Management	\$250,000.00	9/30/2025	9/30/2027	Vanessa Seldal	Rebecca Diaz	Open

Contracts Closed - September 2025

Grant Contract Number	Counterparty	Contract Title	Current Contract Value	Closeout Date	District Representative	Procurement Officer
130-11724H	Sturgeon Electric	West Canal and Quincy Foothills Transmission Labor Contract	\$1,495,823.05	9/4/2025	Chris Heimbigner	Nicona Butler
130-12019	ATS Inland NW	Ephrata Headquarters HVAC Control System Upgrade	\$250,240.00	9/18/2025	RJ Fronsman	Nicona Butler

Change Order Log - September 2025

Grant Contract Number	Change Order Number	Cost Change	Current Contract Value	Counterparty	Contract Title	Description of Change	Approval Level	Completion Date	Contract Executed Date	Procurement Officer
330-11840	3.00	\$307,978.00	\$1,011,367.00	NC Power Systems	Wanapum Emergency Diesel Generator	Increase Contract Price to include cost of intermediate switchgear and breaker controls	7 - Commission	3/31/2026	9/2/2025	Rebecca Diaz
430-12619	3.00	\$19,250.00	\$286,000.00	Blue Space Consulting, LLC	Customer Experience Consulting	Increasing the contract by \$19,250 which includes 5 days labor at \$3500/day + 10% reimbursable expenses. New not to exceed amount of \$286,000.00.	6 - Executive Management 4 - Senior Manager/Plant Manager	6/20/2026	9/5/2025	Kylie McMinimee
430-12422	1.00	\$3,800.93	\$1,981,000.93	BOSS Construction, Inc	Carlton Acclimation Facility - New Wells Phase 2	Increase Contract Price and extend Milsetone 1A (SR-2)	3 - Department Manager	9/1/2026	9/8/2025	Rebecca Diaz
230-12511A	1.00	\$1,500.00	\$939,418.00	ConeTec, Inc.	Priest Rapids Left Embankment Geotechnical Investigation	Increase the Contract Price	4 - Senior Manager/Plant Manager	11/21/2025	9/28/2025	Rebecca Diaz
430-12422	2.00	\$32,081.03	\$2,013,081.96	BOSS Construction, Inc	Carlton Acclimation Facility - New Wells Phase 2	Increase Contract Price and extend Milsetone 1A (SR-2)	4 - Senior Manager/Plant Manager	9/1/2026	9/11/2025	Rebecca Diaz
140-12265	2.00	-\$70,000.00	-\$140,000.00	Appledale Energy Center, LLC	Interconnection Study Agreement Q10	Grant PUD will perform a Facilities Study at the Customer's request.	2 - Department Supervisor	12/31/2025	9/11/2025	Leah Mauceri
330-11840	4.00	\$3,045.00	\$1,014,412.00	NC Power Systems	Wanapum Emergency Diesel Generator	Increase Contract Price to include cost of WYE fitting	4 - Senior Manager/Plant Manager	3/31/2026	9/15/2025	Rebecca Diaz
430-12684	2.00	\$76,253.00	\$564,367.00	Basin Refrigeration and Heating, Inc	Ductless Heating and Cooling Units	Increase the Contract Price and extend the Contract Completion Date.	1 - District Representative	12/31/2025	9/16/2025	Nicona Butler
430-12767SR	1.00	\$9,123.86	\$86,480.07	EVCO Integrated Solutions	Commission Room AV Upgrade 2025	Increase contract price and extend contract completion date.	6 - Executive Management	1/5/2026	9/17/2025	Zachery Cooper
430-11582B	2.00	\$350,000.00	\$800,000.00	Environmental Science Associates	Professional Services for Cultural Resources Support	Extend Contract Completion Date and Increase Contract Price	6 - Executive Management	6/28/2027	9/17/2025	Rebecca Diaz
430-12672	1.00	\$150,000.00	\$250,000.00	Asset Management System Integration, LLC	Asset Plan Development	Increase Contract Price, Extend Contract Completion Date, and Update Exhibit "A" In addition to the already agreed upon responsibilities contained in contract Washington 2 Advocates LLC (W2A) will provide a monthly in-depth report on key issues regionally and in Washington, D.C. that are relevant to our work. Each month, the topic will be selected in collaboration with our team to ensure alignment with our strategic priorities. The report will offer detailed analysis, context, and insights designed to deepen Grant PUD's understanding of the issue and support more informed decision-making that will enable the utility to better navigate the policy, regulatory and political landscape at the federal level.	6 - Executive Management 4 - Senior Manager/Plant Manager	12/31/2026	9/23/2025	Rebecca Diaz
430-11275	4.00	\$10,000.00	\$490,000.00	Washington 2 Advocates LLC	Professional Federal and Regional Affairs Consulting Services		6 - Executive Management 4 - Senior Manager/Plant Manager	12/31/2025	9/23/2025	Kylie McMinimee
470-12954	1.00	\$11,187.96	\$306,010.20	Copiers Northwest Inc	Large Copier for Office Services (5 year lease)	Increase contract price to replace additional printers.	3 - Department Manager	6/30/2030	9/24/2025	Zachery Cooper
330-11366	1.00	\$0.00	\$15,000,000.00	Gannett Fleming, Inc.	Wanapum Left Embankment Internal Erosion Evaluation	Add three new rate classifications to the Contract.	4 - Senior Manager/Plant Manager	12/31/2032	9/24/2025	Beau Schwab
470-12483	3.00	\$6,620.11	\$140,749.51	Central Machinery Sales Inc	JCB 950-T99	Increase Contract Price	4 - Senior Manager/Plant Manager	11/30/2025	9/24/2025	Emilie DeLong
430-12825	1.00	\$7,900.00	\$82,847.00	Enzo Unified	Accounts Payable Automation Software - Integration	Increase contract price.	4 - Senior Manager/Plant Manager	5/12/2028	9/26/2025	Zachery Cooper
170-12516	1.00	\$68,115.59	\$295,167.59	MVA Power Inc.	Supplying Station Service Voltage Transformers and Capacitor Voltage Transformers for Painted Hills	Increase the Contract Price	3 - Department Manager	12/31/2025	9/26/2025	Emilie DeLong
430-12058	2.00	\$200,000.00	\$450,000.00	WD Associates, Inc.	WD Associates, Inc. - CAP Support	Increase Contract Price and extend the Contract Completion Date	6 - Executive Management	12/31/2027	9/30/2025	Guy Wanner
370-12118	1.00	\$800,000.00	\$2,835,000.00	ADAMS Schweiz AG	WAN RBFL Valves	Increase Contract Price, Extend Contract Completion Date, and add GC-10	7 - Commission	11/15/2025	9/8/2025	Rebecca Diaz

Contract Completion Report - September 2025

Grant Contract Number	Contract Status	Counterparty	Contract Title	Current Contract Value	Completion Date	District Representative	Procurement Officer
330-2251	In Close Out	GE Steam Power, Inc.	Generator Upgrade of Ten Units for Wanapum Dam	\$154,262,318.36	12/31/2021	Jeff Niehenke	Rebecca Diaz
130-09331HR	In Close Out	Potelco, Inc.	Dock Crew 2019-2021	\$16,628,039.00	3/31/2022	William Coe	Patrick Bishop
430-3988	In Close Out	Confederated Tribes and Bands of the Yakama Nation	White River Juvenile Monitoring	\$579,335.98	6/1/2022	Rolland O'Connor	Shelli Tompkins
430-3989	In Close Out	Confederated Tribes and Bands of the Yakama Nation	Juvenile Monitoring in Nason Creek	\$482,088.54	6/1/2022	Rolland O'Connor	Shelli Tompkins
130-11077	In Close Out	Contract Resource Group	2022 District Furniture Supply and Install	\$193,580.91	12/30/2022	Mike Harr	Nicona Butler
430-4205R	In Close Out	Think Tank Sanitation, Inc.	Supply and Service Outside Restrooms and Maintenance of Septic Systems	\$773,900.00	5/31/2023	Tom Hardie	Nicona Butler
130-4026A	In Close Out	Anixter, Inc.	Supply and Install an Advanced Metering Infrastructure (AMI) - Ongoing Services	\$1,819,702.00	6/30/2023	John Kemman	Shelli Tompkins
430-11919	In Close Out	Blue Leaf Environmental, Inc.	White Sturgeon Broodstock Collection Program - 2023	\$81,727.73	7/28/2023	Mike Clement	Shelli Tompkins
130-09956	In Close Out	Avineon, Inc.	Data Migration Implementation Services for GIS System	\$813,204.00	9/30/2023	Ken Smith	Nicona Butler
130-11131H	In Close Out	Potelco, Inc.	Dock Crew 2022-2023	\$13,394,123.80	12/28/2023	William Coe	Nicona Butler
130-08186HR	In Close Out	KVA Electric, Inc.	Power Transformer: Labor and Services	\$2,484,085.94	12/31/2023	Angel Barahona-Sanchez	Nicona Butler
430-10901	In Close Out	Beck Botanical Services	RTE Plant Monitoring	\$74,000.00	12/31/2023	Joseph LeMoine	Shelli Tompkins
430-HFA 602-58H	In Close Out	Washington State Department of Fish and Wildlife	Icicle-Peshastin Irrigation District Fish Screen	\$1,167,400.00	12/31/2023	Dave Duvall	Shelli Tompkins
430-11181	In Close Out	Columbia Research Specialists, LLC	Columbia Research Specialists, LLC Northern Pikeminnow Fishing Contract 2022-2023	\$360,000.00	12/31/2023	Nathan Dietrich	Shelli Tompkins
430-HFA 602-71H	In Close Out	Cascade Columbia Fisheries Enhancement Group	Big Meadow Creek Fish Passage	\$321,740.00	12/31/2023	Dave Duvall	Shelli Tompkins
230-08805	In Close Out	Vorticity Consulting, LLC	Ambient Air Particulate (dust) Sampling Program for the Priest Rapids Dam Embankment Improvement Project	\$188,199.00	2/29/2024	Carson Keeler	Shelli Tompkins
430-10833	In Close Out	WSP USA, Inc	White Sturgeon Management Plan Monitoring and Evaluation Program 2021 - 2023	\$995,970.00	3/31/2024	Mike Clement	Shelli Tompkins
140-11676	In Close Out	City of Quincy	Design Agreement	-\$90,249.00	3/31/2024	Randy Kono	Leah Mauceri
430-11908	In Close Out	Four Peaks Environmental Science and Data Solutions	Priest Rapids Project Sub-yearling Chinook Evaluation Study	\$320,649.00	4/30/2024	Curtis Dotson	Shelli Tompkins
430-10921	In Close Out	Washington State Department of Fish and Wildlife	Priest Rapids Hatchery M&E	\$1,136,055.00	6/30/2024	Todd Pearsons	Shelli Tompkins
430-10967	In Close Out	Washington State Department of Fish and Wildlife	Priest Rapids Hatchery O&M	\$3,492,559.00	6/30/2024	Eric Lauver	Shelli Tompkins
430-11479	In Close Out	Washington State Department of Fish and Wildlife	Nason Creek Acclimation Facility O&M	\$459,452.00	6/30/2024	Eric Lauver	Shelli Tompkins
430-12309	In Close Out	Blue Leaf Environmental, Inc.	White Sturgeon Broodstock Collection and Transportation	\$84,563.22	7/31/2024	Mike Clement	Shelli Tompkins
430-11055	In Close Out	Fish Passage Engineering, PLLC	PRCC/PRCC Policy Facilitation	\$205,525.00	8/1/2024	Tom Dresser	Shelli Tompkins

Contract Completion Report - September 2025

Grant Contract Number	Contract Status	Counterparty	Contract Title	Current Contract Value	Completion Date	District Representative	Procurement Officer
140-11845	In Close Out	NextEra Energy Resources Interconnection Holdings, LLC	Affected System Study - G0656	-\$40,000.00	8/29/2024	Susan Manville	Leah Mauceri
140-11846	In Close Out	NextEra Energy Resources Interconnection Holdings, LLC	Affected System Study - G0668	-\$40,000.00	8/29/2024	Susan Manville	Leah Mauceri
430-11104	In Close Out	Carahsoft Technology Corp.	FireEye Managed Defense	\$682,612.25	8/30/2024	Don Lester	Nicona Butler
230-10830S	In Close Out	Pumpstech LLC BDA K&N, an Impel Company	Priest Rapids Dam Oil Head Machine Shop Units 4-6	\$160,645.01	9/1/2024	Tristan Poteet	Rebecca Diaz
260-07464	In Close Out	Confederated Tribes and Bands of the Yakama Nation	Not Tracked - Yakama - OLAFT Facilities Use Agreement	\$0.00	10/1/2024	Tim Taylor	Shelli Tompkins
430-10630	In Close Out	BioAnalysts Incorporated	Hatchery Monitoring and Evaluation Analyses and Reporting	\$398,018.00	10/31/2024	Tim Taylor	Shelli Tompkins
430-11346R2	In Close Out	KJ's Lawn Care and Maintenance	District Wide Grounds Maintenance - Rebid	\$209,650.00	10/31/2024	Lori Davis	Nicona Butler
430-HFA 602-69H	In Close Out	Methow Salmon Recovery Foundation	Sage Sugar Acquisition	\$60,809.70	10/31/2024	Dave Duvall	Shelli Tompkins
430-HFA 601-43H	In Close Out	Quincy Valley Chamber of Commerce - Quincy Valley Tourism Association	2024 Northern Pikeminnow Fishing Derby	\$25,000.00	10/31/2024	Tom Dresser	Shelli Tompkins
130-11695H	In Close Out	Potelco, Inc.	Quincy Foothills Substation Labor Contract	\$7,880,355.18	11/30/2024	David Klinkenberg	Nicona Butler
130-11694HR	In Close Out	Potelco, Inc.	West Canal Substation Labor Contract - Rebid	\$6,052,431.32	11/30/2024	David Klinkenberg	Nicona Butler
430-10757	In Close Out	Boulder Park, Inc.	BioSolids Beneficial Use Services for Crescent Bar	\$15,000.00	12/31/2024	Carson Keeler	Shelli Tompkins
430-11073S	In Close Out	TK Elevator Corporation	Routine Inspection, Maintenance, Repair of Elevator Systems	\$162,141.07	12/31/2024	Richard Faber	Rebecca Diaz
430-11255	In Close Out	Blue Leaf Environmental, Inc.	Pacific Lamprey Management Plan Research Activities	\$418,395.00	12/31/2024	Mike Clement	Shelli Tompkins
430-HFA 602-74H	In Close Out	Okanagan Nation Alliance	Pentiction Dam Fish Passage - Okanagan Lake Dam East Salmon Passage	\$204,198.40	12/31/2024	Dave Duvall	Shelli Tompkins
130-12295	In Close Out	Aubrey Silvey Enterprises, Inc.	Power Transformer Vacuum Oil-Fill	\$605,440.84	12/31/2024	Chris Johnson	Nicona Butler
130-12440	In Close Out	Stan's Construction and Son, LLC	Ephrata Service Center Electronic Shop Office Improvements	\$139,748.68	1/30/2025	RJ Fronsman	Nicona Butler
430-12611S	In Close Out	Tyco Industrial LLC	Royal City Local Office Covered Parking Replacement/Installation of Insulation and metal roofing material	\$54,750.00	1/31/2025	Joseph McDaniel	Zachery Cooper
430-12664S	In Close Out	Business Interiors of Idaho DBA Freeform	Office Furniture and Equipment Relocation	\$91,950.00	2/15/2025	Maria Wren	Nicona Butler
430-08136	In Close Out	Public Utility District No. 1 of Douglas County, Washington	Carlton Acclimation Facility Operation	\$1,342,955.00	2/28/2025	Eric Lauver	Shelli Tompkins
170-11777	In Close Out	Stuart C Irby Company	Supplying ACSR & AAC Conductor for the Quincy Transmission Expansion Plan (QTEP)	\$7,016,236.58	2/28/2025	Derek Mashburn	Emilie DeLong
430-12246	In Close Out	Four Peaks Environmental Science and Data Solutions	2024 Fish Count Program	\$381,814.28	2/28/2025	Dave Duvall	Shelli Tompkins
470-12372	In Close Out	Altec Industries	Altec AC30 265 replacement	\$387,412.00	2/28/2025	Brian Barrows	Emilie DeLong
430-11351	In Close Out	V2R Consulting Group, LLC	Strategy Deployment Consultation Services	\$493,650.00	3/30/2025	Jeff Grizzel	Guy Wanner

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430-HFA 602-81H	In Close Out	Okanagan Nation Alliance	Shuttleworth Creek Diversion Removal	\$27,087.00	3/31/2025	Dave Duval	Shelli Tompkins
430-12784	In Close Out	Everon, LLC	Ephrata Headquarters Annex Security System Installation	\$58,083.74	4/30/2025	Maria Wren	Nicona Butler
170-12390	In Close Out	CXT Incorporated	Grand Coulee Local Office Fiber Hut	\$145,688.78	5/15/2025	RJ Fronsman	Nicona Butler
430-11933R	In Close Out	CraneTech Inc	Link-Belt HC-228H Repair and Service Life Extension	\$382,913.57	5/22/2025	Timothy Boswell	Rebecca Diaz
430-11101	In Close Out	Confederated Tribes and Bands of the Yakama Nation	Nason Creek smolt monitoring	\$234,349.87	5/30/2025	Rolland O'Connor	Shelli Tompkins
430-11102	In Close Out	Confederated Tribes and Bands of the Yakama Nation	White River smolt monitoring	\$277,964.31	5/30/2025	Rolland O'Connor	Shelli Tompkins
430-12811	In Close Out	Business Interiors of Idaho DBA Freeform	Ephrata Headquarters - Annex Furniture	\$50,304.85	5/31/2025	Tim Fleisher	Nicona Butler
230-12889S	In Close Out	Pavement Innovation LLC	Priest Rapid Recreation Area Asphalt Maintenance	\$51,500.00	6/5/2025	Kylie Vroman	Shelli Tompkins
130-3321	In Close Out	City of Mattawa, Washington	ILA for District Payment Station at City of Mattawa	\$371,000.00	6/30/2025	Monica Anaya	Guy Wanner
430-11049	In Close Out	ATS Inland NW	Alerton HVAC Controls Support	\$587,352.00	6/30/2025	RJ Fronsman	Nicona Butler
430-11981	In Close Out	White Bluffs Consulting, LLC	Project Management for External Funding Program Development	\$140,000.00	6/30/2025	Vanessa Seldal	Kylie McMinimee
430-11991	In Close Out	Network & Security Technologies, Inc.	N&ST EMS NERC CIP Support	\$50,000.00	6/30/2025	Kevin Carley	Zachery Cooper
430-12108	In Close Out	Larson & Toubro Limited Inc	L&T – Digital Energy Solution - Network Modeling for EMS	\$23,250.00	6/30/2025	Kevin Carley	Zachery Cooper
470-12654R	In Close Out	Teledyne Benthos	Acoustic Releases for Juvenile Fish Survival Studies	\$325,770.00	6/30/2025	Rolland O'Connor	Shelli Tompkins
170-12325	In Close Out	Border States Electric, Inc.	Supplying DZS Multiservice Gateway Electronics for Fiber Termination - 2024	\$646,200.00	7/1/2025	Troy Holt	Guy Wanner
170-12283	In Close Out	Wesco Anixter	Supplying Capacitor Bank Units	\$213,080.00	7/7/2025	John Kemman	Nicona Butler
170-12140	In Close Out	General Pacific, Inc.	Supplying Primary Metering Cabinets	\$262,154.00	7/30/2025	William Coe	Nicona Butler
430-11044	In Close Out	Confederated Tribes and Bands of the Yakama Nation	White Sturgeon Juvenile Supplementation Program	\$664,473.12	7/31/2025	Mike Clement	Shelli Tompkins
430-11381	In Close Out	Del Sol, Inc.	DISTRICT WIDE JANITORIAL CONTRACT	\$2,203,714.52	7/31/2025	Lori Davis	Nicona Butler
430-12106	In Close Out	CASNE Engineering, Inc.	CASNE Installation Services for Aveva PI.	\$51,043.00	7/31/2025	Ian Jones	Zachery Cooper
430-12823	In Close Out	LGL Environmental Services Inc	White Sturgeon Management Plan Broodstock Activities	\$95,402.20	7/31/2025	Mike Clement	Shelli Tompkins
130-07485	In Close Out	City of Grand Coulee, Washington	ILA for District Payment Station at City of Grand Coulee	\$172,000.00	8/9/2025	Monica Anaya	Guy Wanner
430-10850	In Close Out	Cellco Partnership d/b/a Verizon Wireless	Not Tracked - VERIZON NASPO Purchasing Entity Agreement	\$0.00	8/11/2025	Patrick Prazer	Zachery Cooper
140-10306	In Close Out	Sabey Data Center Properties	Large Power Facilities Agreement - Building D	-\$14,598,324.00	8/30/2025	Vanessa Villela	Leah Mauceri
430-12777	In Close Out	AlignOrg Solutions LLC	Human Resources Strategy with AlignOrg	\$65,000.00	8/30/2025	Thomas Stredwick	Guy Wanner
430-12842	In Close Out	ODP Business Solutions	Control Room Desk Upgrade (WAN & PR)	\$325,832.72	9/1/2025	Kaitlyn Neill	Rebecca Diaz
430-12683	In Close Out	Business Services	HEAR appliances	\$300,000.00	9/2/2025	Brook Grady	Kylie McMinimee

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420-10635	In Close Out	Morgan Stanley Capital Group, Inc.	Agreement for Pooling of PRP Physical Output		9/29/2025	Rich Flanigan	Leah Mauceri
140-10847	In Close Out	Vantage Data Centers Management Company, LLC	Large Power Facilities Agreement - WA13	-\$15,585,213.00	9/30/2025	Vanessa Villela	Leah Mauceri
140-11946	In Close Out	El Oro Cattle Feeders	Large Power Facilities Agreement	-\$699,992.00	9/30/2025	Vanessa Villela	Leah Mauceri
430-12092	In Close Out	Gartner, Inc.	Gartner Advisory Services - 2023 Renewal	\$340,677.00	9/30/2025	Charles Meyer	Zachery Cooper
430-HFA 602-82H	In Close Out	Methow Salmon Recovery Foundation	Skyline Fish Screen	\$102,234.00	9/30/2025	Dave Duvall	Shelli Tompkins
430-12590	In Close Out	U.S. Linen and Uniform	Linen and Rugs	\$80,000.00	9/30/2025	Lori Davis	Sara Benedict
170-12745	In Close Out	Wireless Structures Consulting, Inc. DBA Western Utility Telecom, Inc.	Supplying Steel Structures For Painted Hills Switchyard	\$482,713.00	9/30/2025	Max Hernandez-Brito	Nicona Butler
430-12838	In Development	TBD	Ephrata Headquarters Data Room Replacement and Install of Liebert Glycol HVAC Models		9/30/2025	James Albertson	Sara Benedict
230-13030S	In Development	TBD	Rebuild and Repair of PR Hatchery Wells No. 5 & 6		9/30/2025	Eric Lauver	Shelli Tompkins
230-11155	Open	Eastern Washington University	Archaeological Monitoring for the PRREIP	\$1,100,000.00	10/4/2025	Andrew Murphy	Beau Schwab
430-12114	Open	Form Energy Inc	Non-Disclosure Agreement	\$0.00	10/5/2025	Bryce Greenfield	Leah Mauceri
430-12607	Open	DLT Solutions, LLC	2024 Annual AutoCAD Maintenance Renewal	\$88,955.36	10/29/2025	Charles Meyer	Zachery Cooper
140-10961	Open	J.R. Simplot Company	Large Power Facilities Agreement	-\$3,192,031.00	10/30/2025	Vanessa Villela	Leah Mauceri
140-11871	Open	Group14 Technologies, Inc.	Large Power Facilities Agreement	-\$6,507,714.00	10/30/2025	Vanessa Villela	Leah Mauceri
430-11039	Open	ElecTrain LLC	Electrical Safety Program Development	\$303,000.00	10/31/2025	Eric Johnson	Guy Wanner
430-12756	Out for Bid	TBD	Royal City Local Office Paving Replacement		10/31/2025	Brandon Rodeback	Emilie DeLong
430-HFA 601-44H	Open	Quincy Valley Chamber of Commerce - Quincy Valley Tourism Association	2025 Northern Pikeminnow Derby	\$25,000.00	10/31/2025	Tom Dresser	Shelli Tompkins
370-12118	Open	ADAMS Schweiz AG	WAN RBFL Valves	\$2,835,000.00	11/1/2025	Michael Armstrong	Rebecca Diaz
160-10748	Open	City of Moses Lake	Pole Attachment Service Agreement		11/2/2025	Gary Carroll	Leah Mauceri
430-11632	Open	Arch Staffing and Consulting	Arch Staffing and Consulting for Enterprise Technology 2022 - 2025	\$5,445,000.00	11/15/2025	Charles Meyer	Zachery Cooper
230-12797S	Open	Hurst Construction LLC	Priest Rapids Right Embankment Well Water Extension	\$239,700.00	11/20/2025	Logan Castle	Beau Schwab
230-12511A	Open	ConeTec, Inc.	Priest Rapids Left Embankment Geotechnical Investigation	\$939,418.00	11/21/2025	Christopher Steinmetz	Beau Schwab
230-12511B	Open	Great West Drilling, Inc.	Priest Rapids Left Embankment Geotechnical Investigation(B)	\$266,205.00	11/21/2025	Christopher Steinmetz	Beau Schwab
470-12754	Open	Altec Industries	Altec AC45 Crane	\$713,571.00	11/28/2025	Brian Barrows	Emilie DeLong
430-12783	Open	LGL Environmental Services Inc	Native and Non-Native Predator Control Activities	\$477,377.00	11/28/2025	Mike Clement	Shelli Tompkins
430-4190	Open	Edward Kavazanjian, Jr. PhD, P.E.	SSHAC Seismic Evaluation Team Member	\$150,000.00	11/30/2025	Christopher Steinmetz	Beau Schwab

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430-4189	Open	Coppersmith Consulting, Inc.	SSHAC Seismic Evaluation Team Member	\$152,500.00	11/30/2025	Christopher Steinmetz	Beau Schwab
430-4182	Open	Gonzalo Castro PhD PE	Professional Services for Embankment Stability Board of Consultants	\$375,000.00	11/30/2025	Christopher Steinmetz	Beau Schwab
430-4256	Open	Gregory B. Baecher, PhD NAE	Risk Analysis Peer Review	\$50,000.00	11/30/2025	Christopher Steinmetz	Beau Schwab
330-06858	Open	Jason Needham, PE	Peer Review - Loss of Life Analysis	\$35,000.00	11/30/2025	Christopher Steinmetz	Beau Schwab
130-4064	Open	GE/Alstom Grid, LLC	Annual Energy Management System (EMS) License and Maintenance Renewal	\$2,336,505.00	11/30/2025	Kevin Carley	Nicona Butler
470-12483	Open	Central Machinery Sales Inc	JCB 950-T99	\$140,749.51	11/30/2025	Brian Barrows	Emilie DeLong
470-12913	Open	AirGap Labs LLC	Firewall Refresh	\$453,384.44	11/30/2025	Joel Curry	Zachery Cooper
430-13042S	Out for Bid	TBD	Quincy Transmission Expansion Project - Mountain View Expansion - Asphalt & Gravel Installation		11/30/2025	Austin Blythe-Clark	Nicona Butler
330-12824	Open	Flynn BEC LP	Hydro Office Building Roof Repair Phase 2	\$295,000.00	12/11/2025	RJ Fronsman	Guy Wanner
130-12795	Open	Northwest Pipeline LLC	Non-Disclosure Agreement		12/12/2025	Rich Flanigan	Leah Mauceri
430-12713	Open	Yooz Inc.	Non-Disclosure Agreement	\$0.00	12/18/2025	Kevin Hutchins	Leah Mauceri
430-12714	Open	Medius Software, Inc.	Non-Disclosure Agreement	\$0.00	12/18/2025	Kevin Hutchins	Leah Mauceri
130-12996	Pending Contractor Review	World Wide Technology, LLC	GCPUD Wired ISE Deployment		12/26/2025	Eugene Anderson	Guy Wanner
130-12168A	Open	Siemens Industry, Inc	Professional Services for Power System Studies and Analysis	\$750,000.00	12/30/2025	Jesus Lopez	Emilie DeLong
130-12168B	Open	S&C Electric Company	Professional Services for Power System Studies and Analysis	\$750,000.00	12/30/2025	Jesus Lopez	Emilie DeLong
140-12545	Open	City of Quincy	Facilities Construction Agreement - Transmission Structure 16/1	-\$36,344.00	12/30/2025	Randy Kono	Leah Mauceri
430-06958	Open	Geosyntec Consultants	Board of Consultants Services	\$450,000.00	12/31/2025	Zach Ruby	Beau Schwab
430-3208	Open	Public Utility District No. 1 of Chelan County	Interlocal/Cooperative NO FUNDS EXCHANGED - RENEW EACH YEAR - Agreement for Shared Services between Grant, Chelan and Douglas	\$0.00	12/31/2025	Patrick Bishop	Guy Wanner
430-3693	Open	Grant County Sheriff	NO FUNDS EXCHANGED - AUTO RENEW EACH YEAR - Interlocal/Cooperative - MOU with Grant Co Sheriff, RC Police, Mattawa Police Yakima Co Sheriff	\$0.00	12/31/2025	George Hainer	Guy Wanner
130-07479	Open	InVerify LLC	NO FUNDS EXCHANGED - AUTO RENEW - CHECK W/DR - Employment Verification Services	\$0.00	12/31/2025	Devin Elvin	Guy Wanner
430-08142	Open	Arbitrage Compliance Specialists	Arbitrage Compliance Services	\$172,500.00	12/31/2025	Angelina Johnson	Rebecca Diaz
130-08155	Open	Loomis Armored US, LLC	Armored Car Services	\$385,392.00	12/31/2025	Monica Anaya	Guy Wanner
130-08756	Open	North Sky Communications, LLC	Fiber Optic Design and Construction Services 2019-2023	\$96,500,000.00	12/31/2025	Terrence Johnson	Beau Schwab

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430-09054	Open	Right! Systems, Inc.	Technology Consultant Services	\$50,000.00	12/31/2025	Matt Johnson	Zachery Cooper
430-09499A	Open	PBS Engineering and Environmental Inc.	Civil Engineering and Surveying Services	\$2,000,000.00	12/31/2025	Randy Kono	Nicona Butler
430-09568	Open	Russell Post Environmental Consulting, LLC	HazWaste Management Consultation	\$125,000.00	12/31/2025	Mark Woodward	Shelli Tompkins
430-09893	Open	Bill Clarke, Attorney at Law and Government Affairs	Professional Services for Communications and Public Policy Strategies for State and Regional Support for Hydropower and other District Issues	\$380,000.00	12/31/2025	Ryan Holterhoff Christopher	Sara Benedict
430-09886	Open	Energy Northwest	Energy Northwest Electric Charging Stations	\$15,000.00	12/31/2025	Buchmann	Sara Benedict
430-09930	Open	Confederated Tribes of the Colville Reservation	Anthropological Services and Technical Assistance for Cultural Resources	\$160,000.00	12/31/2025	Andrew Murphy	Beau Schwab
430-09499B	Open	Erlandsen and Associates Inc.	Civil Engineering and Surveying Services	\$1,500,000.00	12/31/2025	Randy Kono	Nicona Butler
170-10303	Open	Mitsubishi Electric Power Products, Inc.	Supplying 15kV Power Circuit Breakers	\$6,982,650.00	12/31/2025	Chris Johnson	Nicona Butler
430-10331	Open	Bernardo-Wills Architects	General Architectural/Engineering Services	\$2,500,000.00	12/31/2025	Nick Bare	Sara Benedict
140-10532	Open	Microsoft Corporation	Large Power Facilities Agreement - CO5, MWH3&4	-\$4,807,473.00	12/31/2025	Vanessa Villela	Leah Mauceri
430-10615	Open	RH2 Engineering, Inc.	Professional Engineering Services for Utility System Improvements	\$2,150,000.00	12/31/2025	Joseph McDaniel	Sara Benedict
140-10640	Open	East Columbia Basin Irrigation District	Facilities Construction Agreement		12/31/2025	Susan Manville	Leah Mauceri
430-10681	Open	SEL Engineering Services, Inc.	PP Electrical Engineering Services	\$500,000.00	12/31/2025	Brett Bazaldua	Rebecca Diaz
170-10711A	Open	Anixter, Inc.	Supplying Distribution Transformers	\$1,137,165.00	12/31/2025	Kyle Robillard	Emilie DeLong
430-10759	Open	USDA APHIS Wildlife Services	Cooperative Service Agreement for Wildlife Damage Management	\$1,557,636.88	12/31/2025	Mike Clement	Shelli Tompkins
130-10805A	Open	Electrical Consultants, Inc.	District Transmission Protection, Control and Automation Schemes	\$900,000.00	12/31/2025	Jesus Lopez	Nicona Butler
230-10819	Open	Waite Specialty Machine Works, Inc.	Machine and Fabrication Shop for Priest Rapids Turbine Upgrades	\$258,850.00	12/31/2025	Jonathan Blake	Rebecca Diaz
130-10884	Open	Oracle America, Inc.	Oracle Maintenance	\$694,761.00	12/31/2025	Cary West	Nicona Butler
430-10923	Open	Confederated Tribes and Bands of the Yakama Nation	Professional Services to Provide Protective Measures for Cultural Sites	\$150,000.00	12/31/2025	Andrew Murphy	Beau Schwab
170-10711B	Open	General Pacific, Inc.	Supplying Distribution Transformers	\$5,786,687.00	12/31/2025	Kyle Robillard	Emilie DeLong
130-10805B	Open	SEL Engineering Services, Inc.	District Transmission Protection, Control and Automation Schemes	\$900,000.00	12/31/2025	Jesus Lopez	Nicona Butler
130-10837B	Open	SEL Engineering Services, Inc.	Professional Engineering Services through 2024 - SCADA & Protection Engineering	\$2,000,000.00	12/31/2025	Angel Barahona-Sanchez	Nicona Butler
430-11274	Open	D. Rohr and Associates, Inc.	Professional facilitation and strategic consulting services	\$652,800.00	12/31/2025	Ryan Holterhoff	Sara Benedict
430-11275	Open	Washington 2 Advocates LLC	Professional Federal and Regional Affairs Consulting Services	\$490,000.00	12/31/2025	Ryan Holterhoff	Sara Benedict
430-11439	Open	Energy West, LLC	2022 Wholesale Marketing Support from Energy West	\$580,000.00	12/31/2025	Rich Flanigan	Beau Schwab

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430-11497	Open	Arch Staffing and Consulting	Arch Contracted Resources	\$10,369,000.00	12/31/2025	Aaron Kuntz	Sara Benedict
430-11527	Open	Volt Workforce Solutions	VOLT Contracted Services	\$8,620,260.00	12/31/2025	Aaron Kuntz	Sara Benedict
170-11607	Open	Altec Industries	Purchase of Altec TA60 bucket truck with EZ TRAC 4x4	\$383,558.00	12/31/2025	Brian Barrows	Emilie DeLong
430-11621	Open	Washington State Department of Fish and Wildlife	Hatchery Programs M&E - Wenatchee and Methow River Basins	\$1,705,561.00	12/31/2025	Tim Taylor	Shelli Tompkins
430-11703	Open	Yakima Basin Environmental Education Program	Salmon in the Classroom Education Program	\$117,673.00	12/31/2025	Deanne Pavlik-Kunkel	Shelli Tompkins
430-11720	Open	Anchor QEA, LLC	PRCC & PRCC Policy Committees - Administrative Support	\$206,636.00	12/31/2025	Tom Dresser	Shelli Tompkins
430-11765	Open	Absher Construction Company	Progressive Design-Builder for New Ephrata Service Center	\$32,211,227.00	12/31/2025	Nick Bare	Nicona Butler
430-11810	Open	Brown & Brown RS Insurance Services, LLC	Pipino COI Services	\$70,000.00	12/31/2025	Lia Gunderson	Sara Benedict
170-11949	Open	Stuart C Irby Company	Supplying Pole Mounted Distribution Transformers	\$3,103,215.00	12/31/2025	Kyle Robillard	Emilie DeLong
130-12020	Open	University of Colorado Boulder	CADSWES User Support	\$96,000.00	12/31/2025	Rich Flanigan	Beau Schwab
130-12026H	Open	Palouse Power LLC	Dock Crew 2024-2025	\$13,392,240.10	12/31/2025	Tyler Delong	Nicona Butler
130-12122	Open	Wright Tree Service, Inc.	Transmission Line Tree Trimming and Removal Services 2024-2025	\$561,853.38	12/31/2025	William Coe	Nicona Butler
430-HFA 603-36H	Open	Chelan County Natural Resources Department	Cascade Orchards Icicle Creek Flow Restoration	\$999,000.00	12/31/2025	Dave Duvall	Shelli Tompkins
140-12265	Open	Appledale Energy Center, LLC	Interconnection Study Agreement Q10	-\$140,000.00	12/31/2025	Michiko Sell	Leah Mauceri
470-12279	Open	Altec Industries	Purchase of Highline Digger 390 Replacement	\$602,020.00	12/31/2025	Brian Barrows	Emilie DeLong
170-12363	Open	Carlson Sales Metering Solutions LLC	Supplying 230kV Station Post Insulators	\$174,499.52	12/31/2025	Chris Johnson	Nicona Butler
430-12375	Open	Evans Engineering and Consulting	District Facilities Electrical Power Modeling	\$150,000.00	12/31/2025	RJ Fronsman	Nicona Butler
430-12380	Open	White Bluffs Consulting, LLC	Land Acquisition Facilitator	\$100,000.00	12/31/2025	Nick Bare	Nicona Butler
230-12392	Open	Geo Services	Wanapum Tule Mat House	\$376,000.00	12/31/2025	Lela Buck	Beau Schwab
230-12436	Open	Geo Services	Wanapum Canoe Project	\$148,684.00	12/31/2025	Lela Buck	Beau Schwab
430-12443	Open	PayTech Inc	PayTech, Inc. - UKG Improvements	\$700,000.00	12/31/2025	Kristi Van Diest	Guy Wanner
120-12462	Open	Puget Sound Energy, Inc.	Not Tracked - Open Market Sale of PRP Power 2024		12/31/2025	Phillip Law	Leah Mauceri
130-12514H	Open	Potelco, Inc.	Larson - Stratford 115kv Relocation Construction	\$1,841,174.94	12/31/2025	Tyler Delong	Nicona Butler
170-12516	Open	MVA Power Inc.	Supplying Station Service Voltage Transformers and Capacitor Voltage Transformers for Painted Hills	\$295,167.59	12/31/2025	Max Hernandez-Brito	Emilie DeLong
130-12523	Open	The Brattle Group	Non-Disclosure Agreement	\$0.00	12/31/2025	Susan Manville	Leah Mauceri
430-12565	Open	McKinstry Essention LLC	On Call Professional Architectural & Engineering Services	\$300,000.00	12/31/2025	Nick Bare	Nicona Butler

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430-12592	Open	Bridge Diagnostics, Inc.	Repair Tainter Gate Strain Gauge System at Priest Rapids and Wanapum Dams	\$430,688.77	12/31/2025	Anthony Vader	Beau Schwab
170-12621	Open	MVA Power Inc.	Supplying 230kV CCVTs	\$600,668.00	12/31/2025	Chris Johnson	Emilie DeLong
230-12528R	Open	JR Construction	Priest Rapids Hatchery Raceway Bird Deterrence Cable Project	\$49,500.00	12/31/2025	Nathan Dietrich	Shelli Tompkins
430-12659	Open	DataPro Solutions, Inc.	Licensing and Support Services for File 360	\$92,745.31	12/31/2025	Paula Alley	Zachery Cooper
430-12666	Open	McKinstry Essention LLC	Facilities Maintenance Planning and Support	\$318,000.00	12/31/2025	Nick Bare	Sara Benedict
430-12684	Open	Basin Refrigeration and Heating, Inc	Ductless Heating and Cooling Units	\$564,367.00	12/31/2025	LeeAnn Driesen	Sara Benedict
430-12687	Open	CDW Government, Inc.	Adobe 2024 Renewal	\$52,652.62	12/31/2025	Patrick Prazer	Zachery Cooper
130-12690	Open	The Brattle Group	Consulting Services Related to OATT	\$160,000.00	12/31/2025	Susan Manville	Leah Mauceri
430-12553R	Open	Pacific Engineering & Design, PLLC	Crescent Bar Golf Course Options	\$150,000.00	12/31/2025	Lorie Butterly	Shelli Tompkins
170-12697	Open	Enterprise Fabricators Co., Inc.	Supply Substation Shaped Steel Structures	\$1,183,136.00	12/31/2025	Chris Johnson	Nicona Butler
170-12698	Open	Klute, Inc.	Supply Substation Tapered Tubular Steel Structures	\$327,882.30	12/31/2025	Chris Johnson	Nicona Butler
130-12716	Open	Obsidian Renewables, LLC	Consulting and Economic Advisory services regarding turbine power plant and related gas fuel supply exploration	\$250,000.00	12/31/2025	David Dempsey	Beau Schwab
470-12724	Open	Coleman Oil Co. LLC	Supply Fuel for District Facilities and Crescent Bar Recreation 2025	\$950,000.00	12/31/2025	Brian Barrows	Emilie DeLong
330-12779	Open	SCI Industrial Services, LLC	Wanapum Dam Lift Station Renovation	\$160,750.00	12/31/2025	Joseph McDaniel	Sara Benedict
470-12804	Open	Hyster-Yale Materials Handling, Inc.	Hyster H280XD	\$211,942.00	12/31/2025	Brian Barrows	Emilie DeLong
430-12820	Open	SJR Consulting Inc.	Wanapum Left Embankment Risk Review Board Member	\$75,000.00	12/31/2025	Christopher Steinmetz	Beau Schwab
130-12878	In Development	TBD	Power Transformer Vacuum Oil Fill		12/31/2025	Chris Johnson	Nicona Butler
330-12883	Open	Suppression Systems, Inc.	Early Smoke Detection System for Wanapum Generators	\$30,000.00	12/31/2025	Brett Bazaldua	Rebecca Diaz
130-12904	In Development	TBD	Control Center Remodel		12/31/2025	Nathan Anderson	Sara Benedict
470-12910	Open	Teknologic	Acoustic Data Receiver Upgrade	\$739,837.00	12/31/2025	Rolland O'Connor	Shelli Tompkins
170-12982	Open	Telecommunication Utility Procurement Services LLC	Supplying Bare 4/0 Copper Conductor	\$153,900.00	12/31/2025	Chris Johnson	Emilie DeLong
170-12986	In Development	TBD	Supply Power and Control Cable		12/31/2025	Chris Johnson	Emilie DeLong
430-13015	Open	ROI Insight Group LLC	Staff Augmentation Services	\$800,000.00	12/31/2025	Aaron Kuntz	Sara Benedict
430-13024	Open	Bonneville Power Administration	Integrated Communication Optical Network Installation at BPA Midway Substation - Phase 1		12/31/2025	Michiko Sell	Leah Mauceri
430-12854	Open	McKinstry Essention LLC	Ephrata Headquarters Investment Grade Audit Phase 1	\$83,763.00	12/31/2025	RJ Fronsman	Nicona Butler
170-12696R	Open	Border States Electric, Inc.	Supplying 5" Aluminum Rigid Bus - Rebid	\$276,375.00	12/31/2025	Chris Johnson	Nicona Butler

Contract Completion Report - September 2025

Grant Contract Number	Contract Status	Counterparty	Contract Title	Current Contract Value	Completion Date	District Representative	Procurement Officer
430-12782SR	Open	KJ's Lawn Care and Maintenance	District Grounds Maintenance Rebid	\$95,400.00	12/31/2025	Lori Davis	Nicona Butler
130-11966	Open	Sierra Pacific Power Company dba NV Energy	Not Tracked - Western Markets Exploratory Group (WMEG)		1/1/2026	Rich Flanigan	Beau Schwab
430-09714	Open	Contracts 365, Inc.	Migrate CM[.app] to Contracts 365	\$404,179.96	1/4/2026	Lori Englehart-Jewell	Guy Wanner
430-12767SR	Open	EVCO Integrated Solutions	Commission Room AV Upgrade 2025	\$86,480.07	1/5/2026	Matt Johnson	Zachery Cooper
430-12404	Open	Advanced Electric and Alarm Systems, Inc	Ephrata Headquarters UPS System Replacement	\$695,826.83	1/12/2026	RJ Fronsman	Nicona Butler
430-12676	Open	Northwind Technologies	ITSM - SD+ On-prem	\$151,114.36	1/12/2026	Matt Johnson	Zachery Cooper

MEMORANDUM

October 16, 2025

TO: Grant PUD Commissioners

VIA: John Mertlich, General Manager/Chief Executive Officer

FROM: Tod Ayers, Vice President of HR & Chief HR Officer  Oct 16, 2025
Tod Ayers (Oct 16, 2025 09:24:34 PDT)

SUBJECT: Revised Non-Bargaining Leave Policy (formerly Personal Leave Policy)

Purpose: To provide notification to the Commission regarding proposed changes to the Non-Bargaining Leave Policy (formerly Personal Leave Policy) associated with Resolution 8911. The resolution provides that the General Manager is authorized to modify the policy from time to time provided the proposed changes are submitted to Grant PUD's Commission at least 20 days prior to being put into effect.

Discussion: This policy update is intended to consolidate leave applicable to non-bargaining unit, benefits eligible employees. Revisions include:

- Revise the policy title from Personal Leave to Non-Bargaining Leave.
- Incorporate a Personal Leave accrual table for part-time employees.
- Remove clause that allows the General Manager to authorize up to 35 additional days of Management Leave per year to an employee in recognition of extraordinary service.
- Remove Leave without Pay. It will be incorporated into the new General Leaves policy.

The revised policy will be effective January 2, 2026. The detailed changes can be viewed in the attached redline document. All employees will be notified of this policy revision before the effective date.

Recommendation: Inform the Commission of the changes made to the Non-Bargaining Leave Policy as described above, effective January 2, 2026. The documentation in this packet includes:

- Commission memo
- Copy of Resolution 8911
- Clean copy of the current policy
- Red-lined version of the revised policy to identify edits
- Clean copy of the revised policy

RESOLUTION NO. 8911

A RESOLUTION AMENDING GRANT PUD'S MANAGEMENT BENEFIT POLICIES AND
SUPERSEDING RESOLUTION NO. 8735

Recitals

1. Grant PUD revised the benefits policies pursuant to Resolution No. 8735 superseding previous resolutions related to benefits for management employees;
2. Grant PUD's General Manager has requested that he be delegated authority to modify the management benefit policies as he deems to be in Grant PUD's best interest; and
3. The benefits provided to eligible Management employees are as follows:
 - Paid Holidays & Floating Holidays
 - Personal Leave Plan
 - Professional Certification Program – to be rescinded by April 18, 2019
 - Medical, VEBA, Dental, and Vision insurance
 - Short-Term and Supplemental Leave Bank
 - Deferred Compensation
 - Retiree Medical Premium Program
 - Isolation Pay

NOW, THEREFORE, BE IT RESOLVED by the Commission of Public Utility District No. 2 of Grant County, Washington that:

Section 1. The aforementioned benefits listed above are hereby approved.

Section 2. The General Manager is hereby authorized to modify the policies related to Grant PUD's management benefits from time to time subject to the following limitations:

- A. The policy shall at all times be subject to and consistent with the requirements of all applicable laws and regulations.
- B. Any proposed changes to these policies shall be submitted to Grant PUD's Commission and General Counsel at least twenty (20) days prior to being put into effect.

Section 3. Resolution No. 8735 is hereby superseded.

PASSED AND APPROVED by the Commission of Public Utility District No. 2 of Grant County, Washington, this 12th day of February, 2019.

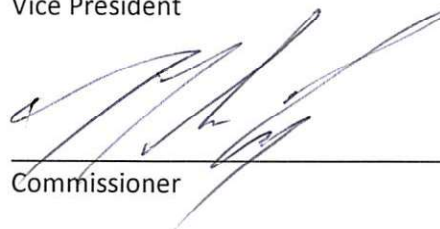


President

ATTEST:


Secretary

Vice President


Commissioner
Commissioner

Effective Date: 7/27/2021	Version: 2 Supersedes: 1	Related Documents: LWOP Procedures, LWOP Request Form, Scheduling Alternate Work Hours
 DISTRICTWIDE POLICY		
Approved by: Commission		Regulation: Resolution 8911
Policy Owner: Senior Manager of Human Resources		Policy Category: Employment, Benefits, and Workplace

HR-BEP-POL-410 – PERSONAL LEAVE (PL)

1. Scope

This policy applies to all Grant PUD employees that are non-bargaining unit benefit-eligible. Bargaining unit employees shall refer to the Collective Bargaining Agreement.

2. Policy Statement

The intent of this policy is to enable employees to take leave needed for rest and recreation, illness, injury, childcare, bereavement, personal business, and any other approved absence from work on a paid status (except where noted below for Occupational Disability, Short-Term Disability, or Long-term Disability).

3. Personal Leave

- a. Personal Leave (PL) is provided to all regular, full time Grant PUD employees, except to the extent Occupational Disability Allowance, Short-Term Disability, or Long-Term Disability plan provisions provide otherwise.
- b. PL for full-time, regular employees is accrued based on years of service as indicated by the table below.

Years of Service	Bi-Weekly Accrual Rate	Annual Accrual Rate* (illustrative only)
During the 1 st through 5 th year	6.46 hours	21 days per year
During the 6 th through 10 th year	8.31 hours	27 days per year
During the 11 th year	8.62 hours	28 days per year
During the 12 th year	8.92 hours	29 days per year
During the 13 th year	9.23 hours	30 days per year
During the 14 th year	9.54 hours	31 days per year
During the 15 th year	9.85 hours	32 days per year
During the 16 th year	10.15 hours	33 days per year
During the 17 th through 25 th year	10.46 hours	34 days per year
After the 25 th year	10.77 hours	35 days per year

* For purposes of this policy, a day means eight hours.

Effective Date: 7/27/2021	Version: 2 Supersedes: 1	Related Documents: LWOP Procedures, LWOP Request Form, Scheduling Alternate Work Hours
 DISTRICTWIDE POLICY		
Approved by: Commission		Regulation: Resolution 8911
Policy Owner: Senior Manager of Human Resources		Policy Category: Employment, Benefits, and Workplace

PL for part-time, regular employees is accrued based on a 20-hour work week. PL usage is limited to the predetermined amount of work hours agreed to per pay period, i.e., if the agreed upon work hours is 48 hours per pay period, the employee cannot exceed the 48 hours with a combination of Personal Leave and actual hours worked.

PL does not accrue while an employee is on Occupational Disability leave or Leave without Pay (LWOP), for any reason.

PL requirements for those on an Alternate Work Schedule (AWS) should refer to HR-SOC-POL-525, Scheduling Alternate Work Hours.

- c. The General Manager may modify the PL accrual schedule to increase an individual's PL balance; however, such balance shall not exceed 35 days on an annual basis for each individual. This may occur in exceptional circumstances on a prospective basis.
- d. Employees must take at least 10 days of PL per year for the first 5 full years of employment, and at least 15 days per year thereafter.

These minimums will be forfeited unless such failure to take the minimum amount was due to occupational disability, extended illness, military leave, or the employee's CXO approves an exception. Short-term disability leave will be augmented with PL to avoid forfeiture of PL.

In case of cancellation of leave by Grant PUD in response to an emergency which affects the ability of the employee to take PL, the General Manager is authorized to extend the year-end deadline an additional 90 days.

Partial years of employment (first and last) do not have minimum requirements.

- e. Total accrued PL for each individual cannot exceed established limits.
 - 1) For employees hired on or after April 1, 2011, total accrued PL shall not exceed 700 hours.

Effective Date: 7/27/2021	Version: 2 Supersedes: 1	Related Documents: LWOP Procedures, LWOP Request Form, Scheduling Alternate Work Hours
 DISTRICTWIDE POLICY		
Approved by: Commission		Regulation: Resolution 8911
Policy Owner: Senior Manager of Human Resources		Policy Category: Employment, Benefits, and Workplace

- 2) For employees hired before April 1, 2011, accrued PL shall not exceed the greater of 1200 hours or the number of hours accrued by each employee as of May 30, 1996.

Annually, accrued PL in excess of the limits set forth above shall be cashed out at the straight-time hourly rate of pay then in effect for the affected employee. This cash-out does not count as leave required to be taken.

- f. In the final pay period of the payroll year, employees are permitted to cash out their accumulated PL to the extent their PL balance exceeds 80 hours. This cash out does not count as leave required to be taken.

PL cash-out will be restricted to the employee's current annual accrual rate. The employee may cash out the difference between their total PL accrued during the payroll year and the actual leave taken during the payroll year.

These guidelines do not apply to the cash-out of PL accrued in excess of the maximum allowable accrual and cash-out at retirement or termination.

- g. Use of PL shall be conditioned upon operational needs of Grant PUD and approval of the General Manager or designee. Annually, the General Manager/CEO may authorize leave for a day of employee recognition to include significant unstructured time for employees to recharge and engage in team building.
- h. Full-time, regular employees may utilize their PL up to 160 hours immediately preceding their retirement. Part-time, regular employees may run out 80 hours of leave before retirement. Run-out of leave for reasons other than retirement are not permitted, except when a bona fide approved FMLA or Family Care Leave situation exists.
- i. All accrued but unused PL will be paid to the employee upon termination or retirement, provided that 6 months of continuous employment has been met.

4. Management Leave

Effective Date: 7/27/2021	Version: 2 Supersedes: 1	Related Documents: LWOP Procedures, LWOP Request Form, Scheduling Alternate Work Hours
 DISTRICTWIDE POLICY		
Approved by: Commission		Regulation: Resolution 8911
Policy Owner: Senior Manager of Human Resources		Policy Category: Employment, Benefits, and Workplace

- a. Grant PUD provides 3 paid days of Management Leave each calendar year to employees that are classified as full-time, regular exempt under the Fair Labor Standards Act, except for those hired into an eligible position after October 1st of the Payroll year.
- b. Management Leave days will be prorated for regular, part-time employees annually (12 hours).
- c. The General Manager may authorize additional days of Management Leave for exempt employees who have demonstrated extraordinary service and commitment above and beyond the expectations of their job. In these cases, the General Manager shall not exceed 35 days on an annual basis for a single employee.

5. Leave without Pay

- a. Leave without Pay (LWOP) may be approved when all applicable accrued leave with pay has been used.

Supervisors may approve LWOP for less than 8 hours. Senior Manager approval is required for LWOP of 8 hours or more.
- b. LWOP may also be used for disciplinary purposes, even when leave with pay is available.
- c. LWOP will be calculated in half-hour increments of actual work time missed for employees who are exempt. LWOP will be counted beginning at the time an employee leaves work until the employee returns to work within the scope of their regularly scheduled shift.
- d. Accrual of PL, time in grade, and anniversary dates are affected when an employee takes LWOP. See HR-BEP-PRO-412, Administering Leave Without Pay.
- e. Benefits may be affected as outlined in group insurance contracts and in accordance with state and federal laws.
- f. Grant PUD retains the right to deny LWOP when not connected to an approved leave such as FMLA or other state or federal laws.

Effective Date: 7/27/2021	Version: 2 Supersedes: 1	Related Documents: LWOP Procedures, LWOP Request Form, Scheduling Alternate Work Hours
 DISTRICTWIDE POLICY		
Approved by: Commission		Regulation: Resolution 8911
Policy Owner: Senior Manager of Human Resources		Policy Category: Employment, Benefits, and Workplace

If approved LWOP extends over a full calendar month, the employee has the option to continue Grant PUD's health insurance through COBRA by self-paying COBRA premiums. If the employee is on approved such as federal Family Medical Leave (FMLA) or state Family and Medical Leave, Grant PUD will continue to pay its share of the premium and the employee will pay their share.

6. Review/Revision History

Date	Description
v0 7/22/2014	Initial Effective Date
v1 2/12/2019	Updated, converted to new format
v2 7/27/2021	Revised Section 3.g to authorize leave for a day of employee recognition, updated document numbers for related documents, formatting clean up. Authorized by GM via 20-day advance notice to the Commission in accordance with Resolution 8911. Commission review completed 8/16/21 and document published.

Effective Date: 1/2/2026	Version: 3 Supersedes: 2	Related Documents: ,
 POLICY		
Approved by: GM and Chief HR Officer		Regulation: Resolution 8911
Policy Owner: Sr Manager Employee Relations,		Policy Category: Employment, Benefits, and Workplace

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HR-BEP-POL-410 – **NON-BARGAINING LEAVE POLICY**

1. Scope

This policy applies to all Grant PUD employees that are non-bargaining unit, benefits eligible. Bargaining unit employees shall refer to the Collective Bargaining Agreement.

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2. Policy Statement

The intent of this policy is to enable employees to take leave needed for rest and recreation, illness, injury, childcare, bereavement, personal business, and any other approved absence from work on a paid status (except where noted below for Occupational Disability, Short-Term Disability, or Long-term Disability).

The following leaves are defined in this policy: Personal Leave and Management Leave.

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Deleted: , and Management Recognition Leave

3. Personal Leave

3.1 Personal Leave (PL) is provided to all regular, full-time, and part-time Grant PUD employees.

3.2 Accrual

PL does not accrue while an employee is on Occupational Disability leave or Leave without Pay (LWOP), for any reason.

Total accrued PL for an employee cannot exceed established limits:

- For employees hired on or after April 1, 2011, total accrued PL shall not exceed 700 hours.
- For employees hired before April 1, 2011, accrued PL shall not exceed the greater of 1200 hours or the number of hours accrued by each employee as of May 30, 1996.

If total accrued PL exceeds the amounts above at the end of the payroll year, the excess will be automatically cashed-out in accordance with Section 3.4.

All accrued but unused PL will be paid to the employee upon termination or retirement.

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PL for full-time, regular employees is accrued based on years of service as indicated by the table below (based on an 8-hour workday):

Effective Date: 1/2/2026	Version: 3 Supersedes: 2	Related Documents: ,
 POLICY		
Approved by: GM and Chief HR Officer		Regulation: Resolution 8911
Policy Owner: Sr Manager Employee Relations,		Policy Category: Employment, Benefits, and Workplace

Years of Service	Bi-Weekly Accrual Rate	Annual Accrual Rate (illustrative only)
During the 1 st through 5 th year	6.46 hours	21 days per year
During the 6 th through 10 th year	8.31 hours	27 days per year
During the 11 th year	8.62 hours	28 days per year
During the 12 th year	8.92 hours	29 days per year
During the 13 th year	9.23 hours	30 days per year
During the 14 th year	9.54 hours	31 days per year
During the 15 th year	9.85 hours	32 days per year
During the 16 th year	10.15 hours	33 days per year
During the 17 th through 25 th year	10.46 hours	34 days per year
After the 25 th year	10.77 hours	35 days per year

PL for part-time, regular employees is accrued based on a 20-hour work week and years worked indicated by the table below:

Years of Service	Bi-Weekly Accrual Rate	Annual Accrual Rate (illustrative only)
During the 1 st through 5 th year	3.23 hours	10.5 days per year
During the 6 th through 10 th year	4.16 hours	13.5 days per year
During the 11 th year	4.31 hours	14 days per year
During the 12 th year	4.46 hours	15.5 days per year
During the 13 th year	4.62 hours	15 days per year
During the 14 th year	4.77 hours	15.5 days per year
During the 15 th year	4.93 hours	16 days per year
During the 16 th year	5.08 hours	16.5 days per year
During the 17 th through 25 th year	5.23 hours	17 days per year
After the 25 th year	5.39 hours	17.5 days per year

The General Manager may modify the annual PL accrual rate schedule; however, such balance shall not exceed 35 days on an annual basis for each individual. This may occur in exceptional circumstances on a prospective basis.

The Chief HR Officer or their delegate may approve an increase in the annual PL accrual rate and/or PL balance for new hires based on the selected candidate's qualifications and years of experience.

3.3 Using PL

Employees must take at least 80 hours of PL per year for the first 5 full years of employment, and at least 120 hours of PL per year thereafter. These minimums will be forfeited unless such failure to take the minimum amount was due to occupational

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Effective Date: 1/2/2026	Version: 3 Supersedes: 2	Related Documents: ,
 POLICY		
Approved by: GM and Chief HR Officer		Regulation: Resolution 8911
Policy Owner: Sr Manager Employee Relations		Policy Category: Employment, Benefits, and Workplace

disability, extended illness, military leave, or the General Manager approves an exception. Partial years of employment (first and last) do not have minimum requirements.

In case of cancellation of leave by Grant PUD in response to an emergency which affects the ability of the employee to take PL, the General Manager is authorized to extend the year-end deadline an additional 90 days.

PL should be requested 2x ahead of the amount of leave requested. For example, a request for 40 hours of PL needs to be requested 80 hours in advance; 8 hours of PL needs to be requested 16 hours in advance. This does not apply to emergency situations.

Employees working alternate work schedules must record PL in accordance with HR-SOC-POL-525, Alternate Work Hours.

Short-term disability leave may be augmented with PL.

With prior approval from Chief HR Officer or delegate, full-time, regular employees may utilize their PL up to 160 hours immediately preceding their retirement. Part-time, regular employees may utilize their PL up to 80 hours preceding their retirement. Utilizing PL preceding separation of employment will follow Using PL parameters above, except when an authorized leave of absence exists, such as FMLA, Family Care Leave, or other leave in accordance with state and/or federal law.

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Deleted: Employees with a PL balance of 80 hours or more may cash out the difference between their total PL accrued during the payroll year and the actual leave taken during the payroll year.

Deleted: These guidelines do not apply to the cash-out of PL accrued in excess of the maximum allowable accrual and cash-out at retirement or termination.¶ Use of PL shall be conditioned upon operational needs of Grant PUD and approval of the Gen(... [1]

3.4 Annual Cash Out of PL

In the final pay period of the payroll year, PL may be cashed out at the employee's current straight time hourly rate under the following circumstances:

- Employees may cash out PL so long as their balance does not fall below 120 hours. At the employee's option, the cash out may be paid to the employee or distributed to a Grant PUD provided deferred compensation plan.

3.5 All accrued but unused PL will be paid to the employee upon termination or retirement, provided that 6 months of continuous employment has been met.

To be eligible for a PL cash out, employees must submit the required information annually by the posted deadlines communicated by the Payroll department. Requests that are not made timely will not be honored.

- If total accrued PL exceeds the limits specified in Section 3.2 above, the excess hours will automatically be cashed-out.

Effective Date: 1/2/2026	Version: 3 Supersedes: 2	Related Documents: ,
 POLICY		
Approved by: GM and Chief HR Officer		Regulation: Resolution 8911
Policy Owner: Sr Manager Employee Relations		Policy Category: Employment, Benefits, and Workplace

PL cash-out does not count as leave required to be taken. ,

4. Management Leave

- 4.1 Grant PUD provides 24 hours of Management Leave each calendar year to employees that are classified as full-time, regular exempt under the Fair Labor Standards Act, except for those hired into an eligible position after October 1st of the Payroll year. Management Leave days will be prorated for regular, part-time employees annually (12 hours).
- 4.2 If not used, Management Leave will be automatically cashed out in December.
- 4.3 All accrued but unused Management Leave will be paid to the employee upon termination or retirement, provided that 6 months of continuous employment has been met.

5. Risks/Risk Owners

This policy, along with other control mechanisms, is intended to mitigate the following risks:

- Regulatory Risk
- Human Capital Risk
- Health & Safety Risk
- Authority Risk

Risk Owners are all Grant PUD employees, supervisors, and Chief HR Officer.

6. Review/Revision History

Effective Date	Description
v0 7/22/2014	Initial Effective Date <u>(Personal Leave Policy)</u>
v1 2/12/2019	Updated, converted to new format
v2 7/27/2021	Revised to authorize leave for a day of employee recognition, updated <u>related</u> document numbers, formatting clean up. Authorized by GM via 20-day notice to the Commission in accordance with Resolution 8911. ,
v3 1/2/2026	Revised policy title, removed authorization of up to 35 additional days of Management Leave, added Risk section. Moved LWOP to new General Leaves policy. Authorized by GM with 20-day notice to the Commission in accordance with Resolution 8911.

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Leave without Pay (LWOP) may be approved when all applicable accrued leave with pay has been used.¶
Supervisors may approve LWOP for less than 8 hours. Senior Manager approval is required for LWOP of 8 hours or more. ¶
LWOP may also be used for disciplinary purposes, even when leave with pay is available.¶
LWOP

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Deleted: <#>Accrual of PL, time in grade, and anniversary dates are affected when an employee takes LWOP. See HR-BEP-PRO-412, Administering Leave Without Pay.¶
Benefits may be affected as outlined in group insurance contracts and in accordance with state and federal laws. ¶
Grant PUD retains the right to deny LWOP when not connected to an approved leave such as FMLA or other state or federal laws.¶ ... [2]

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Effective Date: 1/2/2026	Version: 3 Supersedes: 2	Related Documents:
 POLICY		
Approved by: GM and Chief HR Officer		Regulation: Resolution 8911
Policy Owner: Sr Manager Employee Relations		Policy Category: Employment, Benefits, and Workplace

HR-BEP-POL-410 – NON-BARGAINING LEAVE POLICY

1. Scope

This policy applies to all Grant PUD employees that are non-bargaining unit, benefits eligible. Bargaining unit employees shall refer to the Collective Bargaining Agreement.

2. Policy Statement

The intent of this policy is to enable employees to take leave needed for rest and recreation, illness, injury, childcare, bereavement, personal business, and any other approved absence from work on a paid status (except where noted below for Occupational Disability, Short-Term Disability, or Long-term Disability).

The following leaves are defined in this policy: Personal Leave and Management Leave.

3. Personal Leave

3.1 Personal Leave (PL) is provided to all regular, full-time, and part-time Grant PUD employees.

3.2 Accrual

PL does not accrue while an employee is on Occupational Disability leave or Leave without Pay (LWOP), for any reason.

Total accrued PL for an employee cannot exceed established limits:

- For employees hired on or after April 1, 2011, total accrued PL shall not exceed 700 hours.
- For employees hired before April 1, 2011, accrued PL shall not exceed the greater of 1200 hours or the number of hours accrued by each employee as of May 30, 1996.

If total accrued PL exceeds the amounts above at the end of the payroll year, the excess will be automatically cashed-out in accordance with Section 3.4.

All accrued but unused PL will be paid to the employee upon termination or retirement.

PL for full-time, regular employees is accrued based on years of service as indicated by the table below (based on an 8-hour workday):

Effective Date: 1/2/2026	Version: 3 Supersedes: 2	Related Documents:
 POLICY		
Approved by: GM and Chief HR Officer		Regulation: Resolution 8911
Policy Owner: Sr Manager Employee Relations		Policy Category: Employment, Benefits, and Workplace

Years of Service	Bi-Weekly Accrual Rate	Annual Accrual Rate (illustrative only)
During the 1 st through 5 th year	6.46 hours	21 days per year
During the 6 th through 10 th year	8.31 hours	27 days per year
During the 11 th year	8.62 hours	28 days per year
During the 12 th year	8.92 hours	29 days per year
During the 13 th year	9.23 hours	30 days per year
During the 14 th year	9.54 hours	31 days per year
During the 15 th year	9.85 hours	32 days per year
During the 16 th year	10.15 hours	33 days per year
During the 17 th through 25 th year	10.46 hours	34 days per year
After the 25 th year	10.77 hours	35 days per year

PL for part-time, regular employees is accrued based on a 20-hour work week and years worked indicated by the table below:

Years of Service	Bi-Weekly Accrual Rate	Annual Accrual Rate (illustrative only)
During the 1 st through 5 th year	3.23 hours	10.5 days per year
During the 6 th through 10 th year	4.16 hours	13.5 days per year
During the 11 th year	4.31 hours	14 days per year
During the 12 th year	4.46 hours	15.5 days per year
During the 13 th year	4.62 hours	15 days per year
During the 14 th year	4.77 hours	15.5 days per year
During the 15 th year	4.93 hours	16 days per year
During the 16 th year	5.08 hours	16.5 days per year
During the 17 th through 25 th year	5.23 hours	17 days per year
After the 25 th year	5.39 hours	17.5 days per year

The General Manager may modify the annual PL accrual rate schedule; however, such balance shall not exceed 35 days on an annual basis for each individual. This may occur in exceptional circumstances on a prospective basis.

The Chief HR Officer or their delegate may approve an increase in the annual PL accrual rate and/or PL balance for new hires based on the selected candidate's qualifications and years of experience.

3.3 Using PL

Employees must take at least 80 hours of PL per year for the first 5 full years of employment, and at least 120 hours of PL per year thereafter. These minimums will be forfeited unless such failure to take the minimum amount was due to occupational

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disability, extended illness, military leave, or the General Manager approves an exception. Partial years of employment (first and last) do not have minimum requirements.

In case of cancellation of leave by Grant PUD in response to an emergency which affects the ability of the employee to take PL, the General Manager is authorized to extend the year-end deadline an additional 90 days.

PL should be requested 2x ahead of the amount of leave requested. For example, a request for 40 hours of PL needs to be requested 80 hours in advance; 8 hours of PL needs to be requested 16 hours in advance. This does not apply to emergency situations.

Employees working alternate work schedules must record PL in accordance with HR-SOC-POL-525, Alternate Work Hours.

Short-term disability leave may be augmented with PL.

With prior approval from Chief HR Officer or delegate, full-time, regular employees may utilize their PL up to 160 hours immediately preceding their retirement. Part-time, regular employees may utilize their PL up to 80 hours preceding their retirement. Utilizing PL preceding separation of employment will follow Using PL parameters above, except when an authorized leave of absence exists, such as FMLA, Family Care Leave, or other leave in accordance with state and/or federal law.

3.4 Annual Cash Out of PL

In the final pay period of the payroll year, PL may be cashed out at the employee's current straight time hourly rate under the following circumstances:

- Employees may cash out PL so long as their balance does not fall below 120 hours. At the employee's option, the cash out may be paid to the employee or distributed to a Grant PUD provided deferred compensation plan.

3.5 All accrued but unused PL will be paid to the employee upon termination or retirement, provided that 6 months of continuous employment has been met.

To be eligible for a PL cash out, employees must submit the required information annually by the posted deadlines communicated by the Payroll department. Requests that are not made timely will not be honored.

- If total accrued PL exceeds the limits specified in Section 3.2 above, the excess hours will automatically be cashed-out.

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PL cash-out does not count as leave required to be taken.

4. Management Leave

- 4.1 Grant PUD provides 24 hours of Management Leave each calendar year to employees that are classified as full-time, regular exempt under the Fair Labor Standards Act, except for those hired into an eligible position after October 1st of the Payroll year. Management Leave days will be prorated for regular, part-time employees annually (12 hours).
- 4.2 If not used, Management Leave will be automatically cashed out in December.
- 4.3 All accrued but unused Management Leave will be paid to the employee upon termination or retirement, provided that 6 months of continuous employment has been met.

5. Risks/Risk Owners

This policy, along with other control mechanisms, is intended to mitigate the following risks:

- Regulatory Risk
- Human Capital Risk
- Health & Safety Risk
- Authority Risk

Risk Owners are all Grant PUD employees, supervisors, and Chief HR Officer.

6. Review/Revision History

Effective Date	Description
v0 7/22/2014	Initial Effective Date (Personal Leave Policy)
v1 2/12/2019	Updated, converted to new format
v2 7/27/2021	Revised to authorize leave for a day of employee recognition, updated related document numbers, formatting clean up. Authorized by GM via 20-day notice to the Commission in accordance with Resolution 8911.
v3 1/2/2026	Revised policy title, removed authorization of up to 35 additional days of Management Leave, added Risk section. Moved LWOP to new General Leaves policy. Authorized by GM with 20-day notice to the Commission in accordance with Resolution 8911.