

# State Legislative Session

April 14, 2026

Ryan Holterhoff, Senior Policy Analyst  
Matthew Harris, Senior Policy Analyst



Powering our way of life.

# Agenda

- Executive Summary
- Core Team
- 2026 State Legislative Session Review



# Executive Summary

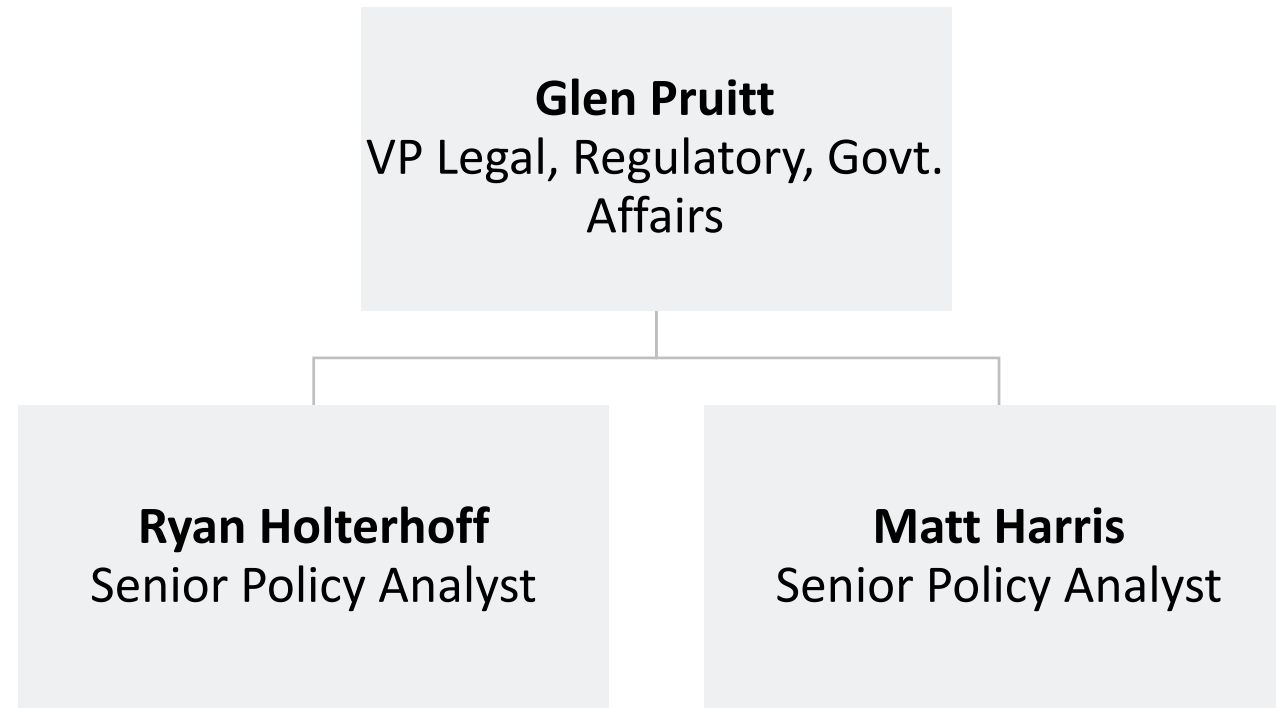
The 2026 legislative session created important opportunities for Grant PUD to manage policies that strengthen reliable, affordable, and forward-looking energy service.

Hydropower's contribution to statewide reliability stayed at the forefront of our legislative focus. Policymakers gave attention to resource adequacy and affordability, procurement modernization, and transmission infrastructure.

Government Affairs actively engaging with legislators regarding accurate representation of hydropower, participating in rulemaking processes, and coordinating internally to assess operational and long-range planning impacts.

Commissioners should continue to strengthen visibility with state partners, proactively engaged in policy discussions. Ongoing Board level awareness will support timely decision making as policy expectations evolve.

# Core Team



## Additional support:

- Outside Contractors:
  - Tony Williams – Federal issues
  - Bill Clarke – State issues
  - Denny Rohr – Environmental issues and tribal relations

# 60 Day (Short) Session



Started on Jan 12, 2026 – Ended March 12, 2026

Primary Directive of the Short Session

Supplemental Operating, Capital, & Transportation Budgets

Plus Modest Policy Goals

**1,669** New Bills ➡ **267** Passed      Roughly **929\*** House Bills  
**810\*** Senate Bills

Tracking:

48 Bills (House or Senate) ➡ 12 Floor Vote & Passed\*\*

21 Bills w/companion (House & Senate) ➡ 10 Floor Vote & Passed\*\*

\*This includes Necessary to Implement the Budget (NTIB), Engrossed, & Substitute Variations & 2025 Legislation

\*\*Most Signed Bills will be enacted on June 11, 2026 unless otherwise noted

# Procurement



- **SSB 6076** - Streamlining consumer-owned utility procurement requirements for clean energy generation, energy storage, transmission, and distribution projects.
- **SHB 2420** - Increasing small works roster contract limits

# Energy Assistance



- **E2SHB 1903** - Establishing a statewide low-income energy assistance program
- **SHB 2296** - Expanding the use of distributed energy resources
- **HB 2338** - Authorizing community scaled weatherization projects
- **EHB 2575** - Reducing certain reporting obligations under environmental or energy laws



# Family Paid Leave – Unemployment – Medical Care

- **2SHB 2345** - Responding to federal guidance on tax liability issues in the state paid family and medical leave program by modifying the distribution of employer and employee contributions between family and medical leave premiums without affecting how the total premium is divided between employees and employers
- **2SSB 5292** - Modifying the paid family and medical leave rate calculation without increasing the total premium rate above the 1.20 percent maximum
- **HB 2264** - Unemployment insurance benefits for workers separated from employment as a result of employer-initiated layoffs or workforce reductions
- **E2SSBill 5847** - Concerning access to medical care in workers' compensation

# Climate Commitment Act - CETA



- **E2SHB 2251** - Concerning climate commitment act accounts
- **ESB 6246** - Concerning emissions from emissions-intensive, trade-exposed facilities under the climate commitment act
- **E2SHB 2416** - Fair treatment of waste to energy facilities under the climate commitment act
- **SSB 5982** - Updating provisions for consumer-owned utilities, including port districts, and affected market customers under the clean energy transformation act



# Tax

- **HB 2367** - Eliminating preferential treatment related to a coal-fired electric generating plant
- **E3SHB 1960** - Encouraging renewable energy in Washington through tax policy and investment in local communities
- **ESSB 6231** - Removing a tax exemption for the replacement of equipment for data centers
- **2ESHB 1210** - Concerning targeted urban area tax preferences.

# Transmission

- **SB 6355** - Creating partnerships to improve the reliability and capacity of the electric transmission system, including through a Washington electric transmission authority



# Tribal - Treaty



- **HB 2554** - Recognizing judicially affirmed and treaty reserved fishing rights and promoting state-tribal cooperative agreements in the management of salmon, trout, and steelhead resources
- **SHB 2496** - Concerning tribal consultation conducted by the energy facility site evaluation council

# Wildland Fire



- **HB 2104** - Concerning aviation assurance funding in response to wildland fires

# Bills That Did Not Pass



- **(E2SHB 2515 & SSB 6171)** - Addressing emerging large energy use facilities
- **(2ESSB 5360)** - Relating to environmental crimes
- **(SHB 2388)** - Siting of distributed energy generation resources on agricultural lands in a manner that does not interfere with the continued use of such lands for agricultural production
- **(SHB 2322 & SSB 5932)** - Sustainable aviation fuel development in Washington state
- **(HB 2285 & SB 5991)** - Carbon capture and utilization, mineralization, or sequestration technologies
- **(SB 6056)** - Exempting utility service vehicles from certain motor vehicle emission standards
- **HB 2275 & SB 6157)** - Wildfire Prevention and Creating the Washington Wildfire Prevention and Protection Council

# Operating Budget – Snake River Energy Study

- Increasing funding from \$500,000 (GF-S) to \$800,000 (CCA Funds)
- Shifts the analysis toward forward-looking, regionally optimized replacement of Lower Snake River Dam energy services.
- Adds explicit alignment with Executive Order 24-06 and the Columbia Basin Restoration Initiative.
- Elevates tribal and stakeholder engagement as a required analytic component.
- Reframes previously mandatory elements as considerations rather than required components.
- Narrows the study to focus on core questions of adequacy, reliability, costs, emissions, and market/governance impacts.
- Updates reference standards to PNNL and NWPCC planning methods.
- Expands greenhouse gas (GHG) analysis to include load growth.
- Sets a final report deadline of June 30, 2027.

# Bill Summaries



## Bill Summary

3/19/2026

### **(DRAFT) Streamlining Consumer-Owned Utility Procurement Requirements for Clean Energy Projects [Substitute Senate Bill 6076](#) (2026 Session)**

Projections show that regional electricity demand is expected to grow by more than 30 percent over the next decade. SSB 6076 introduces increased flexibilities and targeted procurement process reforms for Washington's Consumer-Owned Utilities (COUs). The overarching purpose is to speed delivery of clean energy generation, storage, transmission, and distribution projects, enabling COUs to meet Clean Energy Transformation Act (CETA) deadlines and respond to equipment shortages, supply-chain constraints, and increasing electricity demand.

#### **-Intended Outcomes of the Legislation-**

##### **Higher Project and Contract Thresholds**

SSB 6076 raises the dollar thresholds that determine when COUs must use formal competitive bidding or contracting for certain projects, giving them greater ability to self-perform or use streamlined methods.

##### **Provisional Guidelines for COU Self-Performed Work on Clean Energy Infrastructure**

Until January 1, 2045, any COU project involving the construction, maintenance, operation, or electricity generation, energy storage, or over \$500,000 (excluding sales tax) must be

performed by the COU or a contract, instead of a contractor if doing the following:

• Purchase of materials for the work.

• Purchase of individual items of equipment.

• Purchase of materials such as conductors, cables, wires, lines, or electrical systems.

• Purchase of "renewable resource" follow [RCW 19.405.020](#).

##### **Exemption for COUs**

COUs are exempt from competitive bidding for energy-related projects if a COU's governing body previously had the authority for joint development projects

COUs may jointly develop several types of projects under [RCW 54.44.020](#) if the ownership interest is equal

to the percentage of money invested. Purchases involving the following "common facilities" are included in this exemption:

that are not and allow this.

before

by.

for

# Closing Summary



- Collaboration with IBEW 77, WPUA, Mid-C's and other lobbying stakeholders
- 2027 Legislative Session (105) days Jan 11, 2027 – April 26, 2027
  - A Persistent Multi-Billion Dollar Budget Shortfall
  - Pressures on K-12 Education Funding
  - Rising Healthcare, Medicaid, and Social Services Costs
  - Housing Affordability and Homelessness
  - Climate & Clean Energy Transition Pressures
  - Transportation Funding Gaps & Infrastructure Needs
  - Public Safety, Corrections & Workforce Constraints
  - Wildfire Prevention
  - Political Dynamics & New Legislative Membership

# Thank you!



# SPP Markets+ Roadmap

April 14, 2026

Rich Flanigan, VP Energy Supply Markets

James Dykes, Term Marketer



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# High Level Objectives for Today

Understand how Grant PUD does business today (bilateral trading)

Understand more about markets and different types of markets

Compare today's bilateral transactions vs. future market-based workflows (i.e. auction)

Clarify who at Grant PUD is impacted and how

Lay out what will change and when

**GRANT PUD  
MARKETS+**



**TEAM**



# Wholesale Strategy – Past 10 years

## Resources

- Priest Rapids Project (PRP)
  - 63.3% Physical Ownership
    - Energy
    - **Capacity**
    - RA
    - **Regulation/Flex**
    - **Specified Source/CETA**
    - I-937
    - Water Risk
    - Operational Risk
- Strategy:
  - Slices
    - Brookfield & PGE (Currently)
  - Pooling Agreement
    - Morgan Stanley Capital Group



## Customer Load Requirements

- System Load
  - **Energy**
  - Capacity
  - Regulation/Flex
  - I-937

**This has created significant value for Grant PUD & reduced risk.**

# What's changing?



- **CETA** – Clean Energy Transition Act
- **WRAP** – Western Resource Adequacy Program
- **Load Growth** – Loads have grown significantly
- **New Resources** – New Resources needed to serve load
- **Bilateral Liquidity** – Other entities joining DA/RT Markets (*i.e. BPA & other entities*)

## Initial Go-Live Oct 2027

- Arizona Public Service
- Tucson Electric Power
- Salt River Project
- Powerex
- Public Service Co of Colorado

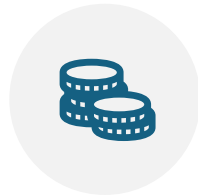
## Deferred Entities until at least 2028

- Bonneville Power Administration
- Chelan County PUD
- Grant County PUD
- Puget Sound Energy
- Tacoma Power

# Strategic Drivers for Joining Markets+



Directly Supports Grant PUD's Mission of Reliable, Low-Cost Service



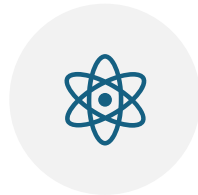
Maximizes the Value of Grant PUD's Hydro System



Ensures Full Participation in the Regional Shift to Organized Markets



Strengthens Regional Reliability and Resource Adequacy



Aligns With Washington Clean Energy & GHG Requirements (CETA)

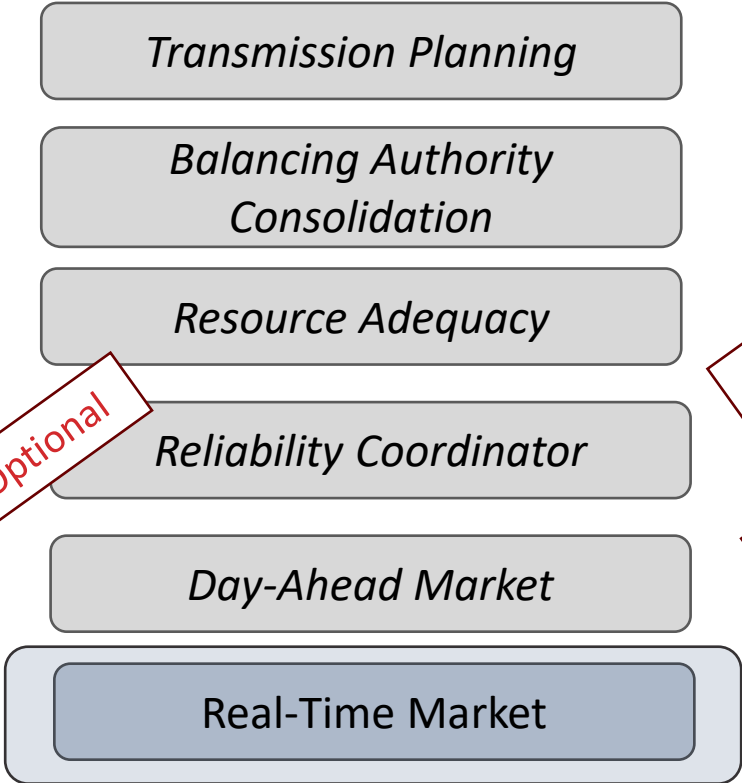


Supports Grant PUD's Broader Resource Strategy

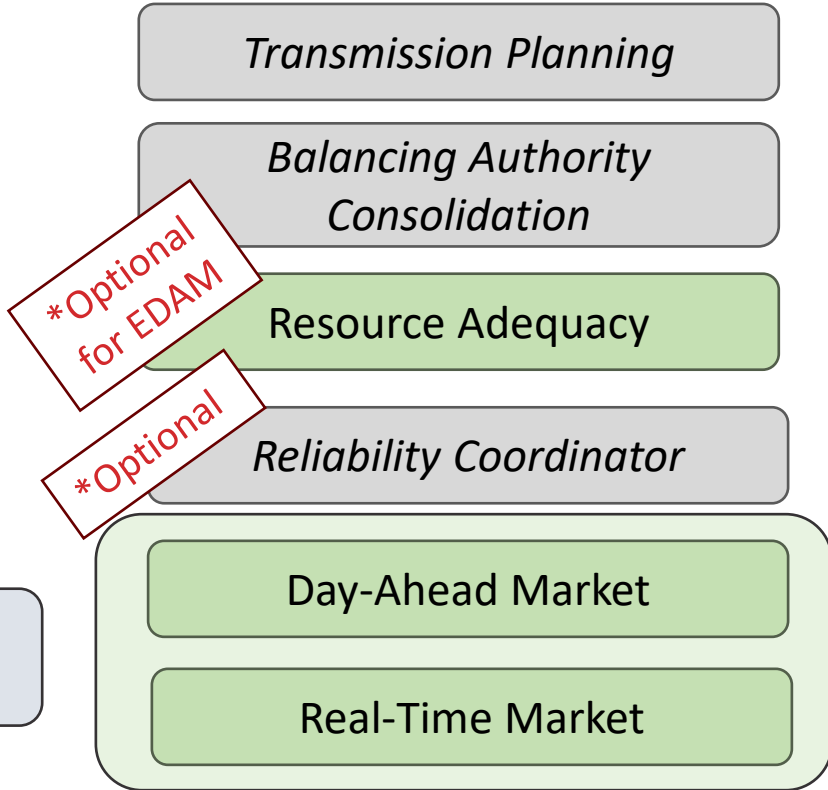
TEA Partnership Enhances Grant PUD's Capability to Succeed

# INCREMENTAL STEPS TO ORGANIZED MARKETS

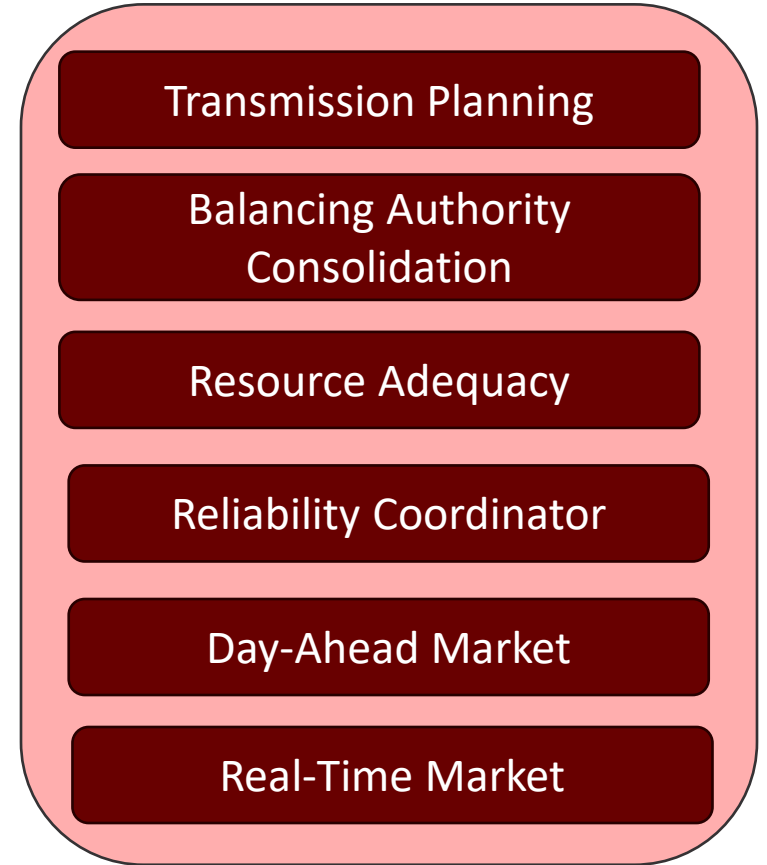
## Real-Time Market



## Day-Ahead Market



## RTO Services



# FOR DAY-AHEAD MARKETS: WHAT'S CHANGING, WHAT'S NOT?

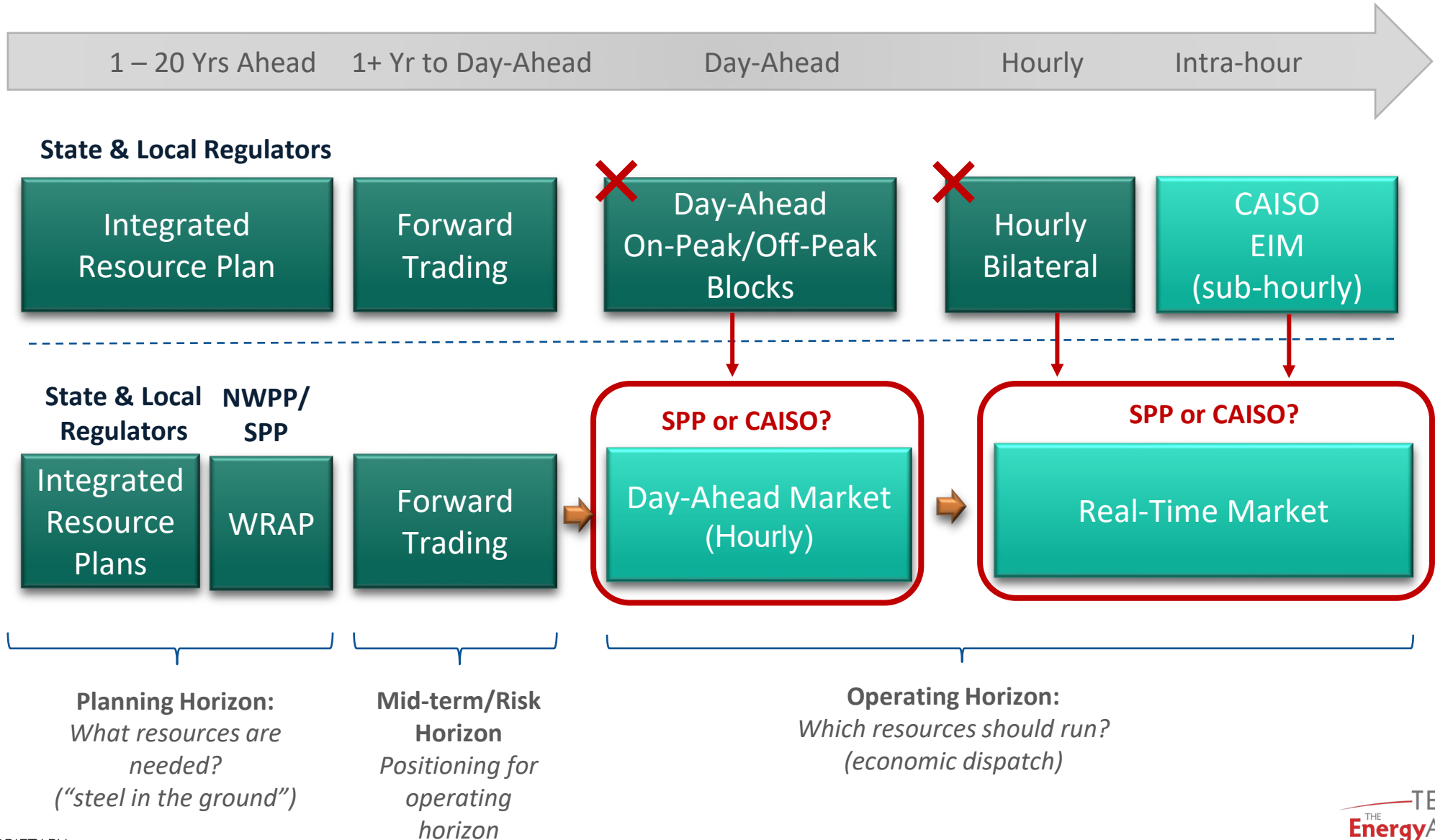
1 – 20 Yrs Ahead

1+ Yr to Day-Ahead

Day-Ahead

Hourly

Intra-hour



# KEY CHANGES IN A DAY-AHEAD MARKET



New Must Offer Obligation

Bilateral to Auction Market

Blocks of energy to hourly energy

Prices at trading hubs to prices at every generator and load node

Transmission rights become a financial asset

## How does this all work & who's involved?



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# Who Is Involved?

Energy Supply Management

System Operations & Transmission Operations

Dispatch & SCADA/EMS Support

Plant/Generation Operations (Hydro)

Financial Accounting, Power Accounting & Treasury

Risk Management & Compliance

IT, Cybersecurity & Data Engineering

Real-Time Engineering / Grid Modernization

Relay Technicians & Protection Engineering

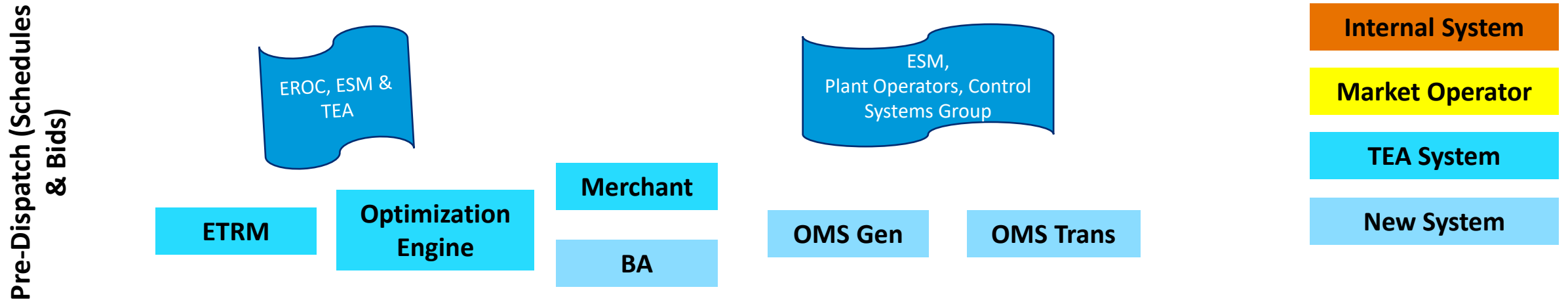
Executive Leadership Team & Board of Commissioners

Regulatory Affairs & Government Relations

Legal

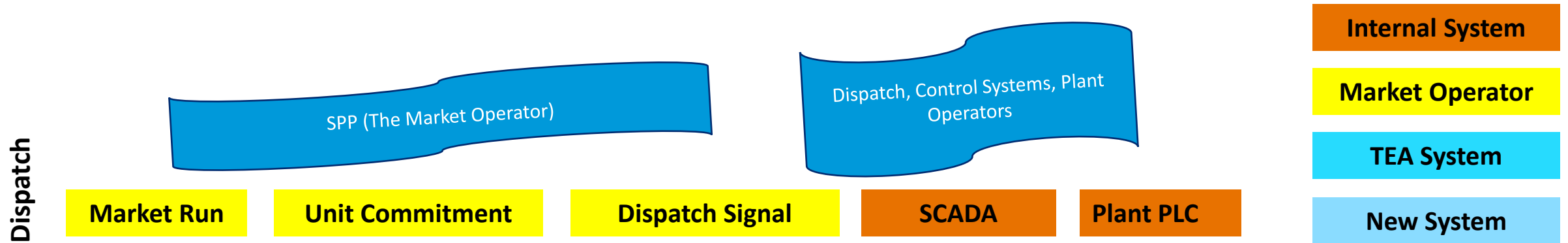
Customer Service & Public Affairs

# The How? - Example of DA/RT Systems & Workflow



- **ETRM (Energy Trade & Risk Management):** Think buying and selling the power in the forward markets to lock in our position (load/resource balance) and obligations (load + deals)
- **Optimization Engine:** Tool that aggregates the resources capabilities based on system constraints (fuel, policy driven mitigations, etc) to determine the planned position for resources to meet load obligation for upcoming hour. The resource position in the market is a schedule. The tool also helps determine bid curves and offers.
- **Merchant:** Think the ESM/TEA team. Responsible for submitting the Bids/Offer and determining proper positions to submit to the market operator.
- **BA:** Think the Balancing Authority and System Operators. Responsible for the final submission of schedules and outages to the market operator.
- **OMS Generation:** System to intake and manage planned and unplanned generation outages.
- **OMS Transmission:** System to intake and manage planned and unplanned transmission outages.

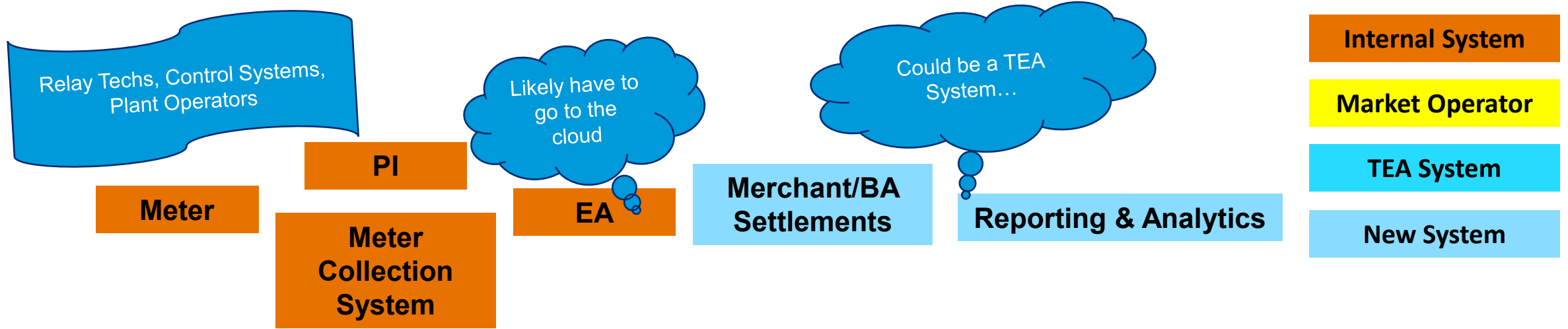
# The How? - Example of DA/RT Systems & Workflow



- **Market Run:** The market operator aggregates all Schedules, Bids/Offer and Outages to determine the lowest cost resources to meet imbalance within the hour.
- **Unit Commitment:** The market operator sends out unit commitments associated with units that will be required to meet expected imbalance.
- **Dispatch Signal:** The market operator sends out dispatch signals associated with the set point for where a unit needs to move to based on the bids and base schedules submitted.
- **SCADA:** Supervisory Control and Data Acquisition system that enables operators to monitor, analyze, and control various aspects of power generation, high-voltage transmission, and distribution systems. This system receives the dispatch signal from market operator and distributes it to the plant.
- **Plant PLC:** Plant Programmable Logical Controller. Device at generation plants that receives the dispatch signal from SCADA and then ramps up or ramps down the generation at the facility to meet the target.

# The How? - Example of DA/RT Systems & Workflow

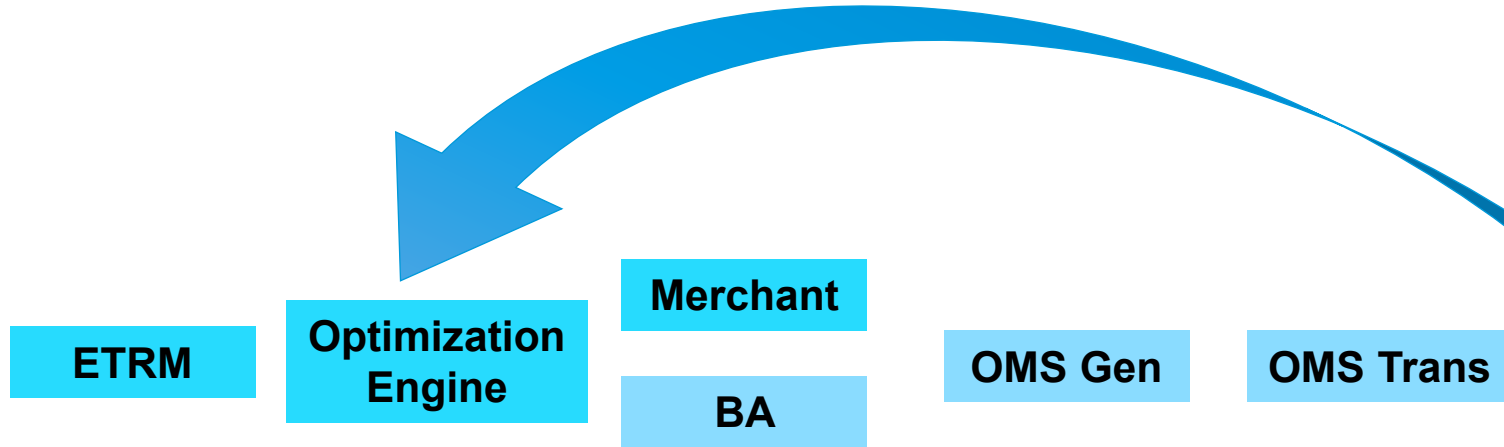
After the Fact (Settlements)



- **Meter:** Collects data associated with energy flowing (generation and transmission metering required).
- **Metering System:** System of record associated with what aggregates the data from the individual meters.
- **PI:** Plant Information. Operational tool that is used by Balancing Authority team to monitor various data points. Can be used to record 5-minute SCADA averages for metering points as a secondary data source.
- **EA:** Energy Accounting. Used to collect all metering data for generation and transmission from all sources and performs the verification, estimating and editing (VEE) of the data to make it settlement quality meter data (SQMD).
- **Settlements:** Settlements required to determine the value of how generation assets performed associated with meeting and following dispatch signals and used to review data provided by market operator to validate the results and dispute the results as needed.
- **Reporting & Analytics:** Tool used to analyze and determine how portfolio performed vs market operator instructions and helps to provide detail associated with possible changes to Schedules and Bids being provided to market operator that would create additional benefits to the utility.

# The How? - Example of DA/RT Systems & Workflow

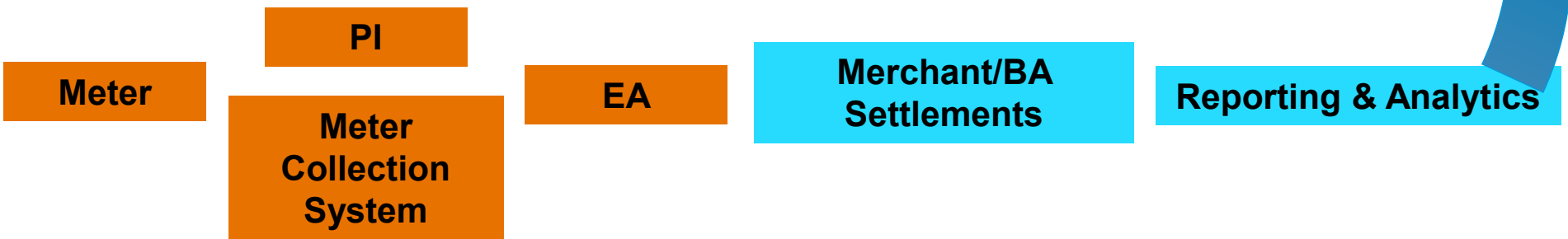
Pre-Dispatch  
(Schedules & Bids)



Dispatch



After the Fact  
(Settlements)

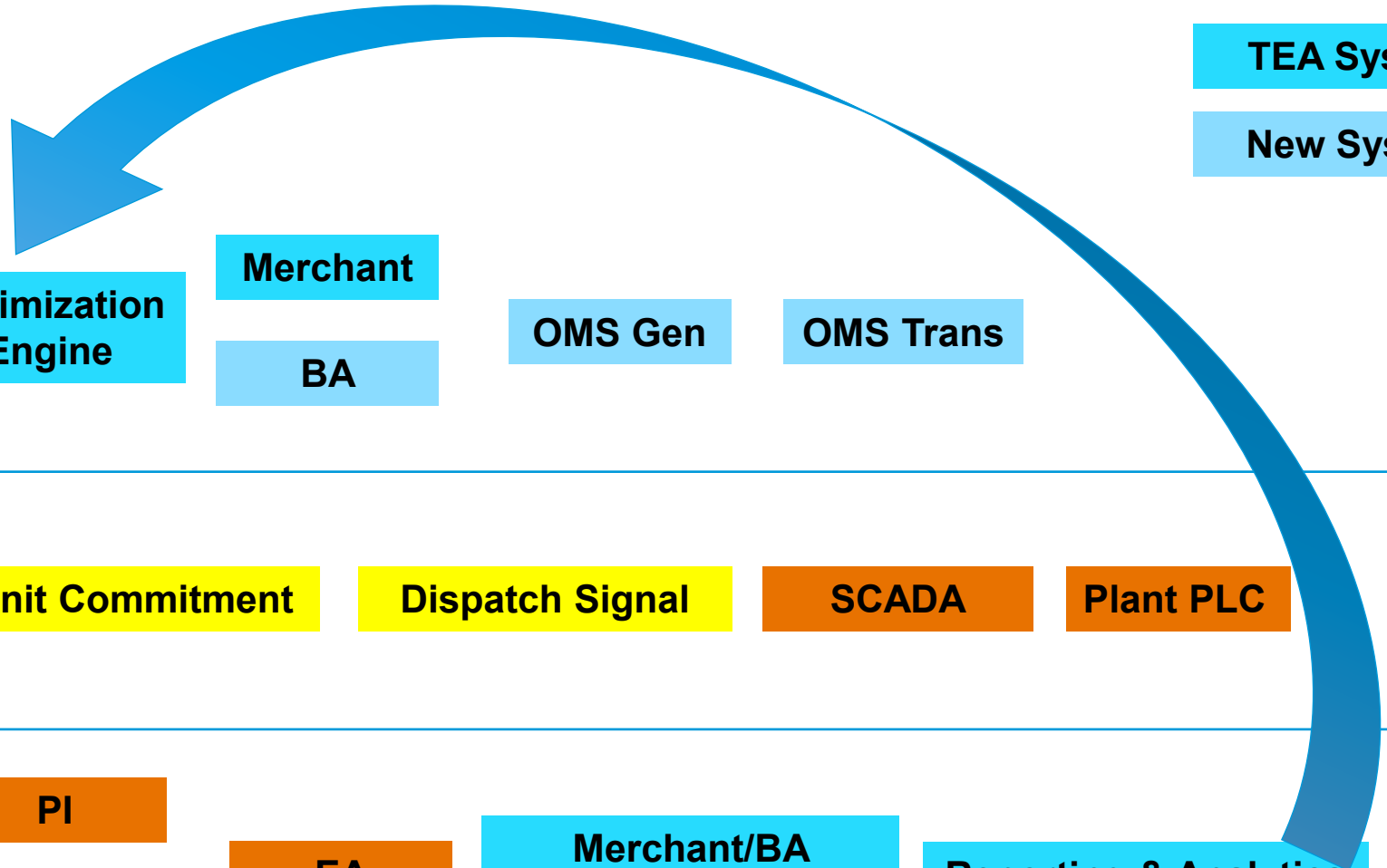


Internal System

Market Operator

TEA System

New System



## Roadmap & Timeline

# Who Else is Joining SPP Markets+

## ANTICIPATED BALANCING AUTHORITY PARTICIPATION

### Initial Go-Live Oct 2027

- Arizona Public Service
- Tucson Electric Power
- Salt River Project
- Powerex
- Public Service Co of Colorado

- Deferred Entities until at least 2028
- Bonneville Power Administration
- Chelan County PUD
- Grant County PUD
- Puget Sound Energy
- Tacoma Power



# Press Release – We’ve already announced it!



Stakeholder Center

Engineering

Markets & Operations

Western Services

🏠 Home / [More Pacific Northwest entities commit to join Markets+](#)

February 27, 2026

## More Pacific Northwest entities commit to join Markets+

LITTLE ROCK, ARK. – [Grant County Public Utility District \(PUD\)](#) and Tacoma Power announced their commitment to join Markets+, Southwest Power Pool’s (SPP) western day-ahead and real-time market, on Oct. 1, 2028. Their participation will further expand the footprint of Markets+, a regional wholesale energy market designed to improve grid reliability and deliver cost savings across the Western Interconnection.

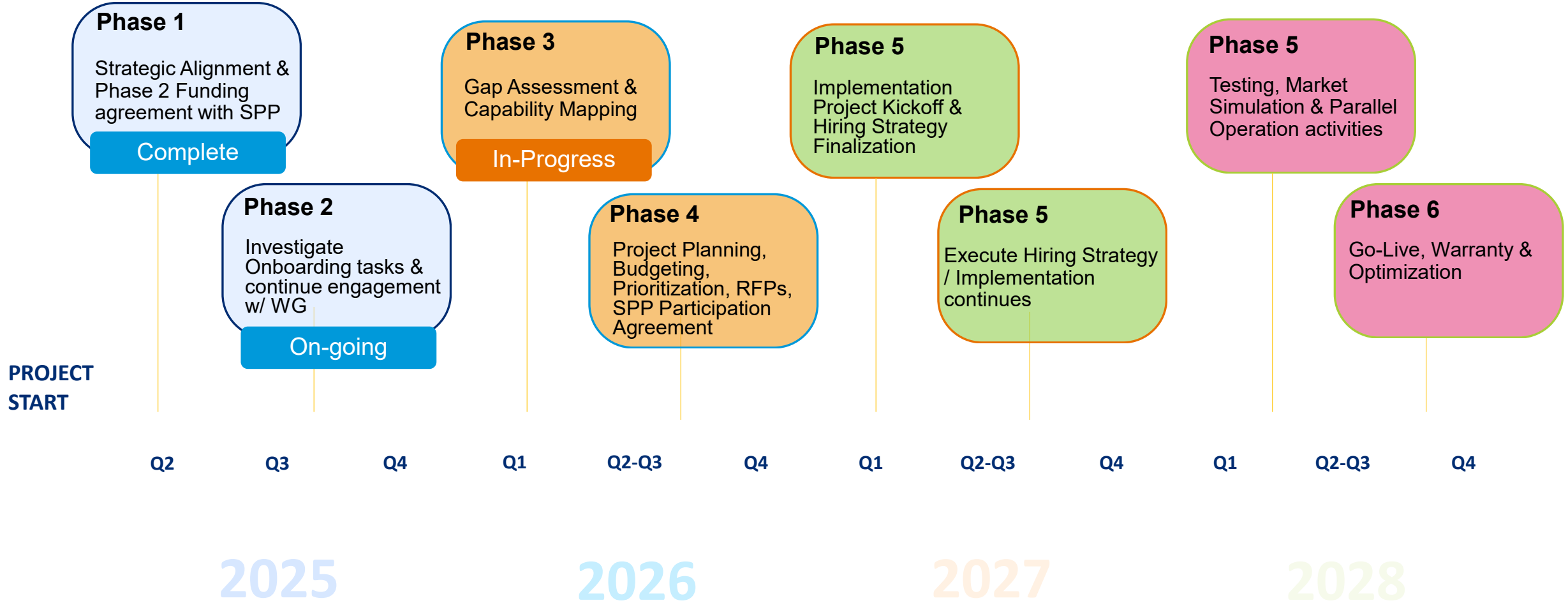
“The addition of Grant County PUD and Tacoma Power reflects the continued growth and momentum of Markets+ across the Pacific Northwest,” said Carrie Simpson, SPP vice president of markets. “These utilities recognize the value of a market built on strong governance, reliability and cost savings for their customers. We look forward to our continued partnerships building a market that works for the entire Western Interconnection.”

Both Pacific Northwest entities previously signed funding agreements to support Markets+ development but had not announced a date for their market participation. Their commitment adds to growing momentum for a market that has already drawn broad support from utilities, regulators and other stakeholders across the west.

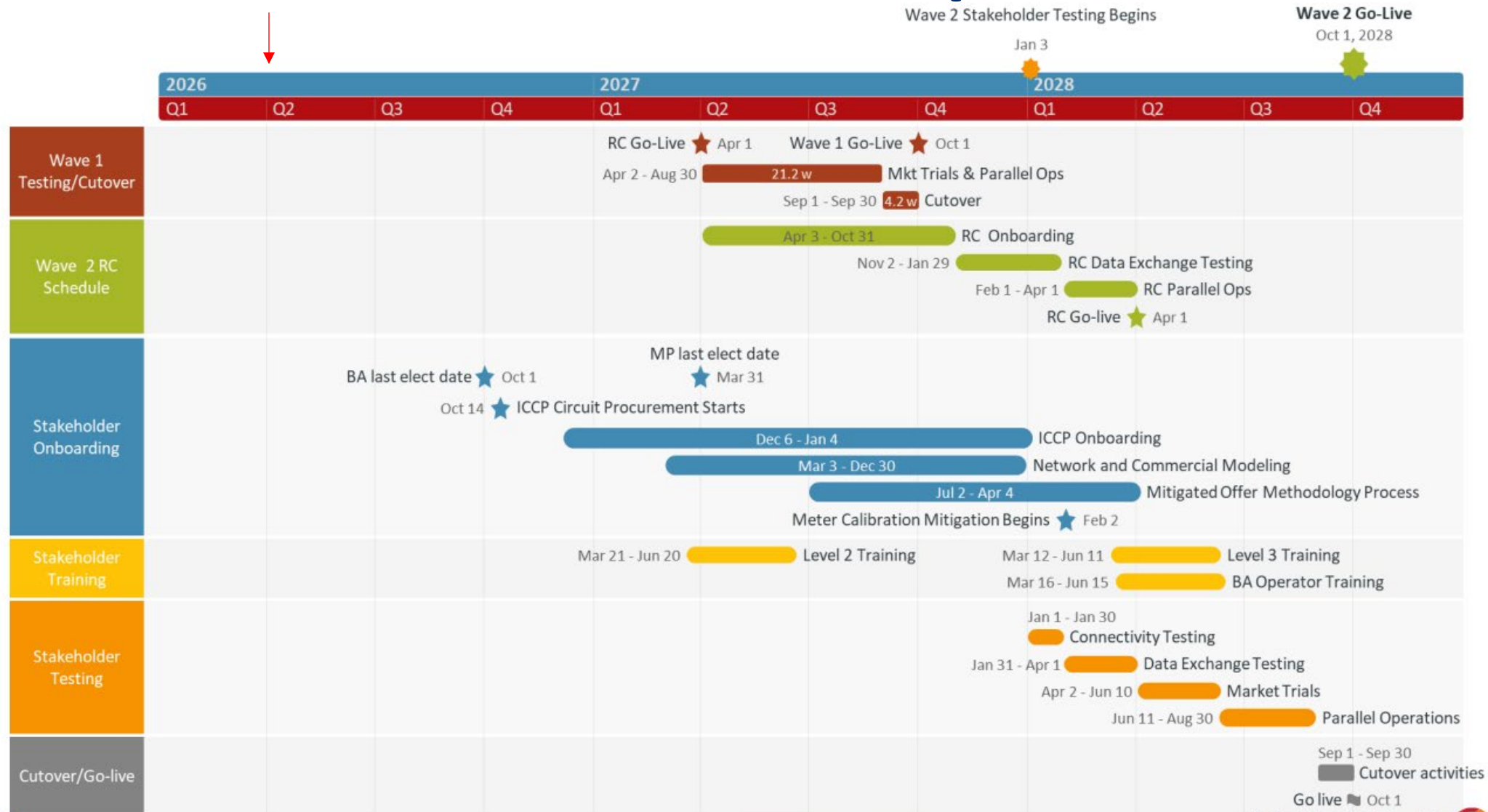
[More Pacific Northwest entities commit to join Markets+ - Southwest Power Pool](#)

# Roadmap to Join SPP's Markets+

By engaging in open dialogue and structured feedback, we will strengthen our organizational preparedness, ensure our strategic priorities are represented, and contribute meaningfully to the broader Markets+ stakeholder process.



# Timeline Markets+ 2028 Participants



Last updated: 12/29/2025

**Thank you!**

# Employee Recognition

4/14/2026

Stephen Gilliland  
Glen James  
Leroy Boyd  
Rich Flanigan  
Scott Landon  
Renate Rectenwald



Powering our way of life.

# Stephen Gilliland

## Introduction

- Foreman – Hydro Mechanic (Priest Rapids Dam)
- Length of Service Award – 20 years
- Current Supervisor – Tristan Poteet

## Background

- Stephen began his career at Grant PUD in 2006 as a Hydro Mechanic and advanced to his current leadership role as Foreman – Hydro Mechanic in 2024.

# Glen James

## Introduction

- Fleet Services Journeyman Technician
- Length of Service Award – 20 years
- Current Supervisor – Ryan Roeder

## Background

- Glen began his career at Grant PUD in 2006 as an Automotive Serviceman. He advanced to Automotive Mechanic in 2007, then to Fleet Utility Equipment Mechanic in 2009, and later became a Fleet Services Journeyman Technician through the apprenticeship program.

# Leroy Boyd

## Introduction

- Materials Specialist
- Length of Service Award – 20 years
- Current Supervisor – Matt Koski

## Background

- Leroy began his career at Grant PUD in 2006 as a Warehouse Clerk, was promoted to Materials Specialist in 2008, and advanced to Foreman in 2019.

# Rich Flanigan

## Introduction

- VP Energy Supply Markets
- Length of Service Award – 20 years
- Current Supervisor – Jeff Grizzel

## Background

- Rich began his career at Grant PUD in 2006 as a Financial Analyst and was promoted to Senior Financial Analyst in 2011. He transitioned to Short Term Marketer in 2012, then to Manager of Strategic Financial Planning in 2013. In 2014, he became a Senior Term Marketer, followed by Sr. Manager of Wholesale Marketing & Supply in 2017. He advanced to Senior Manager of Power Portfolio in 2024, was named Chief Commercial Officer in early 2025, and later promoted to Vice President of Energy Supply & Markets in mid-2025.

# Scott Landon

## Introduction

- Serviceman – Line Department
- Length of Service Award – 25 years
- Current Supervisor – Tyler Delong

## Background

- Scott began his career at Grant PUD in 2000 in a temporary position within the Line Pool. He became a full-time Lineman in 2001 and later transferred to a Serviceman role in 2022. In March of this year, he moved into a Limited Assignment Inspector II position.

# Renate Rectenwald

## Introduction

- Senior Data Analyst
- Length of Service Award – 25 years
- Current Supervisor – Mike Bradshaw

## Background

- Renate began her career at Grant PUD in 2000 as an on-call Customer Service Representative. She moved into a limited assignment in 2001 and became a full-time employee in 2003. In 2004, she transitioned to Power Scheduler, was promoted to Lead Power Scheduler in 2007, and took on the role of Power Scheduler/Operations Analyst in 2012. She became a Project Specialist in 2016 and advanced to Senior Data Analyst in 2018.

# Energy Supply and Markets

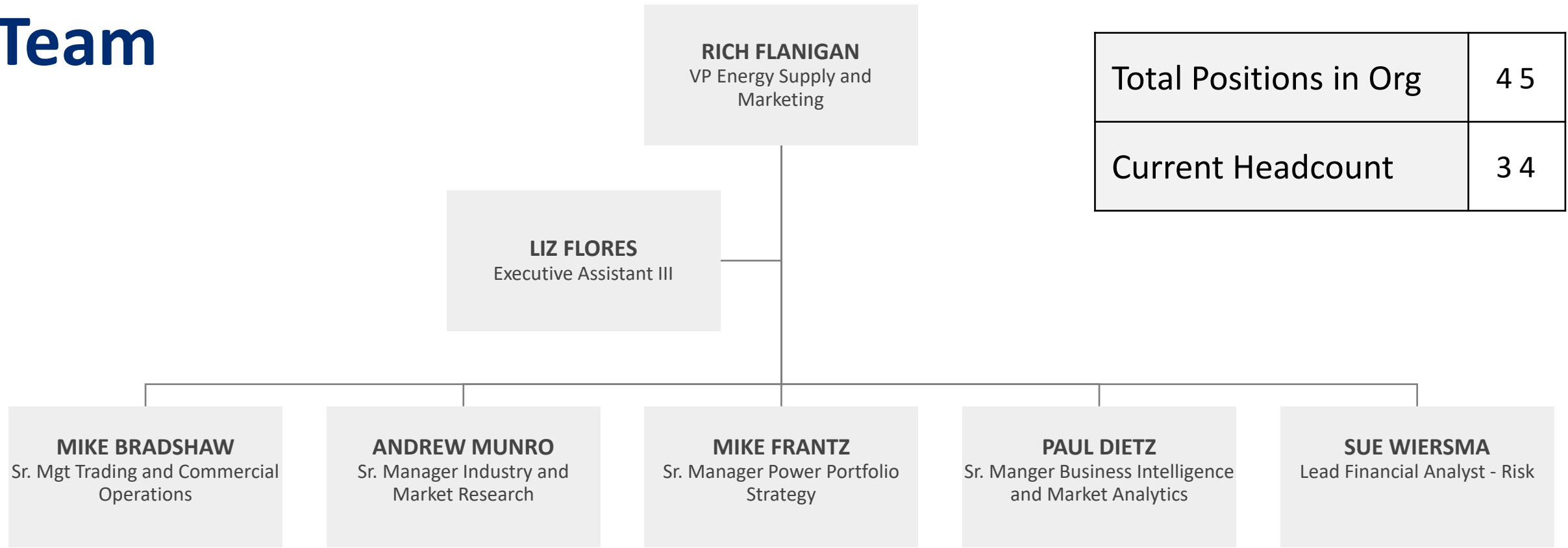
April 14, 2026

Rich Flanigan, Vice President



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# Team



Total Positions in Org	45
Current Headcount	34

## Staff Updates:

- We are being very intentional with new hiring. Making sure we hire for the right positions, keeping in mind the transition to The Energy Authority (TEA) membership. Currently have 3 positions being advertised. Two of them have proven hard to fill.
- Susan Manville and the Transmission Strategy and Development Business Unit is now under Jeff Grizzel.

# Enterprise Balanced Scorecard

- No enterprise-level Balanced Scorecard measures owned/reported by ESM.
- Development of Power Marketing & Operations Balanced Scorecard measures is underway.



# Executive Financial Overview

## FEBRUARY 2026

O&M: Favorable, Out of Target | Labor: Favorable, Out of Target

O&M DIRECTS YTD			
YTD BUDGET	ACTUALS	YTD VARIANCE	YTD VAR %
\$574K	\$282K	(\$293K)	-51.0%

O&M DIRECTS YE PROJECTION			
TOTAL BUDGET	YEP	YE VARIANCE	YE VAR %
\$2,923K	\$4,027K	\$1,103K	37.7%

LABOR YTD			
YTD BUDGET	ACTUALS	YTD VARIANCE	YTD VAR %
\$1,154K	\$804K	(\$350K)	-30.3%

LABOR YE PROJECTION			
TOTAL BUDGET	YEP	YE VARIANCE	YE VAR %
\$7,843K	\$7,492K	(\$350K)	-4.5%

COST CATEGORY TYPE	YTD BUDGET	ACTUALS	YTD VARIANCE	YTD VAR %
G&A	\$201,526	\$52,314	(\$149,212)	-74.0%
Purchased Services	\$327,035	\$216,958	(\$110,077)	-33.7%
Travel	\$45,765	\$11,950	(\$33,815)	-73.9%
<b>Total</b>	<b>\$574,326</b>	<b>\$281,222</b>	<b>(\$293,104)</b>	<b>-51.0%</b>

**G&A:** \$149k Favorable | Outside of target; Membership/dues (\$70k) for Northern Grid delayed to April. Travel and training budgeted for Jan/Feb to be expensed in March for: Energy Authority Symposium (7 headcount) and other conferences/meetings

**Purchased Services:** \$110K Favorable | Outside of Target; Unutilized budget for engineering services. Expected to align by year end.

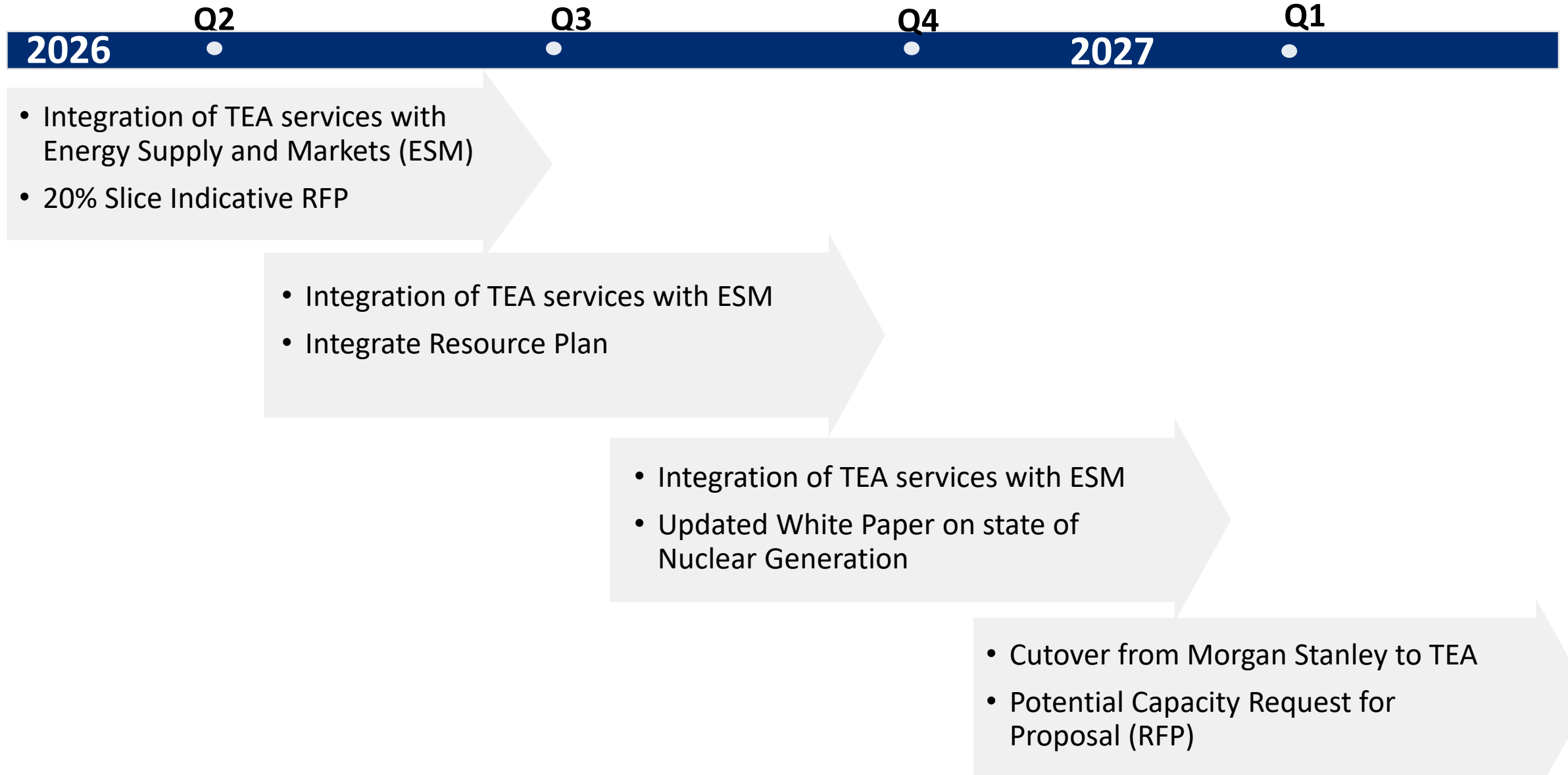
**Travel:** \$34K Favorable | Outside of Target; Travel associated with training allocated to new hires delayed due to timing of hiring. Expected to align by year end.

**Labor:** \$350k Favorable | Outside of Target; Delayed hire of 11 positions YTD.

# Management Focus

- Strengthen ESM workstreams by integrating TEA, streamlining operational processes, aligning performance metrics with enterprise objectives, and advancing next-generation initiatives to support long-term market growth.
- Refine future resource additions through the Integrated Resource Plan, supported by in-depth research and analysis.
- Mitigate power portfolio risk through innovative hedging strategies and enhanced modeling capabilities.

# Near-Term Business Plan



# Long-Term Business Plan

2027

2028

2029

- Integration of TEA services with ESM
- Binding Western Resource Adequacy Program (WRAP)
- Tax Exempt Power Financing (TEPF) Contract Implementation

- Southwest Power Pool's Markets +
- BPA Provider of Choice

- Integration of new Solar/Battery generation
- Water Accounting System

# Closing Summary

Date	Commission Action
April	<ul style="list-style-type: none"><li>• Approval of Open Access Transmission Tariff</li><li>• Review of Interlocal Agreement for Geothermal</li></ul>
May	<ul style="list-style-type: none"><li>• Approval of Geothermal work with Mid-Cs</li></ul>
August	<ul style="list-style-type: none"><li>• Integrated Resource Plan (IRP) workshop and approval</li><li>• Updated Nuclear White Paper</li></ul>
September/October	<ul style="list-style-type: none"><li>• Potential Priest Rapids Project Slice</li></ul>
Ongoing	<ul style="list-style-type: none"><li>• Continued legislative support for energy policies that affect Grant</li></ul>

# Thank You!



<b>Department Name:</b>	<b>Key Presenters:</b>	<b>Date:</b>
Energy Supply & Markets	Rich Flanigan	April 14, 2026

## RECAP

### Quarterly Goals

- Became a member of The Energy Authority – April
- Completed successful Power Auction – March
- Executed Feasibility Study with X-Energy for Road W – January

## NEAR-TERM PLANS

### Project Updates

- **Contract Execution:** New agreement with Mid-Cs on Geothermal research
- **Regulatory Compliance:** Adopt the Open Access Transmission Tariff (OATT) and go-live with the Open Access Same-Time Information System (OASIS) to ensure transparent market access.
- **Market Readiness:** Finalize the gap analysis for Markets+ participation.
- **Strategic Decisions:** Indicative RFP for 20% slice structure and continued integration of TEA into current ESM workstreams.

## LONGER-TERM STRATEGY

### Roadmap

Discuss strategic initiatives and projects on the longer-term roadmap:

- Incorporating The Energy Authority (TEA) into ESM workstreams
- Managing operational aspects of the OATT process
- Identify, define, report on Balanced Scorecard measures that support ESM and TSD strategies and align with Enterprise Balance Scorecard metrics
- Continue the research and pursuit of new generating and transmission resources
- Continue the process of managing the joining of Markets +

### Strategy

- Enhance ESM workstreams by integrating The Energy Authority into workstreams, optimizing operational processes, aligning performance metrics with enterprise goals, and pursuing new generation and transmission resources to support long-term market growth

## COMMISSION SUPPORT: KEY ASKS

### Specific Requests

- Approval of Open Access Transmission Tariff (April)
- Decision on Geothermal work with Mid-Cs (May)
- Approval of Integrated Resource Plan (August)
- Possible approval of Slice Agreement (September/October)
- Support on transition to Market's +
- Support with integration of TEA services into ESM workstreams

# Human Resources

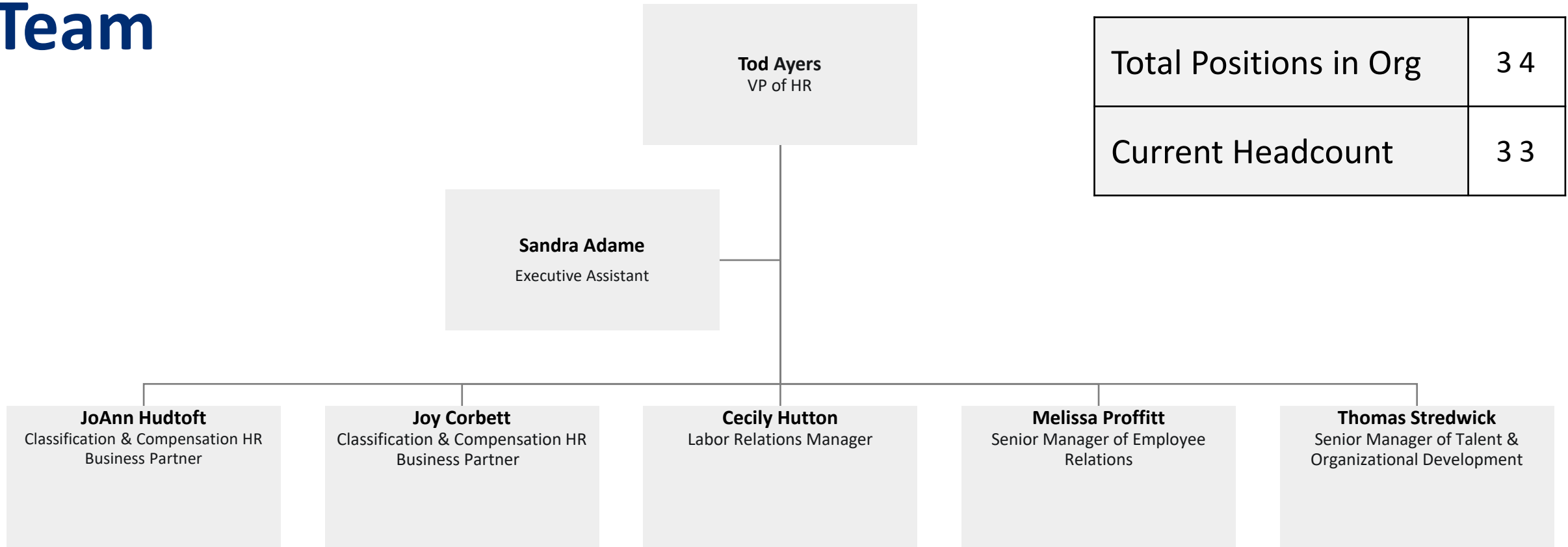
April 14, 2026

Tod Ayers, Vice President



Powering our way of life.

# Team



Total Positions in Org	34
Current Headcount	33

## Staff Updates:

- Danielle Flaget joined April 13th as a Learning Management Systems Administrator.

# Enterprise Balanced Scorecard

Employee Engagement Index	Succession Plans	Employee Empowerment
<i>Gallup Q12 monthly pulse grand mean average score = 4.20 (Goal 4.30)</i>	<i>% of critical roles with documented succession plan = 6% (Goal 18%)</i>	<i>% of Employees reporting they have the authority needed to do their job effectively = 73% (Goal 80%)</i>
<b>Yellow</b>	<b>Red</b>	<b>Yellow</b>

- HR is engaging with org leadership on all three measures.

# People, Learning & Culture

## '25 Turnover



## Time to Fill Rate

(as of 04/06/26)  
**<52 days**

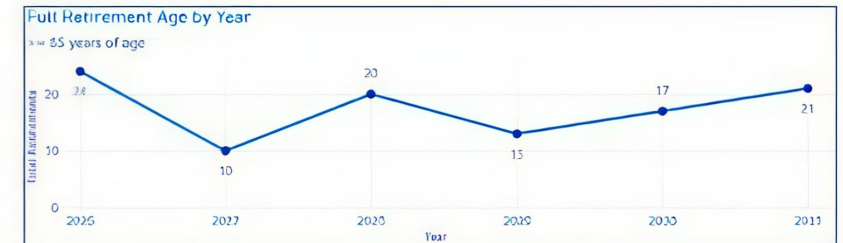
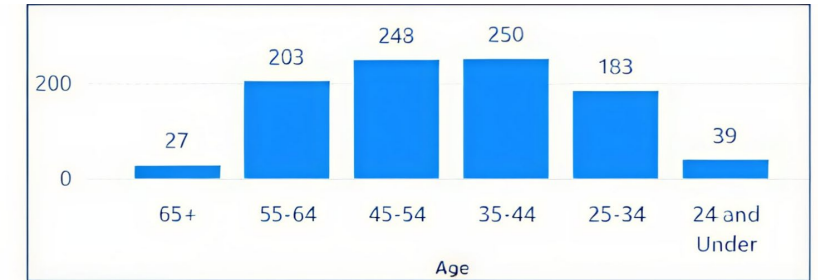
## Internal Mobility

(as of 04/06/26)  
**20%**

## Edu. Reimbursement



## Employee Age Distrib.



# Executive Financial Overview

• **O&M:** Unfavorable, Out of Target | **Labor:** Favorable, Within Target

**EXECUTIVE FINANCIAL OVERVIEW**
Human Resources ▼

## FEBRUARY 2026

O&M DIRECTS YTD			
YTD BUDGET	ACTUALS	YTD VARIANCE	YTD VAR %
\$205K	\$247K	\$43K	20.9%

O&M DIRECTS YE PROJECTION			
TOTAL BUDGET	YEP	YE VARIANCE	YE VAR %
\$1,597K	\$1,586K	(\$11K)	-0.7%

LABOR YTD			
YTD BUDGET	ACTUALS	YTD VARIANCE	YTD VAR %
\$649K	\$631K	(\$18K)	-2.8%

LABOR YE PROJECTION			
TOTAL BUDGET	YEP	YE VARIANCE	YE VAR %
\$4,435K	\$4,417K	(\$18K)	-0.4%

COST CATEGORY TYPE	YTD BUDGET	ACTUALS	YTD VARIANCE	YTD VAR %
Purchased Services	\$134,316	\$188,487	\$54,171	40.3%
<b>Total</b>	<b>\$134,316</b>	<b>\$188,487</b>	<b>\$54,171</b>	<b>40.3%</b>

- **Purchase Services:** \$43k Unfavorable | Outside of Target; is driven by the reconciliation of Confluence invoices from the prior two years totaling \$22K, along with COBRA expenses of \$16K and a Retiree Subsidy of \$19,600.

# Near-Term Business Plan



- Orange & Blue U application period open April 1-30
- New NBU Salary Structure launch in May

- ERP+ HR suite
- Compensation analysis. Address compression, equity, and overall alignment in new structure.

- ERP+ HR Suite
- Established succession plans for >70% of critical roles

- ERP+ HR Suite
- Compensation market survey participation, analysis of results, and grade reviews.

# Long-Term Business Plan

2027

2028

2029

- Org wide competency model
- Organization wide training optimization

- Automated HR workflows
- AI self-service/agents, employee self service

- Succession & workforce planning as demographics shift
- Collective bargaining agreement negotiations

# Closing Summary

- May 6 10:00 a.m. - 2:00 p.m.
  - Careers in Energy Days at Grant County Fairgrounds (4-H Building)

# Thank You!



<b>Department Name:</b>	<b>Key Presenters:</b>	<b>Date:</b>
Human Resources	Tod Ayers	April 14, 2026

## RECAP

### Issues and Drivers

- Employee engagement
- Workforce and succession planning
- Effective and market driven compensation practices

## NEAR-TERM PLANS (CURRENT THROUGH Q1 2027)

### Project Updates

- Orange & Blue U 2027 cohort selection
- New NBU salary structure (May)
- ERP+ HR suite assessment and selection
- Succession planning for critical roles (>70% of critical roles)

## LONGER-TERM STRATEGY (2027 THROUGH 2029)

### Roadmap

- Organization competency model refresh
- Automated HR flows
- AI integration with self-service options
- 2029 collective bargaining agreement negotiations

### Strategy

## COMMISSION SUPPORT: KEY ASKS

### Specific Requests

Invitation to May 6<sup>th</sup> 10:00 am to 2:00 pm Careers in Energy Days at Grant County Fairgrounds (4-H Building)

# Construction of Quincy Transmission Expansion Plan (QTEP) Mountain View Expansion - Rebid

April 14, 2026

Ron Alexander, Business Owner  
Austin Blythe-Clark, Project Manager



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# Mountain View Expansion/QTEP

## Executive Summary

- The labor contract is for the construction of Mountain View Switchyard.
- We reviewed 4 bids from contractors.
- Approval of labor contract 130-12856HR with Michels Pacific Energy, Inc. in the amount of \$16,564,213.34

# Mountain View Expansion/QTEP

## Background

- **Core Issues & Focus**

- A general contractor is needed to maintain schedule, quality, and safety.
- Civil, structural, and electrical work must proceed quickly to meet system needs.

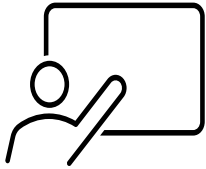
- **Macro-scope**

- Scope includes civil, structural, electrical, grounding, and site-prep work.

- **Key Dependencies**

- Contractor availability, material lead times, and subcontractor capacity.
- Local permits, & compliance with regulations.
- Dependent on outage coordination and integration with existing systems.

# Project Team



## LABOR CONTRACTOR

Michels Pacific Energy, Inc.



## GRANT PUD PROJECT TEAM

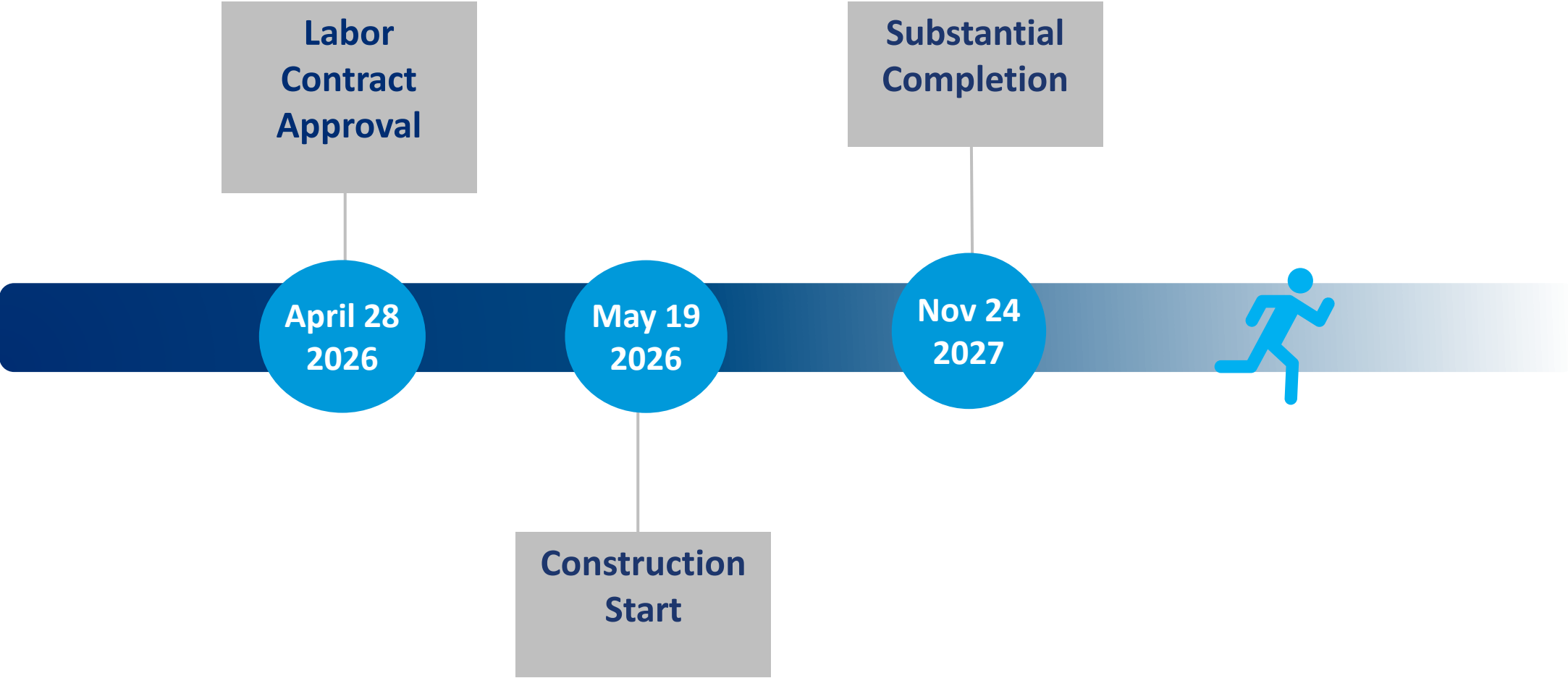
Austin Blythe-Clark, PM/DR  
Chris Johnson, Principal Engineer  
John Bowkett, Inspector  
Jason Stordahl, PMO Supervisor  
Ron Alexander, Business Owner  
Jeff Grizzel, Executive Sponsor



## ADDITIONAL CONSULTANT ROLE(s)

HDR Engineering  
Stanley Consultants  
Electrical Consultants, Inc (ECI)

# Timeline



# Financial

- BvA – YEP:  $\$36,525,600.00 - 16,564,213.34 = \mathbf{\$19,961,386.66}$
- Forecast 2026:  $\$5,521,404.44$
- Forecast 2027:  $\$11,042,808.90$
- Total Project Cost:  $\$16,564,213.34$

Contract value aligns with the approved capital budget.

# Mountain View Expansion/QTEP

## Recommendation

- Commission approval of Labor Contract 130-12856HR with Michels Pacific Energy, Inc. totaling \$16,564,213.34 to construct Mountain View Expansion.

**Thank you.**

