

2023 Board of Commissioners Balanced Scorecard

Indicators, targets and scores - December 31, 2023

	On Track
	Needs Attention
	Starts in Future

	Key Indicator	Basis	Annual Target	YTD Actual	Comments
Stakeholder	S1 - Sustain Our Public Partnership				
	Board attendance at Tri-Commission Regional Stakeholder Meetings	Three times per year - update based on information from Commissioner Blue Books Target: 75% attendance at all meetings	75%	80%	Results through 4th Quarter 2023
	Attendance at quarterly Mid-C commissioners/managers meeting	Three times per year - update based on information from Commissioner Blue Books Target: 60% attendance at all meetings	60%	67%	Results through 4th Quarter 2023
Financial	F1 - Maintain Strong Financial Stewardship				
	Quarterly operating and financial review presented by management. Board checks for adherence to budgets, long-range plans, guidelines, principles, policies, and acceptable risk levels.	Quarterly update provided by District management within 45 days after quarter end or as soon thereafter as scheduling allows Target: 4 quarterly presentations by management completed on time with satisfactory content	4	4	<p style="text-align: center;">Quarterly Updates</p> Energy Resources: 3/6, 5/22, 8/21, 11/6 Financial: 2/21, 5/22, 8/21, 11/6 Load Forecasts: 4/3, 6/26, 9/5, 12/4 Generation and Transmission, Utility Services and Fiber and operating updates ongoing
G1 - Ensure Effective Execution	G1 - Ensure Effective Execution				
	Quarterly review of Board balanced scorecard status. The Clerk of the Board will review exceptions.	Quarterly review of Balanced Scorecard objectives & indicator results by Reporter. Target: 4 quarterly reviews	4	4	2022 4th Qtr reviewed 1/23/23 2023 1st Qtr reviewed 4/17/23 2023 2nd Qtr reviewed 7/24/23 2023 3rd Qtr reviewed 10/16/23

2023 Board of Commissioners Balanced Scorecard

Indicators, targets and scores - December 31, 2023

	On Track
	Needs Attention
	Starts in Future

	Key Indicator	Basis	Annual Target	YTD Actual	Comments
Internal	Annual review of policies / strategic direction: internal controls, communications, regulatory compliance, enterprise risk management, network line extension and financial, etc.	Annual review of key District policies (reviewed through normal course of business) Target: 100% review of key board policies	ongoing	ongoing	EV Strategy: 1/23 District Perf Plan: 2/6, 5/1, 8/7 Power Sales Agmt: 1/23 Internal Loans: 3/6 Fiber & Telecom Rate: 5/1 Latecomers: 6/26 Insurance program: 6/26 Rate 35/36: 7/24 Energy Efficiency Incentives: 8/7 LUD In Lieu of Connection: 8/7 PURPA Consideration: 9/5, 9/18 Treasury Topics: 10/16 Conservation Targets: 10/16 Integrated Resource Plan: 10/16, 11/20 Fees & Charges: 11/6 Fiber Rates: 11/6 Fiber Expansion: 11/6 Rock Island Relicensing: 12/4 Peshastin Water District: 12/18
	Semi-annual evaluation of General Manager performance including communications of Board expectations.	Semi-annual review of General Manager along with communication of Board expectations. Target: 2 reviews	2	2	2022 Annual Review completed 3/24/23 2023 Mid-Point review completed 8/7/23
	Annual evaluation of General Counsel performance including communications of Board expectations.	Annual review of General Counsel along with communication of Board expectations. Target: 1 review	1	1	Annual Review completed 4/17/23
G2 - Approve Strategy & Business Planning					
	Annual review and revision, if needed, of Board Balanced Scorecard to provide foundation for the strategic goal setting process.	Annual review/revision of Board Balanced Scorecard Target: 1 comprehensive review session	1	1	Annual Review completed 6/5/23
	Annual strategic planning goals reviewed and set	Annual review of strategic planning goals in preparation to support management's annual budget process. Target: 1 session	1	1	Completed at the spring workshop 3/23/23
	Annual District budget review and adoption	Annual budget adoption as presented by District management. Target: Adoption by December 10 (per Board Resolution)	1	1	Budget adopted 12/4/23

2023 Board of Commissioners Balanced Scorecard

Indicators, targets and scores - December 31, 2023

	On Track
	Needs Attention
	Starts in Future

	Key Indicator	Basis	Annual Target	YTD Actual	Comments
Internal	G3 - Responsible Board Representation				
	Board coverage in key regional/national association meetings (WPUDA, APPA, NWPPA, ENW) Quarterly update based on information from Commissioner Blue Books.	Target: 60% for WPUDA for 3 attendees @ 7 meetings	60%	80%	Results through 4th Quarter 2023
		Target: 100% for APPA for 1 attendee @ 2 meetings	100%	350%	Results through 4th Quarter 2023 (3 attendees at Legislative Rally for additional learning)
		Target: 60% for NWPPA for attendees @ annual conference	60%	40%	Conference held in Alaska (Fewer attendees due to travel distance)
		Target: 100% for ENW for 1 attendee @ 4 quarterly mtg.	100%	75%	Results through 4th Quarter 2023 (Q1 meeting conflicted with WPUDA)
		Attendance at regularly scheduled meetings	Quarterly update based on information from Commissioner Blue Books. Target: 90% attendance.	90%	91%
	G4 - Ensure Compliance				
	Board appoints 2 members to participate in audit committee (President, VP, and Secretary as alternate)	Annually board appoints 2 members to participate in audit committee. (Pres. & VP, Secretary Alternate) Target: 2 board members appointed	1	1	Completed 12/18/23
	Annual internal audit committee report & annual update from Internal Auditor	Annual internal audit committee report reviewed & receive audit committee annual update from Internal Auditor Target: 1 Annual review	1	1	Completed 2/21/23

2023 Board of Commissioners Balanced Scorecard

Indicators, targets and scores - December 31, 2023

	On Track
	Needs Attention
	Starts in Future

	Key Indicator	Basis	Annual Target	YTD Actual	Comments
Enablers	E1 - Evaluate Governance Positions				
	Annual review/revision of Board Governance policy manual and the Code of Ethics	Annual review / revision of Board Governance policies Target: 1 annual review	1	1	Review completed 8/2/23
	Annual review of Group agreement	Annual review Target : 1 Annual review	1	1	Reviewed 10/4/23
	E2 - Continuously Improve board Member Skills				
	Development of annual training plan and budget	Annually review and update training plan to be used for budget preparation. Target: 1 annual review of plan	1	1	Completed 10/4/23
	Review and update annual training program for newly elected board members	Annually review and update training program for newly elected board members. Target: 1 annual review of program	1		N/A Commissioners will review during election years only. Next review due in 2024.

BOARD of COMMISSIONERS
Scorecard Matrix

Assignment Key:

Delegate

Alternate

	Date	Garry	Randy	Carnan	Steve	Kelly	Qtr Attend	Qtr # Mtg	Target %	Actual %
S1 - Tri Commission Regional Stakeholder Meetings (held 3 times per year)										
Meeting 1 (Jan-Apr)	no meeting						0		75%	-
Meeting 2 (May-Aug)	8/8		1	1		1	3	5	75%	60%
Meeting 3 (Sept-Dec)	12/12	1	1	1	1	1	5	5	75%	100%
Total by Commissioner:		1	2	2	1	2	8	10	75%	80%
% by Commissioner:		50%	100%	100%	50%	-				

	Date	Garry	Randy	Carnan	Steve	Kelly	Qtr Attend	Qtr # Mtg	Target %	Actual %
S1 - Mid-C Commissioner / Manager Meeting (held 3 times per year)										
Meeting 1 (Jan-Apr)	3/13		1		1	1	3	5	60%	60%
Meeting 2 (May-Aug)	6/13	1	1	1	1	1	5	5	60%	100%
Meeting 3 (Sept-Dec)	9/19			1	1		2	5	60%	40%
Total by Commissioner:		1	2	2	3	2	10	15	60%	67%
% by Commissioner:		33%	67%	67%	100%	67%				

	Date	Garry	Randy	Carnan	Steve	Kelly	Qtr Attend	Qtr # Mtg	Target %	Actual %
G3 - Responsible Board Representation										
Attendance at key regional and national association meetings										
WPUDA - Jan	Jan	1	1	1	1	1	5	5		100%
WPUDA - Feb	Feb	1		1	1	1	4	5		80%
WPUDA - Mar	Mar	1	1	1	1	1	5	5		100%
1st Quarter Year to Date							14	15	60%	93%
WPUDA - Apr	April	1	1	1	1	1	5	5		100%
WPUDA - May	no mtg						0			-
WPUDA - June	June	1					1	5		20%
2nd Quarter Year to Date							20	25	60%	80%
WPUDA - July	Jul	1	1	1	1		4	5		80%
WPUDA - Sept	Sept	1		1	1	1	4	5		80%
3rd Quarter Year to Date							28	35	60%	80%
WPUDA - Nov	Nov	1	1	1	1		4	5		80.00%
WPUDA - Dec (Annual Conference)	Dec						0			-
4th Quarter Year to Date		8	5	7	7	5	32	40	60%	80%

APPA - Leg Rally	Mar	1	1			1	3	1		300%
APPA - Annual Conference	July	1	1		1	1	4	1		400%
Year to date							7	2	100%	350%

NWPPA - Annual Conference	May	1	1				2	5		40%
Year to date							2	5	60%	40%

Energy Northwest	Jan						0	1		0%
Energy Northwest	April	1					1	1		100%
Energy Northwest	July	1					1	1		100%
Energy Northwest	October					1	1	1		100%
Year to date							3	4	100%	75%

BOARD of COMMISSIONERS
Scorecard Matrix

	Date	Garry	Randy	Carnan	Steve	Kelly	Qtr Attend	Qtr # Mtg	Target %	Actual %
G3 - Responsible Board Representation										
Attendance at Regularly Scheduled meetings										
Board Meeting	1/9	1	1	1	1	1	5	5		
	1/23	1	1	1	1	P	4	5		
	2/6	1	1	1	1	1	5	5		
	2/21	1	1	1	1	1	5	5		
	3/6	1	1	P	1	1	4	5		
	3/20	1	1	1	1	1	5	5		
1st Quarter Year to Date							28	30	90%	93%
	4/3	1	1	1	M	1	4	5		
	4/17	1	1	1	1	1	5	5		
	5/1	1	1	1	1	1	5	5		
	5/22	P	P	1	1	1	3	5		
	6/5	1	P	1	1	1	4	5		
	6/26	1	1	P	1	B	3	5		
2nd Quarter Year to Date							52	60	90%	87%
	7/10	1	1	1	1	1	5	5		
	7/24	1	1	P	1	1	4	5		
	8/7	1	1	1	P	1	4	5		
	8/21	1	1	1	1	1	5	5		
	9/5	1	1	1	1	1	5	5		
	9/18	1	1	1	1	1	5	5		
3rd Quarter Year to Date							80	90	90%	89%
	10/2	1	1	1	1	1	5	5		
	10/16	1	1	1	P	1	4	5		
	11/6	1	1	1	1	1	5	5		
	11/20	1	1	1	1	1	5	5		
	12/4	1	1	1	1	1	5	5		
	12/18	1	1	1	1	1	5	5		
4th Quarter Year to Date							109	120	90%	91%
Total by Commissioner:		23	22	21	21	22				
% by Commissioner:		96%	92%	88%	88%	92%				

Attendance Key:

Business Leave	B
Personal Leave	P
Medical Leave	M
Attended by Phone	

BOARD of COMMISSIONERS

Scorecard Matrix

Date Garry Randy Carnan Steve Kelly

INFORMATIONAL ONLY - NOT TO BE REPORTED ON THE QUARTERLY REPORT						
G3 - Responsible Board Representation						
Attendance at Special meetings						
	Date	Garry	Randy	Carnan	Steve	Kelly
Orientation	1/4			1		1
Mtg w/Commissioners Overbay & Etherington	1/4	1				
Prep meeting w/WPUDA	1/5	1			1	
Upper Valley Commissioners mtg	1/6				1	
5th Street Redevelopment mtg w/Mayor Kuntz	1/9	1				
Thurston PUD visit	1/10	1				
Mtg w/Commissioner Overbay	1/16	1				
Confluence Pkwy & Service Center Tour	1/20			1		
Confluence Pkwy mtg w/Mayor Kuntz	1/25			1		
Regional Water Committee Meeting	1/26			1		
Audit Committee mtg	1/31		1		1	
Call w/Commissioner Overbay	2/1	1				
Leavenworth Rotary Presentaton	2/3				1	
APPA Policy Makers Call	2/7	1				
WPUDA Education Committee call	2/7				1	
Phone call w/Frank Kuntz	2/13					1
AMI Overview	2/23			1		1
Upper Valley Commissioners mtg	2/24		1		1	
Rocky Reach Tour	2/24				1	1
NWPPA Women In Public Power	2/6-10					1
Meeting on Fiber	3/1			1		
Yakama Nation visit	3/10					1
Entiat Museum Meeting	3/13					1
Mtg w/Commissioner Overbay	3/15	1				
Lake Chelan Lake Level Management Overview	3/21			1		1
Rock Island Tour	3/21			1		
Board Workshop	3/23	1	1	1	1	1
Special Board Meeting	3/24	1	1	1	1	1
APPA Policy Makers Call	3/28	1				
Rock Island Tour	3/28					1
Quarterly Audit Committee Meeting	3/28		1		1	
Mtg w/Commissioner Overbay	3/29	1				
WPUDA Water Committee	3/30		1			
Upper Valley Commissioners mtg	3/31		1		1	

1st quarter

BOARD of COMMISSIONERS

Scorecard Matrix

KOZI radio	4/4			1		
Mtg w/Sheriff Morrison, Comm. Shon Smith	4/5			1		
APPA Webinar, podcast	4/5					1
Mtg w/Commissioners Gering & DeRock	4/7			1		1
WPUDA - Education meeting planning	4/7				1	
Call with Commissioner Baldwin	4/10					1
Pend Oreille PUD visit	4/17	1				
Regional Water Committee Meeting	4/18			1		
Service Center meeting w/Suzanne Hartman	4/18		1			
Cashmere Rotary presentation	4/19				1	
Mtg w/Community Foundation	4/20					1
Annual Strategy Partner Update	4/21	1	1	1	1	1
Wellness Place Auction	4/21					1
7 Seconds Auction	4/22					1
Rocky Reach C1-C7 and CM Facilities Celebration	4/25		1	1	1	
Tour of Old Rocky Reach Overlook w/Sheriff Morrison and Comm. Shon Smith	4/26			1		
Upper Valley Commissioners mtg	4/28		1		1	
Board Governance Workshop	4/28	1	1	1	1	1
Mtg w/Commissioners Gering & DeRock	5/5			1		
HCP Survival Study Site Visit	5/8					1
WPUDA Telecom Conference	5/10-11	1				
Wenatchee River Institute Mtg	5/13				1	
Regional Water Committee Meeting	5/15			1		
Rock Island Unit Disassembly Tour	5/16			1		
Rock Island Unit Disassembly Tour	5/25					1
Daroga Park Playground Ribbon Cutting	5/26					1
Entiat Museum Opening	5/27			1		1
APPA Rural Utilities ACE Program	5/30					1
Meet with Chelan Housing Trust	6/1					1
APPA Spring Issues Roundtable	6/6					1
Mtg w/Commissioners Overbay & Etherington	6/7	1				
Mtg w/Commissioners Gering & DeRock	6/7			1		1
Washington in the Making event	6/8					1
WPUDA Executive Meeting	6/8	1				
Icicle Creek Irrigation District tour	6/9					1
WPUDA Education Committee call	6/13				1	
Rock Island Unit Disassembly Tour	6/14		1			
Chelan Chamber Downtown Event	6/15			1		1
WPUDA Strategic Planning	6/15				1	
APPA Policy Makers Meeting	6/17	1				
Board Governance policy review	6/22				1	1
Upper Valley Commissioners mtg: Pangborn	6/23		1		1	
Rocky Reach Dive Team and CM Tour	6/23					1
NWPPA Boot Camp	6/25-29					1
APPA Policy Makers	6/27	1				
Audit Committee mtg	6/27		1			
WPUDA Water Committee	6/29		1			
YMCA Fundraiser	7/6					1
Meet with Commissioners Gering and DeRock	7/7			1		1
YMCA Reveal	7/11					1
APPA Policy Makers	7/16-21	1				
PNWER Conference	7/16-21					1
Tri-Commission agenda setting meeting	7/18				1	
Music Theatre Update	7/21		1		1	
Music Theatre Update	7/24					1
Virtual meeting with R. Ryan, Futurist	7/26		1		1	
Upper Valley Commissioners Mtg	7/28		1		1	
WPUDA Executive Meeting	8/1	1				
Mtg w/Commissioners Overbay & Etherington	8/3	1				
Meeting with County & Port re: Airport	8/4			1		
WPUDA Executive Meeting	8/8	1				
Entiat City Council Meeting	8/10			1		1
Charlie Kirk event	8/13					1
Senator Mike Cuffe phone call	8/14					1
PPB Review Committee	8/14			1	1	
STEM Panel	8/15					1
County Commissioner Meeting	8/15					1
WPUDA zoom meeting	8/16	1				
Meeting with Commissioner Overbay	8/17			1		
Upper Valley Commissioners Mtg	8/18		1		1	
KOZI, HDCA, CRT Listening Session	8/22					1

2nd Quarter

3rd Quarter

BOARD of COMMISSIONERS

Scorecard Matrix

Tour Libby Dam, dinner with Senator Mike Cuffe	8/25					1
Boat tour of Lake Koocanusa w/Sen. Cuffe, Lincoln County Fair	8/26					1
Meeting with Senator Cuffe	8/27					1
Meeting with Commissioner Shon Smith	8/28			1		
Offsite meeting with senior staff	8/31		1		1	
WPUDA Executive Meeting	9/4	1				
Mtg w/Commissioners Overbay & Etherington	9/6	1				
Stehekin Community Meeting	9/8				1	1
WPUDA Executive Meeting	9/11	1				
WPUDA Education Committee Planning mtg	9/12				1	
Audit Committee mtg	9/20				1	
Grand Coulee Dam tour	9/20			1		1
Upper Valley Commissioners Mtg	9/22		1			
Regional Water Committee Meeting	9/25			1		
WPUDA Water Conference	9/26-29		1			
Stehekin Sustainability Planning	9/26-27			1		1
WPUDA Executive Meeting	9/28	1				
Offsite meeting with senior staff	9/29	1		1		1
Security briefing	10/2					1
Board Workshop	10/4	1	1	1	1	1
50-Year Vision Meetings - Individual	10/5	1	1	1	1	1
Service Center Grand Opening	10/7	1	1	1		
Distaster Recovery, Business Continuity exercise	10/9			1		
Gravity storage meeting	10/9	1	1	1		
Service Center Tour w/Douglas PUD	10/10	1	1	1	1	
Mtg w/Commissioners Overbay & Etherington	10/11	1				
APPA Policy Makers	10/12	1				
Water/Wastewater tour	10/12					1
WPUDA Budget Meeting	10/19	1				
YMCA fundraising kickoff	10/19		1			
Upper Valley Commissioners Mtg	10/20		1		1	
Special Audit Committee meeting	10/23		1			
ENW Public Power Forum	10/25					1
Parks tour	10/28			1		
WPUDA Education Committee Planning meeting	10/31				1	
Mtg w/Commissioners Gering & DeRock	11/3			1		
Mtg w/Commissioners Overbay & Etherington	11/8	1				
Distribution Tour	11/8			1		1
APPA Policy Makers Call	11/9	1				
Guest Speaker @ Manson Veteran's Day	11/11					1
Upper Valley Commissioners Mtg	11/21		1		1	
Mtg w/Commissioners Overbay & Etherington	11/22	1				
Columbia River Symposium	11/29					1
Special Board Meeting	11/30		1	1	1	1
Chelan Ride Along	12/1			1		
Tri-Commission agenda setting meeting	12/1				1	
Mtg w/Commissioners Overbay & Etherington	12/6	1				
Strategic Planning w/Rebecca Ryan	12/13	1	1	1	1	1
Clean Energy Expo	12/14	1	1	1	1	1
APPA Policy Makers Call	12/14	1				
Mtg w/Commissioners Overbay & Etherington	12/20	1				
Upper Valley Commissioner Mtg	12/20		1		1	

3rd Quarter

4th quarter