

PRE-AGENDA
FOR THE REGULAR MEETING OF
PUBLIC UTILITY DISTRICT #1 OF CLALLAM COUNTY
BOARD OF COMMISSIONERS
APRIL 10, 2023 AT 1:30 PM - THIS IS A HYBRID MEETING

Join Zoom Meeting: <https://clallampud-net.zoom.us/j/84721624204?pwd=Q0pCaVRLWpONVFYaFM0UFB2UT09>
Meeting ID: 847 2162 4204 | **Passcode:** 718170

- **Consent Agenda Items**
The Board will consider approving Consent Agenda items.
- **RESOLUTION 2267-23 Amending the District's Healthcare Plan**
The Board will consider approving Resolution 2267-23 Amending the District's Healthcare Plan.

Staff requests a motion, second, and a vote to: approve Resolution 2267-23 Amending the District's Healthcare Plan to conform the District's methodology to that utilized by all other PURMS utility participators.
- **RESOLUTION 2268-23 Authorizing the Disposal of Surplus Property**
The Board will consider approving Resolution 2268-23 Authorizing the Disposal of Surplus Property.

Staff requests a motion, second, and vote: to pass Resolution No. 2268-23 authorizing the disposal of surplus property consisting of one 2000KVA transformer and one 1500KVA transformer due to age and large areas of rust that are beyond repair that can be done in house. The combined items are valued at \$15,500.00 and both items will be sold to Maddox Industrial Transformer as is.
- **RESOLUTION 2270-23 Establishing Titles and Monthly Salary Ranges for Staff Employees**
The Board will consider approving Resolution 2270-23 Establishing Titles and Monthly Salary Ranges for Staff Employees.

Staff requests a motion, second, and a vote to: approve 2270-23 Establishing Titles and Monthly Salary Ranges for Staff Employees in order to add a Grant Writer and Analyst job title.
- **Discussion Regarding Organization Delegates**
Commissioners and staff will discuss reassignment of previous Commissioner Paschall's delegation assignments.
- **Discussion of Commissioner Proposed Resolutions 2265-23, 2266-23, and 2269-23**
The Commissioner will discuss the proposed Resolutions regarding the Lower Snake River Dams
- **BPA Post-2028 Contract Discussion**
Board and staff will discuss recent BPA post-2028 contract negotiations.
- **EXECUTIVE SESSION**
To evaluate the qualifications of applicants for public employment pursuant to RCW 42.30.110(1)(g).

The Commissioners will also consider the customary business matters associated with approval of payments, minutes of the previous meeting, reports from Commissioners and staff, comments from the public, and other items of information or general business. Items may be added to, or removed from, the agenda at the meeting.

AGENDA
FOR THE REGULAR MEETING OF
PUBLIC UTILITY DISTRICT #1 OF CLALLAM COUNTY
BOARD OF COMMISSIONERS
APRIL 10, 2023 AT 1:30 PM - THIS IS A HYBRID MEETING

Join Zoom Meeting: <https://clallampud-net.zoom.us/j/84721624204?pwd=Q0pCaVRLWXFqeWpONVfYafM0UFB2UT09>
Meeting ID: 847 2162 4204 | **Passcode:** 718170

- 1. CALL TO ORDER**
- 2. PUBLIC COMMENT #1: AGENDA-SPECIFIC COMMENTS**
- 3. AGENDA REVISIONS**
- 4. APPROVAL OF CONSENT AGENDA**
 - A. Minutes of the March 13, 2023 regular meeting;
 - B. Claim vouchers for March 13 through April 4, 2023 for a total of \$4,946,542.62;
 - C. Payroll vouchers for the period of March 1 through March 15, 2023;
 - D. Removal of delinquent accounts from April active accounts receivable in the amount of \$6339.37 including a 30% collection fee;
 - E. Removal of invoices from active miscellaneous accounts receivable in the amount of \$30,919.36 including a 30% collection fee;
 - F. Contractor prequalification for Burke Electric LLC., in the amount of \$10,000,000 for the upcoming calendar year; and
 - G. Contractor prequalification for Tice Electric Company in the amount of \$5,000,000 for the upcoming calendar year.
- 5. BUSINESS ITEMS**
 - A. RESOLUTION 2267-23 Amending the District's Healthcare Plan Sean Worthington
 - B. RESOLUTION 2268-23 Authorizing the Disposal of Surplus Property Colin Young
 - C. RESOLUTION 2270-23 Establishing Titles and Monthly Salary Ranges for Staff Employees Jamie Spence
 - D. Discussion regarding member organization delegates Sean Worthington
 - E. Discussion of proposed LSRD RESOLUTIONS 2265-23, 2266-23, and 2269-23 Commissioners
 - F. BPA post-2028 contract Commissioners, Staff
- 6. CORRESPONDENCE/COMMUNICATIONS**
 - A. Will Purser awarded NWPPA Life Membership Award Sean Worthington
 - B. Employee survey results Sean Worthington
- 7. COMMISSIONER REPORTS**
- 8. STAFF REPORTS**
- 9. BOARD ACTION ITEMS FOR STAFF**
- 10. PUBLIC COMMENT #2: GENERAL COMMENTS**
- 11. EXECUTIVE SESSION**

To evaluate the qualifications of applicants for public employment pursuant to RCW 42.30.110(1)(g).
- 12. ADJOURN**

CLALLAM COUNTY PUBLIC UTILITY DISTRICT #1

Minutes of the Regular Meeting of the Board of Commissioners

Main Office | 104 Hooker Road | Sequim, WA 98382

March 13, 2023 at 1:30 PM - This was a hybrid meeting

Commissioners Present

Jim Waddell, President

Ken Hays, Vice President, functioning also as Secretary

Staff Present (in person or via Zoom):

Sean Worthington, General Manager

John Purvis, General Superintendent

Ruth Kuch, Finance Manager/Treasurer

Eric Jacobson, Business Analyst

Teresa Lyn, Executive Assistant

Bill Decker, Forks Ops Superintendent

Ben Phillips, Engineer II

Annette Long, Finance Coordinator

Bowen Kendrick, WWW Manager

Chelsey Jung, Payroll Coordinator

Jamie Spence, HR Manager

Jenean Keate, Contracts Coordinator

Julie Metzger, Power Systems Project
Coordinator

Kaylie Hunter, Procurement and Facilities
Supervisor

Mike Hill, Engineering Manager

Nicole Hartman, Communications Manager

Sarah Canepa, Financial Analyst II

Steve Schopfer, IT Manager

Travis McClain, WWW Supervisor

Tyler King, Power Analyst

Others Present as Identified (in person or via Zoom): Alex Spenser, Chris and Judy Pinney, Elizabeth Dunne, Heather Nicolson, Jack Smith, James Scheunemann, Janet Marx, John Gussman, Kate Woodin, Kenneth Reandeau, Kyle Smith, La Trisha Suggs, Larry Morris, Marc Sullivan, Pippa Eastlake, Randy Brackett, Richard DeBusman, Ron Richards, Scott – last name not provided, Sharon Abreu, and Su – last name not provided.

The meeting commenced at 1:30 PM.

AGENDA-SPECIFIC PUBLIC COMMENT

Public comment was heard regarding Business Items F and G.

AGENDA REVISIONS

No revisions.

APPROVAL OF CONSENT AGENDA

Upon recommendation of staff, and upon motion of Commissioner Hays seconded by Commissioner Waddell and carried, the Board approved the following consent agenda items:

- A. Minutes of the February 27, 2023 regular meeting;
- B. Claim vouchers for February 27 through March 6, 2023 for a total of \$847,820.45;
- C. Payroll vouchers for the period of February 16 through February 28, 2023;
- D. Contractor prequalification for Summit Line Construction the amount of \$5,000,000 for the upcoming calendar year;
- E. Contractor prequalification for Power City Electric, Inc. in the amount of \$5,000,000 for the upcoming calendar year; and
- F. Removal of delinquent accounts from March active accounts receivable in the amount of \$36,634.17 including a 30% collection fee.

BUSINESS ITEMS

- A. Upon recommendation of staff, and upon motion of Commissioner Hays, seconded by Commissioner Waddell and carried, the Board authorized District staff to publish a notice in the Seattle Daily Journal of Commerce and by other means as needed for Invitation to Bid No. 230801 to solicit formal bids from qualified contractors to perform aerial tree side trimming. The project cost is estimated not-to-exceed \$170,000.00 (not including WSST).
- B. Upon recommendation of staff, and upon motion of Commissioner Hays, seconded by Commissioner Waddell and carried, the Board authorized District staff to publish a notice in the Peninsula Daily News and by other means as needed for Invitation to Bid No. 230802 to solicit formal bids from qualified contractors to perform to inspect, treat, and report on an unspecified number of electrical transmission and distribution wood poles pole inspection. The project cost is estimated not-to-exceed \$141,250.00 (not including WSST).
- C. Upon recommendation of staff, and upon motion from Commissioner Hays, seconded by Commissioner Waddell and carried, the Board approved Bid Award Recommendation Memo for Bid No. 230803 to replace wood transmission poles with fiberglass transmission poles. The estimated project cost is \$362,669 and will be awarded to Cannon Constructors, LLC., the lowest responsible bidder with a base bid of \$296,864.45 (not including WSST).
- D. Upon recommendation of staff, and upon motion from Commissioner Hays, seconded by Commissioner Waddell and carried, the Board approved Resolution 2262-23 Modifying the Authority to Enter Payment Agreements for Financing to the Northwest Open Access Network.
- E. Upon recommendation of staff, and upon motion from Commissioner Hays, seconded by Commissioner Waddell and carried, the Board approved Resolution 2263-23 Expanding Duties Imposed Authority of the General Manager to Conduct "Usual and Ordinary" Business During Commissioner Unavailability.
- F. At the request of Commissioners Hays and Waddell, staff drafted Resolution 2264-23 to rescind Resolution 2194-21 Supporting the Federal Columbia River Power System. Commissioner Hays made a motion to adopt Resolution 2264-23. The motion was seconded by Commissioner Waddell and carried. The Board then voted to adopt Resolution 2264-23 Rescinding Resolution 2194-21 Supporting the Federal Columbia River Power System.
- G. Ellie Dunne in collaboration with community members and Commissioner Waddell drafted and submitted a Resolution to staff in Support of Placing the Four Lower Snake River Dams into Non-Operational Status. Staff formatted the Resolution and assigned it No. 2265-23. Commissioner Waddell presented Resolution 2265-23 and made a motion to adopt it. Commissioner Hays seconded the motion. A discussion ensued after which Commissioner Hays made a motion to table Resolution 2265-23 to a later date to vet the statistical data and claims presented in the resolution. After recommending to table

resolution 2265-23, Commissioner Hays submitted an alternate Resolution Regarding Lower Snake River Dams Removal, which he had drafted and submitted to staff earlier in the day prior to the meeting. Staff formatted the Resolution and assigned it No. 2266-23. After lengthy discussion, and after reading alternate Resolution 2266-23 aloud, Commissioner Hays made a motion to table further discussion as well as Resolution 2265-23 to give Commissioner Waddell time to review it. Commissioner Waddell seconded the motions to table both Resolutions and resubmit them for discussion at the April 10th board meeting. The board carried the motion to table until the April 10 regular meeting.

- H. Commissioners and staff had no topics to discuss regarding recent BPA post-2028 contract negotiations.

CORRESPONDENCE/COMMUNICATIONS

None.

COMMISSIONER REPORTS

Commissioner Waddell attended the Economic Development Council (EDC) Gala.

Commissioner Hays attended the Economic Development Council (EDC) Gala and a Department of Commerce presentation about the Washington State Innovation Cluster Accelerator program, which could accelerate economic opportunities in Clallam County. He also attended a Sequim-Dungeness Chamber of Commerce meeting.

STAFF REPORTS

General Manager Sean Worthington gave a summary presentation to the public on Board meeting decorum and on a recent Board and staff training workshop on parliamentary procedure with Ann Macfarlane of Jurassic Parliament. He also noted that Board member training on BoardDocs software is scheduled on April 17th. The District's plans to "go live" with the software at the April 24th board meeting. At the conclusion of the presentation, Commissioner Hays made a motion, which Commissioner Waddell seconded, and then both Commissioners voted to authorize the General Manager and Executive Assistant to raise a Point of Order and other appropriate parliamentary procedures as required to support the presiding officer and governing body in ensuring compliance with the Board of Commissioners Governance Policy and parliamentary procedures during meetings of the District's Board of Commissioners.

BOARD ACTION ITEMS FOR STAFF

- A. Send a reminder to the Board asking what specific actions they wish staff to take in regards to the proposed lower Snake River dam Resolutions No. 2265-23 and 2266-23;
- B. Resubmit Resolutions 2265-23 and 2266-23 for discussion at the April 10th meeting;
- C. Present to the Board the cost involved in holding Zoom hybrid board meetings; and
- D. Request WPUA to poll member PUDs on what they are doing re: hybrid, in-person, or live-streamed meetings.
- E. Upload alternate Resolution 2266-23 to the PUD website.

GENERAL PUBLIC COMMENT

Public comment was heard regarding Business Item G.

ADJOURN

There being no further business to come before the Board, the meeting adjourned at 3:01 PM.

Submitted by Teresa Lyn, Executive Assistant.

ATTEST:

Secretary


A detailed transcript of this meeting via audio recording is available to the public on the Commission Meetings page of the PUD website here: <https://clallampud.net/commission-meetings/>.

March 13, 2023

SUMMARY VOUCHER APPROVAL
PUBLIC UTILITY DISTRICT #1 OF CLALLAM COUNTY
OPERATING FUND

We certify, under penalty of perjury, that the materials have been furnished, the services rendered, or the labor performed as described herein, and that the attached list of claims are a just, due and unpaid obligation against Public Utility District No. 1 of Clallam County, and that we are authorized to authenticate and certify said claims.

SIGNED Yoni Carter DATE 4/4/23
AUDITING OFFICER


DATE 4.4.23
GENERAL MANAGER

Vouchers audited and certified by the Auditing Officer and the General Manager have been recorded on the attached list(s) which has been made available to the Board of Commissioners of Public Utility District No. 1 of Clallam County. We, the undersigned Board of Commissioners of Public Utility District No. 1 of Clallam County, approve for payment those vouchers included on the attached list(s):

Summary for Voucher Lists Dated 3/13/2023–4/3/2023

Checks	\$	1,500,248.01
Wire Transfers		3,363,660.16
E-Payment		81,252.45
Prepays		1,382.00
Total	\$	4,946,542.62

COMMISSIONER

COMMISSIONER

COMMISSIONER

Public Utility District No. 1 of Clallam County
Treasurer's Report January 31, 2023

	12/31/22			Receipts			Disbursements			1/31/23	1/31/22
	Cash	Transfers	Investments	Cash	Transfers	Investments	Cash	Transfers	Investments		
Electric Funds											
Electric Operating Fund	19,780,640.40			11,828,987.81	567,654.74		7,881,925.05	3,800,870.03	8,000,000.00	14,492,487.87	20,576,853.82
Temporary Investments	11,091,405.83			24,403.24		6,000,000.00				17,115,808.87	6,036,676.24
Safekeeping Account	5,140.12	0.43					5.00			5,135.55	4,725.35
Working Funds	3,200.00									3,200.00	3,350.00
Escrow in Lieu of Bond Fund											
Rate Stabilization Fund	4,145,145.24			180,437.76						4,325,583.00	871,340.66
2022 Construction Fund											-
Rural Economic Dev. Fund											-
CETA Decarbonization Fund	7,032,867.63	30,016.66		575,000.00						7,637,884.29	576,898.78
Debt Service Funds	2,069,787.54			294,929.15						2,364,716.69	2,244,810.01
Debt Service Reserve Fund	1,898,144.46									1,898,144.46	2,016,087.39
Water Funds											
Water Operating Fund	270,671.29	1,155.24		2,746,898.11				639,142.13		2,379,582.51	1,021,941.30
Water Capital Fund	3,410,288.77	14,555.30		73,605.34						3,498,449.41	4,857,863.17
Debt Service Fund - 2019 Loan	3,925.83			3,925.00						7,850.83	7,850.00
Sewer Funds											
Sewer Operating Fund	89,334.58	381.28		7,832.74				10,808.24		86,740.36	72,637.06
Sewer Capital Fund	150,120.46	640.72		537.56						151,298.74	141,900.57
Totals	49,950,671.95	11,898,140.68	4,450,820.40	6,000,000.00	7,881,930.05	4,450,820.40	6,000,000.00	53,966,882.58	38,432,734.15		

Interest	Current Month		
	2023	2022	
Electric Funds	152,623.20	152,623.20	10,544.01
Water Funds	15,710.54	15,710.54	1,727.08
Sewer Funds	1,022.00	1,022.00	63.21
Total	169,355.74	169,355.74	12,334.30

Cash & Investments	1/31/23		1/31/22	
	FF/Gesa/Sound Accounts	36,842,738.16		32,387,982.56
LGIP				
Working Funds	3,200.00		3,350.00	
Safekeeping	5,135.55		4,725.35	
Investments	17,115,808.87		6,036,676.24	
Total	53,966,882.58		38,432,734.15	

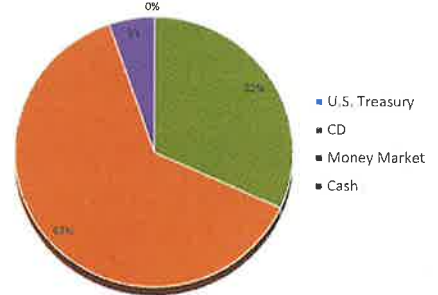
Cash & Investments January 31, 2023

Avg. Weighted Yield - Money Market	4.45%
Avg. Weighted Yield - Investments	5.13%
Avg. Days to Maturity	583

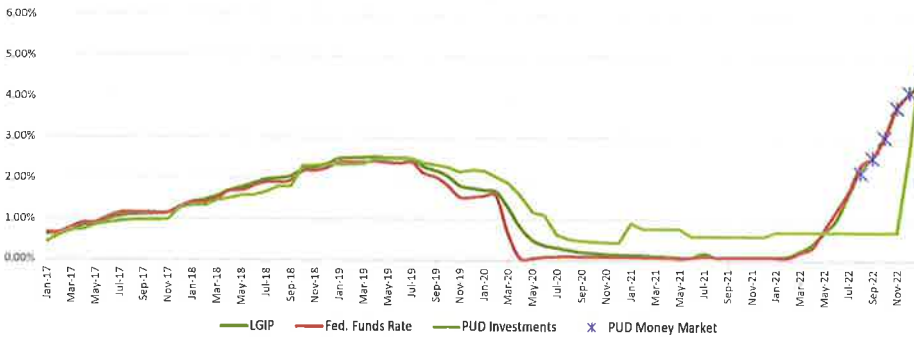
Electric	Investment Instrument	Yield/Rate	Term	Maturity Date	Balance
Gesa CU	CD	5.20%	13 MO.	2/26/2024	3,039,408.21
Gesa CU	CD	5.20%	13 MO.	2/29/2024	3,039,499.37
Gesa CU	CD	5.00%	36 MO.	12/8/2025	5,036,901.29
Sound	CD	5.20%	13 MO.	2/26/2024	6,000,000.00
				Subtotal	17,115,808.87
All Systems					
LGIP		N/A			
FF Money Market		4.44%			30,615,851.66
Sound Money Market		4.51%			3,346,241.00
Cash**		Varied			2,888,981.05
				Subtotal	36,851,073.71
				Total	\$ 53,966,882.58

**Cash held at FF, Sound, Gesa and US Bank (incl. Working Funds), excl. Money Market.

Cash & Investment Portfolio



Rate History: LGIP, Fed Funds Rate, & PUD Investment Portfolio



Public Utility District No. 1 of Clallam County
Treasurer's Report January 31, 2023

Cash Receipts

Electric	Collections	11,728,784.94	
	Allocated Interest	98,202.87	
	Subtotal	11,826,987.81	
Temp. Investments	Bond Income	-	
	CD Interest	24,403.24	
	Subtotal	24,403.24	
Safekeeping	Treasury Bond Interest	-	
	Safekeeping Interest	0.43	
	Subtotal	0.43	
CETA Decarbonization Fund	Allocated Interest	30,016.66	
Water	Collections	-	
	Allocated Interest	1,155.24	
	Subtotal	1,155.24	
Water Capital Fund	Allocated Interest	14,555.30	
Sewer	Collections	-	
	Allocated Interest	381.28	
	Subtotal	381.28	
Sewer Capital Fund	Allocated Interest	840.72	
	Total	11,898,140.68	

Cash Disbursements

Electric	Checks Iss'd/Fees	7,881,925.05	
	Subtotal	7,881,925.05	
Safekeeping Account	Fees	5.00	
Debt Service Fund - 2010	Principal & Interest	-	
Debt Service Fund - 2014	Principal & Interest	-	
Debt Service Fund - 2016	Principal & Interest	-	
Debt Service Fund - 2018	Principal & Interest	-	
Debt Service Fund - 2022	Principal & Interest	-	
	Subtotal	-	
Water	Debt Service Fund - 2019 Loan	-	
	Total	7,881,930.05	

Transfers In

Electric	From Water Op warehouse rent	1,990.00	
	From Water Op GIS Loan Payment	-	
	From Wal/Sew Op shared services	40,255.18	
	From Wal/Sew Op Current Month Payroll	153,841.90	
	Intercompany Trfs. - fleet, materials OH, etc. (WS)	5,001.24	
	From Wal/Sew Current Month Voucher & RnV	366,586.42	
	From Working Funds	-	
	Subtotal	567,654.74	
CETA Decarbonization Fund	From Elec Op	575,000.00	
Rate Stabilization Fund	From Elec Op	180,437.76	
Debt Service Funds	From Electric Op monthly debt service transfers	294,929.15	
Water	From Electric Op for Current Month Receipts	2,731,859.33	
	Intercompany Trfs. - fleet, materials OH, etc. (ES)	15,238.78	
	From Sewer Op promissory note pymt.	-	
	From Water Op	-	
	Subtotal	2,746,898.11	
Water Capital Fund	From Water Op for charges billed	73,805.34	
	From Water Op Transfer	-	
	Subtotal	73,805.34	
Debt Service Fund - 2019 Loan	From Water Op	3,925.00	
Sewer	From Electric Op for Current Month Receipts	7,832.74	
	Intercompany Trfs. - fleet, materials OH, etc. (EW)	-	
	Subtotal	7,832.74	
Sewer Capital Fund	From Sewer Op for charges billed	537.56	
	Total	4,450,820.40	

Transfers Out

Electric	To 2010 Electric Debt Service Fund	73,120.84	
	To 2014 Electric Debt Service Fund	84,312.51	
	To 2016 Electric Debt Service Fund	75,054.16	
	To 2018 Electric Debt Service Fund	59,324.98	
	To 2022 Electric Debt Service Fund	23,118.66	
	To CETA Fund	575,000.00	
	To Rate Stabilization Fund	180,437.76	
	To Wal/Sew Op Current Month Receipts	2,739,492.07	
	Intercompany Trfs. - fleet, materials OH, etc. (S)	-	
	Intercompany Trfs. - fleet, materials OH, etc. (W)	11,011.05	
	Subtotal	3,800,870.03	
Debt Service Reserve Fund	To Electric Op	-	
Water	To Electric Op Current Month Payroll	148,805.14	
	To Electric Op warehouse rent	1,990.00	
	To Electric Oper shared services	38,889.11	
	To Electric Op Current Month Vouchers & RnV	365,928.30	
	To Electric Op GIS Loan Payment	-	
	Intercompany Trfs. - fleet, materials OH, etc. (E)	5,001.24	
	To Water Capital Fund charges billed	73,805.34	
	To Debt Service Fund - 2019 Loan	3,925.00	
	Subtotal	639,142.13	
Water Capital Fund	To Water Op	-	
Sewer	To Electric Op Current Month Payroll	5,036.76	
	To Elec Oper shared services	366.07	
	To Electric Op Current Month Vouchers & RnV	640.12	
	Intercompany Trfs. - fleet, materials OH, etc.	-	
	To Water Op promissory note pymt	-	
	Intercompany Trfs. - fleet, materials OH, etc. (W)	4,227.73	
	To Sewer Capital Fund charges billed	537.56	
	Subtotal	10,808.24	
	Total	4,450,820.40	

Investments Matured/Purchased

Operating Fund			
	Subtotal	-	
Safekeeping			
	Subtotal	-	
Temp. Investments	Sound CD Purchased	6,000,000.00	
	Subtotal	6,000,000.00	
	Total	6,000,000.00	

Investments Matured/Purchased

Operating Fund	To Purchase Sound CD	6,000,000.00	
	Subtotal	6,000,000.00	
Safekeeping			
	Subtotal	-	
Temp. Investments			
	Subtotal	-	
	Total	6,000,000.00	

Public Utility District No. 1 of Clallam County
Treasurer's Report February 28, 2023

	1/31/23			Receipts			Disbursements			2/28/23	2/28/22
	Cash	Transfers	Investments	Cash	Transfers	Investments	Cash	Transfers	Investments		
Electric Funds											
Electric Operating Fund	14,492,487.87	8,246,393.24	395,752.10	8,573,033.93	846,400.87		13,715,198.41			9,325,834.18	
Temporary Investments	17,115,808.87	68,467.22					17,184,276.09			20,976,320.75	
Safekeeping Account	5,135.55	0.39		6.00			5,129.84			4,726.50	
Working Funds	3,200.00						3,200.00			3,350.00	
Escrow in Lieu of Bond Fund											
Rate Stabilization Fund	4,325,583.00						4,325,583.00			871,340.86	
2022 Construction Fund										4,613,690.19	
Rural Economic Dev. Fund											
CETA Decarbonization Fund	7,837,884.29	55,068.43					7,692,952.72			577,079.58	
Debt Service Funds	2,364,716.69		294,929.15				2,659,645.84			2,532,185.50	
Debt Service Reserve Fund	1,898,144.46						1,898,144.46			2,016,087.39	
Water Funds											
Water Operating Fund	2,379,582.51	8,283.00	544,884.96		401,042.35		2,531,708.12			1,088,801.59	
Water Capital Fund	3,498,449.41	12,177.62	8,503.97				3,519,131.00			4,672,864.12	
Debt Service Fund - 2019 Loan	7,850.83		3,925.00				11,775.83			11,775.00	
Sewer Funds											
Sewer Operating Fund	86,740.36	301.93	7,271.14		8,457.01		85,856.42			73,905.25	
Sewer Capital Fund	151,298.74	526.65	633.91				152,459.30			142,470.57	
Totals	53,966,882.58	8,391,218.48	1,255,900.23	8,573,039.93	1,255,900.23		53,785,061.13			47,110,431.29	

Interest			
	Current Month	2023	2022
Electric Funds	173,982.42	326,605.62	19,836.25
Water Funds	20,460.62	36,171.16	3,569.89
Sewer Funds	828.58	1,850.58	130.45
Total	195,271.62	364,627.36	23,336.60

Cash & Investments		
	2/28/23	2/28/22
FF/Gesa/Sound Accounts	36,592,455.10	28,126,034.04
LGIP	-	-
Working Funds	3,200.00	3,350.00
Safekeeping	5,129.94	4,726.50
Investments	17,184,276.09	20,976,320.75
Total	53,785,061.13	47,110,431.29

Cash & Investments

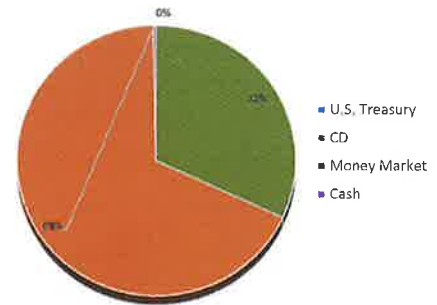
February 28, 2023

Avg. Weighted Yield - Money Market	4.66%
Avg. Weighted Yield - Investments	5.13%
Avg. Days to Maturity	556

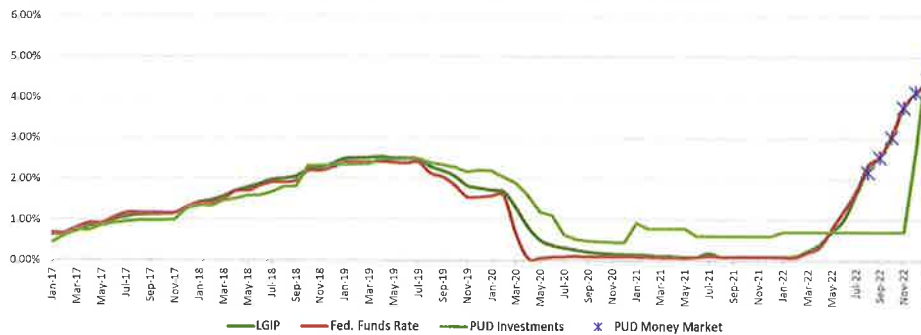
Electric	Investment Instrument	Yield/Rate	Term	Maturity Date	Balance
Gesa CU	CD	5.20%	13 MO.	2/29/2024	3,051,344.33
Gesa CU	CD	5.20%	13 MO.	2/29/2024	3,051,252.81
Gesa CU	CD	5.00%	36 MO.	12/8/2025	5,055,791.82
Sound	CD	5.20%	13 MO.	2/28/2024	6,025,887.13
				Subtotal	17,184,276.09
All Systems					
LGIP		N/A			-
FF Money Market		4.66%			33,070,809.43
Sound Money Market		4.71%			3,358,087.24
Cash**		Varied			171,888.37
				Subtotal	36,600,785.04
				Total	\$ 53,785,061.13

**Cash held at FF, Sound, Gesa and US Bank (incl. Working Funds), excl. Money Market.

Cash & Investment Portfolio



Rate History: LGIP, Fed Funds Rate, & PUD Investment Portfolio



Public Utility District No. 1 of Clallam County
Treasurer's Report February 28, 2023

Cash Receipts

Electric	Collections	8,195,948.86	
	Allocated Interest	50,446.38	
	Subtotal	8,246,395.24	
Temp. Investments	Bond Income	-	
	CD Interest	68,467.22	
	Subtotal	68,467.22	
Safekeeping	Treasury Bond Interest	-	
	Safekeeping Interest	0.39	
	Subtotal	0.39	
CETA Decarbonization Fund	Allocated Interest	55,088.43	
Water	Collections	-	
	Allocated Interest	8,283.00	
	Subtotal	8,283.00	
Water Capital Fund	Allocated Interest	12,177.62	
Sewer	Collections	-	
	Allocated Interest	301.93	
	Subtotal	301.93	
Sewer Capital Fund	Allocated Interest	528.65	
	Total	8,391,218.48	

Cash Disbursements

Electric	Checks Iss'd/Fees	8,573,033.93	
	Subtotal	8,573,033.93	
Safekeeping Account	Fees	6.00	
Debt Service Fund - 2010	Principal & Interest	-	
Debt Service Fund - 2014	Principal & Interest	-	
Debt Service Fund - 2016	Principal & Interest	-	
Debt Service Fund - 2018	Principal & Interest	-	
Debt Service Fund - 2022	Principal & Interest	-	
	Subtotal	-	
Water	Debt Service Fund - 2019 Loan	-	
	Total	8,573,039.93	

Transfers In

Electric	From Water Op warehouse rent	1,990.00	
	From Water Op GIS Loan Payment	-	
	From Wat/Sew Op shared services	40,255.18	
	From Wat/Sew Op Current Month Payroll	202,848.91	
	Intercompany Trfs. - fleet, materials OH, etc. (WS)	20.83	
	From Wat/Sew Current Month Voucher & RnV	150,839.38	
	From Working Funds	-	
	Subtotal	395,752.10	
CETA Decarbonization Fund	From Elec Op	-	
Rate Stabilization Fund	From Elec Op	-	
Debt Service Funds	From Electric Op monthly debt service transfers	294,929.15	
Water	From Electric Op for Current Month Receipts	384,205.82	
	Intercompany Trfs. - fleet, materials OH, etc. (ES)	160,679.14	
	From Sewer Op promissory note pymt.	-	
	From Water Op	-	
	Subtotal	544,884.96	
Water Capital Fund	From Water Op for charges billed	8,503.97	
	From Water Op Transfer	-	
	Subtotal	8,503.97	
Debt Service Fund - 2019 Loan	From Water Op	3,925.00	
Sewer	From Electric Op for Current Month Receipts	7,271.14	
	Intercompany Trfs. - fleet, materials OH, etc. (EW)	-	
	Subtotal	7,271.14	
Sewer Capital Fund	From Sewer Op for charges billed	633.91	
	Total	1,255,900.23	

Transfers Out

Electric	To 2010 Electric Debt Service Fund	73,120.84	
	To 2014 Electric Debt Service Fund	64,312.51	
	To 2016 Electric Debt Service Fund	75,054.16	
	To 2018 Electric Debt Service Fund	59,324.98	
	To 2022 Electric Debt Service Fund	23,116.66	
	To CETA Fund	-	
	To Rate Stabilization Fund	-	
	To Wat/Sew Op Current Month Receipts	391,478.96	
	Intercompany Trfs. - fleet, materials OH, etc. (S)	-	
	Intercompany Trfs. - fleet, materials OH, etc. (W)	159,984.75	
	Subtotal	846,400.87	
Debt Service Reserve Fund	To Electric Op	-	
Water	To Electric Op Current Month Payroll	199,589.16	
	To Electric Op warehouse rent	1,990.00	
	To Electric Op shared services	39,889.11	
	To Electric Op Current Month Vouchers & RnV	147,185.11	
	To Electric Op GIS Loan Payment	-	
	Intercompany Trfs. - fleet, materials OH, etc. (E)	-	
	To Water Capital Fund charges billed	8,503.97	
	To Debt Service Fund - 2019 Loan	3,925.00	
	Subtotal	401,042.35	
Water Capital Fund	To Water Op	-	
Sewer	To Electric Op Current Month Payroll	3,277.75	
	To Elec Oper shared services	366.07	
	To Electric Op Current Month Vouchers & RnV	3,474.27	
	Intercompany Trfs. - fleet, materials OH, etc.	20.83	
	To Water Op promissory note pymt	-	
	Intercompany Trfs. - fleet, materials OH, etc. (W)	684.38	
	To Sewer Capital Fund charges billed	633.91	
	Subtotal	8,457.01	
	Total	1,255,900.23	

Investments Mated/Purchased

Operating Fund	Subtotal	-	
Safekeeping	Subtotal	-	
Temp. Investments	Subtotal	-	
	Total	-	

Investments Mated/Purchased

Operating Fund	Subtotal	-	
Safekeeping	Subtotal	-	
Temp. Investments	Subtotal	-	
	Total	-	

PUD#1 OF CLALLAM COUNTY, WASHINGTON

**APRIL 2023
DELINQUENT ACCOUNTS TO BE REMOVED
FROM ACTIVE ACCOUNTS RECEIVABLE**

Delinquent accounts listed for electricity and water on the attached pages are approved to be removed from the active accounts receivable. All accounts to be removed are grouped and total as follows:

04/03/23	Clallam Bay – Evergreen	\$	676.47
04/03/23	Forks – Evergreen	\$	224.01
04/03/23	Port Angeles – Evergreen	\$	482.35
04/03/23	Sequim – Evergreen	\$	3,476.27
04/03/23	All Area-Direct W/O Bankruptcy	\$	-
04/03/23	All Area-Direct W/O Deceased	\$	-
04/03/23	All Area-Direct W/O Small Balance	\$	22.53
	SUBTOTAL	\$	<u>4,881.63</u>
04/03/23	30% Collection Fee	\$	1,457.74
	TOTAL	\$	<u><u>6,339.37</u></u>
	Previous Debt Collected in March 2023	\$	820.43
	Previous Debt Collected Year To Date 2023	\$	6,584.62

Dated this _____ day of _____, 20____.

President

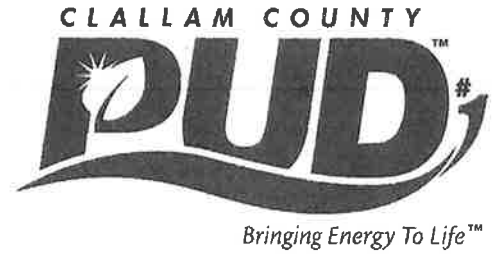
Secretary

Vice-President


SW:kw

Attachments

These lists comply with our CIS software which removes accounts from the active accounts receivable when placed with a collection agency (classifies them as bad debt). The exceptions are bankruptcies, deceased customers and customer accounts with small balances under \$20. These are removed under the categories of All-Area Direct W/O, but not placed with a collection agency.



MEMORANDUM

Date: March 27, 2023
To: Sean Worthington, General Manager
From: John Purvis, General Superintendent 
Re: CONTRACTOR PREQUALIFICATION APPLICATIONS

The contractor on the following list is requesting approval for prequalification for the upcoming calendar year. Ruth Kuch, Treasurer/Finance Manager, has examined the financial data submitted with the application as well as the bonding letter from their surety and/or bonding company and has recommended the prequalification amount as indicated:

Contractor	Previously Approved Amount	Recommended Amount
Burke Electric LLC	First Time Applicant	\$10,000,000

Approved by Board of Commissioners at meeting of: _____, 20____.

Sean Worthington, General Manager

District Use Only: MH JP TL BD RK JS

Previous Pre-Qual Amount: \$new applicant New Pre-Qual Amount: \$10,000,000

References checked by: Terry Lind (on new contractors only) Date: March 13, 2023

Date To Board: March 27, 2023



Bringing Energy To Life™

**APPLICATION FOR PREQUALIFICATION TO BID ON
CONSTRUCTION OR IMPROVEMENT OF ELECTRICAL FACILITY**

Contractors wishing to apply to the PUBLIC UTILITY DISTRICT NO. 1 OF CLALLAM COUNTY for designation as a pre-qualified bidder for construction or improvement of any electrical facility shall complete the following questionnaire and submit all the information requested.

As used herein, the term "construction or improvement of any electrical facility" shall mean the construction, the moving, maintenance, modification, or enlargement of facilities primarily used or to be used for the transmission or distribution of electricity at voltages above seven hundred fifty volts, including structures directly supporting transmission or distribution conductors but not including site preparation, housing, or protective fencing associated with but not included in a contract for such construction, moving, modification, maintenance, or enlargement of such facilities.

1. Name of Business: Burke Electric LLC
2. Address -- Mailing: 12065 44th PL S Tukwila, WA 98178
Business: 12065 44th Pl S Tukwila, WA 98178
Telephone Number: 425-644-0351
FAX Number: 425-747-5977
E-Mail Address: dburke@burkeelectric.com
U.B.I. Number: 601 759 838
Contractor Registration No: BURKEEL022BA
WA Employment Security No: 021034-01-0
Dept. of Revenue State Excise Tax No: 601 759 838
Company Federal Tax ID No: 91-0793198
Sole Proprietorship Partnership Incorporation

3. If Applicant is a corporation:

a. State of incorporation: _____

b. Name and address of registered agent: _____

Dominic Burke, 12065 44th Pl S Tukwila, WA 98178

c. Names and addresses of officers of the corporation and their length of time with corporation. Indicate by an "*" those authorized to sign contracts:

d. Number of years the corporation has been in business: 65

4. If Applicant is a partnership, state -

a. Names and addresses of all partners:

b. Length of time partnership has been in business: _____

5. If Applicant is a sole proprietorship, how long have you been in business? _____

6. Number of years Applicant has performed the type of work for which Applicant is bidding: _____

7. Has the Applicant paid all current license fees to the State of Washington:

(circle one) **YES** NO

License type: **Electrical** x Electrical License # BURKEEL022BA

General Construction _____ General License # _____

8. Attach a **general résumé** setting forth applicant's experience, technical qualifications, and organization's ability to perform the proposed construction.

9. Attach a **list of your supervisory personnel, their qualifications, and years of experience.** Also list the number and type of craftsmen available, and list equipment available for work.

10. Attach a **list of clients served over the last three (3) years** including their names, addresses, location of the jobs performed, and contract amounts of the larger contracts. Be sure to include all work done with other Washington public utility districts.

11. What is the maximum amount of work, expressed in dollars, which you consider you are

capable of undertaking? \$ 20 Million

12. Set forth the name and address of Applicant's bank, including the branch and name of the individual in said bank to be contacted for financial reference.

Banner Bank 13033 Bel-Red Rd Bellevue, WA 98005

Scott Cordell

13. Set forth the names and addresses of three (3) clients who will act as references.

14. Attach your last fiscal year's complete financial statement (**Balance Sheet and Income Statement**). You must also submit a letter from your bonding/surety company that identifies their capacity in aggregate and by project.

Note: Application for Pre-qualification will not be considered without last fiscal year's complete financial statement.

15. Affirm that Applicant will pay wages and benefits for craftsmen employed on work that prevail in the locality of the work, as determined by the Department of Labor and Industries. Affirm
(Please write "affirm", if you agree)

16. Affirm that Applicant will comply with government regulations regarding non-discrimination of employment and employment practices on the basis of sex, race, color, or national origin.
Affirm (Please write "affirm", if you agree)

17. APPLICANT RECOGNIZES AND AGREES THAT UNDER THE PROVISIONS OF RCW 54.04.085, IF THE DISTRICT COMMISSION DETERMINES THAT A PREQUALIFIED CONTRACTOR NO LONGER MEETS ALL OF THE REQUIREMENTS FOR PREQUALIFICATION STATUS, THE DISTRICT MAY REFUSE TO FURNISH THAT CONTRACTOR WITH A CONTRACT PROPOSAL FORM AND MAY REJECT ANY BID PROPOSAL SUBMITTED BY THAT CONTRACTOR. Affirm
(Please write "affirm", if you agree)

18. List all OSHA citations received over the past three years including:

- Violation type
- Date
- Outcome and brief description of citation
- Any fatal accidents
- **MUST ATTACH OSHA 300 LOG FOR THE PREVIOUS 3 YEAR PERIOD**

19. Applicant confirms they are not on any State or Federal Suspended/Debarment lists. If for any reason applicant is placed on any State or Federal Suspended/Debarment lists, applicant must inform the District immediately and is banned from bidding on any project until the Suspension/Debarment is lifted and at the discretion of the District.

For which of the following classes of work are you seeking prequalification? *Indicate by use of "X" in proper square.*

A. DISTRIBUTION

- 1. Hot Work - Overhead
- 2. Overhead Construction
- 3. Underground - Primary
- 4. Underground - Secondary
- 5. Plowing
- 6. Trenching

B. TRANSMISSION

- 1. Wood or Fiberglass Poles
- 2. Steel Tower
- 3. Steel or Concrete Poles
- 4. Underground
- 5. Stringing and Sagging Conductor

C. POLE AND WOOD PRODUCT INSPECTION

- 1. Inspection and Treatment of Poles in Place
- 2. Inspection of New Crossarms and Poles

D. SUBSTATION

- 1. Complete Installation
- 2. Control Wiring and Metering
- 3. Maintenance

E. AREA AND STREET LIGHTING

- 1. Installation
- 2. Maintenance

F. TREE TRIMMING AND BRUSHING

- 1. Involving "Hot" Lines
- 2. Not involving "Hot" Lines

G. RIGHT-OF-WAY CLEARING

H. ENVIRONMENTAL CLEANUP SERVICES

I. MISCELLANEOUS (List any special class not covered above)

I certify that information herein and/or attached is correct, true, and complete.

SIGNED this 2nd day of February, 2023.

Dominic Burke
Signature of Applicant

Dominic Burke C.O.O.
Name and Title (Typed or Printed)

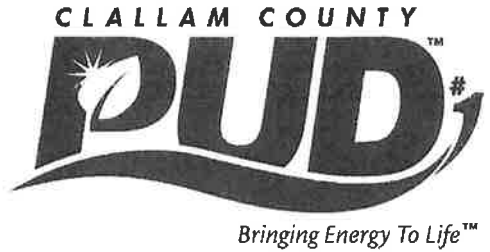
STATE OF Washington)
County of King) ss.

Signed or attested before me on this 2nd day of February, 2023, by


~~*[Signature]*~~ Dominic Burke



Kaitlyn Cronn
NOTARY PUBLIC in and for the
State of Washington
My Commission Expires: 08/30/2025



MEMORANDUM

Date: March 27, 2023
To: Sean Worthington, General Manager
From: John Purvis, General Superintendent 
Re: CONTRACTOR PREQUALIFICATION APPLICATIONS

The contractor on the following list is requesting approval for prequalification for the upcoming calendar year. Ruth Kuch, Treasurer/Finance Manager, has examined the financial data submitted with the application as well as the bonding letter from their surety and/or bonding company and has recommended the prequalification amount as indicated:

Contractor	Previously Approved Amount	Recommended Amount
Tice Electric Company	\$3,000,000	\$5,000,000

Approved by Board of Commissioners at meeting of: _____, 20__.

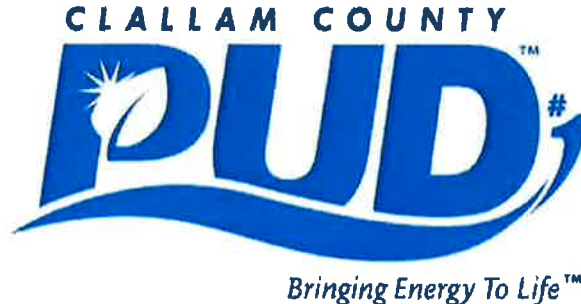
Sean Worthington, General Manager

District Use Only: MH JP TL BD RK JS

Previous Pre-Qual Amount: \$3,000,000 New Pre-Qual Amount: \$5,000,000

References checked by: _____ (on new contractors only) Date: _____

Date To Board: March 27, 2023



**APPLICATION FOR PREQUALIFICATION TO BID ON
CONSTRUCTION OR IMPROVEMENT OF ELECTRICAL FACILITY**

Contractors wishing to apply to the PUBLIC UTILITY DISTRICT NO. 1 OF CLALLAM COUNTY for designation as a pre-qualified bidder for construction or improvement of any electrical facility shall complete the following questionnaire and submit all the information requested.

As used herein, the term "construction or improvement of any electrical facility" shall mean the construction, the moving, maintenance, modification, or enlargement of facilities primarily used or to be used for the transmission or distribution of electricity at voltages above seven hundred fifty volts, including structures directly supporting transmission or distribution conductors but not including site preparation, housing, or protective fencing associated with but not included in a contract for such construction, moving, modification, maintenance, or enlargement of such facilities.

1. Name of Business: Tice Electric Company
2. Address -- Mailing: 5405 N Lagoon Ave Portland OR 97217
Business: Same as Mailing
Telephone Number: 503-233-8801
FAX Number: 503-872-8286
E-Mail Address: mikep@ticeelectric.com
U.B.I. Number: 409006765
Contractor Registration No: CCTICEEEEC883CN
WA Employment Security No: 323237-00
Dept. of Revenue State Excise Tax No: 409006765
Company Federal Tax ID No: 93-0580779
Sole Proprietorship Partnership Incorporation

3. If Applicant is a corporation:
- a. State of incorporation: Oregon _____
 - b. Name and address of registered agent: CSC
251 Little Falls Drive | Wilmington, DE United States 19808 _____
 - c. Names and addresses of officers of the corporation and their length of time with corporation. Indicate by an "*" those authorized to sign contracts:
Patrick J. Maloney, President, 25 years * _____
Michael L. Podkranic, Vice-President / Secretary, 28 years * _____
Ian R. McHone, Treasurer, 28 years _____
 - d. Number of years the corporation has been in business: 89 _____

4. If Applicant is a partnership, state -
- a. Names and addresses of all partners:
N/A _____

 - b. Length of time partnership has been in business: N/A _____

5. If Applicant is a sole proprietorship, how long have you been in business? N/A _____

6. Number of years Applicant has performed the type of work for which Applicant is bidding: 42+

7. Has the Applicant paid all current license fees to the State of Washington:
(circle one) **YES** NO

License type: Electrical X Electrical License # TICEEC*645M3
General Construction X General License # TICEEEEC883CN

- 8. Attach a **general résumé** setting forth applicant's experience, technical qualifications, and organization's ability to perform the proposed construction.
- 9. Attach a **list of your supervisory personnel, their qualifications, and years of experience.** Also list the number and type of craftsmen available, and list equipment available for work.
- 10. Attach a **list of clients served over the last three (3) years** including their names, addresses, location of the jobs performed, and contract amounts of the larger contracts. Be sure to include all work done with other Washington public utility districts.
- 11. What is the maximum amount of work, expressed in dollars, which you consider you are

capable of undertaking? \$ 15,000,000.00

12. Set forth the name and address of Applicant's bank, including the branch and name of the individual in said bank to be contacted for financial reference.

Columbia Bank, Portland, 838 SW Park Ave Portland, OR 97205 _____

Darryl May, VP, DMay@columbiabank.com, 503-279-3157 _____

13. Set forth the names and addresses of three (3) clients who will act as references.

Umatilla Electric Coop, Cole Bode, 750 W. Elm St. Hermiston, OR 97838 _____

Northern Wasco PUD, Kurt Conger, 2345 River Rd, The Dalles, OR 97058 _____

Portland General Electric, Ezra Richards, 121 SW Salmon St, Portland, OR 97204 _____

14. Attach your last fiscal year's complete financial statement (**Balance Sheet and Income Statement**). You must also submit a letter from your bonding/surety company that identifies their capacity in aggregate and by project.

Note: Application for Pre-qualification will not be considered without last fiscal year's complete financial statement.

15. Affirm that Applicant will pay wages and benefits for craftsmen employed on work that prevail in the locality of the work, as determined by the Department of Labor and Industries. affirm
(Please write "affirm", if you agree)

16. Affirm that Applicant will comply with government regulations regarding non-discrimination of employment and employment practices on the basis of sex, race, color, or national origin. affirm
(Please write "affirm", if you agree)

17. APPLICANT RECOGNIZES AND AGREES THAT UNDER THE PROVISIONS OF RCW 54.04.085, IF THE DISTRICT COMMISSION DETERMINES THAT A PREQUALIFIED CONTRACTOR NO LONGER MEETS ALL OF THE REQUIREMENTS FOR PREQUALIFICATION STATUS, THE DISTRICT MAY REFUSE TO FURNISH THAT CONTRACTOR WITH A CONTRACT PROPOSAL FORM AND MAY REJECT ANY BID PROPOSAL SUBMITTED BY THAT CONTRACTOR. affirm
(Please write "affirm", if you agree)

18. List all OSHA citations received over the past three years including:

- Violation type
- Date
- Outcome and brief description of citation
- Any fatal accidents
- **MUST ATTACH OSHA 300 LOG FOR THE PREVIOUS 3 YEAR PERIOD**

None

19. Applicant confirms they are not on any State or Federal Suspended/Debarment lists. If for any reason applicant is placed on any State or Federal Suspended/Debarment lists, applicant must inform the District immediately and is banned from bidding on any project until the Suspension/Debarment is lifted and at the discretion of the District.

For which of the following classes of work are you seeking prequalification? *Indicate by use of "X" in proper square.*

A. DISTRIBUTION

- 1. Hot Work - Overhead
- 2. Overhead Construction
- 3. Underground - Primary
- 4. Underground - Secondary
- 5. Plowing
- 6. Trenching

B. TRANSMISSION

- 1. Wood or Fiberglass Poles
- 2. Steel Tower
- 3. Steel or Concrete Poles
- 4. Underground
- 5. Stringing and Sagging Conductor

C. POLE AND WOOD PRODUCT INSPECTION

- 1. Inspection and Treatment of Poles in Place
- 2. Inspection of New Crossarms and Poles

D. SUBSTATION

- 1. Complete Installation
- 2. Control Wiring and Metering
- 3. Maintenance

E. AREA AND STREET LIGHTING

- 1. Installation
- 2. Maintenance

F. TREE TRIMMING AND BRUSHING

- 1. Involving "Hot" Lines
- 2. Not involving "Hot" Lines

G. RIGHT-OF-WAY CLEARING

H. ENVIRONMENTAL CLEANUP SERVICES

I. MISCELLANEOUS (List any special class not covered above)

I certify that information herein and/or attached is correct, true, and complete.

SIGNED this 1st day of March, 2023.

Michael Podkranic
Signature of Applicant

Michael Podkranic, Vice-President / Secretary
Name and Title (Typed or Printed)

STATE OF Oregon)
County of Multnomah) ss.

Signed or attested before me on this 1st day of March, 2023, by

Michael Podkranic

Craig Johnson
NOTARY PUBLIC in and for the
State of Oregon
My Commission Expires: June 9, 2025

[Notary Seal]





MEMO

To: Commissioners Hays and Waddell
From: Sean Worthington, General Manager
Subject: Changes to District Healthcare Plan
Date: April 10, 2023

Commissioners,

The following resolution outlines changes recommended by staff to the District's healthcare plan. These changes are supported by the District's Healthcare Committee.

An outline of the changes:

1. Currently the District is the only member of PURMS who uses a 20% coinsurance for prescription coverage. We are an outlier in this regard. As a result of the 20% it has been brought to my attention that some employees are charged over \$1000 per month for prescription drugs creating a hardship. Additionally, there is no out-of-pocket maximum like there is with the healthcare plan. The proposed change would remedy this and conform us to other PURMS participants.

The recommended change is to conform to the methodology used by the other utilities at PURMS, which is to have a set amount for a generic drug and a set amount for a brand name drug. The most common appears to be \$10 Generic / \$20 Brand Name. This is staff's recommendation.

Utility	Rx co-pay
Asotin	Generic \$10 / Brand \$15
Clallam	20% copayment
Jefferson	Generic \$10 / Brand \$20
Klickitat	Generic \$10 / Brand \$20
Mason 3	Generic \$5 / Brand \$15
Pacific	Generic \$10 / Brand \$20
Skagit	Generic \$5 / Brand \$10
Skamania	Generic \$5 / Brand \$15
Stevens	Generic \$10 / Brand \$20
Thurston	Generic \$10 / Brand \$20
Wahkiakum	Generic \$5 / Brand \$10

2. Currently under the section of our plan for obesity treatment it lists specific surgeries that are outdated and, in some cases, no longer performed. The change to the plan eliminates the restrictive verbiage and instead makes it open ended for the doctor to choose which option/surgery is best for the patient.
3. Finally, staff is recommending a change to the vision plan. Currently the benefit, per year, for frames, lenses and contacts is set at \$300. Many reports are that glasses are now costing in excess of \$600. More than double our current benefit. Staff is requesting that the board authorize an increase to \$600 for this benefit.

Thank you,



Sean Worthington

RESOLUTION NO. 2267-23

A RESOLUTION Amending the District's Healthcare Plan

WHEREAS, Public Utility District No. 1 of Clallam County, Washington ("District"), provides coverage for its employees in a partially self-funded healthcare plan, administered through Pacific Underwriters; and

WHEREAS, healthcare coverage is paid for with employee and employer contributions; and

WHEREAS, it is in the interest of the District and its employees to amend the District's Healthcare Plan in accordance with the attached summary; and

WHEREAS, the District wishes to amend the Plan in accordance with the attached summary; and

NOW, THEREFORE, BE IT RESOLVED that the Clallam County Public Utility District Healthcare Plan is changed as shown on the attached summary effective as of June 1, 2023, and that the General Manager is authorized to sign the Amendment to the Clallam County Public Utility District Healthcare Plan with Pacific Underwriters as specified by those changes.

ADOPTED, by the Board of Commissioners of Public Utility District No. 1 of Clallam County, Washington, this 10th day of April 2023.



**Summary of Healthcare Plan Changes to the
Clallam County Public Utility District Healthcare Plan
Effective June 1, 2023**

The Clallam County Public Utility District Healthcare Plan shall be amended to accommodate the following changes:

- Prescription Out-Of-Pocket Maximum
 - The charge for “Generic” prescription drugs shall be \$10 per 30-day supply or \$20 for 90-day supply through Optum Rx.
 - The charge for “Name Brand” prescription drugs shall be \$20 per 30-day supply or \$40 for 90-day supply through Optum Rx.

- The following language shall be removed from the Clallam Health Care Plan under “Treatments for Obesity”:
 - Bullet number 8, Delete: “Request is for one of the following procedures”
 - Bullet number 9, Delete: “Vertical Banded Gastroplasty (VGB), Rou-en-Y Gastric Bypass (RYGB) or Adjustable Gastric Banding.”

- Vision Hardware Benefit changes from \$300 per year to \$600 per year benefit for frames, lenses, contact lenses.

Pacific Underwriters Date

Clallam County PUD Date

A RESOLUTION Authorizing the Disposal of Surplus Property

WHEREAS, in accordance with RCW 54.16.180, the District property and equipment described on the attached list, has been determined to be no longer necessary or useful in the operation of the District's system; and

WHEREAS, removal, storage, and accounting for such surplus equipment is wasteful: now, therefore, be it

RESOLVED, That the General Manager is hereby authorized to dispose of the material described on the attached list as determined to be in the District's best interest.

PASSED, by the Board of Commissioners of Public Utility District No. 1 of Clallam County, Washington, this 10th day of April, 2023.

SURPLUS PROPERTY

The equipment listed below has no value to meet the current business needs of the District. Therefore, it is recommended that this equipment be declared surplus.

Submitted By:

Date Submitted:

QTY	DESCRIPTION	ESTIMATED VALUE	DISTRICT I.D. NO.	COMMENTS
1	2000 KVA Padmount Transformer 12470GRDY/7200	\$ 8,850.00	19528	Dispose of transformer due to age, rust & repairs needed.
1	1500 KVA Padmount Transformer 12470GRDY/7200	\$ 6,650.00	17880	Dispose of transformer due to age, rust & repairs needed.


 Department Supervisor


 Materials Superintendent
 Dated: 4-10-2023

Attachment To Resolution Number: 2268-23

A RESOLUTION Establishing Titles and Monthly Salary
Ranges for Staff Employees and Rescinding Resolution 2261-23

WHEREAS, RCW 54.16.100 requires that the General Manager recommend to the Commission compensation for employees; and

WHEREAS, RCW 54.12.090 authorizes the Commission to create positions and fix salaries; and

WHEREAS, the Commission approves the annual budget, which includes staff allocation and funding to meet the strategic and operation requirements of the District; and

WHEREAS, the General Manager has reviewed the organization of the District, the current cost-of-living indices, and the positions and salary ranges required to efficiently manage and achieve the goals of the District; and

WHEREAS, due to the recent addition of a significant amount of previously outsourced maintenance work being brought in-house for cost-savings purposes, the District will have a need for a Facilities Maintenance Supervisor now, therefore, be it

WHEREAS, attracting and retaining great people is a high level objective of the approved and adopted District Strategic Plan and enables the District to compete in the competitive marketplace for Energy Sector employees; and

WHEREAS, the Commission authorized the General Manager to administer merit pay increases, employee promotions, demotions, transfers, equity and market adjustments, and other administrative actions that conform to the limitations set within the *Titles and Monthly Salary Ranges for Staff Employees* limitations; now, therefore, be it

RESOLVED, That this RESOLUTION in its entirety becomes effective on April 10, 2023;

2. That the General Manager is hereby authorized, on behalf of the District, to administer merit pay increases, based on performance and behavior results for employees of the District, not represented under the Collective Bargaining Agreement and excluding the General Manager.

3. That the Commission authorizes the General Manager to administer merit pay increases, employee promotions, demotions, transfers, equity and market adjustments, and other administrative actions that conform to the limitations set within the attached *Titles and Monthly Salary Ranges for Staff Employees* as approved by the Commission.

4. That the General Manager shall include within the annual budget sufficient funds to support merit pay requirements for the year.

5. That the General Manager shall receive Commission approval for all modifications to the *Titles and Monthly Salary Ranges for Staff Employees*.

6. That the new title Utility Grant Writer and Analyst is added to Range 20 in the *Titles and Monthly Salary Ranges for Staff Employees*.

7. That Resolution 2261-23 is rescinded.

PASSED, by the Board of Commissioners of Public Utility District No. 1 of Clallam County, Washington, this 10th day of April 2023.

Resolution 2270-23

PUD #1 of Clallam County
Titles and Monthly Salary Ranges for Staff Employees
Effective: February 27, 2023 Resolution No.: 2261-23

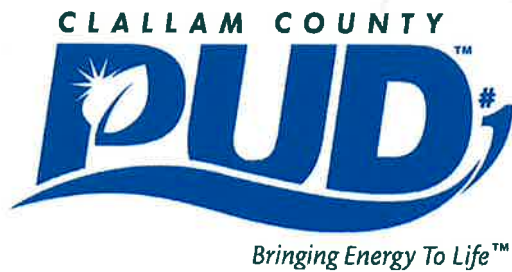
Salary Grade	Job Title	Minimum	Market Target	Maximum
11	Office Assistant	\$2,505	\$3,130	\$4,069
12	Student Intern I Records Technician	\$2,755	\$3,444	\$4,476
13	Administrative Support	\$3,029	\$3,787	\$4,924
14		\$3,333	\$4,165	\$5,416
15	Student Intern II	\$3,667	\$4,582	\$5,957
16	Administrative Assistant Records Specialist	\$4,033	\$5,041	\$6,553
17	Operations Administrative Coordinator Human Resources & Safety Administrative Coordinator Desktop Technician Network Technician Engineer Student Intern Accounting Specialist I	\$4,437	\$5,546	\$7,210
18	Accounting Specialist II Records Coordinator	\$4,880	\$6,101	\$7,931
19	Executive Assistant Benefits Analyst Utility Services Advisor I Water and Wastewater Systems Coordinator Customer Service Coordinator Finance Coordinator Contracts Coordinator Payroll Coordinator	\$5,365	\$6,707	\$8,720
20	Engineer I Power Analyst I Accountant Compliance Analyst Financial Analyst I Utility Grant Writer and Analyst	\$5,904	\$7,382	\$9,596
21	Engineer II Senior Accountant Systems Administrator	\$6,494	\$8,117	\$10,553

	Utility Services Supervisor			
	Business Systems Analyst			
	Network Administrator			
	WWW Supervisor			
	Utility Land Surveyor			
22	Materials Superintendent	\$7,145	\$8,932	\$11,611
	Network Engineer			
	Power Analyst II			
	Financial Analyst II			
	Customer Service Supervisor			
23	Assistant Operations Superintendent	\$7,859	\$9,823	\$12,770
	WWW Superintendent			
	Sr. Civil Engineer			
	Communications & Government Relations Manager			
	Engineer III			
	Facilities Maintenance Supervisor			
	Senior Systems Administrator			
24	Procurement & Facilities Supervisor	\$8,645	\$10,807	\$14,048
	Safety Manager			
	Sr. Electrical Engineer			
	Broadband Supervisor			
25	Information Technology Manager	\$9,508	\$11,886	\$15,452
	WWW Systems Manager			
	Power Supply Manager			
	Operations Superintendent			
	Human Resources Manager			
	Transmission & Substation Systems Supervisor			
	Distribution System Supervisor			
	Controller/Auditing Officer			
	Finance Manager / Treasurer			
26	Engineering Manager	\$10,460	\$13,075	\$16,998
	Operations Manager			
27	General Superintendent	\$11,507	\$14,384	\$18,699
28	Assistant General Manager	\$12,659	\$15,823	\$20,569
29	General Counsel	\$13,924	\$17,404	\$22,626

PUD #1 of Clallam County
Titles and Monthly Salary Ranges for Staff Employees
Effective: April 10, 2023 Resolution No.: 2270-23

Salary Grade	Job Title	Minimum	Market Target	Maximum
11	Office Assistant	\$2,505	\$3,130	\$4,069
12	Student Intern I Records Technician	\$2,755	\$3,444	\$4,476
13	Administrative Support	\$3,029	\$3,787	\$4,924
14		\$3,333	\$4,165	\$5,416
15	Student Intern II	\$3,667	\$4,582	\$5,957
16	Administrative Assistant Records Specialist	\$4,033	\$5,041	\$6,553
17	Operations Administrative Coordinator Human Resources & Safety Administrative Coordinator Desktop Technician Network Technician Engineer Student Intern Accounting Specialist I	\$4,437	\$5,546	\$7,210
18	Accounting Specialist II Records Coordinator	\$4,880	\$6,101	\$7,931
19	Executive Assistant Benefits Analyst Utility Services Advisor I Water and Wastewater Systems Coordinator Customer Service Coordinator Finance Coordinator Contracts Coordinator Payroll Coordinator	\$5,365	\$6,707	\$8,720
20	Engineer I Power Analyst I Accountant Compliance Analyst Financial Analyst I Utility Grant Writer and Analyst	\$5,904	\$7,382	\$9,596
21	Engineer II Senior Accountant Systems Administrator Utility Services Supervisor	\$6,494	\$8,117	\$10,553

	Business Systems Analyst			
	Network Administrator			
	WWW Supervisor			
	Utility Land Surveyor			
22	Materials Superintendent	\$7,145	\$8,932	\$11,611
	Network Engineer			
	Power Analyst II			
	Financial Analyst II			
	Customer Service Supervisor			
23	Assistant Operations Superintendent	\$7,859	\$9,823	\$12,770
	WWW Superintendent			
	Sr. Civil Engineer			
	Communications & Government Relations Manager			
	Engineer III			
	Facilities Maintenance Supervisor			
	Senior Systems Administrator			
24	Procurement & Facilities Supervisor	\$8,645	\$10,807	\$14,048
	Safety Manager			
	Sr. Electrical Engineer			
	Broadband Supervisor			
25	Information Technology Manager	\$9,508	\$11,886	\$15,452
	WWW Systems Manager			
	Power Supply Manager			
	Operations Superintendent			
	Human Resources Manager			
	Transmission & Substation Systems Supervisor			
	Distribution System Supervisor			
	Controller/Auditing Officer			
	Finance Manager / Treasurer			
26	Engineering Manager	\$10,460	\$13,075	\$16,998
	Operations Manager			
27	General Superintendent	\$11,507	\$14,384	\$18,699
28	Assistant General Manager	\$12,659	\$15,823	\$20,569
29	General Counsel	\$13,924	\$17,404	\$22,626



2023 COMMITTEE AND ORGANIZATION MEMBERSHIPS

AMERICAN PUBLIC POWER ASSOCIATION (APPA)

Delegate
Alternate

Sean Worthington
John Purvis

CLALLAM ECONOMIC DEVELOPMENT COUNCIL (EDC)

Delegate (Serves on Executive Committee)
Alternate

Sean Worthington
Jim Waddell

CONSERVATION AND RENEWABLE ENERGY SYSTEMS (CARES)

Delegate
Alternate

Sean Worthington
Mattias Jarvegren

ENERGY NORTHWEST (EN)

Board of Directors Delegate
Board of Directors Alternate

Ken Hays
Sean Worthington

FORKS CHAMBER OF COMMERCE

Delegate
Alternate

Jim Waddell
Bill Decker

NORTH OLYMPIC DEVELOPMENT COUNCIL (NODC)

Delegate
Alternate

Jim Waddell
John Purvis

NORTH OLYMPIC LEGISLATIVE ALLIANCE (NOLA)

Delegate
Alternate

Ken Hays
Nicole Hartman

NORTH PENINSULA BUILDING ASSOCIATION (NPBA)

Delegate
Alternate

Ken Hays
John Purvis

NORTHWEST OPEN ACCESS NETWORK (NoaNet)

Board Director
Member Representative

Steve Schopfer
Shawn Delplain

NORTHWEST POWER AND CONSERVATION COUNCIL

Delegate
Alternate
Alternate

Jim Waddell
Ken Hays
John Purvis

NORTHWEST PUBLIC POWER ASSOCIATION (NWPPA)

Delegate
Alternate
Government Relations Committee
Alternate

Rick Paschall
John Purvis
Nicole Hartman
Sean Worthington

PACKWOOD DEVELOPMENT COUNCIL

Delegate
Alternate

John Purvis
Tyler King

PORT ANGELES BUSINESS ASSOCIATION (PABA)

Delegate
Alternate

Sean Worthington
Jim Waddell

PORT ANGELES CHAMBER OF COMMERCE

Delegate
Alternate

Sean Worthington
Jamie Spence

PORT ANGELES FORWARD COMMITTEE

Delegate
Alternate

Sean Worthington
John Purvis

PUBLIC UTILITY RISK MANAGEMENT SERVICES (PURMS)

Delegate
Alternate

Sean Worthington
Ruth Kuch

SEQUIM DUNGENESS CHAMBER OF COMMERCE

Delegate
Alternate

Ken Hays
Nicole Hartman

WASHINGTON PUD ASSOCIATION (WPUDA)

Board of Directors Delegate
Board of Directors Alternate
Budget Committee
Government Relations Committee
Government Relations Committee Alternate
Communications Committee
Communications Committee Alternate
Managers Committee
Manager's Committee Alternate

Rick Paschall
Sean Worthington
Ruth Kuch
Nicole Hartman
Sean Worthington
Nicole Hartman
Sean Worthington
Sean Worthington
John Purvis

Energy Committee
Energy Committee Alternate
Telecommunications Committee
Telecommunications Alternate
Water Committee
Water Committee Alternate

Jim Waddell
Rick Paschall
Shawn Delplain
Ken Hays
Bowen Kendrick
Travis McClain

WESTERN PUBLIC AGENCY GROUP (WPAG)

Delegate
Alternate

John Purvis
Sean Worthington

MEMO

To: Commissioners Hays and Waddell
From: Sean Worthington, General Manager
Subject: LSRD Resolution – 1st Proposal by Commissioner Waddell
Date: April 10, 2023

Commissioners,

The attached Resolution 2265-23 was drafted by Ellie Dunne in collaboration with community members and Commissioner Waddell. It was submitted to staff to be formatted and placed on the March 13, 2023 board agenda as a business item.

The title of the Resolution is *In Support of Placing the Four Lower Snake River Dams into Non-Operational Status to Save Ratepayers Money, Restore Harvestable Fish Populations, and Prevent Extinction of Iconic Pacific Northwest Species.*

At the March 13, 2023 meeting, Commissioner Waddell presented Resolution 2265-23 and made a motion to adopt it. Commissioner Hays seconded the motion. A discussion ensued after which Commissioner Hays, because of the seriousness of the underlying issues, requested to table the Resolution to a future date to allow more time to review it and to vet the statistical data and claims within; to consider a proposed alternate Resolution submitted by him; and for further discussion and consideration of the issue with a full Board of Commissioners. Commissioner Hays then made a motion to table Resolution 2265-23 to a later date. Commissioner Waddell seconded.

At the April 10, 2023 Board meeting, this Resolution is on the agenda as instructed by the board at the March 13, 2023 meeting for further discussion and consideration.

1. **If the Board decides to adopt this Resolution,** a motion to either adopt it in its original form or to adopt it with further amendments after discussion, as well as a second, and a vote is required.
2. **If the Board decides to NOT adopt this Resolution,** a motion to dismiss it, as well as a second, and a vote is required.

Thank you,


Sean Worthington

A Resolution in Support of Placing the Four Lower Snake River Dams into Non-Operational Status to Save Ratepayers Money, Restore Harvestable Fish Populations, and Prevent Extinction of Iconic Pacific Northwest Species

WHEREAS, on February 21, 2023, PUD No. 1 of Clallam County (the “District”) held a special meeting during which Jim Waddell provided a briefing on the lower Snake River dams, in his capacity as a civilian and not as PUD Commissioner, based on his expertise in serving for 35-years as a professional civil engineer with the U.S. Army Corps of Engineers (“Corps”), including as Deputy District Engineer for Programs at the Corps’ Walla Walla District (the highest civil position in Walla Walla) where the lower Snake River dams are located. Mr. Waddell served as Deputy District Engineer for three years starting in 1999, during the development and decision-making process that resulted in the Lower Snake River Juvenile Salmon Migration Feasibility Report/Environmental Impact Statement, dated February 2002 (“2002 EIS”). The 2002 EIS analyzed the option of breaching the lower Snake River dams.

WHEREAS, Mr. Waddell’s presentation was also based on his work over the past several years of reanalyzing, reevaluating and updating Corps and other publicly available government documents pertaining to the lower Snake River dams, including the 2002 EIS, and on publicly available information provided by the Bonneville Power Administration (“BPA”), the nonprofit federal power marketing administration within the Department of Energy that markets wholesale electrical power from 31 federal dams in the Northwest (including the lower Snake River dams) that are operated by the U.S. Army Corps of Engineers and the Bureau of Reclamation, and the Northwest Power and Conservation Council; and

WHEREAS, the District has reviewed and considered the information presented by Mr. Waddell as well as other pertinent information regarding the lower Snake River dams; and

WHEREAS, a significant number of the Districts’ customers are in support of breaching the lower Snake River dams; and

WHEREAS, the City of Port Angeles, in a letter to Senator Patty Murry and Governor Jay Inslee, dated July 11, 2022, encouraged the removal of the lower Snake River dam infrastructure in support of regional environmental recovery; and

WHEREAS, many others, including the Affiliated Tribes of Northwest Indians, and the Washington State Democratic Central Committee have passed resolutions in favor of salmon recovery, river restoration, and/or breaching the lower Snake River dams.

WHEREAS, the District is a Pacific Northwest electric utility and preference customer of the BPA; and

WHEREAS, the District is committed to delivering reliable, affordable and clean energy, to our resident owners; and

WHEREAS, the information reviewed and presented regarding the lower Snake River dams shows that: they comprise only a very small percentage (approximately 4%) of BPA's overall capacity; their energy output depends upon flow and limitations imposed by fish passage requirements, therefore Tier 1 customers receive very little power from the lower Snake River dams; as run of river dams they are not flexible to meet peaking power needs; and they have high maintenance costs and require significant capital expenditures to continue operating; and

WHEREAS, the full cost to tax and ratepayers has exceeded power revenues; and

WHEREAS, the Snake River is the principal tributary of the Columbia River. The Columbia and Snake rivers historically were among the greatest salmon and steelhead producing rivers in the world; and

WHEREAS, Endangered Species Act-listed Columbia-Snake Basin salmon and steelhead stocks, and salmon-dependent Southern Resident orcas, are genuinely in near-term peril of extinction; and

RESOLUTION NO 2265-23

WHEREAS, despite \$1 billion spent on fish passage improvements, the National Oceanographic and Atmospheric Administration (“NOAA”), *Final Report: Rebuilding Interior Columbia Basin Salmon and Steelhead*, dated September 2022, affirmed that “for Snake River [fish] stocks, the centerpiece action is restoring the lower Snake River via dam breaching” ; and

WHEREAS, sharing the North Olympic Peninsula with multiple Indian tribes, the District recognizes the obligation of local, state, and federal governments to honor the fishing rights guaranteed to the Tribes under treaties signed with the U.S. government; and

WHEREAS, Clallam County commercial fishermen and businesses relying on recreational fishing have suffered real harm from declines in salmon and steelhead numbers; and

WHEREAS, being keystone species, the critically endangered Southern Resident orcas are a vital part of the environment and indicators of its condition, which also determines our own well-being; and

WHEREAS, Clallam County benefits from vibrant economic activities that are generated by and rely on the existence of these whales; and

WHEREAS, immediate placement of the lower Snake River dams into non-operational status will not limit Clallam County’s supply of reliable adequate power based on empirical evidence showing that BPA has base load energy capacity in excess of its responsibilities to serve the preference public power customers for which the dams were constructed, and

WHEREAS, BPA’s interconnection queue is stacked with wind and solar projects, waiting for freed up transmission capacity; and

WHEREAS, climate change harms and threatens Clallam County, burdening it with risk, detrimental impacts and the costs of maintaining security. Despite widespread perceptions that all hydropower is emissions free, the Pacific Northwest National Laboratory has measured significant methane emissions in the lower Snake impounded reservoir system which have been estimated at the equivalent of 86,000 metric tons of carbon dioxide annually; and

RESOLUTION NO 2265-23

WHEREAS, maintaining the status quo with the lower Snake dams in place will continue uncertainty about what resources BPA will have available to serve its utility customers and what its future costs of fish and wildlife recovery will be; and

WHEREAS, there is considerable evidence that the estimated costs of keeping the dams in place exceeds the estimated costs of dam breaching and necessary mitigation associated with services provided by the dams; and

WHEREAS, replacement of the services these four dams now provide is feasible and affordable, can actually improve upon some of the existing services and can create new opportunities not available under the status quo approach; and

WHEREAS, according to the Columbia River System Operations Environmental Impact Statement, without the lower Snake River dams and without any replacement costs, rates would decrease by 5%, and even with some replacement costs, rates would decrease; and

WHEREAS, placing the lower Snake River dams in non-operational status is an important step toward full retirement and decommissioning of the dams;

RESOLVED that the Board of Commissioners of the PUD No. 1 of Clallam County supports placing the four lower Snake River dams into non-operational status starting in 2023; and

2. That continuing to purchase power from the lower Snake River dams is a waste of ratepayer money when less expensive, more environmentally friendly sources of renewable energy are available; and

3. That continuing to purchase power from the lower Snake River dams contributes to the extinction of endangered salmon and orcas, species of importance to the Districts' customers and the greater Pacific Northwest region; and

RESOLUTION NO 2265-23

4. That in adopting this Resolution, the District is fulfilling its duty to review and consider accurate scientific information as well as government reports and data regarding the availability and solar and wind energy pricing.

ADOPTED by the Board of Commissioners of the PUD No. 1 of Clallam County, this 13th day of March, 2023.

MEMO

To: Commissioners Hays and Waddell
From: Sean Worthington, General Manager
Subject: LSRD Resolution – 2nd Proposal by Commissioner Hays
Date: April 10, 2023

Commissioners,

The attached Resolution 2266-23 was drafted by Commissioner Hays. It was submitted to staff to be formatted and placed on the March 13, 2023 board agenda as a business item.

The title of the Resolution is *An Alternate RESOLUTION Regarding the Lower Snake River Dams Removal*

At the March 13, 2023 meeting, Commissioner Hays presented Resolution 2266-23. After board discussion, and after reading alternate Resolution 2266-23 aloud, Commissioner Hays made a motion to table this Resolution to give Commissioner Waddell time to review it and for further board discussion at the next meeting. Commissioner Waddell seconded the motion.

At the April 10, 2023 Board meeting, this Resolution is on the agenda as instructed by the board at the March 13, 2023 meeting for further discussion and consideration.

1. **If the Board decides to adopt this Resolution,** a motion to either adopt it in its original form or to adopt it with further amendments after discussion, as well as a second, and a vote is required.
2. **If the Board decides to NOT adopt this Resolution,** a motion to dismiss it, as well as a second, and a vote is required.

Thank you,


Sean Worthington

An Alternate RESOLUTION Regarding the Lower Snake River Dams Removal

WHEREAS, the Federal Columbia River Power System (FCRPS) has been and will continue to be critical for electrification of life and the economy in Clallam County, especially when combining hydro's flexibility with variable energy and storage resource technologies particularly useful for energy resilience in remote locations like Clallam County; and

WHEREAS, in March 2021, the Board of Commissioners of PUD No. 1 of Clallam County (CCPUD1) adopted Resolution 2194-21 in support of retention of the lower Snake River dams as part of the FCRPS, and

WHEREAS, acknowledging the proposal to remove the four lower Snake River dams, it is apparent a portfolio of clean-energy resources including development of energy storage and adequate transmission systems are essential to meet our clean-energy policies within the Northwest; and

WHEREAS, in August 2022, after an extensive investigation and public process, Senator Patty Murray and Governor Jay Inslee concluded, "The science is clear that – specific to the lower Snake River – breach of the dams would provide the greatest benefit to the Northwest salmon resource", adding that extinction of Columbia Basin salmon and steelhead is "categorically unacceptable"; and

WHEREAS, also in August 2022, the Biden Administration, agreeing to settlement talks and a pause in litigation challenging the federal salmon recovery plan adopted in 2020, affirmed that it was "...committed to supporting development of a durable long-term strategy to restore salmon and other native fish populations to healthy and abundant levels", and

WHEREAS, in September 2022, the National Oceanic and Atmospheric Administration (NOAA) issued a definitive summary of the science of salmon and steelhead recovery ("Rebuilding Interior Columbia Basin Salmon and Steelhead"), which concluded that, "Significant reductions in direct and indirect mortality from mainstem dams, including restoration of the lower Snake River through dam breaching", was "essential", and

WHEREAS the Northwest American Indian Tribes in Clallam County and throughout the Northwest, commercial and recreational fishers in the county, as well as Southern Resident orcas, have suffered real and grave harm from the decline of salmonid stocks, and

WHEREAS, the Washington State legislature is considering proposals from Governor Inslee and members of the legislature to fund detailed analyses of replacement, or mitigation for the loss, of the energy, transportation and irrigation services now provided by the four lower Snake River dams, a necessary precondition to breaching those dams, according to both Senator Murray and Governor Inslee, now, therefore;

BE IT RESOLVED, that Resolution 2194-21, regarding the four lower Snake River dams, no longer represents the views of PUD No. 1 of Clallam County; and

2. That the Board of Commissioners of PUD No. 1 of Clallam County affirms that there is a conclusive scientific basis for breaching the four lower Snake River dams as an essential step towards recovery of threatened and endangered salmon, steelhead as well as serious effects on Southern Resident orca populations; and
3. That the Board of Commissioners urges our legislators representing Clallam County and the 24th Legislative District to support funding for the analyses of and plans for dam services replacement or loss mitigation, as proposed by Governor Inslee and legislative champions.

PASSED by the Board of Commissioners of Public Utility District No. 1 of Clallam County, Washington, this 13th day of March, 2023.

RESOLUTION 2266-23

MEMO

To: Commissioners Hays and Waddell
From: Sean Worthington, General Manager
Subject: LSRD Resolution – 3rd Proposal by Commissioner Waddell
Date: April 10, 2023

Commissioners,

The attached Resolution 2269-23 was drafted by Commissioner Waddell. It was submitted to staff as a blended version of Commissioner Waddell's first proposed Resolution 2265-23 and Commissioner Hays alternate Resolution 2266-23. Commissioner Waddell requested staff to format it and place it on the April 10, 2023 board agenda as a business item.

The title of the Resolution is *A RESOLUTION Supporting Breaching the Lower Snake River Dams (LSRD) to Aid Recovery of Threatened and Endangered Salmon, Steelhead and Southern Resident Orca, Provide Justice to Northwest Tribes and Invest in a Sustainable, Equitable Future.*

At the April 10, 2023 Board meeting, this Resolution is on the agenda for further discussion and consideration at the request of Commissioner Waddell.

1. **If the Board decides to adopt this Resolution,** a motion to either adopt it in its original form or to adopt it with further amendments after discussion, as well as a second, and a vote is required.
2. **If the Board decides to NOT adopt this Resolution,** a motion to dismiss it, as well as a second, and a vote is required.

Thank you,


Sean Worthington

A RESOLUTION Supporting Breaching the
Lower Snake River Dams (LSRD) to Aid Recovery of Threatened and
Endangered Salmon, Steelhead and Southern Resident Orca,
Provide Justice to Northwest Tribes and
Invest in a Sustainable, Equitable Future

WHEREAS, the Federal Columbia River Power System (FCRPS) is critical for electrification of life and the economy in Clallam County, especially when combining hydro's flexibility with variable energy and storage resource technologies particularly useful for energy resilience in remote locations like Clallam County; and

WHEREAS, Clallam PUD supports a portfolio of clean-energy resources including development of energy storage and adequate transmission systems as essential to meet our clean-energy policies within the Northwest; and

WHEREAS, BPA's interconnection queue is stacked with wind and solar projects, waiting for freed up transmission capacity; and

WHEREAS, in August 2022, after an extensive investigation and public process, Senator Patty Murray and Governor Jay Inslee concluded, "The science is clear that – specific to the lower Snake River – breach of the dams would provide the greatest benefit to the Northwest salmon resource," adding that extinction of Columbia Basin salmon and steelhead is "categorically unacceptable;" and

WHEREAS, Endangered Species Act-listed Columbia-Snake Basin salmon and steelhead stocks, and salmon-dependent Southern Resident orcas, are genuinely in near-term peril of extinction; and

WHEREAS, also in August 2022, the Biden Administration, agreeing to settlement talks and a pause in litigation challenging the federal salmon recovery plan adopted in 2020, affirmed that it was "...committed to supporting development of a durable long-term strategy to restore salmon and other native fish populations to healthy and abundant levels;" and

WHEREAS, in September 2022, the National Oceanic and Atmospheric Administration (NOAA) issued a definitive summary of the science of salmon and steelhead recovery ("Rebuilding Interior Columbia Basin Salmon and Steelhead"), which concluded that "Significant reductions in direct and indirect mortality from mainstem dams, including restoration of the lower Snake River through dam breaching," was "essential;" and

WHEREAS, the LSRDs are often losing money, breaching will save money for ratepayers; and

WHEREAS the Northwest American Indian Tribes in Clallam County and throughout the Northwest, commercial and recreational fishers in the county, as well as Southern Resident orcas, have suffered real and grave harm from the decline of salmonid stocks; now therefore;

BE IT RESOLVED, that the Board of Commissioners of PUD No. 1 of Clallam County affirms that there is a conclusive scientific basis for breaching the four lower Snake River dams as an essential step towards recovery of threatened and endangered salmon and steelhead as well as Southern Resident orca populations; and

2. That the Board supports breaching the lower Snake River dams; and

3. That the Board supports a comprehensive solution that restores a free-flowing lower Snake River, replaces the services the lower Snake dams now provide, and works to bring communities across the region forward together.

PASSED by the Board of Commissioners of Public Utility District No. 1 of Clallam County, Washington, this 10th day of April, 2023.

March 30, 2023

Teresa Lyn
Clallam County PUD

Dear Teresa:

It is my pleasure to announce that the Northwest Public Power Association's Awards Committee has named Will Purser as a recipient of its Life Membership Award for 2023. This award is presented to member system policymakers or managers who have recently retired or will be retiring in 2023 and have made notable contributions to the Association and public power. We are honored to present Will with this award for his many years of work with Clallam County PUD and in the industry.

NWPPA wants to present this special award in person, so it will be presented during NWPPA's [Annual Conference and Membership Meeting](#) in Anchorage, Alaska, May 15-17. We hope Will will be able to join us at the Annual Conference to receive this prestigious award in front of his industry peers. As we get closer to the conference in May, we will have more information about the timing of the agenda and will forward that information to you.

We are asking each utility that nominates an award winner to decide how they want to notify their nominee. Some want to keep it a surprise and send the individual to the Annual Conference not knowing of the award presentation while others want to notify the individual that he or she is getting the award. We'll leave the notification process up to you. Please extend our congratulations to Will when appropriate.

Award winners receive a complimentary registration; if Will is planning to attend the conference, please let Connie Philibert know at either connie@nwppa.org or (360) 254-0109 and we will make sure to have the award available at the conference. If for some reason he cannot attend, we will be happy to send the award to you so Clallam County PUD can make a special presentation to him at your convenience.

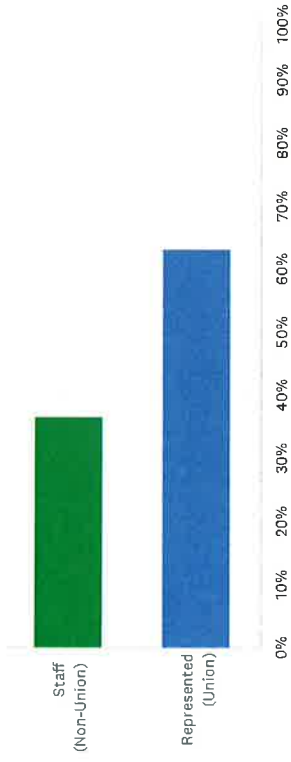
Sincerely,



Dave Kelsey, Yellowstone Valley Electric Cooperative
2022-2023 NWPPA President

Q1 My position is:

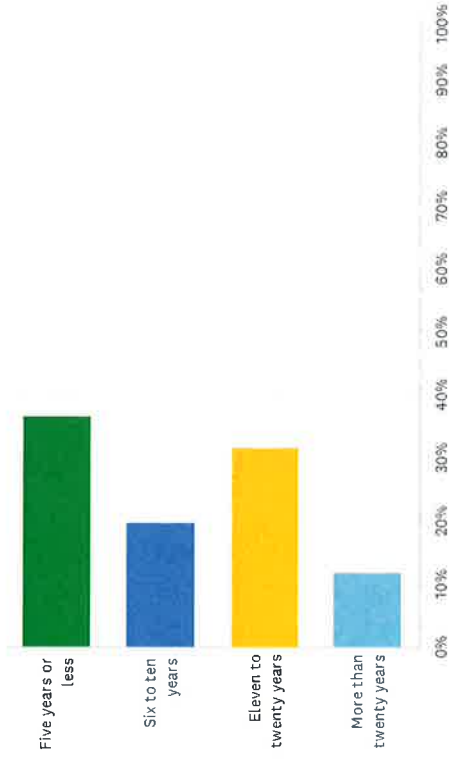
Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Staff (Non-Union)	37
Represented (Union)	64
TOTAL	101

Q2 I have worked for the PUD:

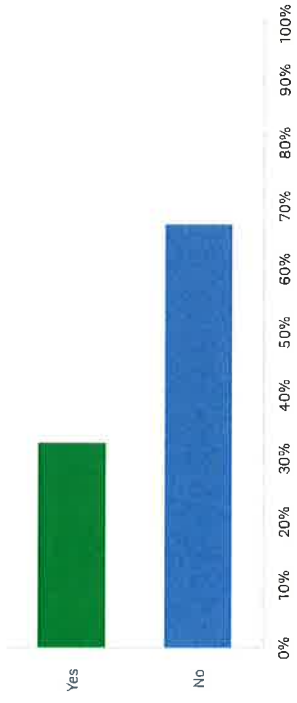
Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Five years or less	37
Six to ten years	20
Eleven to twenty years	32
More than twenty years	12
TOTAL	101

Q3 My position supervises:

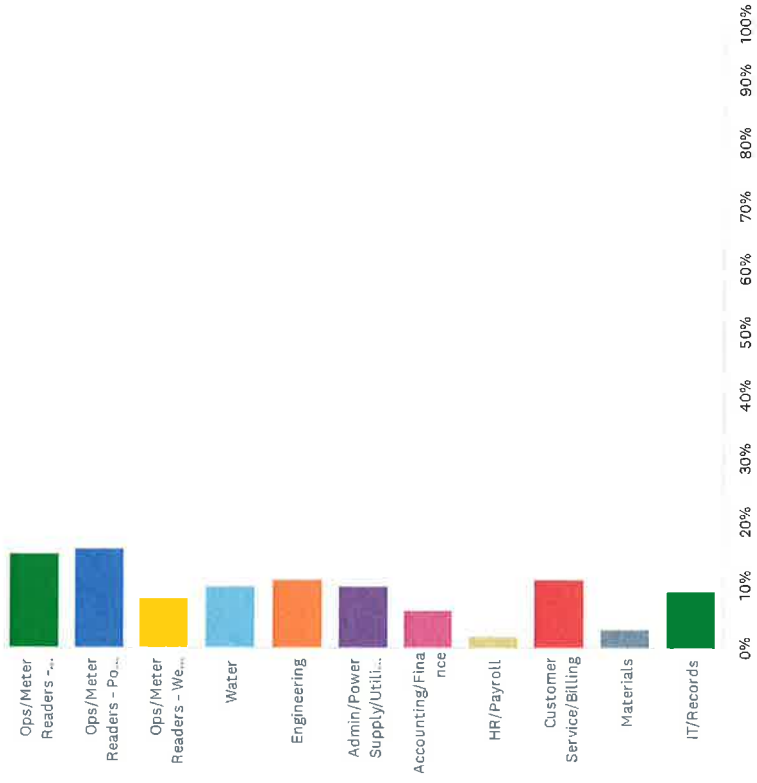
Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	33 32.67%
No	68 67.33%
TOTAL	101

Q4 My position falls under:

Answered: 101 Skipped: 0

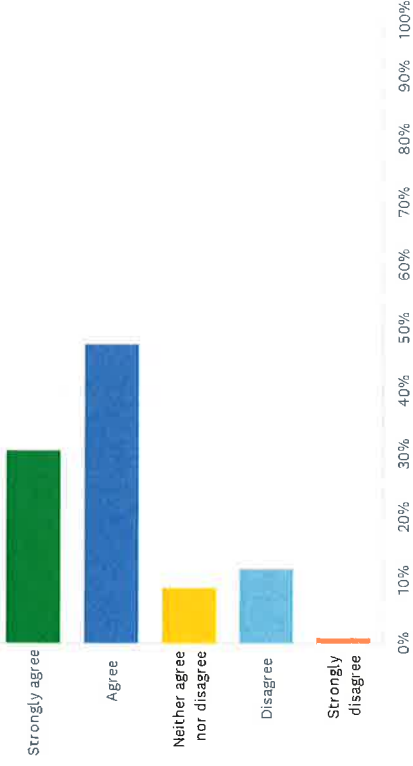


Employee Survey 2023

ANSWER CHOICES	RESPONSES
Ops/Meter Readers - Carlsborg	14.85% 15
Ops/Meter Readers - Port Angeles	15.84% 16
Ops/Meter Readers - West End	7.92% 8
Water	9.90% 10
Engineering	10.89% 11
Admin/Power Supply/Utility Services	9.90% 10
Accounting/Finance	5.94% 6
HR/Payroll	1.98% 2
Customer Service/Billing	10.89% 11
Materials	2.97% 3
IT/Records	8.91% 9
TOTAL	101

Q5 Communication within my department is effective.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	31 30.69%
Agree	48 47.52%
Neither agree nor disagree	9 8.91%
Disagree	12 11.88%
Strongly disagree	1 0.99%
TOTAL	101

#	COMMENTS:
1	We've been working hard on improving this and are definitely seeing the benefits.
2	There is always room for improvement, but overall, I feel we are a strong team.
3	Too spread out. Out of touch with who's doing what
4	The communication between the foreman and mechanics is very poor. We usually hear from other departments about problems with their vehicles before our foreman tells us about it or schedules a time to look at them which at times goes on for several weeks. An example truck 285 -serviceman bucket in Port Angeles, the Driver had written down on the Drivers daily inspection report that the brakes are making a grinding noise and starting to grab on 12-7-22. He filled out Nine more Daily inspection reports stating the brakes are grinding and grabbing which we did not know about from the Foreman. I was approached by a serviceman to inspect the brakes while I was fueling up the shop truck he had mentioned that the brakes are not working very well and when I looked at them one brake had been metal to metal for some time the backing plate on the brake shoe was almost wore out completely. This then led to someone working Friday to replace the rear brakes. This style truck has inboard rotors meaning you have to pull the axle and hub off to replace the brake rotor which takes more time, if you catch it soon enough you can get by with just changing the brake pads. This brake

Employee Survey 2023

replacement finally happened on overtime on 2-24-23 due to the serviceman bringing it to my attention.

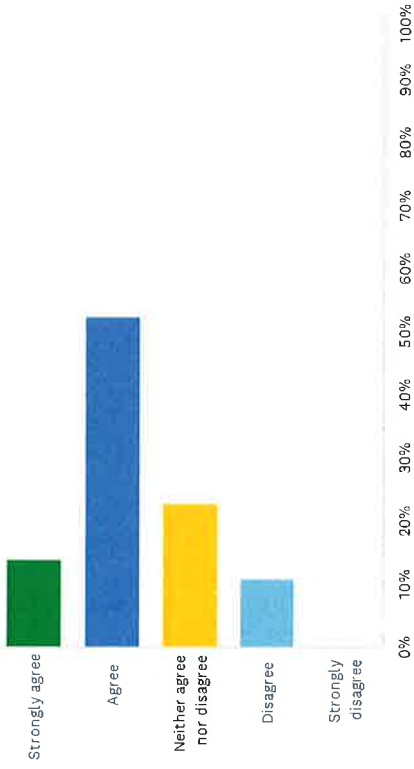
- 5 We are all working hard on improving communication and have made great strides. I feel there are areas that I could not openly discuss, as well as areas I would not have the assurance it would be confidential.
- 6 Effective enough to get tasks done, but could be better.
- 7 Some communication is good other times horrible
- 8 Could always be better.
- 9 we had a rough patch when I took over as manager and brought in a new foreman, but after having a sit down and talking with the entire crew we were able to work things out and we now are in a fantastic place.
- 10 problems are discussed and taken care of here
- 11 At this time with the coworkers I have now and the supervisor we have I would say communication is effective.
- 12 The job is always explained before we leave the shop and is explained in further detail in the job briefing once we have arrived at the job site.
- 13 Communication tends to be done last minute, right before the event or project is going to occur
- 14 I would say are communication is outstanding in our headquarters, we try to keep each other informed and on the same page. While not near as informative their is communication between headquarters.
- 15 Everyone is incredibly helpful, friendly, and patient.
- 16 In order for everyone to get along, understand projects, and work in a safe and efficient manner, you must communicate! Everyday! We absolutely have that, it takes effort, but is well worth it.
- 17 We strive for effective communication every day.
- 18 There is room for improvement here, but overall, I feel that it is effective, and the job gets done.
- 19 getting there i think,
- 20 It has improved slightly since last year.
- 21 In my department we have open door policy, which lets us communicate to work through problems faster, and more efficient.
- 22 Operations has good communication. I consider communication an area that can always be improved in some way.
- 23 General communication seems to be improving, however difficult issues/conversations, especially from water management, still seem to be being avoided
- 24 Significant improvement since last years survey.
- 25 Communication is improving
- 26 Getting better
- 27 Slow to respond to questions. Not given the information to do my job or relate to the public.
- 28 When voicing frustration or complaints we get told often "you don't have any idea what's all going on"
- 29 Terry Lind is an effective leader that strives to do the best for the company and will communicate well with the employees even to his own detriment.(he will take time even though he is busy)
- 30 It is my belief that communication can always improve.
- 31 In some cases it is strong. In others it is highly lacking.

32

Sometimes we do well communicating across the department, sometimes we don't. I've never had an issue with communication with my supervisor.

Q6 Communication between departments is effective.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	14 13.86%
Agree	53 52.48%
Neither agree nor disagree	23 22.77%
Disagree	11 10.89%
Strongly disagree	0 0.00%
TOTAL	101

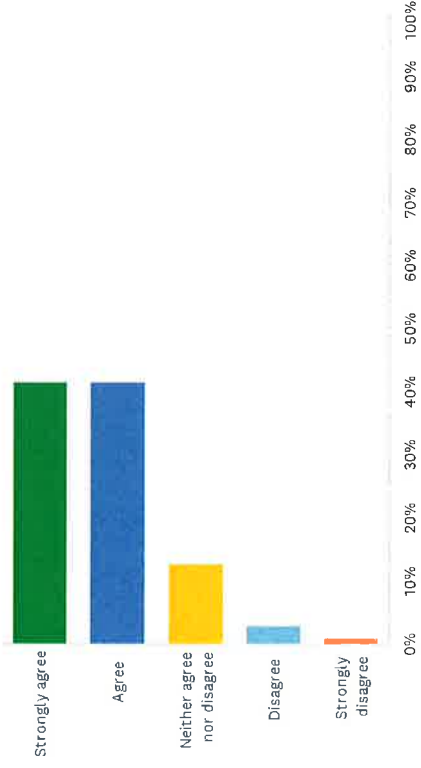
#	COMMENTS:
1	I feel we end up hearing about changes (or possible changes) through the rumor mill before ever hearing about it from management. More transparency between management and staff would be greatly appreciated.. maybe even ask for input before slapping a new policy or position into the mix.
2	I think with some departments it's great, and with others it's really hit or miss.
3	I would say I've only experienced issues with one department not communicating, but with the added position being filled, I believe that will change for the better.
4	so many new people, nobody knows what the other departments do, much less where they are located. some changes are made with out regard to how it affects others
5	This is an area several departments have made an effort to improve
6	I think we're still coming out of COVID and can find ways to improve so departments are aware of what others depts are doing so we can be mindful if there's an unintended impact. I do think the DR team meetings are more effective in sharing such info.
7	Unsure.

Employee Survey 2023

- 8 Could always be better.
- 9 I feel at times communication between departments is good and at other times poor.
- 10 sometimes communication/response time is lacking from certain departments
- 11 It can be frustrating when another department does not respect work load and if you tell them you cannot do something right away they instantly get frustrated and don't realize that maybe your plate is already full.
- 12 I would say its good but could be better.
- 13 All the crews work well together and do a good job of keeping all parties informed when working on the same job. Whenever there is more work for our crew to take care of the foreman of that job will usually come talk to us initially and then send a written report in detail of what they expect to be done.
- 14 I would say this area needs improvement.
- 15 Communications are very easy and everyone is very quick to respond.
- 16 Communication between departments is critical. Not only in the aspect of safety, but just as important is working side by side with respect for one another. That makes a huge difference, no one wants to work with someone they do not respect or feel disrespected by. Good communication resolves conflicts and misunderstandings almost as quickly as they started. We all work for the same company and share the same goals.
- 17 Communications between departments is effective but there is always room for improvement.
- 18 I answered Disagree on last years survey. I am in a new position that requires interdepartmental communication and I have found that everyone I talk to are glad to communicate, courteously and professionally. I am not aware of significant communication problems personally.
- 19 Overall, it is effective but there is sometimes a disconnect between people making new rules/policies/choices and the people who it will impact.
- 20 Hardly communicate with other departments/only ones on the same floor as us.
- 21 Much improved over the last few years but, again, communications can always improve.
- 22 again, sometimes.

Q7 My Supervisor keeps me informed in a timely manner about information I need to effectively perform my work.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	42 41.58%
Agree	42 41.58%
Neither agree nor disagree	13 12.87%
Disagree	3 2.97%
Strongly disagree	1 0.99%
TOTAL	101

#	COMMENTS:
1	My supervisor does a nice job communicating and in a timely manner which is impressive with the work loads.
2	Terry Lind is always on top of information we need and does a FANTASTIC job when we require management to "have our back".
3	My direct supervisor struggles to communicate with others. Quite often I find myself just going above him. That is often where more effective communication comes to me anyways.
4	terry Lind and I have a fantastic relationship and communicate very well.
5	LOUs that are created and not ran through the Management team from Labor Management can create more work down the road because they weren't reviewed by a handful of key players that they impact and just pushed through quickly with errors or gaps. This is an area that could be improved under communication.
6	Supervisor could inform all the workers within the department together as a group at the same time more often versus cherry picking certain individuals on information. This would show all

Employee Survey 2023

workers are treated as equals on the same level versus appearing to favor certain employees.

7 My supervisor is a great communicator and problem solver. This helps me to effectively perform my work.

8 My supervisor will always keep the crew informed when there is jobs that take priority. There is also continuous feedback on how the work has been going.

9 Great working communication and environment. Mutual respect

10 My supervisor is incredibly knowledgeable and always takes time to thoroughly answer my questions and train me properly.

11 Absolutely! We have weekly meetings to discuss projects, materials, timelines, and expectations of one another. I feel we have amazing management of our department.

12 My supervisor tries to make sure I am informed about everything that I need to know to effectively do my job.

13 I believe my supervisor and I have a good working relationship. We both understand and respect each other's working styles, and we are comfortable being open and honest with one another. This helps us to avoid unnecessary misunderstandings. Whenever I have a question, no matter how trivial, I always receive an informative and respectful response.

14 This has improved, however sometimes changes are made, then we get notified at the same time as the public.

15 Improving

16 Big improvements in this area

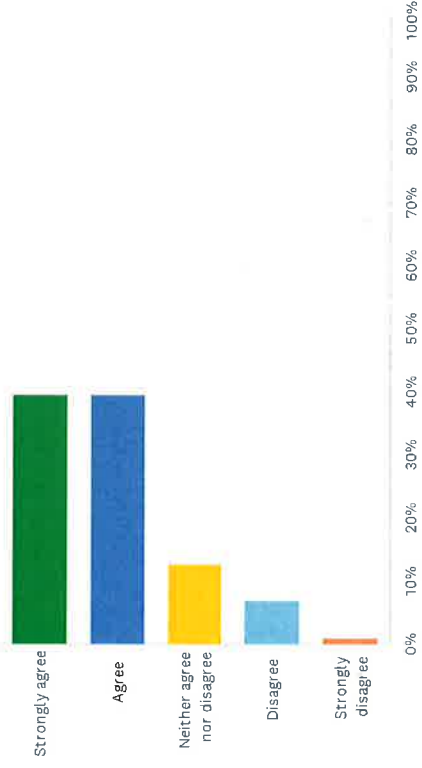
17 Upcoming projects not identified or discussed soon enough.

18 There are times I wish it was better but you can't teach an old dog new tricks!! And it is sufficient

19 My supervisor is very knowledgeable and teaches me new ideas every day.

Q8 My Supervisor regularly communicates clear expectations and provides valuable feedback.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	39.60% 40
Agree	39.60% 40
Neither agree nor disagree	12.87% 13
Disagree	6.93% 7
Strongly disagree	0.99% 1
TOTAL	101

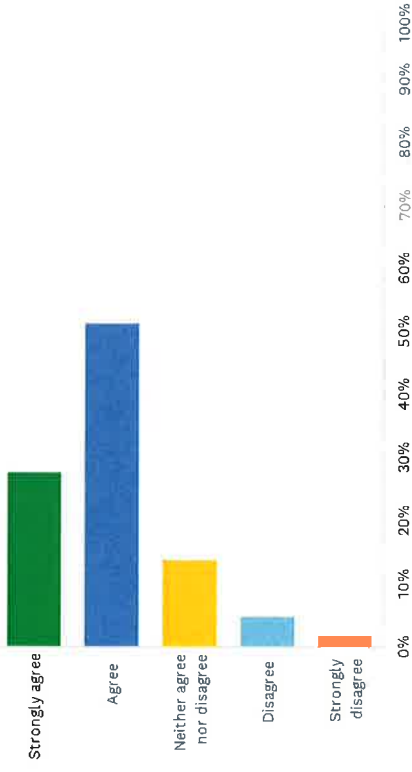
#	COMMENTS:
1	Feedback on performance during training could be improved.
2	I think we communicate when it's necessary but not really regularly. I don't really feel like I get a lot of feedback especially with my supervisor's new position but I also feel like I never have to hesitate if there is something to talk about
3	yep.. she will let you know not only the things you need to work on, but also gives praise when a good job has been done.
4	Jason does a great job
5	same as above
6	My position is largely independent so this would be difficult for a supervisor to do. Overall, our department, in my opinion, functions well already knowing what needs to be done.
7	My supervisor communicates well with my department.
8	My supervisor is very clear with his expectations and always voices if he would like something

Employee Survey 2023

- different.
- 9 My supervisor clearly communicates his directions to me that he wants myself and the personal under me to follow. He is open to listen to any feedback and considers suggestions.
 - 10 Always-
 - 11 My supervisor consistently taken the time to listen to and consider different perspectives, and I am grateful for the effort he puts into understanding the "big picture." His approach of consulting and including all stakeholders in decisions has proven to be very beneficial for the PUD and its ratepayers.
 - 12 General memos are sent to all employees in the department when someone does something out of line. The specific employee is hardly ever directly communicated with about the expectation. I haven't even had a fireside chat in several years, and don't get feedback hardly ever. I assume this means my supervisor is good with my work?
 - 13 Expectations are clear, feedback and time/energy spent exceeds values recommended by Mass Formula calculation.
 - 14 Yes, very direct and efficient communicator.

Q9 I have the materials and equipment I need to perform my job well.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	28
Agree	52
Neither agree nor disagree	14
Disagree	5
Strongly disagree	2
TOTAL	101

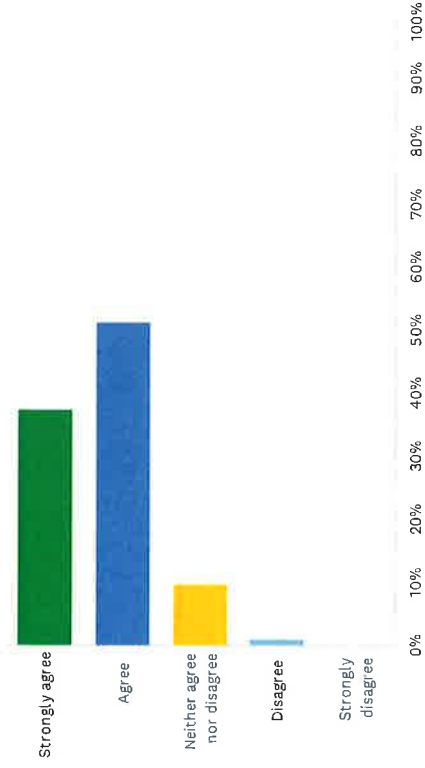
#	COMMENTS:
1	The "one chair fits all" mentality ... that's not right, not true and it causes body pain. Employees are worth the money for decent chairs, especially working 10 hour days. Other than that, I feel like PUD tries hard to provide what's needed.
2	The equipment (especially vehicles) could be better, I understand that everything takes longer to order in and there are shortages, but it doesn't change the fact.
3	Due to lack of tooling in the shop it seems like someone always has a tool off the shop truck that doesn't get put back, which causes whoever goes out to not have all the tools needed to perform a task. Have had tool request forms turned in and still have not received most of the tools on the list always get told we have to wait for the new budget.
4	I feel like we are pretty much able to get what we need
5	Front line vehicles are often broke down. These vehicles are not prioritized for repairs and have been broke down for weeks and even months at a time.
6	would like to have one more fulltime ground help on our crew. The job that we do is very physically demanding on the body and would be safer and helpful to share that workload with more people.

Employee Survey 2023

- 7 I do agree however there are some improvements that can be made. There is some the saws and equipment that we use is underpowered and outdated. There is newer technology that is worth looking into.
- 8 I feel this is a area that could use improvement. I would say we need to reconsider what the district spends its fleet resources on. We have spent resources on vehicles that could have been postponed with the money being used to purchase frontline trucks instead of running these vehicles way past the point of their efficiency. I feel we need improvement in the materials area also, with the understanding that time may help out many of our issues.
- 9 Absolutely-The only time it is ever an issue is outside the PUD, which is not in our districts control.
- 10 Equipment seems like a common concern that is brought up by the line crews. It seems like we have a hard time being able to buy additional needed equipment because we dont have enough money in the budget each year. I would suggest having two separate budgets, one for replacement and one for new equipment.
- 11 Most of the time, sometimes it takes a long time to get the materials and equipment
- 12 Sometimes yes, many times no
- 13 Good on everything except capital reserves.
- 14 I'd say for the most part I do. There's probably a few things that would help be efficient that are up in the air about getting.
- 15 The materials are readily available but some of the equipment is not up to par for everyday use , but a decent portion of it it.
- 16 To a certain point. The current issues with equipment and material is not the PUD's fault. Everyone is feeling the pinch with the supply shortages

Q10 My work is sufficiently challenging.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	38 37.62%
Agree	52 51.49%
Neither agree nor disagree	10 9.90%
Disagree	1 0.99%
Strongly disagree	0 0.00%
TOTAL	101

COMMENTS (100 CHARACTER MAX.):

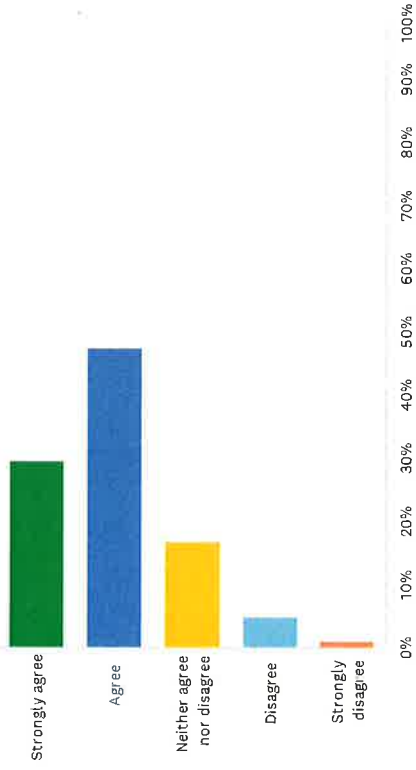
- 1 love my job!
- 2 new people, job shifting - you never know what you will be doing each day
- 3 For now.
- 4 I have a ton on my plate and am constantly getting more put on me, and I love the challenge and love being busy. I am a workaholic so bring it on.
- 5 The work load on my crew is redundant we get all the URD replacement products / cable faults in our service area.
- 6 Yes it is, we have years of work to be done and trying to get it all done before we need to go back and start again. More hands would make less work
- 7 Each job task is different and physically demanding.
- 8 I love my job. It is usually challenging. It would be nice to have another employee to help share the work load but everyone works well together to get the job done.
- 9 I am a busy camper.

Employee Survey 2023

- 10 I'm still training but acquiring the amount of technical knowledge and skills that I need to perform my job independently will take some time.
- 11 Love my job-
- 12 i have more than a sufficient amount of work
- 13 I will always need to remain challenged, or this would be strongly agree.
- 14 I am currently training for my position.
- 15 I think most of the jobs at the PUD aren't overly challenging. It seems like if employees put in the effort for the 40 hour work week, there's no reason to have your job be too much of a challenge.
- 16 Each day has its own set of challenges, I have found that if my day is not sufficiently challenging then it's on me and I need to change it.

Q11 I have a good work-life balance.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	30 29.70%
Agree	48 47.52%
Neither agree nor disagree	17 16.83%
Disagree	5 4.95%
Strongly disagree	1 0.99%
TOTAL	101

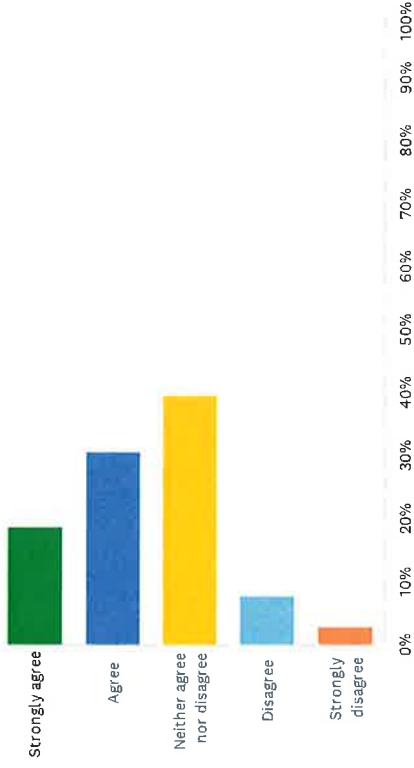
#	COMMENTS (100 CHARACTER MAX.):
1	Added work responsibility has added work hours needed to get everything done. Not sure what the answer is to that at this point.
2	I really appreciate the 4-10 schedule. I hope that stays in place because it does help provide that work-life balance. It gives you a true chunk of time at home.
3	4-10 schedule does not allow for balanced work/life
4	Currently I do, however, I utilize the AWS to make it work. Every time the AWS falls under scrutiny, it worries me that I won't be able to find this balance due to uncontrollable circumstances outside of work. The constant worry causes a lot of undue stress which ends up taking away from the work-life balance.
5	like I said I love to work, but I also work hard in my personal life so they go hand in hand. I am just always busy at work and at home.
6	4/10s has been a great!
7	4-10s have greatly contributed to the balance.

Employee Survey 2023

- 8 4/10's is difficult for work-life balance during the week. The 3-day weekends are an upside though.
- 9 yes i can leave work at work and homelife at home.
- 10 I can't say that I have had this experience in every department that I have worked in at the PUD but currently I would say that I have a great work-life balance.
- 11 Getting better with age
- 12 The four day work week significantly reduces the stress that I experience by giving me adequate time to relax and focus on my mental and physical health. However, I've decided to take an hour of PTO weekly to allow me enough time to workout midweek. Squeezing in an hour workout or run after a ten hour day is difficult.
- 13 Life is good!
- 14 I am working to get to a better place with this.
- 15 debatable
- 16 Chanda has really worked with me in all of my life changes to accommodate a new work schedule that is manageable. She has really gone out of her way to help me. I feel like I can truly be a valuable asset to the PUD by working hard while I am here, while still managing my life at home.
- 17 It's getting better with new support specialist position
- 18 Huge improvement from this time last year
- 19 4-10s have been huge in having more family time and a life away from work. It makes it much easier to also take trouble calls knowing there seems to be plenty of time outside of work for extra curriculans and family.
- 20 I have likely elected to devote too much time to work.
- 21 I appreciate what the District has done to make this to happen. I feel like there is no additional action needed from the District on this subject, thank you

Q12 My Supervisor suggests opportunities for training to further my skills.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	19 18.81%
Agree	31 30.69%
Neither agree nor disagree	40 38.60%
Disagree	8 7.92%
Strongly disagree	3 2.97%
TOTAL	101

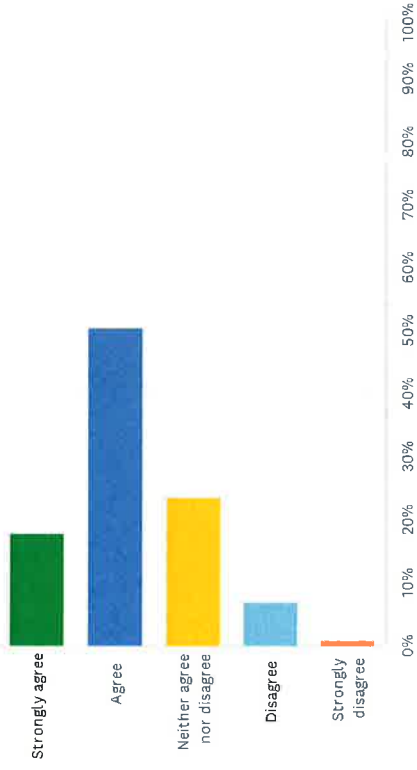
#	COMMENTS:
1	This is not applicable in my department.
2	we haven't talked about training, but I don't see that being an issue and I feel she would be encouraging for improving skills.
3	some online training is available
4	Have been to two training sessions since I have worked here one for Allison and one for the exhaust return systems. I believe we have it budgeted each year for trainings but haven't used it.
5	I usually am proactive about putting in requests.
6	Not yet. Supervisor is still new.
7	I pursue the training and can not recall ever being encouraged to further my skills.
8	we really have not talked about any training
9	I would like to bring up further opportunities for training my skills in the near future. My Supervisor has not suggested further opportunities, this is probably due to me participating in

Employee Survey 2023

10	current training. non factor
11	He encourages me to explore all of the online training opportunities that are available to PUD employees.
12	Training is always encouraged in our department. However we need to work on fitting it into our schedule more often. Continuing ed, and training is critical in our department. Especially on the latest equipment and test equipment.
13	I have not been offered external training opportunities by my supervisor, however, I believe if I recommend or ask for external training, my supervisor would be glad to make sure I have the opportunity to further my skills.
14	Chanda has offered many new training opportunities that have helped me be a more well rounded employee, and kept me interested in my job.
15	Havent been offered training for years.
16	Learn by doing!
17	I don't think my supervisor suggests opportunities for training but think would be open minded for more training if it didnt cost a lot or put the PUD out much. I wouldn't mind having more training from people from the outside that offer extra training as refreshers such as on regulators, transformer banks, rigging.
18	Training that is promised is not always followed up on. Have to take the initiative to find and line up personal training.
19	Terry Lind will always encourage any extra training that may be needed and will help to facilitate that

Q13 I have opportunities to apply for and attend training (both online and offsite) to further my skills.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	18 17.82%
Agree	51 50.50%
Neither agree nor disagree	24 23.76%
Disagree	7 6.93%
Strongly disagree	1 0.99%
TOTAL	101

COMMENTS:

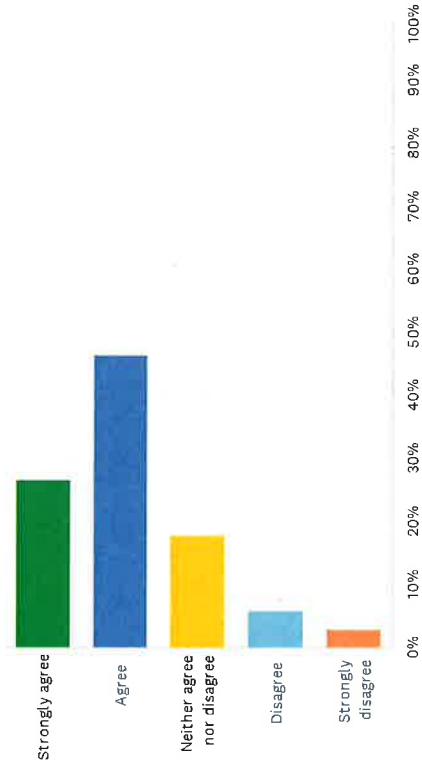
- 1 I think many of us would benefit from seeing how other PUD's operate.
- 2 This is not applicable in my department.
- 3 It never seems right with staffing issues, to be off training somewhere
- 4 I am sure it is there if I need it or if I needed to take time for it.
- 5 I would assume that I could apply for further training, however I am unsure at this moment.
- 6 I feel this area is a non factor at this time. I have had the opportunities to attend trainings to further my skills.
- 7 Again, it needs to be worked into our schedule. We are a very busy department.
- 8 See above comments
- 9 no time to go

Employee Survey 2023

- 10 Available time makes it difficult
- 11 Just online stuff. It would be nice to have "field trips" to other departments we work with to see how what we all do effects each other. For example, it would be interesting for csr's to go observe dispatch and marina for a day as we work with them everyday. We do eventually get to go on a ride along with a meter reader, but a ride along with a service man too would be great as we can get a closer look at what they do and understand more what they do to help us direct calls and help customers who may have questions that we can possibly answer our selves instead of putting it all the service man. We get training in the office and told what to do, it would just be different to see it and be away from the desk once in awhile.
- 12 This could go either way and I'm not sure one way or the other because I haven't asked but my guess would be some opposition to it.

Q14 I am satisfied with the opportunities to grow my career at the PUD and understand the path to do so.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	27
Agree	47
Neither agree nor disagree	18
Disagree	6
Strongly disagree	3
TOTAL	101

COMMENTS:

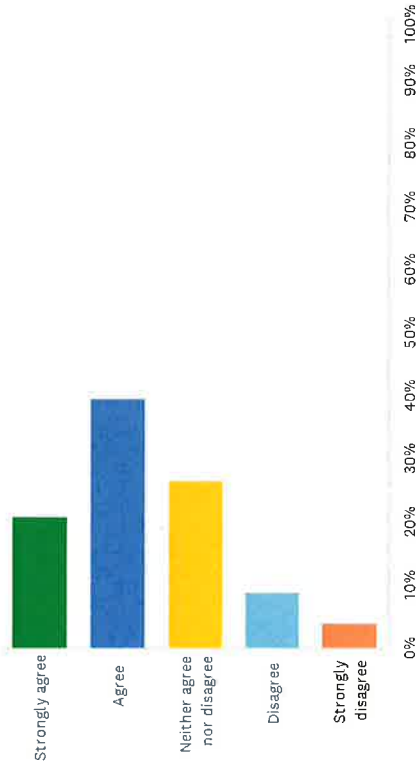
- There is not much room for advancement within my department, but I am impressed and proud to be employed by a company that provides opportunities that may not otherwise be available to so many employees.
- I'm aware there are opportunities but the specifics on how to advance are a little hazy.
- Up until recently, there hasn't been an opportunity to grow within the department, and now that there has been a new position created, it isn't clear as to what's required to move into the new position. It seems I'm stuck in the position I am with the same compensation with a "raise" based on performance and not including COLA, all while the work load and expectations build.
- I have been shown more than once that cronyism and the good old boy club are the way to opportunities and growth. A game in which I am not interested in playing.
- yes.
- I very much appreciate the opportunity this department offers and enjoy every learning opportunity. I would like to expand my career here; the path to do so is unclear at this time.

Employee Survey 2023

- 7 I have a great job at the PUD and am always looking for ways to further my education.
- 8 The paths are laid out in front of me.
- 9 I'm a few years from retirement and not exactly looking to grow my career.
- 10 I am currently training.
- 11 Seems like seniority can be a good thing and a curse at the same time and that it's mostly a waiting game to keep advancing as long as you aren't a complete dud. With how young the group of linemen are, the movement is going to stall once the next few older guys retire and I think there probably won't be many opportunities to grow your career. I think overall the seniority is good and should stay. Unless you have aspirations to get into management, which seems to have its pros and cons, then there might be an opportunity for someone a while down the road but even with that, there isn't a lot of room to grow your career if that's what your into. I feel like there's other ways of growing your career by getting involved with committees that can increase your networking and make you a more rounded employee.

Q15 PUD Management does a good job considering employee input when making decisions.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	21 20.79%
Agree	40 39.60%
Neither agree nor disagree	27 26.73%
Disagree	9 8.91%
Strongly disagree	4 3.96%
TOTAL	101

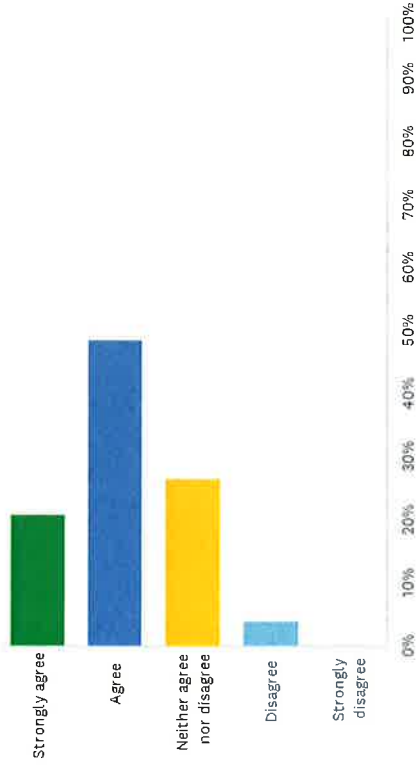
#	COMMENTS:
1	I like how apprentices are selected here. Our feedback is used to make the decision of who to hire. No one is more vested in choosing good apprentice candidates than the linemen, as we will have to trust them with our lives someday and know that they will still be pulling their weight 40 hours into a shift.
2	the 4/10 survey was totally ignored. too many parts to each question so the comments seemed to get dismissed. it cant possibly work for all 140ish employees.
3	I feel PUD management considers the impact on and in the best interest for the majority. I am not sure the input of employees is always pursued or considered.
4	I believe so but I think we are still trustbuilding with employees.
5	I know personally that I am always seeking the input of my employees and will always listen to ideas.
6	For the most part I agree. I do think sometimes decisions are made without grasping the entirety of the impact certain decisions have on employees.

Employee Survey 2023

- 7 This past year I have seen big changes in considering employee input. Before that point I would have chose strongly disagree.
- 8 I feel that our GM and supervisors realize and make the effort with respect and communication that will produce the best results in all areas of our work and private lives.
- 9 Morale and teamwork seem very high here. No one seems dissatisfied with their job.
- 10 This have significantly improved over the past 18 months.
- 11 In my experience it feels like if you are not a manager, you are not kept in the loop on a lot of 'decision-making' before it happens, rather just informed once it's put into place. I understand that not all employees can be involved in the decision-making process, and we work in a company with a very large number of employees so this could be challenging.
- 12 I would like to express my appreciation for the managers I work with on a daily basis. They include all stakeholders when making important policy decisions, which benefits the PUD and ratepayers. I also appreciate their active listening and open door policy, and for sharing the reasoning behind their decision-making. This has been extremely helpful in my own job performance and makes me feel part of the team.
- 13 Some do some dont .
- 14 No one ever speaks to us when considering changes.
- 15 This is another area that has improved greatly since last year's survey.
- 16 It is way better than it was a couple years ago
- 17 I don't feel like input is normally heard or considered.
- 18 Involve workers in pre-planning.
- 19 Usually management seems to make decisions without the valuable input of the actual employee or group of employees that will directly be affect. There seems to be a lack of discussion or perceived value in asking and including the employees that have the most input and can give the best ideas and valuable changes and/or decisions. A good practice to start implementing would be to include at least one or two personnel from the department that the decisions would directly affect.
- 20 The PUD management is the best in at least 20 years.

Q16 I understand the connection between my work and the PUD's Strategic Plan.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	21 20.79%
Agree	49 48.51%
Neither agree nor disagree	27 26.73%
Disagree	4 3.96%
Strongly disagree	0 0.00%
TOTAL	101

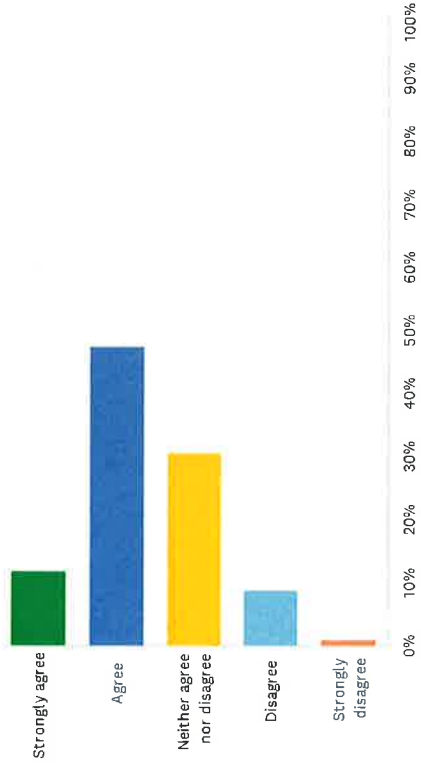
#	COMMENTS:
1	In my experience strategic plans do not fall under K.I.S.S. I just try to keep the lights on and be nice to customers.
2	There are some questions concerning our Integrated Vegetation Management practices/policies and how they translate to the tree crews job duties.
3	yes
4	Our connection is to keep the lights on and to keep customers happy.
5	I see and feel the morale of the workers and myself lifted up from the previous GM, night and day difference. Myself and fellow workers want to come to work. I love what I do and this gives the best results for the strategic plan. One example of this is the move to a 4 day 10 hour work week. I personally along with my fellow workers enjoy this schedule. It gives good work life balance, making me perform at a optimum level. This along with the savings in fuel, reduced setup times, wear and tear on equipment, produces saving and performance that is a positive direction in the strategic plan.

Employee Survey 2023

- 6 I feel like I am an important part of providing electrical services to the citizens of Clallam County.
- 7 I believe that most supervisors and managers are aware of the connection between individual performance and strategic objectives. To ensure that this understanding is effectively communicated to newer employees and those in non-supervisory positions, I suggest revising the performance appraisal to include sections on relevant strategic initiatives for each position. Additionally, requiring supervisors to include a sentence in Excellence in Performance writeups that describes how the exemplary performance aligns with a specific strategic goal or initiative could be beneficial.
- 8 I believe there is a lot of information in the strategic plan that most employees don't understand. I think it would be beneficial to have small group meetings to go over the plan so all employees can better understand the reason for having one.
- 9 What is the plan?
- 10 As a public utility I feel our job is to provide a good service for the community and feel like we do.

Q17 I feel the Core Values, Mission, and Vision statements are actively practiced throughout the PUD.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	12 11.88%
Agree	48 47.52%
Neither agree nor disagree	31 30.69%
Disagree	9 8.91%
Strongly disagree	1 0.99%
TOTAL	101

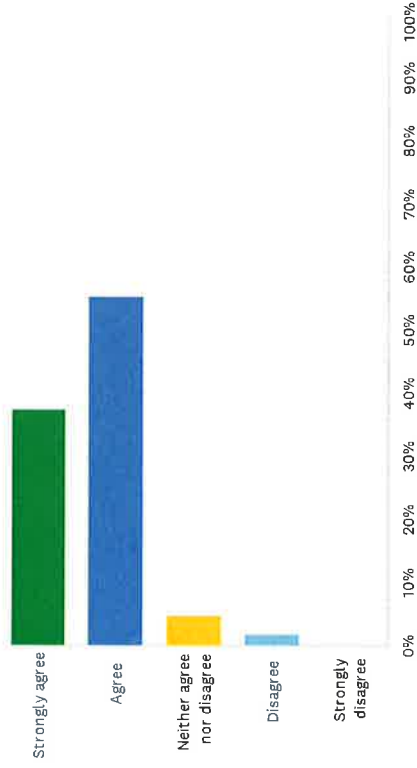
#	COMMENTS:
1	Not sure what they are here, but I feel like whatever they are we do a good job of following them.
2	Yes
3	I think that this depends on department. Overall I think there is good vision.
4	Getting better under new leadership
5	I think people do try to practice those values but there's room for improvement as with most things.
6	Under Respect, "we believe all District property should be cared for to extend it's useful life..." I think there is a lot of room for improvement on this one. Basically, all of the bullet points under respect in the handbook.
7	They are practiced more at the staff level. Core values are practiced throughout the district.
8	Some do some dont

Employee Survey 2023

- 9 Seems to be improving, yet sometimes seems more words than action, in practice
- 10 Most people don't care enough because they are frustrated.
- 11 I feel that proactive actions are absent.
- 12 Mostly all good. Working to push concept that respect is mandatory and trust is earned.
- 13 In some aspects I think this is the case but also feel like there is a decent amount of unnecessary waste and a lot of employees have a sense of entitlement and think more about their personal gains rather than the purpose of their employment.
- 14 True for most areas, continues to improve.
- 15 For the most part.
- 16 I don't know about throughout the PUD, all I can speak for is my own department.

Q18 PUD Management values safety and I feel I am personally supported by the PPE and training I receive.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	38
Agree	56
Neither agree nor disagree	5
Disagree	2
Strongly disagree	0
TOTAL	101

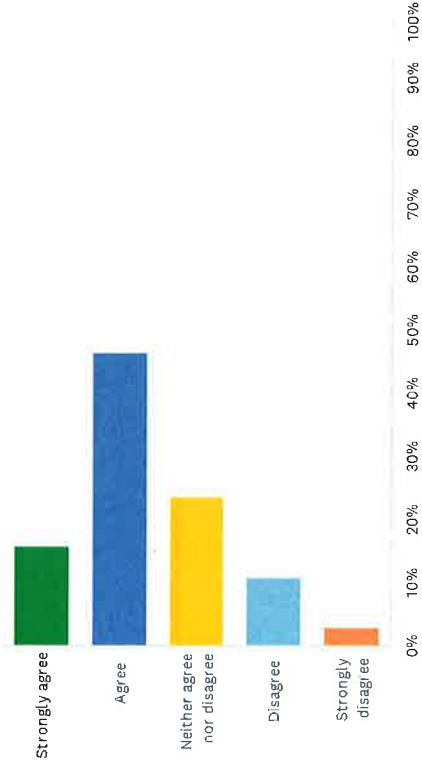
#	COMMENTS:
1	The new Safety Manager has been very engaging with safety tips and training.
2	our safety department is amazing!
3	The energy and implementation of new safety ideas by safety manager/department is inspiring, an asset to the PUD.
4	The safety training has gotten better.
5	This past year has been a good improvement.
6	George Drake has been an incredible hire and is doing a fantastic job, in replacing his predecessor, who did not do a good job.
7	great monthly safety meetings.
8	Working safely is a condition of employment.
9	The safety department has changed for the better. I think George does a great job and I

Employee Survey 2023

- 10 appreciate the hands on training.
George is doing a great job, he has made office personnel (at least the ones I've talked with) feel like we are more than an after thought.
- 11 Great safety plan, and we always have proper PPE. Clothing has been an issue for FR across the board for many employees. Months out at times, again, beyond districts control.
- 12 This has significantly improved over the past 12 months.
- 13 This has been improved on tremendously since I first started here.
- 14 The new Safety manager seems to really prioritize safety and seems to be actively pursuing new methods to ensure training is completed.
- 15 The new safety manager has been doing a great job!
- 16 Ppe and training was great. Safety wise, it would be nice to know the widows in the customer service department were bullet proof. We deal with a lot of angry customers whose electricity we shut off, which cause stress and anger from the customer. We're the first people/dept they see coming in when they haven't had time to cool off.
- 17 Much better over last several years
- 18 Most ppe is provided, often tardy, example, winter glove arrive mid winter instead of Before winter,
- 19 George has done a good job with the safety program
- 20 Slow to act on problems that are identified. Cost concerns outweigh the need for fixes. PPE and training are very good.
- 21 I believe the online trainings are overdone and not as applicable to the administrative work environment.

Q19 The PUD values efficiency and manages its resources to maximize ratepayer monies.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	16 15.84%
Agree	47 46.53%
Neither agree nor disagree	24 23.76%
Disagree	11 10.89%
Strongly disagree	3 2.97%
TOTAL	101

- COMMENTS:**
- 1 does anybody ever deny a request for new stuff? we probably have a stash of every office supply that could be looked through
 - 2 Some departments or individual crews are better at this than others. It would be worth looking at this on a work group by work group basis.
 - 3 Policy changes over the last year have gone in a strange direction (per diem changes, employment/personnel policies) - almost feels like a culture of micromanagement and distrust. I think micromanagement is inefficient and it's distracting. The work product should be the focus. As far as tasks go, in my opinion, many people don't know exactly why they do certain things and so are unwilling to change. Maybe not "unwilling" - maybe just disengaged? In any case, wasted time = wasted money.
 - 4 I think we can do better. I see our facilities maintenance crews driving to Carlsborg all the time. Why do we not have some of them headquartered in Carlsborg. Seems like a lot of windshield time and gas. The decision to place a mechanic in Forks seems to be an improvement in correcting this for that department. However it seem that the supervision in that department

Employee Survey 2023

lacks efficiency as projects are taking to long. Trucks are out of factory warranty before we ever get them. This puts the cost of repairs back on the rate payers when it should be covered under warranty if the trucks were in service sooner. To often we get excuses as to why things are not repaired in a timely manner. That department is just not running efficiently!

5 we can always probably do a better job, and I am always trying to come up with ways to save money. it is a huge goal of mine. to accomplish.

6 Most of the time I feel that the PUD values that rate payers and is as efficient as possible.

7 In some areas

8 As a new employee in Engineering, I am impressed at how streamlined processes are here.

9 There are mistakes made and occasional waste but I believe everyone in a procurement role has the best intension for their respective departments and the PUD as a whole.

10 I think there are always improvements that can take place with it comes to maximizing ratepayer monies. Encouraging crews and employees to shift the mindset from everything is replaceable or "they spend so much money on this, why does it matter" type of mentality. Maximizing resources and travel time across the district is another area.

11 The want efficiency but they don't always get it. Still some money being wasted at the PUD.

12 A few customers have mentioned how they like that p/d accounts follow the customer and not the property. One lady called in worried she was going to have to pay the p/d on electric bill for the tenants who were living there and not paying their bill on the property she was about to purchase.

13 We run this place like the government

14 Proud of this.

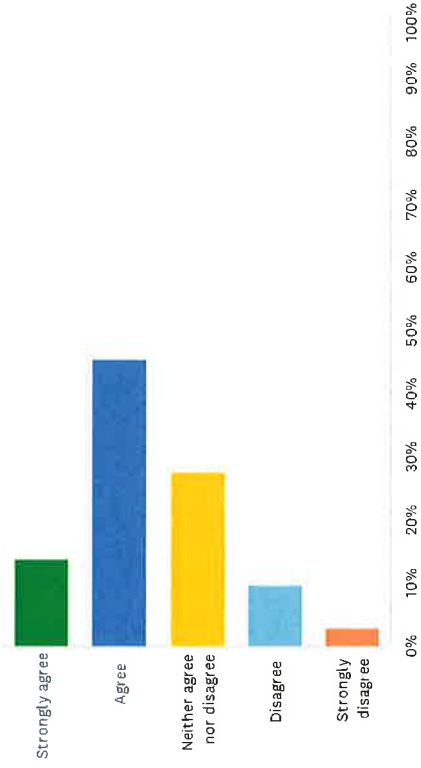
15 I think it's probably gotten a little better over the last few years but definitely don't feel the pud values efficiency at all. I don't feel resources are managed to reflect an efficient use of taxpayer monies and it seems like priorities seem off from my point of view.

16 Manpower allocation is sometime poor. Known problems are not immediately fixed costing extra man hours and costs.

17 I believe the proof is reflected in the low power rates. Although, our lineman are terribly spalled.

Q20 PUD policies, procedures, and the employee handbook are applied equitably to all employees.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	14 13.86%
Agree	46 45.54%
Neither agree nor disagree	28 27.72%
Disagree	10 9.90%
Strongly disagree	3 2.97%
TOTAL	101

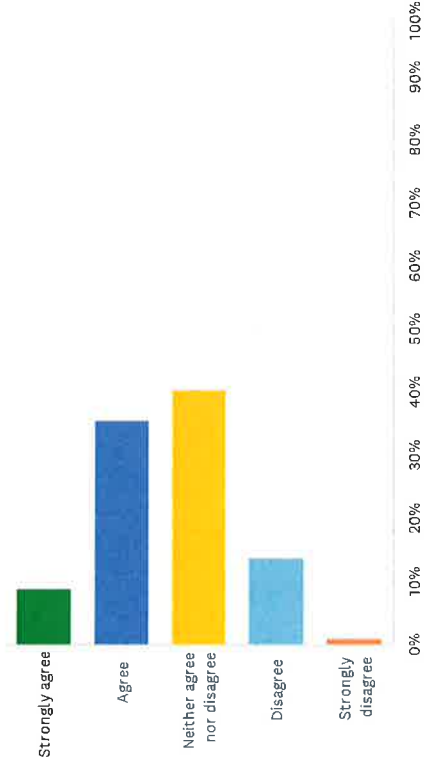
#	COMMENTS:
1	have not observed
2	not for part time people
3	No idea.
4	yes
5	There are some variables among different employees.
6	I feel as though everything is followed within reason.
7	I think there is a strong feeling across the district with conversations that I've had in multiple departments that union employees are treated differently than staff employees.
8	Some people get away with way toooooo much relaxing. Some people work really hard!
9	In Forks that is not the case Ty gets in trouble for everything Mike can do whatever he wants under Bills watch.

Employee Survey 2023

- 10 I have one employee who needs some attention from HR.
- 11 I have no exposure as to the outcome of how this is applied.
- 12 Getting better, some room for improvement

Q21 Employees are held accountable for not following the policies, procedures, and employee handbook.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	9 8.91%
Agree	36 35.64%
Neither agree nor disagree	41 40.59%
Disagree	14 13.86%
Strongly disagree	1 0.99%
TOTAL	101

- # COMMENTS:**
- In my department it feels like genuine concerns are frequently brushed under the rug. It often feels safer to withhold these concerns for fear of being met with indifference or an unwillingness to address the issues.
 - have not observed
 - There is positive momentum
 - I dont know if they are or arent.
 - When noticed by management, it seems that employees are held accountable.
 - Most of the time, other coworkers keep each other accountable.
 - I believe the PUD has a great culture overall, however, I think it is rare when someone is held accountable for their actions at a management level. I primarily see this in the area of Safety. Repeated noncompliance with PPE does not seem to be a concern in regard to accountability. I find it surprising that the PUD does not require a UA or drug/alcohol after an accident.

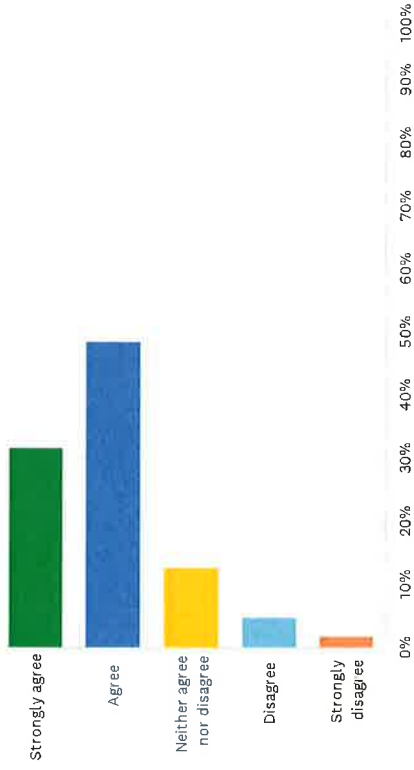
Employee Survey 2023

especially involving equipment or a vehicle. If there is an incident or accident caused by negligence is there any consequence or accountability? I am not aware of any.

- 8 Managers/Supervisors should be given specific guidance on enforcing district wide policies (as a supervisor one of the trainings I did attend did not align with how the district handles things.) Example, hiring a new union employee; per the training the best fit for the job should get the job. That is NOT followed throughout the district, jobs are HIGHLY based on union seniority with fear of action by the union if that is not followed.
- 9 not equally maybe but yes held accountable
- 10 Haven't seen anyone not follow it and have consequences.
- 11 Personal responsibility is lacking a bit. We tend to respond to whole groups for actions taken by individuals more often than I believe we should. People perform better when they are personally responsible for their actions.
- 12 I think these need reviewed at the employee meetings. Some people are getting away with things.
- 13 Some difficult employees, aren't held accountable because managers/supervisors prefer to avoid conflict or difficult conversation
- 14 Depends on who you are.
- 15 We could be tougher on this but the impacts of a hard-line management approach are difficult to predict and could pose more risk than benefit. With this said, I personally try to keep my distance from a populist approach since I firmly believe that it is a managers duty to convey unpopular concepts and messages. It's a fine line..
- 16 Seems like it's fairly inconsistent.
- 17 There are lower expectations for some workers.
- 18 I have no exposure as to the outcome of accountability of others, just my own.
- 19 Some are held accountable and others are not
- 20 I have no idea.

Q22 I feel valued as an employee of the PUD.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	32 31.68%
Agree	49 48.51%
Neither agree nor disagree	13 12.87%
Disagree	5 4.95%
Strongly disagree	2 1.98%
TOTAL	101

#	COMMENTS:
1	My performance review would indicate value. I have been in the work force long enough to recognize my own solid work ethic. However, I often do not feel like a valued contributor to our team. I am very careful what and how I approach and discuss things. The reprimands have been unexpected and painful. I have tried to come up with team building opportunities, to encourage positive moral in our department. I think there is a very heavy workload for many in this department, at time and that can cause stress in any department.
2	for the most part
3	More value is put to some employees than others.
4	I feel valued at the position I am in now. I did not always feel that way in other departments.
5	Enjoy coming to work
6	I feel valued by the Management above me.
7	Best job, best employer, best Team period.
8	I think what Sean and John did to retain linemen was a very strong statement in terms of the

Employee Survey 2023

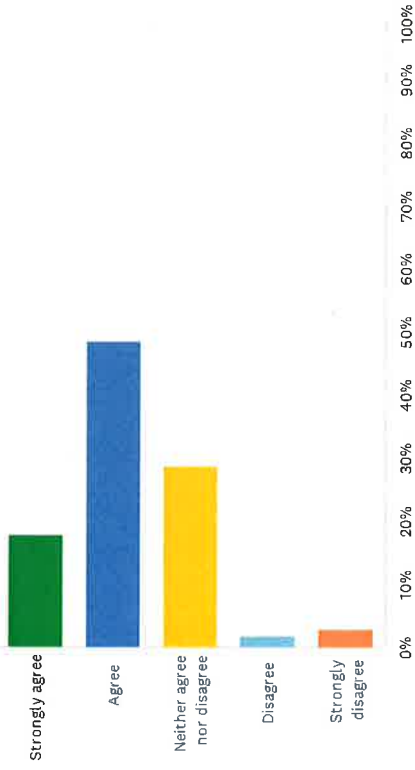
value and appreciation of linemen and went a long way

9 Yes, Thanks to new management.

10 Not so much, Not after the last negotiations.

Q23 The PUD values diversity, equity, and inclusion.

Answered: 101 Skipped: 0

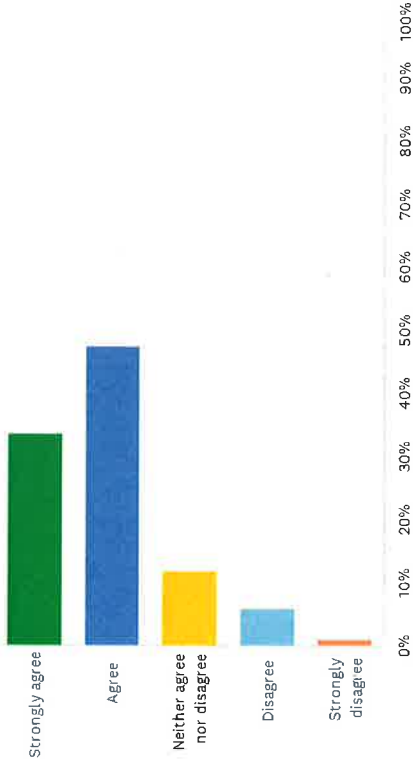


ANSWER CHOICES	RESPONSES
Strongly agree	18
Agree	49
Neither agree nor disagree	29
Disagree	2
Strongly disagree	3
TOTAL	101

#	COMMENTS:
1	Diversity of experience is very valuable, and I believe the PUD values that.
2	This is not important to me
3	I think that this is what the PUD strives for but in most cases it is not obtained.
4	I think as a whole we are working in a positive direction on this, by holding breakfast/trainings/meetings with members of different work groups; this encourages inclusion.
5	Not always when it comes to some people working from home, while others are not allowed to. Example mothers with young children that work from home in the morning while others are not allowed to do the same.
6	Seems to be getting better over last couple years
7	I think it's good to be diverse but hopefully the PUD hires and promotes the best candidate for the job and none of the woke stuff (for a lack of a better term) interferes with that or plays a part in someone being hired or promoted.

Q24 I am compensated fairly for my position.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	34
Agree	48
Neither agree nor disagree	12
Disagree	6
Strongly disagree	1
TOTAL	101

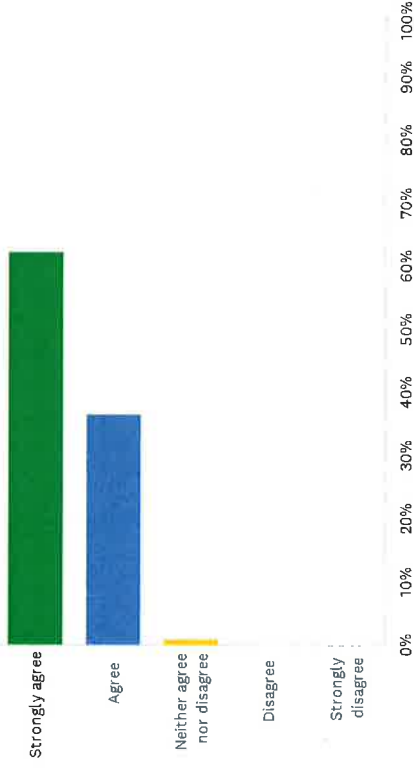
#	COMMENTS:
1	Our wages are not as competitive in the current economy as they were pre-Covid.
2	At the moment.
3	I know everyone thinks they should be paid more. However when compared to others elsewhere doing what I do and even after our COLA coming up my position is still 10-15% below the bottom average for my duties. I am continually evaluating if I can continue to afford living here. As my household budget due to taxes and inflation now surpassed my, what was a comfortable income a few years ago. I now find myself working side jobs for extra money. Mind you my household budget has gone down also and I still cant bridge the gap without dipping into saving or working a second job. These expenses are not brought on by my spending but rather expenses out of my control. We need to realize the cost to live in Clallam County have and are going up. It has become very challenging to find affordable housing. This alone, is and will present a challenge in attracting and retaining a quality work force into the future. The linemen did well in closing this gap for themselves in the last contract. However the rest of the employees will soon come to realize that the 6.5% wont have the same buying power and we are still behind what we had just a few years ago.
4	for the most part I agree, I always want more.

Employee Survey 2023

- 5 I have been happy with the past union agreements.
- 6 I feel that with the added responsibilities of training and being the employee that facilitates jobs and projects with in the department, there should be a bit more of a monetary increase over other employees in the department.
- 7 This area is getting better
- 8 I believe my rate of pay, given the level of responsibility, should at minimum match the rate of pay as Storeskeeper. I am satisfied with my wage, and I agree with the previous statement.
- 9 Once I make it to the last step, yes.
- 10 Expected to work on and learn new things but not paid any more than the position that I moved up from.
- 11 Thanks to Sean and John
- 12 I feel the PUD has been very generous and greatly appreciate this aspect.

Q25 The PUD has excellent benefits.

Answered: 101 Skipped: 0

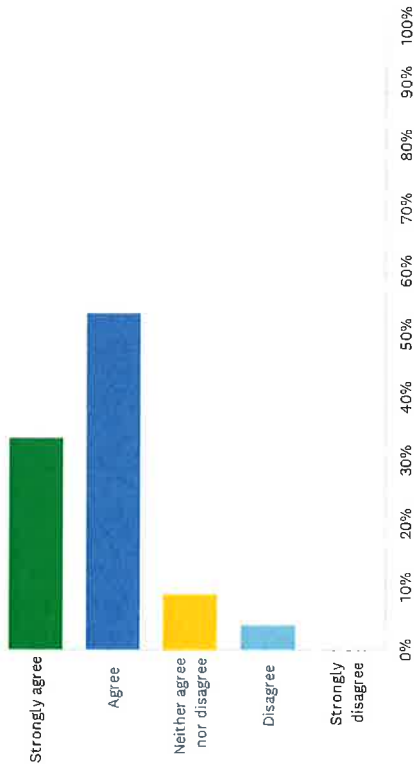


ANSWER CHOICES	RESPONSES
Strongly agree	63
Agree	37
Neither agree nor disagree	1
Disagree	0
Strongly disagree	0
TOTAL	101

#	COMMENTS:
1	expensive for part time.
2	absolutely
3	The best around.
4	In many areas the pud does a great job. Some areas could improve. Getting better under the current leadership.
5	absolutely
6	It seems like it's one of the best benefit packages in the area that I know of.
7	The best!

Q26 My personal morale at work is positive.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	34
Agree	54
Neither agree nor disagree	9
Disagree	4
Strongly disagree	0
TOTAL	101

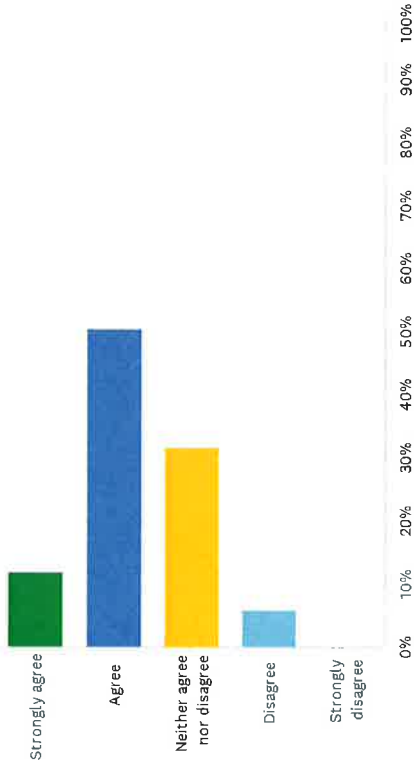
#	COMMENTS:
1	I am so happy to be here
2	comes and goes
3	I believe in the PUD and love working for this company. I love working with and encouraging people. I have experienced some areas of not feeling supported or valued. That was surprising to me. I have done some self-reflection and continue to work at encouraging my co-workers and having positive morale.
4	I am very self motivated and I get along with everyone extremely well. I motivate my employees very well.
5	Not having a legal crew and doing mostly underground projects.
6	It has improved
7	I have a great job with a great crew.
8	This depends on the day. Some days my morale is not where it needs to be considering the department has been extremely short staffed in recent months.

Employee Survey 2023

- 9 but I'm naturally a positive person,
- 10 I left my last job due to stress. My TMJ syndrome cleared up after two weeks working here.
- 11 It has to be an intentional decision.
- 12 Not getting everything done in the optimum timeframe but I would rather sacrifice schedule for quality of work. Personal reflection on this habit sometimes gets me down on myself, I have a hard time rushing work and decisions when it always feels like the stakes are high.
- 13 Overall it's good. The work is good, the coworkers are good, the company is good. There are always frustrations that can come and go with a job but nothing that's that serious or out of the ordinary.
- 14 Accountability is needed.

Q27 Overall, morale is strong across the PUD.

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	12
Agree	51
Neither agree nor disagree	32
Disagree	6
Strongly disagree	0
TOTAL	101

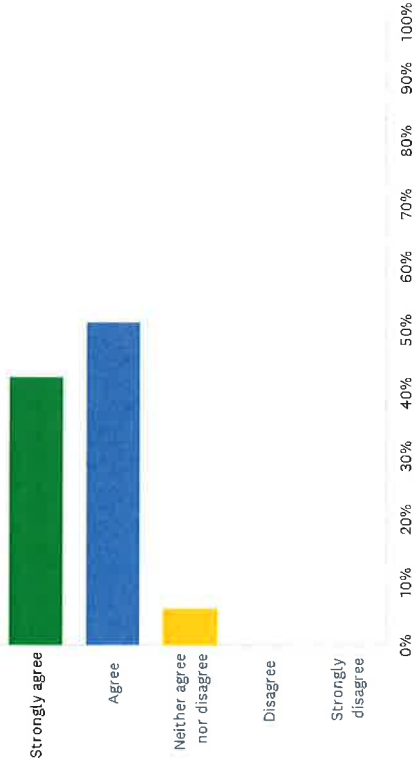
- # COMMENTS:**
- 1 it seems that the amount of work vs the amount of staff is lopsided and that might be part of the unhappiness., there are just grumbings. not sure that means the morale is in the pits, but strong is a, well.. strong word to use.
 - 2 it seems the crews have teams with good morale, maybe not the others
 - 3 Morale has improved noticeably since the new GM started.
 - 4 we have many that are happy and we have a few that are not
 - 5 Our department is good but i see other departments struggling
 - 6 ? I see other departments struggling but our department maintains a positive and stress free environment witch help with morale.
 - 7 I feel that the morale is great in my department. I feel that most of the other departments struggle with morale.
 - 8 I dont know how employees across the PUD feel. To say it is strong across the PUD seems a bit optimistic.. Perhaps it is better stated as above average or better than it was 2 years ago or

Employee Survey 2023

- 5 years ago; I would agree with that.
- 9 I believe keeping stress levels low contributes to safety.
- 10 I would like to note that I have seen a positive shift in morale overall in the past year.
- 11 Morale is at the highest point now that I have witnessed in the last 30 years.
- 12 Morale is strong in some areas. It is so hard to apply for a new position when you have to start ALL over again. That is when the morale is down because you feel like you are stuck in your position unless you take a cut in pay. In house hiring should be worth more than those off the street. It should be an incentive to apply for other positions!
- 13 I think it's a mixed bag. I think there are a some of employees that are pretty entitled and will probably always feel they are owed something and I think the majority remember other jobs they've worked that weren't as good and appreciate the pud.
- 14 Now more than ever that I've seen in the last 10 years that I've been here.
- 15 Management has done a great job and morale has improved significantly over the years.

Q28 I value the PUD Wellness reimbursement program.

Answered: 101 Skipped: 0



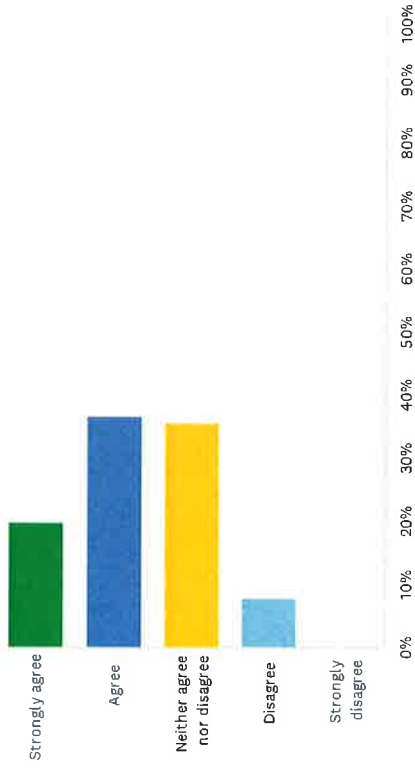
ANSWER CHOICES	RESPONSES
Strongly agree	43 42.57%
Agree	52 51.49%
Neither agree nor disagree	6 5.94%
Disagree	0 0.00%
Strongly disagree	0 0.00%
TOTAL	101

#	COMMENTS:
1	This is a great program but it would be nice to have either a greater allowance toward gym membership or steeper membership discounts.
2	great program!
3	fantastic program
4	This is one of the best benefits that we have. I am grateful that we have it. I do wish that the allowance would go up as inflation rises.
5	I intend to use it when I am eligible. I currently have a fitness club membership.
6	Much appreciated!
7	Times 1000
8	The monthly drawings only seem to be used by the same handful of people though
9	Just hoping my knee recovers from gettin rad on the trampoline.
10	I think it's great but should do a better job of using that perk.

11 However, I need to utilize more.

Q29 I value the PUD Employee Association (PUDEA) benefits.

Answered: 101 Skipped: 0



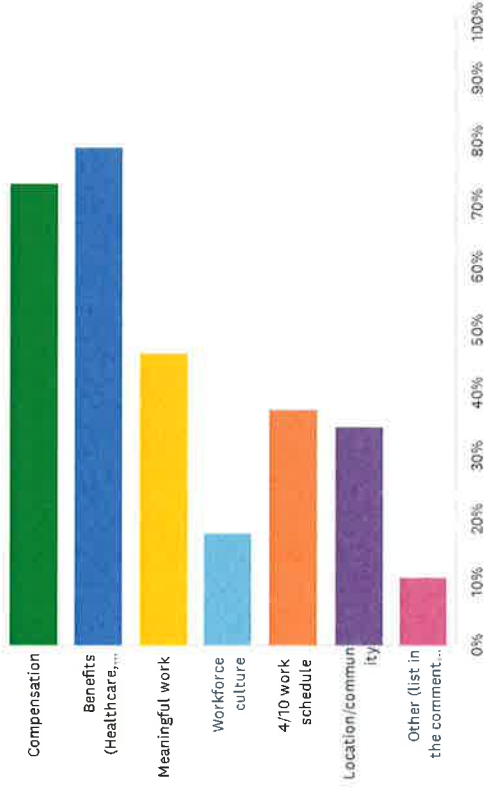
ANSWER CHOICES	RESPONSES
Strongly agree	20
Agree	37
Neither agree nor disagree	36
Disagree	8
Strongly disagree	0
TOTAL	101

OTHER (PLEASE SPECIFY)

#	OTHER (PLEASE SPECIFY)
1	Not a member
2	not enough activities, but there has been a pandemic. maybe some new members can help start new activities
3	I personally do not engage but I think it is great for those that do.
4	would like to see more family functions with our new demographics
5	I have not seen many benefits from this besides the Christmas party.
6	It shows that employees care about each other's welfare.
7	See comments of #31.
8	Don't know a whole lot about what it is
9	I do not participate with the PUDEA
10	Not a member.

Q30 My top three reasons for working at Clallam PUD are:

Answered: 101 Skipped: 0



ANSWER CHOICES	RESPONSES
Compensation	74
Benefits (Healthcare, PTO, Retirement, Deferred Comp., etc.)	80
Meaningful work	47
Workforce culture	18
4/10 work schedule	38
Location/community	35
Other (list in the comment box)	11
Total Respondents: 101	

#	COMMENTS:
1	I think the pud is one of the best places in clallam county to work. I love the 4/10 work schedule, I think it is super helpful for everyone in their personal life and is very beneficial to the company. Not to mention I love the work we due.
2	working with really smart people
3	4/10 schedule is great, makes sense for us since we are traveling to Forks, Carlsborg regularly and helps us make a full day out of it.
4	LOVE MY JOB AND MY CO-WORKERS
5	Great co-workers

Employee Survey 2023

- 6 I have been here now going on 30 years and now wish we would have gone to 4 tens 30 years ago.
- 7 I LOVE MY JOB!
- 8 like the variety of task that the department does day to day.
- 9 I could have punched all 6 categories !!!
- 10 4/10 is nice to have. More time with family
- 11 Having the extra day a week during regular business hours is a bonus. 4/10s are awesome!
- 12 4/10 Schedule has been great! We can get more done throughout the week and have more time off. I also think that this is a great way to get people interested in working here as well.
- 13 I like my coworkers, they are my friends.
- 14 They're all positive aspects of working here. Hard to pick just three.
- 15 Personal & career growth
- 16 The schedule I currently work.
- 17 I don't like the 4/10 schedule, but I love and really appreciate the alternate schedule that I am allowed.
- 18 Also, for a trade I love and our family atmosphere.
- 19 The ability to still work the 5/8 work schedule.
- 20 PUD has a good reputation in the community as an employer.
- 21 The change to the 4/10 work schedule has been great as well
- 22 When it comes down to it I think those three are most important to me but culture is also really important. I think the pud is a great place to work especially with Sean at the top
- 23 4/10 is great on Thursdays but the work week not so much.
- 24 I like my department

Q31 What is one thing you would like to share as feedback, good or bad, that hasn't been addressed here?

Answered: 101 Skipped: 0

#	RESPONSES
1	Will discuss in person.
2	Many customers are still unaware that we are closed Fridays even after so long.
3	nothing comes to mind
4	I really appreciate my department and PUD as a whole, I want to say it takes all departments to make this business work, but special thanks to the linemen that keep the lights on. I never knew the amount of work it took when an outage happens. They risk so much for others. I appreciate being a part of the PUD family.
5	I would love to continue the 4/10 work schedule, I cant stress enough how helpful it is for all the employees and I strongly believe it is really beneficial to the company. Continue good crew morale and have good communication so every crew member is on the same page. I feel that sometimes communication is lacking.
6	Is our infrastructure and staffing level going to keep up with the growth of the peninsula? Growth may slow for a while over the next few years but I dont see the peninsula ever stopping growing.
7	Great to never worry about medical benefits and always having a steady paycheck. Thankful for it.
8	I have worked with Terry Lind for many years, I consider him to be the best foreman and supervisor anyone could ask for. He is a strong representative for the PUD's employees and values.
9	More is being expected of managers and supervisors and this is a welcome change.
10	?
11	Truck 220 has request for vehicle repair slips which the first one was written down on 2-7-23 that the brakes would not hold on a hill when crew was using on a storm outage. This truck has still not been serviced for this and has a couple more slips filled out for the same issue. We looked at this truck and it has a right rear axle seal leaking into the brake drum. I know that I have told the Foreman that this vehicle should be red tagged because it is unsafe to use his response was that they should "all be aware of it by now" and know how to properly set it up. I completely disagree. This job here could be done on scheduled overtime to keep us working on other projects during the week anytime I have mentioned doing such projects to get caught up the response is that "it will always be this way". I understand that it will take a while to get caught up and it won't happen overnight but you have to try to put some effort into it not say "it will always be this way". I feel that keeping up on the maintenance on our fleet is more important now than it has ever been since wait times new trucks is getting longer and longer. We have several projects that are here that are still unfinished and are perfect for overtime because it seems to not fit in to regular hours. We have a trailer out back that Kevin started when he was doing his mechanic training (10 years ago) that would help us retrieve broke down vehicles instead of having to depend on the lobby and we could have the shop truck with us. There is also our new shop truck and the replacement for truck 250 down in the hole that still haven't been touched since delivery. I know that Terry Lind has approved and will approve any overtime that will involve us trying to get caught up. I believe our foreman is the problem when it comes to getting caught up like I have said before I have tried asking to work on vehicles on Fridays and its and instant no. It seems like he doesn't want us to get caught up because we have only been doing LOFs when we could be doing the major repairs while vehicles are down on weekends. I am disappointed that we did not take advantage of the having a third mechanic to get caught up on weekends and don't like hearing the "its always going to be this way" when you have and had able mechanics willing to do the work.

Employee Survey 2023

12	I am proud to be working for a company that impacts and values our community. A company that resolves to be a positive and healthy influence on the culture of the various communities in our county, extending that influence beyond our district boarders.
13	NO COMMENT
14	My overall experience has been fantastic and everyone is very welcoming and friendly.
15	I can't think of anything since I usually share it at the time I'm thinking it.
16	N/A
17	nothing to add
18	none
19	Happy to be working at the PUD.
20	Nothing more.
21	?
22	N/A
23	M
24	Nothing at this time thank you
25	The PUD is headed in the right direction. Keep doing what you are doing.
26	Nothing at this time.
27	I am very grateful for the career I have and the management we have in place. Awesome place to spend a career.
28	I still believe the demographic information should have been dropped from the survey, although I understand the logic as explained in the email. However, the reality is that it made me not want to expand on my answers.
29	well composed survey
30	I have a great concern with our Board. They seem very unaware and naive. More interested in pushing a political agenda rather than learning and concerned with why and how things should be done in a Public Utility industry. Once the political agenda works its way down to the work force, the culture, quality and moral will be affected. I hope the Board thinks long and hard about what fall out may occur if they decide to steer the PUD in a direction that is of special or political interest. Some of the Board has damaged their reputation and lost respect before every being elected. We as employees expect professionalism and integrity from them. Management has made some good improvements in the past year, for those I am appreciative and encourage you. I sense a headwind with the Board. Perhaps they will take a moment, pause and ask themselves. Is this a my agenda or is this what is in the rate payers. PUD's and employees best interest? That is the question that each of us should ask ourselves every day as Public Employees.
31	none
32	.
33	This survey was well thought out and addressed all points I believe, to be valuable.
34	the one thing that I can say is that our mechanics seem to be understaffed for the growth of our fleet over the years, and they are way behind in all their work. we need to do a better job in getting new vehicles that are purchased out into the field and not sit around for years. thanks.
35	The PUD is a great place to work.
36	Working for the PUD has been good overall and has been getting better over the last few years.
37	Great place to work. I feel like the PUD takes real good care of the employees and rate payers.

Employee Survey 2023

- 38 NA
- 39 none
- 40 *
- 41 n/a
- 42 We have a few positions that have not been addressed for proper pay and position titles. It seems like a back-burner issue that definitely needs to be addressed. Pay is also inconsistent, as in we will have two checks in a row over eighty hours and then have a check under eighty hours. It is not a huge deal, although more consistency would be easier to budget in our current economy.
- 43 none at the moment
- 44 We must bring back Facility/Group pot lucks. They rarely or no longer take place at the PA facility after Gary Moore retired. Maybe we could do this quarterly?
- 45 We have one of the best jobs on the peninsula and we all should be very grateful we get to do what we do !!
- 46 I am grateful for a GM that is out in the field willing to get his hands dirty and communicate face to face with his employees.
- 47 Safety vision, policy and principles has made a change for the better. To provide each employee with a safe place to work, free from all recognized hazards because no job or activity is worth risking injury. Is there a way to promote off-the-job safety for employees?
- 48 I think that the PUD is heading in the right direction.
- 49 I feel there is a noticeable divide between upper management and administrative union positions. I'm excited to see the return of the all employee meeting but would like to see maybe quarterly meetings on a smaller scale to get to know other employees through out the district. Admin staff does not necessarily interact with field personnel on a regular basis.
- 50 I would like to thank the management team for starting to change the culture and move the workforce in a positive direction that I believe will exceed the mileposts by far in the strategic plan from the previous leadership
- 51 I would appreciate it if hours were a little more flexible. I believe calculating overtime based on a 2 week period instead of a 1 week period would be beneficial. Ex: If I had to work extra, I could just take some time off the following week, which would make things like working on a Friday easier.
- 52 I like working the 4/10 schedule although it took me a while to acclimate. I did not list it as a top 3 because my relationships, my friends are higher on the list. If there had been a top 4, I would have included it.
- 53 I feel very well supported here.
- 54 We have had many employees retire and new employees take their place. I feel that we used to introduce new employees to the district. I have not met most all of the new hires in the last two years. It feels strange to feel like you do not know whom you work around. When I first started working here, I knew almost every PUD employee by face. Now I only know a voice or an email. Just a meet and greet to each department if only once I feel would be highly effective. Now if I see someone I introduce myself.
- 55 I have nothing further to add at this time.
- 56 I believe every employee is responsible for their own actions, behavior, and choices, especially regarding how we relate to other employees, contractors, and customers. It may be helpful for management to speak into strategies for addressing challenging relationships or personalities. This type of training carries into personal life as well. I know a happier home and work environment increases productivity and longevity in life. Thank you.
- 57 I appreciate the AWS and accommodation of employees who don't fit the traditional 4-10 schedule/may coach a team/etc.
- 58 I would like to respectfully request that either HR or PUDEA take on the responsibility for organizing retirement parties and the retiree holiday luncheon. I have found that it has been

Employee Survey 2023

59	None	taking a lot of my time and has been interfering with my ability to meet my own deadlines. Thank you for considering my request.
60	Nothing	
61	good	
62		I believe we have a positive work environment. The reason I say this is because we have upper management that actual does care about all the employees.
63		I think the all employee meeting would be good to do again. I haven't ever been to one and I have been here over five years. I think it would be nice to see all the different people in the departments, and foster a more tight knit community in our workplace.
64		Over all management does a great job, and I am proud to work here.
65		Need more entire company gatherings. Where we can actually have everyone there. To meet people, face to face.
66		We are working under the strongest, hardest working and most dedicated leadership that I have worked under for the last 30 years. The common opinion is that Sean understands, cares and is willing to act.
67		Looking forward to full staffing of department once all is trained!
68		We have a great batch of employees working for the PUD. It has been great to watch people move up into management from entry level positions!
69	ni/a	
70	NOTHING	
71		I appreciate senior management making sincere efforts to listen and improve the culture here
72		It is a very close family feeling here even though it is a large organization.
73		Mechanic department can't keep up out here or the materials department in Forks.
74	Nothing	
75	Unknown	
76		A lot of positive changes in the department I work in.
77		I see improvements over the last year. I know it can never be perfect. Things can always be better.
78	Nothing	
79		I think (4) 8's with the same pay is a great ideal! Whoever came up with that is a genius. When does it start?
80		GM meetings with work groups has a powerful positive effect. Culture is always top down, so making time to meet up and have dialogue at eye level is a big deal to the troops when the leadership is effective. I recommend keeping the frequency up on this as much as possible.
81		I think overall the pud is a good place to work with a good culture. I do feel like Sean deserves a lot of credit and has turned it around since Nass was in charge. Morale seemed pretty low when Doug was running things and now morale overall seems pretty good. I don't know if it is possible or not and maybe not a good idea but it might be interesting or beneficial to have committee with management and union employees to discuss the Pud's strategic plans for the future in terms of foreseeable issues, plans, and goals and problem solve and discuss ways overcome obstacles and meet the Pud's goals. Maybe that's just a thing for supervisors to discuss. Just a thought
82		General manager is making an effort for change.
83	4/10 is good	
84	None	

Employee Survey 2023

85	I am very thankful for what I have and for what the PUD offers/provides to it's employees.
86	Please dont publish comments that are said in this survey. Its to easy to figure out who said what and this is supposed to be anonymous.
87	For a utility we generally have a very good public perception. It might be useful for an employee question to inquire what employees believe and how important this is to employees.
88	Things are good. My complaints are minor on the grand scheme of things
89	Having a Mechanic in forks is a great decision. Well needed
90	NA
91	No Worries
92	I appreciate the General Manager and what he has done for the work culture at the PUD, although I realize that this is a group effort. I am thankful for how Sean wants to know each of his employees and correct any issues that he hears they may be having, he has also been quick to recognize and reward hard work and other accomplishments that may seem extraordinary to him, or come to his attention. I can tell that a good work culture and productivity are at the top of the list for him. Thanks Sean
93	It is the first job I have ever had where I can envision myself working at until I retire. I think that there are a lot of opportunities for advancement, retirement benefits, and etc that will keep me motivated to stay working here.
94	This is the best place on the peninsula to work
95	Employees need to feel valued, no matter their position or location. Communication needs to be better.
96	Clallam PUD is great,
97	N/A
98	4/10 work schedule has been a great for moral! Good call by PUD!
99	I really enjoy working for the pud. Great group of people.
100	The management has really changed the PUD into a great place to work.
101	Appreciate the opportunity to work for such an amazing organization. I do not take for granted our benefits and compensation and am thankful for the opportunities afforded me. To top it off the employees here are amazing which makes me want to get up and come to work each day.



2023 Employee Survey



Scoring

- ▶ Each question is scored as follows:
 - ▶ Strongly Agree – 5 Points
 - ▶ Agree – 4 Points
 - ▶ Neutral – 3 Points
 - ▶ Disagree – 2 Points
 - ▶ Strongly Disagree – 1 Point
- ▶ Total is divided by the number of participants to get an average score.

Participation

Participation by Department



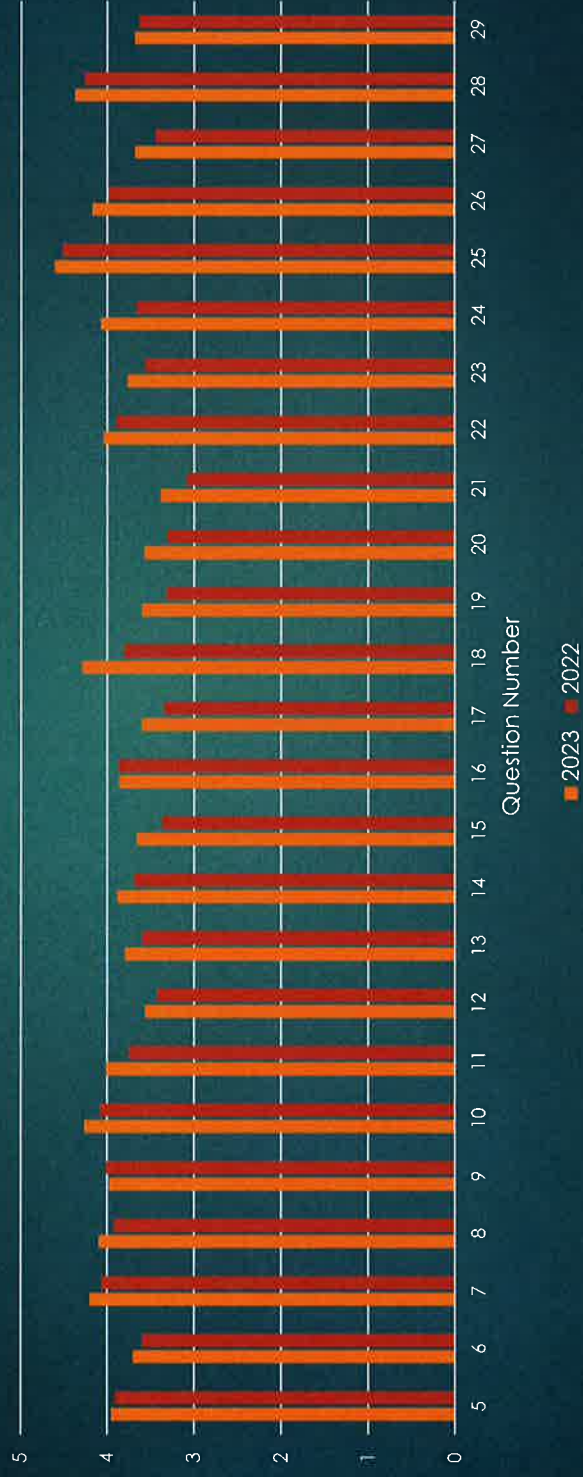
Department Scores

Average Score per Question
Improvement in 8 of 10 Departments

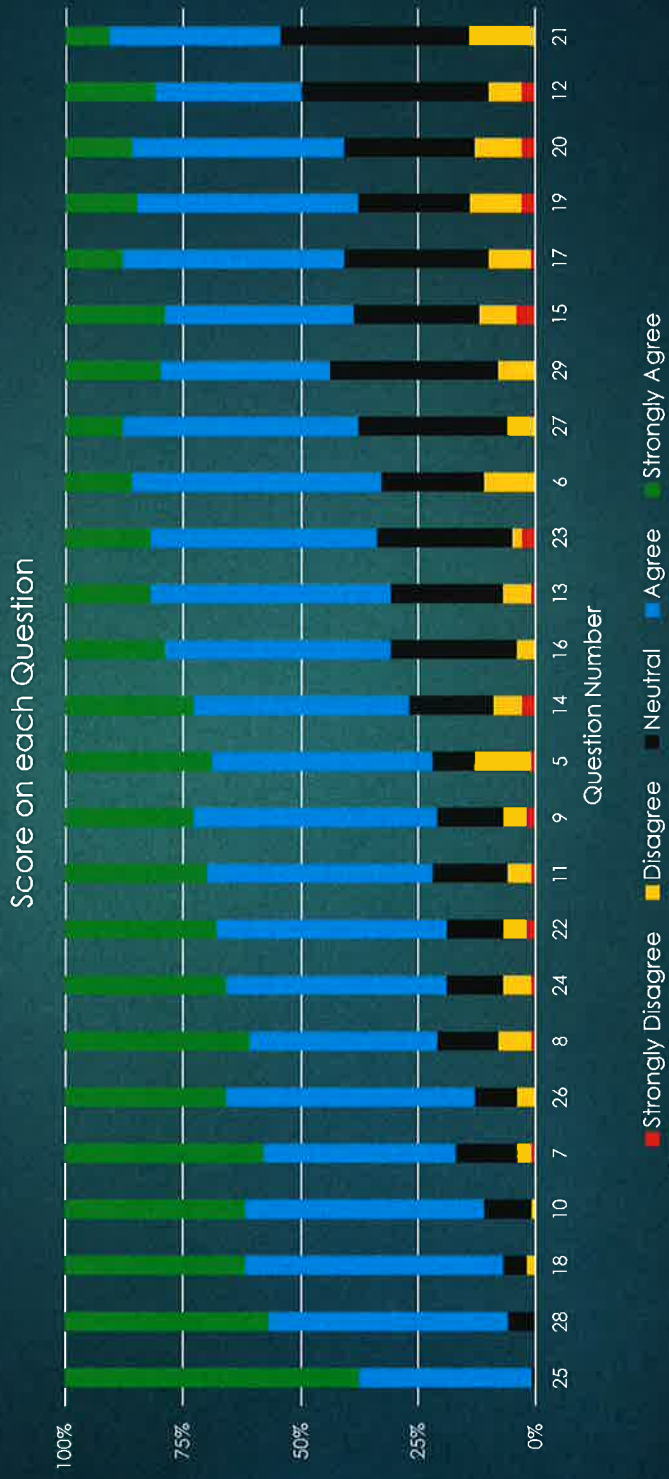


Each Question Score

Score on each Question
Improvement on 24 of 25 Questions



Question Ranking



Departmental Score Improvement

Average Score per Question
Percentage Improvement 2022 to 2023



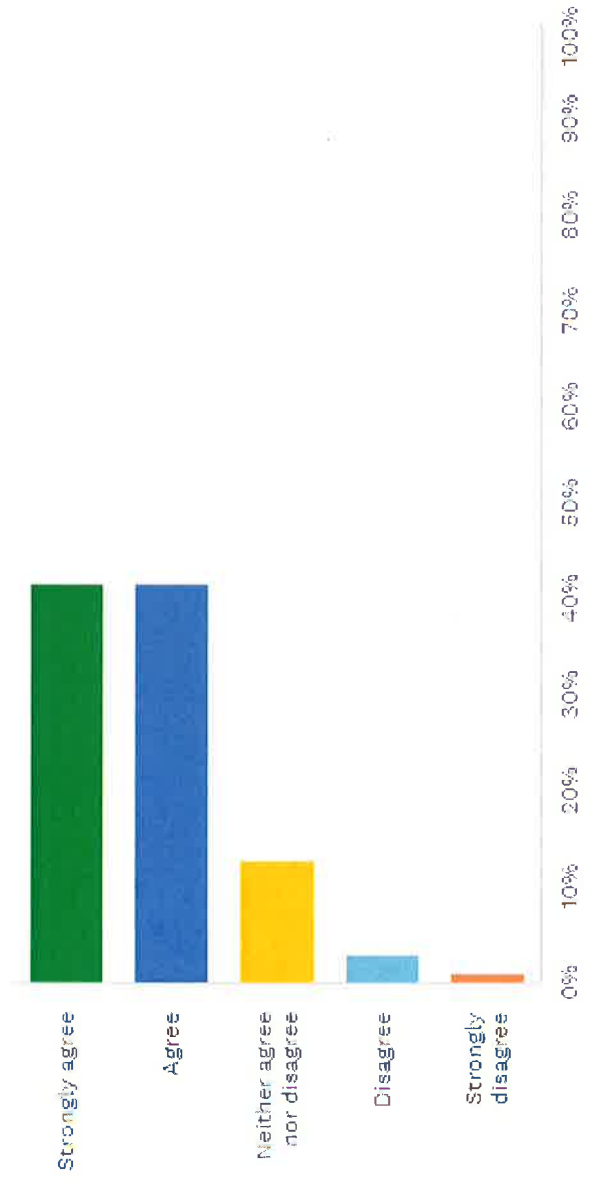


Top 5 Questions

Top 5 (#5)

My Supervisor keeps me informed in a timely manner about information I need to effectively perform my work.

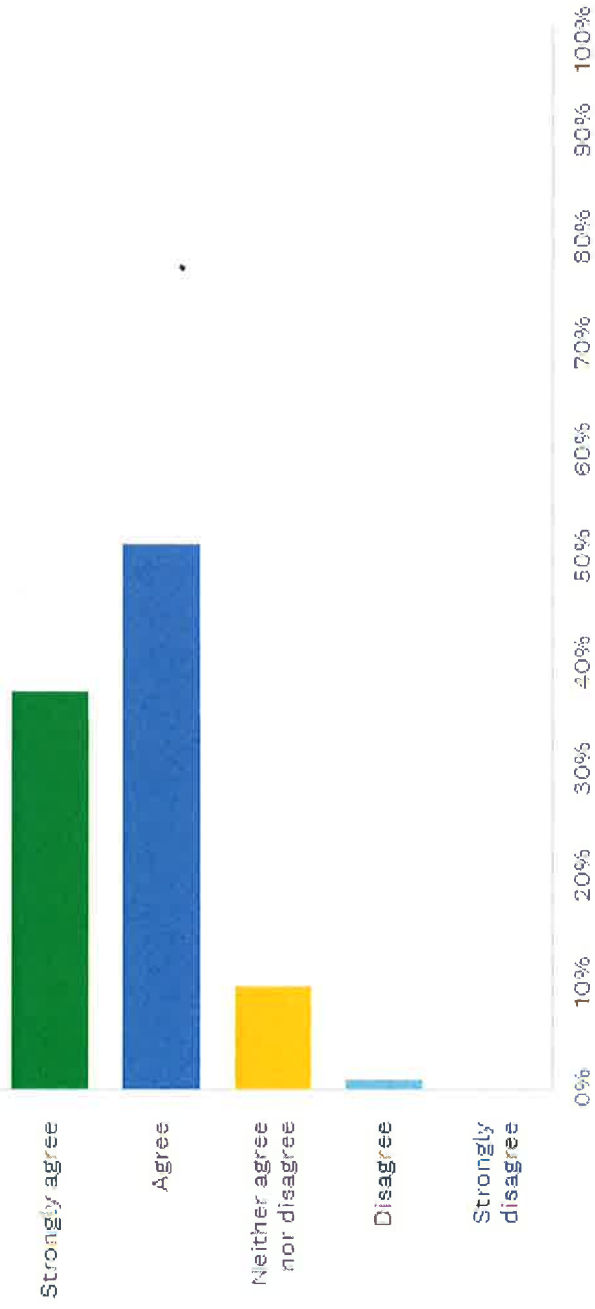
Answered: 101 Skipped: 0



Top 5 (#4)

My work is sufficiently challenging.

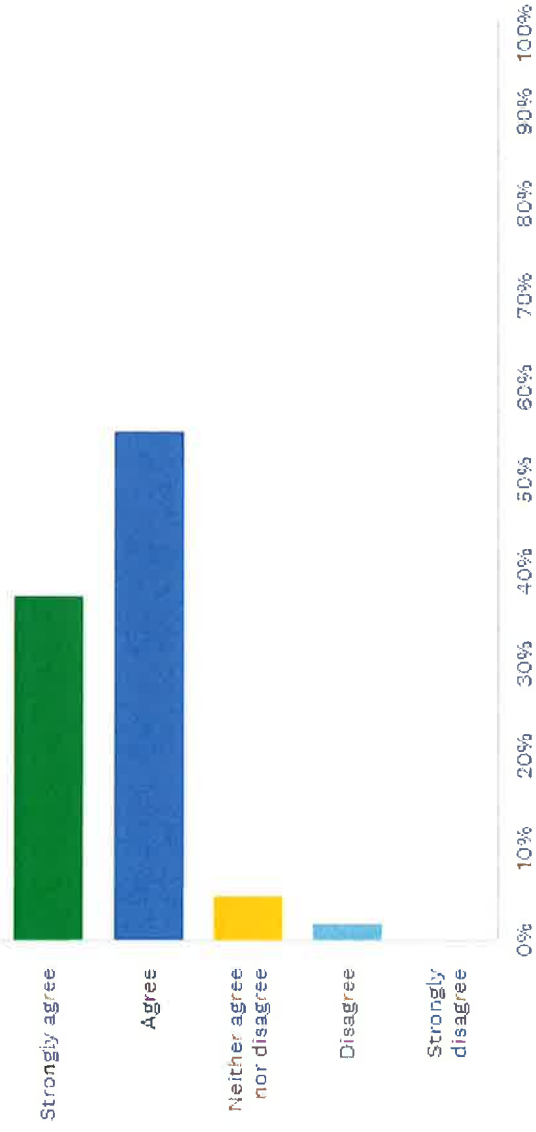
Answered: 101 Skipped: 0



Top 5 (#3)

PUD Management values safety and I feel I am personally supported by the PPE and training I receive.

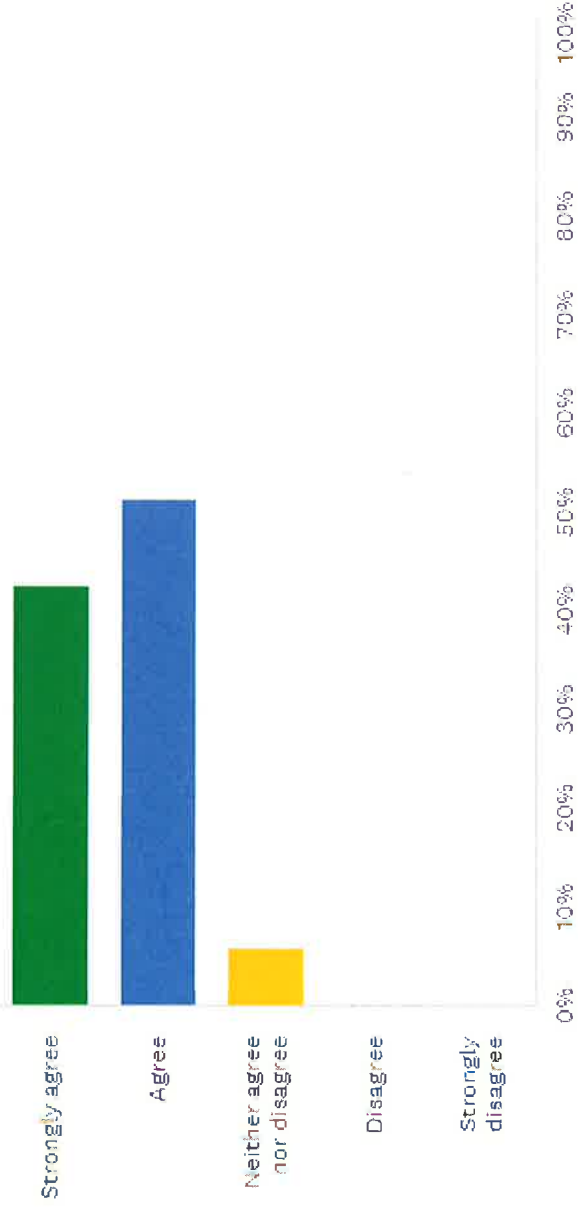
Answered: 101 Skipped: 0



Top 5 (#2)

I value the PUD Wellness reimbursement program.

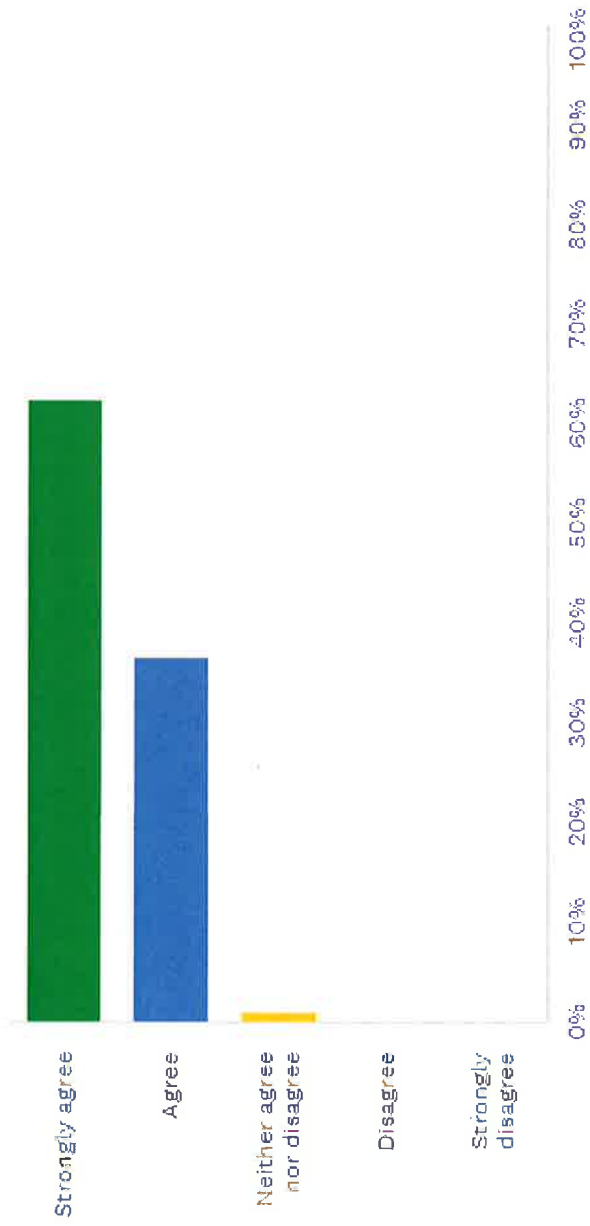
Answered: 101 Skipped: 0



Top 5 (#1)

The PUD has excellent benefits.

Answered: 101 Skipped: 0



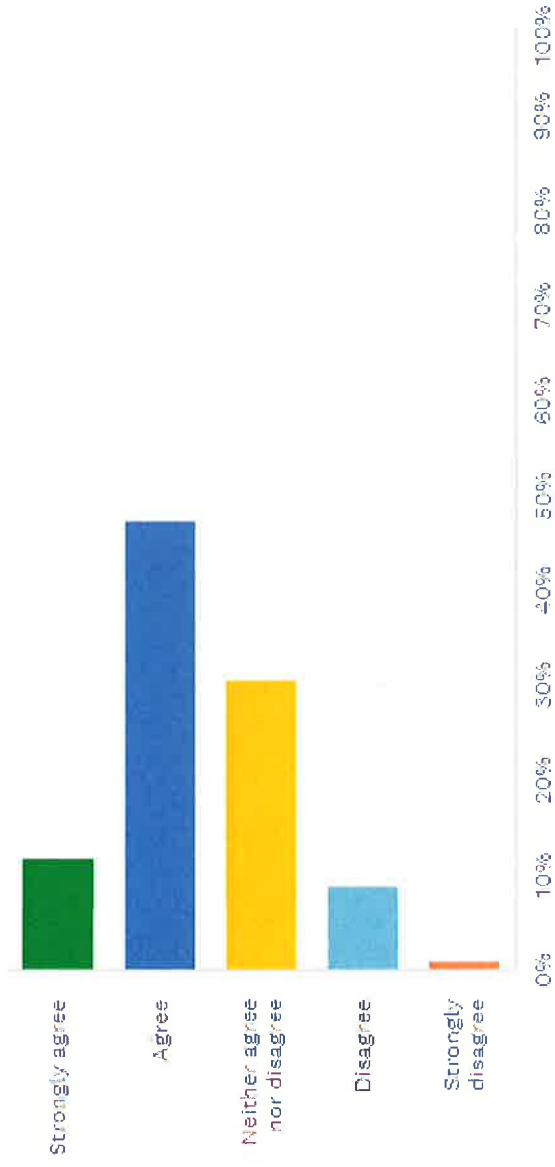
Bottom 5



Bottom 5 (#21)

I feel the Core Values, Mission, and Vision statements are actively practiced throughout the PUD.

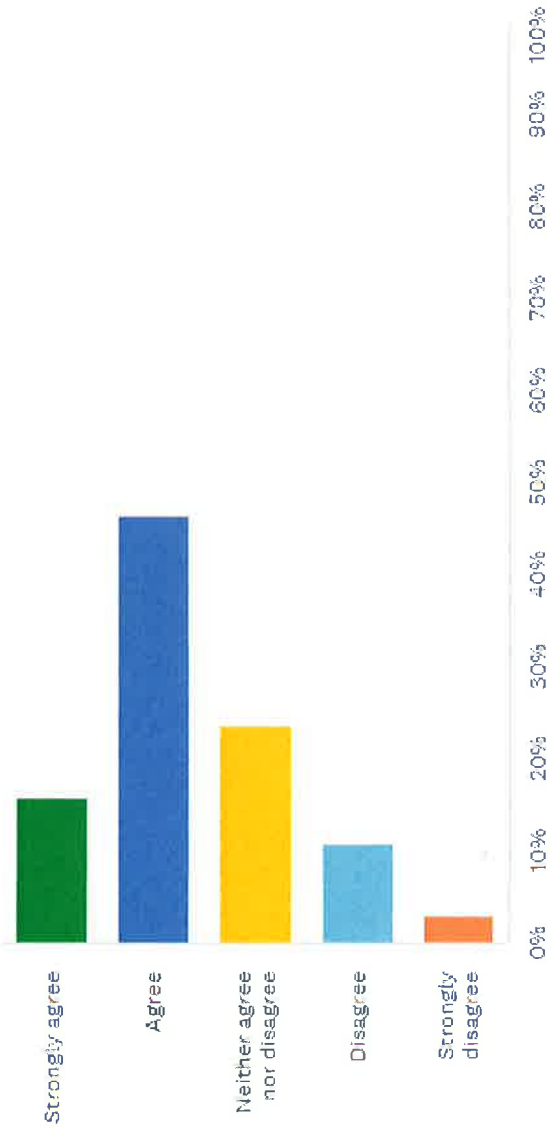
Answered: 101 Skipped: 0



Bottom 5 (#22)

The PUD values efficiency and manages its resources to maximize ratepayer monies.

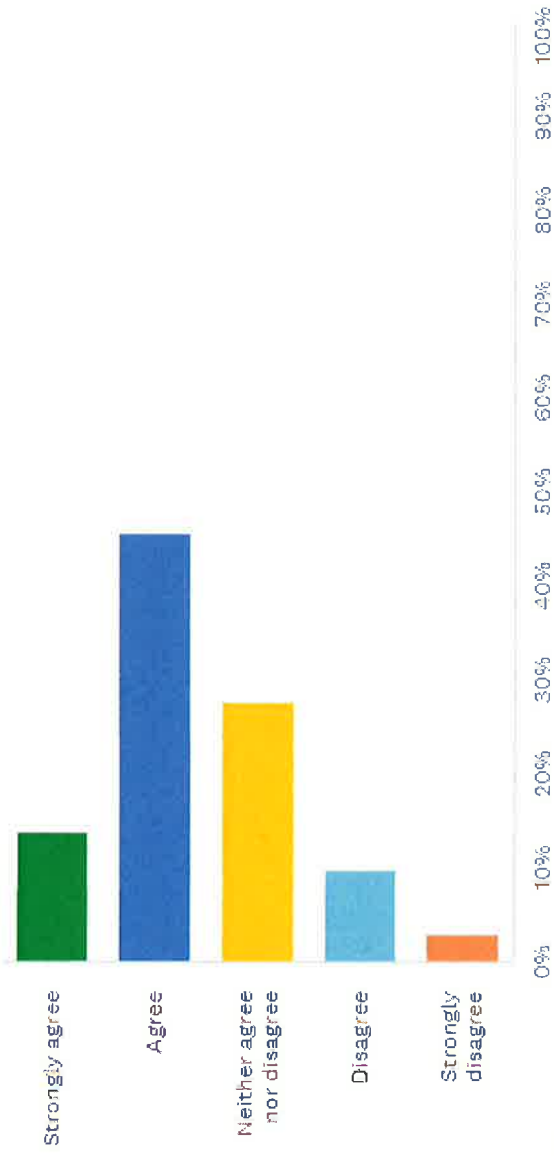
Answered: 101 Skipped: 0



Bottom 5 (#23)

PUD policies, procedures, and the employee handbook are applied equitably to all employees.

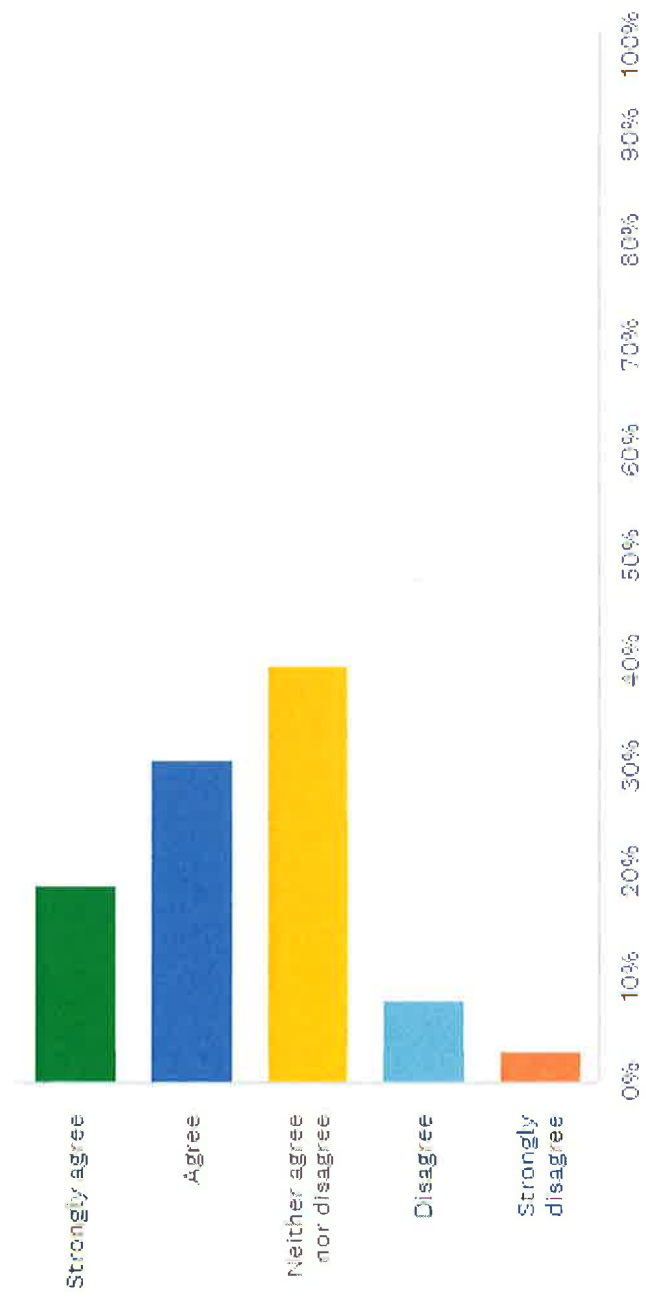
Answered: 101 Skipped: 0



Bottom 5 (#24)

My Supervisor suggests opportunities for training to further my skills.

Answered: 101 Skipped: 0



Bottom 5 (#25)

Employees are held accountable for not following the policies, procedures, and employee handbook.

Answered: 101 Skipped: 0

