

Special Meeting Agenda

PUD Board of Commissioners

Thursday, March 10, 2022 9:30 AM

Zoom

Port Townsend, WA 98368



To join online go to: <https://zoom.us/my/jeffcopud>. Follow the instructions to login. Meetings will open 5 minutes before they begin. TOLL FREE CALL IN #: 833-548-0282, Meeting ID# 4359992575#. Use *6 to mute or unmute. *9 to raise a hand to request to begin speaking.

Page

1. Call to Order

Per the Governor's Extended Proclamation 20-28 and in response to the COVID-19 Pandemic, Jefferson County PUD is no longer providing an in-person room for meetings of the BOC. All meetings will be held remotely via Zoom until otherwise informed by the Governor. Participant audio will be muted upon entry. Please unmute at the appropriate time to speak. If you are calling in, use **6 to mute and unmute and *9 to raise a hand to request to speak.*

2. Agenda Review

3. Executive Session

per RCW 42.30.110 (1) (I) – to discuss with legal counsel potential litigation to which the PUD is likely to become a party

4. Presentation

- 4.1. 2022 Budget Review 3 - 17

[Financial Update Presentation 3.10.2022.pdf](#)

- 4.2. Hiring Incentives 18 - 38

[JPUD Hiring Incentives Package March 2022.docx](#) [PURMS Life Insurance Proposal.pdf](#)

- 4.3. CAB Discussion

- 4.4. PWB Loan Opportunity 39 - 49

[PWB Loan Opportunity.pdf](#)

5. Adjourn

Jefferson County PUD Financial Update

Mike Bailey
Finance Director
March 10, 2022

2021 Year End Summary

	Electric	Water	Combined
Operating Revenues	\$39,287,746	\$3,020,841	\$42,308,587
Total Cost of Service	\$37,954,371	\$3,641,617	\$41,595,988
Operating Margins	\$1,333,375	(\$620,776)	\$712,599
Non-operating Revenues	\$2,115,150	\$637,966	\$2,753,116
Total Margins	\$3,448,525	\$17,190	\$3,465,715

2021 Electric Actuals to Budget

	Budget	Actuals	Variance
Operating Revenues	\$37,504,346	\$39,287,746	\$1,783,400
Total Cost of Service	\$38,357,324	\$37,954,371	(\$402,953)
Operating Margins	(\$852,978)	\$1,333,375	\$2,186,353
Non-operating Revenues	\$2,826,426	\$2,115,150	(\$711,276)
Total Margins	\$1,973,448	\$3,448,525	\$1,475,077

2021 Water Actuals to Budget

	Budget	Actuals	Variance
Operating Revenues	\$2,678,048	\$3,020,841	\$342,793
Total Cost of Service	\$4,308,719	\$3,641,617	(\$667,102)
Operating Margins	(\$1,630,671)	(\$620,776)	\$1,009,895
Non-operating Revenues	\$849,632	\$637,966	(\$211,666)
Total Margins	(\$781,039)	\$17,190	\$798,229

2021 Year End Cash Summary

	Actual Balance	Budgeted Balance
Restricted Cash	\$1,670,603	\$3,573,579
Unrestricted Cash	\$10,216,569	\$9,533,203
Total	\$11,887,172	\$13,106,782

YTD and Month Ending December 2021

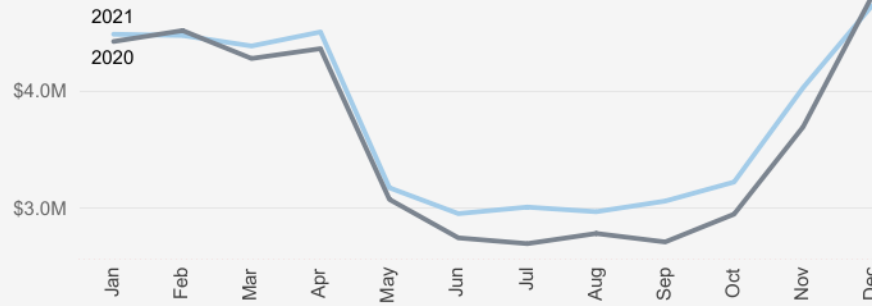
Monthly Revenues

Operating Revenues

\$4,667,239

Non-Operating Revenues

\$68,731

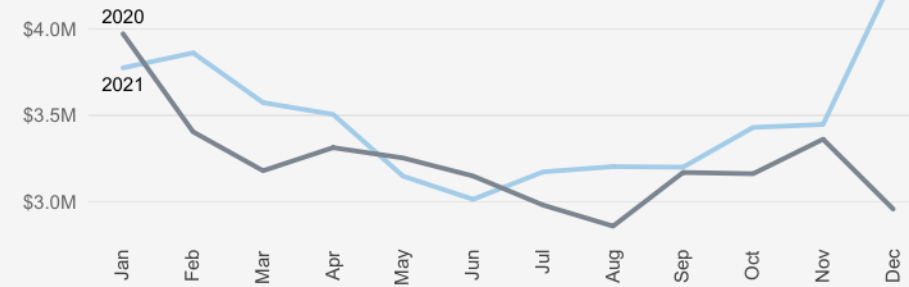


Monthly Cost of Service

Margins

\$4,298,669

\$437,301



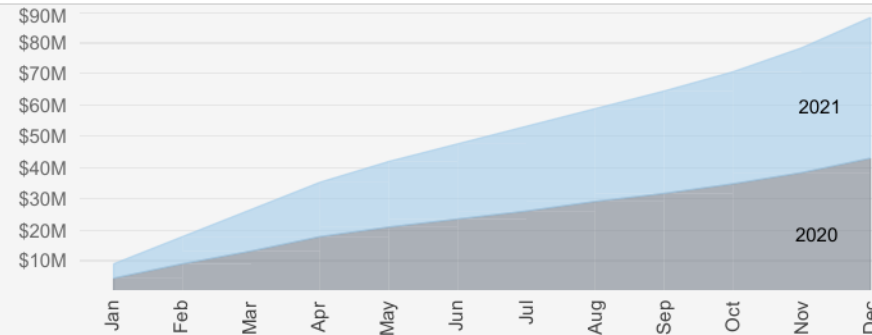
YTD Revenues

Operating Revenues

\$42,308,587

Non-Operating Revenues

\$2,753,117

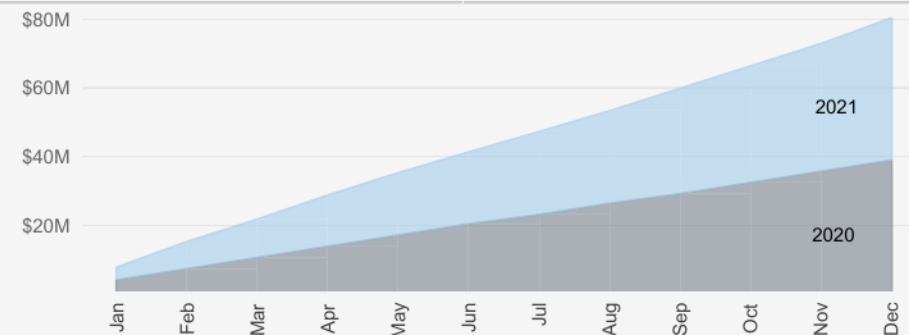


YTD Cost of Service

\$41,693,981

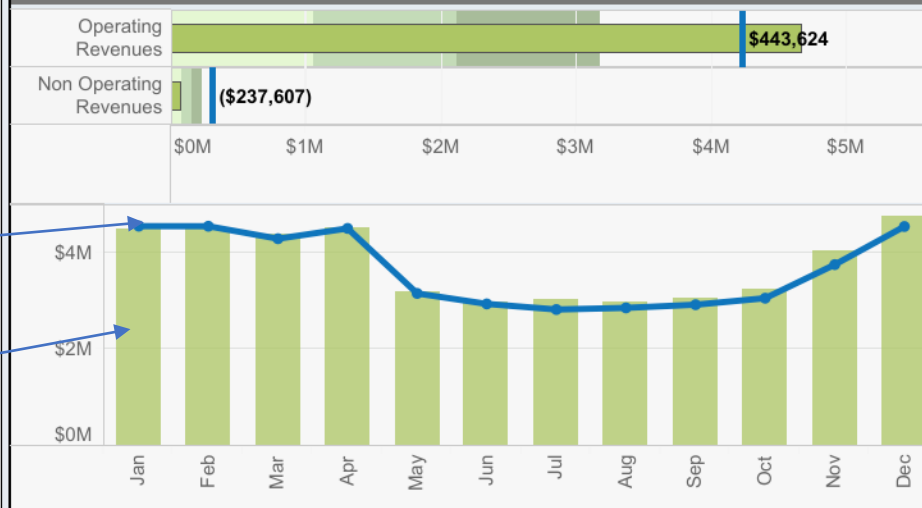
Margins

\$3,367,723

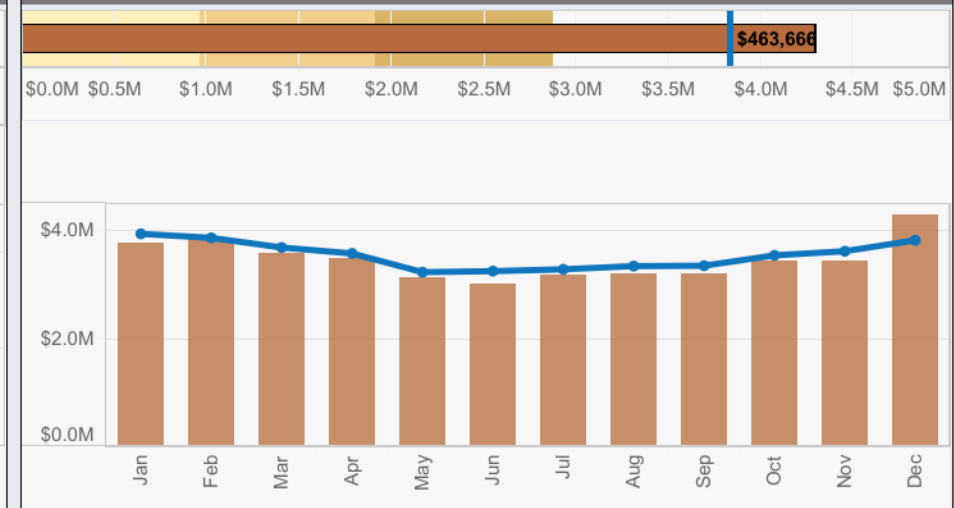


YTD and Month Ending December 2021

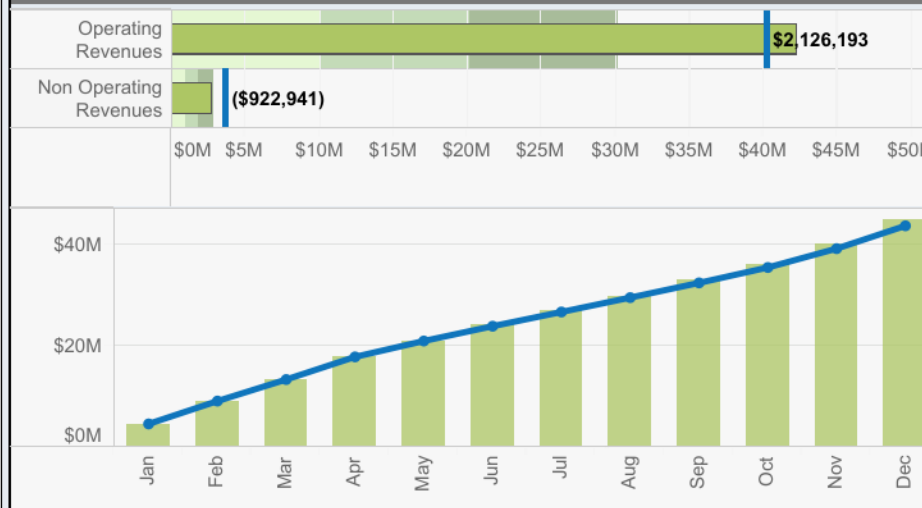
Monthly Revenues - Budget to Actual



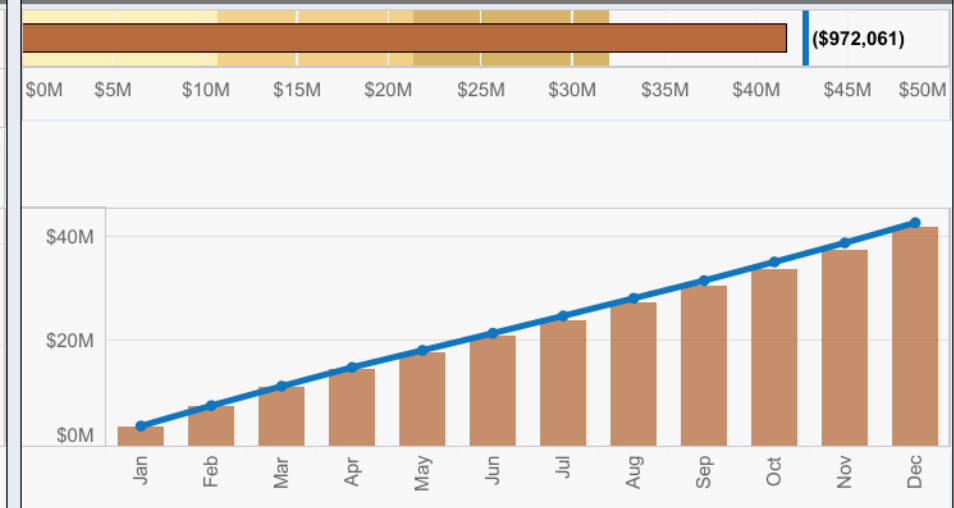
Monthly Cost of Service - Budget to Actual



YTD Revenues - Budget to Actual



YTD Cost of Service - Budget to Actual



Budget

Actuals

Electric Utility Ratios

	2021	2022 Budget	2022 Current
TIER	2.32	1.29	8.41
OTIER	1.51	0.51	8.40
DSC	1.94	1.51	4.35
ODSC	1.59	1.16	4.34
12 Month Rolling TIER	2.32		2.57

2022 YTD Electric Actuals to Budget thru Jan.

	Budget	Actuals	Variance
Operating Revenues	\$4,318,980	\$5,106,854	\$787,874
Total Cost of Service	\$3,793,888	\$3,612,257	(\$181,631)
Operating Margins	\$525,092	\$1,494,597	\$969,505
Non-operating Revenues	\$138,929	\$3,886	(\$135,043)
Total Margins	\$664,021	\$1,498,483	\$834,462

2022 YTD Water Actuals to Budget thru Jan.

	Budget	Actuals	Variance
Operating Revenues	\$201,874	\$273,072	\$71,198
Total Cost of Service	\$354,250	\$284,845	(\$69,405)
Operating Margins	(\$152,376)	(\$11,773)	\$140,603
Non-operating Revenues	\$28,783	\$15,643	(\$13,140)
Total Margins	(\$123,593)	\$3,871	\$127,464

2022 Budget

	Electric	Water	Combined
Operating Revenues	\$40,094,599	\$2,757,235	\$42,851,834
Total Cost of Service	\$41,432,076	\$4,304,238	\$45,736,314
Operating Margins	(\$1,337,478)	(\$1,547,003)	(\$2,884,481)
Non-operating Revenues	\$2,113,072	\$247,535	\$2,360,607
Total Margins	\$775,594	(\$1,299,468)	(\$523,874)

Looking Ahead in 2022

01

Change Shared
Cost Allocations
to a 90/10 split
between Electric
and Water

02

Secure Funding of
nearly \$6 million
from RUS

03

Receive grants of
nearly \$25 million
for broadband
projects

04

Continue
improving
financial reporting
to the Board and
Directors

2022 Updated Electric Budget

	Approved Budget	Updated Budget	Variance
Operating Revenues	\$40,094,599	\$40,094,599	\$0
Total Cost of Service	\$41,432,076	\$42,818,068	\$1,385,992
Operating Margins	(\$1,337,478)	(\$2,723,470)	(\$1,385,992)
Non-operating Revenues	\$2,113,072	\$2,088,887	(\$24,185)
Total Margins	\$775,594	(\$634,582)	(\$1,410,177)

2022 Updated Water Budget

	Approved Budget	Updated Budget	Variance
Operating Revenues	\$2,757,235	\$2,757,235	\$0
Total Cost of Service	\$4,304,238	\$3,866,740	(\$437,498)
Operating Margins	(\$1,547,003)	(\$1,109,504)	\$437,498
Non-operating Revenues	\$247,535	\$247,535	\$0
Total Margins	(\$1,299,468)	(\$861,970)	\$437,498

Understanding PUD Financial Statements

In accordance with requirements set forth by the Governmental Accounting Standards Board (GASB), the District's financial statements employ the accrual basis of accounting in recognizing increases and decreases in economic resources. Accrual accounting recognizes all revenues when earned and expenses when incurred during the year, regardless of when cash is received or paid.

The statement of net position (Balance Sheet) presents information on the District's assets, liabilities, and deferred outflows and inflows of resources. This statement provides information about the amount of investments in resources (assets), the obligations to creditors (liabilities), and items for which the recognition of these assets and liabilities are deferred to a later time period (deferred inflows and outflows of resources). The net position increases when revenues exceed expenses.

The statement of revenues, expenses, and changes in net position (Income Statement) reports the revenues and expenses during the years indicated. This statement measures the success of the District's operations over the past year and can be used to determine whether the District has successfully recovered all its costs through user fees and other charges.

Hiring Incentives Package

Proposal to Jefferson County Board of Commissioners

March 10, 2022

Sign-on Bonus

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Sign-on Bonus Policy

Purpose

The purpose of the sign-on bonus policy is to outline the requirements and responsibilities involved with the policy, the timing of payments, the factors in determining the appropriate bonus amount, and the implementation of the sign-on bonus. This policy operates on a fiscal-year basis (January-December). The sign-on bonus is a non-recurring and non-accumulating sum of money which is paid to an employee with the sole objective of incentivizing the employee who is receiving the bonus to accept employment at the PUD given the competitive nature of the labor market. The sign-on bonus is subject to state and federal taxes.

ELIGIBILITY

The sign-on bonus is contingent upon the following eligible criteria:

1. An external candidate who is not currently employed by the PUD, filling a non-represented, regular full-time position; and
2. Candidate must be offered a position title which has been determined by management as difficult to recruit and/or retain.
3. Contractors and/or independent consultants are not eligible to receive sign-on bonuses.

Policy

1. The amount of the one-time signing bonus shall be determined at the discretion of the General Manager, not to exceed \$8,000. The signing bonus shall be paid by the PUD to Employee upon the completion of thirty (30) days of employment following the Hire Date, in a lump sum payment, less applicable tax withholdings.
2. The PUD will apply all required federal and state tax deductions and will report all payments made under this Agreement as required by federal and state law. Taxes shall be withheld as bonus earnings from the Sign-on Bonus and reported to the Internal Revenue Service as income on the Employee's Form W-2.

3. In return for accepting the Sign-on Bonus as provided in paragraphs 1 and 2, the Employee must remain employed on a regular, full-time basis with Jefferson PUD for a minimum of twenty-four (24) months commencing on the date that the employee starts work for the PUD to avoid repayment penalties. If the employee is unable to satisfy the 24-month minimum requirement and is terminated either voluntarily or involuntarily, before the completion of 24 months of service, the employee is responsible for the repayment of the pro-rated portion of the sign-on bonus that was paid. For example, if the employee completes 12 months of employment, the employee must repay 50% of the sign-on bonus paid for the remaining 12 months of the 24 months for which the employee did not provide service. The amount due shall be deducted in full from the employee's final paycheck. If the amount deducted exceeds the final paycheck, the remaining balance shall be paid in full by the employee to the PUD within 30 days from the last date of employment.

4. To facilitate the repayment of the Signing Bonus, the Employee, by signing the agreement, agrees that the amount of the repayment due is payable in full by a payroll deduction and the Employee agrees to permit the PUD to deduct this amount from any final pay. The Employee also agrees that any tax consequences incurred as a result of the repayment of the Sign-on Bonus or any portion thereof will be the sole and exclusive responsibility of the Employee.



SIGN-ON BONUS AGREEMENT

Jefferson County PUD is pleased to offer you a sign-on bonus of \$_____. This bonus will be paid in one lump sum on the next regularly scheduled pay date after you complete 30 days of employment with the PUD. This sign-on bonus is taxable, and all regular payroll taxes will be withheld. In the event that you separate employment from the Jefferson County within 24 months of your date of hire, you will be responsible for reimbursing the PUD on a prorated basis as set forth in the Sign-on Bonus Policy.

By signing this agreement, you attest that you have read and understand Jefferson County PUD's Sign-on Bonus Policy and furthermore, you authorize the company to withhold the applicable amount from any severance and other final pay you receive should your employment terminate before completing 24 months of employment. If the amount deducted exceeds the final paycheck, the remaining balance shall be paid in full by the employee to the PUD within 30 days from the last date of employment.

Employee name (please print): _____

Employee signature: _____ Date: _____

For Office Use Only

Date Agreement Received

Employee Hire Date

General Manager Signature

Printed Name

Date

Relocation Allowance Policy

Purpose

The PUD recognizes that it may be necessary to assist new hires with relocation expenses to attract qualified individuals for certain vacant positions within the organization. When it is deemed appropriate by the General Manager, the PUD will provide a relocation bonus of an employee who possesses special skills, experience, education, or certification.

Policy

Relocation and moving expenses for newly hired regular, full-time staff may be provided for employees moving from their current residence to meet the Employee Residency Requirement per Section 3.17 of the PUD's Employee Handbook. A specific dollar amount must be specified in the original written offer of employment.

Eligibility

The Relocation Allowance is contingent upon the following eligible criteria:

1. An external candidate that is not currently employed by the PUD filling a non-represented regular, full-time position.
2. Candidate must be relocating to a new residence to fulfill the PUD's Employee Residency Requirement.
3. Candidate must be in a position title which has been determined by management as difficult to recruit and/or retain.
4. Contractors and/or independent consultants are not eligible to receive sign-on bonuses.

Authorization of Relocation Allowance may permit payment of reasonable moving and relocation expenses for new staff members as part of an offer of employment. Such moving allowances must be negotiated at the time a position is offered and must be included in the signed offer letter and agreement must be signed.

Management will consult with representatives from their Human Resources and Business and Finance offices prior to offering payment of relocation expenses in consideration of the total compensation package. Authorization of payment of relocation expenses up to \$8,000 are allowed.

Payment of Expenses and Tax Reporting

The Relocation Allowance should be paid as a lump sum payment through payroll. Receipts are not required. Individuals receiving the benefit of relocation and moving expenses should be aware of any personal income tax implications and should consult a tax professional with personal tax questions. The lump sum payment will also be reported on the employee's annual W-2. The payment will occur on the next regularly scheduled paycheck after their hire date.

Payback Provision

The employee must remain employed on a regular, full-time basis with Jefferson PUD for at least twenty-four (24) months commencing on the date that the employee starts work for the PUD to avoid repayment penalties. If the employee resigns or is terminated for cause from employment with Jefferson PUD prior to completing twenty-four (24) months of service, they will repay Jefferson PUD the relocation reimbursement amount based on the months of service completed (e.g., after twelve (12) months the repayment amount would be one half of the relocation reimbursement) within thirty (30) days following the last day of employment with Jefferson PUD;

To facilitate this repayment, the Employee, by signing the agreement, authorizes the PUD to deduct up to the full amount of relocation reimbursements from any wages or other amounts owed to the employee upon their separation from the PUD. The Employee also agrees that any tax consequences incurred as a result of the repayment of the Sign-on Bonus or any portion thereof will be the sole and exclusive responsibility of the Employee.



RELOCATION ALLOWANCE AGREEMENT

Jefferson County PUD is providing in its offer of employment a relocation allowance payment of up to

\$_____ to _____.

Dollar Amount

Candidate Name

This amount will be paid to Employee on the Employee's first paycheck following their first day of employment. This amount will be paid as a lump sum to assist with the costs of relocating to meet the residency requirement.

By signing this agreement, you attest that you have read and understand Jefferson County PUD's Relocation Assistance Agreement. Furthermore, you authorize the company to withhold the applicable amount from any severance and other final pay you receive should your employment terminate before the completion 24 months of employment based on the proration schedule set forth in the Policy.

Employee's signature

Date

Printed Name

For Office Use Only

Date Received: _____ Hire date (if applicable): _____

HR Signature: _____ Name: _____

Date: _____

Housing Stipend Policy

Purpose

Jefferson County PUD recognizes that securing housing in Jefferson County can be challenging given the current housing market, whether an employee is renting or purchasing a home. The PUD also recognizes we must attract and retain talented staff to meet the needs of the business.

Policy

Jefferson County PUD may offer a housing stipend to new employees who are moving their residence within the Jefferson County territory. The PUD will pay a stipend of up to \$300 (gross pay) not to exceed nine (9) months from the employee's hire date.

Eligibility

The Housing Stipend is contingent upon the following eligible criteria:

1. An external candidate that is not currently employed by the PUD filling a non-represented, regular full-time position.
2. Must be relocating to a new residence inside Jefferson County PUD's service territory.
3. Must be in a position title which has been determined by management as difficult to recruit and/or retain.
4. Contractors and/or independent consultants are not eligible to receive sign-on bonuses.

Amount

An eligible candidate may receive up to \$300 per month for a length of up to nine (9) months starting

from their first day of employment with the PUD. The stipend amount and length of time is up to the discretion of the General Manager.

Approval Process

When an employment offer is extended, authorization of the Housing Stipend by the General Manager must be documented in writing and the stipend amount must be included in the candidate's offer letter. The stipend will be divided equally per paycheck starting on the next regularly scheduled paycheck after they begin employment with the PUD. Stipends will be paid as an addition to the employee's regular pay and are subject to FICA and tax withholdings.

Employment Separation

If an employee separates employment from the PUD prior to completing 9 (nine) months of service, the housing stipend will be terminated on the employee's last day with the PUD. If an employee secures housing outside of Jefferson County in the nine-month timeframe, the stipend shall be discontinued.

Employee Referral Bonus Policy

Purpose

Jefferson County PUD recognizes the need to hire talented, qualified staff to meet business needs. We believe that our existing employees are in a great position to help connect us with best job candidates. The Employee Referral Bonus Program will provide an incentive award to a current employee who brings new talent to the company by referring applicants who are selected and successfully employed.

Applicant

Applicants are candidates not currently employed with Jefferson County PUD. Referred applicants cannot be current employees of the PUD in any capacity, to include temporary or contract employees.

Referring Employee

Non-Represented employees in regular full-time positions are eligible to receive a referral bonus with the exception of:

- ☒ Any person associated and/or involved with the recruitment, rating, or selection of the candidate.
- ☒ The direct supervisor of the position being filled.
- ☒ The General Manager.

Referral Bonus Amount

A referral bonus will be paid to any employee who refers an applicant who is selected and successfully

employed in a position. All bonuses paid under this program are subject to tax withholding.

Referral Bonuses will be paid as follows:

Positions requiring specialized skill sets/education or professional certifications/licenses:

\$500 – after the referred employee completes thirty (30) days of employment

\$500 – after the referred employee completes nine (9) months of employment

Positions that do NOT specialized skills or professional certifications/licenses:

\$250 – after the referred employee completes thirty (30) days of employment

\$250 – after the referred employee completes nine (9) months of employment

Payment of the Referral Bonus will be applied to the next pay period following the above-mentioned completion dates. The referring employee must be an active employee throughout the entire time period (from referral until issuance of bonus) and at award time.

Referral Process

To qualify for the referral amount, the existing Employee must fill out a referral form and send it to HR@jeffpud.org within 48 hours of the person submitting their application. The applicant must document the referrer's name as their referral source. Only one referral award can be given per candidate. If more than one employee refers a candidate, the first referral received will be rewarded if the candidate is hired and noted on the candidate's application. If the referral is not indicated on the candidate's application, it will not be bonus eligible.

Referral Bonus Eligibility Criteria

Employees are reminded that Jefferson County PUD does not hire spouses or close relatives for any position that would involve a direct supervisor-subordinate relationship or otherwise create the appearance of a conflict of interest. The PUD reserves the right to deny bonus payments to any employee who improperly makes promises or assurances of employment to prospective or actual candidates, or otherwise engages in improper or inappropriate conduct related to this program or other workplace activities. Positions eligible for the referral bonus will be determined prior to the position being advertised.

The terms of this program are subject to review and revision.



EMPLOYEE REFERRAL FORM

Please fill out the fields below and send this form to HR@jeffpud.org within 48 hours of the candidate submitting their application.

Referrer Information

PUD Employee Name: _____ Date: _____

Referral Information

Candidate Name: _____ Position referred for: _____

Email address: _____ Phone Number: _____

Date Application submitted:_____ Relationship to applicant:_____

Please read the Employee Referral Bonus Policy and initial below:

_____ I have read and understand Jefferson County PUD’s Employee Referral Bonus Policy. I understand that if the candidate I referred is hired as a result of my referral, I will receive the first half of my bonus after the candidate completes 30 days of employment and the remaining half after completing 12 months of employment.

_____ I understand that I must submit this form with 48 hours of the candidate submitting their application AND the applicant must document the referrer’s name as their referral source.

Employee’s signature

Date

For Office Use Only

Date Received:_____ Hire date (if applicable):_____

Award Dates:

30 days of employment: _____

9 months of employment:_____

HR Signature: _____ Name: _____

Date: _____

Per the Jefferson County PUD Employee Handbook Section 3.17, employees are required to reside within the district’s territory within six (6) months from the date of hire.

Due to challenges recruiting in this highly competitive labor market, staff is requesting that the Board approve the following change to our residency requirement:

- ☒ Personnel that are required to report on-side after regular business hours must reside within fifty-five (55) minutes of PUD headquarters in Jefferson or Clallam County.
- ☒ Employees who do not typically report on-site after regular business hours may reside in Jefferson, Kitsap or Clallam County.

Proposal to Enhance Employee Benefits

Life & AD&D Insurance

Current benefit: \$5,000 flat rate.

Monthly Premium: ~\$63.35

Annual Premium: ~\$760.20

Proposal options:

Eligibility: Non-represented, active employee of the PUD working 30+ hours/week.

Premiums are paid in full by the PUD.

\$50,000 FLAT RATE – LIFE + AD&D**Monthly Premium: \$871****Annual Premium: \$10,452**

- Maximum: N/A
- Age reduction schedule: N/A

1.5x ANNUAL EARNINGS – LIFE + AD&D**Monthly Premium: \$1,927****Annual Premium: \$23,124**

- Maximum benefit: \$300,000
- Age Reduction Schedule:
 - ☒ To 65% at age 65
 - ☒ To 50% at age 70
 - ☒ To 35% at age 75

2x ANNUAL EARNINGS – LIFE + AD&D**Monthly Premium: \$2,566****Annual Premium: \$30,792**

- Maximum Benefit: \$400,000
 - ☒ To 65% at age 65
 - ☒ To 50% at age 70
 - ☒ To 35% at age 75

Note: the IRS considers coverage in excess of \$50,000 to be a non-cash fringe benefit and any amount over \$50,000 is subject to social security and Medicare taxes. Group term life insurance that does not exceed \$50,000 is tax-free to employees.

For more details on the policy proposal, see the attached booklet prepared by PURMS, “Your employee Benefits Proposal”.

4/10 Work Schedule

Work-life balance is an important aspect of a healthy work environment. Staff is considering transitioning from a 5/8 schedule to a 4/10 schedule where employee’s regular hours would be Monday-Thursday, 10-hour days.

If the Board of Commissioners approve of this idea, staff will follow up with a more thorough proposal.



Your Employee Benefits Proposal

Prepared for: Public Utility Risk Management Services

Presented by: Pacific Underwriters Corporation

Proposal Prepared on:
January 27, 2022

Life and AD&D Insurance

Proposed Effective Date:
March 1, 2022

Life and AD&D Insurance

Handling a Life insurance claim takes a special touch. All of our Life benefits employees complete annual grief training helping them to empathize with beneficiaries and recognize when they need special attention. And we're focused on settling claims quickly: Our median calculation turnaround time in 2018 was 5 days for clean claims and 6 days for all claims (internal company data as of January 2019).

Covered Members

An active employee of Jefferson County Public Utility District working 30 or more hours per week.

	Basic Plan 4	Basic Plan 5	Basic Plan 6
Benefit Schedule	Flat \$50,000	1.50 x Annual Earnings	2 x Annual Earnings
Rounding	n/a	Up to next \$1,000	Up to next \$1,000
Maximum Benefit	n/a	\$300,000	\$400,000
Guarantee Issue	Full Benefit	Full Benefit	Full Benefit
AD&D Benefit	Matches Life Benefit	Matches Life Benefit	Matches Life Benefit
Age Reduction Schedule	None	To 65% at age 65 To 50% at age 70 To 35% at age 75	To 65% at age 65 To 50% at age 70 To 35% at age 75
Employer Contribution	100%	100%	100%
Minimum Participation	100%	100%	100%

Life Highlights

	Basic Plan 4	Basic Plan 5	Basic Plan 6
Waiver of Premium	Eligible to age 60 Waived for life	Eligible to age 60 Waived for life	Eligible to age 60 Waived for life
Conversion	Included	Included	Included
Repatriation Benefit	Included	Included	Included
Travel Assistance	Included	Included	Included
Life Services Toolkit	Included	Included	Included

AD&D Highlights

	Basic Plan 4	Basic Plan 5	Basic Plan 6
Loss of life	100%	100%	100%
Loss of both hands, or both feet, or sight of both eyes	100%	100%	100%
Loss of one hand and one foot	100%	100%	100%
Loss of sight of one eye and either one hand or one foot	100%	100%	100%
Loss of one hand or one foot	50%	50%	50%
Loss of sight of one eye	50%	50%	50%
Seat Belt Benefit	AD&D benefit payable up to \$10,000	AD&D benefit payable up to \$10,000	AD&D benefit payable up to \$10,000
Air Bag Benefit	AD&D benefit payable up to \$5,000	AD&D benefit payable up to \$5,000	AD&D benefit payable up to \$5,000
Family Benefits Package	Included	Included	Included

Additional Plan Design Details

- All other provisions of the existing plan remain unchanged.

Cost

	Basic Plan 4				
Life					
Members	37				
Volume	\$1,850,000				
Rate: Per \$1,000	Lives	Age	Rate:	Volume	Premium
	2	0-29	.070	\$100,000	\$7
	8	30-34	.080	\$400,000	\$32
	4	35-39	.100	\$200,000	\$20
	8	40-44	.150	\$400,000	\$60
	3	45-49	.250	\$150,000	\$38
	1	50-54	.410	\$50,000	\$21
	3	55-59	.670	\$150,000	\$101
	7	60-64	.970	\$350,000	\$340
	0	65-69	1.330	\$0	\$0
	0	70-74	2.200	\$0	\$0
	1	75-79	3.180	\$50,000	\$159
0	80-999	7.500	\$0	\$0	
Monthly Premium					\$778
AD&D					
Members	37				
Volume	\$1,850,000				
Rate: Per \$1,000	.050				
Monthly Premium					\$93
Total Billed Premium					\$871
Rate Guarantee					Until 01-Jan-2024

		Basic Plan 5			
Life					
Members	37				
Volume	\$4,706,100				
Rate: Per \$1,000	Lives	Age	Rate:	Volume	Premium
	2	0-29	.070	\$209,000	\$15
	8	30-34	.080	\$1,019,000	\$82
	4	35-39	.100	\$487,000	\$49
	8	40-44	.150	\$1,115,000	\$167
	3	45-49	.250	\$415,000	\$104
	1	50-54	.410	\$180,000	\$74
	3	55-59	.670	\$305,000	\$204
	7	60-64	.970	\$953,000	\$924
	0	65-69	1.330	\$0	\$0
	0	70-74	2.200	\$0	\$0
	1	75-79	3.180	\$23,100	\$73
0	80-999	7.500	\$0	\$0	
Monthly Premium					\$1,692
AD&D					
Members	37				

Basic Plan 5		
Volume	\$4,706,100	
Rate: Per \$1,000	.050	
Monthly Premium		\$235
Total Billed Premium		\$1,927
Rate Guarantee		Until 01-Jan-2024

	Basic Plan 6				
Life					
Members	37				
Volume	\$6,273,450				
Rate: Per \$1,000	Lives	Age	Rate:	Volume	Premium
	2	0-29	.070	\$279,000	\$20
	8	30-34	.080	\$1,360,000	\$109
	4	35-39	.100	\$650,000	\$65
	8	40-44	.150	\$1,488,000	\$223
	3	45-49	.250	\$552,000	\$138
	1	50-54	.410	\$240,000	\$98
	3	55-59	.670	\$405,000	\$271
	7	60-64	.970	\$1,269,000	\$1,231
	0	65-69	1.330	\$0	\$0
	0	70-74	2.200	\$0	\$0
	1	75-79	3.180	\$30,450	\$97
0	80-999	7.500	\$0	\$0	
Monthly Premium					\$2,252
AD&D					
Members	37				
Volume	\$6,273,450				
Rate: Per \$1,000	.050				
Monthly Premium					\$314
Total Billed Premium					\$2,566
Rate Guarantee					Until 01-Jan-2024

More Information

For additional information on the available features and benefits of Life and AD&D Insurance from The Standard, click here:
<http://www.standard.com/group-life-add>

Producer Compensation Disclosure

We recognize the valuable role of insurance advisors, consultants and brokers ("producers") in helping their clients design an employee benefits program, and we support reasonable and fair compensation for these services. Producers may be eligible to receive compensation from The Standard.

The commission quoted in this proposal are noted below. Additionally, fees for administrative, marketing or consulting services may apply. If applicable, fees are noted below.

Normal commission scale (www.standard.com/financial-professional/insurance-benefits/compensation) included for Life.

Unless participation is declined by the producer or client, contingent compensation is additional compensation that may also be paid and is dependent on the satisfaction of one or more minimum requirements, such as a specified amount of new premium volume or persistency in connection with the producer's block of business. For information about our customary producer rewards program visit www.standard.com/financial-professional/insurance-benefits/compensation. Some producers may have a contingent compensation arrangement that differs from our customary program. Please consult with your producer for additional details.

About This Employee Benefits Proposal

We appreciate the opportunity to provide you with this benefit and cost summary proposal from The Standard. This document outlines certain important features of the group insurance coverages available. This is not a contract or an offer to contract for such coverages. Detailed information about other important features of the coverage proposed is available on request. Just ask your broker/consultant or your representative at The Standard.

A completed application must be submitted before a group can be considered for coverage. Insurance will be effective after the application is accepted by The Standard. If approved, we will issue a contract containing our customary language. It will not duplicate policy language from another carrier. The group contract will contain provisions and defined terms not described in this Employee Benefits Proposal. The group contract will control if there are discrepancies between it and this proposal.

This benefit and cost summary proposal expires on April 27, 2022, unless replaced or withdrawn by The Standard.

The proposed premium rate and plan design for each coverage are based on the underwriting data received by The Standard. Final premium rates and plan provisions will be determined by The Standard on the basis of: applicable state laws, policyholder contributions, confirmation of occupations, the actual composition of the group of persons who will become insured and our current underwriting rules and practices.

Financial Strength Ratings

For information about our Financial strengths ratings visit www.standard.com/about



PWB Loan Opportunity

Will O'Donnell, Broadband and Communications Director

March 10, 2022

Loan Details

Unserved Business <1G/50mbps

Jefferson is a Distressed County

Up to \$5M, 10% match

0.42% rate, 15 yr Term

Project Completed by 2024

Open Access

Project Details

Utilize Existing Infrastructure

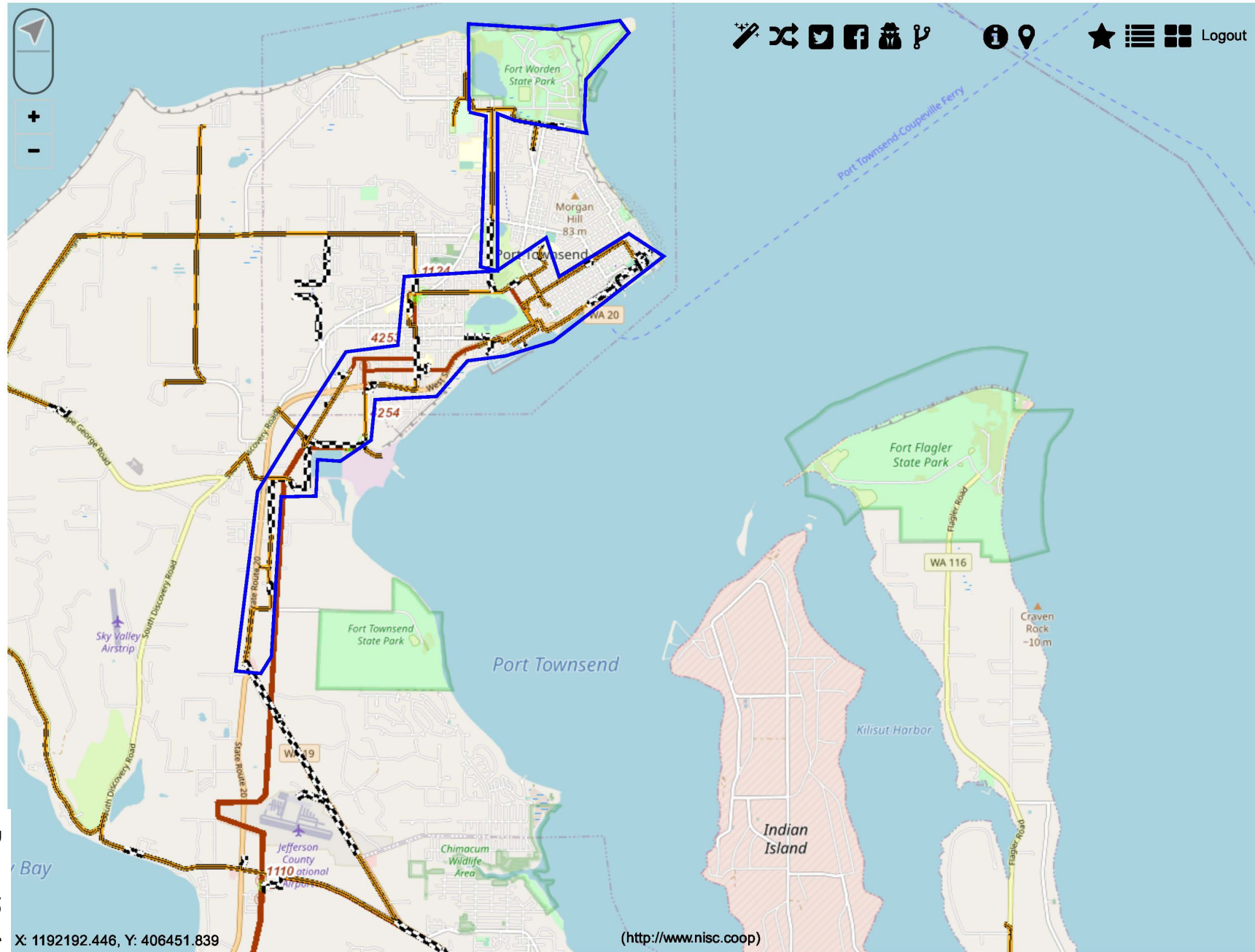
All Downtown, Uptown Businesses

Sims Way? Fort Worden?

Business Park, Glen Cove

Port Ludlow?

Gig Symmetrical Service, \$100/mo.



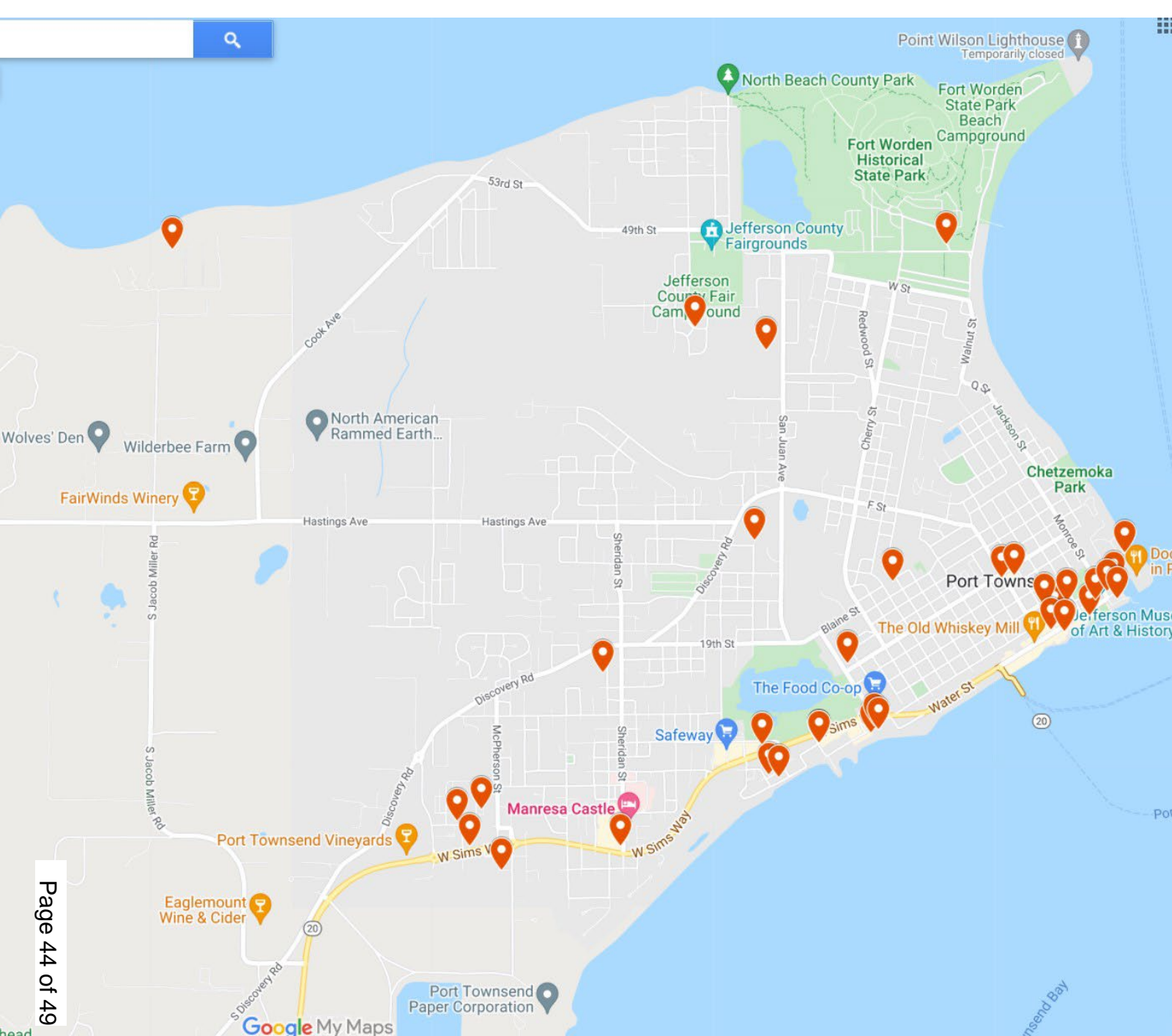
Port Townsend

Extend
existing fiber
to all PT
business
districts.



Port Ludlow

Extend Fiber
From Fire
Station to
Golf Course

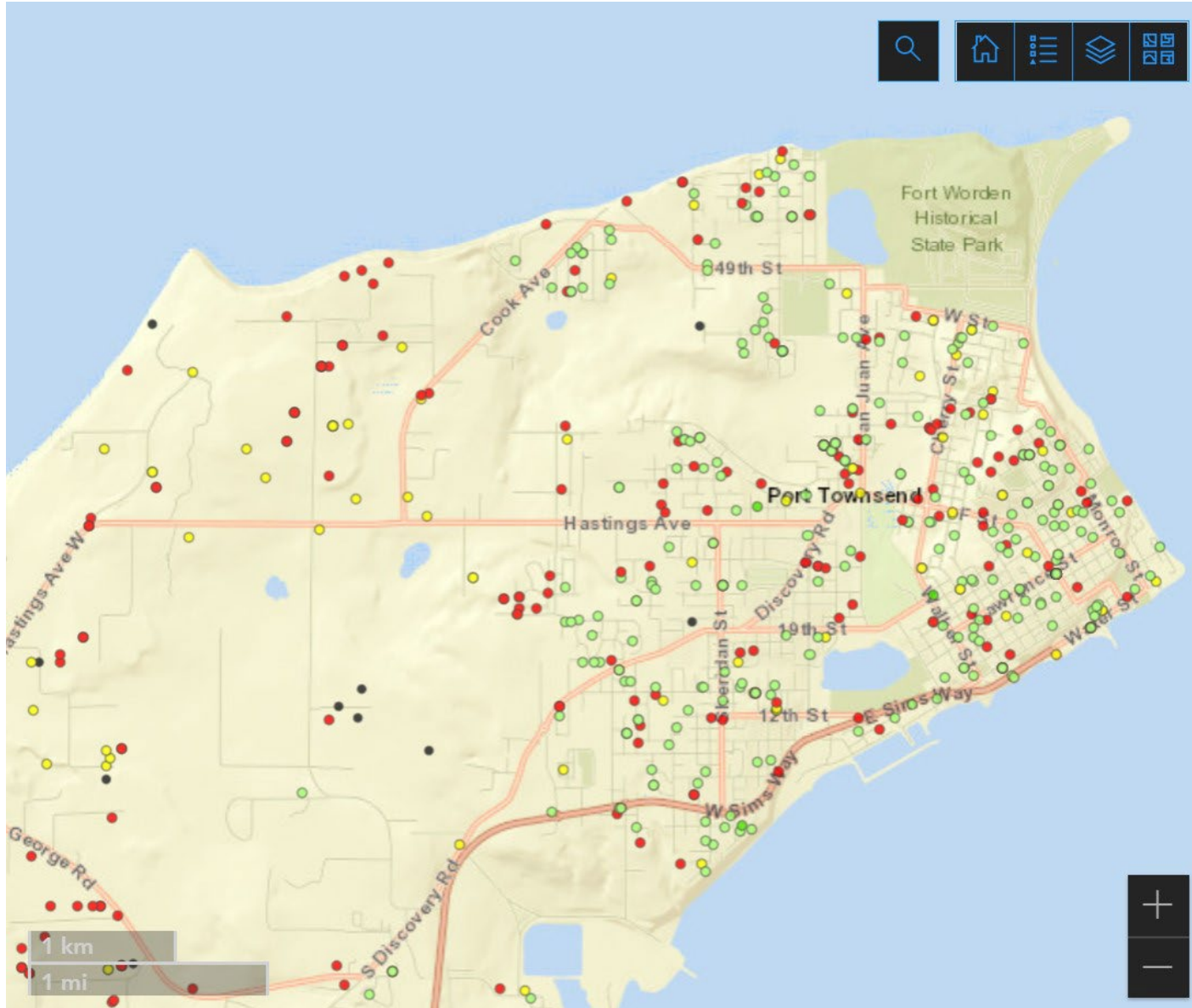


Existing PT Fiber Customers

30 wholesale
connections

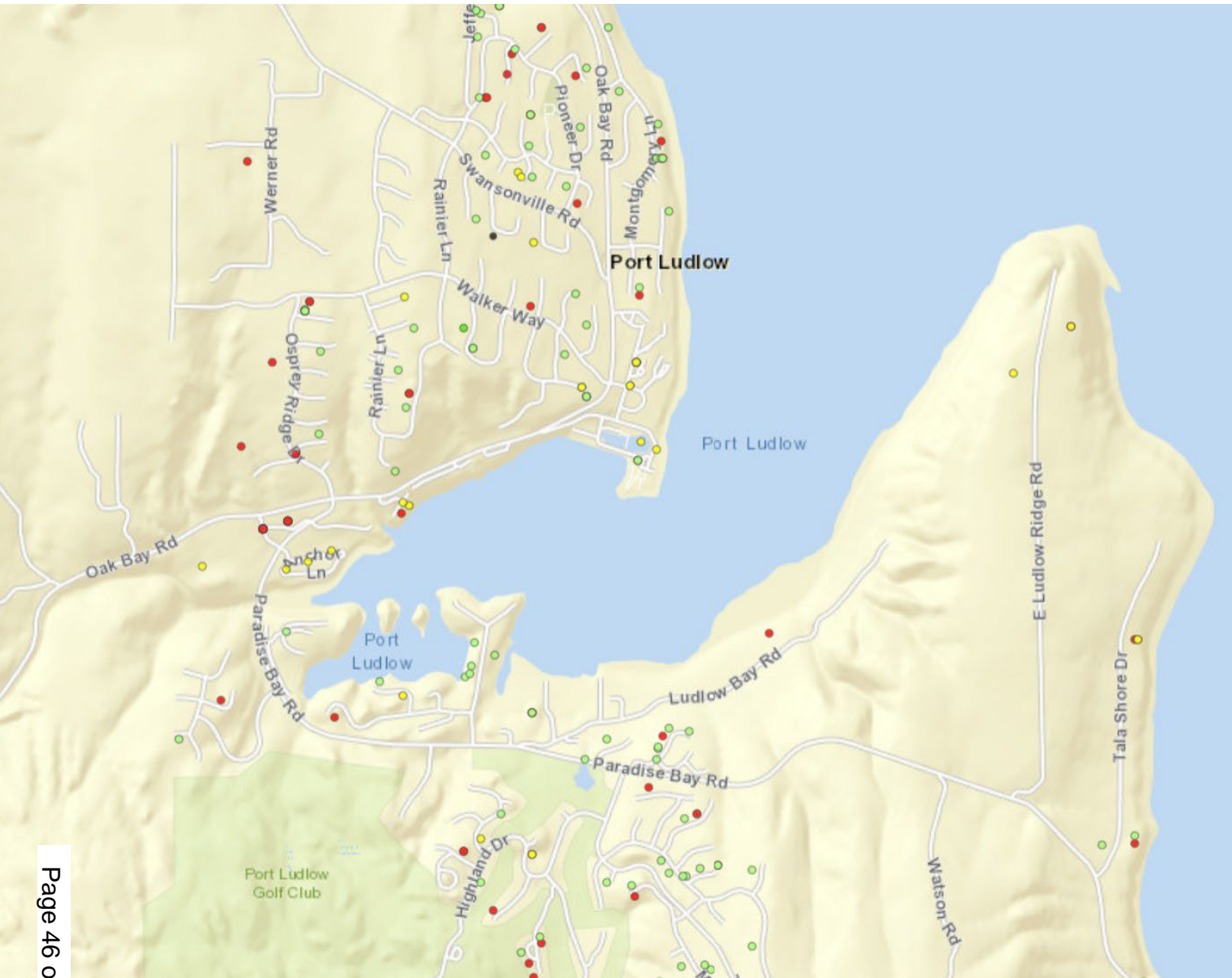
6 pending

4 inquires (not
shown)



Speed Tests

No evidence of
any customers
reporting
1G down/50 up
Avg speeds
Reported for this
area are
66 down/8 up



Speed Tests

No evidence of
any customers
reporting
1G down/50 up
Avg speeds
Reported for this
area are
66 down/9 up

PWB Scoring Criteria

Need, Goals, & Impact - Maximum Score
30 points

Outreach & Engagement - Maximum
Score 10 points

Planning Readiness & Feasibility -
Maximum Score 45 points

Equity, Access & Affordability - Maximum
Score 15 points

minimum score to meet funding
threshold is 65 points.

Need for Speed

Must Notify All ISPs by Mar 15th

Preliminary Engineering ASAP

Outreach to Customers ASAP

Application Due April 26th

Competition Growing



TBD Today
Proceed w App?

Max Request?

Single App?
or
2 Areas?