Safety Report

June 2024

Safety@Grant

Our Commitment to Safety

*We believe that a safe workplace and community is founded upon an environment where **all voices can and will speak up, ask questions, and be heard without reprisal**. We will provide and maintain the proper training, tools, job layout, equipment and employees to perform work safely.*

Injuries Reported

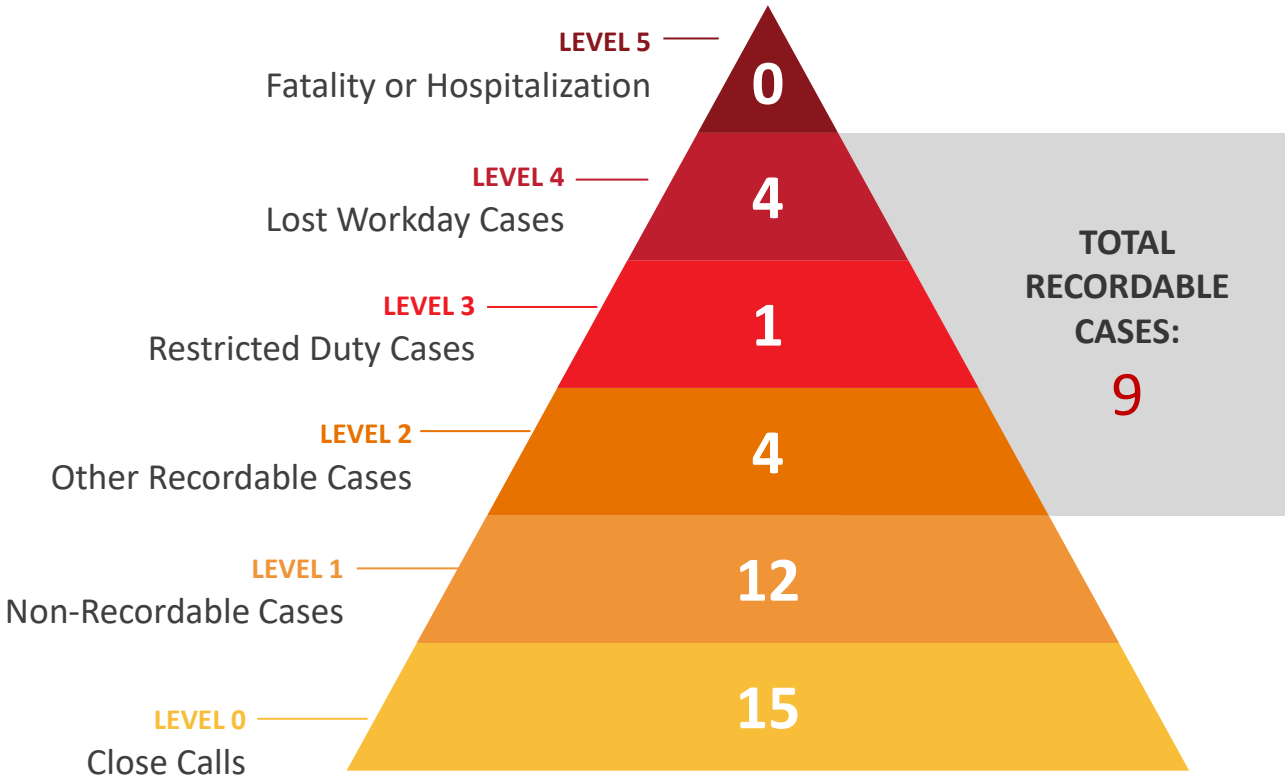
Date	Body Part	Description & Response
5/9	Right Thumb	**Cut Thumb with Utility Knife** Employee was cutting zip ties off a hose with utility knife and tripped over a coiled hose, inadvertently pressing thumb onto the knife blade. This resulted in a deep cut that required a trip to the clinic where they glued it shut. Reminder to use proper body positioning, be aware of your surroundings and always cut away from yourself.
5/13	Left Wrist	**Strained Left Wrist** While employee was jumping out of the truck, something caught their foot and they fell to the ground, landing on and jamming their wrist. Reminder to maintain 3 points of contact while entering or exiting vehicles, especially larger combination vehicles. It is easy to become complacent with this activity during repetitive movements.

Injuries Reported

Date	Body Part	Description & Response
5/20	Head Injury	**Head Injury** While working on the W4 Governor oil filters, an employee's wrench slipped, causing them to lose their footing and fall backwards. The employee was wearing a hard hat but still sustained a head injury. Out of an abundance of caution, an ambulance was called, and the employee was transported to the hospital for further evaluation. Reminder to consider your body position to maximize leverage and maintain balance. Additionally, please fill out the injury form when submitting a condition report that relates to any injury.
5/31	Fractured Left Finger	**Fractured Finger** Two employees were working in the yard to swap nitrogen bottles and set the empty bottle in the gravel next to the truck. The bottle began to fall and one of the employees attempted to catch the bottle. Their hand then got caught between the bottle and the bumper of the truck. Employee was taken to ER for evaluation. Safety assisted with the reporting and care of employee. Best practice is to secure any gas cylinder that is left unattended. Be sure to plan your work and do your best to account for unintended consequences.

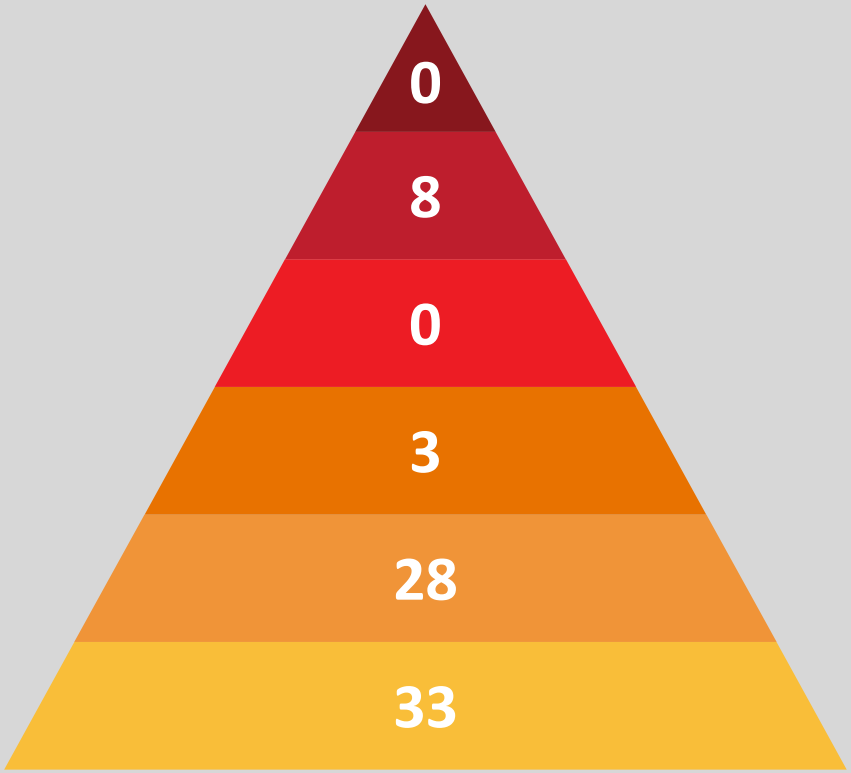
	Last Month	Year-to-Date
Total Injuries Reported	0	12
Other Recordable Case(s)	1	4
Restricted Duty Case(s)	0	1
Lost Workday Case(s)	3	4

2024 Incidents Summary



VS

2023



Vehicle Incidents

Date	Location	Description & Response
5/2	Potholes East Canal Intake Deck	**Damaged Windshield** Mechanic crew noticed a hole in the windshield of the bulkhead Gantry, possibly from a BB gun. Windshield will be replaced. Good example of see something, say something.
5/2	Quincy Chute	**Damaged Windshield** CAT backhoe has 2 small holes in the windshield, possibly from a BB gun. Windshield will be replaced, security will be filing a report and alerting law enforcement of the activity.

Vehicle Incidents

Date	Location	Description & Response
5/21	ESC	**Vehicle Accident** Employee was approaching the road to make a left hand turn to pull into the ESC. They engaged left blinker and began to slow down. As they slowed down, they were struck by another vehicle from the rear. They immediately pulled to the side, exited the vehicle and contacted management to inform them of the accident. An ambulance was passing by and stopped to aid in making sure no one was hurt. EMS contacted authorities who arrived shortly after. Information was exchanged and employee gave management the case number. This is a great example of a well written CR with all the details needed which allowed for an efficient screening. There were no injuries, and all documentation was completed.
5/26	WANVIL	**Cracked Windshield** While driving down the road on the way to Jackson Creek from Crab Creek when the driver in front kicked up a small rock and it struck the windshield. There is a small chip and two spider cracks on the driver's side about chest level. Reminder to report any damage to District vehicles by filling out a service request with Transportation.

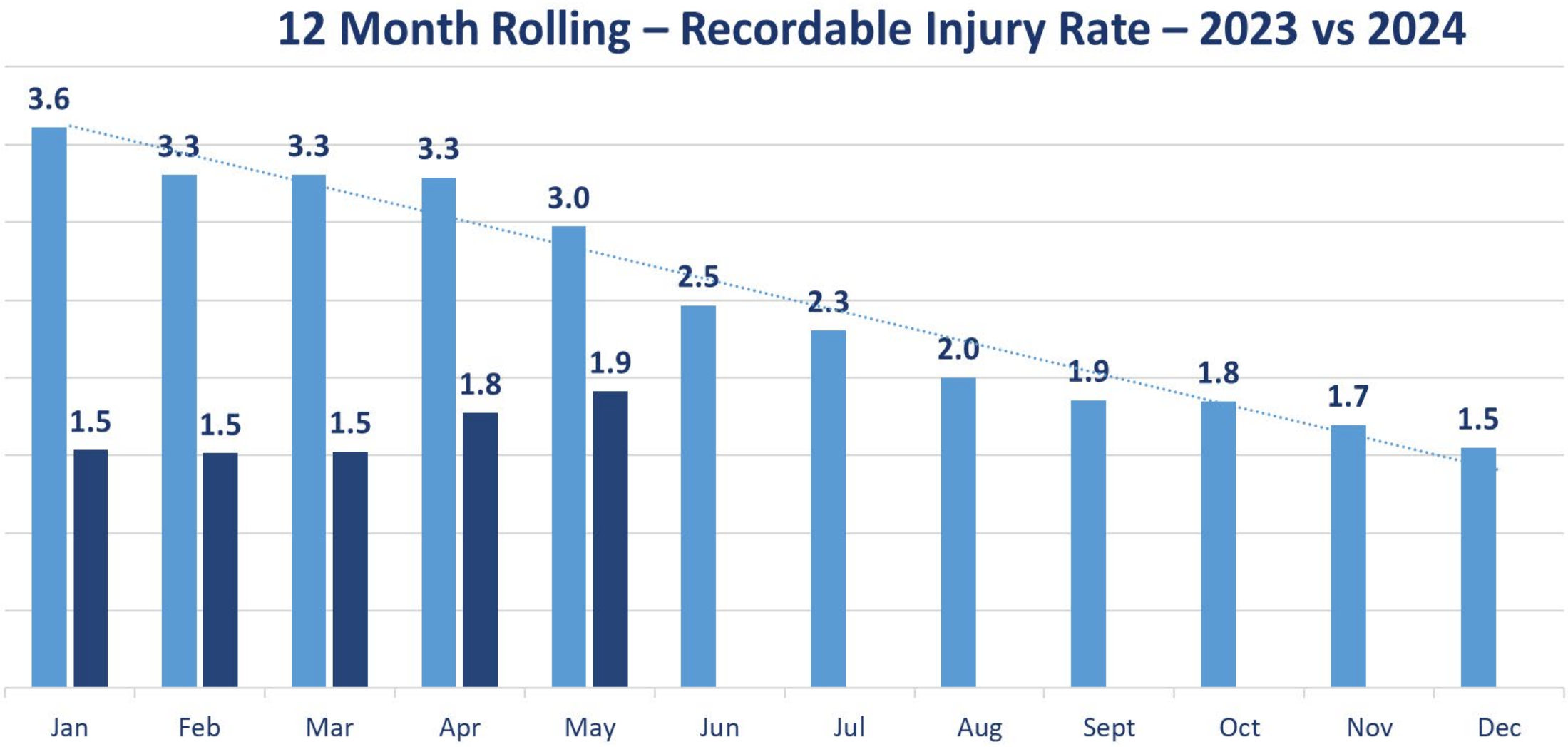
Contractor Incidents

Date	Location	Description & Response
5/2	Other Annex	**Damaged Fiber Service** Tree trimming contractor snagged fiber service with bucket truck while trimming trees. No injuries to personnel but fiber service damaged, approximately $200 worth. Claim will be submitted. Reminder to use situational awareness when operating aerial platforms. Take the time needed to preplan your path of travel.
5/3	Sheep Canyon Road	**Unearthed Blasting Caps** Contractor was potholing a plow run to install new pipe and they found blasting caps used to detonate explosives. Equipment operator called their construction manager who then called the Sheriff's department. The PUD inspector was notified as well and contacted the proper PUD departments. It was later determined the detonators had already been used and that the explosives were no longer intact or a risk.

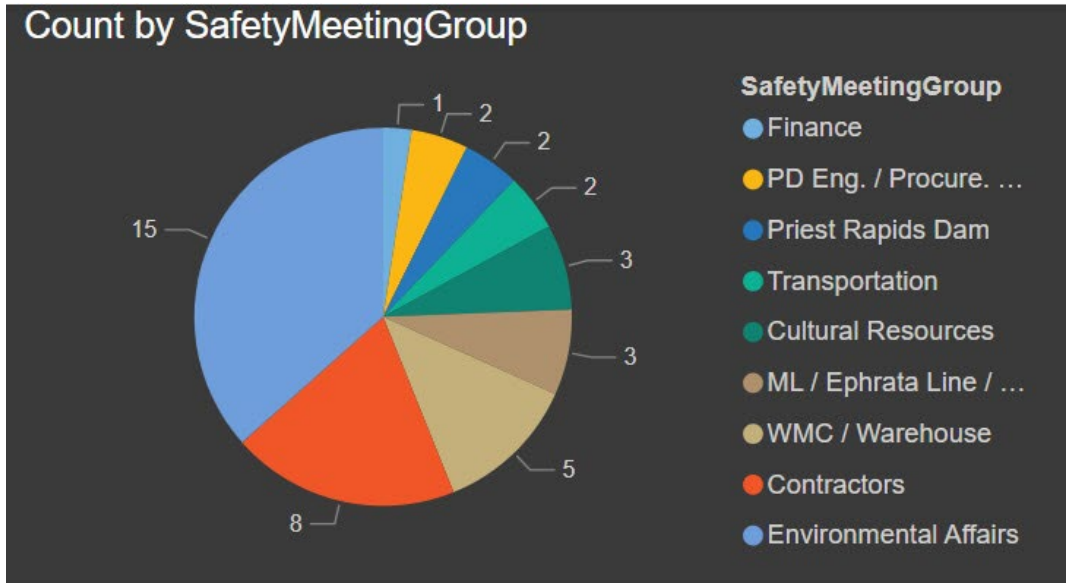
Contractor Incidents

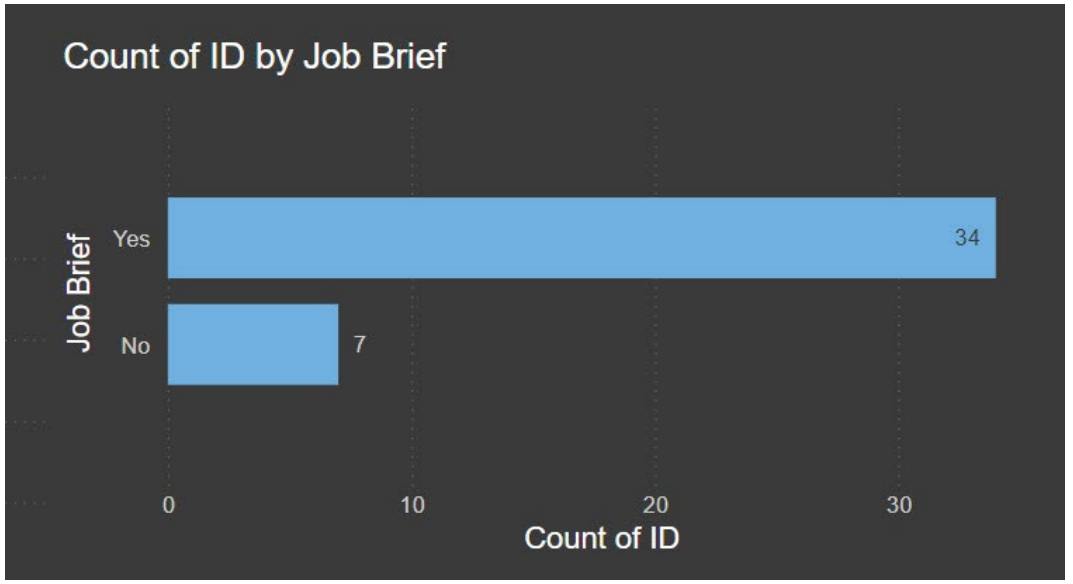
Date	Location	Description & Response
5/6	HOB	**Driving Issue** Contract Security officer was driving east bound toward the lookout when they drove off the north side of the roadway, corrected the vehicle and returned to the roadway. Security officer self reported, and then onboard camera system validated. Security officer was working 5 hours into an 8-hour patrol shift. This incident is being handled in house through the contract company. Reminder, if drowsy while driving, pull over and exit vehicle to increase awareness.
5/28	PRD	**Injured Foot** A contractor's foot was injured when a bolt fell through an overhead work platform. This incident involved two different contractors working on the P01 Unit Rehab. Contractor one is working on the generator while Contractor two is working at a lower level on the turbine. There is a temporary work platform separating the work areas. Contractor one inadvertently knocked a ¾" bolt through an opening in the work platform. This bolt fell ~30' onto contractor 2's foot. While other openings of the work platform had been sealed with hardboard or plastic, there were several uncovered small openings. These small openings are for attachment of temporary handrails but one of the sections removed for the phase of the work, did not have the opening sealed. This allowed the passage of the bolt to fall and strike contractor 2. Corrective action was immediately taken to cover up and seal the small openings.

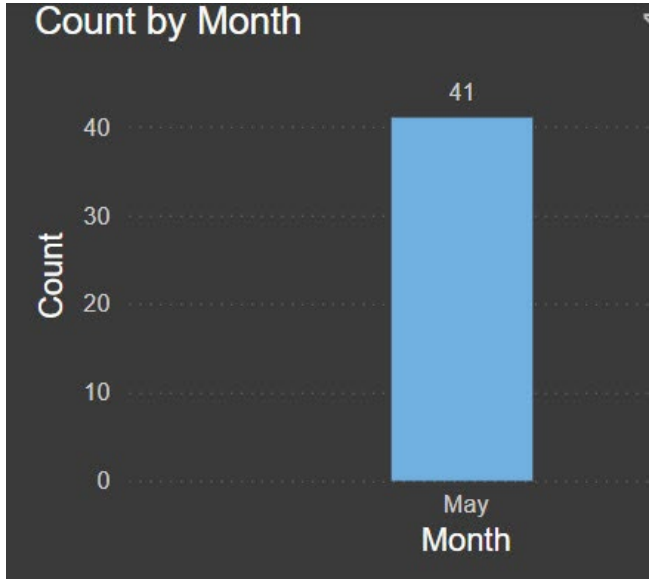
Leading & Lagging Indicators



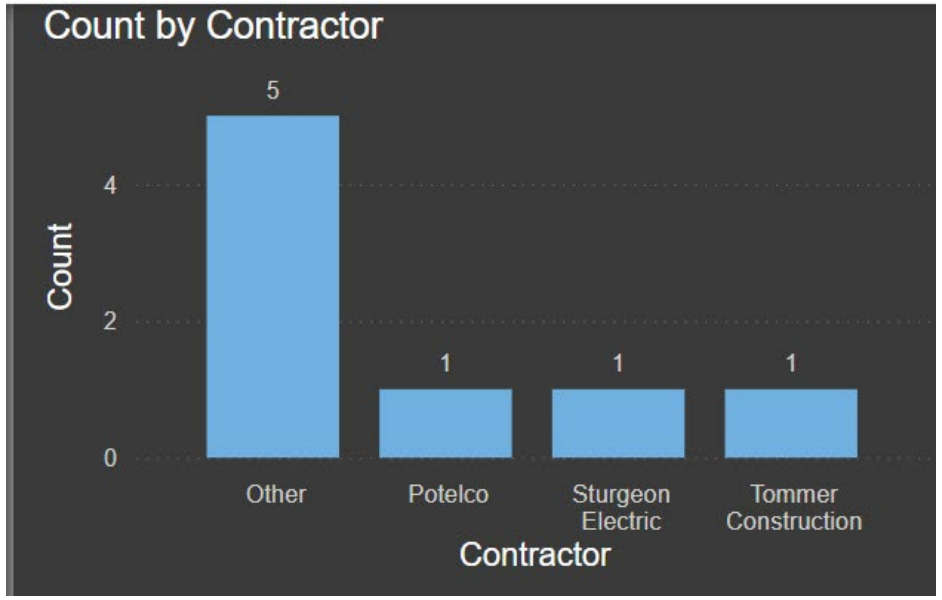
JSRs-Grant PUD & Contractors

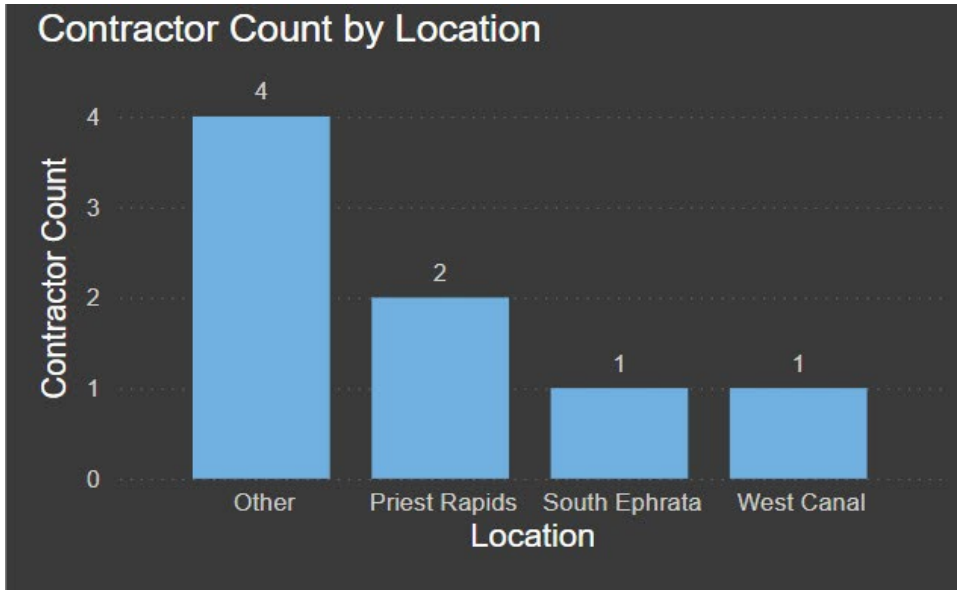


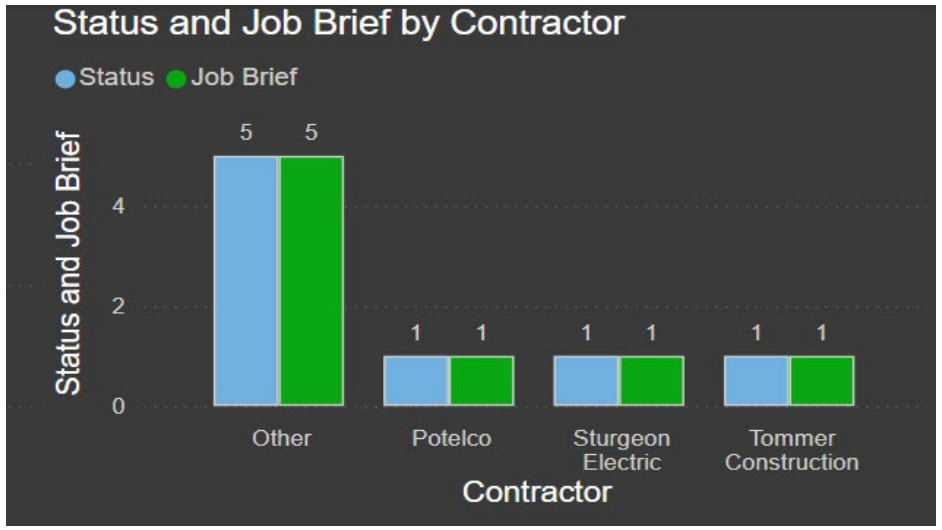


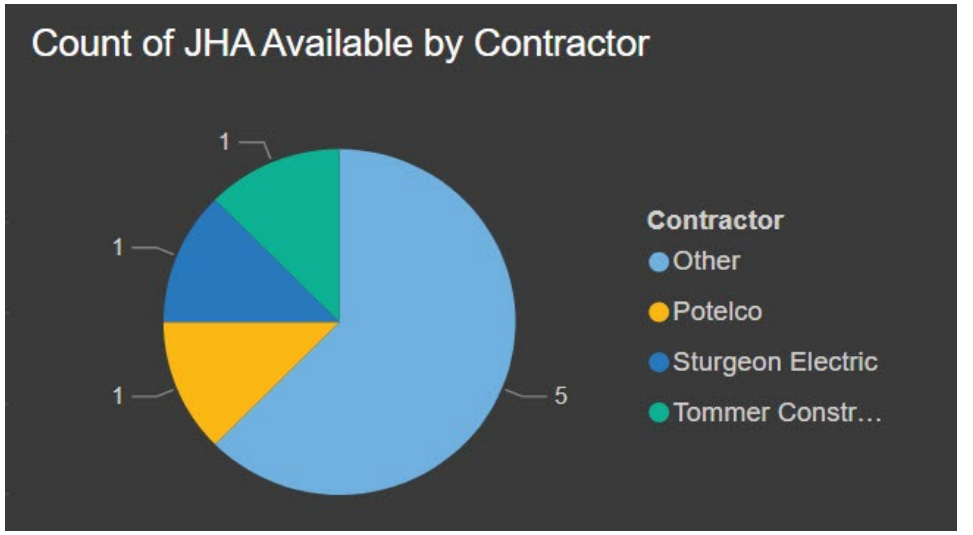


JSRs-Contractors









Recordable Injury Projection

Total number of recordable incidents × 200,000

Total number of hours worked by all employees

At the current injury rate, we will likely record

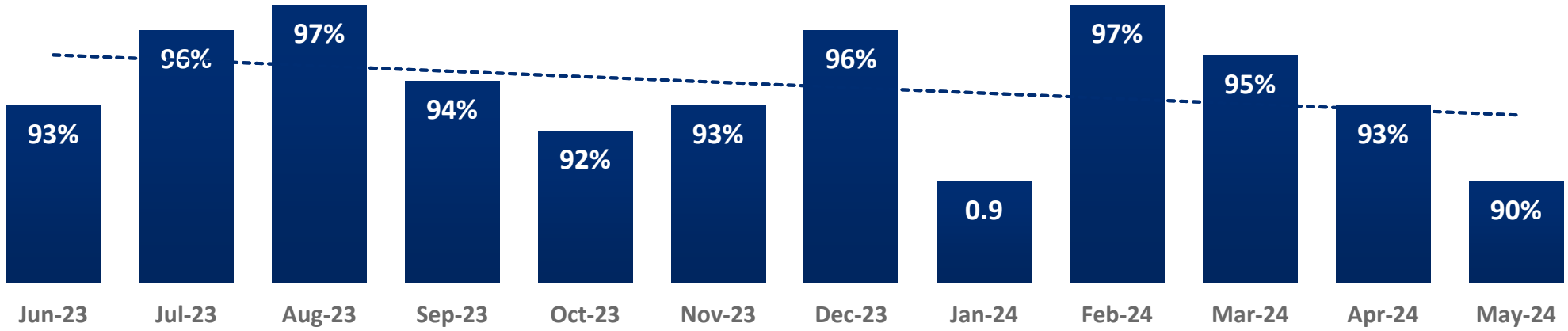
15

injuries on our OSHA Logs by the end of 2024.

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

Leading & Lagging Indicators

Safety Meeting Attendance



Open Safety Action Items

As of March 2024	As of April 2024
Year 2018 = 2	018 = 2
Yea	019 = 1
Yea	20 = 3
Year	21 = 5
Year	2 = 3
Year 2	Year 2023 = 5
Year 2024 = 0	Year 2024 = 0
Month Total = 20	**Month Total = 20**

What's an Action Item?

These are safety concerns that can be brought up anytime, including during a safety meeting.

They usually require some sort of further investigation or resolution, so they are assigned and tracked to make sure they're followed up on.

Safety, in partnership with CAP, is currently working on creating a new and improved Safety Action Item Slide which will reflect the Actual open safety action items. Thank you for your patience!

Thank You!

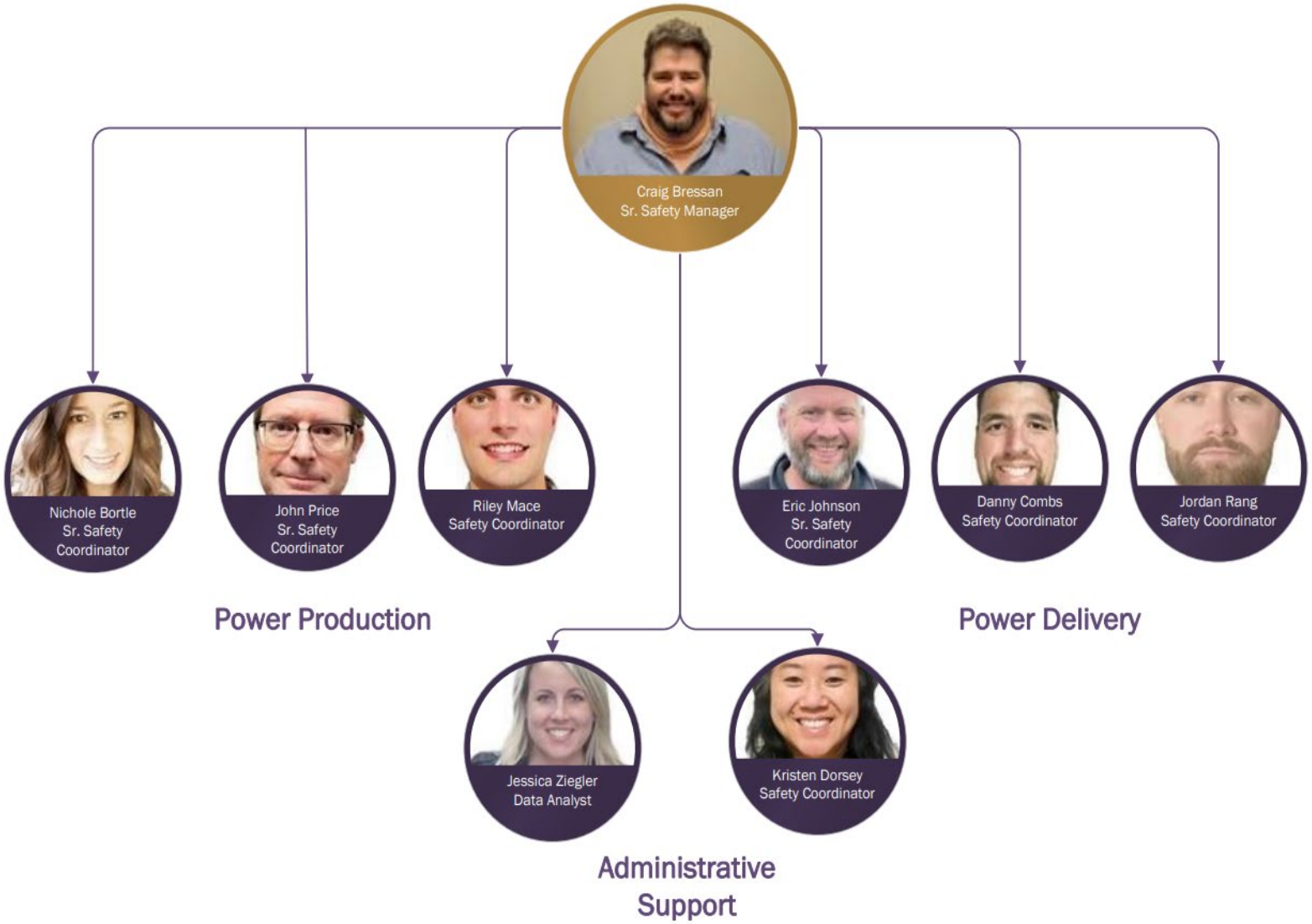
Safety@Grant

Safety

Safety Update – Q2 2024

Grant PUD

Powering our way of life.



My Team

We have a great team and I look forward to the Continuous Improvement of our safety programs and culture.

2024 Activities

- Contractor Safety Program
- Job Hazard Analysis
- Update the JSR Program
- Stay at Work Program (working with HR)
- Update of Safety Policies and Procedures
  - Electrical Safety Procedure
  - Crane Safety Program
  - Confined Space Procedure
  - Hearing Conservation Program

Contractor Safety Program

Project Support by Safety:

- Annual refresher training as needed and at Safety Day
- Review of Site Specific Safety Plans (SSSP) or Accident Prevention Programs (APP) for contractors
- Review of Contractor Safety Data
- Conducting JSRs for contractors

Job Hazard Analysis

- The program was updated by a Continuous Improvement Team. The revised program has been through the Policy-on-Policy review procedure.
- Safety support completing and sharing JHAs
- Using JSR program to track the usage of the JHA program
- Additional training at Safety Day

Stay at Work Program

The Safety Department is working in partnership with HR to update and maintain the required documents for LNI's - employees Stay at Work program, after reporting an injury which results in restricted work activities. We have completed the following items:

- Safety continues to work with HR and Operations on placement of Light Duty Workers
- Reviewing options for light duty work from all Supervisors in all Departments.
- Using results from 2016 L&I Vocational Rehab documents and comparing to current light duty documents for any necessary updates.
- A draft of a Stay at Work Policy has been shared with HR.
- Our goal is to have a draft Policy to send to managers for their stakeholder review in January of 2024.
- The resulting policy will be sent to labor management for input and refinement
- Documents will be uploaded to HR platform once finalized.

Safety Policy Review Efforts

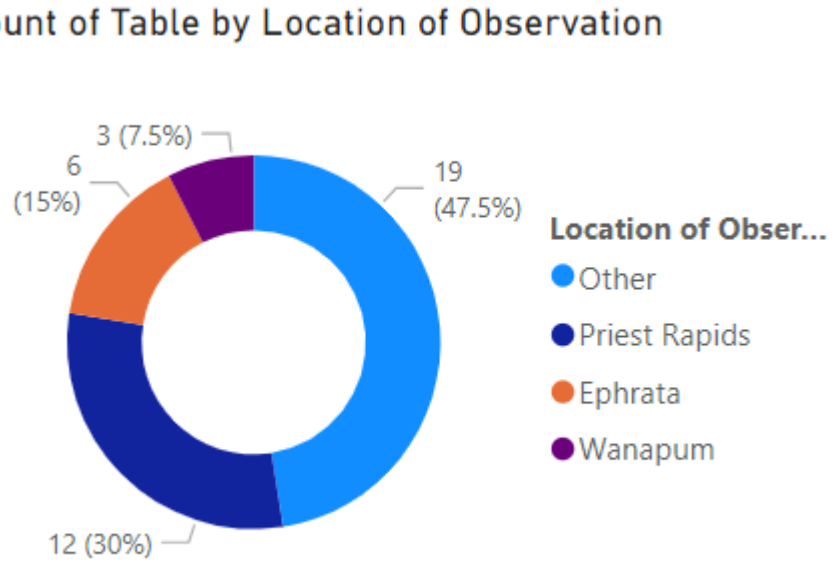
We continue to review and update Safety Policies in PolicyTech.

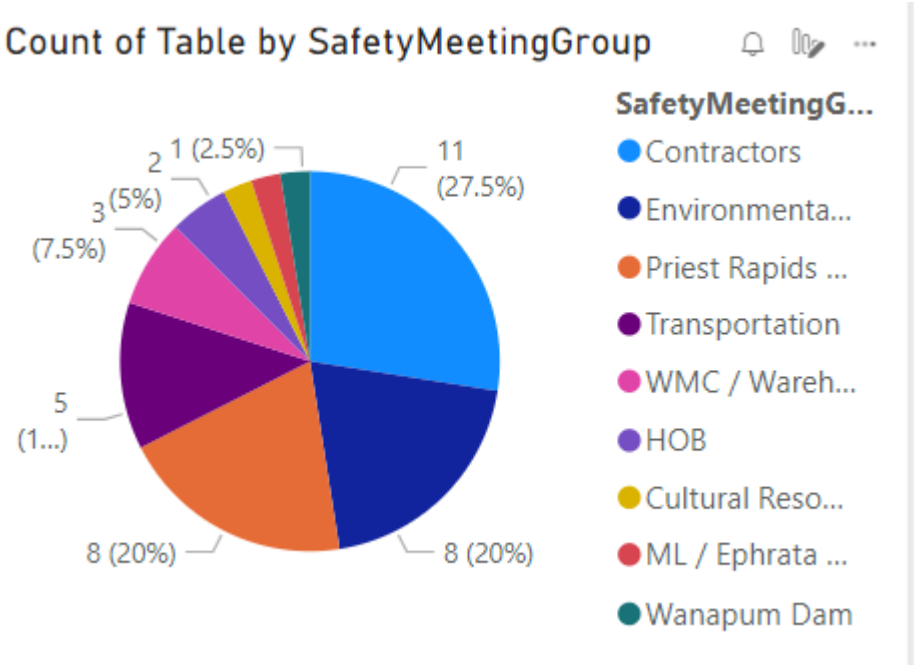
Several Policies are under review in 2024 to ensure full LNI compliance and stakeholder training:

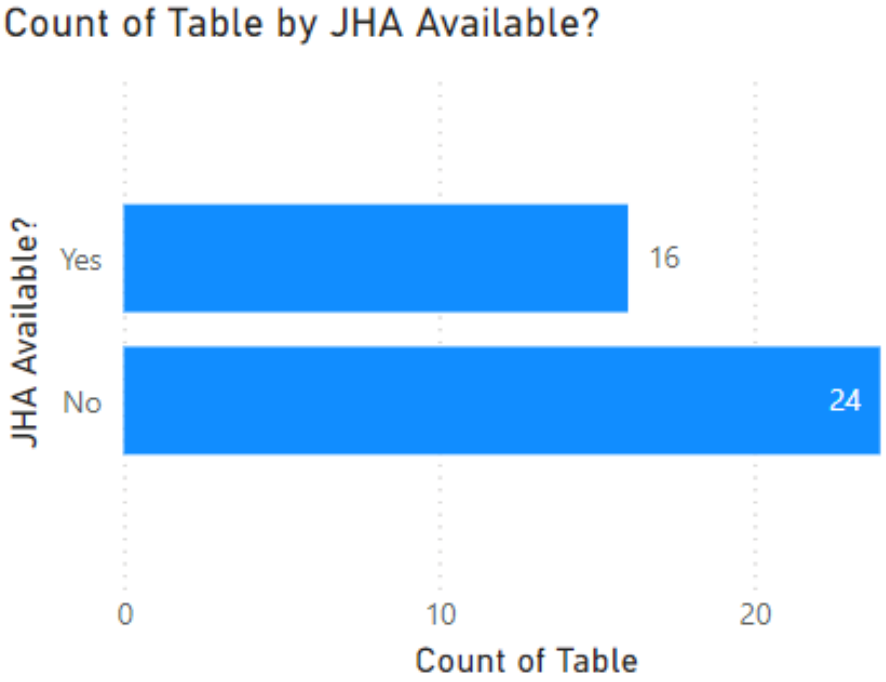
- Crane Policy
- Lock Out Tag Out Program
- Electrical Safety Program
- Lead Compliance Program
- Respirator Protection Program

Job Site Review

- The 2023 JSR system is up and collecting data.
- We are refining the data outputs for our Monthly Safety Report





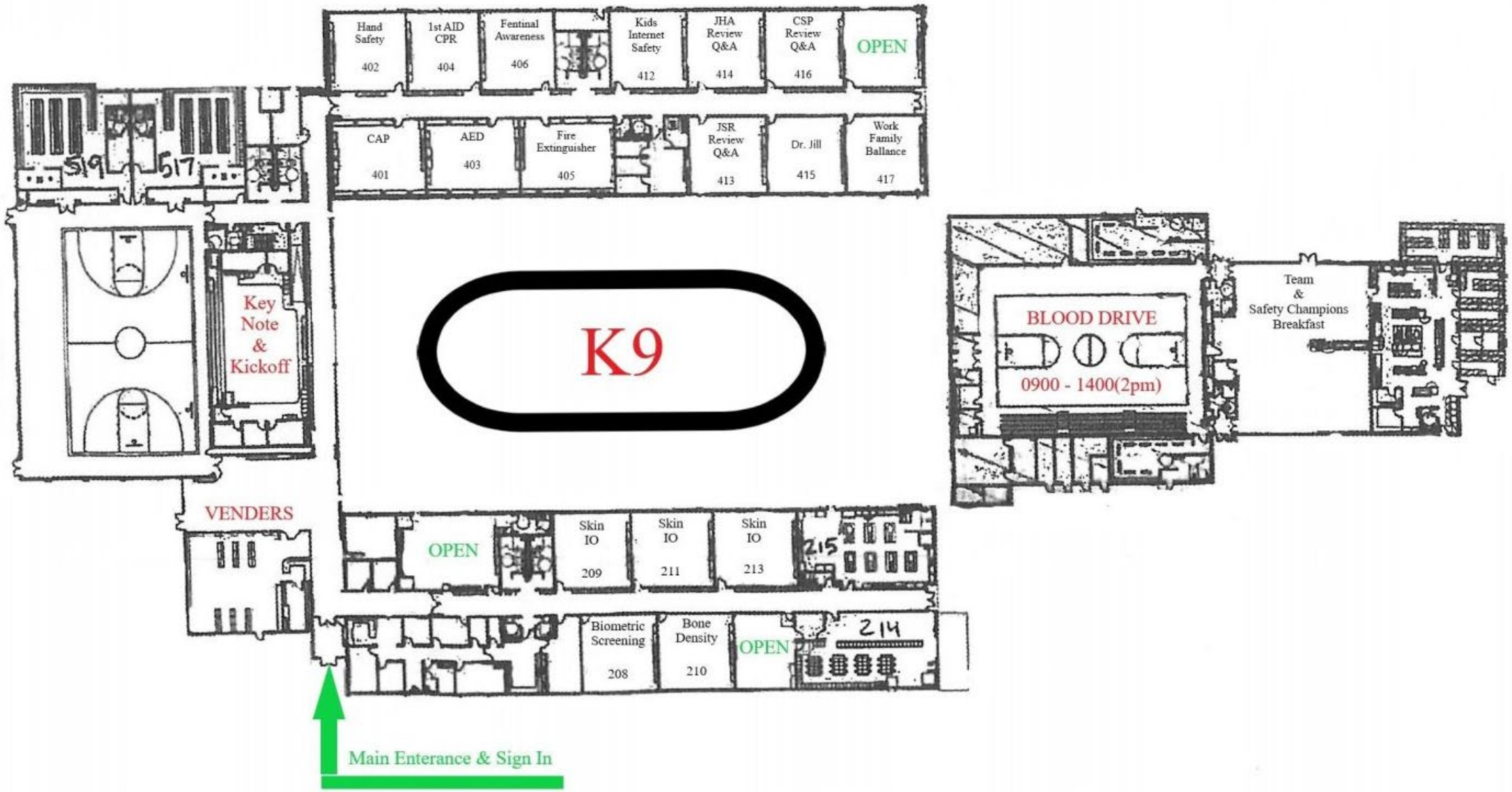


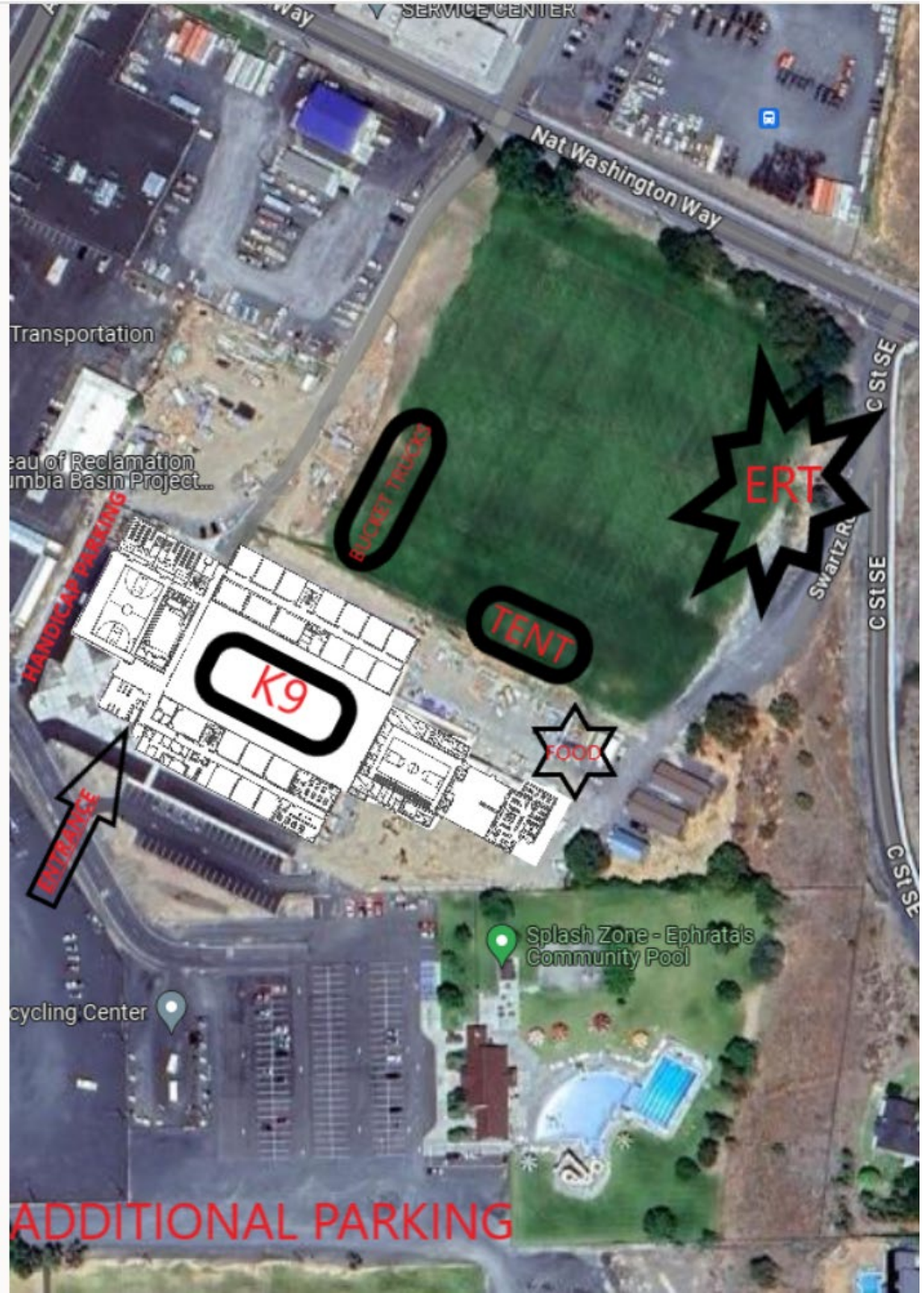
Grant PUD

SAFETY DAY

June 13th **Ephrata Middle School**

This will replace your JUNE SAFETY MTG.


Hand Safety 402
1st AID CPR 404
Fentinal Awareness 406
Kids Internet Safety 412
JHA Review Q&A 414
CSP Review Q&A 416
OPEN
CAP 401
AED 403
Fire Extinguisher 405
JSR Review Q&A 413
Dr. Jill 415
Work Family Ballance 417
519
517
Key Note & Kickoff
K9
BLOOD DRIVE
0900 - 1400(2pm)
Team & Safety Champions Breakfast
VENDERS
OPEN
Skin IO 209
Skin IO 211
Skin IO 213
215
Biometric Screening 208
Bone Density 210
OPEN
214
Main Enterance & Sign In


SERVICE CENTER
Nat Washington Way
Transportation
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BUCKET TRUCKS
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HANDICAP PARKING
K9
TENT
FOOD
ENTRANCE
Splash Zone - Ephrata's Community Pool
cycling Center
ADDITIONAL PARKING

2024 SAFETY DAY SCHEDULE

TIME		ACTIVITY		LOCATION
WELLNESS FAIR	6:00 AM	Biometric Screening	until 10:30 AM	Room 208
		Bone Density	until 10:30 AM	Room 210
		Skin IO	until 2:00 PM	Rooms 209, 211, 213
		Shock Walk	until 3:00 PM	Outdoors
8:00 - 8:30 AM		Safety Day Kickoff		New Gym
8:30 - 8:40 AM		Break		
8:40 - 9:40 AM		Keynote Speaker: Brad Livingston		New Gym
9:40 - 9:50 AM		Break		
9:50 - 10:35 AM		BREAKOUT SESSION 1		
10:35 - 10:45 AM		Break		
10:45 - 11:30 AM		BREAKOUT SESSION 2		
11:30 - 1:00 PM		Lunch		Outdoor Basketball Courts
1:00 - 2:00 PM		Keynote Speaker: Kayla Rath		New Gym
2:00 - 2:10 PM		Break		
2:10 - 2:55 PM		BREAKOUT SESSION 3		
2:55 - 3:05 PM		Break		
3:05 - 3:15 PM		Closing Ceremony		New Gym

Powering our way of life.

Employee Experience QBR

5 years in…

Q2 2024

AGENDA

5 Years ago: Themes & Interventions

5 years in: What has happened?

Today: What is happening?

5 years from now: What do we want to happen?

2019 Themes & Interventions

Translate & train toward organizational values and practices

Clarify & Train toward the role of leadership at Grant PUD

Communication Supports

Reaffirm community of care within Grant PUD

People-analytics to guide decision making

Elevate the voice of employees

Clarify & train toward the role of leadership.

2019 Commitment
Develop & train on leadership philosophy
Develop & deliver mandatory leadership training to all people leaders
Clarify the role of a supervisor @Grant
Institute biannual leadership summits @Grant PUD
Develop Sr. Leadership effectiveness audits
Offer leadership coaching engagements
Create an emergent leadership program

Clarify & train toward the role of leadership.

Now	5 years from now…
• Organizational competency model developed (leadership framework • "Boss to coach" competency included in performance reviews	Org can track progress through the leadership framework
Leading@Grant / Working@Grant delivered to org.	Training content offered on-demand in micro-learning format
Organizational competency model developed (leadership framework)	Framework embedded into job descriptions & hiring practices
Leadership Summits occurring 2x/year.	Summits are led by people-leaders conveying best practices & lessons "from the field"
Leadership effectiveness checklist pilot underway within COO group	All people-leaders have completed
90+ people leaders have completed coaching program	People leaders see their role as that of coach & have completed program
Orange & Blue U launched and in year 2	75% of graduates have advanced into a people-leader position. One will be an executive at Grant PUD

Translate & train toward organizational values and practices.

2019 Commitment
Code of conduct
Core in-house training for all employees that reinforce desired behaviors
Establish a formal training function in org.
Establish people-metrics & data

Translate & train toward organizational values and practices.

Now	5 years from now…
Commitment to Code of Excellence adopted	Code of Excellence moments embedded into meeting agendas
• Organizational competency model adopted (leadership framework) • Standardized approach to onboarding	Organization can self-pace to complete required trainings as outlined in leadership framework virtually or in person
Learning & Development department established	• Virtual/LMS-based learning is resourced to support remote workforce. • 60% of employees have a tailored learning plan designed for their role
• Standardized tracking of training completion & compliance & employee experience data on centralized dashboard • DiSC Catalyst Platform created & leveraged	• The Employee Experience function leverages predictive analytics to inform employee retention concerns. • Workforce planning data guides out-year labor budgets

Communication Supports

2019 Commitment
Monthly leadership microlearnings
Centralized intranet support resources
Monthly Leadership collaboration calls
Monthly TED sessions (Thinking, educating, Developing)

Communication Supports

Now	5 years from now…
Microlearnings under development for 2024 to be available in LMS	Microlearnings available on demand in LMS and updated on scheduled cadence
Communication transitioned under OpEx & plans under development	Plans TBD in 2024

Reaffirm community of care.

2019 Commitment
Develop & deliver diversity, equity, and inclusion (and/or unconscious bias training)
Reinvigorate and refresh Employee Association
Integrate a consistent change management philosophy throughout the org.
Institute an annual, all-employee celebration
Reinstitute organizational site visits/tours for new hires.
Establish a job shadow/job rotation program for employees

Reaffirm community of care.

Now	5 years from now…
DEIB strategy under development	The organization has training and common language around emotional intelligence & DEIB
Employee association self-sustaining	Employee Association has identified opportunities for after-hours events and sustained a Grant PUD scholarship funded by employees
OCM framework adopted and embedded in OpEx f(x)	Internally-led OCM training offered on routine cadence and completed by all supervisors/managers
Employee Appreciation Day occurs annually	Event continues to be sponsored
New hire site visits kick off in 2024 to both power production & delivery	All employees have ability to attend a site visit and tour and all new hires participate within 6 months of hire
Individual development plans in place and highlight this as an option.	30% of organization has formal IDP developed

People analytics to guide decision making

2019 Commitment
Implement an HRIS solution (including performance, LMS, Succession, human capital mgmt.)
Identify a central resource/platform for workforce data
Workforce planning & pipeline efforts

People analytics to guide decision making

Now	5 years from now…
• HRIS solution in place and supporting full talent lifecycle • Performance Development framework established	HRIS solution integrates with all employee aspects of employee experience & Microsoft platform with “low touch” from EMPX or HR (i.e. self-service capabilities).
Workforce data captured & integrated into Power BI dashboard	Organization hires a people-data resource to guide business planning & resource loading
• Rudimentary data collected to review current state • Student program outreach underway. • Education reimbursement program launched and revised • Apprenticeship program resourced	• Workforce data allows organization to anticipate what might happen relative to skills shortages, retirements, turnover, etc. • Grant PUD sponsors community careers in energy days • 3 new apprenticeship programs developed and active • Pre-apprenticeship program in place in partnership with local high schools.

Elevate the voice of employees.

2019 Commitment
Institute annual organizational surveys
Institute employee exit interviews
Institute annual employee focus group sessions
Create job family and hire employee experience job function
Institute executive listening sessions (skip level meetings)
Require consistent one on one sessions with employee & supervisor.
Create employee development plans

Elevate the voice of employees.

Now	5 years from now…
Systematic feedback mechanisms in place (Q12) & Action Plans	Grant PUD sits at 50th percentile in Gallup's global database
Exit interviews manually captured & data centralized into dashboard	• Separation workflow automatically sets date and time for exit interview via HRIS • Knowledge transfer program integrated
Job family created for Employee Experience & department resource-loaded	Employee Experience team leverages data to inform success of programs and services delivered and executes stated workplans
Skip level meetings occurring with ELT on annual cadence	ELT sustains focus on skip level meetings. Scheduled annually.
One on one expectation for supervisors of non-bargaining unit employees	One on one become the basis for ongoing performance evaluations V. 2x/year
Development Planning templates created and integrated into performance development program	30% of organization has an active development plan

04

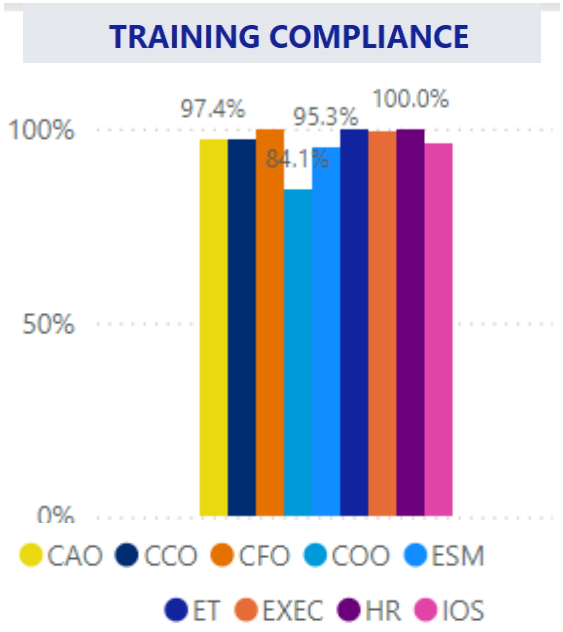
Ongoing Performance Data

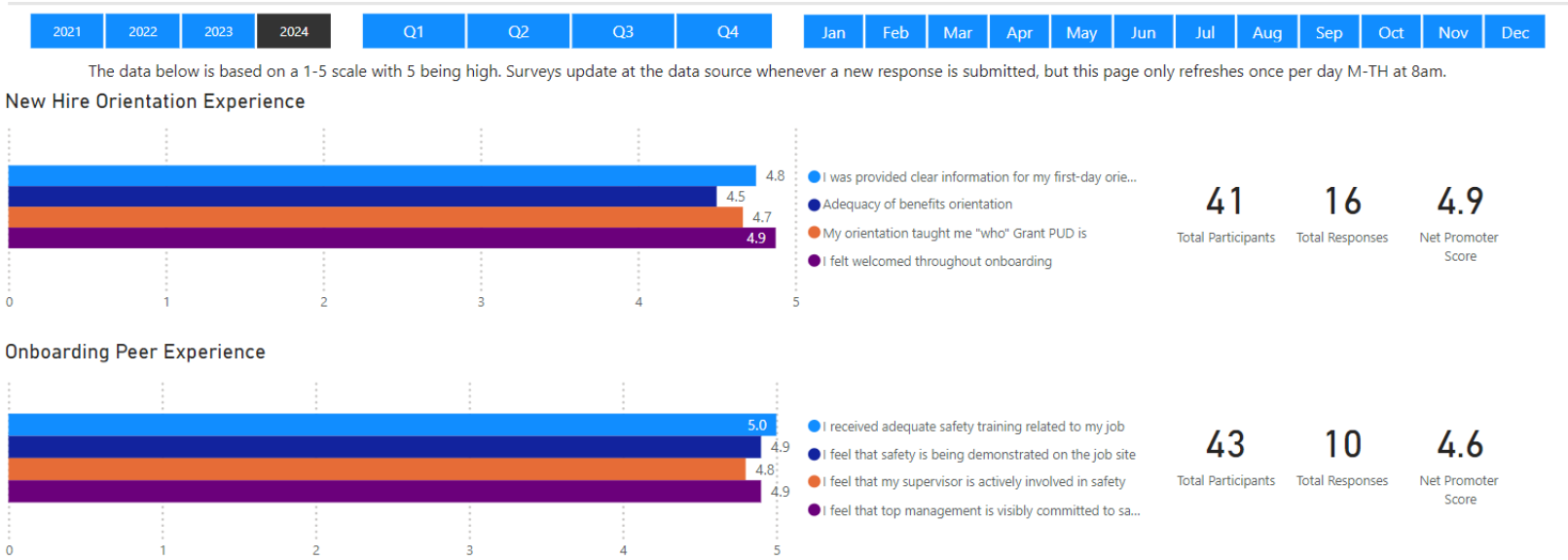
Q2 2024

Training & Onboarding

How the information is used:

- Provide incremental improvements to onboarding experience
- Helps track participation in the onboarding/orientation process (checklist completions)
- Compliance tracking





Separations (As of 05/30/24)

How the information is used:

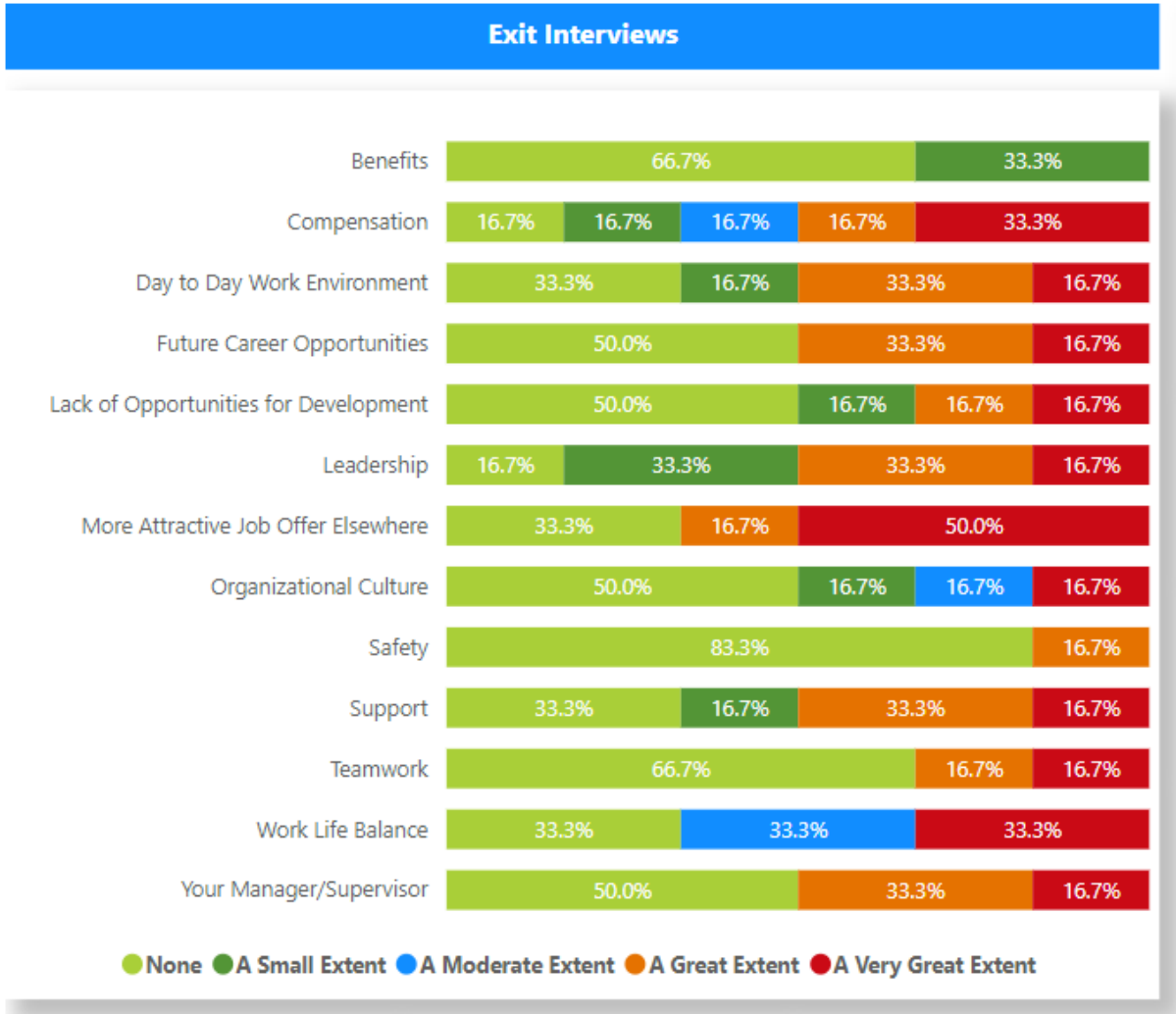
- Helps us identify indicator(s) for why individuals separate
- Highlights areas to improve & identify potential

Attract
Hire
Onboard
Engage
Perform
Develop
Depart

’23 Turnover: 7%

’22 Turnover: 6.7%

’21 Turnover: 5.7%



6
Total # Respondents

40.0%
Total Respondants

15
Total Separations

3
Total # Involuntary Separations

7
Total # Voluntary Resignations

5
Total Retirements

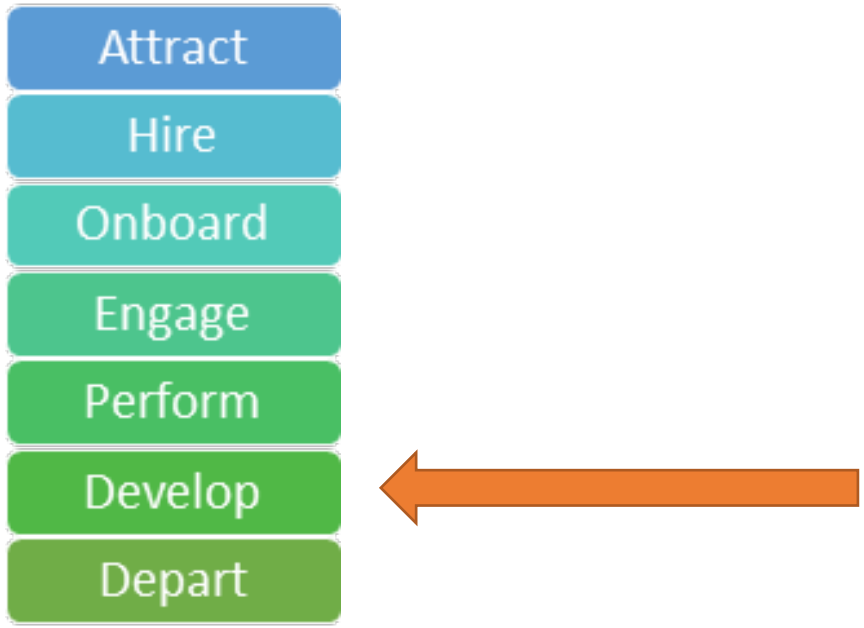
0.2%
% First Year Attrition

1.8%
Total Turnover of Full-Time Regular Employees Only

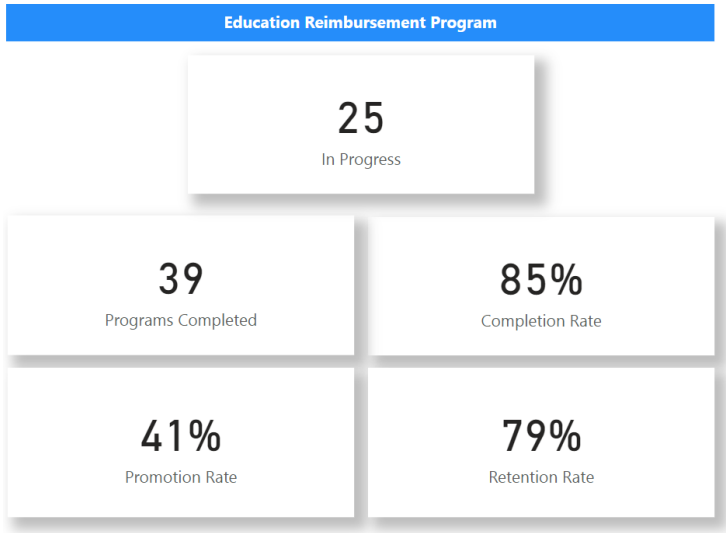
Education Reimbursement

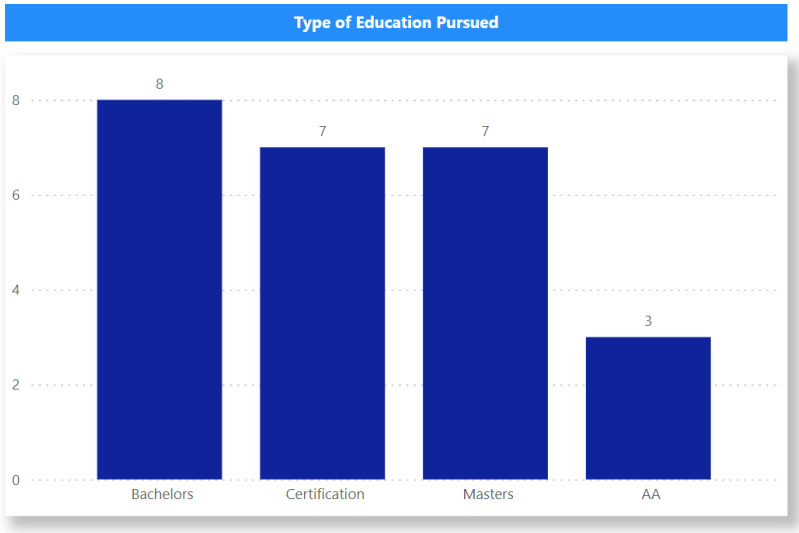
How the information is used:

- Visibility into effectiveness/value of the program



Note: 43% male/57% female participants





Retention Rate refers to those employees who completed what they set out to complete and are still employed with Grant PUD.
Promotion Rate refers to anyone who completes what they set out to complete and are now in a higher level position (higher level in grade (non-union) or position progression (union)).
Completion Rate refers to percentage of those who have completed compared to those who have left the program (incomplete) and does not include in progress or on hold plans.
This page is automatically updated whenever the underlying dataset is updated (usually once per quarter).

Questions?

2024 Integrated Resource Plan
Public Workshop
06.25.24

Grant PUD

Today's Agenda

Workshop Purpose: To provide an update on the status of Grant PUD's 2024 integrated resource planning process and to receive feedback from stakeholders

- **Overview and Purpose of the Integrated Resource Plan (IRP)**
- **Key Considerations**
- **Modeling Process and Current Portfolio Position**
- **Preliminary Modeling Results**
- **Next Steps**
- **Questions and Feedback**

Overview and Purpose

Basics of an Integrated Resource Plan (IRP)

- An IRP is a decision support tool to help ensure we can meet our customers' long-term energy needs at reasonable cost
- It serves as a guide to fulfilling our mission

  To safely, efficiently, and reliably provide electric power and fiber optic broadband services to our customers

- An IRP involves a public process and discussion and facilitates gathering important input from our customers and other stakeholders

Our 2024 IRP Project Statement

- The IRP will produce a resource plan that aims to minimize the long-term net revenue requirement while maintaining assumptions and meeting constraints
- The resource plan will be actionable and is intended to direct contracting for or building of new resources, or to outline specific alternate strategies for meeting projected future requirements
- We will plan for, and present results for, the period 2025 – 2045
- The resource plan identified will not shift costs incurred from addition of resources from non-Core Customers to Core Customers

What does the State Require of an IRP?

- RCW 19.280 requires that on 4-year intervals, utilities in Washington "develop comprehensive resource plans that explain the mix of generation and demand-side resources they plan to use to meet their Customers' electricity needs in both the short term and the long term" and that these plans be updated with a progress report or new plan every 2 years
- RCW 19.280.030 details the minimum requirements that the plan must consider and include
- A summary of estimated future needs, resources and a load resource balance must be submitted to the Department of Commerce by September 1
- The plan must be made available to the public

IRP Project Schedule

Activity	Start Date	End Date
Discovery and Kickoff	6/5/23	10/1/23
Information Collection for Modeling and Analysis	8/7/23	2/8/24
Capacity Expansion Modeling	2/9/24	4/15/24
Portfolio modeling of select scenarios and sensitivities	4/5/24	5/5/24
Loss of Load Expectation studies (LOLE)	5/6/24	6/24/24
Draft IRP Document	3/1/24	7/31/24
Public Workshop at Commission meeting	6/25/24	
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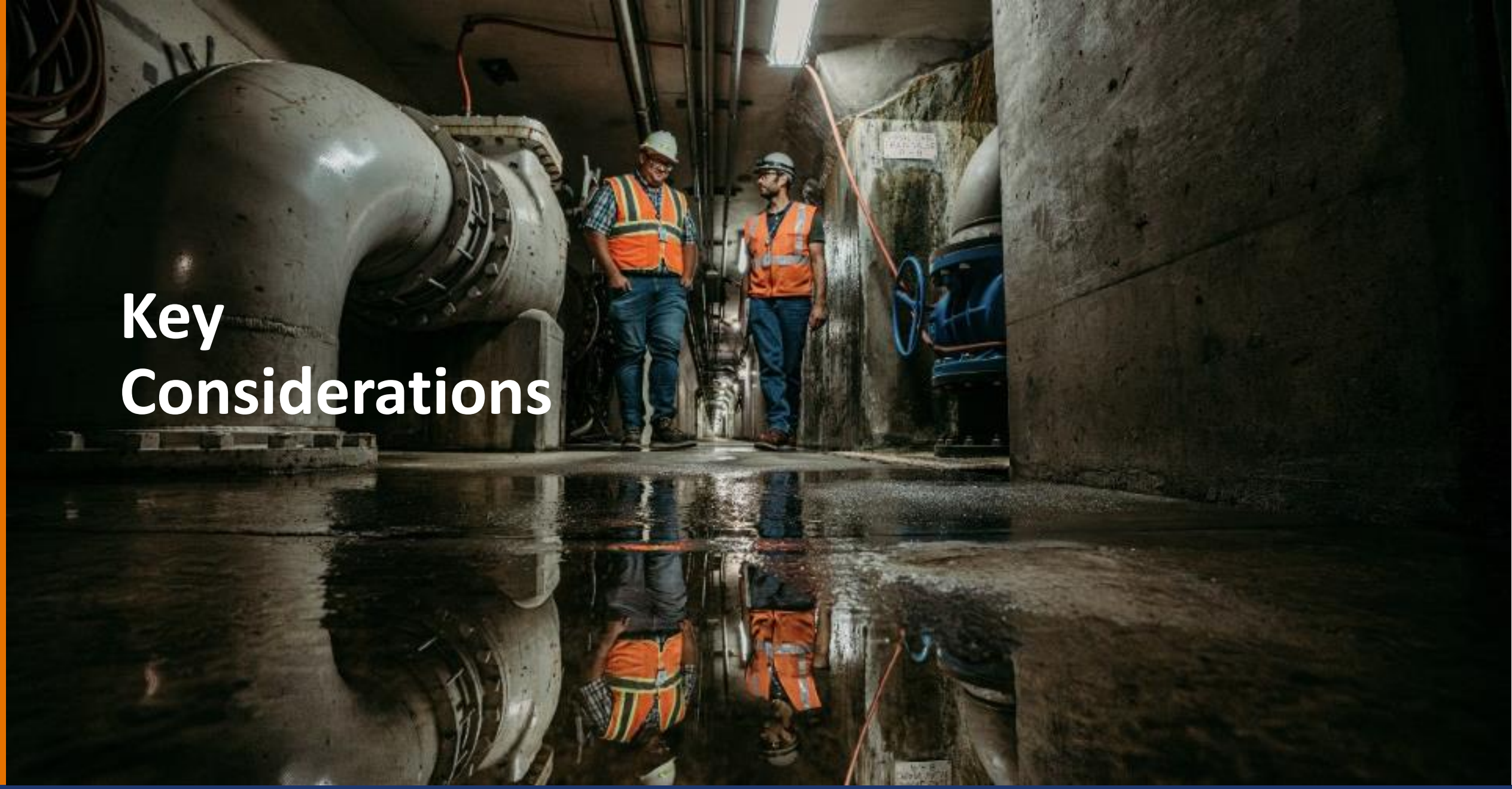
Resolution materials to Commission for review and approval	8/1/24	8/27/24
Submit IRP to Department of Commerce	9/1/24	



Key Considerations

Policy and Strategic Assumptions

- Crafting an actionable IRP requires alignment with leadership on key assumptions from the start of the project
- Policy and strategic assumption statements were drafted by the IRP team and approved by the Grant PUD Executive Leadership Team
- Additional working level assumptions were also created
- We'll review a few key policy and strategic assumptions

Participation in BPA Provider of Choice Contract

IRP Assumption:

- Grant PUD acquires approximately 200 aMW of BPA Priority Firm Tier 1 Provider of Choice energy
- BPA provides energy in equal amounts across all hours, a Flat Block product
- This contract, or a contract with similar terms, will be available from October 2028 through the end of the planning period in 2045
- Grant PUD may acquire Tier 2 or New Resource power from BPA if cost effective

Why BPA Power:

- Grant PUD is exercising its statutory rights to purchase cost effective power from the Federal Columbia River Power System

Participation in Western Resource Adequacy Program (WRAP)

IRP Assumption:

- Grant PUD will join the binding season of the Western Resource Adequacy Program in 2027
- For all binding WRAP seasons, IRP resource selection will provide sufficient capacity to meet WRAP obligations as understood today
- Current WRAP-based planning reserve margins and capacity valuation of supply resources will be used in the development of our resource plan

Why WRAP in 2027:

- Grant PUD fully supports the WRAP's efforts to address the region's reliability needs
- Grant PUD's customers will benefit from participating in this program

Lowest Reasonable Cost Implementation of CETA Compliance

IRP Assumption:

- Grant PUD will meet all CETA requirements in 2030 and through the planning period in a manner resulting in the lowest reasonable cost to customers
- This may result in a plan in which future years having a similar carbon content until 2030 when Grant PUD is required to be 80% carbon free, and in the period from 2030 through 2045, at which time Grant PUD is required to be 100% carbon free
- When formulating a plan, we will remain cognizant of the strategic and policy implications of not showing steady progress toward clean energy goals

Why this CETA compliance path:

- Not prescribing a path prior to analysis allows us to devise a plan reflecting lowest cost

Slice Sales or Pooling Agreements

IRP Assumption:

- Grant PUD will continue to utilize slice sales and pooling agreements when they are beneficial
- To formulate this resource plan, we will model Grant PUD retaining all Priest Rapids Project output at the conclusion of our existing contracts

Why no slice or pooling contract assumption:

- Potential future contract terms are not yet determined
- Future optimization will include a plan for monetizing the value of Priest Rapids Project assets and reducing water risk

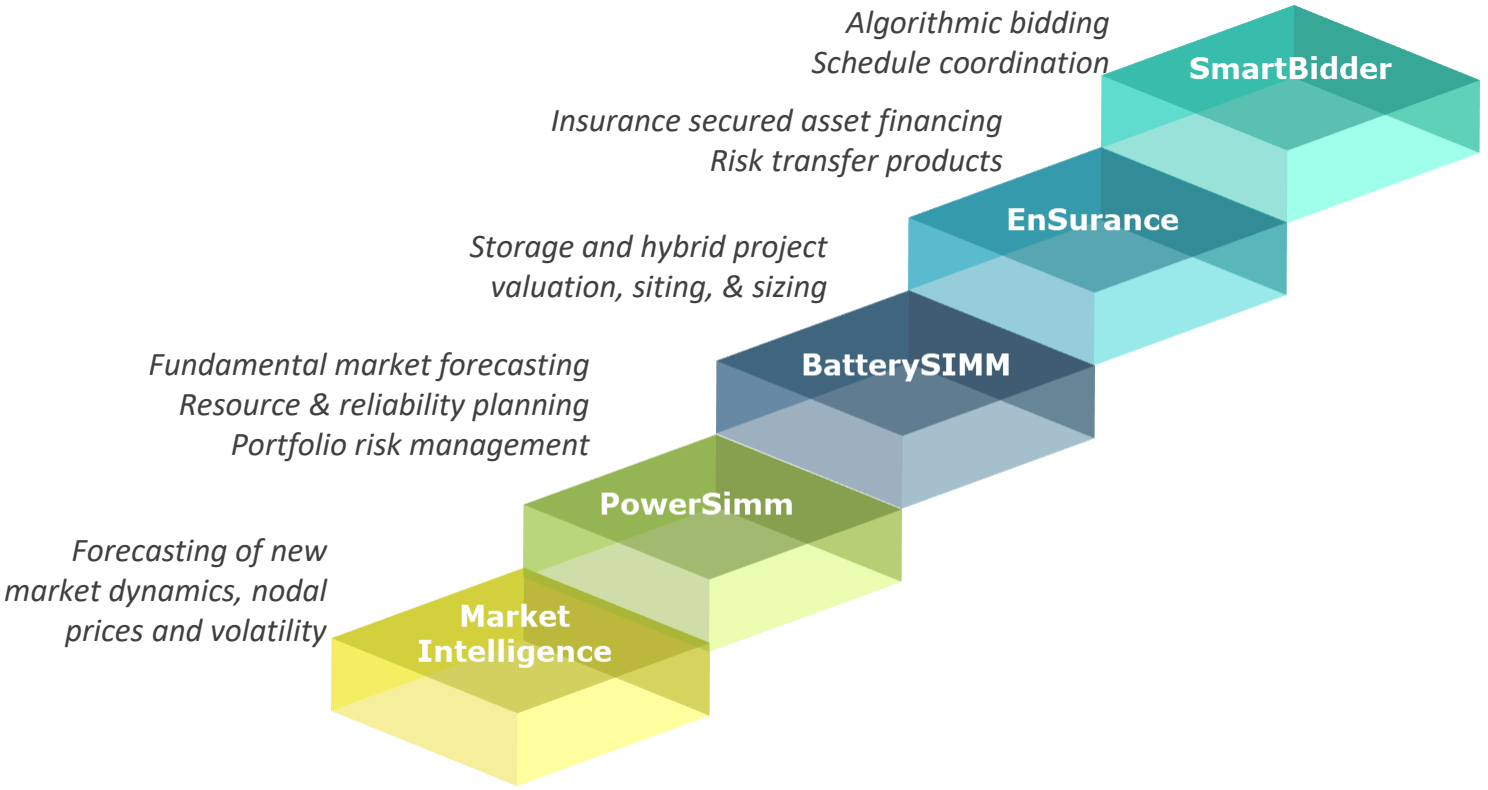
Modeling Process

Our Modeling Consultant Ascend Analytics

- Ascend Analytics is an innovative software service company focused on energy analytics
- Founded in 2002 with 85 employees in Boulder, Oakland, and Bozeman
- Five integrated service lines for operations, portfolio analytics, and planning
- Custom analytical solutions and consulting

Proven & Broadly Adopted

EDF renewables, Duke Energy, NextEra Energy, Terra-Gen, aypa, New York Power Authority, ABLE GRID, Strata Solar, American Electric Power, 8minutenergy, REU Redding Electric Utility, TID Water & Power, nrg, Austin Energy, Ameren, Silicon Valley Clean Energy, BWL Hometown People. Hometown Power., LA DWP Los Angeles Department of Water & Power, Shell, City of Glendale Water & Power GWP Your Trusted Community Utility



Modeling Approach

Model Setup and Validation

- Collect input data and build reference case model
- Validate existing portfolio and potential resource pool
- Run initial dispatch cases

Automated Resource Selection Module (ARS)

- Run ARS for selection of optimized capacity plan for reference case and other scenarios
- Calibrate and adjust

PowerSIMM Dispatch Model

- Run hourly dispatch model to:
- quantify distribution of portfolio costs
- investigate sensitivities
- evaluate metrics of interest

PowerSIMM Loss of Load Evaluation Model

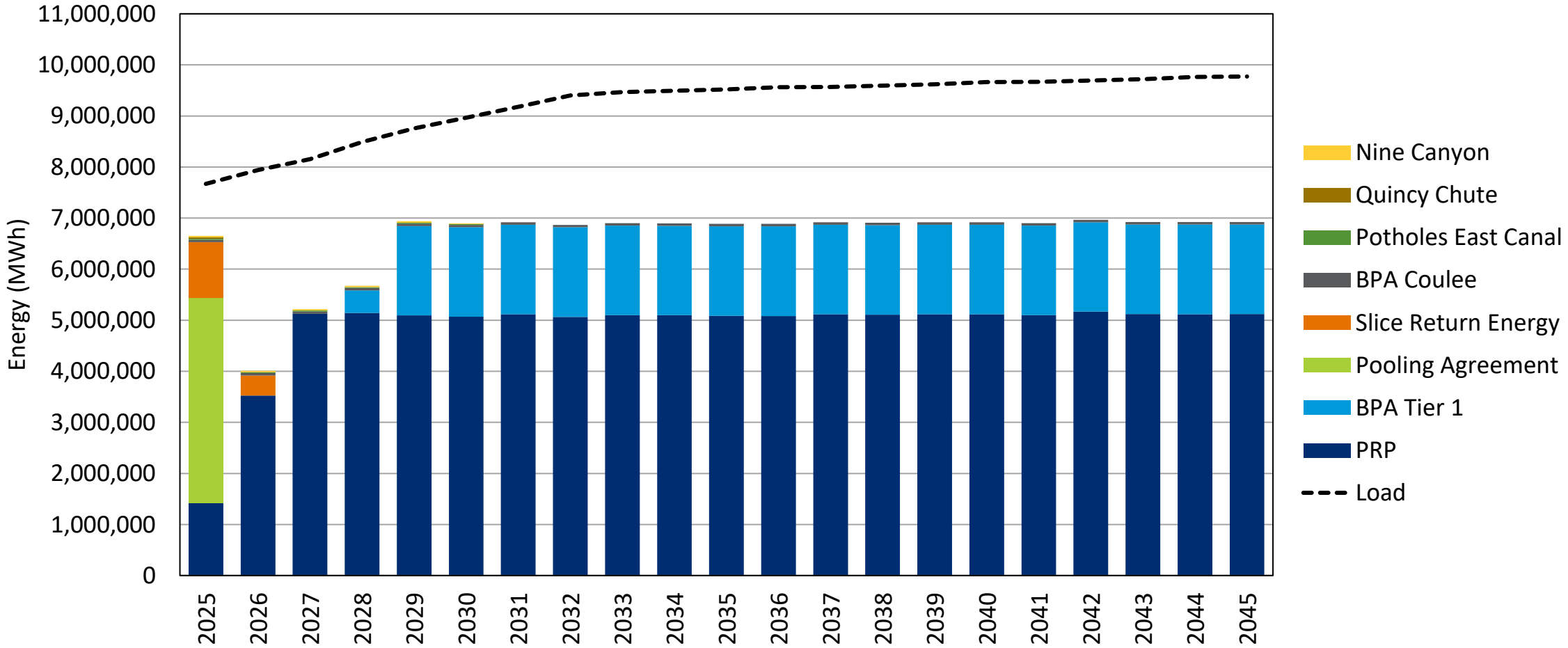
- Run hourly dispatch model to:
- evaluate frequency, duration, depth of unserved energy
- gauge reliability impact of capacity additions

Existing Portfolio Represented

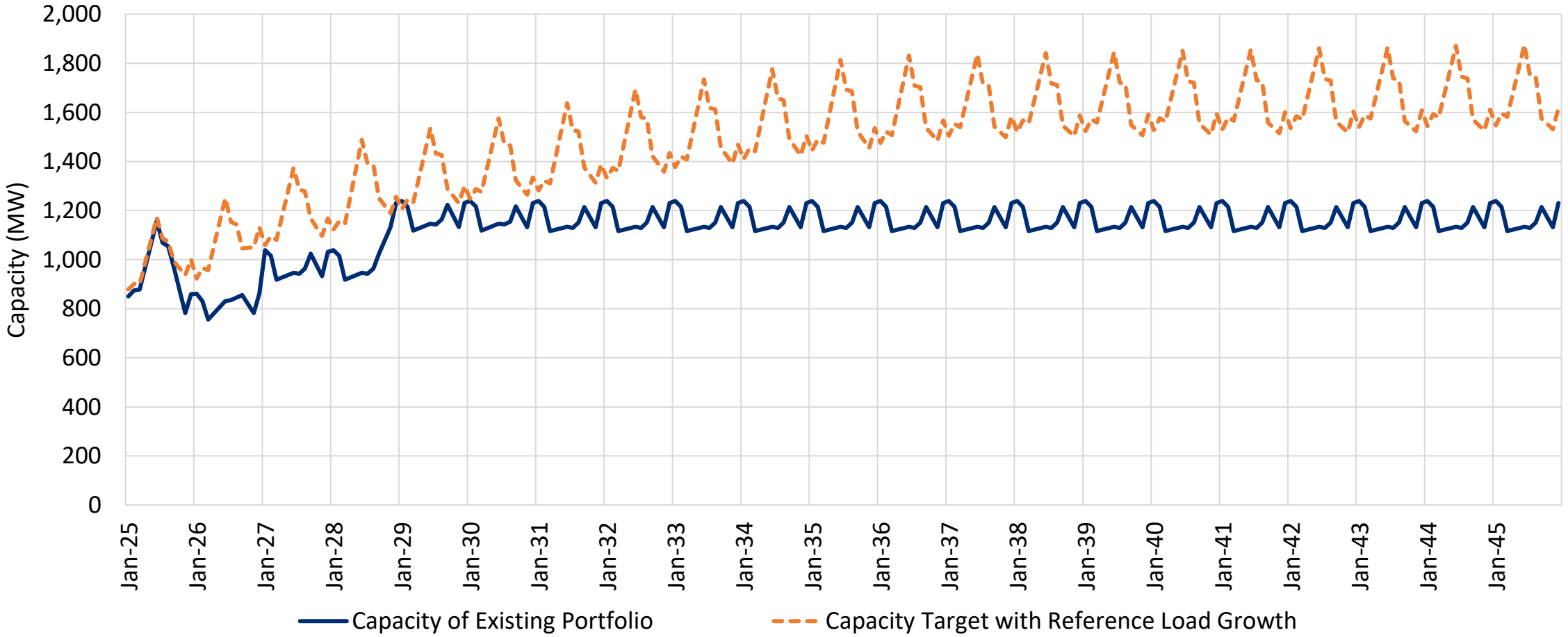
- Wanapum Dam 63.31% physical share of 1,220 MW nameplate
- Priest Rapids Dam 63.31% physical share of 956 MW nameplate
- Quincy Chute 9.4 MW nameplate through October 2025
- Potholes East Canal 6.6 MW nameplate through September 2030
- Nine Canyon Wind 12.5% share of 95.9 MW nameplate through July 2030
- BPA resource for Grand Coulee load through planning period; addition of Tier 1 Provider of Choice contract beginning October 2028 for total of 200 MW
- Rock Island encroachment, slice contracts and pooling agreement through contract terms and Canadian Entitlement through planning horizon
- Estimated Unmet District Load (EUDL) **financial asset only**; 30% share of Priest Rapids Project; not in model

Model Assumptions: Current Portfolio and Future Resource Options

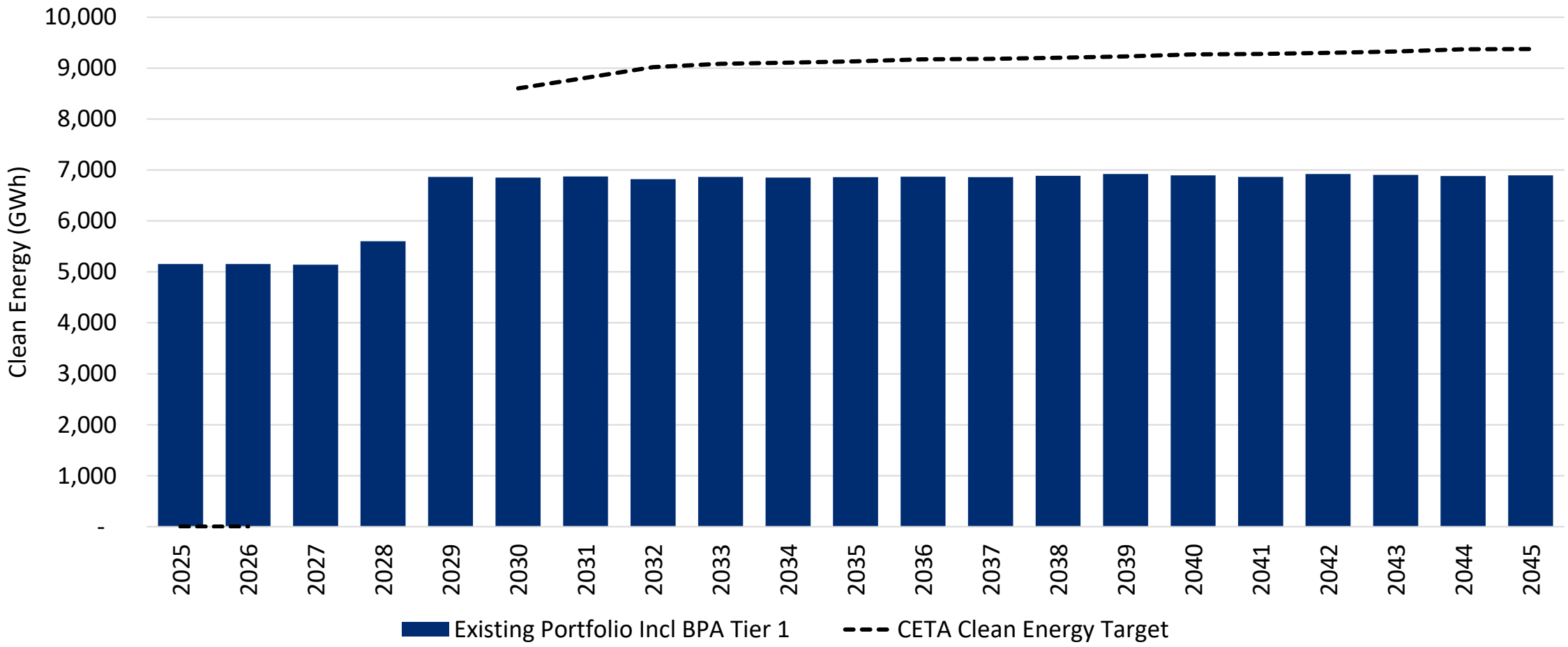
Energy Position of Existing Portfolio



Capacity Position of Existing Portfolio



CETA Position of Existing Portfolio

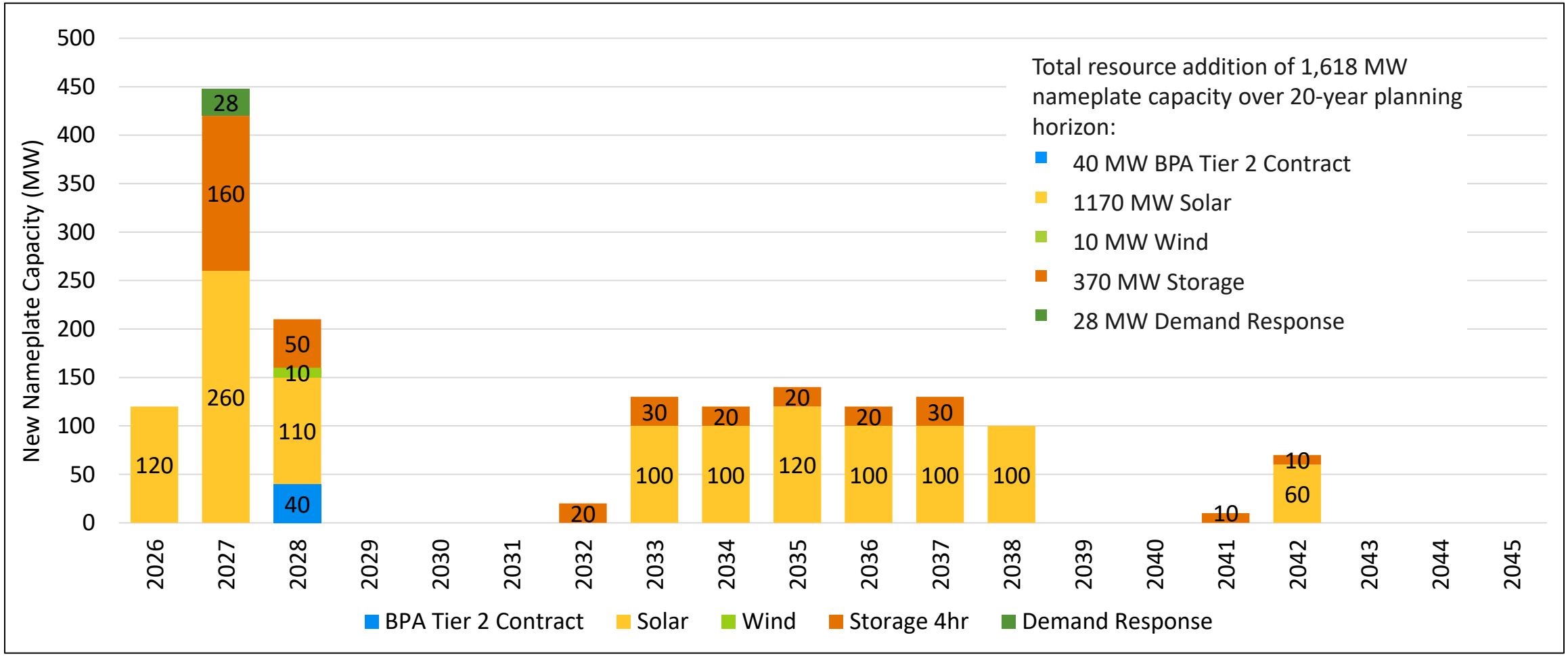


IRP Candidate Resources Modeled

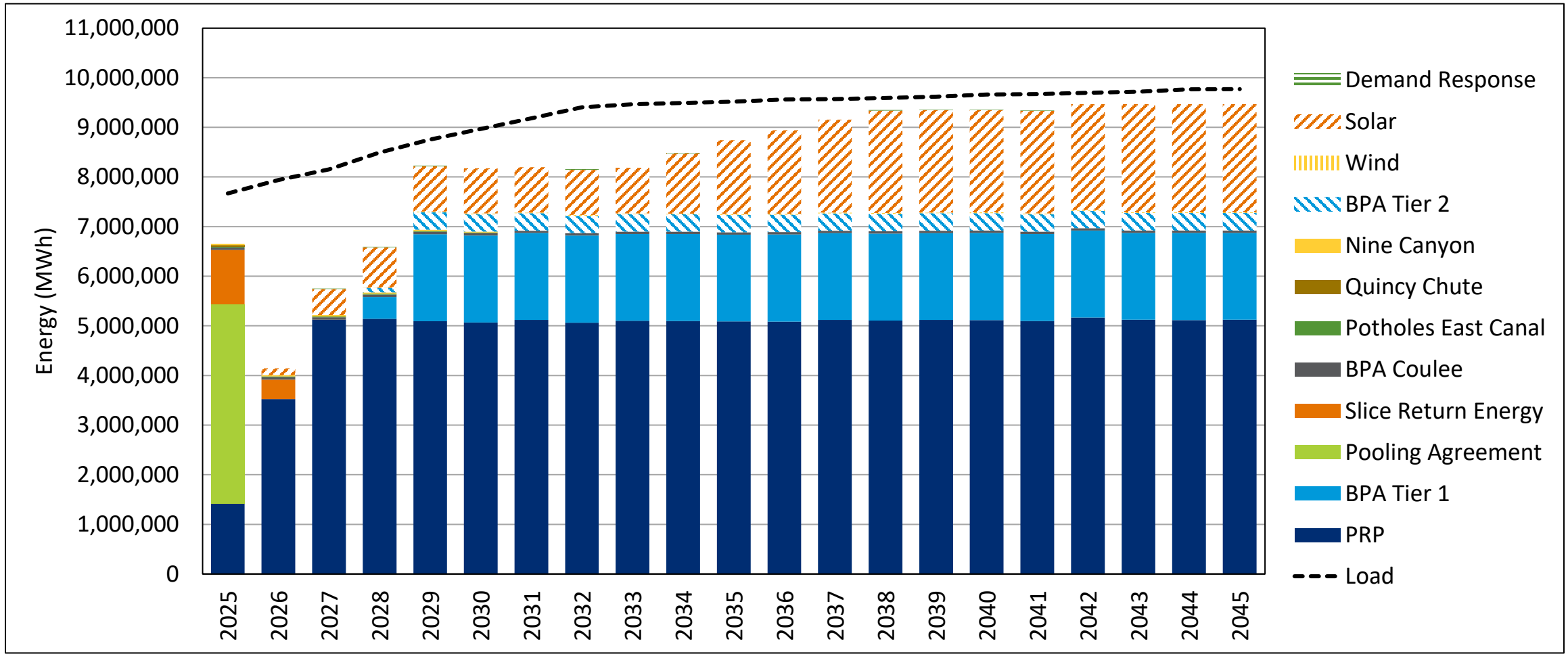
First Availability Date	Technology	Location(s)	Max Capacity Factor	ELCC (RA Capacity)
2026	Solar	Grant County, Oregon, Idaho, Montana, Nevada	19% - 26%	1% - 84%
2026	Wind	Oregon, Idaho, Montana	16% - 29%	6% - 47%
2026 other locations, 2031 Grant County	Lithium-ion Battery – 4 hour	Grant County, Oregon, Idaho, Montana, Nevada	17%	61% – 100%
2030	Pumped Storage	Washington	40%	77% - 100%
2028 (October start)	BPA Tier 2 Contract	Pacific Northwest	100%	86%- 100%
2031	Iron-Oxide Battery – 100 hour	Grant County	44%	77% - 100%
2031	Hydrogen Fuel Cell	Grant County	95%	95%
2031	Hydrogen Fueled Aeroderivative	Grant County	96% (48 hours of fuel)	96%
2031	Natural Gas Fueled Aeroderivative	Idaho	97%	97%
2031	Natural Gas Fueled Combined Cycle	Idaho	91%	91%
2034	Small Modular Reactor	Grant County	95%	95%

Preliminary Modeling Results

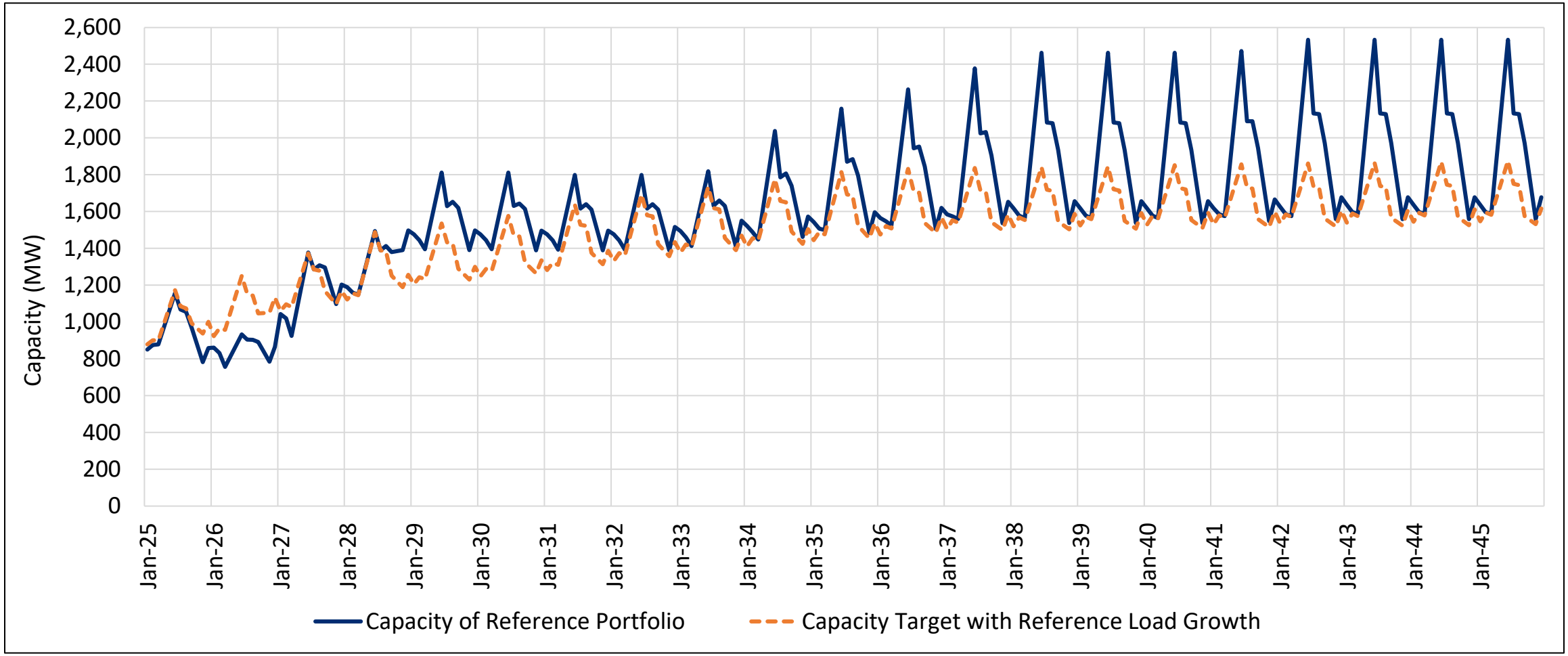
Capacity Expansion Model Results - Preliminary



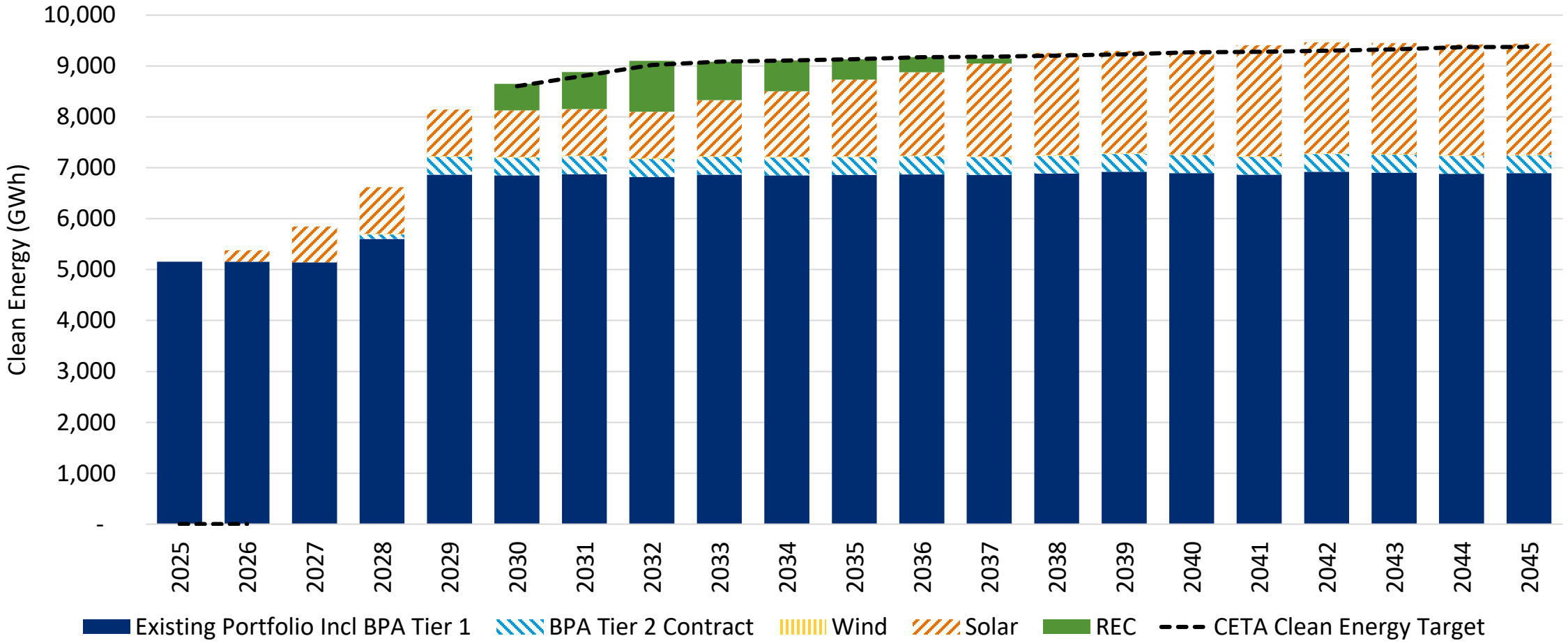
Energy Position of Preliminary Portfolio



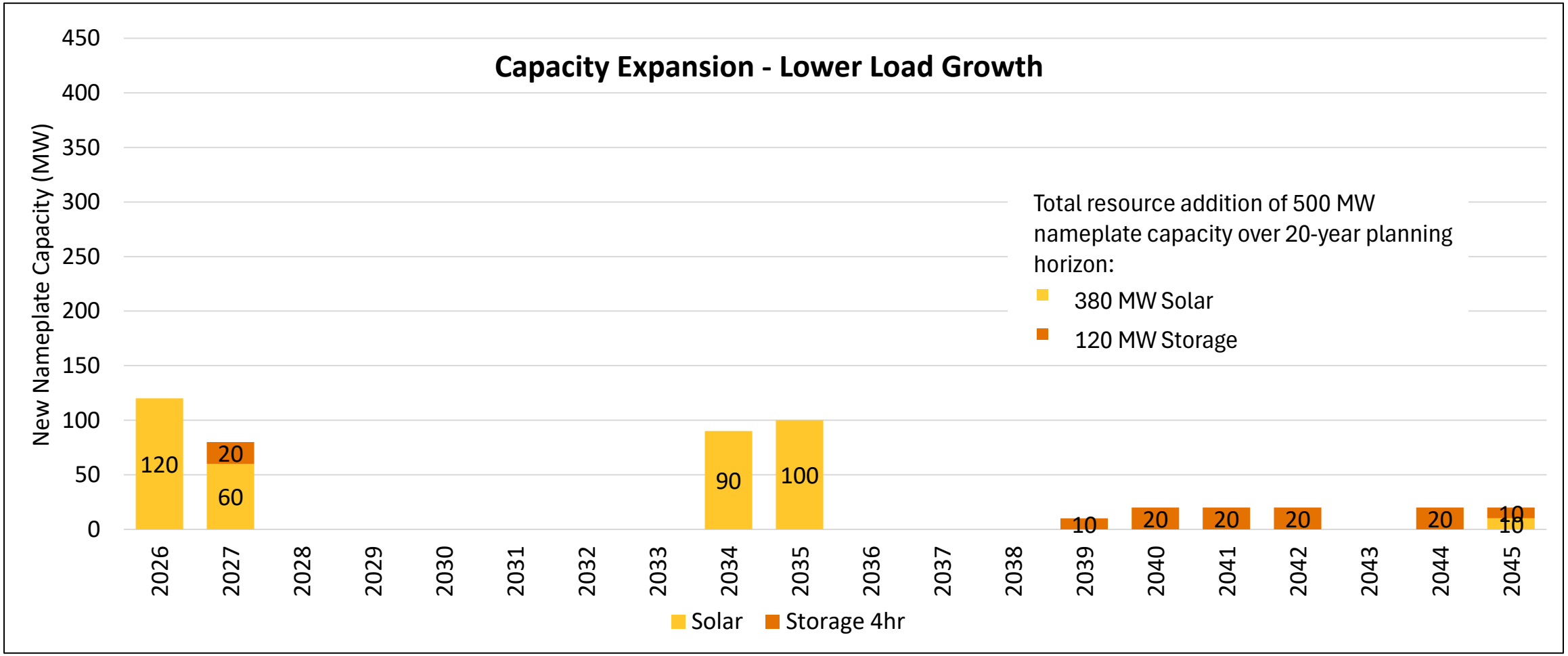
Capacity Position of Preliminary Portfolio



CETA Position of Preliminary Portfolio



Additional Capacity Expansion Model Results



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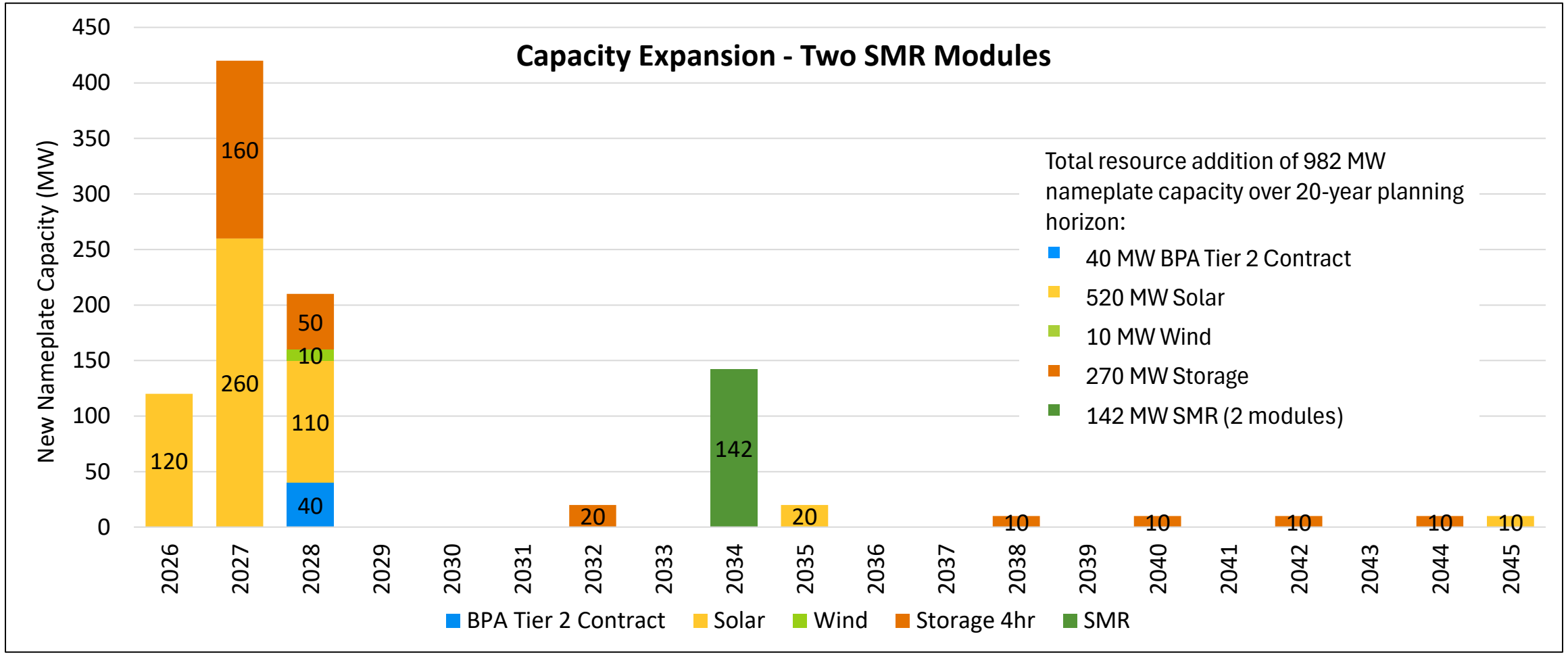

Next Steps

IRP In-Progress Activities

- Reviewing results of portfolio and loss of load expectation modeling for:
  - Reference case
  - Lower load growth case
  - Two SMR modules in 2034
  - Broad regional market participation
- Determining areas in which additional analysis is warranted
- Collecting feedback
- Drafting IRP document

Next Steps

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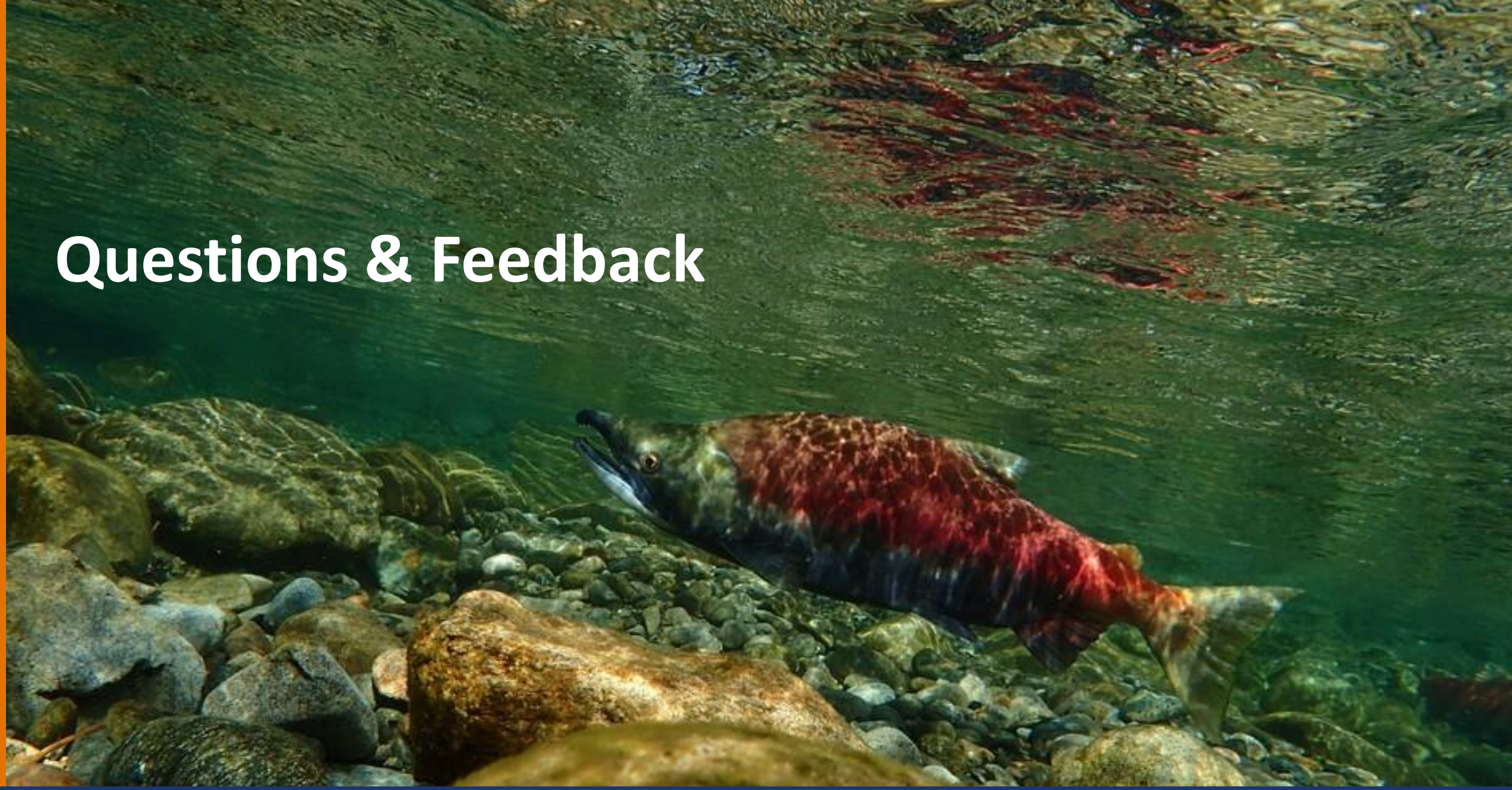
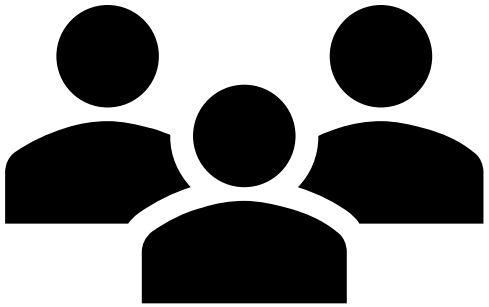


Grant PUD

Feedback

More info including a link to our 2022 IRP: www.grantpud.org/powering-our-future



IRP Comments: IRP@gcpud.org

Presentation Materials: www.grantpud.org/commission-meetings

Thank You

Public Hearing: July 23

Grant PUD

Powering our way of life.

Emergency Management

Enterprise Shared Services

Quarterly Commission Report

June 25, 2024

Grant PUD

Powering our way of life.

1. 5 Year Roadmap
    - 3 Pillars
    - 13 Goals
    - 82 Objectives

2. 2024 Emergency Action Plan
    - Tabletop Drill
    - Functional Exercise

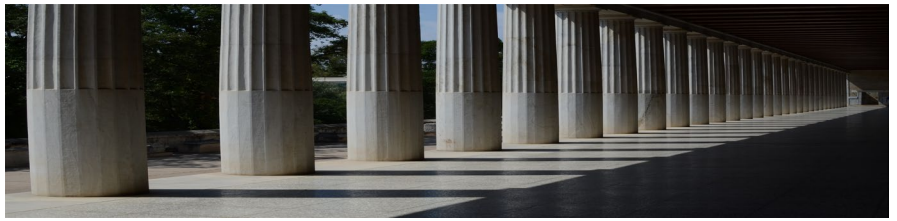
3. Wildfire Mitigation Plan

4. Fire District Orientation

5. Evacuation Drills

5 Year Roadmap

3 Pillars



Enhance Resiliency

Effective Preparedness management is instrumental to the success of Grant PUD and our stakeholders before, during and after critical incidents

Development and Maintenance of Plans

Bring efficient and successful resolution in mitigating, preparing for, responding to and recovering from crises. Grant PUD's plans are designed through an All-Hazards approach to save lives and to protect property and the environment

Strengthen Community Relations

Community relations and outreach play a vital role in the success of responding to and recovering from an emergency incident.

Pillar 1 Enhance Resiliency

Program Management

Resource Management

Mutual Aid

Exercise and Drill Management

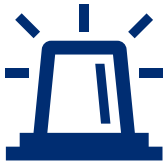
Emergency Operations Center (EOC)

Finance and Administration

Pillar 2

Plan Development and Maintenance

Identification of Threats and Hazard



Drill and Exercises

Plan Development and Maintenance

Training

Pillar 3

Strengthen Community Relations

Outreach

Stakeholder Relations

Emergency Alert Systems

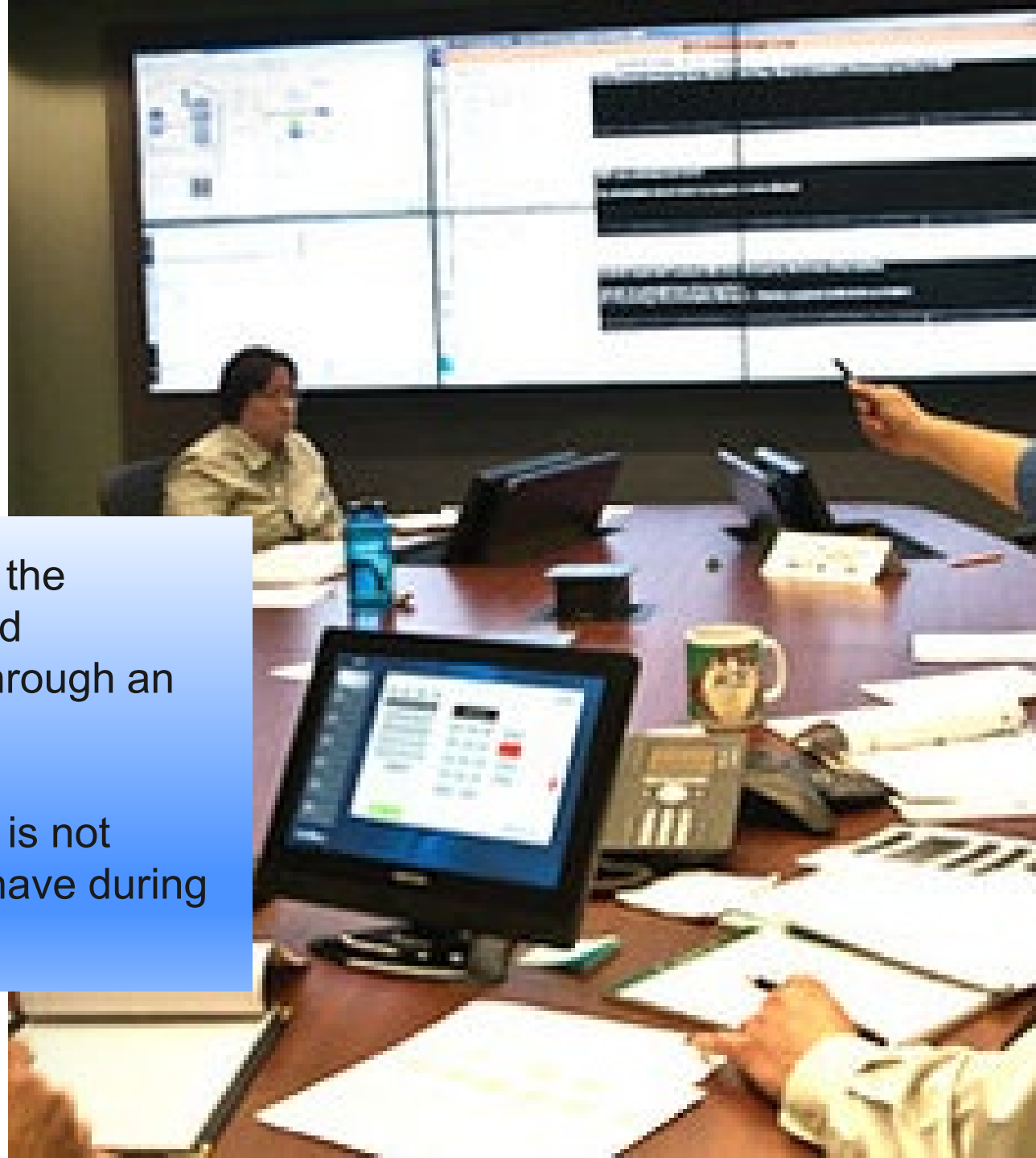
Emergency Action Plans

Tabletop Drill and Functional Exercise

- Tabletop Drill — September 4th, 2024
- Functional Exercise — September 25th, 2024
- FERC Requirement — Once Every 5 Years
- Coordination with Chelan and Douglas County PUD

Emergency Action Plans

Tabletop Drill

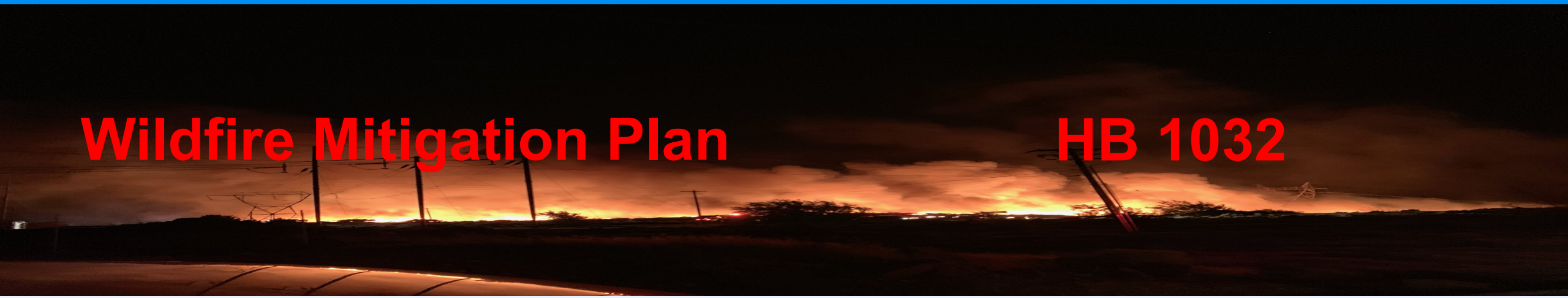


- An informal, discussion-based session in which the intended target or players discuss their roles and responsibilities during an emergency, walking through an emergency scenario.
- The atmosphere is relaxed and exploratory and is not meant to put participants in the mindset they'd have during an actual emergency.

Emergency Action Plans

Functional Exercise

- A fully simulated interactive scenario that tests an organization's operational capabilities
- It's conducted in a realistic, real-time environment, often in an Emergency Operations Center (EOC) or Command Post
- Participants respond to a scenario under time pressure, allowing them to practice and evaluate their roles, procedures, and coordination
- These exercises help validate and improve emergency plans and readiness by simulating specific hazards or critical business function failures



Wildfire Mitigation Plan HB 1032

Purpose

To describe in detail the range of activities that we are taking to mitigate the threat of utility ignited wildfires, including various programs, policies, and procedures. This plan complies with the requirements of HB1032 for investor and customer owned electric utilities (IOU/COU) to prepare a wildfire mitigation plan by October 31, 2024.

Purpose and Objectives of the Plan

Overview of Grant PUD

Roles and Responsibilities Internal/External

Wildfire Risks and Drivers Associated with Design, Construction, Operation, and Maintenance

Prevention Strategies

Community Outreach Public Awareness

Performance Metrics and Evaluation

Fire District Orientation

Grant County Fire District 8 Mattawa

Grant County Fire District 10 Royal City

More to Come…

Priest Rapids Dam

Wanapum Heritage Center

Living Cultural Building

Hatchery Building

Wanapum Dam

Hydro Office Building

Wanapum Maintenance Center

Evacuation Drills

May thru October

Moses Lake Service Center

Ephrata Service Center

Hydro Office Building

Wanapum Heritage Center

Wanapum Dam

Moses Lake Local Office

Annex

Wanapum Maintenance Center

Ephrata Headquarters

Priest Rapids Dam

Thank You

For All You Do for the Benefit of Us All

Dave Ponozzo
Emergency Manager
(509) 237-2127
dponozzo@gcpud.org

Powering our way of life.

OPERATIONAL EXCELLENCE

Commission Update
June 2024

Presented by
Chris Roseburg, Senior Manager
Operational Excellence

Powering our way of life.

Today’s Topics

- Culture and Functions
- Executive Summary
- Operational Excellence - Strategy Dashboard
- Showcase: Continuous Improvement
- Wrap Up

Our Culture

We lead with overarching responsibility to

PEOPLE

Our employees, contractors and customers.

We embody our organization's values to do what is right for people. We care about people's perspectives and are intentional on how we treat each other.

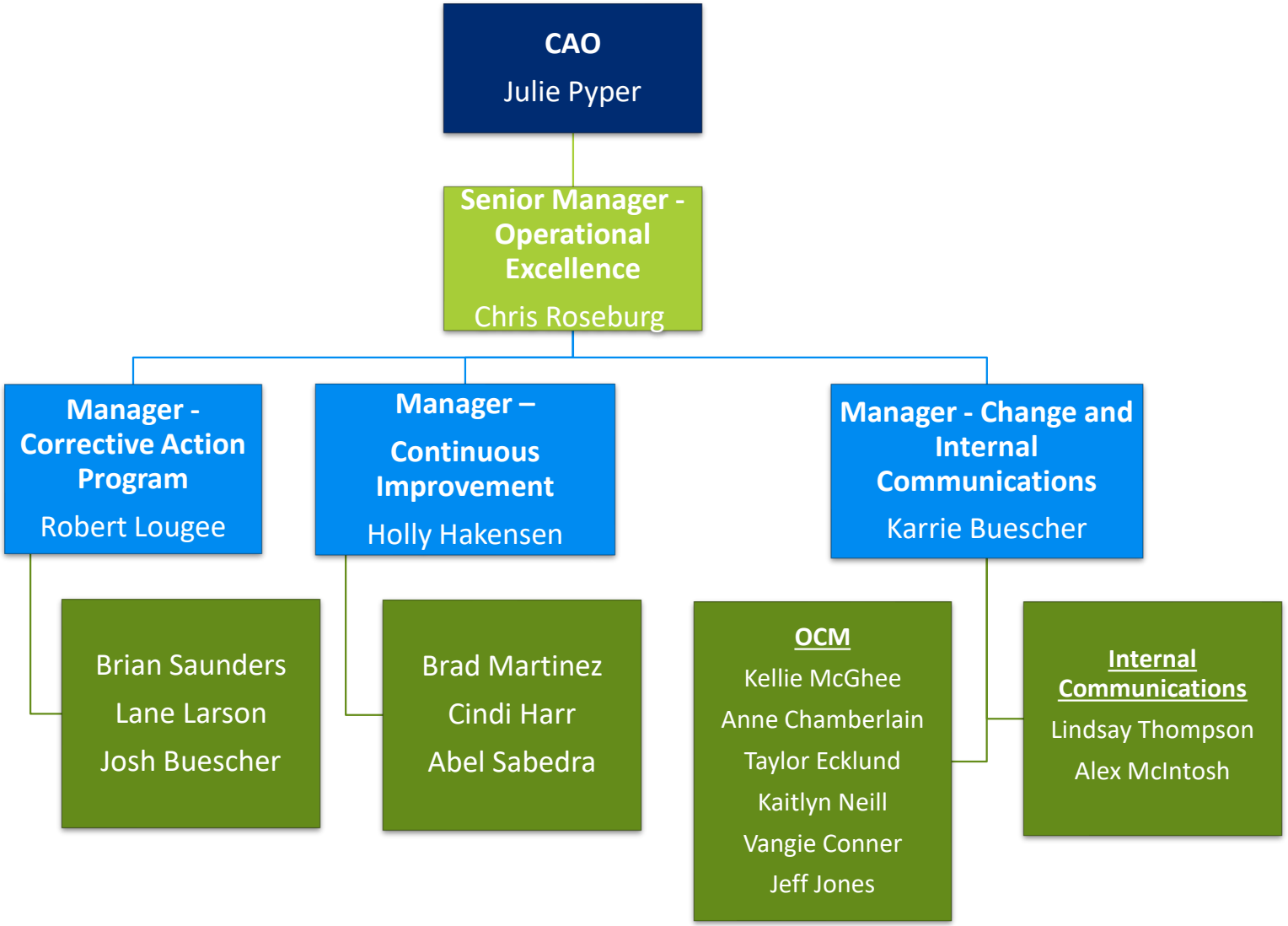
We manage our work to these priorities:

#1 SAFETY

#2 QUALITY

#3 EFFICIENCY

Organizational Structure



Executive Summary

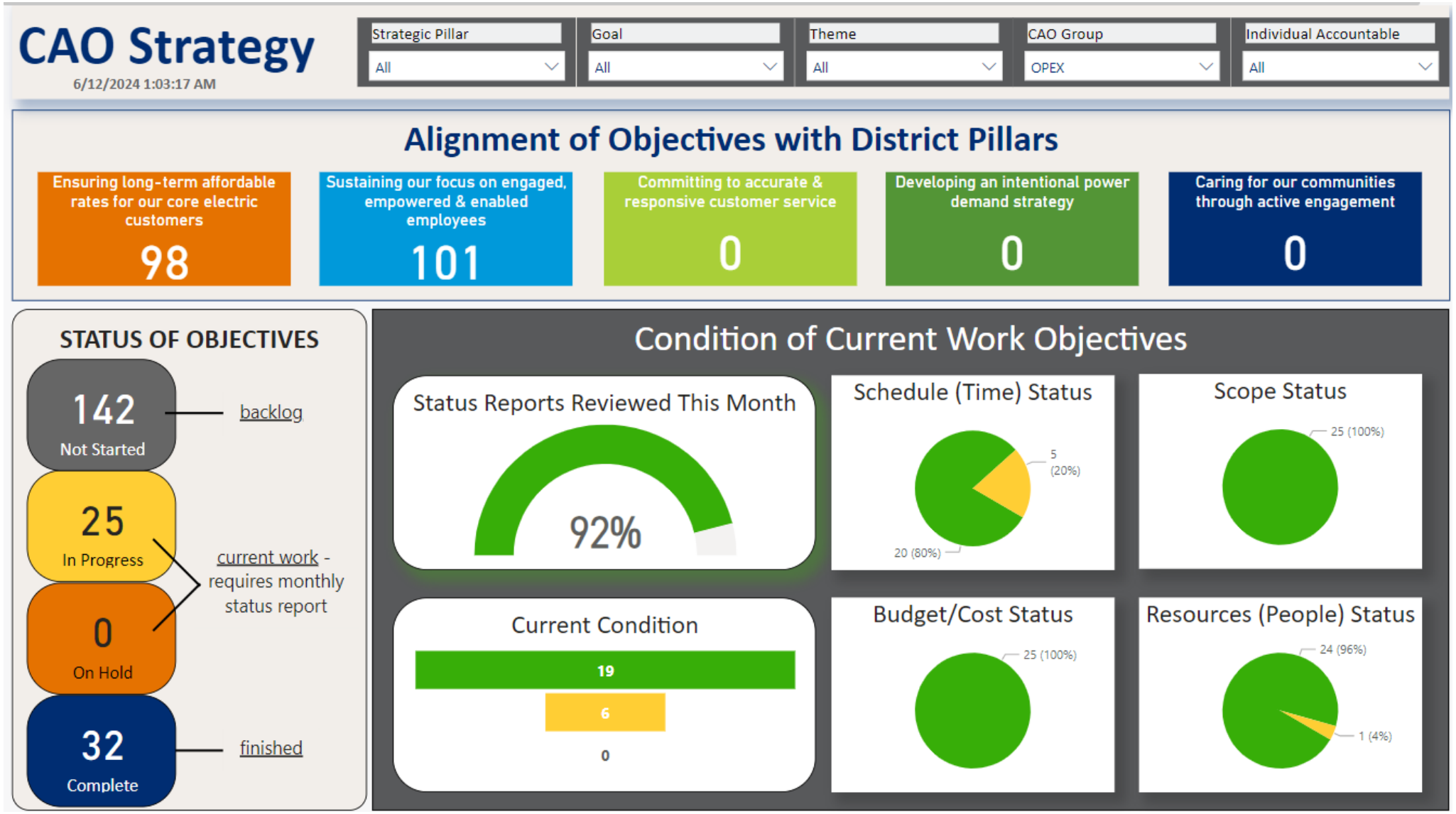
Highlights

- The Big 4 initiative to stand up the Internal Communications department and integrate it with the OCM team is complete.
- OCM and CI programs are supporting the discovery and documentation of business processes to support the ERP+ initiative. OCM continues to support the “Big 4” initiatives.
- CI has standardized and documented the process for Safety CI Teams and facilitated the selection of the next Safety CI Team topic, “Fatigue Management.”
- CAP continues to refine and mature its processes and the development of the skills and abilities of the new team members is on track. Reminders of upcoming and overdue work orders are now being sent. Multiple root cause evaluations nearing completion.

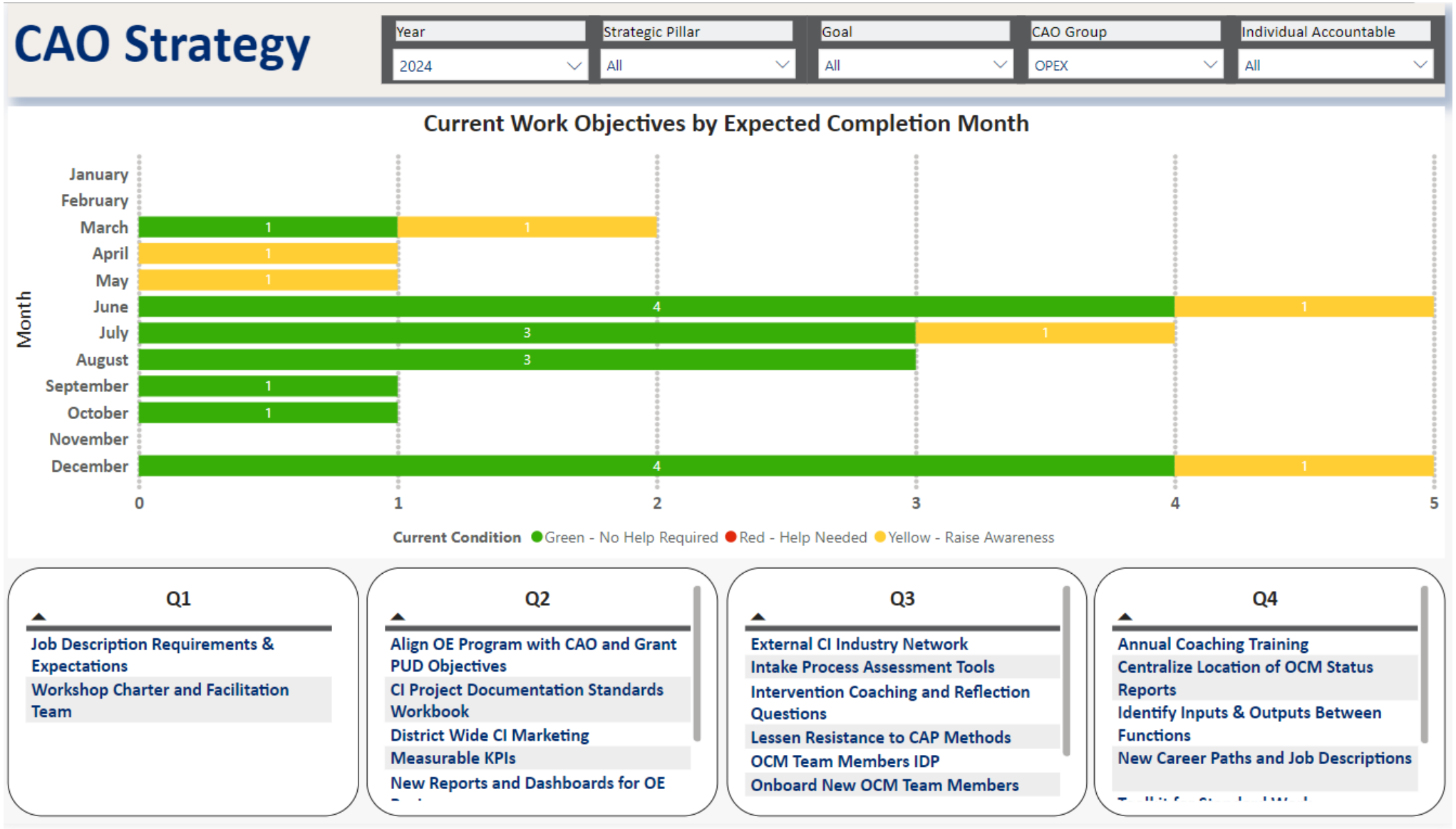
Concerns

- Corrective Action Program has a new team that is growing in capability and an extensive backlog. CAP leadership capacity to advance and optimize the program will be limited until skill proficiency of the new team is fully attained.
- Completion of CAP work orders associated with corrective actions is slow, leaving risks potentially unmitigated. CAP team is reinforcing the process and expectations with staff to improve this metric.
- The volume of requests for assistance from Internal Communications is high and staff is limited. The team has developed a prioritization matrix to manage the load.
- Progress on CI projects is slower than optimal due to conflicting priorities and resource constraints but is improving. The CI team is refining their processes and engaging proactively when obstacles are encountered, with good results.

Program Strategy Update



Program Strategy Dashboard



Showcase: Safety CI Team Project Selection

Holly Hakensen, Manager of Continuous Improvement

Grant PUD

Powering our way of life.

Define the Gap

The purpose of improvement work is to close the gap between…

What *should* be happening.

How do you know?

- **Documented district goals, initiatives etc.**
- **District's documented standards and policies**
- **Industry best practices**
- **Standard work**
- **Training**

This defines the gap!

The *gap* is what we act on and where we focus our improvement efforts.

What is *actually* happening.

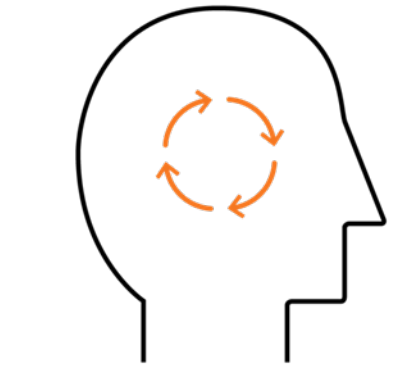
How can you tell?

- **Analyze Data**
- **Ask the SMEs**
- **Direct Observations**
- **Assess work outcomes**

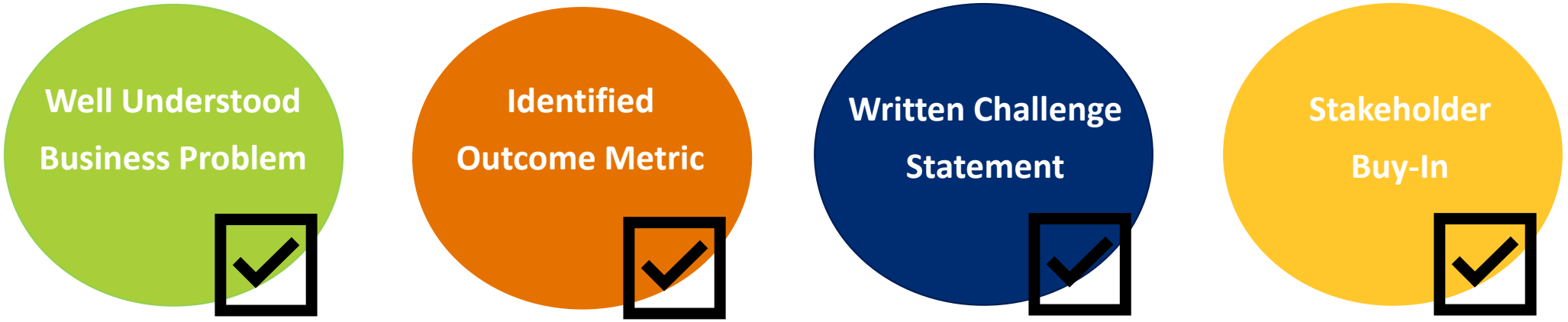
2023 Novayama LLC

The Approach

- Educated SST on Continuous Improvement's intake process.
- Introduced the Problem Identification A3 Tool.
- Facilitated SST through idea generation and data analysis.
- Developed a problem statement and challenge statement.



Workshop Pre-Work – Define the Gap



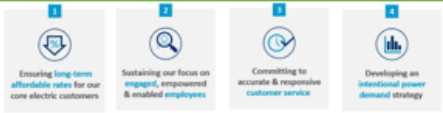
Business Problem Assessment

- Direct observations were encouraged.
- Analyzed Caterpillar's Safety Perception Survey results
- Discussed ideas with key stakeholders.
- Ensured proper project scoping for workshop size CI effort.

Problem Identification A3 Form

Grant PUD | OPERATIONAL EXCELLENCE
Continuous Improvement

Focus Process:
Process Owner(s):
Department(s) Involved:
Sponsor:



1 Understand the Business Problem

What business problem are we trying to solve? Be specific.

What are the negative impacts this problem has on Grant PUD? Be specific.

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What outcome metric can you measure that represents this business problem?

2 Build the Challenge Statement

Achieve by Date:

Description of what success looks like:

Outcome metric goal:

Reason why this is important:

Final Challenge Statement:

_____

_____

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3 Identify Key Stakeholders

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4 Note Other Critical Information. i.e., resources, risks, constraints

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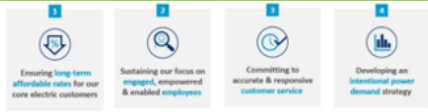
Fatigue Management A3

Grant PUD | OPERATIONAL EXCELLENCE
Continuous Improvement

Focus Process: Fatigue Management
Process Owner(s): Craig Bressan, Sr. Manager Safety
Department(s): Safety, HR
Sponsor: Fallon Long, Managing Director Integrative Services



1 Understand the Business Problem

What business problem are we trying to solve? Be specific.

According to the previous two Safety Perception Surveys, Grant PUD has scored "needs improvement" to "needs immediate attention" in all 12/12 questions under the Fatigue Indicator. This results in a missed opportunity for the PUD to provide training, resources and support to employees who may be experiencing fatigue at the district.

What are the negative impacts this problem has on Grant PUD? Be specific.

- Grant PUD is perceived to not having a system to help mitigate workplace fatigue.
- Employees feel they do not have proper training on fatigue management.
- Employees who are experiencing fatigue may not feel comfortable bringing up the concern to their supervisor.
- Fatigue can be a cause for negative safety events.

What outcome metric can you measure that represents this business problem?

Top three Lowest scores regarding employee's perception of how District responds to fatigue

1. Is fatigue only taken seriously when there is a fatigue related incident? Score: 51.5
2. Do employees speak freely and openly about fatigue concerns? Score: 71.3
3. Do you receive support when raising fatigue related concerns? Score 72.3

Top three lowest scores regarding perception of how the district manages fatigue:

1. Do you think your company has an effective fatigue risk management system? Score: 38.4
2. Do you think fatigue management is a part of your job? Score: 66
3. Do you think fatigue is managed well by your team? Score: 73.7

2 Build the Challenge Statement

Achieve by Date:

(TBD)

Description of what success looks like:

Fatigue Management program is implemented, accessible to all employees and effectively mitigates risk of fatigue in the workplace.

Outcome metric goal:

Fatigue Management Program is implemented and live at Grant PUD.

Reason why this is important:

Fatigue is a proven contributor to safety events. We want everyone home safe every day.

Final Challenge Statement:

Wouldn't it be great if by (TBD date) Grant PUD implements a Fatigue Management Program that effectively mitigates fatigue in the workplace so that we can further support employees through available resources.

3 Identify Key Stakeholders

Workshop Participants to consider:

- Safety representative
- SST Representative
- Union Front line staff representative (PP and PD)
- Office setting front line representative
- Supervisor level management
- Process Owner

SME stakeholders:

- HR
- Safety

4 Note Other Critical Information. i.e., resources, risks, constraints

- Shift work participants ability to attend workshop sessions
- Resource conflicts
- Existing work for Big 4 '24 priorities
- Working condition constraints

Problem Statement

- According to the previous two Safety Perception Surveys, Grant PUD has scored “needs improvement” to “needs immediate attention” in all 12/12 questions under the Fatigue Indicator. This results in a missed opportunity for the PUD to provide training, resources and support to employees who may be experiencing fatigue at the district.

Challenge Statement

- Wouldn’t it be great if by (TBD date) Grant PUD implements a Fatigue Management Program that effectively mitigates fatigue in the workplace so that we can further support employees through available resources.

Safety CI Workshop Roles and Responsibilities Summary

SST Committee

- Identify the business problem.
- Define the gap.
- Set the challenge.
- Create the Buy-in.
- Provide guidance and feedback as needed during project.

Workshop Team

- Understand the business problem.
- Understand the challenge.
- Further grasp current state.
- Identify obstacles/pain points.
- Generate and implement ideas to counter obstacles, close the gap, and solve the business problem.

Next Steps

- Complete project charter
- Identify and confirm workshop participants
- Seek project charter approval by Project Sponsor, SST Executive Sponsor and Process Owner
- Schedule workshop Kick-off

Wrap Up

The process for Safety CI Teams has been standardized and documented

Teams are executing on 50+ projects and initiatives across CAP, CI, and OCM

Teams are continuing to mature their programs and strengthen their skills

Departmental roadmaps, strategies, and resource loaded portfolios are driving improvement activities for 2024

Powering our way of life.

Appendix

Supplementary Reference Information

What is Operational Excellence?

Operational Excellence is a culture of the workplace where problem-solving, teamwork, standardization, measurements of performance, and effective leadership results in the continuous improvement of an organization.

The process involves focusing on the customers' needs, keeping the employees positive and empowered, effectively managing change, and continually improving the activities in the workplace.

Mission, Vision, and Purpose

PURPOSE: We provide tools, techniques, and guidance to the business to correct and improve safety, quality, and efficiency, and effectively communicate and manage change.

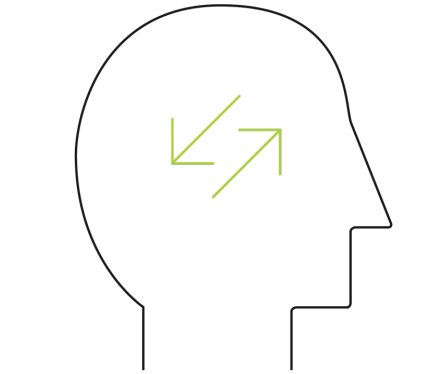
Mission: Operational Excellence seeks to develop a workplace culture where critical thinking, teamwork, standardization, objective measurements of performance, and effective leadership are valued and result in the continual improvement of the organization.

Vision: We achieve this mission by keeping our employees engaged, skilled, and empowered, through building and maintaining strong relationships, and always striving to be the best at what we do.

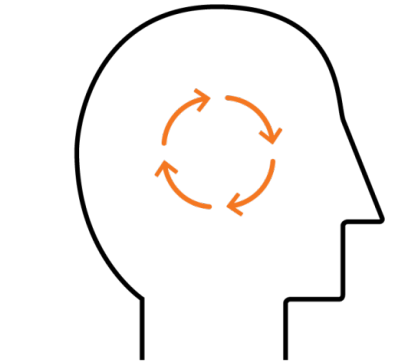
Continuous Improvement

Corrective Action Program

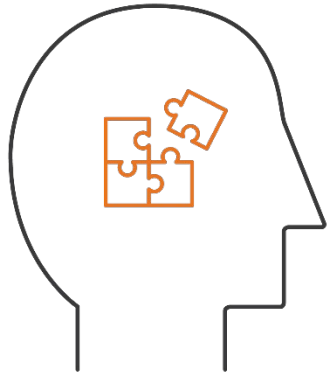
Change and Internal Communications



Change@Grant



Improving@Grant



Resolving@Grant

Value and Benefits

We advance Grant PUD with these products and services:

- **CHANGE MANAGEMENT** The discipline that guides how we prepare, equip and support individuals to successfully adopt change to drive organizational success and outcomes.
- **INTERNAL COMMUNICATIONS** We facilitate relevant, timely, and transparent communication to enhance the Grant PUD employee experience
- **CONTINUOUS IMPROVEMENT** We provide guidance and coaching to the business on methods and practices to improve and stabilize business processes and outcomes
- **CAUSE ANALYSIS** We collaborate with the business to determine at the underlying reasons why something adverse occurred and recommend corrective actions to prevent recurrence
- **CONDITION REPORTING SYSTEM** Provides employees a mechanism for reporting operational or safety related issues and concerns that is analyzed for correction and utilized for analysis and trending
- **ENGAGE** our employees through seeking their thoughts and expertise on how to manage change, identify and correct errors, and improve our processes
- **ANALYZE** data to improve business performance, identify trends, and celebrate progress
- **DEVELOP** a culture of transparency, teamwork, trust, and empathy to improve business outcomes

Executive Strategy Summary

Operational Excellence exists to develop the business capabilities and culture needed to improve and support the safety, quality, efficiency, and success of the District's programs, projects, and operations. It accomplishes this by partnering directly with the business and utilizing leading methods in Change Management and Internal Communications, Continuous Improvement, and a Corrective Action Program to improve and sustain business outcomes.

Time Horizon for Completion: 2024-2025

Top Strategic Initiatives:

1. Execute and sustain program strategies and roadmaps and the management system for all OE departments.
2. Develop CI team skills and methodologies for improving business outcomes and workforce development.
3. Successfully launch the Internal Communications function and integrate it with OCM to improve internal alignment, awareness, and the employee experience.
4. CAP data is used to identify areas of progress and trend business improvement opportunities.

Capability Targeted & Primary Success Indicator:

Capability	Indicator
Corrective Action	Reduce to zero the backlog of A and B cause evaluations older than 6-months by 12/31/24.
Change Management	Establish a method for measuring ADKAR throughout a projects lifecycle and pilot the method on 1 project by 12/31/24.
Continuous Improvement	Implement specific measurable outcome metrics for each CI project in 2024 to ensure objective improvements were achieved.
Internal Communications	Transition of Internal Communications Functions complete by 3/31/24. 3-year Roadmap Complete by 6/30/24.
Strategic Planning	Multi-year roadmaps drive priorities and are updated monthly, with an annual strategy refresh complete by 6/30/24

Key Functions & Responsibilities:

Corrective Action Program – Identify off-normal conditions and return them to the desired state through detailed cause evaluations, corrective actions, and the analysis of aggregated data.
Continuous Improvement – Improve and stabilize business processes and outcomes via application of industry leading CI methodologies.
Internal Communications – Facilitates relevant, timely, and transparent communication to enhance the Grant PUD employee experience.
Organizational Change Management – Improve business outcomes and project success by effectively managing and sustaining the people side of change.

Risks & Dependencies:

1. OE Capabilities require support and accountability from management to realize value.
2. Lack of understanding of OE capabilities and their value can slow adoption.
3. Insufficient OE human resources to accommodate the demand for OE capabilities.

Connection to Strategic Objectives

Objective 1: Achieve and Maintain a Zero-Incident Workplace

a. Ensure rigorous root cause analysis and formal corrective action tracking programs exist.
b. Develop a strong "see something, say something" culture.
c. Employ a Lean management approach.

Objective 2: Design and Sustain an Engaging & Fulfilling Grant PUD Culture

Objective 3: Maintain a Strong Financial Position

a. Increase process & method standardization.
b. Achieve cost efficiencies.

Reference Artifacts:

1. Roadmap Status Dashboard
2. Operational Excellence SharePoint Site
   a. Change and Internal Communications
   b. Continuous Improvement
   c. Corrective Action Program

Underlying Beliefs & Assumption Considerations:

1. The capabilities of OE are essential for long term success of Grant PUD.
2. Support for OE capabilities and functions at the executive level exists and staffing will be adequate to meet the needs of the organization.
3. Management and staff understand the value of OE and its functions and how to request assistance.
4. OE competencies are essential for leaders to attain.

Strategic Alignment

Operational Excellence programs directly contribute to the success of the following Key Objectives and Strategies in the Grant PUD Strategic Plan:

- **Objective 1: Achieve and Maintain a Zero-Incident Workplace**
  - Ensure rigorous root cause analysis and formal corrective action tracking programs exist
  - Develop a strong “see something, say something” culture
  - Employ a Lean management approach

- **Objective 2: Design and Sustain an Engaging & Fulfilling Grant PUD Culture**
  - Articulate and reinforce our desired leadership culture

- **Objective 3: Maintain a Strong Financial Position**
  - Enhance project prioritization and project selection
  - Increase process & method standardization
  - Achieve cost efficiencies

… and we can support the success of the rest of the Key Objectives through application of our skills and expertise in partnership with the business.

Operational Excellence Functions

Corrective Action Program (CAP)

Identify off-normal conditions and return them to the desired state through detailed cause evaluations, corrective actions, and the analysis of aggregated data.

Continuous Improvement(CI)

Improve and stabilize business processes and outcomes via application of industry leading CI methodologies.

Organizational Change Management (OCM)

Support our employees and customers through effectively managing the people side of change.

Internal Communications

Facilitates relevant, timely, and transparent communication to enhance the Grant PUD employee experience.

We provide support, consulting, and services to the entire District