

AGENDA

ORANGE COUNTY POWER AUTHORITY MEETING OF THE BOARD OF DIRECTORS

**Tuesday, May 21, 2024
10:00 a.m.**

This meeting will proceed as an in-person meeting at **3349 Michelson Drive, Irvine, CA 92612, Snyder Room (M-08) in Suite 200**. In addition, as a convenience to the public, the Orange County Power Authority is also providing an option for members of the public to remotely view and participate in the meeting. Further details are below. Please note that, in the event of a technical issue causing a disruption in the remote participation option, the meeting may continue unless otherwise required by law.

Public Comments: Any member of the public may provide comments to the Orange County Power Authority Board of Directors on any agenda items by requesting to speak during Item 4, or on any matter not appearing on the agenda but within the jurisdiction of the Board by requesting to speak during Item 5. When providing comments to the Board, it is requested that you provide your name and city of residence for the record. Commenters are requested to address their comments to the Board as a whole through the Chair. Comments may be provided in the following manner:

To provide comments during the meeting, in-person attendees, please fill out the public speaker slip and provide it to the clerk at the beginning of the meeting. Before Items 4 and 5, the Chair or Clerk will ask members of the public to join the queue to provide public comment. The queue will remain open for a reasonable amount of time to allow members of the public sufficient time to request to speak and inform the Board of the number of speakers. After such time, the queue will be closed and the members of the public who have joined the queue to speak will be recognized at the appropriate time may speak. To join the queue on Zoom video conference by computer or mobile phone, use the “Raise Hand” feature. If joining the meeting using the Zoom dial-in number, you can raise your hand and join the queue by pressing *9. Members of the public will not be shown on video but will be able to speak when called upon.

Comments shall generally be limited to three minutes when speaking, provided that the Chair may equally reduce each speaker’s time to accommodate a large number of speakers or a large number of agenda items.

Written Communications: If you have a written communication that you wish to be distributed to the Board, please provide it via e-mail to comments@ocpower.org. Written communications are public records and, if received by 5:00 p.m. on the day prior to the meeting, will be distributed to the Board prior to the meeting by either e-mail or hard-copy, posted on the Authority’s website and noted, but not read, at the meeting. Communications received after the 5:00 p.m. deadline will be retained in the Authority’s records.

The public may participate using the following remote options:

ZOOM WEBINAR

Please click the link below to join the webinar:

[Launch Meeting - Zoom](#)

Dial-in: 1-669-900-6833
Webinar ID: 867 8986 0788

1. **CALL TO ORDER**

2. **PLEDGE OF ALLEGIANCE**

3. **ROLL CALL**

4. **PUBLIC COMMENTS ON AGENDA ITEMS**

Opportunity for members of the public to address the Board on any items on the agenda.

5. **PUBLIC COMMENTS ON NON-AGENDA ITEMS**

Opportunity for members of the public to address the Board on any items not on the agenda but within the jurisdiction of the Board.

6. **DIRECTOR ANNOUNCEMENTS & REPORTS ON CONFERENCES/EVENTS ATTENDED**

Board Members may briefly provide information to other members of the Board and the public, ask questions of staff, or report on conferences, events, or activities related to Authority business. There is to be no discussion or action taken on comments made by Board Members unless authorized by law.

7. **COMMITTEE REPORTS**

1. **COMMUNITY ADVISORY COMMITTEE UPDATE**

Recommended Action:

Receive and file.

8. **CONSENT CALENDAR**

All items listed under the Consent Calendar are considered to be routine and may be enacted by one motion. Prior to the motion to consider any action by the Board of Directors, any public comments on any of the Consent Items will be heard. There will be no separate action unless members of the Board of Directors request specific items be removed from the Consent Calendar.

1. **MINUTES FOR THE REGULAR BOARD MEETING OF APRIL 30, 2024**

Recommended Action:

Approve as submitted.

2. **MARKETING AND COMMUNICATIONS UPDATE FOR MARCH – APRIL 2024**

Recommended Action:

Receive and file the Marketing & Communication update for March-April 2024

3. **APPROVE UPDATE TO BOARD AND COMMITTEE COMPENSATION & REIMBURSEMENT POLICY**

Recommended Action:

Approve Amendments to Policy No. 5, Board of Directors and Community Advisory Committee Members' Compensation and Expense Reimbursement Policy to update provisions related to reimbursement for meals.

4. REGULATORY AND LEGISLATIVE UPDATE

Recommended Action:

Receive and file.

5. TREASURER'S REPORT – FISCAL YEAR ENDED MARCH 31, 2024 AND Q1 2024 CHECK REGISTER

Recommended Action:

Receive and file.

9. REGULAR CALENDAR

The following items call for discussion or action by the Board of Directors. The Board may discuss and/or take action on any item listed below if the Board is so inclined.

1. APPROVAL OF REVISED OCPA SALARY GRADES AND EMPLOYEE SALARY RANGES

Recommended Action:

Approve the revised OCPA Salary Grades and Employee Salary Ranges as proposed in Attachment 1.

10. STAFF REPORT

Staff may briefly provide information to the Board and the public. The Board may engage in discussion if the specific subject matter of the report is identified, but the Board may not take any action. There is to be no other discussion or action taken unless authorized by law.

11. STRATEGIC PLAN PRESENTATION AND DISCUSSION

Recommended Action:

1. Review 2023-26 Strategic Plan and additional considerations presented by staff.
2. Provide guidance and direction to staff regarding 2024 priorities.

12. ADJOURNMENT

Compliance with the Americans with Disabilities Act

Board of Directors meetings comply with the protections and prohibitions of the Americans with Disabilities Act. Individuals with a disability who require a modification or accommodation, including auxiliary aids or services, in order to participate in the public meeting may contact 949-263-2612. Requests for disability-related modifications or accommodations require different lead times and should be provided at least 72-hours in advance of the public meeting.

Availability of Board Documents

Copies of the agenda and agenda packet are available at www.ocpower.org. Late-arriving documents related to a Board meeting item which are distributed to a majority of the Board prior to or during the Board meeting are available for public review as required by law. Public records, including agenda-related documents, can be requested electronically at clerk@ocpower.org or by mail to 15642 Sand Canyon Avenue, P.O. Box 54283, Irvine, CA 92619-4283. The documents may also be posted at the above website. Such public records are also available for inspection, by appointment, at 3349 Michelson Drive, Suite 200, Irvine, CA 92612. Please contact clerk@ocpower.org to arrange an appointment.



**MINUTES
REGULAR MEETING
BOARD OF DIRECTORS
ORANGE COUNTY POWER AUTHORITY**

Tuesday, April 30, 2024

1. CALL TO ORDER

Chair Jung called to order the Regular Meeting of the Orange County Power Authority Board of Directors at 10:00 a.m. on Tuesday, April 30, 2024.

2. PLEDGE OF ALLEGIANCE

Director McKeon led the Pledge of Allegiance.

3. ROLL CALL

Present:	Director Casey McKeon	City of Huntington Beach
	Director Tammy Kim	City of Irvine
	Director Kathleen Treseder	City of Irvine
	Vice Chair Susan Sonne	City of Buena Park
	Chair Fred Jung	City of Fullerton

4. PUBLIC COMMENTS ON AGENDA ITEMS – None.

5. PUBLIC COMMENTS ON NON-AGENDA ITEMS – None.

6. DIRECTOR ANNOUNCEMENTS & REPORTS ON CONFERENCES/EVENTS ATTENDED

Vice Chair Sonne reported that she attended the CalCCA Annual Conference.

Director Treseder reported that she and Director Kim held a Coffee and Conversation event in Irvine and CEO Mosca provided the state of OCPA.

7. COMMITTEE REPORTS

1. COMMUNITY ADVISORY COMMITTEE UPDATE

Chair Ziemer provided the report from their April 8, 2024, Committee Meeting. She further reported that she and Committee Member Futch had also attended the CalCCA Annual Conference.

8. CONSENT CALENDAR

ACTION

Director Kim made the motion, seconded by Director Treseder to:

Approve consent calendar items 8.1 – 8.6.

The motion carried unanimously by the following 5-0 vote:

Ayes: Chair Jung, Vice Chair Sonne, Director Treseder,
Director Kim, Director McKeon
Noes: None
Absent: None

1. MINUTES FOR THE REGULAR BOARD MEETING OF MARCH 19, 2024

Action Taken:

Approved as submitted.

2. RISK OVERSIGHT COMMITTEE UPDATE

Action Taken:

Received and filed.

3. REGULATORY AND LEGISLATIVE UPDATE

Action Taken:

Received and filed.

4. APPROVE UPDATES COMMUNITY ADVISORY COMMITTEE MEMBERSHIP CRITERIA

Action Taken:

Approved updates to the Community Advisory Committee Membership Criteria, including a proposed attendance policy.

5. AUTHORIZE USE OF VARIOUS TELECONFERENCING OPTIONS UNDER THE BROWN ACT

Action Taken:

Authorized the Board of Directors and Committee members to use any manner of teleconferencing legally and logistically available under the Brown Act, including teleconferencing under AB 2449 (2022).

6. APPROVE AMENDED POLICY NO. 18, INVESTMENT POLICY

Action Taken:

Approved Amendment to Policy No. 18, Investment Policy.

9. REGULAR CALENDAR

1. APPROVE FURNITURE AND INSTALLATION SERVICE AGREEMENT

Regulatory and Legislative Manager Halligan provided a brief summary of this item.

Chair Jung asked if the Calpine subsidy would cover most of this agreement.

CEO Mosca confirmed that Calpine's \$200,000 subsidy would cover most of this agreement.

Director Kim made the motion, seconded by Vice Chair Sonne to:

Authorize the CEO to execute agreements with GM Business Interiors for Furniture and Installation Services with a not-to-exceed amount of \$250,000, in accordance with OCPA's Procurement Policy regarding Cooperative Agreements.

The motion carried unanimously by the following 5-0 vote:

Ayes: Chair Jung, Vice Chair Sonne, Director Treseder,
Director Kim, Director McKeon
Noes: None
Absent: None

2. RATIFY RATES EFFECTIVE MARCH 20, 2024

CFO Law provided a brief summary of this item.

Director Kim left the dais at 10:18 a.m. and returned at 10:21 a.m.

Vice Chair Sonne made the motion, seconded by Director Treseder to:

Ratify rates effective March 20, 2024.

The motion carried unanimously by the following 4-0-1 vote:

Ayes: Chair Jung, Vice Chair Sonne,
Director Treseder, Director McKeon
Noes: None
Absent: Director Kim

3. APPROVAL OF OCPA SALARY GRADES AND EMPLOYEE SALARY RANGES, EMPLOYEE BENEFITS PROGRAM UPDATES, AND EMPLOYEE PERSONNEL POLICIES MANUAL UPDATES

CFO Law provided a brief summary of this item.

Chair Jung requested that the item be tabled until the Budget Ad Hoc Committee can review the proposed items. He would like to only have the Power Resources Director's salary be approved.

Director Treseder would like to invest in the existing employees.

Chair Jung made the motion, seconded by Director Kim to:

1. Approve the OCPA Salary Grade and Employee Salary Range as proposed for the position of Power Resources Director only as listed on Attachment 1. The remaining positions would be addressed after the Budget Ad Hoc Committee reviewed the figures.
2. Approve updates and revisions to the OCPA Employee Benefits Program, as proposed in Attachment 2.
3. Approve modifications to OCPA's Employee Personnel Policies Manual, as specified in Attachment 3.

The motion carried unanimously by the following 5-0 vote:

Ayes:	Chair Jung, Vice Chair Sonne, Director Treseder, Director Kim, Director McKeon
Noes:	None
Absent:	None

4. CREATION OF BUDGET AND FINANCE AD-HOC COMMITTEE FOR DEVELOPMENT OF FY2024/25 BUDGET AND 5-YEAR PROJECTION

CFO Law provided a brief summary of this item.

Chair Jung requested volunteers for this Budget Ad Hoc Committee. Vice Chair Sonne and Director Kim requested to be on this committee and were appointed by Chair Jung.

Vice Chair Sonne made the motion, seconded by Director Treseder to:

Establish a temporary ad-hoc advisory committee related to development of FY2024/25 Budget and 5-Year Projection and appoint Vice Chair Sonne and Director Kim to the committee.

The motion carried unanimously by the following 5-0 vote:

Ayes:	Chair Jung, Vice Chair Sonne, Director Treseder, Director Kim, Director McKeon
Noes:	None
Absent:	None

5. FISCAL YEAR 2024/2025 BUDGET FRAMEWORK

CFO Law provided a brief summary of this item.

Chair Jung thanked CFO Law and the staff for their great work.

Director Kim also had questions on the additional proposed positions but would hold them for the Budget Ad Hoc Committee.

Action Taken:

Received and filed.

10. STAFF REPORT

CEO Mosca provided several highlights from his agenda staff report. He further reported that the Strategic Plan Workshop would be held after the May 21, 2024, Board Meeting. He was informed that the CalCCA Annual Conference was well attended and had great topics and networking opportunities. He further reported that the Request for Proposals for the Community Power Plan was on the website.

Director Treseder requested that staff contact environmental justice communities to participate in the Community Power Plan process.

11. ADJOURNMENT

There being no further business to come before the Board, Chair Jung adjourned the April 30, 2024, Orange County Power Authority Board Regular meeting at 11:08 a.m.

Submitted by:

Pat Jacquez-Nares, Authority Secretary

ORANGE COUNTY POWER AUTHORITY
Staff Report – Item 8.2

To: Orange County Power Authority Board of Directors

From: Joe Mosca, Chief Executive Officer

Subject: MARKETING & COMMUNICATIONS UPDATE FOR MARCH – APRIL 2024

Date: May 13, 2024

RECOMMENDED ACTION

Receive and file the Marketing & Communications update for March-April 2024.

BACKGROUND

Following is a summary of the Public Outreach efforts for the months of March - April 2024. Highlights include:

- Joining the OC Hispanic Chamber podcast, “Our Community,” for an interview about OCPA and community energy.
- Hosting 20 local, state and federal elected staff members for the second annual Staffers Luncheon;
- Launching the short-form Unplugged Video Series on Instagram and YouTube;
- Attending the Cal-CCA Lobbying Trip to Washington D.C.;
- Sponsoring and participating in the City of Irvine CicloIrvine open streets event;
- Participating in 10 community outreach events in Buena Park, Costa Mesa, Fullerton, and Irvine
- Distributing the April quarterly newsletter to 2,429 subscribers
- Continued the omnipresent Facebook ad campaign, increasing followers to over 1.2K
- Launching the “Flip The Switch” campaign across print, digital, and out-of-home advertising platforms in OCPA member cities, with translations in Chinese, Vietnamese, and Korean languages.

Please review the attached public outreach information for additional details on these highlights and the various communications, marketing, and community outreach events. If you would like more information on these events or would like to invite us to your future events, please contact our team at (949) 767-8700. Your community input is important; we look forward to collaborating with you.

FISCAL IMPACT

None

ATTACHMENT

Attachment A: Public Outreach March-April 2024

Public Outreach Update

March - April 2024



Highlights

- Published 2 columns/op-eds
- Hosted second annual Staffers Luncheon
- Participated in Coffee & Conversations with Directors Kim and Treseder
- Sponsored CicloIrvine, displayed 5 co-branded bus shelters in Irvine
- Attended Cal-CCA Lobbying Trip to Washington D.C.
- Attended the Cal-CCA Conference
- Attended/Participated in 10 community outreach events
- Made presentations to the Fullerton City Council and at Sustain SoCal's "Building Sustainable Communities"
- Interviewed on the OC Hispanic Chamber's podcast
- Launched "Flip the Switch" marketing awareness campaign
- Released one community newsletter (April) and published two blog posts
- Continued omnipresent ad campaign on Facebook, increasing followers to over 1.2K



MEDIA RELATIONS

- Published OC Leader Board in *Orange County Business Journal*
- Director Kathleen Treseder published an Op-Ed in *Voice of OC*
- Announced appointment of CEO Joe Mosca
- Submitted newsletter article for CalCCA quarterly newsletter

Media Sentiment – March - April 2024

- 19 clips (online/print/broadcast)
- 95% positive

VOICE of OC

COMMUNITY OPINION

Treseder: Want Cleaner Energy at Competitive Rates? Re-enroll with Orange County Power Authority

By DR. KATHLEEN TRESEDER Apr 7, 2024



OCFA's Joe Mosca and Kathleen Treseder in front of CA State Capitol during California Community Choice Association Lobby Day

As a professor studying how climate change affects our fragile ecosystems, I encounter a lot of justified anxiety from my students about what's happening to our planet. For them, living in a warming world isn't an abstract idea; it's a reality they must live with.

While this reality is sobering, I assure them we can still make meaningful changes to address climate change. One such opportunity available to residents in several Orange County cities is to enroll with the *Orange County Power Authority* (OCFA).

ORANGE COUNTY BUSINESS JOURNAL

THE COMMUNITY OF BUSINESS

APR 16, 2024 10:00

OC LEADER BOARD

Opinion, Analysis, Insight

Power Company Pitches Sustainability Plans to Companies



By Joe Mosca
Chief Executive Officer
Orange County Power Authority

Editor's Note: The *Orange County Power Authority* on March 19 elevated Joe Mosca from interim to permanent chief executive. The OCFA, which was formed in 2020, is projecting \$350 million in revenue for the fiscal year ending June 30, 2024.

Clean energy is a smart business strategy. Climate change is the top risk business leaders face over the next decade, according to *Deloitte's* Annual Resilience Report.

By reducing dependence on fossil fuels, the *Orange County Power Authority* (OCFA) has significantly decreased greenhouse gas emissions from electricity consumption for its more than 231,000 residential and commercial customers. That includes being a major asset to businesses aiming to meet their climate and sustainability goals.

It's critically important for companies today to recognize they have a responsibility to be sustainable. A lot of companies are on their way to doing just that, with many others examining how they can do so as well.

For all companies in the cities we currently serve—Buena Park, Fullerton, Huntington Beach and Irvine—OCFA can be a vital partner in how they become greener on the electric side. And we hope that is just the beginning of the influence OCFA can have in Orange County.

Orange County and OCFA are certainly not alone in this effort. There are 14 million people in more than 200 communities throughout California who are customers in an agency that is called *Community Choice Aggregation*, or CCA.

OCFA is one of the largest and greatest of those California CCAs and was recently recognized by *National Renewable Energy Laboratory* as a Top U.S. Green Power Provider.

Like any startup business, OCFA experienced some challenges early on.

OCFA customers in Huntington Beach will be transitioning back to *Southern California Edison* by June 30.

The board of directors has outlined a Strategic Plan that includes projects for community outreach and a goal to obtain investment grade credit rating in 2027. As a result of completing a 24-point Improvement Plan, OCFA is setting the bar in terms of best practices.

Last fall, we issued our first annual *Power Cost* Label, which showed that our agency has significantly exceeded mandatory state requirements for the purchase of renewable energy goals.

21K Commercial Customers

We have 31,000 commercial customers in Orange County, many of them among the largest companies in the cities we serve.

We offer three renewable electricity generation plans that increasingly replace dirty fossil fuels with clean power from solar, wind, biomass and geothermal. Given the average amount of energy consumed by Orange County businesses, OCFA's competitively priced clean energy plans are a simple switch with a huge lasting impact.

In fact, OCFA's Basic Choice Plan delivers 44% renewable energy and costs 3% less than *Southern California Edison's* equivalent generation rate (see graph, this page).

OCFA can also help companies save money by reducing their energy use. We have a new pilot program starting this summer to incentivize some commercial customers to use less energy during peak summer demand. Through this program, when businesses reduce their electricity use by a certain amount, the cost of their per kilowatt hour will go down as well.

Companies can also increase their own resiliency by having more



The *Orange County Power Authority* says its generation rate is 3% cheaper than *Southern California Edison's*.

of their power generated onsite. OCFA is launching a pilot *Feed-in Tariff* program to encourage investment in small-scale, local renewable energy projects to negotiate and enter into power purchase agreements for up to 1 megawatts for eligible projects. Typical projects would include so-called development along freeways, on rooftops and in empty lots, infusing capital into the local economy, creating jobs and localizing energy. Applications and requirement details will be released this Spring.

Add as a locally controlled provider, we have the ability to be nimble and work with and design custom programs for our commercial customers. For businesses looking to attain a zero-carbon footprint, OCFA can provide verification of the percentage of green energy that is purchased on their behalf to put onto the California energy grid.

Commercial customers on OCFA's 100% Renewable Choice plan are significantly reducing their carbon footprint to achieve their sustainability goals. OCFA helps these customers communicate this to employees, customers, clients and others through the *Green PINNER* program, which provides co-branded communications tools to highlight to their internal and external audiences their environmental efforts, including purchasing renewable energy to address climate change.

Among our *Green PINNER* program participants is *Vogel's Irvine*, a locally owned and operated franchise that is part of the nation's largest boutique yoga brand. *Entrepreneur* named it as the fastest growing franchise in 2022 and in the Franchise 500 in 2023.

"We are proud to be a 100% renewable energy customer. Knowing that Orange County Power Authority is purchasing electricity on our behalf from clean, sustainable sources to create healthier communities aligns with our mission of supporting well-being without while also contributing positively to the planet," Vogel's Irvine told us.

When you do business with OCFA, you are also investing in an organization that prioritizes working with diverse businesses, including those led by women, minorities and veterans.

And that's just the beginning of our programs to help commercial and residential customers.

Because we are not-for-profit, we will increasingly use our own revenue beyond furthering our reinvestment in our businesses and communities.

Earth Day

As we approach Earth Day—this coming April 22—we encourage businesses in our member communities to reach out and learn more about how OCFA can help them achieve their Environmental, Social and Governance goals. We have a team ready to help. Invest in your sustainable future today.



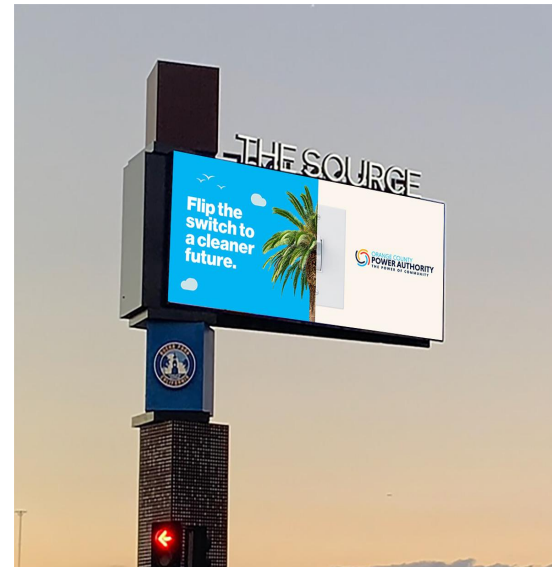
FLIP THE SWITCH ADVERTISING CAMPAIGN - LAUNCHED APRIL 1

PRINT + ONLINE DISPLAY

- Irvine World News
- North County News
- Orange County Register
- World Journal
- Korea Daily
- Korea Times
- Nguoi Viet Daily
- US News Express

OUT OF HOME

- Bus shelters
- Billboards
- Gyms
- Theaters
- Cable / Connected TV
- EV Charging Stations





STAFFERS LUNCHEON

Hosted 20 local, state and federal elected staff members for a briefing at OCPA's 2nd Annual Staffers Luncheon





COFFEE & CONVERSATIONS

OCPA Directors Tammy Kim and Kathleen Treseder invited CEO Joe Mosca to participate in an event to discuss benefits of community energy, answer questions and help residents re-enroll

- 54 Attendees + Virtual Attendees
- 4 residents re-enrolled with OCPA



COFFEE & CONVERSATIONS PROMOTION

- Created a video and social graphic to promote the Coffee & Conversations event
 - **Instagram and Facebook:** 587 views, 54 likes, 4 shares, 1 comment
 - **YouTube:** 787 views
 - **LinkedIn:** 105,889 impressions, 32 likes, 2 shares, 1 comment
- Included a story in OCPA's April newsletter
- Sent dedicated email invitation to OCPA's subscriber list





CICLOIRVINE SPONSORSHIP

- 5 Co-Sponsored Bus Shelters in Irvine
- Social Media Promotion

Ciclo IRVINE
AN OPEN STREETS EVENT

**Saturday, May 4
11 a.m.–4 p.m.**

Celebrate community, connection, and clean air through the City of Irvine's first-ever car-free Open Streets Event.

What is CicloIrvine?
CicloIrvine will highlight the City's commitment to community engagement, sustainability, and environmentally conscious means of travel with nearly two miles of City streets closed to cars and open for people to stroll, bike, and roll along Barranca Parkway and Harvard Avenue.

Experience Irvine's public spaces and local businesses in a new and reimagined way with live music, art, and engaging activities for all.

Map Legend:
— Street Closure
— Route Crossing*
— Event Parking
— Event Hub
— Bike Trails

*All streets surrounding route remain open to vehicle access during event.

For more information, visit cityofirvine.org/cicloirvine.

Presenting Sponsor **UCI Health** Supported By **ORANGE COUNTY POWER AUTHORITY**
THE POWER OF COMMUNITY

April 30 3d
Watch full reel >

0:15

**Join OCPA at
CicloIrvine
Saturday,
May 4, 11–4**

ocpowerauthority

[LEARN MORE ABOUT CICLOIRVINE](#)



Cal-CCA LOBBYING TRIP IN WASHINGTON D.C.

OCPA Board Chair Fred Jung, CEO Joe Mosca and Regulatory and Legislative Manager Steven Halligan traveled to Washington, DC as part of a joint advocacy trip with other California CCAs





CAL-CCA CONFERENCE

Joined 750 attendees at the 2024 CalCCA Annual Conference in San Jose





COMMUNITY OUTREACH EVENTS

March

- Save Our Youth Career Panel in Costa Mesa
- City of Fullerton's City Hall on the Go
- Spring Eggstravaganza in Buena Park
- Holi Music Festival in Irvine
- Women Shaping Cleantech: Past, Present, Future

April

- "Building Sustainable Communities" with Sustain Socal
- Sponsored the Fullerton State of the City Address
- Quail Hill Earth Day event
- Roots Academy Earth Day event
- Park Place's Earth Day + Pet Adoption event





OC HISPANIC CHAMBER “OUR COMMUNITY” PODCAST

OC Hispanic Chamber of Commerce Reuben Franco interviewed Saul Viramontes at OC Talk Radio





OCPA UNPLUGGED VIDEO SERIES

Launched the first video in our new short-form video series answering frequently asked questions and providing helpful resources to customers

- **Instagram:** 465 organic views, 28 likes, 3 comments
- **YouTube:** 36 views





AWARDS & RECOGNITION

1. Southern California Association of Governments (SCAG) Honorable Mention Award for Green Region Initiative: Climate Action and Resource Conservation
2. OCPA CFO Tiffany Law recognized as honoree in the Orange County Business Journal's CFO of the Year Awards
3. OCPA CFO Tiffany Law recognized as a nominee for the Los Angeles Times B2B CFO Leadership Awards





PRESENTATIONS

- Presented to the Fullerton City Council
- Presented at Sustain SoCal's Building Sustainable Communities Bridges event
- Presented at the Coffee & Conversations town hall in Irvine



Sustain
Southern California



QUARTERLY COMMUNITY NEWSLETTER - APRIL

- 2,429 emails sent
- 54.4% open rate (average open for government-related is 28.77%)
- 2.8% click through rate
- Top 5 website pages clicked
 - YouTube Flip the Switch video
 - CicloIrvine
 - Coffee and Conversations
 - OCPA Marketplace
 - Views from OC Goes Solar blog



Watch Our New Campaign Video

Life is a series of choices. Especially when it comes to our planet. But what if you could flip a switch and make a choice that counts? As a local, not-for-profit public utility, we give more than 230,000 Orange County homes and businesses the choice of renewable energy at competitive rates. It's a win for you, the community and the planet. Learn more about the Orange County Power Authority (OCPA) in our newest campaign video!

[Watch Here »](#)

Joe Mosca

CHIEF EXECUTIVE OFFICER





BLOG POSTS

Published two blog posts:

- Views from OC Goes Solar
- Beyond the Bin: Creative Ways for Reducing, Reusing and Recycling in Today's World

Power of Community Blog

[View All →](#)



March 25, 2024

Views from OC Goes Solar

As Orange County and the rest of California navigate toward a more sustainable future, rooftop and broader residential...



March 12, 2024

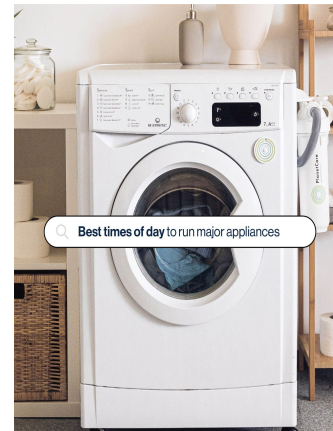
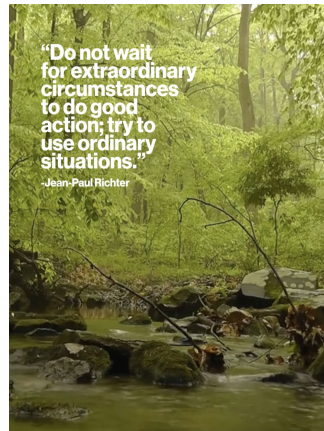
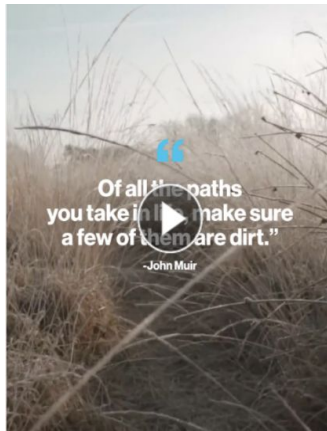
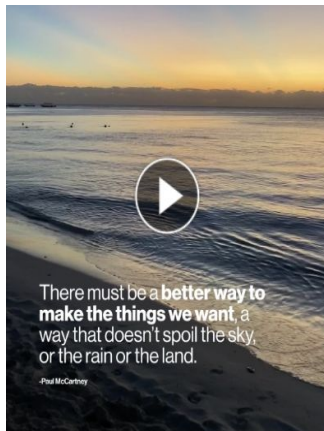
Beyond the Bin: Creative Ways for Reducing, Reusing, and Recycling in Today's World

Recycling is about more than sorting plastics from papers and tossing them in a bin, it's about understanding...



FACEBOOK OMNIPRESENT CAMPAIGN

- **Total Reach:** 131,266
- **Total Impressions:** 689,391
- **Total Clicks:** 16,290
- **Total Followers:** 1,200





**THANK
YOU!**

ORANGE COUNTY POWER AUTHORITY
Staff Report – Item 8.3

To: Orange County Power Authority Board of Directors

From: Joe Mosca, Chief Executive Officer

Subject: APPROVE UPDATE TO BOARD AND COMMITTEE COMPENSATION & REIMBURSEMENT POLICY

Date: May 21, 2024

RECOMMENDATIONS

Approve Amendments to Policy No. 5, Board of Directors and Community Advisory Committee Members' Compensation and Expense Reimbursement Policy to update provisions related to reimbursement for meals.

BACKGROUND

Section 3.8 of OCPA's Joint Powers Agreement provides that the OCPA Board of Directors shall adopt policies for compensation and reimbursement to Directors for attendance at meetings or other service on behalf of OCPA. Relatedly, California Government Code section 53232.2 authorizes local public agencies to adopt written policies authorizing reimbursement for actual and necessary expenses incurred in the performance of official duties and to establish reimbursement rates for the agency.

On February 9, 2021, the Board of Directors adopted Policy No. 5, which governs the compensation and reimbursement of expenses for members of the Authority's Board of Directors, including reimbursement for meals while attending a conference, seminar, or meeting outside of OCPA's service area or an OCPA-related business meeting within OCPA's service area.

Currently, Policy No. 5 requires OCPA to apply specific limits to reimbursement for each meal based on the type of meal (breakfast, lunch, dinner) for which reimbursement is submitted. The proposed amendments would update the policy to utilize the total maximum daily rate for meals based on the federal General Service Administration ("GSA") guidelines. This approach reduces the administrative burden on OCPA staff when processing reimbursements, while continuing to follow federally established daily limits for meals. The proposed amendments would also: (1) update the references to the GSA website throughout the policy; and (2) clarify that reimbursable tips for meals should not exceed 20%.

FISCAL IMPACT

There is none at this time.

ATTACHMENTS

1. Proposed Amendments to Policy No. 5, Board of Directors and Community Advisory Committee Members' Compensation and Expense Reimbursement Policy

ORANGE COUNTY POWER AUTHORITY
Policy Number 005: Board of Directors and Community
Advisory Committee Members' Compensation and Expense
Reimbursement Policy
Approved: 11/20/2023 | Revised: 06/21/2024

This Policy governs compensation and reimbursement of expenses for members of the Authority's Board of Directors and Community Advisory Committee (Committee Members). The Policy applies to both regular members of the Board and alternate members, as well as Committee Members as specified herein.

DIRECTORS' COMPENSATION

Pursuant to this Policy adopted by the Board of Directors, the Authority is authorized to compensate Board members in the amount of \$300 for (1) attending each meeting of the Board of Directors, and (2) otherwise providing a day of service to the Authority. Pursuant to Section 3.8 of the Authority's Joint Powers Agreement, the Authority's compensation to Board members shall not be less than the amount provided to directors of the Orange County Sanitation District (OCSD). In compliance with OCSD's current ordinance relating to OCSD director compensation, on January 1 of each year, beginning with January 1, 2025, the amount of compensation for attending each meeting of the Board of Directors or otherwise providing a day of service to the Authority shall increase automatically by five percent (5%) unless said increase is waived by the OCSD board of directors or OCSD's ordinance is repealed or amended to eliminate such automatic increases. The Policy limits compensation to a specified maximum number of days per month. The Board of Directors may, from time to time, amend the Policy to change the amount of compensation and/or the maximum number of compensable days per month.

The following activities are compensable.

Compensable Activities

1. Meetings
Each regular Director shall be entitled to compensation for attendance at (1) each meeting of the Board of Directors; (2) each meeting of a standing committee on which the Director serves; (3) each meeting of an ad hoc committee to which the Director has been duly appointed; (4) each meeting of any joint governmental board, committee, or association to which the Director has been appointed as the Authority's representative; and (5) attendance at California Community Choice Association (CalCCA) annual conferences. Each alternate Director shall be entitled to compensation for attendance at a meeting when, and only when, the alternate Director attends the meeting in place of the regular Director.
2. Required Training
Each Director shall be entitled to compensation for attendance at the ethics training required by Government Code Section 53235 and the sexual harassment training and education required by Government Code Section 12950.1.
3. Other Activities
The Chair of the Board of Directors and Chief Executive Officer may, on a case-by-case basis, authorize compensation of individual Directors for a day of service when participating in the following types of activities: (1) meetings with representatives of local, regional, state, or national government on issues affecting the Authority; (2) meetings, conferences, and seminars relating to the business and operation of community choice aggregation entities, (3) ceremonial events sponsored by the Authority; (4) ceremonial events sponsored by

another organization; (5) meetings of agencies, nonprofit organizations, or service clubs where the Director makes a presentation on behalf of the Authority; and (6) meetings with Authority staff, including telephone conferences when physical attendance is impractical.

4. Considerations

The Board Chair and the Chief Executive Officer shall approve compensation under Section 3 above only for activities that provides a benefit to the Authority. Benefits include, but are not necessarily limited to, the acquisition of information, education, training, and skills that will further the Authority's mission and purpose. Other benefits include positive changes to federal and state statutes and regulations that govern the Authority, and maintenance of positive relations with the public and other governmental agencies.

Limitation

In no event shall a Director receive compensation for more than one meeting or other activity on the same day. Directors may not be compensated for more than six meetings per month.

Non-Compensable Activities

Notwithstanding the section above, Board members shall not receive compensation for the following activities: (1) attendance at meetings or events of nonprofit organizations or service clubs, except when the Board Chair and Chief Executive Officer have authorized the Director to make a presentation on behalf of the Authority as described above; (2) Authority sponsored employee events including, but not limited to, the annual employee holiday luncheon and retirement events; (3) parades, festivals, holiday events, or retirement dinners; (4) meetings, without Authority staff present, with existing or potential contractors, vendors, or consultants; (5) meetings of partisan political organizations; (6) meetings, tours, and similar events conducted at the request of the Board member; or (7) any activity not described above.

REIMBURSEMENT OF DIRECTORS' AND COMMITTEE MEMBERS' EXPENSES

Approved Activities

In accordance with the terms of this Policy, the Authority will reimburse Directors for certain expenses incurred in connection with the compensable activities described above in Directors Compensation; provided, however, that alternate Directors shall be authorized to attend CalCCA conferences and shall be eligible for reimbursement of associated expenses as set forth below, whether or not the alternate Director is attending the conference in place of the regular Director. The Authority will not reimburse Directors for any other expenses.

In accordance with the terms of this Policy, the Authority will reimburse Committee Members for certain expenses set forth below incurred solely in connection with their attendance at CalCCA annual conferences. The number of Committee Members eligible to attend a CalCCA annual conference and receive reimbursement under this Policy shall be determined prior to each CalCCA annual conference by the Chief Executive Officer, in consultation with the Board Chair. To be eligible to receive reimbursement for expenses incurred in connection with attendance at a CalCCA annual conference, the Committee Member must successfully complete ethics training required by Government Code Section 53235 and the sexual harassment prevention training and education required by Government Code Section 53237.1. The Authority will not compensate or otherwise reimburse any expenses of Committee Members.

Reimbursable Expenses

1. Transportation

In travelling to and from events, Directors and Committee Members must use the most economical form of transportation that is reasonably consistent with the Director's or Committee Member's travel and scheduling requirements.

2. Mileage for Personal Vehicles

- a. The Authority will reimburse Directors and Committee Members for use of personal vehicles based on actual miles traveled at the then-current "standard mileage rate" adopted by the U.S. Internal Revenue Service for use in deducting the cost of operating an automobile for business purposes. The Authority will not reimburse Directors or Committee Members for any other personal vehicle expenses.
- b. When calculating mileage traveled by a Director or Committee Member to attend an event, the Authority will use the lesser of (1) the distance from the administrative headquarters of the Director's or Committee Member's appointing member agency to the event, and (2) the actual distance traveled. Mileage reimbursements shall not exceed the cost of the lowest available airfare.

3. Other Transportation Expenses

- a. When travel by personal vehicle is impractical, the Authority will reimburse Directors and Committee Members for the actual cost of (1) regularly-scheduled travel by airplane, train, bus, or other commercial carrier, (2) rental cars, and (3) taxis and other comparably-priced for-hire vehicles. The Authority will also reimburse Directors and Committee Members for related necessary travel expenses such as baggage fees, toll charges, and parking fees. Directors and Committee Members must take advantage of any government or group rates offered by a transportation provider.
- b. Before deciding to travel by air, each Director and Committee Member must consider the total cost of alternatives, including the cost of ground transportation and any necessary lodging. Each Director and Committee Member should also consider alternative departure times, departure and arrival airports, dates, departure times, and stopovers to minimize airfare. Directors and Committee Members should request travel arrangements as early as possible to take advantage of lower fares.
- c. Generally, the Authority will reimburse Directors and Committee Members only for air travel in coach class. When necessary based on a Director's or Committee Members' physical needs and/or the need to conduct meaningful work during a flight, the Board Chair has the discretion to approve reimbursement of first-class air travel. For trips that will exceed 24 hours, Directors and Committee Members must use their personal cars to travel to and from the airport, and utilize long-term airport parking, rather than pay for a taxi or other transportation to and from the airport.

4. Lodging

- a. The Authority will reimburse Directors and Committee Members for actual and necessary lodging expenses incurred in attending a conference, seminar, or meeting (for Committee Members, attendance is limited to annual CalCCA conferences). Directors and Committee Members must take advantage of any government rate or group rate for lodging whenever possible. If there is no government or group rate, the Authority will reimburse Directors and Committee Members for lodging up to the per diem rate used by the U.S. Internal Revenue Service as the maximum allowable deduction for business-related lodging expenses. The per diem rates are

set by the General Service Administration (“GSA”) for federal employees. The rates are set forth at <https://www.gsa.gov/travel/plan-book/per-diem-rates>~~GSA.gov/per diem.~~

- b. Lodging in connection with an activity that lasts only one day is considered “necessary” when the travel time to and from the activity exceeds two hours.
5. Meals
The Authority will reimburse Directors and Committee Members for actual and necessary dining expenses incurred while attending (1) a conference, seminar, or meeting outside of the Authority, or (2) an Authority-related business meeting within the Authority. The Authority will reimburse Directors and Committee Members up to the applicable daily total GSA per diem rate for ~~each separate meals as~~ set forth at <https://www.gsa.gov/travel/plan-book/per-diem-rates>~~GSA.gov/per diem.~~ Reasonable tipping up to 20% of the meal is acceptable.
6. Incidentals
The Authority will reimburse Directors and Committee Members for actual and necessary incidental expenses incurred while attending a conference, seminar, or meeting outside the Authority, up to the applicable GSA per diem rate set forth at <https://www.gsa.gov/travel/plan-book/per-diem-rates>~~GSA.gov/per diem.~~ Reimbursable expenses include tips given to drivers, porters, bellhops, baggage carriers, and hotel housekeepers.
7. Travel Arrangements
Each Director and Committee Member must utilize Authority staff to arrange all travel, lodging, and event registrations. The Chief Executive Officer shall designate an Authority employee responsible for making these arrangements. The Chief Executive Officer shall designate a single travel agency for use in making all travel arrangements.

Expenses That Are Not Reimbursable

The Authority will not reimburse Directors or Committee Members for the costs of: (1) barber and/or beauty shop services; (2) fines for traffic or parking violations; (3) any person accompanying a Director or Committee Member on a Authority-approved trip or event; (4) personal telephone calls; (5) fitness/health facility use; (6) massages; (7) alcoholic beverages; (8) entertainment (movies, sporting events, etc.); or (9) vehicle expenses other than the standard mileage charge.

Reimbursement Procedure

Each Director or Committee Member seeking reimbursement must file with the Secretary of the Board an expense report no later than three weeks after the conclusion of the compensable or reimbursable activity. The report shall attach detailed, actual receipts for all expenses. The report shall document that each expense meets the requirements for reimbursement set forth in this Policy. Without limiting the foregoing, each report shall identify the compensable activity and the date, nature, and purpose of each expense for which reimbursement is sought. For reimbursement of a personal vehicle expense at the standard mileage rate, the expense report shall identify the date of the travel, the actual miles traveled, and the business purpose of the travel. The Chief Executive Officer shall prepare a standard form of expense report for use by Directors and Committee Members in seeking reimbursement.

Board Reports

Each Director and Committee Member seeking reimbursement of expenses incurred in connection

with an activity shall provide a brief report of the activity at the next regular meeting of the Board of Directors or Community Advisory Committee, as applicable.

Other Expenses

Any expense that does not meet the requirements of this Policy may be reimbursed only if the Board of Directors approves the expense at a public meeting before the expense is incurred.

PENALTIES

Any Director or Committee Member that misuses public resources or falsifies an expense report required by this Policy is subject to the following penalties: (1) loss of reimbursement privileges; (2) restitution of the Authority; (3) civil penalties for misuse of public resources pursuant to Government Code Section 8314; and/or (4) prosecution for misuse of public resources pursuant to Penal Code Section 424.

ORANGE COUNTY POWER AUTHORITY
Staff Report – Item 8.4

To: Orange County Power Authority Board of Directors

From: Steven Halligan, Regulatory and Legislative Manager

Approved By: Joe Mosca, Chief Executive Officer

Subject: REGULATORY AND LEGISLATIVE UPDATE

Date: May 21, 2024

RECOMMENDED ACTION

Receive and File.

REGULATORY UPDATE

Orange County Power Authority (OCPA) staff are monitoring several ongoing regulatory proceedings at the California Public Utilities Commission (CPUC), California Independent System Operation Corporation (CAISO), and California Energy Commission (CEC). A brief description of the proceeding and any current status updates are provided below.

Demand Flexibility – R.22-07-005 (Income Graduated Fixed Charge)

The CPUC issued an [OIR](#) on July 22, 2022, to advance customer demand flexibility through electric rates to support reliability, decarbonization, and affordability. The [Phase 1 Scoping Memo and Ruling](#), dated November 2, 2022, set forth the schedule, including two tracks for (1) establishing an income-graduated fixed charge (IGFC) for residential rates (Track A), and (2) streamlining the adoption of demand flexibility rates for IOUs (Track B).

On Thursday, May 9, 2024, the Commission voted 4-0 to implement an IGFC. Under the adopted policy customers will be charged \$24, \$12, or \$6 per month for non-CARE/FERA customers, FERA customers and CARE customers respectively. In exchange for the fixed charge customers will see a rate reduction of between 8-18%, depending on the season and time of day. These charges and rate reductions are on the delivery side of a customer's bill. The program will be implemented for SCE customers in late 2025. OCPA is currently studying the impact this policy will have on OCPA customers.

Disconnections – R.18-07-005

This proceeding was opened in 2018 to address rising disconnection rates from customer nonpayment of electric bills. After issuing several decisions instituting various rules and programs, Phase 2 is now addressing issues to further prevent disconnections, especially following the COVID pandemic.

During the pandemic, the Commission directed the IOUs to suspend rules that allocate customers' partial past-due payments first to the IOUs before CCAs (the "waterfall" method). Instead, the IOUs were ordered to allocate such payments proportionally between CCAs and IOUs until September 2024. The March 22, 2024, Administrative Law Judge (ALJ) Ruling asks whether the proportional allocation method should become permanent. CalCCA filed reply comments on May 3, 2024, recommending continuing the proportional allocation method to ensure equity between bundled and unbundled customers is consistent with D.21-11-014.

Integrated Resource Planning (IRP) - R.20-05-003 (Central Procurement Entity/AB 1373 implementation)

The IRP proceeding considers the CPUC's electric procurement policies and programs to ensure safe, reliable, and cost-effective electricity supply. The proceeding evaluates system, local, and flexible reliability needs ten years out, authorizes procurement, and reviews LSEs' procurement plans.

A Scoping Ruling was issued on April 18, 2024, outlining the IRP proceeding schedule moving forward. The Scoping Ruling includes AB 1373 implementation, allowing the Commission to request that the Department of Water Resources (DWR) serve as the Central Procurement Entity (CPE) for certain long lead-time resources. The ALJ quickly followed on April 26, 2024, with a ruling seeking comments on this issue.

The ruling also seeks comments on a range of issues including timelines, contract structures, contract review processes, cost allocation, allocation of benefits/attributes, and implementation of a non bypassable charge. OCPA is working with CalCCA to prepare comments due May 24, 2024, with replies due June 5, 2024. Energy Division hosted a WS on the ruling on May 7, 2024.

Renewables Portfolio Standard (RPS) Program – R.18-07-003 & R.24-01-017

The RPS proceeding monitors compliance by "retail sellers," including IOUs, CCAs and ESPs, within the RPS program. Current RPS rules require 60 percent of retail sales to be from RPS-eligible resources by 2030, and at least 65 percent of the procurement a retail seller counts toward the RPS requirements to be from long-term contracts (ten years or more in duration). In addition, the RPS proceeding is the venue in which the PCIA/RPS Voluntary Allocation and Market Offer (VAMO) is being considered.

The Commission opened a new proceeding, R.24-01-017 to continue implementation and administration of the RPS program.

A delay in the receipt of Renewable Energy Credits (RECs) for renewable transitions, including the IOU Voluntary Allocation and Market Offer (VAMO) contracts is affecting LSE's across the state including most CCA's. The delays stem from a software issue in the WREGIS, which issues the RECs. These delays could impact compliance deadlines at the CEC (Power Source Disclosure, Power Content Label, and Renewable Portfolio Standards), the CPUC (Joint Rate Mailer, Renewable Portfolio Standards), and California Air Resources Board (CARB) (Mandatory Reporting Requirements). CalCCA sent a letter on May 6, 2024 to all CEC and CPUC Commissioners, and CARB Chair Liane Randolph, proposing a postponement of the regulatory compliance deadlines until the WREGIS issues are resolved. A WREGIS stakeholder meeting was

held on May 7, 2024, to discuss the impact of the delays. The impact was also discussed at the CEC's May 8, 2024, Business Meeting at which CEC staff and WREGIS staff presented to CEC Commissioners on the REC delays and the impacts on LSE compliance filings.

Energy Resource Recovery Account (ERRA) Compliance

Energy Resource Recovery Account (ERRA) Compliance applications are filed annually by the IOUs for review of costs associated with Utility Owned Generation (UOG) operations and fuel procurement, Portfolio Allocation Balancing Account (PABA) entries, economic dispatch of electric resources, and contract administration. IOUs are required to demonstrate compliance with CPUC decisions and the California Public Utilities Code.

Southern California Edison (SCE) filed its 2023 ERRA Compliance application on April 2, 2024. Protests are due May 2, 2024. CalCCA filed a protest that laid out the issues that require further investigation including whether SCE passed on any CAISO penalties to customers, how SCE is handling delays in RECs from WREGIS for 2023, significant errors related to PCIA contracts, and details on SCE's internal ERRA/Portfolio Allocation Balancing Account (PABA) audit.

ERRA Forecast

ERRA Forecast Applications are filed annually by IOUs to forecast energy procurement-related revenue requirements, which includes forecast allocation of costs across PCIA vintages.

OCPA continues to monitor the SCE ERRA forecasts to ensure accuracy of forecast account balances and rates and cost calculations in workpapers and to ensure costs are attributed to the proper PCIA vintages and properly between bundled and unbundled customers. 2025 ERRA forecasts are expected in May 2024.

General Rate Case (GRC)

In four-year cycles, IOUs submit General Rate Case (GRC) applications for authority to adjust rates and charges for electric and gas service based on a future Test Year (TY). The revenue requirements include electric and gas distribution system costs, administrative expenses, and customer service costs.

OCPA continues to participate in the SCE GRC to ensure accuracy and reasonableness of forecast of costs, ensure revenue requirements are properly allocated to PCIA vintages, and ensure costs are properly allocated across major work categories. SCE filed 2025 GRC intervenor testimony on February 29, 2024.

LEGISLATIVE UPDATE

In the State Legislature the deadline for policy committees to hear bills introduced in their house was May 10. Of the 94 pieces of legislation being tracked, 19 did not pass out of committee by the deadline. The next deadline is May 17 for fiscal committees to hear and report to the floor bills introduced in their house. The deadline for bills to pass out of their house is May 24.

A complete list of legislation is attached.

Budget Update

The Governor and Legislature reached an agreement on early budget actions to reduce the existing shortfall by \$17 billion. It includes \$3.6 billion in reductions to one-time funding, \$5.2 billion in revenue and borrowing, \$5.2 billion in delays, and \$3.4 billion in cost shifts. This includes:

- Delays: Investments in Strategic Reliability Assets, Oroville Pump Storage, and Distributed Electricity Backup Assets.
- Fund shifts: General Fund to Greenhouse Gas Reduction Fund
- Reductions: Drayage Infrastructure Pilot Project, ZEV manufacturing grants, Climate Innovation Program, Food Production Investment Program, Industrial Decarbonization Program, Hydrogen Grants, California Electric Homes Program, Clean Energy Reliable Investment Plan, Capacity Building Grant, Regional Climate Collaboratives, Climate Adaptation and Resilience Planning Grants.

The May Revise is expected to be released May 10, 2024. The budget must be passed by the legislature by June 15.

FISCAL IMPACT

None

ATTACHMENTS

A) 2024 OCPA Legislative Tracker

OCPA Bill - Tracker - 2024 Legislative Session - Updated 05/10/2024
 ACTIVE

Bill	Author	Topic	Summary	Hearing Date	Location	Past Actions
AB 1834	Garcia	POUs and the SRRP	The bill appears to clarify that the identified reliability needs for the POU is determined by the POU and not DWR or CPUC.	16-May-24	Assembly-Appropriations	Amended 4/15/24
AB 1852	Pacheco	Joint powers agencies: Clean Power Alliance of Southern California: meetings.	Extends a sunset for another five years to allow non-elected alternate board members to participate in closed session CPA board meetings when the primary board member is unable to attend. The provisions in law are specific to Clean Power Alliance and do not apply to other local agencies.		Senate-Rules	4/4/24: Passed by Assembly floor 70-0 3/20/24: Passed by Asm. Local Government 8-0, ordered to consent calendar
AB 1912	Pacheco	Electricity: measures imposing mandated programs and requirements: third-party review.	This bill would require a 3rd party review (specifically UC Berkeley) of legislation that would propose new IOU mandated programs or requirements to be completed prior to a policy committee hearing the bill.	16-May-24	Assembly-Appropriations	Amended 3/18/24 3/13/24: Passed Asm. U&E 13-0 w/ Committee amends
AB 1918	Wood	Trinity Public Utility District, Rooftop Exemption	Exempts buildings in service territory of a public utility district from being required to meet CEC building standards if the electricity they receive is already carbon free.	16-May-24	Assembly-Appropriations	4/2/24: Passed by Asm. B&P 18-0 as amended Amended 3/18/24 3/13/24: Passed Asm. U&E 15-0 as amended
AB 1999	Irwin	Electricity: fixed charges.	Repeals the provisions of AB 205 (2022, Ting) that authorizes the PUC to establish fix charges to residential customers and requires that fixed charge "authorization" to occur no later than 7-1-24. The provisions also require the fixed charges to be established on an income-graduated basis, with no fewer than 3 income thresholds, and so that low-income ratepayers would see a lower average monthly bill without making changes in usage.	15-May-24	Assembly-Utilities & Energy	Amended 5/8/24

OCA Bill - Tracker - 2024 Legislative Session - Updated 05/10/2024

ACTIVE

Bill	Author	Topic	Summary	Hearing Date	Location	Past Actions
AB 2037	Papan	EVSEs and accuracy	Allows a county sealer to test and certify EV charging stations. If the sealer determines a EVSE is inaccurate, they must notify the owner/operator of the station, and may choose to close the station. During the closure, people can park at the station for free.			4/10/24: Passed Asm. Approps 14-0 Amended 3/14/24 3/12/24: Passed Asm. Privacy & Consumer Protection 10-0 Amended 3/6/24
AB 2054	Bauer-Kahan	CEC Commissioners; future employment prohibition	This bill would prohibit a member of the Energy Commission from being employed by an entity subject to regulation by the Energy Commission for a period of 3 years after ceasing to be a member of the Energy Commission. The bill would prohibit a member of the Energy Commission from accepting a gift from an entity subject to regulation by the Energy Commission. By expanding the application of an existing crime, this bill would impose a state-mandated local program.	16-May-24	Assembly- Appropriations	Amended 4/8/24 4/3/24: Passed by Asm U&E 12-2 Amended 3/21/24
AB 2092	Mathis	Energy: small modular reactors: feasibility study	This bill would require the PUC to conduct a feasibility study on the use of small modular reactors, as defined, for energy generation in the state, including, among other things, an evaluation of the benefits of small modular reactors in comparison with other renewable resources used, or planned for use, in the state. The bill would require the PUC to submit a report on the results of the feasibility study to the Legislature on or before January 1, 2027.	16-May-24	Assembly- Appropriations	Amended 3/18/24 3/13/24: Passed Asm U&E 15-0
AB 2109	Carrillo, Juan	Electricity: surcharge exemption: industrial process heat recovery	This bill would specify that the enhancement or increased efficiency of equipment occurring in the normal course of business includes industrial process heat recovery technology that meets prescribed requirements. The bill would prohibit nonbypassable or departing load surcharges from applying to a reduction in kilowatt-hours of electricity that an electrical corporation customer consumes from the electrical grid in a metered interval due to industrial process heat recovery technology that meets prescribed requirements.	16-May-24	Assembly- Appropriations	Amended 4/22/24
AB 2256	Friedman	Net energy metering.	Repeal Net Billing Tariff	15-May-24	Assembly- Appropriations	Amended 4/29/24 Amended 4/1/24 Amended 3/11/24
AB 2292	Petrie-Norris	Electrical transmission facilities: certificates of public convenience and necessity.	Stop PUC from having to consider cost effective alternatives while considering an application for a certificate of public convenience and necessity for an electric transmission facility		Assembly-Floor	4/3/24: Passed by Asm. U&E 14-0

OCA Bill - Tracker - 2024 Legislative Session - Updated 05/10/2024

ACTIVE

Bill	Author	Topic	Summary	Hearing Date	Location	Past Actions
AB 2329	Muratsuchi	Low income Energy Assistance Program - Spot bill	This bill would require the PUC and Energy Commission to jointly authorize the establishment of the California Affordable Decarbonization Authority as a nonprofit public benefit corporation and to take all necessary measures to create the authority.	16-May-24	Assembly-Appropriations	Amended 3/21/24
AB 2331	Gabriel	Voluntary carbon market disclosures	This bill clarifies the definition of voluntary carbon offsets by excluding renewable energy certs issues through an accounting system of a governmental regulatory body, a VPP agreement, or a LCFS credit.		Assembly-Floor	Amended 3/21/24
AB 2368	Petrie-Norris	CAISO outage review	Requires CAISO to review any outage that affects at least 10% of customers of an entity and report if the outage is due to insufficient procurement of generation resources.	15-May-24	Assembly-Appropriations	Amended 3/21/24
AB 2427	McCarty	Curbside EV charging	This bill would require the office to develop a model permitting checklist, model zoning ordinances, and best practices for permit costs and permit review timelines to help local governments permit curbside charging stations as part of the office's development of the Electric Vehicle Charging Station Permitting Guidebook or any subsequent updates. The bill would also require the office to consult with local governments, electric vehicle service providers, and utilities while developing the above-described materials.	15-May-24	Assembly-Appropriations	4/10/24 Passed by Asm. Local Government 9-0 Amended 4/2/24
AB 2453	Villapudua	Weights and measures: electric vehicle chargers and electric vehicle supply equipment	Would authorize a measuring instrument used to measure the amount of electricity transferred from an electric vehicle charger to be used in connection with the sale of electricity as a motor vehicle fuel without first being tested if it is a type approved by the department, is calibrated and sealed by the manufacturer, and is unalterable		Assembly-Floor	
AB 2462	Calderon	Public Utilities Commission: written reports: energy	This bill would require that report to also consider how the adoption of electrification may impact total energy costs borne by consumers, as specified, and contain recommendations that may take longer than 12 months to implement, but could lead to substantial reductions in monthly electricity bills. The bill would also expand the above-described goals to additionally include goals for encouraging beneficial electrification.	16-May-24	Assembly-Appropriations	Amended 4/8/24 4/3/24: Passed by Asm. U&E 16-0 Amended 4/1/24 Amended 3/21/24
AB 2513	Pellerin	Gas stoves warning label	This bill would prohibit a person from selling, attempting to sell, or offering to sell to a consumer in this state a gas stove, as defined, that is manufactured or sold online on or after January 1, 2025, or sold in a store on or after January 1, 2026, unless the gas stove bears a label attached in a conspicuous location and, for online sales, unless the internet website prominently posts a warning, that sets forth a specified statement relating to air pollutants that can be released by gas stoves and that is attached to the gas stoves, among other requirements.		Assembly - Floor	Amended 4/3/24

OCA Bill - Tracker - 2024 Legislative Session - Updated 05/10/2024

ACTIVE

Bill	Author	Topic	Summary	Hearing Date	Location	Past Actions
AB 2537	Addis	Monitoring offshore wind and CA's ocean	Creates a fund to provide grants to local communities and tribal communities to participate in the planning around offshore wind.	16-May-24	Assembly-Appropriations	Amended 4/10/24 4/8/24 Nat. Resources hearing cancelled at request of author Amended 3/21/24
AB 2559	Petrie-Norris	Local planning: electric vehicle service equipment: permitting delays	Require Go-Biz to create and maintain a website to collect info for delays/denials in permitting of EVSE. Establish working group.	15-May-24	Assembly-Appropriations	4/10/24 Passed by Asm. Local Government 9-0
AB 2661	Soria	Electricity: transmission facility planning: water districts	Cost assessment for deploying solar in central valley and incorporate in next CAISO portfolio. Water districts can own and operate solar/storage.	16-May-24	Assembly-Appropriations	
AB 2666	Boerner	IOU rate of return	Requires the IOUs to refund revenues collected in excess of their rate of return, to refund those revenues to its ratepayers.	15-May-24	Assembly-Appropriations	Amended 3/21/24
AB 2683	Boerner	PAO and general rate cases	Requires the PAO to advocate for lower rates in every general rate case.	15-May-24	Assembly-Appropriations	Amended 3/21/24
AB 2779	Petrie-Norris	CAISO transmission planning reporting	Requires CAISO transmission plans to include the new use of grid enhancing technologies deemed reasonable by CAISO in that plan and the cost of efficiency savings of the deployment of those technologies.		Senate	Amended 3/21/24
AB 2815	Petrie-Norris	Clean Transportation Program: electric vehicle charging stations	Would provide grants under the Clean Transportation Program for repairs to EV charging infrastructure	16-May-24	Assembly-Appropriations	
AB 2847	Addis	Utility application for cost recovery requirements	his bill would require an electrical corporation's or gas corporation's application requesting authorization for or recovery of capital expenditures to include its best estimate of the application's impact on its annual revenue requirement for each year that the capital expenditures described in the application are expected to remain in the application's rate base if the application is approved or conditionally approved and to include the net present value of those impacts. The bill would further require the commission to require the electrical corporation or gas corporation to provide supporting workpapers and calculations for the estimates.		Assembly-Floor	4/3/24: Passed by Asm. U&E 13-2 Amended 3/21/24
AB 2891	Friedman	LSE electrical demand forecast	Requires the CEC to develop requirements and standards for load modifying programs. Currently, there are no standards and requirements leaving individual applications for such efforts in the hands of one staff person's opinion at the CEC.	16-May-24	Assembly-Appropriations	Amended 3/21/24

OCPA Bill - Tracker - 2024 Legislative Session - Updated 05/10/2024

ACTIVE

Bill	Author	Topic	Summary	Hearing Date	Location	Past Actions
AB 3006	Zbur	Offshore wind infrastructure; Workforce needs	Adds offshore wind to the definition of "infrastructure" to the Governor's five year infrastructure plan and directs the CEC and WDB to jointly determine immediate and long-term workforce needs.	16-May-24	Assembly-Appropriations	Amended 4/8/24 4/3/24: Passed by Asm. U&E 16-0 Amended 4/1/24 Amended 3/21/24
AB 3107	Connelly	Microgrids: study	This bill would require the Energy Commission to conduct a study on the benefits of microgrids for local governments and communities and would require the Energy Commission, on or before January 1, 2027, to submit a report on that study to the Legislature. The bill would repeal its provisions on January 1, 2031.	15-May-24	Assembly-Appropriations	
AB 3111	Calderon	DERs and aggregated DERs: Reporting to CEC	Requires applicants for large new customer-sited solar and storage projects to notify the public and the California Energy Commission (CEC) of the installation and scope of these facilities.	15-May-24	Assembly-Appropriations	4/3/24: Hearing postponed by committee
AB 3130	Quirk-Silva	Public officers; financial interest	Expands the fincial conflict of interest law to include additional family members.		Assembly-Floor	Amended 4/1/24 Amended 3/21/24
AB 3136	Reyes	Bureau of Environmental Justice	This bill would continue in existence, within the Department of Justice, the Bureau of Environmental Justice for the purpose of protecting people and communities that endure a disproportionate share of environmental pollution and public health hazards. The bill would require the bureau to ensure fair treatment of people of all races, cultures, and incomes with respect to the development, adoption, implementation, and enforcement of environmental laws, regulations, and policies, pursuant to the existing authority of the Attorney General, as specified. The bill would require the Attorney General to ensure the bureau is staffed with a minimum of 12 attorneys and an appropriate number of support staff.	16-May-24	Assembly-Appropriations	4/2/24: Passed by Asm. Judiciary 11-0
AB 3238	Garcia	Electrical infrastructure; endangered species	Streamlines endangered species under CESA + streamlined CEQA for electrical infrastructure projects	16-May-24	Assembly-Appropriations	Amended 4/8/24 4/3/24: Passed by Asm. U&E 13-1

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Bill	Author	Topic	Summary	Hearing Date	Location	Past Actions
AB 3246	Garcia	Transmission conductor; technology	This bill would require the commission, on or before January 1, 2026, to update the above-described general order to provide an exemption that would instead authorize an electrical corporation to seek the commission’s approval of advanced reconductoring, as defined, of its existing electrical transmission facilities through the commission’s informal advice letter process, as specified. The bill would require this advice letter to contain certain information, including, among other information, an estimate of the increased capacity expansion.	16-May-24	Assembly-Appropriations	Amended 3/18/24
AB 3247	Irwin	Public Advocate’s Office: appointment of the director	Requires the director of the Public Advocate’s Office (PAO) to be alternately appointed for 4-year terms by the Speaker of the Assembly and the President pro Tempore of the Senate.		Senate	4/3/24: Passed by Asm. U&E 16-0
AB 3256	Irwin	Memorandum and balancing accounts: reports to the Legislature	Would require the California Public Utilities Commission determine whether investor-owned utility balancing accounts have achieved their intended purpose, and whether future cost increases are justified if the intended purpose has not been achieved.	15-May-24	Assembly-Appropriations	
AB 3263	Calderon	Electrical corporations: financing orders: wildfire mitigation expenses	This bill would, in addition to expenses related to catastrophic wildfires, authorize the use of a financing order to recover the costs of wildfire mitigation efforts, operational and maintenance expenses related to an electrical corporation’s wildfire mitigation plan, wildfire risk mitigation costs, and vegetation management costs and expenses.	15-May-24	Assembly-Appropriations	
AB 627	Jackson	California Hybrid and Zero-Emission Truck and Bus Voucher Incentive Project	Implements a sliding scale voucher program; requires CARB to issue vouchers for new clean vehicles and for retrofits of existing vehicles and would focus the vouchers on smaller fleets.		Senate-Pending Referral	
AB 637	Jackson	Zero-emission vehicles: fleet owners: rental vehicles	Requires CARB to authorize a fleet owner's rental of a ZEV, or ZEVs, for a cumulative total of 260 days per year to be considered ownership of one ZEV.		Senate-Pending Referral	
AB 817	Pacheco	Open meetings: teleconferencing: subsidiary body.	Allows a subsidiary body of a local agency to teleconference without meeting all of the teleconferencing requirements of the Brown Act until January 1, 2026,		Senate-Pending Referral	
SB 1003	Dodd	Safe, timely and affordable infrastructure upgrades	Direct the Office of Electrical Infrastructure Safety to consider the timeliness of investor-owned utility electrical infrastructure upgrades when reviewing the utilities’ wildfire mitigation plans to ensure that the maximum amount of risk from utility sparked wildfires is reduced in the shortest amount of time.	16-May-24	Senate-Appropriations	Amended 3/21/24 3/19/24: Passed by Sen. EU&C 17-0 Amended 3/7/24

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Bill	Author	Topic	Summary	Hearing Date	Location	Past Actions
SB 1006	Padilla	Electricity: transmission capacity: reconductoring and grid enhancing technologies	CPUC must ensure CA on track to deliver specified transmission capacities by certain dates and annually report to Legislature. CPUC must conduct study on cost savings + efficiencies from using reconductoring and other grid enhancing tech to improve grid reliability	16-May-24	Senate-Appropriations	Amended 3/18/24
SB 1018	Becker	Exception to “over the fence” rule to further use of renewables	This bill would revise the definition of “electrical corporation” to exclude a corporation or person employing certain solar or wind generating technology if the electrical energy is transmitted exclusively and directly through private electric lines to a facility owned by a different corporation or person that uses the energy only for (1) an electrolyzer technology facility that produces hydrogen from water, or (2) a facility using the electricity to provide industrial process heat, but not for departing electric load, as specified. The bill would also make various nonsubstantive changes.		Senate-Floor	
SB 1054	Rubio	Climate Pollution Reduction in Homes Initiative: natural gas: customer credit	Energy Commission/CPUC supervises the Climate Pollution Reduction in Homes, requiring gas corporations to award grants; use 15% of its revenues to the CPRG in Homes Initiative	13-May-24	Senate-Appropriations	
SB 1062	Dahle	Biomass procurement mandate	Requies IOUs and POUs to procure 125 mw of biomass from facilities that have converted to advanced bioenergy technology facilities.	13-May-24	Senate-Appropriations	Amended 4/3/24
SB 1095	Becker	Cozy Homes clean up act	This bill would also require the department, if necessary, by July 1, 2026, to update rules and regulations that facilitate the use of electricity-powered space and water heating technologies for manufactured homes, mobilehomes, and multifamily manufactured homes when necessary to replace fuel-burning appliances with electric appliances.	16-May-24	Senate-Appropriations	Amended 4/8/24 4/4/24: Passed by Sen. Judiciary 11-0 Amended 3/21/24 3/20/24: Passed by Sen. Housing 7-1

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Bill	Author	Topic	Summary	Hearing Date	Location	Past Actions
SB 1130	Bradford	Annual FERA reporting	This bill would expand eligibility for the FERA program by eliminating the requirement that a household consist of 3 or more persons. The bill would require the commission, by March 1, 2025, and each year thereafter, to require the state’s 3 largest electrical corporations to report on their efforts to enroll customers in the FERA program. The bill would require the commission, by June 1, 2025, and each year thereafter, to review each electrical corporation’s report to ensure it has sufficiently enrolled eligible households in the FERA program commensurate with the proportion of households the commission determines to be eligible within the electrical corporation’s service territory. If the commission, in its review of a report, determines an electrical corporation has not sufficiently enrolled eligible households in the FERA program, the bill would require the commission to require the electrical corporation to develop a strategy and plan to sufficiently enroll eligible households within 3 years of the adoption of the strategy and plan.	16-May-24	Senate- Appropriations	4/8/24- Placed on Suspense file 3/19/24: Passed Sen. EU& C 15-0
SB 1142	Menjivar	Disconnections payment plans	Requires IOUs to offer to customer before disconnection a payment plan of a minimum of 24 months; limits initial IOU ask to 20% of past due bill	13-May-24	Senate- Appropriations	Amended 3/18/24
SB 1165	Padilla	Transmission; environmental leadership projects	The bill would authorize an electrical corporation that files an application with the PUC to authorize the new construction of any electrical transmission facility to simultaneously submit to the Energy Commission an application for certification of the facility, as specified. The bill would authorize the Energy Commission to recover the reasonable administrative costs incurred from evaluating an application, as specified. The bill would provide that the Energy Commission’s certification of a facility proposed by an electrical corporation satisfies and replaces the PUC’s obligations under CEQA with respect to that facility. The bill would prohibit the PUC from approving an application until after the Energy Commission has issued a decision on certification of the proposed facility. Because these provisions would be part of the Public Utilities Act and a violation of these requirements or a PUC action implementing these requirements would therefore be a crime, the bill would impose a state-mandated local program.	13-May-24	Senate- Appropriations	3/2/24: Passed Sen. EU&C 15-1

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Bill	Author	Topic	Summary	Hearing Date	Location	Past Actions
SB 1177	Bradford	Diversity, equity, and inclusion employment plan	This bill would require the above-described entities with annual gross California revenues exceeding \$25,000,000, and would require the above-described entities with annual gross California revenues exceeding \$15,000,000, but not more than \$25,000,000, to include certain information as part of each annual report or data submission described above, including, among other information, data regarding the diversity of contractor or subcontractor workforces, as provided.		Senate-Floor	Amended 4/9/24 Amended 4/2/24 3/19/24: Passed Sen. EU& C 14-0
SB 1206	Becker	Authorize GO-Biz; application submissions; battery hubs	This bill would, until January 1, 2030, authorize GO-Biz to undertake measures that are necessary or useful to prepare and submit an application to receive funding from next generation battery hub programs, as defined. The bill would require that grants made from any funding received from next generation battery hub programs under its provisions support projects in California, including, but not limited to, in the San Francisco Bay area and the Sacramento Valley, that advance progress toward resource adequacy goals and the targets of the scoping plan and the California Renewables Portfolio Standard Program. The bill would also require that grants made from any funding received from next generation battery hub programs under its provisions prioritize projects that meet any of the specified conditions, including that the project help reduce costs and increase access to batteries. Prior to the submission of any applications to receive funding from next generation battery hub programs, the bill would require a partnership entered into pursuant to the above-described provisions to adopt a community benefits plan that includes specified elements. The bill would require GO-Biz to submit a report to the relevant budget and policy committees of the Legislature on or before March 1, 2030, and annually thereafter, regarding the status of any partnership entered into pursuant to the above-described provisions.	13-May-24	Senate-Appropriations	Amended 4/3/24
SB 1210	Skinner	Utility connection charges for new construction	This bill would, for new housing construction, require the above-described utilities to publicly post on their internet websites (1) the amount of any charge issued for a service connection, capacity, or other point of connection charge by the housing unit’s address, and (2) the schedule of fees for a service connection, capacity, or other point of connection charge, as specified. The bill would, for new housing construction, require each utility to ensure that its internet website allows an applicant for a service connection to, among other things, receive a reasonable estimate regarding when the utility will complete the applicant’s service connection. To the extent that this bill imposes new requirements on certain local agencies, the bill would impose a state-mandated local program.		Senate-Floor	Amended 4/9/24 Amended 3/18/24

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Bill	Author	Topic	Summary	Hearing Date	Location	Past Actions
SB 1221	Min	Gas corporations: gas distribution infrastructure: zero-emission alternatives	This bill would require each gas corporation, by July 1, 2025, to annually file a map containing certain information, including the location of all potential gas distribution line replacement projects identified in its distribution integrity management plan and other foreseeable gas distribution pipeline replacements. The bill would require the commission, by January 1, 2026, to do various things, including the establishment of criteria and methodology for determining the cost-effectiveness of zero-emission alternatives, as defined, the determination of the appropriate rate of return and recovery period that a gas corporation is eligible to receive their costs to implement zero-emission alternatives, the designation of priority neighborhood decarbonization zones taking into consideration certain factors, and the adoption of a long-term gas distribution system planning process to evaluate and implement zero-emission alternatives for gas distribution line replacement projects and other capital investments in the gas distribution system. The bill would require the commission to evaluate the costs and benefits of thermal energy networks and identify potential implementation barriers. The bill would prohibit a gas corporation from involuntarily laying off employees as a result of the implementation of zero-emission alternatives.	13-May-24	Senate-Appropriations	Amended 3/18/24
SB 1292	Bradford	Income Graduated Fixed Charge	This bill would require the commission, on or before July 1, 2027, but no sooner than 2 years after the adoption of the income-graduated fixed charge for default residential rates, to submit a report to the relevant policy committees of both houses of the Legislature on the electrical corporations’ implementation of the fixed charge, as specified. The bill would prohibit the commission from authorizing a fixed charge other than the income-graduated fixed charge for default residential rates until 30 days after the report is submitted.	13-May-24	Senate-Appropriations	
SB 1311	Stern	Energy: reliability planning assessment: integrated energy policy report	CPUC and CEC must report on process timelines for transmission and grid infrastructure capacity including expected completion dates. Demand forecast in IEPR incorporate weather variability	16-May-24	Senate-Appropriations	

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Bill	Author	Topic	Summary	Hearing Date	Location	Past Actions
SB 1326	Jones	IGFC; fixed charge cap	This bill would require the PUC to require each electrical corporation to offer default rates to residential customers with at least 2 usage tiers, as provided. The bill would eliminate the requirement that the fixed charges be established on an income-graduated basis as described above, repeal related findings and declarations of the Legislature, and authorize the commission to instead authorize fixed charges that, as of January 1, 2015, do not exceed \$10 per residential customer account per month for customers not enrolled in the CARE program and \$5 per residential customer account per month for customers enrolled in the CARE program. The bill would authorize the maximum allowable fixed charge to be adjusted by no more than the annual percentage increase in the Consumer Price Index for the prior calendar year, as specified.		Senate- Appropriations	4/3/24: Failed passage in Sen. EQ, reconsideration granted
SB 1351	Padilla	Electricity: state policy	Requires the PUC, CEC, and CARB, in consultation with CAISO and as part of a public process, on or before January 1, 2026, to issue a report to the Legislature that contains a clean energy infrastructure development plan setting out the infrastructure and processes necessary CA to hit policy goals	13-May-24	Senate- Appropriations	Amended 4/10/24
SB 1374	Becker	NEM aggregation	This bill would require, no later than July 1, 2025, the commission to ensure that any contract or tariff established by the commission pursuant to the above described provisions for renewable electrical generation facilities configured to serve either multiple customers with meters on a single property, or multiple meters of a single customer on a property or a set of contiguous properties owned, leased, or rented by the customer, meets certain requirements, including that eligible customer-generators are authorized to elect to aggregate the electrical load, as specified.	16-May-24	Senate- Appropriations	4/2/24: Pulled from Sen. U&E hearing agenda by author Amended 3/18/24
SB 1393	Niello	Advanced Clean Fleets: Appeals Advisory Committee	This bill establishes the Advanced Clean Fleets Regulation (ACF) Appeals Advisory Committee to review appeals of denied requests for exemptions from the requirements of the ACF Regulation.		Senate- Appropriations	4/3/24: Failed passage in Sen. EQ, reconsideration granted
SB 1418	Archuleta	Hydrogen fueling stations; permitting	Extends the requirement for local governments to administratively approve hydrogen fueling stations from 2030 to 2035. Also requires all local governments to adopt an ordinance to create streamlined permitting for hydrogen-fueling stations.		Senate- Appropriations	Amended 4/8/24 4/3/24 Passed by Sen. Local Government 4-0 Amended 3/18/24

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Bill	Author	Topic	Summary	Hearing Date	Location	Past Actions
SB 1420	Caballero	Retail hydrogen requirements	Requires that hydrogen fueling stations funded by the state have 33.3% of renewable hydrogen which increases to 100% from renewable and clean hydrogen by 2045. Defines renewable hydrogen and allows linear generations using renewable fuels as an RPS-eligible resource. Incorporates renewable hydrogen into RPS and SB 100. Gives renewable hydrogen projects AB 205 CEQA streamlining provisions. Deletes prohibition against biomass facilities.	13-May-24	Senate-Appropriations	4/3/24: Passed by Sen. EQ 5-0 Amended 3/20/24
SB 1422	Allen	Disclosures: Travel DISCLOSURE Act	Adds additional FPPC reporting requirements for organizations that sponsor travel events.	16-May-24	Senate-Appropriations	Amended 4/9/24 Amended 3/20/24
SB 1474	Allen	Intervener compensation	Amends the definition of substantiation contribution for purposes of being eligible for intervenor compensation and it expands the definition of participant.	13-May-24	Senate-Appropriations	Amended 3/20/24
SB 1480	Allen	Low-Income Oversight Board: membership and duties.	This bill would expand the membership of the board to 12 members by adding one member selected by the commission who is a representative of a low-income telecommunications provider. The bill would expand the duties of the board to include monitoring and evaluating implementation of all programs provided to low-income telecommunications customers. The bill would require the commission, in conjunction with the board, to ensure that the financial burden, rather than the energy burden, of low-income electricity, gas, water, and telecommunications customers is reduced. The bill would also require the commission, on or before January 1, 2026, to adopt a process by which a consumer enrolled in a commission-administered low-income utility program receives a notification at enrollment providing information about other utility assistance programs for which the consumer may be presumptively eligible, and information about how to apply for those programs. The bill would require the commission to work with the Low Income Oversight Board to develop an outreach strategy to improve enrollment of eligible households across low-income utility assistance programs.	16-May-24	Senate-Appropriations	Amended 4/9/24 4/2/24 Passed by Sen. EU&C 13-1
SB 1508	Stern	Energy storage requirements	Directs the CPUC to adopt targets for LSEs to procure cost-effective energy storage systems, including LDS, multiday energy stroage systems, and emerging energy storage technologies.	13-May-24	Senate-Appropriations	Amended 3/18/24

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Bill	Author	Topic	Summary	Hearing Date	Location	Past Actions
SB 233	Skinner	Bidirectional Vehicles	This bill would require the Energy Commission, in consultation with the state board, and the PUC, on or before June 30, 2024, to convene a stakeholder workgroup to examine challenges and opportunities associated with using a battery electric vehicle and bidirectional electric vehicle service equipment as a mobile battery to power a home or building or to provide electricity to the electrical grid, and require the Energy Commission, in consultation with the stakeholder workgroup, on or before January 1, 2026, to submit a report to the Governor and Legislature that includes, among other things, specified information related to the bidirectional capability of battery electric vehicles and electric vehicle service equipment, as specified.		Assembly-Floor-Inactive	
SB 284	Wiener	IOU subcontracting requirement.	At the core of this bill is the provision to prohibit an IOU from requiring a contractor to enter into a collectivr bargaining agreement with ANY labor organization as a condition for bidding on contracting work. Essentially, his bill trying to prevent the IOU from forcing a contractor and their workers to change their union representation to be eligible for the bid.		Assembly-Labor & Employment	
SB 382	Becker	Electrical system disclosures when a single family home is sold	This bill would, on or after January 1, 2026, require a seller of a single-family residential property to deliver a specified disclosure statement to the prospective buyer regarding the electrical systems of the property.		Assembly	1/18/2024 In Assembly. Read first time. Held at Desk.
SB 938	Min	Electrical and gas corporations: rate recovery: political activities and advertising.	This bill prohibits an electrical or gas corporation from spending money on certain political activities from funds collected by ratepayers.		Senate-Appropriations	Amended 3/21/24
SB 983	Wahab	Alternative Fuels Infrastructure Taskforce	Would form a new Alternative Fuels Infrastructure Taskforce to examine how to encourage more alternative fueling installations on current gas station sites.	16-May-24	Senate-Appropriations	Amended 3/21/24 3/19/24: Passed by Sen. EU&C 13-0 and re-referred to Rules
SB 993	Becker	Clean energy development incentive rate tariff.	Requires the PUC to develop a special tariff (set of electricity rates) to support the development of green hydrogen and the electrification of industrial heat by providing attractive rates at times when we have abundant clean energy (and high rates at other times). This tariff will offer these new customers pricing to help them be cost-competitive, but only if they operate in a way that relies on clean energy, avoids new grid infrastructure costs, and helps us maintain a reliable grid.	16-May-24	Senate-Appropriations	

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Bill	Author	Topic	Summary	Hearing Date	Location	Past Actions
AB 1829	Patterson	Electricity: certificate of public convenience and necessity: transmission lines	Requires PUC to issue a decision on an application for a certificate of public convenience and necessity within 18 months of the filing of a completed application for building or upgrading transmission		Assembly-Utilities & Energy	
AB 2008	Wallis	Hard to Decarbonize Program (Renewable Propane, Hydrogen)	This bill would require the commission, upon appropriation by the Legislature for the bill’s purpose, to establish and implement the Reliable Energy Needs for Everyone in the West Program to provide financial incentives for purchasing renewable propane, renewable hydrogen, or renewable dimethyl ether to customers in heating dominant climate zones in California where combustion fuels will continue to be the lowest cost and most effective means for providing space and water heating to buildings, as provided.		Assembly-Utilities & Energy	Amended 3/6/24
AB 2205	Patterson, Joe	Electricity: mandatory rate reduction.	This bill would require the commission to reduce the kilowatt-per-hour rate for electricity charged to ratepayers by not less than 30%.		Assembly-Utilities & Energy	
AB 2208	Zbur	Offshore wind infrastructure; GO bonds	Creates the CA Ports Development and Offshore Wind Infrastructure Bond Act of 2024 and places \$1 billion on the the November 2024 statewide ballot		Assembly-Natural Resources	Amended 3/21/24
AB 2266	Petrie-Norris	California Hybrid and Zero-Emission Truck and Bus Voucher Incentive Project	Codifies the California Hybrid and Zero-Emission Truck and Bus Voucher Incentive Project (HVIP).		Assembly-Transportation	
AB 2495	Muratsuchi	Joint agency report; geographic needs	Requires the CPUC, CEC, and CARB to map geographic needs for energy resources and evaluate decarbonization needs from across the economy.	17-Apr-24	Assembly-Utilities & Energy	Amended 4/8/24 Amended 3/21/24
AB 2619	Connolly	Net energy metering.	This bill would require all eligible customer-generators of large electrical corporations receiving service under the 2nd standard contract or tariff to be subject to a specified version of the tariff developed by the commission in a specified rulemaking. The bill would require the commission to develop a new standard contract or tariff providing for net energy metering for eligible customer-generators of large electrical corporations, and would require every other electric utility to revise its standard contract or tariff providing for net energy metering. The bill would require every electric utility to make the standard contract or tariff available to all new eligible customer-generators beginning on January 1, 2027.	17-Apr-24	Assembly-Utilities & Energy	
AB 2626	Dixon	Advanced clean fleets; local govt compliance	Delays local gov implementation for Advanced Clean Fleets by 10 yrs.		Assembly-Transportation	

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Bill	Author	Topic	Summary	Hearing Date	Location	Past Actions
AB 2805	Essayli	Electricity: fixed charges: repeal	This bill would repeal income graduated fixed charges.		Assembly-Utilities & Energy	
AB 2940	Muratsuchi	California Environmental Quality Act: environmental leadership development projects: transmission projects	Defines new transmission projects as “environmental leadership development projects,” allowing for a streamlined CEQA process		Assembly-Natural Resources	
AB 2965	Addis	Weights and measures: Department of Food and Agriculture	Spot bill related to Ag/weights & measures		Assembly-Pending Referral	
AB 3011	Bains	Electricity: rates: unreasonable hardship.	This bill would require the commission to ensure that each electrical rate schedule does not cause an unreasonable hardship on senior citizens, renters, families with minor children, medically vulnerable customers, or economically vulnerable residential customers in hot climate zones, as specified. The bill would provide that any electrical rate schedule that imposes rates on those identified customers above baseline rates during any hour where the temperature is above 90 degrees Fahrenheit for the duration of the hour is considered an unreasonable hardship.		Assembly-Utilities & Energy	
AB 3016	Petrie-Norris	Renewable electrical generation facilities: interagency coordination	Go Biz must create and oversee a process for interagency coordination for all state and local agencies with known or likely environmental review or permitting jurisdiction relating to proposed renewable electrical generation facilities		Assembly-Utilities & Energy	
AB 3181	Pellerin	Electricity outages; circuit review	This bill would require, if one or more customers served by an electrical distribution circuit experiences 4 or more discrete electrical outages, as defined, during a single calendar year, the electrical corporation that owns and operates that circuit to perform a review of that circuit to determine the cause of the outages and implement system improvements to reduce the anticipated risk of future outages on that circuit below the threshold level of 4 outages per calendar year. The bill would require the electrical corporation to make the findings of the circuit review, the scope of work expected to be performed to reduce the anticipated risk of future outages on that circuit, and the expected reduction in the risk of future outages resulting from that work available to the impacted customers and the city, county, or city and county in which the circuit is located.		Assembly-Utilities & Energy	

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Bill	Author	Topic	Summary	Hearing Date	Location	Past Actions
AB 3219	Sanchez	Advanced Clean Fleets: Local Gov	This bill would provide that the requirements of the Advanced Clean Fleets Regulation do not apply to the purchase by a local government of vehicles with a gross vehicle weight rating greater than 8,500 pounds if the price of the zero-emission version of a vehicle is more than an unspecified percentage of the price of a comparable internal combustion engine version of that vehicle.		Assembly-Transportation	Amended 3/11/24
AB 3269	Essayli	NEM-intent bill	NEM spot bill		Assembly-Pending Referral	
SB 1085	Nguyen	Offshore energy production: wildlife impacts: report	Requires the Department of Fish and Wildlife to prepare and submit a report to the Legislature on or before January 1, 2029, regarding the environmental impact on marine mammals and wildlife from offshore energy production off the California coas		Senate-Natural Resources and Water	
SB 1148	Blakespear	Microgrids and multi-unit dwellings	This bill would add an exception from the requirement that every residential unit be individually metered for electrical service for a multifamily site, as defined, that includes deployment of an electrical generation and energy storage facility and that meets specified requirements, including, among other things, that deployment of the electrical generation and energy storage facility is capable of providing backup electricity to the multifamily site using renewable energy resources, that the owner of the multifamily site does not increase rent in association with the costs of the deployment’s components or lease agreement, that each tenant’s electricity costs are less than what the effective fully bundled rate would have been if billed by the relevant load-serving entity, and that the owner bills the nonresidential meters and residential tenants for electricity usage directly, as measured by private submeters installed by the owner for each individual unit at the site, as specified.	16-Apr-24	Senate-Energy, Utilities and Communications	Amended 4/4/24

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Bill	Author	Topic	Summary	Hearing Date	Location	Past Actions
SB 1305	Stern	Virtual Power Plants; LSE requirements	This bill would require the PUC, in coordination with the State Energy Resources Conservation and Development Commission and the Independent System Operator, to take specified actions in relation to virtual power plants, as defined. The bill would require the PUC, on or before March 1, 2026, to begin a proceeding to determine targets for each electrical corporation to procure generation from cost-effective virtual power plants, and would require the PUC, on or before October 1, 2026, to finalize its proceeding and issue a decision adopting virtual power plant procurement targets to be achieved by each electrical corporation on or before December 31, 2028, and on or before December 31, 2033. The bill would, upon the PUC adopting virtual power plant procurement targets, require each electrical corporation, beginning January 30, 2028, and each year thereafter, to file a report with the PUC on its progress toward complying with the virtual power plant procurement targets.	22-Apr-24	Senate-Energy, Utilities and Communications	Amended 3/18/24
SB 1312	Nguyen	IGFC repeal	Repeal IGFC		Senate-Energy, Utilities and Communications	
SB 1314	Nguyen	IGFC repeal	Repeal IGFC (Urgency Clause)		Senate-Energy, Utilities and Communications	
SB 1370	Dahle	Biomass spot bill	Biomass spot bill		Senate-Rules	
SB 1510	Stern	EV charging permitting	Spot Bill		Senate-Rules	

ORANGE COUNTY POWER AUTHORITY
Staff Report – Item 8.5

To: Orange County Power Authority Board of Directors

From: Tiffany Law, Chief Financial Officer

Approved by: Joe Mosca, Chief Executive Officer

Subject: TREASURER’S REPORT – FISCAL YEAR ENDED MARCH 31, 2024 AND Q1 2024
CHECK REGISTER

Date: May 21, 2024

RECOMMENDED ACTION

Receive and file.

BACKGROUND

The Treasurer’s Report, representing the financial statement of the Orange County Power Authority (OCPA), should be presented to the governing body quarterly. This report is prepared in accordance with Generally Accepted Accounting Principles (GAAP) in the United States. It includes the statement of net position, the related statement of revenues, expenses, and changes in net position, as well as the statement of cash flows.

OCPA has prepared unaudited financial statements for the year-to-date period from July 1, 2023, to March 31, 2024. These statements are accompanied by budgetary comparisons, an investment summary, a schedule of outstanding debt, and a check register.

ANALYSIS AND DISCUSSION

The unaudited financial statements for the fiscal year ending March 31, 2024, demonstrate strong financial performance for the first nine months of FY 2023/24. The results have exceeded the expectations set by the Amended FY2023/24 Operating Budget, with a net position increase significantly above mid-year projections. In its first full year of both commercial and residential operations, OCPA has achieved a fiscal year-to-date bottom line of \$66 million as of March 31, 2024. This represents a surplus of approximately \$13 million, or 25%, above the amended budget. Additionally, OCPA’s Rate Stabilization Reserves have grown to \$104 million.

There were no unusual transactions of note during this period of reporting.

FISCAL IMPACT

There is no financial impact from receiving the report.

ATTACHMENT

- A. Treasurer’s Report ending March 31, 2024
- B. Q1 2024 Check Register



ACCOUNTANTS' COMPILATION REPORT

Management
Orange County Power Authority

Management is responsible for the accompanying financial statements of Orange County Power Authority (a California Joint Powers Authority) which comprise the statement of net position as of March 31, 2024, and the related statement of revenues, expenses, and changes in net position, and the statement of cash flows for the period then ended in accordance with accounting principles generally accepted in the United States of America. We have performed a compilation engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. We did not audit or review the accompanying statements nor were we required to perform any procedures to verify the accuracy or completeness of the information provided by management. Accordingly, we do not express an opinion, conclusion, nor provide any assurance on these financial statements.

Management has elected to omit substantially all of the note disclosures required by accounting principles generally accepted in the United States of America in these interim financial statements. Orange County Power Authority's annual audited financial statements include the note disclosures omitted from these interim statements. If the omitted disclosures were included in these financial statements, they might influence the user's conclusions about the Authority's financial position, results of operations, and cash flows. Accordingly, these financial statements are not designed for those who are not informed about such matters.

We are not independent with respect to the Authority because we performed certain accounting services that impaired our independence.

Maher Accountancy

San Rafael, CA
April 30, 2024

ORANGE COUNTY POWER AUTHORITY
STATEMENT OF NET POSITION
As of March 31, 2024

ASSETS

Current assets

Cash and cash equivalents - unrestricted	\$ 79,353,122
Cash - restricted	600,000
Investments	19,950,557
Accounts receivable, net of allowance	25,014,338
Accrued revenue	18,516,771
Other receivables	1,656,176
Prepaid expenses	81,261
Deposits	295,268
Total current assets	<u>145,467,493</u>

Noncurrent assets

Cash - restricted	5,000,000
Lease asset, net of amortization	918,417
Total noncurrent assets	<u>5,918,417</u>
Total assets	<u>151,385,910</u>

LIABILITIES

Current liabilities

Accrued cost of electricity	35,395,095
Accounts payable	782,147
Other accrued liabilities	892,792
User taxes and energy surcharges due to other governments	1,214,306
Lease liability	32,429
Total current liabilities	<u>38,316,769</u>

Noncurrent liabilities

Loan payable	7,527,841
Accrued interest and financing costs	251,883
Lease liability	885,988
Total noncurrent liabilities	<u>8,665,712</u>
Total liabilities	<u>46,982,481</u>

NET POSITION

Unrestricted	104,403,429
Total net position	<u><u>\$ 104,403,429</u></u>

ORANGE COUNTY POWER AUTHORITY
STATEMENT OF REVENUES, EXPENSES
AND CHANGES IN NET POSITION
Nine Months Ended March 31, 2024

OPERATING REVENUES

Electricity sales, net	\$ 299,426,052
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OPERATING EXPENSES

Cost of electricity	226,624,242
Contract services	5,640,286
Staff compensation	1,784,552
Other operating expenses	695,200
Total operating expenses	234,744,280
Operating income (loss)	64,681,772

NONOPERATING REVENUES (EXPENSES)

Investment income	1,466,175
Interest and financing expense	(281,111)
Nonoperating revenues (expenses), net	1,185,064

CHANGE IN NET POSITION

	65,866,836
Net position at beginning of period	38,536,593
Net position at end of period	\$ 104,403,429

ORANGE COUNTY POWER AUTHORITY
STATEMENT OF CASH FLOWS
Nine Months Ended March 31, 2024

CASH FLOWS FROM OPERATING ACTIVITIES

Receipts from customers	\$ 307,404,805
Receipts from market settlements	3,636,435
Other operating receipts	1,466,303
Payments to suppliers for electricity	(226,625,381)
Payments for goods and services	(6,264,194)
Payments of staff compensation and benefits	(1,710,528)
Payments of taxes and energy surcharges to other governments	(6,113,082)
Net cash provided (used) by operating activities	<u>71,794,358</u>

CASH FLOWS FROM NON-CAPITAL FINANCING ACTIVITIES

Payments of interest and related expenses	<u>(160,150)</u>
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CASH FLOWS FROM INVESTING ACTIVITIES

Interest income received	1,442,175
Purchase of investments	(19,950,556)
Net cash provided (used) by investing activities	<u>(18,508,381)</u>

Net change in cash	<u>53,125,827</u>
Cash and cash equivalents at beginning of period	<u>31,827,295</u>
Cash and cash equivalents at end of period	<u><u>\$ 84,953,122</u></u>

Reconciliation to the Statement of Net Position

Cash and cash equivalents (unrestricted)	\$ 79,353,122
Restricted cash, current	600,000
Restricted cash, noncurrent	5,000,000
Total cash at end of period	<u><u>\$ 84,953,122</u></u>

ORANGE COUNTY POWER AUTHORITY
STATEMENT OF CASH FLOWS (continued)
Nine Months Ended March 31, 2024

**RECONCILIATION OF OPERATING INCOME (LOSS) TO NET
CASH PROVIDED (USED) BY OPERATING ACTIVITIES**

Operating income (loss)	\$ 64,681,772
Adjustments to reconcile operating income (loss) to net cash provided (used) by operating activities	
(Increase) decrease in:	
Accounts receivable	(1,645,613)
Other receivables	1,639,769
Accrued revenue	3,546,691
Prepaid expenses	11,275,298
Deposits	1,445,695
Increase (decrease) in:	
Accrued cost of electricity	(9,344,524)
Accounts payable	270,404
Other accrued liabilities	(39,727)
User taxes and energy surcharges due to other governments	(35,407)
Net cash provided (used) by operating activities	<u><u>\$ 71,794,358</u></u>



ACCOUNTANTS' COMPILATION REPORT

Board of Directors
Orange County Power Authority

Management is responsible for the operating fund and program fund budget comparison reports of Orange County Power Authority (OCPA), a California Joint Powers Authority, for the period ended March 31, 2024, and for determining that the budgetary basis of accounting is an acceptable financial reporting framework. We have performed a compilation engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. We did not audit or review the accompanying statement nor were we required to perform any procedures to verify the accuracy or completeness of the information provided by management. Accordingly, we do not express an opinion, a conclusion, nor provide any assurance on this special purpose budgetary comparison statement.

The special purpose statement is prepared in accordance with the budgetary basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. This report is intended for the information of the Board of Directors of OCPA.

Management has elected to omit substantially all of the note disclosures required by accounting principles generally accepted in the United States of America in these interim financial statements. OCPA's annual audited financial statements include the note disclosures omitted from these interim statements. If the omitted disclosures were included in these financial statements, they might influence the user's conclusions about the Authority's financial position, results of operations, and cash flows. Accordingly, these financial statements are not designed for those who are not informed about such matters.

We are not independent with respect to OCPA because we performed certain accounting services that impaired our independence.

Maher Accountancy

San Rafael, CA
April 30, 2024

ORANGE COUNTY POWER AUTHORITY
OPERATING BUDGET COMPARISON REPORT
Nine Months Ended March 31, 2024

	YTD Actual	YTD Amended Budget	YTD Budget Variance (Under) Over	YTD Actual as a Percent of Budget	Annual Amended Budget	Annual Amended Budget Variance
OPERATING REVENUES						
Electricity Sales, net	\$ 299,426,052	\$ 297,783,571	\$ 1,642,481	100.6%	\$ 380,430,000	\$ (81,003,948)
OPERATING EXPENSES						
Cost of Energy	226,624,242	236,279,573	(9,655,331)	95.9%	296,657,000	(70,032,758)
Data Manager	1,904,723	1,902,082	2,641	100.1%	2,539,000	(634,277)
Utilities Service Fees	408,514	461,514	(53,000)	88.5%	606,000	(197,486)
Staffing Costs	1,784,552	2,365,837	(581,285)	75.4%	3,980,000	(2,195,448)
Contract Services	1,097,236	1,350,993	(253,757)	81.2%	1,716,000	(618,764)
Legal Services	414,791	491,392	(76,601)	84.4%	675,000	(260,209)
Marketing and Customer Enrollment	1,644,570	1,706,568	(61,998)	96.4%	2,246,000	(601,430)
Other G&A	668,891	678,391	(9,500)	98.6%	967,000	(298,109)
Energy Programs (Transfer to Programs Fund)	750,000	750,000	-	100.0%	750,000	-
Total operating expenses	235,297,519	245,986,350	(10,688,831)		310,136,000	(74,838,481)
Operating income (loss)	64,128,533	51,797,221	12,331,312		70,294,000	(6,165,467)
NONOPERATING REVENUES (EXPENSES)						
Investment and miscellaneous income	1,466,175	1,302,912	163,263	N/A	1,760,000	(293,825)
Interest and financing expense	(307,420)	(333,741)	26,321	92.1%	(495,000)	187,580
Capital Outlay	-	(25,000)	25,000	0.0%	(100,000)	100,000
Nonoperating revenues (expenses), net	1,158,755	944,171	214,584		1,165,000	(6,245)
CHANGE IN NET POSITION	<u>\$ 65,287,288</u>	<u>\$ 52,741,392</u>	<u>\$ 12,545,896</u>		<u>\$ 71,459,000</u>	<u>\$ (6,171,712)</u>

ORANGE COUNTY POWER AUTHORITY
PROGRAM BUDGET COMPARISON REPORT
Nine Months Ended March 31, 2024

	YTD Actual	YTD Budget	YTD Budget Variance (Under) Over	YTD Actual as a Percent of Budget	Annual Budget	Annual Budget Remaining
REVENUE AND OTHER SOURCES						
Transfer in - from Operating Budget	\$ 750,000	\$ 750,000	\$ -	100.0%	\$ 750,000	\$ -
EXPENDITURES AND OTHER USES						
Energy Program expenditures	170,452	750,000	(579,548)	22.7%	750,000	579,548
Net change in fund balance	<u>\$ 579,548</u>	-				
Fund balance at beginning of period		-				
Fund balance at end of period		<u>\$ -</u>				

**ORANGE COUNTY POWER AUTHORITY
BUDGETARY COMPARISON REPORT
Nine Months Ended March 31, 2024**

Budget Item	Actual / Budget %	Comment
Electric Sales Revenue	100.6%	Year-to-date energy sales are more than forecast by approx. \$1.6M or 0.6%. Sales revenue includes revenues actually billed to customers as well as estimated customer usage during the reporting period that is not yet billed.
Cost of Energy	95.9%	The variance is affected by increased energy purchases required to provide for greater than expected customer load. Also affecting the variance is the timing difference between projected and actual delivery of Renewable Energy Certificates (RECs) and fluctuating market prices.
Data Manager	100.1%	These are Calpine fees charged on a per active account basis.
Service Fees - SCE	88.5%	These are SCE fees charged on a per customer basis.
Personnel	75.4%	Staffing expenses are under budget due to the timing delay of new hires.
Professional Services	81.2%	This category includes accounting and audit, rates and financial & planning analysis, portfolio management, scheduling coordinator, HR including recruitment services and compensation study, IT, and other consultants.
Legal Costs	84.4%	This category includes outside legal costs for general counsel, energy procurement transactional support, labor, clerk support, regulatory, member agency withdrawal, and RA appeal services.
Marketing and customer enrollment	96.4%	This category includes advertising, strategic marketing & communications, digital marketing and website development and hosting, collateral marketing, translation, sponsorships & memberships, promotional items, required customer notifications printing and mailing.
Other General & Administrative	98.6%	This category includes ordinary G&A including rent, CalCCA membership, general business insurance, small equipment and software, travel, business meals, professional development, and office supplies.
Interest and financing expenses	92.1%	This category includes interest and fees related to Letters of Credit posted for collateral on energy supply.

ORANGE COUNTY POWER AUTHORITY
Investment Summary
July 1, 2023 through March 31, 2024

[illegible]

ORANGE COUNTY POWER AUTHORITY
SCHEDULE OF OUTSTANDING DEBT
As of March 31, 2024

CITY OF IRVINE

On January 2021, OCPA borrowed \$2,500,000 from the City of Irvine for working capital costs associated with OCPA's pre-launch. On September 2021, OCPA borrowed \$5,000,000 from the City of Irvine for cash collateral in the credit facility associated with OCPA's launch. The loan repayment date for the above is January 1, 2027. Interest is due on the loan in an amount based on the gross earnings for the respective quarter as reported in the City Treasurer's pooled investment portfolio report.

Also included as a loan payable are formation related costs - \$152,380 paid directly from the City to the vendors. OCPA will reimburse the City no later than January 1, 2027. Interest does not accrue on the formation costs advanced by the City. OCPA paid \$124,538.70 towards the outstanding principal on September 12, 2022.

Principal	Maturity	Interest Rate	Payments	Outstanding Principal
\$ 152,380	January 2027	0.00%	\$ 124,539	\$ 27,841
\$ 7,500,000	January 2027	Variable - City Treasurer's report	\$ -	\$ 7,500,000

US BANK CREDIT FACILITY

On September 2021, OCPA and US Bank (formerly MUFG Union Bank, N.A.) entered into a Revolving Credit Agreement for a \$35 million credit facility, OCPA has outstanding borrowings of \$0 as of March, 2024

On May 2023, US Bank acquired MUFG Union Bank, N.A.

US Bank (formerly MUFG Union Bank, N.A.) has also issued a \$2,611,948 Letter of Credit to Pacific Gas & Electric; a \$2,977,000 Letter of Credit to Southern California Edison Company; a \$3,500,000 Letter of Credit to Shell; a \$625,000 Letter of Credit to California ISO; a \$2,597,157 Letter of Credit to Marsh Landing, and a \$3,060,750 Letter of Credit to Nextera.

Credit Facility	Letter of Credit	Borrowing	Unused Credit
\$ 35,000,000	\$ 15,371,855	\$ -	\$ 19,628,146

Orange County Power Authority
PAYMENTS ISSUED JANUARY 1, 2024 THROUGH MARCH 31, 2024

<u>Date</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
01/02/2024	California ISO (Settlement Invoices) CAISO	CAISO CRR period for 12/08/23 - 12/13/23	13,557.01
01/02/2024	Calpine Energy Solutions	November 2023 services (po:1003)	211,223.41
01/02/2024	The Energy Authority Inc. (CAISO and ENERGY)	CAISO period 12/08/23 - 12/13/23 and 9/08/23-9/14/23	394,337.88
01/02/2024	US Bank Credit Card	Zoom - Recording Services	318.90
01/02/2024	US Bank Credit Card	Amazon - Office Supplies	18.27
01/02/2024	US Bank Credit Card	Checkr - Employee background check	384.20
01/02/2024	US Bank Credit Card	Go to Com - Phone Forwarding Service for Call Center	439.70
01/02/2024	US Bank Credit Card	Vista Print - Staff Business Cards	188.58
01/02/2024	US Bank Credit Card	Smith AI - Phone Forwarding Service For Call Center	235.00
01/02/2024	US Bank Credit Card	Southwest Airline - airfare	257.59
01/02/2024	US Bank Credit Card	Amazon - Office Supplies	41.12
01/02/2024	US Bank Credit Card	Panini Kabob Grill Irvine - Board Lunch	160.00
01/02/2024	US Bank Credit Card	Adobe - Software License	65.41
01/02/2024	US Bank Credit Card	Adobe - Software License	65.41
01/02/2024	US Bank Credit Card	Adobe - Software License	65.41
01/02/2024	US Bank Credit Card	Perimeter 81 LLC - Network	56.14
01/02/2024	US Bank Credit Card	IHOP - Staff breakfast	129.28
01/02/2024	US Bank Credit Card	Google Suite	12.00
01/02/2024	US Bank Credit Card	Zoom - Recording Services	318.90
01/02/2024	US Bank Credit Card	Elies Table - Coffee With LOCC Staff C. Medina	11.64
01/02/2024	US Bank Credit Card	Herb & Ranch - Coffee with Irvine City Staff Member	3.40
01/02/2024	US Bank Credit Card	Huntington Beach Chamber - Tickets State of City Event	110.00
01/02/2024	US Bank Credit Card	Southwest Airline - airfare	294.80
01/02/2024	US Bank Credit Card	Ralphs - Food	14.84
01/02/2024	US Bank Interest and Service Charges	October - December interest payment on credit line account	9,844.94
01/02/2024	US Bank Interest and Service Charges	Letter of Credit - Southern California Edison	563.50
01/02/2024	US Bank Interest and Service Charges	Letter of Credit - California Independent System	3,800.00
01/02/2024	US Bank Interest and Service Charges	Letter of Credit - Marsh Landing LLC	9,955.77
01/02/2024	US Bank Interest and Service Charges	Letter of Credit - Southern California Edison	10,848.33
01/02/2024	US Bank Interest and Service Charges	Letter of Credit - Pacific Gas and Electric	10,012.47
01/02/2024	US Bank Interest and Service Charges	Letter of Credit - Grace Orchard Energy Center	11,732.88
01/02/2024	US Bank Interest and Service Charges	Letter of Credit - Shell Energy North America	13,416.67
01/03/2024	Halligan Steven	Mileage reimbursement	55.15
01/03/2024	Orange County Printing Company	Orange County Letters (po: 1007)	1,098.89
01/03/2024	The Woman's Club of Fullerton	2023 Women's Leadership Forum - Silver Sponsor	500.00
01/03/2024	United Language Group, Inc.	Huntington Beach Notice Translations	2,349.49
01/08/2024	American Express	AMEX - Adjustment to reconcile account, prior month bank service fees	(52.25)
01/08/2024	American Express	Amtrak Transportation - Owen Lee - Salinas to San Luis Obispo	119.00
01/08/2024	American Express	Uber trip - Transportation	20.97
01/08/2024	American Express	Lyft - Transportation	44.72
01/08/2024	American Express	Amtrak - Transportation - Owen Lee - Santa Ana to San Luis Obispo	119.00
01/08/2024	American Express	Uber trip - Transportation	15.19
01/08/2024	American Express	Uber trip - Transportation	14.99
01/08/2024	American Express	Sonesta - Hotel - Owen Lee	655.78
01/08/2024	American Express	Uber trip - Transportation	41.94
01/08/2024	American Express	AC Hotel - Hotel - Gabriele Friedman	840.29
01/08/2024	American Express	Hawaiian Airlines - Flight - Gabriele Friedman	475.15
01/08/2024	American Express	Starbucks - Board Meeting Refreshments	97.15
01/08/2024	American Express	AMEX - Cashback Program Fee - 9 Months	90.00
01/08/2024	American Express	AMEX - New Membership Fee - 9 Months	26.25
01/08/2024	California ISO (Settlement Invoices) CAISO	CAISO CRR period for 12/14/23 - 12/19/23	3,887.02
01/08/2024	Orange County Printing Company	Huntington Beach Notification Postcards (po: 1007)	10,625.70
01/08/2024	The Energy Authority Inc. (CAISO and ENERGY)	CAISO period 12/14/23 - 12/19/23 and 9/15/23-9/21/23	113,306.11
01/10/2024	Lincoln Financial Group	1/10/24 Retirement debit 401A	16,724.90
01/10/2024	Lincoln Financial Group	1/10/24 Retirement debit 457B	5,191.95
01/11/2024	Clean Peaks Energy Services, LLC	Consultant services - November 2023 -- (po:1027)	19,160.00
01/12/2024	Stericycle, Inc.	Paper shredding service	349.53
01/16/2024	ABM Industry Groups, LLC	January Parking	660.00
01/16/2024	California ISO (Settlement Invoices) CAISO	CAISO CRR period for 12/20/23 - 12/27/23	25,054.85
01/16/2024	LBA IV-PPI, LLC	January 2024 Rent	19,000.00
01/16/2024	METHOD TECHNOLOGIES (INC)	Support Options - Laptop setup (po: 1017)	246.00
01/16/2024	METHOD TECHNOLOGIES (INC)	Support Options - MS Suite and other software (po: 1022)	1,997.95
01/16/2024	Pisenti & Brinker LLP	Final Progress bill for audit ended June 30, 2023 (po: 1018)	12,000.00
01/16/2024	Reveille Inc.	December 2023 OCPA FY Marketing and PR Budget-- (po: 1025)	71,762.30
01/16/2024	SDRMA	February employee benefit charges	15,201.92
01/16/2024	The Energy Authority Inc. (CAISO and ENERGY)	CAISO period 12/20/23 - 12/27/23 , 9/22/23-9/28/23 and 1/1/23 - 1/31/23	78,202.90
01/16/2024	US Bank Interest and Service Charges	US Bank - Analysis Service Charge	3,880.69
01/19/2024	Best Best & Krieger	December 2023 - Regulatory - CPUC (po: 1002)	20,761.50
01/19/2024	Best Best & Krieger	December 2023 - Financial/Power Procurement (po: 1002)	5,806.50
01/19/2024	Best Best & Krieger	December 2023 - Public Records Requests (po: 1002)	6,662.50
01/19/2024	Best Best & Krieger	December 2023 - Huntington Beach Withdrawal (po: 1002)	4,020.00
01/19/2024	Best Best & Krieger	December 2023 - County Withdrawal (po: 1002)	1,106.00
01/19/2024	Best Best & Krieger	December 2023 - Special Counsel(po: 1002)	1,817.00
01/19/2024	Best Best & Krieger	December 2023 - General Counsel (po: 1002)	13,646.60
01/19/2024	CITY OF BUENA PARK - UUT	December Utility User Tax	87,001.85
01/19/2024	CITY OF HUNTINGTON BEACH - UUT	December Utility User Tax	299,000.51
01/19/2024	CITY OF IRVINE - UUT	December Utility User Tax	126,891.12
01/19/2024	Igoe (Med-iBank)	Medical and/or Dependent Care FSA Monthly Participation Fee	183.79
01/19/2024	Karbone Inc.	Brokerage fees - Townsite Solar, LLC	168,750.00
01/19/2024	Maher Accountancy	January 2024 - Treasurer and Accounting Services (PO:1031)	21,000.00
01/19/2024	Maher Accountancy	October-December 2023 Pass-Through Bill.com fees { (PO:1005)	482.08
01/19/2024	NewGen Strategies & Solutions, LLC	December 2023 - Financial & Economic Consulting services (po: 1028)	4,851.25
01/19/2024	Orange County Printing Company	Buena Park Letter (po: 1007)	984.57
01/19/2024	Orange County Printing Company	HB Notification Post Cards (po: 1007)	12,304.65
01/19/2024	Orange County Printing Company	Buena Park Letter (po: 1007)	634.74
01/19/2024	Orange County Printing Company	Buena Park Letter (po: 1007)	684.36
01/19/2024	Southern California Edison	December Capacity	485,562.30
01/19/2024	Tullitt Prebon Americas Corp.	Broker Fees - Tenaska Power Services Co.	3,445.00
01/19/2024	Zodiac Solutions, LLC	December 2023 Fees (po: 1012)	1,800.00
01/22/2024	AES	December 2023 capacity purchases	562,500.00
01/22/2024	California ISO (Settlement Invoices) CAISO	CAISO CRR period for 12/01/23 - 12/31/23	3,279.86
01/22/2024	Golden Communications Inc	Sustaining Professional Services and Consulting Fees, Monthly Managed Web Services, and Additional Labor - December 2023 (po: 1004)	2,199.00
01/22/2024	Marsh Landing, LLC	December Capacity Purchases	705,250.00

Orange County Power Authority
PAYMENTS ISSUED JANUARY 1, 2024 THROUGH MARCH 31, 2024

01/22/2024	Pacific Energy Advisors Inc.	December 2023 - Monthly Services {po: 1008}	42,531.60
01/22/2024	San Diego Gas & Electric	December 2023 RECs	18,998.10
01/22/2024	The Energy Authority Inc. (CAISO and ENERGY)	CAISO period 12/28/23 - 1/03/24	255,298.12
01/22/2024	US Bank Interest and Service Charges	Letter of Credit - California Independent System	150.00
01/23/2024	California Community Choice Association	CALCCA January - March 2024 membership dues	98,635.50
01/23/2024	Calpine Energy Services L.P.	December capacity	722,250.00
01/23/2024	Calpine Energy Services L.P.	August 2023 RECs	4,850.00
01/23/2024	Constellation Energy Generation, LLC	November energy purchases	4,024,323.50
01/23/2024	Morgan Stanley Capital Group	December Energy Purchases	2,157,769.20
01/23/2024	Morgan Stanley Capital Group	September 2023 RECs	357,085.15
01/23/2024	Shell Energy North America	November Energy Purchases	4,283,064.00
01/23/2024	Shell Energy North America	November Capacity Purchases	504,500.00
01/23/2024	Sunrise Power Company LLC	December capacity purchase	1,906,250.00
01/23/2024	Transalta Energy Marketing Us Inc.	November Energy Purchases	1,095,125.40
01/24/2024	Lincoln Financial Group	1/24/24 Retirement debit 401A	19,108.60
01/24/2024	Lincoln Financial Group	1/24/24 Retirement debit 457B	6,033.18
01/24/2024	The Energy Authority Inc. (Service Fees)	December Resource Management Monthly Fees {PO:1011}	14,620.00
01/29/2024	Igoe (Med-iBank)	Medical and/or Dependent Care FSA Monthly Participation Fee	103.00
01/29/2024	Powerex	January Energy Purchases	79,166.67
01/29/2024	The Energy Authority Inc. (CAISO and ENERGY)	CAISO period 1/04/23 - 1/10/24	194,318.06
01/30/2024	California Public Utilities Commission	September 2022 - Adequacy compliance filing violation	415,406.40
01/30/2024	California Public Utilities Commission	CPUC Citation - August 2023 Deficiency	147,408.00
01/30/2024	Igoe (Med-iBank)	Medical and/or Dependent Care FSA Monthly Participation Fee	100.00
01/30/2024	Igoe (Med-iBank)	Medical and/or Dependent Care FSA Monthly Participation Fee	1,017.55
01/30/2024	Littler Mendelson, PC	December legal services {po: 1016}	187.50
01/30/2024	Orange County Business Council	OCBC - Annual Dinner & Board Installation	2,750.00
01/30/2024	Orange County Printing Company	Buena Park Letter {po: 1007}	644.17
01/30/2024	Orange County Printing Company	Buena Park Letter {po: 1007}	925.24
01/31/2024	California Department of Tax and Fee Administration	October-December 2023 Electric Energy Surcharge	198,113.00
02/01/2024	Kantola Training Solutions Llc	Harassment Training Sessions	750.00
02/01/2024	US Bank Credit Card	Checkr - Employee background check	66.61
02/01/2024	US Bank Credit Card	Amazon - Office Supplies	43.09
02/01/2024	US Bank Credit Card	Go to Com - Phone Forwarding Service for Call Center	290.51
02/01/2024	US Bank Credit Card	Amazon - Office Supplies	15.99
02/01/2024	US Bank Credit Card	Amazon - Office Supplies	4.39
02/01/2024	US Bank Credit Card	Amazon - Office Supplies	28.23
02/01/2024	US Bank Credit Card	Amazon - Office Supplies	20.46
02/01/2024	US Bank Credit Card	Smith AI - Phone Forwarding Service For Call Center	235.00
02/01/2024	US Bank Credit Card	Google Suite - Social Media/YouTube account	12.00
02/01/2024	US Bank Credit Card	Starbucks - Holiday Gift Cards	261.00
02/01/2024	US Bank Credit Card	World Market - Holiday Gifts for Staff	283.41
02/01/2024	US Bank Credit Card	Costco - Snacks for Board & Committee Meetings	86.43
02/01/2024	US Bank Credit Card	Bear Coast Coffee - Business Meeting	5.00
02/01/2024	US Bank Credit Card	Bear Coast Coffee - Business Meeting	10.25
02/01/2024	US Bank Credit Card	Paul Martin's - Staff Holiday Dinner	2,472.95
02/01/2024	US Bank Credit Card	North Italia - Business Lunch	26.95
02/01/2024	US Bank Credit Card	Puestos - Board Holiday Lunch	650.61
02/02/2024	Calpine Energy Solutions	December 2023 services {po:1003}	212,356.46
02/02/2024	Igoe (Med-iBank)	Medical and/or Dependent Care FSA Monthly Participation Fee	140.00
02/05/2024	ABM Industry Groups, LLC	November 13 nightly billing	300.00
02/05/2024	ABM Industry Groups, LLC	February Parking	660.00
02/05/2024	Association of California Cities	Sponsorship - 2024 Affiliate Membership	5,000.00
02/05/2024	California ISO (Settlement Invoices) CAISO	CAISO CRR period for 1/11/24 - 1/18/24	165,631.99
02/05/2024	Energy Development & Construction Corporation	November RECs purchases	21,312.00
02/05/2024	Friedman, Gabriele	December expense reimbursement	152.09
02/05/2024	Integrated Impressions	Multiple items	23,324.63
02/05/2024	LBA IV-PPI, LLC	February 2024 Rent	19,000.00
02/05/2024	Miss Fountain Valley Scholarship Foundation, Inc	2024 Silver Sponsorship	1,500.00
02/05/2024	Southern California Edison (Non-Energy)	Mass enrollment fee & monthly service fees through December 2023 {po: 1020}	163,587.18
02/05/2024	The Energy Authority Inc. (CAISO and ENERGY)	CAISO period 1/11/24-1/18/24 & 10/06/23-10/12/23	1,306,619.35
02/06/2024	American Express	AMEX - Cash back credit	(35.76)
02/06/2024	American Express	Uber trip - Transportation	34.20
02/06/2024	American Express	Uber trip - Transportation	5.00
02/06/2024	American Express	Uber trip - Transportation	68.99
02/06/2024	American Express	Uber trip - Transportation	9.91
02/06/2024	American Express	Uber trip - Transportation	17.98
02/06/2024	American Express	Uber trip - Transportation	9.90
02/06/2024	American Express	Sonesta - Hotel - Owen Lee	705.30
02/06/2024	American Express	Uber trip - Transportation	34.91
02/06/2024	American Express	Uber trip - Transportation	74.26
02/06/2024	American Express	Amtrak Train - Transportation	77.00
02/06/2024	American Express	Amtrak Train - Transportation	120.00
02/06/2024	American Express	Uber trip - Transportation	14.85
02/06/2024	American Express	Sonesta - Hotel - Gabriele Friedman	889.14
02/06/2024	American Express	Uber trip - Transportation	4.00
02/06/2024	American Express	Panini Kabob- Board meeting and team building lunch	300.00
02/06/2024	American Express	From Your Flowers - Flowers - staff anniversary	63.55
02/06/2024	American Express	From Your Flowers - Flowers - staff anniversary	63.55
02/06/2024	American Express	Southwest Airlines - Lobby days - Sacramento - Jung	299.96
02/06/2024	American Express	Southwest Airlines - Lobby days - Sacramento - Treseder	319.96
02/06/2024	American Express	Southwest Airlines - Lobby days - Sacramento - Sonne	357.96
02/06/2024	American Express	Southwest Airlines - Lobby days - Sacramento - Kim	427.96
02/06/2024	American Express	VistaPrint - staff business cards	114.73
02/06/2024	American Express	OCBC - member full registration	1,480.00
02/06/2024	American Express	Southwest Airlines - SCBC advocacy day - Sacramento - Gabe Dima-Smith	269.97
02/07/2024	Lincoln Financial Group	2/05/24 Retirement debit 457B	5,807.54
02/07/2024	Lincoln Financial Group	2/05/24 Retirement debit 401A	17,425.00
02/08/2024	ABM Industry Groups, LLC	February parking	120.00
02/08/2024	ABM Industry Groups, LLC	January parking	60.00
02/08/2024	Little Saigon TV Network, Inc.	Bronze Sponsorship - Little Saigon TV New Year Celebration	1,000.00
02/08/2024	NewGen Strategies & Solutions, LLC	January 2024 - Financial & Economic Consulting services {po: 1028}	14,957.50
02/08/2024	Orange County Printing Company	2023 Year in Review Infographic{po: 1007}	439.62
02/08/2024	Orange County Printing Company	Consumer Brochure {po: 1007}	3,082.73
02/08/2024	Orange County Printing Company	2023 Year in Review Posters {po: 1007}	367.43

Orange County Power Authority
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02/08/2024	Orange County Printing Company	Buena Park Letter(po: 1007)	687.05
02/08/2024	The Energy Federation Inc.	Marketplace - Rebates (po:1026)	12,936.00
02/08/2024	The Energy Federation Inc.	Marketplace - Rebates (po:1026)	6,724.00
02/08/2024	The Energy Federation Inc.	Phone support for Marketplace (po:1026)	349.06
02/09/2024	CITY OF BUENA PARK - UUT	January Utility User Tax	90,915.10
02/09/2024	CITY OF HUNTINGON BEACH - UUT	January Utility User Tax	315,090.73
02/09/2024	CITY OF IRVINE - UUT	January Utility User Tax	114,897.90
02/12/2024	California ISO (Settlement Invoices) CAISO	CAISO CRR period for 1/19/24 - 1/25/24	686.15
02/12/2024	Igoe (Med-iBank)	Medical and/or Dependent Care FSA Monthly Participation Fee	394.58
02/12/2024	The Energy Authority Inc. (CAISO and ENERGY)	CAISO period 1/19/24-1/25/24 & 10/13/23-10/19/23	201,678.64
02/14/2024	Clean Peaks Energy Services, LLC	Consultant services - December 2023 -- (po:1027)	14,617.50
02/14/2024	US Bank Interest and Service Charges	February 2024 Monthly Analysis Charge	5,412.11
02/16/2024	Lincoln Financial Group	Retirement fees	889.36
02/16/2024	Lincoln Financial Group	Retirement fees	1,557.39
02/20/2024	California ISO (Settlement Invoices) CAISO	CAISO CRR period for 1/01/24 - 1/31/24 and 2/1/24	7,843.14
02/20/2024	High Desert Power Project LLC	January Capacity	625,000.00
02/20/2024	Marsh Landing, LLC	January Capacity Purchases	703,587.50
02/20/2024	Powerex	January Rec's	121,396.74
02/20/2024	Powerex	February Energy Purchases	79,166.67
02/20/2024	Southern California Edison	January Capacity	514,621.70
02/21/2024	Igoe (Med-iBank)	Medical and/or Dependent Care FSA Monthly Participation Fee	206.37
02/21/2024	Lincoln Financial Group	2/20/24 Retirement debit 401A	21,227.60
02/21/2024	Lincoln Financial Group	2/20/24 Retirement debit 457B	6,812.60
02/22/2024	Golden Communications Inc	Sustaining Professional Services and Consulting Fees, Monthly Managed Web Services, and Additional Labor - January 2024 (po: 1004)	2,199.00
02/23/2024	Best Best & Krieger	January 2024 - Regulatory - CPU(po: 1002)	2,265.00
02/23/2024	Best Best & Krieger	January 2024 - Huntington Beach Withdrawal (po: 1002)	581.00
02/23/2024	Best Best & Krieger	January 2024 - County Withdrawal(po: 1002)	41.50
02/23/2024	Best Best & Krieger	January 2024 - Public Records Requests (po: 1002)	756.00
02/23/2024	Best Best & Krieger	January 2024 - Financial/Power Procurement (po: 1002)	4,938.50
02/23/2024	Best Best & Krieger	January 2024 - Special Counsel (po: 1002)	3,735.00
02/23/2024	Best Best & Krieger	January 2024 - General Counsel (po: 1002)	7,615.00
02/23/2024	Best Best & Krieger	January 2024 - Investigation (po: 1002)	44,937.00
02/23/2024	Calpine Energy Services L.P.	January Capacity	309,750.00
02/23/2024	Constellation Energy Generation, LLC	December energy purchases	4,737,358.65
02/23/2024	Morgan Stanley Capital Group	October 2023 RECs	53,651.25
02/23/2024	Pacific Energy Advisors Inc.	January 2024 - Monthly Services (po: 1008)	39,610.62
02/23/2024	Shell Energy North America	December Capacity Purchases	504,500.00
02/23/2024	Shell Energy North America	December Energy Purchases	4,409,337.60
02/23/2024	Sunrise Power Company LLC	January capacity purchase	1,906,250.00
02/23/2024	Transalta Energy Marketing Us Inc.	December Energy Purchases	1,156,049.10
02/23/2024	Tullett Prebon Americas Corp.	Broker Fees - Commercial Energy of Montana Inc.	28,350.00
02/26/2024	California ISO (Settlement Invoices) CAISO	CAISO CRR period for 2/2/24 - 2/07/24	24,959.20
02/26/2024	City of Buena Park	Candy Caneland - Sponsorship	250.00
02/26/2024	Friedman, Gabriele	January expense reimbursement	161.18
02/26/2024	Grammarly, Inc.	Grammarly for business - annual subscription	2,610.00
02/26/2024	Hawaii State Tax Collector	Letter ID # L1333617792	322.29
02/26/2024	Maher Accountancy	February 2024 - Treasurer and Accounting Services({PO:1031}	21,000.00
02/26/2024	Orange County Printing Company	3% less envelopes (po: 1007)	3,066.00
02/26/2024	Reveille Inc.	January 2024 OCPA FY Marketing and PR Budget-- (po: 1025)	64,810.84
02/26/2024	SDRMA	March employee benefit charges	13,773.97
02/26/2024	The Assn of Women in Water, Energy, Environ	Membership application. Level: Individual Membership (Nonprofit/Govt/Not Affiliated) for Linda Kraemer	135.00
02/26/2024	The Energy Federation Inc.	Rebate (po:1026)	349.96
02/28/2024	Igoe (Med-iBank)	Medical and/or Dependent Care FSA Monthly Participation Fee	100.00
02/29/2024	Energy Development & Construction Corporation	December RECs purchases	10,476.00
02/29/2024	Southern California Edison (Non-Energy)	Mass enrollment fee & monthly service fees through December 2023 outstanding amount (po: 1020)	63,555.90
03/01/2024	US Bank Credit Card	Zoom - Recording services	338.90
03/01/2024	US Bank Credit Card	Stericycle - Shredding services	349.53
03/01/2024	US Bank Credit Card	Go to Com - Phone Forwarding Service for Call Center	337.02
03/01/2024	US Bank Credit Card	Dell - Wireless keyboards x 5	457.88
03/01/2024	US Bank Credit Card	Panini Kabob - Lunch with Barbara Delgleize	65.98
03/01/2024	US Bank Credit Card	Zoom - Recording Services	338.90
03/01/2024	US Bank Credit Card	Baekjeong Korean - OCPA goals lunch with chair	96.01
03/01/2024	US Bank Credit Card	Smith AI - Phone Forwarding Service For Call Center	235.00
03/01/2024	US Bank Credit Card	Google Suite - Social Media/YouTube account	12.00
03/01/2024	US Bank Credit Card	Paris Baguette - Board meeting	60.05
03/04/2024	ABM Industry Groups, LLC	March parking	780.00
03/04/2024	California ISO (Settlement Invoices) CAISO	CAISO CRR period for 2/8/24 - 2/14/24	25,431.89
03/04/2024	Clean Peaks Energy Services, LLC	Consultant services - January 2024 - (po:1027)	16,515.00
03/04/2024	Fullerton Mayor's Prayer Breakfast	Fullerton Mayor's Prayer Breakfast	1,000.00
03/04/2024	Jung, Fred	Expense reimbursement - Parking and cab expenses	72.00
03/04/2024	LBA IV-PPI, LLC	March 2024 Rent (PO:1030)	19,000.00
03/04/2024	Lee, Owen	Expense reimbursement from February 2023 to July 2023	2,763.80
03/04/2024	Maher Accountancy	Audit Assistance for Reporting period 2022/23 { (PO:1005)	15,000.00
03/04/2024	METHOD TECHNOLOGIES (INC)	Support Options - MS Suite and other software (po: 1022)	2,114.43
03/04/2024	Orange County Printing Company	County letters (po: 1007)	679.09
03/04/2024	Orange County Printing Company	Missing mailers (po:1007)	1,291.61
03/04/2024	Orange County Printing Company	County letters (po:1007)	1,003.75
03/05/2024	Calpine Energy Solutions	December 2023 services (po:1003)	213,587.26
03/07/2024	American Express	AMEX - Cash back credit	(24.44)
03/07/2024	American Express	Hawaiian Airlines - Transportation - February Board Meeting- Gabriele	676.17
03/07/2024	American Express	Uber Trip - Transportation	70.08
03/07/2024	American Express	Uber Trip - Transportation	38.93
03/07/2024	American Express	Amtrak Train - Transportation	119.00
03/07/2024	American Express	Lyft Trip - Transportation	85.00
03/07/2024	American Express	Uber Trip - Transportation	11.34
03/07/2024	American Express	Amtrak Train - Transportation	109.00
03/07/2024	American Express	Uber Trip - Transportation	18.88
03/07/2024	American Express	Sonesta - Hotel - Owen Lee	520.79
03/07/2024	American Express	Uber Trip - Transportation	41.94
03/07/2024	American Express	Uber Trip - Transportation	53.75
03/07/2024	American Express	Uber Trip - Transportation	8.06
03/07/2024	American Express	Sonesta - Hotel - Gabriele	848.50
03/07/2024	American Express	Hawaiian Airlines - Transportation - March Board Meeting- Gabriele	764.61
03/07/2024	American Express	Southwest Airlines - Transportation - Airticket to San Jose (From Santa Ana) - Leyna	365.97

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03/07/2024	American Express	Southwest Airlines - Transportation - Airticket to San Jose (From Santa Ana) - Agustin	365.97
03/07/2024	American Express	Southwest Airlines - Transportation - Airticket to San Jose (From San Diego) - Michelle	253.96
03/07/2024	American Express	Paris Baguette Irvine - Team Meeting - Breakfast	60.06
03/07/2024	American Express	Sheraton Grand Hotel Sacramento - Hotel - Lobby Days - Sacramento	324.48
03/07/2024	American Express	Paris Baguette Irvine - Team Meeting - Breakfast - Credit	(60.06)
03/07/2024	American Express	Ralph's - Snacks - CAC Meeting	72.10
03/07/2024	American Express	Southwest Airlines - Transportation - Flight Change	141.00
03/07/2024	American Express	Sheraton Grand Hotel Sacramento - Hotel	602.43
03/07/2024	American Express	Sheraton Grand Hotel Sacramento - Hotel	672.21
03/07/2024	American Express	Starbucks - Breakfast - Board Meeting	95.35
03/07/2024	American Express	Pizza Supreme Being - Lunch	127.06
03/07/2024	American Express	Syllabusx - Climate Change Preparedness Conference	2,570.00
03/07/2024	American Express	Signia San Jose - Hotel	14,684.00
03/07/2024	American Express	Sheraton Grand Hotel Sacramento - Hotel - Credit	(301.21)
03/07/2024	American Express	Georgie's Donuts - Breakfast - L&R and M&C Committee Meetings	34.40
03/07/2024	American Express	Amazon - Office Supplies	41.96
03/07/2024	American Express	Amazon - Office Supplies	26.93
03/07/2024	American Express	Amazon - Office Supplies	26.93
03/07/2024	American Express	Amazon - Office Supplies	264.86
03/07/2024	Igoe (Med-iBank)	Medical and/or Dependent Care FSA Monthly Participation Fee	14.85
03/07/2024	Lincoln Financial Group	3/7/24 Retirement debit 457B	5,722.41
03/07/2024	Lincoln Financial Group	3/7/24 Retirement debit 401A	18,530.42
03/11/2024	California ISO (Settlement Invoices) CAISO	CAISO CRR period for 2/15/24 - 2/22/24 & 3/1/23 - 3/31/23	16,527.63
03/13/2024	Best Best & Krieger	February 2024 - County withdrawal (po: 1002)	2,080.50
03/13/2024	Best Best & Krieger	February 2024 - Financial/power procurement (po: 1002)	1,743.00
03/13/2024	Best Best & Krieger	February 2024 - Special counsel (po: 1002)	2,988.00
03/13/2024	Best Best & Krieger	February 2024 - Huntington Beach withdrawal (po: 1002)	996.00
03/13/2024	Best Best & Krieger	February 2024 - General counsel (po: 1002)	10,774.00
03/13/2024	Best Best & Krieger	February 2024 - Regulatory CPUC (po: 1002)	6,950.00
03/13/2024	CITY OF BUENA PARK - UUT	February Utility User Tax	88,594.27
03/13/2024	CITY OF HUNTINGON BEACH - UUT	February Utility User Tax	295,765.57
03/13/2024	CITY OF IRVINE - UUT	February Utility User Tax	164,710.65
03/13/2024	Clean Peaks Energy Services, LLC	Consultant services - February 2024 - (po:1027)	11,287.50
03/13/2024	NewGen Strategies & Solutions, LLC	February 2024 - Financial & Economic Consulting services (po: 1028)	6,408.75
03/13/2024	North Orange County Chamber	2024 Fullerton State of the City Address & Luncheon	1,500.00
03/13/2024	Orange County Printing Company	County Letter mailing (po:1007)	34.57
03/13/2024	Orange County Printing Company	County Letter mailing (po:1007)	26.81
03/13/2024	Orange County Printing Company	Post enrolment envelopes (po:1007)	62.98
03/13/2024	Orange County Printing Company	County Letter mailing (po:1007)	894.45
03/13/2024	Orange County Printing Company	100% Renewable Letter mailing (po:1007)	27,906.00
03/13/2024	Orange County Public Affairs Association	Sponsorship Table of 8	600.00
03/13/2024	United States Postal Services (Trust/EPS Account)	Postage added to USPS Account	25,000.00
03/14/2024	SDRMA	April employee benefit charges	19,863.81
03/14/2024	US Bank Interest and Service Charges	March 2024 Monthly Analysis Charge	5,244.78
03/15/2024	Igoe (Med-iBank)	Medical and/or Dependent Care FSA Monthly Participation Fee	12.31
03/15/2024	Igoe (Med-iBank)	Medical and/or Dependent Care FSA Monthly Participation Fee	210.00
03/18/2024	California ISO (Settlement Invoices) CAISO	CAISO CRR period for 2/01/24 - 2/29/24	117,197.42
03/18/2024	The Energy Authority Inc. (CAISO and ENERGY)	CAISO period 2/23/24-2/29/24 & 11/22/23-11/30/23	65,432.48
03/20/2024	CPS HR Consulting	24-01 Orange County Power Authority-Chief Exec Officer Phases I - III - (po:1029)	30,000.00
03/20/2024	Marsh Landing, LLC	February Capacity Purchases	701,750.00
03/20/2024	Powerex	March Rec's	79,166.67
03/20/2024	Powerex	February Rec's	160,402.20
03/20/2024	Southern California Edison	February Capacity	514,621.70
03/21/2024	High Desert Power Project LLC	February Capacity	625,000.00
03/21/2024	Lincoln Financial Group	3/21/24 Retirement debit 457B	5,766.30
03/21/2024	Lincoln Financial Group	3/21/24 Retirement debit 401A	18,664.02
03/22/2024	Friedman, Gabriele	February expense reimbursement	172.74
03/22/2024	Maier Accountancy	March 2024 - Treasurer and Accounting Services { (PO:1031)	21,000.00
03/22/2024	OneOC	BP Collaborative Annual Membership	1,000.00
03/22/2024	Orange County Printing Company	Post enrolment envelopes (po:1007)	604.57
03/22/2024	Pacific Energy Advisors Inc.	February 2024 - Monthly Services (po: 1008)	40,160.68
03/22/2024	The Fullerton Collaborative	Membership - Fullerton Collaborative	1,450.00
03/25/2024	3PR Trading Inc.	Vintage 2023 RECS purchase	895,000.00
03/25/2024	Calpine Energy Services L.P.	February Capacity	309,750.00
03/25/2024	Constellation Energy Generation, LLC	January energy purchases	7,923,196.30
03/25/2024	Morgan Stanley Capital Group	November 2023 RECs	400,655.00
03/25/2024	Orange County Printing Company	Postage on county letters (po:1007)	673.94
03/25/2024	Orange County Printing Company	Sales tax on county letters (po:1007)	421.96
03/25/2024	Reveille Inc.	February 2024 OCPA FY Marketing and PR Budget-- (po: 1025)	65,286.14
03/25/2024	Shell Energy North America	January capacity purchases	504,500.00
03/25/2024	Shell Energy North America	January energy purchases	5,633,251.26
03/25/2024	Sunrise Power Company LLC	February capacity purchase	1,906,250.00
03/25/2024	The Energy Authority Inc. (CAISO and ENERGY)	CAISO period 3/01/24-3/07/24 & 12/01/23-12/07/23	339,749.16
03/25/2024	United Language Group, Inc.	OCPA Post-Enrollment Letters Multiple Languages translation service	4,400.65
03/26/2024	Fullerton Museum Center Association	Fullerton Museum Center Punk Exhibit & Mike Ness Day EventSponsorship	5,000.00
03/26/2024	Igoe (Med-iBank)	Medical and/or Dependent Care FSA Monthly Participation Fee	9.79
03/27/2024	ABM Industry Groups, LLC	April parking	780.00
03/27/2024	BRAUN BLAISING & WYNNE, P.C.	February - Fractional share of the Joint CCA BioMAT Invoice	982.46
03/27/2024	LBA IV-PPI, LLC	April 2024 Rent (PO:1030)	19,000.00
03/27/2024	Orange County Business Council	Bronze Level Annual Investment - (02/24 to 01/25)	2,500.00
03/27/2024	Orange County Printing Company	HB 60 day NEM return notices (po:1007)	2,838.13
03/27/2024	The Energy Federation Inc.	February Rebate (po:1026)	93.00
03/28/2024	Igoe (Med-iBank)	Medical and/or Dependent Care FSA Monthly Participation Fee	100.00
03/29/2024	Energy Development & Construction Corporation	January 2024 RECs purchases	14,166.00
03/29/2024	Igoe (Med-iBank)	Medical and/or Dependent Care FSA Monthly Participation Fee	1.35
SUBTOTAL			59,876,314.56

1/4/2024	December 16 - 31 -Paychex Service Fee	221.10
1/4/2024	December 16 - 31 - Payroll Taxes	19,402.99
1/4/2024	December 16 - 31 -Salaries, Wages, Fringe Benefits	56,404.62
1/19/2024	January 1 - 15 - Payroll Taxes	22,569.18
1/19/2024	January 1 - 15 -Paychex (Futa Payroll Taxes)	846.71
1/19/2024	January 1 - 15 -Salaries, Wages, Fringe Benefits	67,508.64

Orange County Power Authority
PAYMENTS ISSUED JANUARY 1, 2024 THROUGH MARCH 31, 2024

2/5/2024	January 16-31 - Payroll Taxes	17,359.13
2/5/2024	January 16-31 - Paychex Service Fee	259.30
2/5/2024	January 16-31 - Salaries, Wages, Fringe Benefits	58,495.23
2/20/2024	February 1-15 - Paychex Service Fee	433.25
2/20/2024	February 1-15 - Payroll Taxes	25,120.98
2/20/2024	February 1-15 - Salaries, Wages, Fringe Benefits	73,068.75
3/5/2024	February 16-29 - Salaries, Wages, Fringe Benefits	62,171.08
3/5/2024	February 16-29 - Payroll Taxes	18,504.77
3/5/2024	February 16-29 - Paychex Service Fee	193.50
3/19/2024	March 1 - 15 - Paychex Service Fee	379.35
3/19/2024	March 1 - 15 - Payroll Taxes	22,338.14
3/19/2024	March 1 - 15 - Salaries, Wages, Fringe Benefits	72,216.62
	SUBTOTAL	517,493.34

ORANGE COUNTY POWER AUTHORITY
Staff Report – Item 9.1

To: Orange County Power Authority Board of Directors

From: Tiffany Law, Chief Financial Officer
Owen Lee, Director of Finance & Data Analytics

Approved By: Joe Mosca, Chief Executive Officer

Subject: APPROVAL OF REVISED OCPA SALARY GRADES AND EMPLOYEE SALARY RANGES

Date: May 21, 2024

RECOMMENDED ACTION

Approve the revised OCPA Salary Grades and Employee Salary Ranges as proposed in Attachment 1.

BACKGROUND

On December 13, 2022, the Board approved the first OCPA Employee Salary Ranges. The maximum salary (control point) was generally benchmarked against the mid-point salary value from the Clean Power Alliance's (CPA) 2020 salary survey, which was conducted by Mercer, a leading Human Resources and Compensation consulting firm. This benchmarking also accounted for variations in job responsibilities.

In August 2023, OCPA, in collaboration with four other Community Choice Aggregators (CCAs) - Central Coast Community Energy, San Diego Community Power, Sonoma Clean Power, and Peninsula Clean Energy - engaged Mercer for a special project: the CCA 2023 Custom Compensation Survey Study. The purpose of this study was to analyze and update OCPA's Employee Salary Ranges and Benefits Program to ensure competitiveness across CCAs and various industries. This effort aims to attract and retain talented staff. In early February 2024, Mercer finalized their survey study report for OCPA. It is important to note that OCPA salaries were initially determined based on another CCA's 2020 mid-point salary level. Due to inflation and shifts in the current job market, salaries have increased significantly in recent years. It is now an employee-driven market, and finding and retaining qualified candidates, especially for more technical positions, has become particularly challenging. Moreover, retaining our dedicated and hardworking team members is crucial, as the time and cost of training and replacing them are significant, resulting in a loss of experience and productivity. Given these factors, it is imperative that OCPA adjusts its salary ranges according to the latest market trends to maintain its competitive edge.

On April 30, 2024, the Board approved the OCPA Salary Grade and Employee Salary Range as proposed for the Director of Power Resources position (Grade PW5) only. The remaining positions will be addressed after the Budget and Finance Ad Hoc Committee reviews the figures. The Board also approved updates and revisions to the OCPA Employee Benefits Program and modifications to OCPA's Employee Personnel Policies Manual.

On May 12, 2024, staff discussed the OCPA Salary Grades and Employee Salary Ranges with the Budget and Finance Ad Hoc Committee (Committee) and obtained their feedback. The following are the proposed revisions:

1. Removed four potential salary grades and employee ranges for future Directors, as listed below. Staff will return to the board with justifications for approval when the agency needs to hire those directors.

Grade	Functional Area Role	Salary Range Minimum (in '000)	Salary Range Maximum (in '000)
CS5	Customer Service/Care - Director	\$126.9	\$198.3
HA5	HR/Administration - Director	\$139.2	\$217.5
RA5	Regulatory Affairs - Director	\$165.1	\$258.0
DT5	Technology/Data - Director	\$162.8	\$254.4

2. Created a special salary grade (FB5: Finance/Business Intelligence/Data – Director) with a 70% salary range spread to establish the minimum salary range for OCPA’s Director of Finance and Data Analytics position. This adjustment acknowledges the actual roles and responsibilities that exceed the defined market parameters by 20%, reflecting a combination of finance and business intelligence/data functional areas.
3. Reclassified OCPA’s Senior HR Analyst to salary grade HA3: HR/Administration - Senior Professional. To maintain morale, staff proposed retaining the current board-approved maximum salary level for this role, which exceeds Mercer’s suggested maximum for this position.
4. Due to its uniqueness, a standalone salary grade (BC3: Board Clerk – Senior Professional) was created for OCPA’s Board Clerk & Assistant to the CEO position, a role that exists exclusively in CCAs and the Public Sector. On May 14, 2024, staff obtained the updated 50th percentile Total Cash Compensation (TCC) benchmark for the Public Sector from Mercer’s advisor (as shown below). Staff proposed keeping the current board-approved maximum salary level for this role, as it exceeds Mercer’s suggested maximum for this position.

Public Sector						
	Base			TCC		
	25th	50th	75th	25th	50th	75th
Original Data	\$85.4	\$95.4	\$115.9	\$85.4	\$95.4	\$116.1
Data w. 20% Premium	\$102.51	\$114.49	\$139.13	\$102.51	\$114.49	\$139.37

5. Renamed Mercer’s functional area from ‘Technology/Data’ to ‘Business Intelligence/Data’ to reflect the nature of the data analytics and data warehouse system development and maintenance work more accurately.
6. Removed the IT Specialist, an approved FY23/24 full-time position, from the proposed staffing plan for FY24/25, as this role was outsourced to an IT consulting firm, SDI Presence, in March 2024.
7. Staff incorporated the feedback and revised the proposed OCPA Salary Grade and Employee Salary Range. The number of roles retaining their current board-approved maximum salary level has increased from six to seven. The proposed salary grades will be reduced from 33 to 30. Of these, 20 salary grades are currently in use, leaving 10 salary grades available for future positions.

ANALYSIS AND DISCUSSION

OCPA is committed to delivering high levels of renewable energy and impactful programs at competitive rates. Overseeing annual net revenues exceeding \$382 million, OCPA adeptly manages the market risks inherent in the sector. The agency's agility is a testament to its proficiency in navigating the complexities of the ever-evolving energy industry, marked by intricate political and regulatory landscapes. This dynamic capability is bolstered by OCPA's strategic analysis of over 250 million rows of hourly data from extensive datasets, derived from more than 260,000 meters annually. With a focus on efficiency and expertise, OCPA operates with a highly specialized, compact team. For the fiscal year 2023/24, the amended staffing expenses, including benefits, are projected to account for merely 1% of net revenue, illustrating the agency's lean operational model. Notably, OCPA is free from the burden of long-term pension liabilities.

Mercer's Key Methodology

The study covers 39 roles within 8 functional areas. With the exception of executive roles, each functional area comprises levels of Director, Manager, and Professional, with the latter including Expert, Senior, Intermediate, and/or Entry levels. The functional areas covered are:

1. Executive
2. Customer Service/Care
3. Finance
4. Human Resources/Administration
5. Marketing/Program Management
6. Power
7. Regulatory Affairs
8. Technology/Data

The scope for executive roles includes industry, size (0.5x to 2.0x revenue), and geography. Non-executive roles are scoped based on industry and geography, without considering size.

Comparison of OCPA with four markets:

1. CCAs – Analysis based on customer data from the six participating CCAs¹.
2. General Industry – Utilization of survey data published by Mercer.
3. Energy/Utilities – Utilization of survey data published by Mercer.
4. Public Sector – Utilization of survey data published by Mercer.

Compensation market data comprises:

1. Base salary.
2. Total Cash Compensation (TCC), including base salary and short-term incentives, such as bonuses.
3. Benefits, covering retirement savings, health group plans, paid leave, and life and disability insurance coverage.

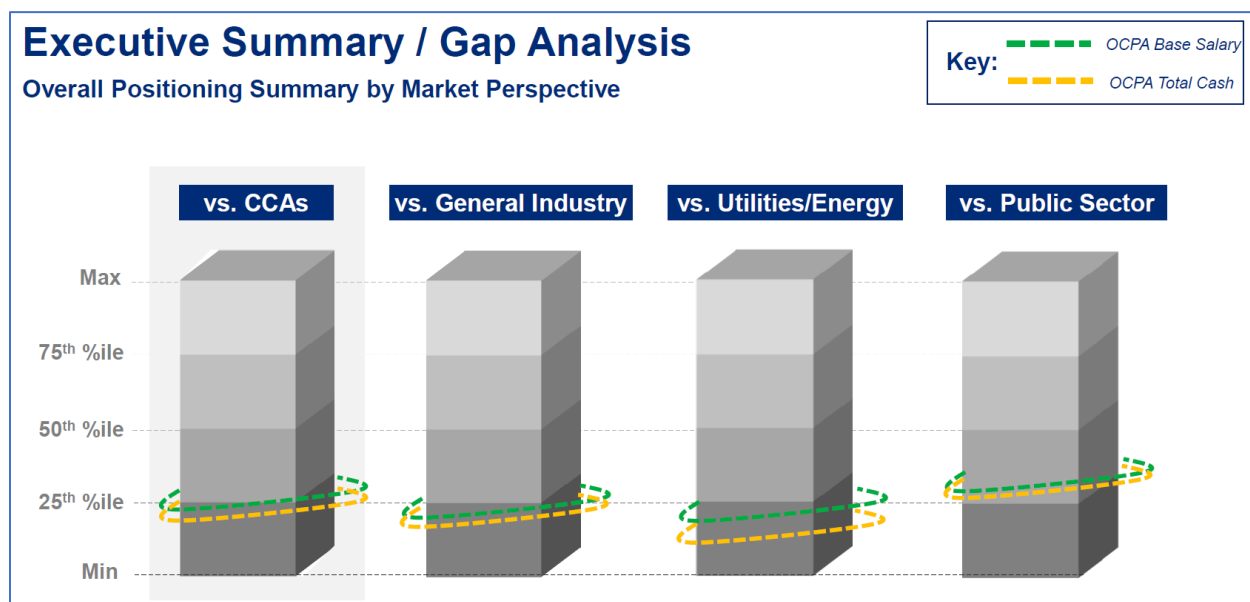
Mercer's Benchmarking Assessment Summary – Base Salary and TCC

Mercer benchmarked 15 OCPA positions, comparing OCPA's compensation to market data. This data is customized to each employee's actual roles and responsibilities, which may be scoped slightly lower or above the defined market parameters. Complete results of the compensation portion of the study are provided in Mercer's CCA 2023 Custom Compensation Survey Study (Attachment 2).

¹ Central Coast Community Energy, San Diego Community Power, Sonoma Clean Power, Peninsula Clean Energy, Clean Power Alliance, and Ava Community Energy.

- **CCAs:** On average, OCPA's base salary and TCC fall slightly below the 25th percentile compared to other CCAs. Variation exists by functional area, job, and individual employee, which may be justified by differences in experience, qualifications, or performance.
- **General Industry:** Similar to the CCAs market, OCPA's base salary and TCC fall slightly below the 25th percentile compared to other general industry entities. While the base salary is competitive for most functional areas, OCPA's overall base salary is 15-20% below the market median, primarily due to below-market executive pay. Its TCC is also less competitively positioned.
- **Energy/Utilities:** OCPA's base salary and TCC fall substantially below the 25th percentile compared to other entities within the energy/utilities sector. The base salary is 15-20% below the market median, and its TCC is less competitively positioned.
- **Public Sector:** OCPA's base salary and TCC are slightly above the 25th percentile compared to other public sector entities. Despite OCPA's base salary being at or above the market for most functional areas, its overall base salary is 15-20% below the market median, primarily due to below-market executive pay.

The chart below summarizes the benchmarking results, clearly showing that OCPA struggles to compete for talent, with its base salary and TCC predominantly placing around the 25th percentile across four markets.



OCPA's Proposed Salary Grades and Ranges

Establishing OCPA's Salary Grades ensures equitable and transparent compensation, with each position assigned to a specific salary grade. This strategy enhances recruitment and retention by offering clear career progression paths. It simplifies salary administration and aligns with market standards, thereby motivating employees with clear advancement opportunities and performance incentives, supporting OCPA's objectives and growth.

Following the review of Mercer's survey study and feedback from Mercer's Advisor, OCPA's proposed salary range methodology is outlined as follows:

- The high end, or maximum, of the salary range is determined by the highest 50th percentile of TCC from appropriate industry benchmarks, excluding exceptionally high or outlier benchmarks.

- The low end, or minimum, of the salary range² is based on the CPA's 2023 Salary Range Spread percentages, with C-level, Power Director, and Finance and Business Intelligence/Data Director positions at 70%, Directors at 56%, and Manager/Professional at 44%.
- To maintain morale, staff proposed maintaining the current board-approved maximum salary level for seven roles whose current salary maximum exceeds Mercer's proposed maximum for these roles.
- The proposed ranges utilize TCC benchmarks from appropriate industries instead of base salary benchmarks, thus eliminating the need to design a short-term incentive or bonus structure.
- Mercer's Median Deviation Summary data is utilized for the existing 15 OCPA positions.
- Mercer's Compensation Market data is utilized for vacant or future OCPA positions.

This methodology establishes a framework for equitable and consistent compensation decisions. It recognizes the unique expertise of many OCPA employees and facilitates career advancement opportunities. Specifically tailored to meet OCPA's requirements, this flexible and sustainable structure supports the agency's growth and transformation.

The chart below shows the proposed 30 salary grades, including their ranges, salary range spreads, and the appropriate industry benchmarks, as derived from Mercer's survey study results. Currently, 20 of these salary grades are in use (highlighted in yellow), leaving 10 salary grades available for future positions. A detailed chart, including the board-approved 25 full-time equivalents (FTEs) for FY2023/24, is included in the attached Proposed OCPA Salary Grades and Employee Salary Ranges (Attachment 1).

² Minimum = Maximum / (1 + Salary Range Spread)

			Salary Range (in '000)		Range Spread	Appropriate Industry Benchmarks
	Grade	Functional Area Role	Minimum	Maximum	%	
1	CEO	Chief Executive Officer	Board Negotiation		70%	Note: Based on CCA and Public Sector markets analysis, the proposed salary range for the CEO Grade is \$396.8k to 674.5k.
2	CFO	Chief Financial Officer	\$ 262.4	\$ 446.0	70%	CCA and Public Sector markets only
3	COO	Chief Operating Officer	\$ 210.3	\$ 357.5	70%	CCA and Public Sector markets only
4	CS4	Customer Service/Care - Manager	\$ 114.0	\$ 164.2	44%	All 4 markets
5	CS2	Customer Service/Care - Intermediate Professional	\$ 86.0	\$ 123.9	44%	All 4 markets
6	CS1	Customer Service/Care - Entry Professional	\$ 59.7	\$ 85.9	44%	All 4 markets
7	FB5	Finance/Business Intelligence/Data - Director	\$ 176.5	\$ 300.0	70%	All 4 markets
8	FN4	Finance - Manager	\$ 139.0	\$ 200.2	44%	All 4 markets
9	FN3	Finance - Senior Professional	\$ 104.5	\$ 150.5	44%	All 4 markets
10	FN2	Finance - Intermediate Professional	\$ 72.6	\$ 104.5	44%	All 4 markets
11	HA4	HR/Administration - Manager	\$ 110.4	\$ 159.0	44%	CCA, General Industry, and Public Sector markets only
12	HA3	HR/Administration - Senior Professional	\$ 100.2	\$ 144.3	44%	OCA Current Salary Range
13	HA2	HR/Administration - Intermediate Professional	\$ 66.9	\$ 96.3	44%	CCA, General Industry, and Public Sector markets only
14	HA1	HR/Administration - Entry Professional	\$ 55.3	\$ 79.6	44%	CCA, General Industry, and Public Sector markets only
15	BC3	Board Clerk - Senior Professional	\$ 87.2	\$ 125.6	44%	OCA Current Salary Range
16	MP5	Marketing/Program Management - Director	\$ 155.5	\$ 242.9	56%	OCA Current Salary Range
17	MP4	Marketing/Program Management - Manager	\$ 147.3	\$ 212.1	44%	All 4 markets
18	MP3	Marketing/Program Management - Senior Professional	\$ 115.3	\$ 166.1	44%	OCA Current Salary Range
19	MP2	Marketing/Program Management - Intermediate Professional	\$ 87.2	\$ 125.6	44%	OCA Current Salary Range
20	MP1	Marketing/Program Management - Entry Professional	\$ 74.4	\$ 107.2	44%	All 4 markets
21	PW5	Power - Director/Executive	\$ 188.8	\$ 320.9	70%	CCA market only
22	PW4	Power - Manager	\$ 154.0	\$ 221.7	44%	CCA market only
23	PW3	Power - Senior Professional	\$ 128.8	\$ 185.5	44%	CCA market only
24	PW2	Power - Intermediate Professional	\$ 96.7	\$ 139.2	44%	CCA market only
25	RA4	Regulatory Affairs - Manager	\$ 131.7	\$ 189.6	44%	CCA, General Industry, and Public Sector markets only
26	RA3	Regulatory Affairs - Senior Professional	\$ 100.2	\$ 144.3	44%	OCA Current Salary Range
27	BD4	Business Intelligence/Data - Manager	\$ 144.7	\$ 208.3	44%	All 4 markets
28	BD3	Business Intelligence/Data - Senior Professional	\$ 115.5	\$ 166.3	44%	All 4 markets
29	BD2	Business Intelligence/Data - Intermediate Professional	\$ 100.2	\$ 144.3	44%	OCA Current Salary Range
30	BD1	Business Intelligence/Data - Entry Professional	\$ 64.2	\$ 92.4	44%	All 4 markets
		20 salary grades are in use				

FISCAL IMPACT

The proposed actions on OCPA salary grades and employee salary ranges provide a framework for equity and performance-related salary increases. However, they are not anticipated to have a fiscal impact on staffing costs for FY 2023/24, as the current actual staffing costs are lower than the approved amended budget, due to slower-than-expected hiring.

Staff will incorporate projections for annual staffing costs in the upcoming FY2024/25 budget development, set for Board approval in June 2024. These projections will account for potential cost-of-living adjustments, recruitment of newly approved headcounts, the full-year financial effects of existing staff, merit-based salary increases, and changes in employee benefit costs driven by labor policies and market conditions.

ATTACHMENT

1. Proposed OCPA Salary Grades and Employee Salary Ranges (Revised)
2. Mercer's CCA 2023 Custom Compensation Survey Study

Proposed OCPA Salary Grades and Employee Salary Ranges (Revised)

				Salary Range (in '000)		Range Spread	Appropriate Industry Benchmarks
	Grade	Functional Area Role	Approved 25 OCPA Positions for FY23/24	Minimum	Maximum	%	
1	CEO	Chief Executive Officer	Chief Executive Officer	Board Negotiation		70%	Note: Based on CCA and Public Sector markets analysis, the proposed salary range for the CEO Grade is \$396.8k to 674.5k.
2	CFO	Chief Financial Officer	Chief Financial Officer	\$ 262.4	\$ 446.0	70%	CCA and Public Sector markets only
3	COO	Chief Operating Officer	Chief Operating Officer	\$ 210.3	\$ 357.5	70%	CCA and Public Sector markets only
4	CS4	Customer Service/Care - Manager		\$ 114.0	\$ 164.2	44%	All 4 markets
5	CS2	Customer Service/Care - Intermediate Professional	Community Engagement Manager	\$ 86.0	\$ 123.9	44%	All 4 markets
6	CS1	Customer Service/Care - Entry Professional		\$ 59.7	\$ 85.9	44%	All 4 markets
7	FB5	Finance/Business Intelligence/Data - Director	Director of Finance & Data Analytics	\$ 176.5	\$ 300.0	70%	All 4 markets
8	FN4	Finance - Manager	Finance Manager	\$ 139.0	\$ 200.2	44%	All 4 markets
9	FN3	Finance - Senior Professional	Financial & Administrative Analyst	\$ 104.5	\$ 150.5	44%	All 4 markets
10	FN2	Finance - Intermediate Professional		\$ 72.6	\$ 104.5	44%	All 4 markets
11	HA4	HR/Administration - Manager		\$ 110.4	\$ 159.0	44%	CCA, General Industry, and Public Sector markets only
12	HA3	HR/Administration - Senior Professional	Senior HR Analyst	\$ 100.2	\$ 144.3	44%	OCPA Current Salary Range
13	HA2	HR/Administration - Intermediate Professional		\$ 66.9	\$ 96.3	44%	CCA, General Industry, and Public Sector markets only
14	HA1	HR/Administration - Entry Professional	Administrative Assistant	\$ 55.3	\$ 79.6	44%	CCA, General Industry, and Public Sector markets only
15	BC3	Board Clerk - Senior Professional	Board Clerk & Assistant to the CEO	\$ 87.2	\$ 125.6	44%	OCPA Current Salary Range
16	MP5	Marketing/Program Management - Director	Director of Communications & External Affairs	\$ 155.5	\$ 242.9	56%	OCPA Current Salary Range
17	MP4	Marketing/Program Management - Manager		\$ 147.3	\$ 212.1	44%	All 4 markets
18	MP3	Marketing/Program Management - Senior Professional	Management Analyst	\$ 115.3	\$ 166.1	44%	OCPA Current Salary Range
19	MP2	Marketing/Program Management - Intermediate Professional	Energy Programs Analyst	\$ 87.2	\$ 125.6	44%	OCPA Current Salary Range
20	MP1	Marketing/Program Management - Entry Professional		\$ 74.4	\$ 107.2	44%	All 4 markets
21	PW5	Power - Director/Executive	Director of Power Resources	\$ 188.8	\$ 320.9	70%	CCA market only
22	PW4	Power - Manager	Trading Manager	\$ 154.0	\$ 221.7	44%	CCA market only
23	PW3	Power - Senior Professional	Risk Management / Energy Contract & Compliance Analyst	\$ 128.8	\$ 185.5	44%	CCA market only
24	PW2	Power - Intermediate Professional		\$ 96.7	\$ 139.2	44%	CCA market only
25	RA4	Regulatory Affairs - Manager	Regulatory & Legislative Manager	\$ 131.7	\$ 189.6	44%	CCA, General Industry, and Public Sector markets only
26	RA3	Regulatory Affairs - Senior Professional	External Affairs Manager (x2)	\$ 100.2	\$ 144.3	44%	OCPA Current Salary Range
27	BD4	Business Intelligence/Data - Manager	Rates & Billing Operations / Data & Systems Manager	\$ 144.7	\$ 208.3	44%	All 4 markets
28	BD3	Business Intelligence/Data - Senior Professional		\$ 115.5	\$ 166.3	44%	All 4 markets
29	BD2	Business Intelligence/Data - Intermediate Professional	Data Analyst (x2) / Data & Systems Analyst	\$ 100.2	\$ 144.3	44%	OCPA Current Salary Range
30	BD1	Business Intelligence/Data - Entry Professional		\$ 64.2	\$ 92.4	44%	All 4 markets
		20 salary grades are in use					

Community Choice Aggregator (CCA) 2023 Custom Compensation Survey Results

Prepared for **Orange County Power Authority**

January 2024

CCA Custom Compensation Survey

Enclosed is the 2023 CCA Custom Compensation Survey. This custom survey provides data on the current compensation and benefits in positions among selected community choice aggregator organizations. The survey also provides market perspective data for General Industry, the Utilities/Energy Industry, and the Public Sector.

Thank you for your participation. If you have any questions, please contact Joe Ziomek or Phil Wagner.

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About Mercer

Mercer delivers advice and technology-driven solutions that help organizations meet the health, wealth and career needs of a changing workforce. Whether it's helping companies prepare for the future of work, designing affordable, accessible health outcomes or helping to enable financial security for life, Mercer is making a difference in the lives of more than 115 million people every day, through three lines of business: Health—delivering innovative solutions that address the health and wellness needs of our clients and their employees; Wealth— driving better outcomes for our clients, for people and for society; and Career—helping organizations design and execute sophisticated workforce strategies.

Mercer has 25,000+ colleagues located in 170+ offices globally serving Clients in 130 countries.

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Survey Information

- Participant List
- Job List
- Key Methodology Notes (*full methodology detail is in appendix*)

Survey Information

Participants



The 2023 custom survey covers 39 roles across 8 job families

Executive	Power	Regulatory Affairs	Marketing / Program Management
1. Chief Executive Officer 2. Chief Financial Officer 3. Chief Operations Officer 4. General Counsel 5. Chief Administration Officer 28. Chief Communications Officer	6. Director 7. Manager 8. Expert Professional 9. Senior Professional 10. Intermediate Professional	11. Director 37. Manager 12. Attorney 13. Senior Professional	14. Director 15. Manager 29. Expert Professional 30. Senior Professional 16. Intermediate Professional 17. Entry Professional
Customer Service / Care	HR / Administration	Technology / Data	Finance
18. Director 38. Manager 19. Intermediate Professional 20. Entry Professional	21. Director 39. Manager 22. Senior Professional – (Board Clerk / Executive Assistant) 23. Intermediate Professional – (Administrative Assistant) 31. Entry Professional	32. Director 24. Manager 25. Senior Professional 33. Intermediate Professional 34. Entry Professional	26. Director 35. Manager 36. Senior Professional 27. Intermediate Professional

*Jobs in **bold** are new additions from the previous study

Survey Information

Key Methodology Notes

- Mercer has gathered compensation and benefits data from four market perspectives:
 1. A custom analysis of data provided by the seven participating CCAs
 2. General industry data from Mercer published survey sources
 3. Energy/utilities industry data from Mercer published survey sources
 4. Public sector data from Mercer published survey sources
- Additional compensation benchmarking notes:
 - Executive roles are scoped by the four industries noted above, by size (0.5x – 2.0x revenue) and by geography
 - Non-executive roles are scoped by industry and geography (no size)
 - The report includes market data for base salary and total cash compensation (TCC = base salary plus short-term incentives)
 - Date is effective July 1, 2024
- This report draft also includes a BVA (benefits valuation analysis) comparison to all four market perspectives

All market compensation data in this report has been customized for the report participant according to the above-described scoping (i.e. the market data will differ between each participant's report due to size and geography variation)

Compensation Market Data

- This section contains market compensation data, by job, for the following elements:
 - Number of survey observations
 - Median Short-term Incentive (“STI”) eligibility
 - Base Salary 25th, 50th and 75th percentiles
 - Total Cash Compensation 25th, 50th and 75th percentiles
- These data points are provided for all 39 survey jobs and all four perspectives, where available
- In some cases, insufficient data are available for a specific job or perspective
 - For the custom CCA perspective, three (3) data points are required to show average/mean; four (4) data points are required to show median; five (5) are required to show 25th and 75th percentiles
 - For the published survey perspectives, two additional data points are required for each comparison

Compensation Market Data: Executive

Job Title	CCA Perspective									
	CCA	Obs*	Base Salary				TCC			
			25th	Avg.	50th	75th	25th	Avg.	50th	75th
Chief Executive Officer	7	7	\$371.2	\$404.8	\$410.1	\$443.1	\$371.2	\$406.3	\$410.1	\$443.1
Chief Financial Officer	5	5	\$305.2	\$329.0	\$312.8	\$317.5	\$305.2	\$331.0	\$312.8	\$317.5
Chief Operations Officer	6	6	\$324.8	\$346.8	\$335.0	\$349.4	\$324.8	\$359.0	\$341.9	\$389.8
General Counsel	1	1	-	-	-	-	-	-	-	-
Chief Administration Officer	1	1	-	-	-	-	-	-	-	-
Chief Communications Officer	1	1	-	-	-	-	-	-	-	-

CCA: Number of CCA's reporting. Obs: Number of CCA observations / employees reported.

Job Title	General Industry								Utilities / Energy								Public Sector							
	Obs	Base Salary			STI Elig % 50th	TCC			Obs	Base Salary			STI Elig % 50th	TCC			Obs	Base Salary			STI Elg % 50th	TCC		
		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th
Chief Executive Officer	49	\$578.9	\$674.9	\$838.9	61.0%	\$578.9	\$810.5	\$992.1	8	\$453.9	\$534.9	\$639.9	25.0%	\$453.9	\$624.6	\$836.9	16	\$460.2	\$653.6	\$791.3	13.0%	\$460.2	\$674.5	\$1,005.6
Chief Financial Officer	72	\$347.4	\$434.9	\$506.6	71.0%	\$376.7	\$472.9	\$578.5	11	\$324.3	\$368.6	\$459.3	36.0%	\$330.5	\$421.6	\$476.1	21	\$291.6	\$405.4	\$545.1	10.0%	\$291.6	\$405.4	\$573.5
Chief Operations Officer	41	\$383.9	\$445.8	\$518.7	68.0%	\$390.7	\$465.6	\$587.3	5	-	\$393.4	-	20.0%	-	\$393.4	-	7	\$345.6	\$357.5	\$498.0	57.0%	\$345.6	\$357.5	\$590.2
General Counsel	23	\$325.1	\$411.0	\$509.5	83.0%	\$347.4	\$421.2	\$633.3	7	\$320.6	\$364.2	\$402.6	57.0%	\$341.2	\$398.4	\$562.3	8	\$357.6	\$431.9	\$577.8	-	\$381.1	\$486.0	\$577.8
Chief Administration Officer	7	\$269.4	\$296.0	\$344.5	71.0%	\$295.3	\$343.1	\$585.7	7	\$296.8	\$368.7	\$481.4	71.0%	\$299.1	\$664.7	\$842.5	5	-	\$395.6	-	60.0%	-	\$395.6	-
Chief Communications Officer	16	\$200.4	\$223.9	\$256.8	81.0%	\$242.0	\$268.8	\$345.7	5	-	\$258.8	-	60.0%	-	\$320.7	-	6	-	\$350.5	-	17.0%	-	\$350.5	-

All values shown in \$'000s



Compensation Market Data: Customer Service / Care

Job Title	CCA Perspective									
	CCA	Obs*	Base Salary				TCC			
			25th	Avg.	50th	75th	25th	Avg.	50th	75th
Customer Service / Care Director	3	4	-	\$200.1	-	-	-	\$203.5	-	-
Customer Service / Care Manager	1	1	-	-	-	-	-	-	-	-
Customer Service / Care Intermediate Professional	4	5	-	\$113.7	\$115.5	-	-	\$113.7	\$115.5	-
Customer Service / Care Entry Professional	2	2	-	-	-	-	-	-	-	-

CCA: Number of CCA's reporting. Obs: Number of CCA observations / employees reported.

Job Title	General Industry								Utilities / Energy								Public Sector							
	Obs	Base Salary			STI Elig % 50th	TCC			Obs	Base Salary			STI Elig % 50th	TCC			Obs	Base Salary			STI Elig % 50th	TCC		
		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th
Customer Service / Care Director	1,141	\$142.6	\$171.6	\$201.5	81.0%	\$150.5	\$183.3	\$227.1	26	\$181.5	\$191.3	\$217.0	50.0%	\$185.8	\$198.3	\$226.9	76	-	\$101.8	-	-	-	\$101.8	-
Customer Service / Care Manager	2,948	\$99.3	\$120.1	\$145.5	71.0%	\$103.3	\$127.8	\$157.8	151	\$129.1	\$141.6	\$161.8	97.0%	\$149.7	\$164.2	\$191.5	76	-	\$84.8	-	-	-	\$84.8	-
Customer Service / Care Intermediate Professional	8,802	\$81.9	\$97.3	\$114.1	50.0%	\$88.8	\$105.7	\$132.6	454	\$96.1	\$117.1	\$145.1	66.0%	\$101.4	\$123.9	\$151.2	8	-	-	-	-	-	-	-
Customer Service / Care Entry Professional	1,760	\$69.2	\$79.5	\$94.1	59.0%	\$73.0	\$82.3	\$101.8	52	\$70.4	\$79.4	\$100.6	87.0%	\$72.6	\$85.9	\$106.6	-	-	-	-	-	-	-	-

All values shown in \$'000s

Compensation Market Data: Finance

Job Title	CCA Perspective									
	CCA	Obs*	Base Salary				TCC			
			25th	Avg.	50th	75th	25th	Avg.	50th	75th
Finance Director	3	3	-	\$206.4	-	-	-	\$209.8	-	-
Finance Manager	3	3	-	\$161.8	-	-	-	\$167.3	-	-
Finance Senior Professional	4	7	-	\$177.9	\$150.5	-	-	\$177.9	\$150.5	-
Finance Intermediate Professional	5	7	\$96.5	\$102.5	\$104.5	\$107.6	\$96.5	\$104.3	\$104.5	\$107.9

CCA: Number of CCA's reporting. Obs: Number of CCA observations / employees reported.

Job Title	General Industry								Utilities / Energy								Public Sector							
	Obs	Base Salary			STI Elig % 50th	TCC			Obs	Base Salary			STI Elig % 50th	TCC			Obs	Base Salary			STI Elig % 50th	TCC		
		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th
Finance Director	2,979	\$163.3	\$185.9	\$210.8	69.0%	\$169.4	\$196.7	\$228.2	348	\$196.5	\$215.6	\$241.5	91.0%	\$212.6	\$250.3	\$296.1	91	\$175.2	\$189.4	\$202.2	2.0%	\$175.2	\$189.4	\$202.2
Finance Manager	2,979	\$142.0	\$161.7	\$183.3	69.0%	\$147.3	\$171.1	\$198.5	444	\$155.3	\$174.5	\$201.1	89.0%	\$164.7	\$200.2	\$237.7	556	\$131.7	\$151.0	\$174.3	9.0%	\$131.7	\$151.0	\$175.8
Finance Senior Professional	2,640	\$108.4	\$120.8	\$137.6	54.0%	\$110.5	\$123.4	\$142.0	944	\$110.1	\$119.8	\$133.3	83.0%	\$117.3	\$129.2	\$145.3	1,251	\$94.4	\$106.1	\$115.4	15.0%	\$94.4	\$106.4	\$115.9
Finance Intermediate Professional	2,834	\$83.4	\$93.9	\$104.9	42.0%	\$84.0	\$95.2	\$106.9	487	\$87.2	\$94.6	\$103.0	77.0%	\$92.0	\$100.7	\$109.8	1,267	\$79.9	\$88.0	\$98.2	8.0%	\$79.9	\$88.3	\$98.4

All values shown in \$'000s

Compensation Market Data: HR / Administration

Job Title	CCA Perspective									
	CCA	Obs*	Base Salary				TCC			
			25th	Avg.	50th	75th	25th	Avg.	50th	75th
HR / Administration Director	5	5	\$189.7	\$207.5	\$213.9	\$229.8	\$213.9	\$215.0	\$217.5	\$229.8
HR / Administration Manager	2	3	-	-	-	-	-	-	-	-
HR / Administration Senior Professional	4	7	-	\$119.1	\$118.0	-	-	\$121.9	\$118.0	-
HR / Administration Intermediate Professional	4	7	-	\$83.5	\$80.6	-	-	\$85.0	\$83.8	-
HR / Administration Entry Professional	4	6	-	\$69.7	\$69.2	-	-	\$70.4	\$70.8	-

CCA: Number of CCA's reporting. Obs: Number of CCA observations / employees reported.

Job Title	General Industry								Utilities / Energy								Public Sector							
	Obs	Base Salary			STI Elig % 50th	TCC			Obs	Base Salary			STI Elig % 50th	TCC			Obs	Base Salary			STI Elig % 50th	TCC		
		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th
HR / Administration Director	2,524	\$172.0	\$194.6	\$222.1	77.0%	\$181.2	\$210.9	\$251.3	253	\$182.8	\$212.2	\$239.6	82.0%	\$196.4	\$246.8	\$301.9	59	\$146.0	\$190.9	\$215.9	34.0%	\$146.0	\$197.1	\$218.0
HR / Administration Manager	4,345	\$131.3	\$150.4	\$171.4	72.0%	\$135.8	\$159.0	\$186.1	358	\$136.6	\$161.3	\$183.1	88.0%	\$145.2	\$179.7	\$214.2	128	\$119.2	\$141.3	\$159.6	11.0%	\$119.2	\$141.3	\$159.6
HR / Administration Senior Professional	4,399	\$98.0	\$113.0	\$129.4	-	\$98.9	\$114.7	\$133.5	237	\$95.8	\$108.2	\$117.2	83.0%	\$98.0	\$114.0	\$126.4	758	\$85.4	\$95.4	\$115.9	-	\$85.4	\$95.4	\$116.1
HR / Administration Intermediate Professional	6,056	\$83.0	\$95.1	\$109.8	-	\$83.5	\$96.3	\$112.3	340	\$84.0	\$95.2	\$106.1	67.0%	\$85.4	\$98.8	\$111.3	407	\$67.6	\$77.2	\$88.3	-	\$67.6	\$77.2	\$88.9
HR / Administration Entry Professional	6,574	\$64.1	\$78.4	\$94.9	39.0%	\$64.1	\$79.6	\$96.8	295	\$66.9	\$75.2	\$89.8	73.0%	\$69.2	\$79.0	\$94.0	1,443	\$53.9	\$63.3	\$74.8	1.00%	\$53.9	\$63.3	\$74.8

All values shown in \$'000s

Compensation Market Data: Marketing / Program Management

Job Title	CCA Perspective									
	CCA	Obs*	Base Salary				TCC			
			25th	Avg.	50th	75th	25th	Avg.	50th	75th
Marketing / Program Management Director	7	13	\$203.8	\$212.5	\$217.7	\$227.1	\$203.8	\$216.6	\$217.7	\$232.1
Marketing / Program Management Manager	5	17	\$156.7	\$161.6	\$158.6	\$168.6	\$156.7	\$167.1	\$158.6	\$168.6
Marketing / Program Management Expert Professional	2	3	-	-	-	-	-	-	-	-
Marketing / Program Management Senior Professional	5	17	\$141.1	\$149.4	\$153.3	\$170.8	\$141.1	\$151.7	\$164.7	\$170.8
Marketing / Program Management Intermediate Professional	6	12	\$99.3	\$107.3	\$104.5	\$109.8	\$99.3	\$108.5	\$107.0	\$112.6
Marketing / Program Management Entry Professional	5	16	\$76.8	\$81.4	\$81.4	\$86.9	\$81.0	\$82.2	\$81.4	\$86.9

CCA: Number of CCA's reporting. Obs: Number of CCA observations / employees reported.

Job Title	General Industry								Utilities / Energy								Public Sector							
	Obs	Base Salary			STI Elig % 50th	TCC			Obs	Base Salary			STI Elig % 50th	TCC			Obs	Base Salary			STI Elig % 50th	TCC		
		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th
Marketing / Program Management Director	7,625	\$184.3	\$209.2	\$236.8	71.0%	\$195.4	\$230.0	\$266.6	299	\$194.6	\$212.6	\$239.5	74.0%	\$211.8	\$239.5	\$278.8	55	\$177.4	\$194.2	\$204.8	-	\$177.4	\$196.4	\$219.7
Marketing / Program Management Manager	8,571	\$146.2	\$170.0	\$195.7	67.0%	\$154.8	\$181.5	\$210.8	500	\$162.6	\$186.6	\$205.8	84.0%	\$177.7	\$212.1	\$238.0	723	\$104.6	\$151.7	\$195.8	1.0%	\$104.6	\$151.7	\$195.8
Marketing / Program Management Expert Professional	26,382	\$145.0	\$161.7	\$183.2	62.0%	\$151.1	\$170.2	\$194.0	1,509	\$143.7	\$159.2	\$172.7	74.0%	\$154.7	\$174.4	\$195.7	781	\$132.2	\$154.7	\$174.9	8.0%	\$132.2	\$154.7	\$174.9
Marketing / Program Management Senior Professional	28,582	\$114.4	\$129.7	\$149.7	59.0%	\$117.8	\$135.3	\$157.7	1,125	\$119.8	\$134.9	\$150.0	75.0%	\$126.0	\$145.3	\$166.3	781	\$114.9	\$134.5	\$152.0	8.0%	\$115.0	\$134.5	\$152.0
Marketing / Program Management Intermediate Professional	18,526	\$88.9	\$102.0	\$117.8	52.0%	\$90.7	\$104.7	\$122.0	465	\$94.4	\$111.4	\$126.7	64.0%	\$97.7	\$116.1	\$135.2	1,148	\$68.9	\$87.4	\$103.6	3.0%	\$68.9	\$87.4	\$103.6
Marketing / Program Management Entry Professional	6,886	\$74.7	\$86.4	\$101.0	44.0%	\$75.9	\$88.0	\$104.2	331	\$91.0	\$98.7	\$113.5	58.0%	\$92.3	\$107.2	\$124.1	402	\$57.4	\$62.9	\$75.5	2.0%	\$57.4	\$62.9	\$75.5

All values shown in \$'000s

Compensation Market Data: Power

Job Title	CCA Perspective									
	CCA	Obs*	Base Salary				TCC			
			25th	Avg.	50th	75th	25th	Avg.	50th	75th
Power Director / Executive	5	5	\$272.4	\$310.3	\$320.9	\$326.5	\$279.7	\$320.1	\$320.9	\$336.8
Power Manager	5	11	\$201.3	\$218.5	\$221.6	\$236.1	\$221.6	\$224.6	\$221.7	\$246.2
Power Expert Professional	1	1	-	-	-	-	-	-	-	-
Power Senior Professional	4	14	-	\$178.7	\$176.3	-	-	\$183.3	\$185.5	-
Power Intermediate Professional	5	12	\$116.5	\$134.8	\$139.2	\$147.7	\$116.5	\$134.8	\$139.2	\$147.7

CCA: Number of CCA's reporting. Obs: Number of CCA observations / employees reported.

Job Title	General Industry								Utilities / Energy								Public Sector							
	Obs	Base Salary			STI Elig %	TCC			Obs	Base Salary			STI Elig %	TCC			Obs	Base Salary			STI Elg %	TCC		
		25th	50th	75th	50th	25th	50th	75th		25th	50th	75th	50th	25th	50th	75th		25th	50th	75th	50th	25th	50th	75th
Power Director / Executive	N/A								6	-	\$393.4	-	83.0%	-	\$445.3	-	N/A							
Power Manager									70	\$153.6	\$167.0	\$180.4	86.0%	\$165.2	\$176.1	\$195.2								
Power Expert Professional									38	-	\$136.4	-	-	-	\$158.5	-								
Power Senior Professional									113	\$109.1	\$119.4	\$129.2	96.0%	\$118.6	\$126.2	\$139.2								
Power Intermediate Professional									43	-	\$94.4	-	-	-	\$101.6	-								

All values shown in \$'000s

Compensation Market Data: Regulatory Affairs

Job Title	CCA Perspective									
	CCA	Obs*	Base Salary				TCC			
			25th	Avg.	50th	75th	25th	Avg.	50th	75th
Regulatory Affairs Director	5	8	\$208.0	\$220.3	\$209.9	\$236.0	\$209.9	\$225.1	\$221.5	\$240.1
Regulatory Affairs Manager	3	4	-	\$158.6	-	-	-	\$158.6	-	-
Regulatory Affairs Attorney	-	0	-	-	-	-	-	-	-	-
Regulatory Affairs Senior Professional	6	12	\$125.1	\$138.1	\$136.2	\$149.6	\$125.1	\$141.7	\$136.2	\$157.1

CCA: Number of CCA's reporting. Obs: Number of CCA observations / employees reported.

Job Title	General Industry								Utilities / Energy								Public Sector							
	Obs	Base Salary			STI Elig % 50th	TCC			Obs	Base Salary			STI Elig % 50th	TCC			Obs	Base Salary			STI Elg % 50th	TCC		
		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th
Regulatory Affairs Director	1,186	\$197.4	\$221.7	\$243.2	93.0%	\$221.3	\$258.0	\$297.6	129	\$200.0	\$221.2	\$235.2	95.0%	\$221.1	\$272.5	\$298.2	26	\$201.7	\$219.8	\$228.3	23.0%	\$201.7	\$219.8	\$228.3
Regulatory Affairs Manager	1,345	\$145.8	\$171.1	\$195.2	-	\$154.5	\$189.6	\$229.0	194	\$164.0	\$188.6	\$209.6	86.0%	\$176.5	\$218.0	\$251.5	23	\$119.0	\$159.9	\$174.9	-	\$119.0	\$159.9	\$186.6
Regulatory Affairs Attorney	1,060	\$190.6	\$219.7	\$266.7	67.0%	\$196.0	\$236.5	\$311.3	161	\$223.2	\$259.3	\$296.7	93.0%	\$254.0	\$338.6	\$391.7	130	\$171.8	\$211.2	\$247.6	12.0%	\$171.8	\$211.4	\$247.6
Regulatory Affairs Senior Professional	2,868	\$111.2	\$125.3	\$143.2	80.0%	\$117.0	\$133.8	\$153.6	404	\$113.8	\$123.4	\$134.6	86.0%	\$122.2	\$134.6	\$147.5	63	-	\$123.8	-	-	-	\$123.8	-

All values shown in \$'000s

Compensation Market Data: Technology / Data

Job Title	CCA Perspective									
	CCA	Obs*	Base Salary				TCC			
			25th	Avg.	50th	75th	25th	Avg.	50th	75th
Technology / Data Director	4	4	-	\$232.6	\$234.1	-	-	\$237.1	\$243.0	-
Technology / Data Manager	1	1	-	-	-	-	-	-	-	-
Technology / Data Senior Professional	5	9	\$161.2	\$157.9	\$165.8	\$166.3	\$165.8	\$160.6	\$166.3	\$174.7
Technology / Data Intermediate Professional	4	9	-	\$135.1	\$133.7	-	-	\$137.3	\$138.0	-
Technology / Data Entry Professional	3	5	-	\$101.9	-	-	-	\$102.3	-	-

CCA: Number of CCA's reporting. Obs: Number of CCA observations / employees reported.

Job Title	General Industry								Utilities / Energy								Public Sector							
	Obs	Base Salary			STI Elig %	TCC			Obs	Base Salary			STI Elig %	TCC			Obs	Base Salary			STI Elig %	TCC		
		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th		25th	50th	75th
Technology / Data Director	6,322	\$196.3	\$220.4	\$246.7	82.0%	\$209.7	\$244.5	\$283.4	360	\$191.2	\$215.6	\$246.5	84.0%	\$215.6	\$254.4	\$295.9	337	\$164.1	\$190.7	\$222.1	15.0%	\$164.2	\$190.9	\$226.0
Technology / Data Manager	9,163	\$163.9	\$185.0	\$208.3	74.0%	\$172.4	\$199.0	\$230.3	506	\$167.6	\$185.8	\$205.6	90.0%	\$179.0	\$208.3	\$236.7	605	\$155.9	\$181.8	\$206.1	13.0%	\$155.9	\$182.3	\$208.6
Technology / Data Senior Professional	6,068	\$121.5	\$138.0	\$159.6	66.0%	\$123.7	\$143.5	\$166.9	450	\$118.6	\$129.9	\$145.8	88.0%	\$127.4	\$141.2	\$155.1	1,001	\$117.4	\$130.6	\$150.9	20.0%	\$117.4	\$130.7	\$151.2
Technology / Data Intermediate Professional	3,922	\$93.1	\$107.3	\$124.1	55.0%	\$94.3	\$109.7	\$128.8	267	\$95.6	\$104.9	\$117.5	83.0%	\$101.2	\$112.4	\$124.7	544	\$81.4	\$95.3	\$112.4	19.0%	\$81.4	\$95.4	\$113.3
Technology / Data Entry Professional	1,382	\$80.2	\$90.2	\$100.6	55.0%	\$80.9	\$91.4	\$103.6	105	\$83.8	\$89.3	\$98.2	68.0%	\$83.8	\$92.4	\$100.6	167	\$69.6	\$91.2	\$97.7	28.0%	\$69.6	\$91.2	\$97.7

All values shown in \$'000s

Comparison

- In this section, we have provided a gap analysis between your organization's pay and the market data provided in the prior section
- The market data in this section is customized not only to your organization's size/location, but also to each incumbent's role
 - In your submission, you were given an option to identify that an individual's role was scoped slightly lower or higher than the market definition. The data in this section reflects those elections

Benchmarking Assessment

Summary and Key Takeaways: Full Organization

Overall Summary: OCPA's Positioning vs. CCAs

In aggregate, OCPA's pay is slightly below the CCA perspective market 25%ile. There is variation by job family, job and individual employee; this variation may be appropriate based on individual experience, qualifications or performance

Additional Observations

- **Base Salary:** Overall, OCPA is 15-20% below market median for the three supplemental perspectives (general industry, utilities/energy and public sector). However, this aggregate positioning is driven disproportionately by below-market executive pay.
- **Total Cash Compensation:** When incorporating market values for short-term incentives, OCPA's pay is positioned less competitively against market, particularly against the general industry and utilities/energy perspectives
- **Benefits:** OCPA's total benefits package is slightly below the CCA peer group median as well as the public sector perspective, but aligned with median of utilities/energy and above median against general industry. The value of OCPA's retirement package is particularly strong, while other areas are below market.

Executive Summary / Gap Analysis

Overall Positioning Summary

 Below market
  At market
  Above market

Job Family	CCA Perspective		General Industry		Utilities/Energy		Public Sector	
	Base	TCC	Base	TCC	Base	TCC	Base	TCC
ALL n = 15 employees								
Executive n = 2								
Customer Service/Care n = 1								
Finance n = 2								
HR/Administration n = 2								
Mktg/Prog. Mgmt n = 3								
Power n = 0								
Regulatory Affairs n = 3								
Technology/Data n = 2								

- CCA Comparison: Below Market**
Overall positioning is just slightly below the +/- 10% range (89% of CCA market on base salary)
- General Industry: At Market Except Executives**
Most families positioned competitively, with aggregate positioning largely driven by below-market positioning for executives
- Utilities/Energy: Below Market**
Most families below market on base and TCC
- Public Sector: At/Above Market Except Executives**
Most families at/above market. Aggregate positioning again driven by below-market positioning for executives

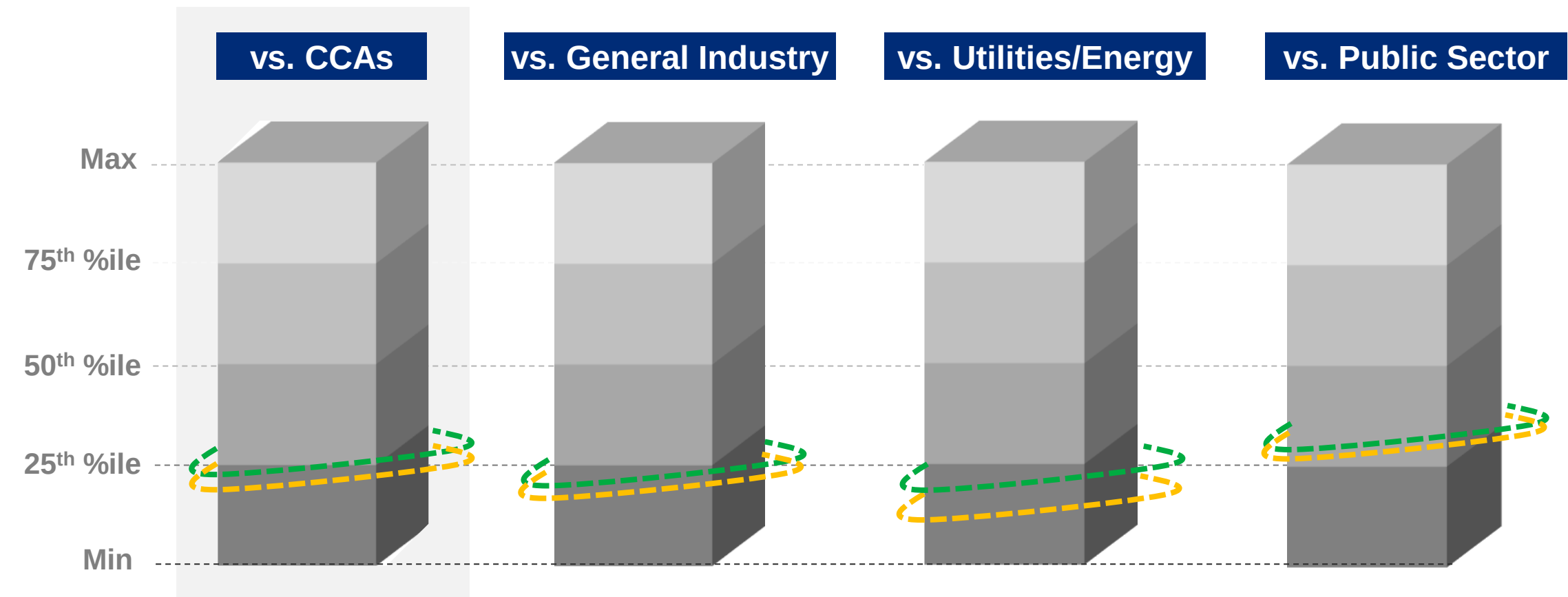
Executive Summary / Gap Analysis

Overall Positioning Summary by Market Perspective

Key:

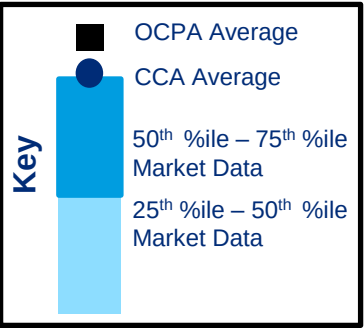
OCPA Base Salary

OCPA Total Cash

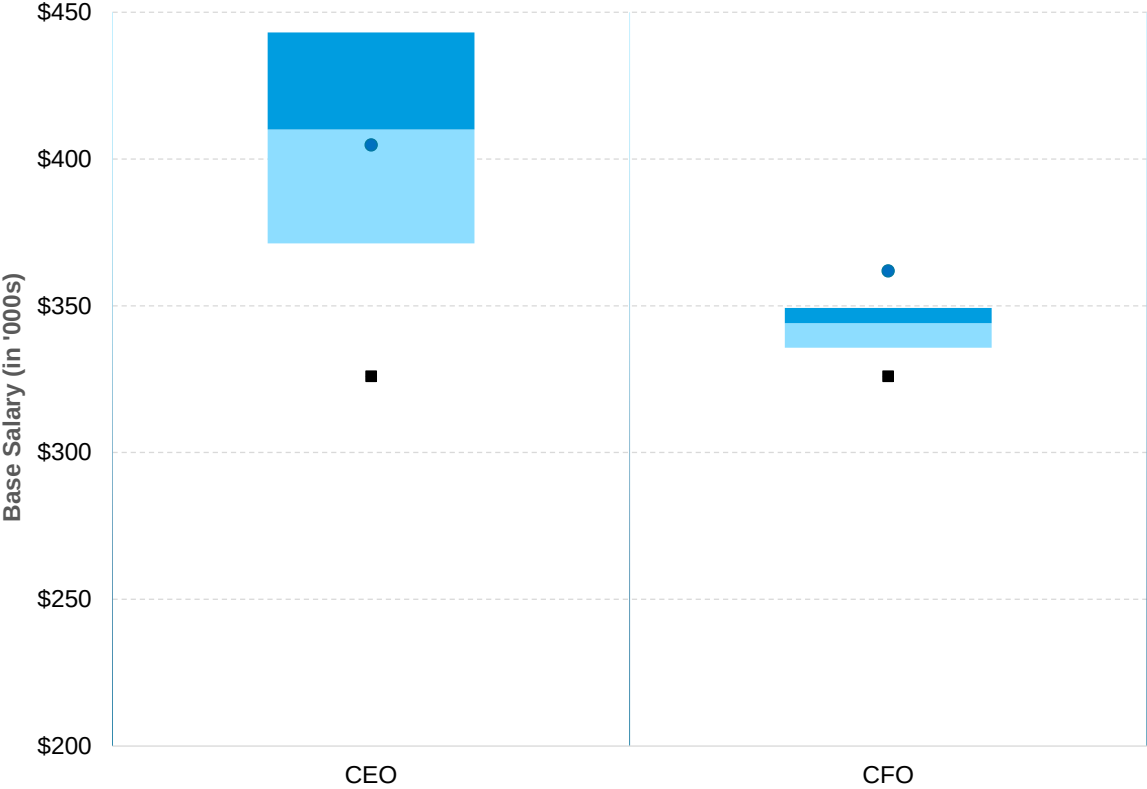


Market Ratio Comparison by Role (Base Salary)

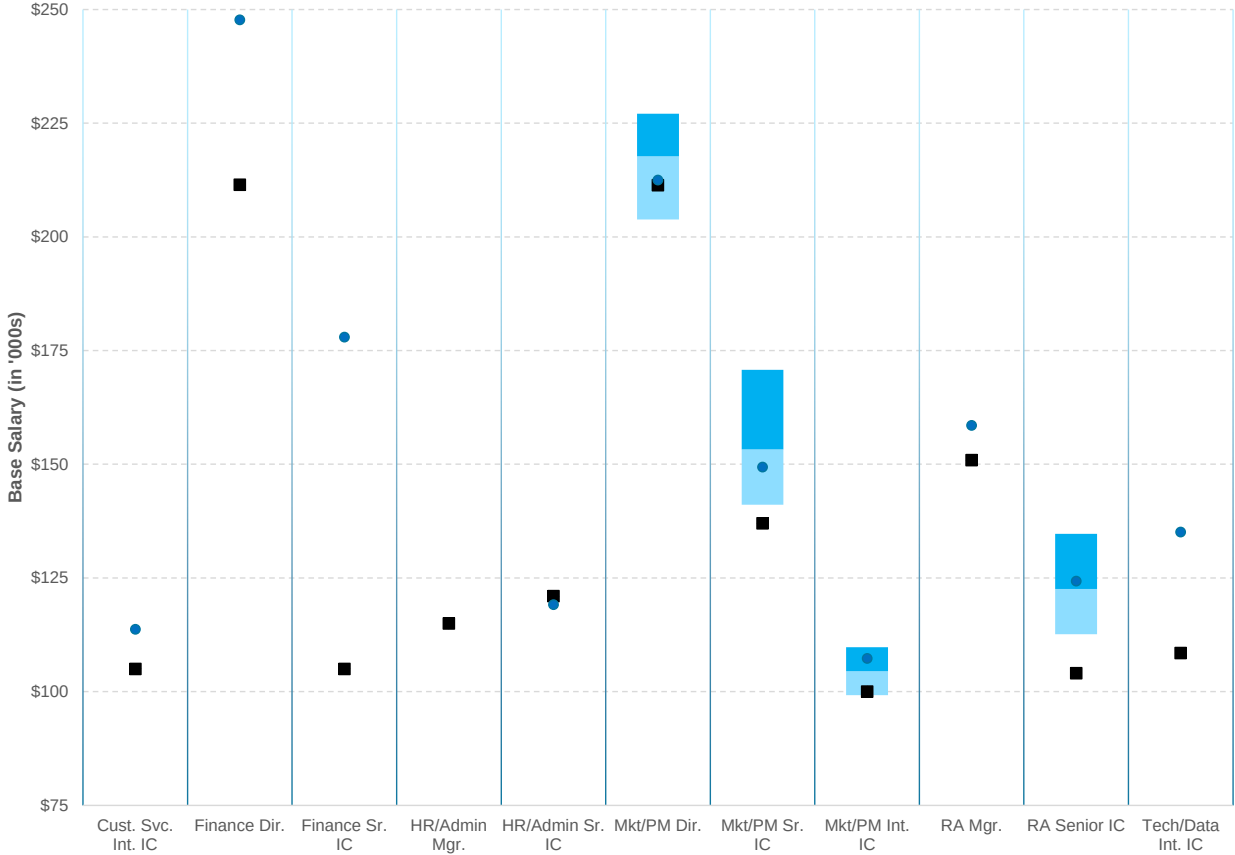
CCA Perspective



Position in Market Range (CCA) - Executives

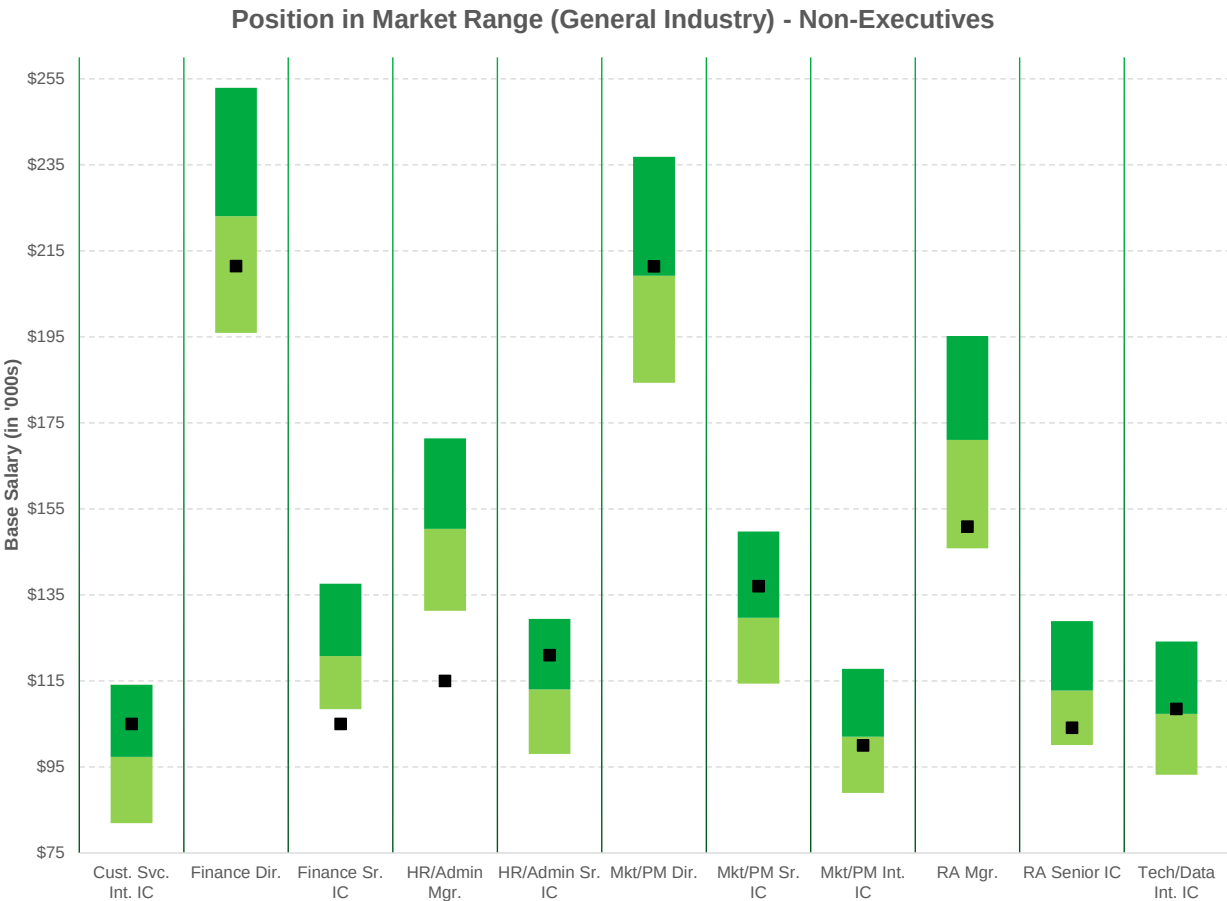
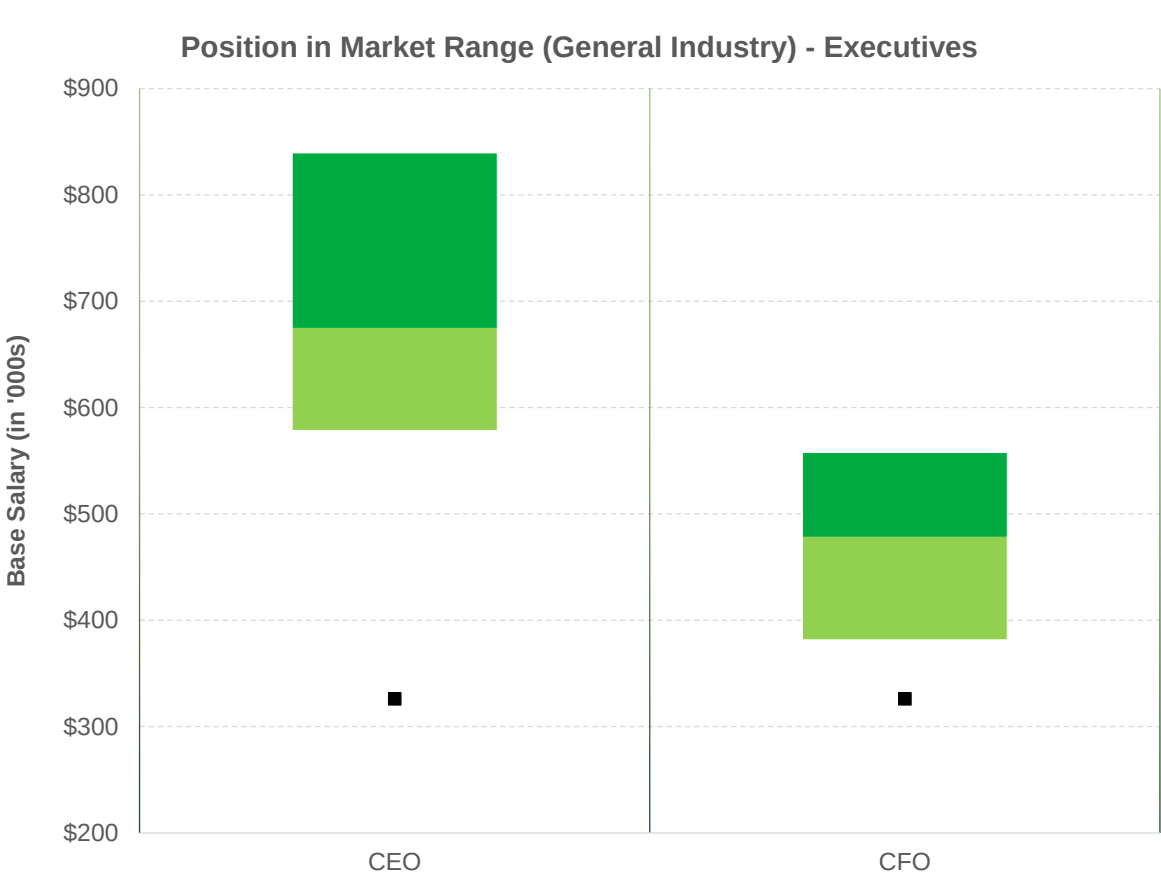
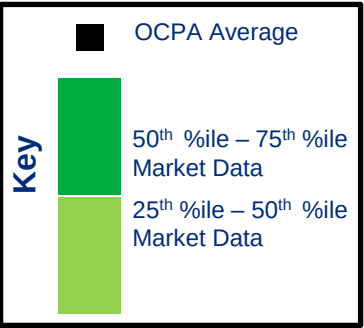


Position in Market Range (CCA) - Non-Executives



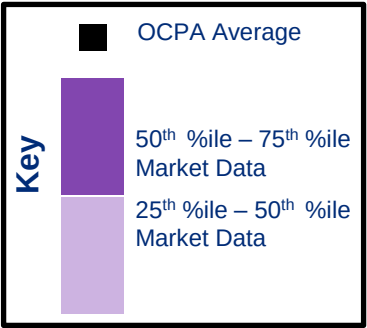
Market Ratio Comparison by Role (Base Salary)

General Industry Perspective



Market Ratio Comparison by Role (Base Salary)

Utilities/Energy Perspective



Position in Market Range (Util/Energy) - Executives

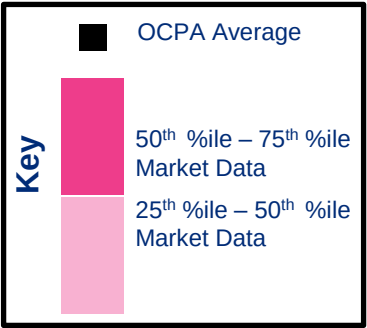


Position in Market Range (Util/Energy) - Non-Executives



Market Ratio Comparison by Role (Base Salary)

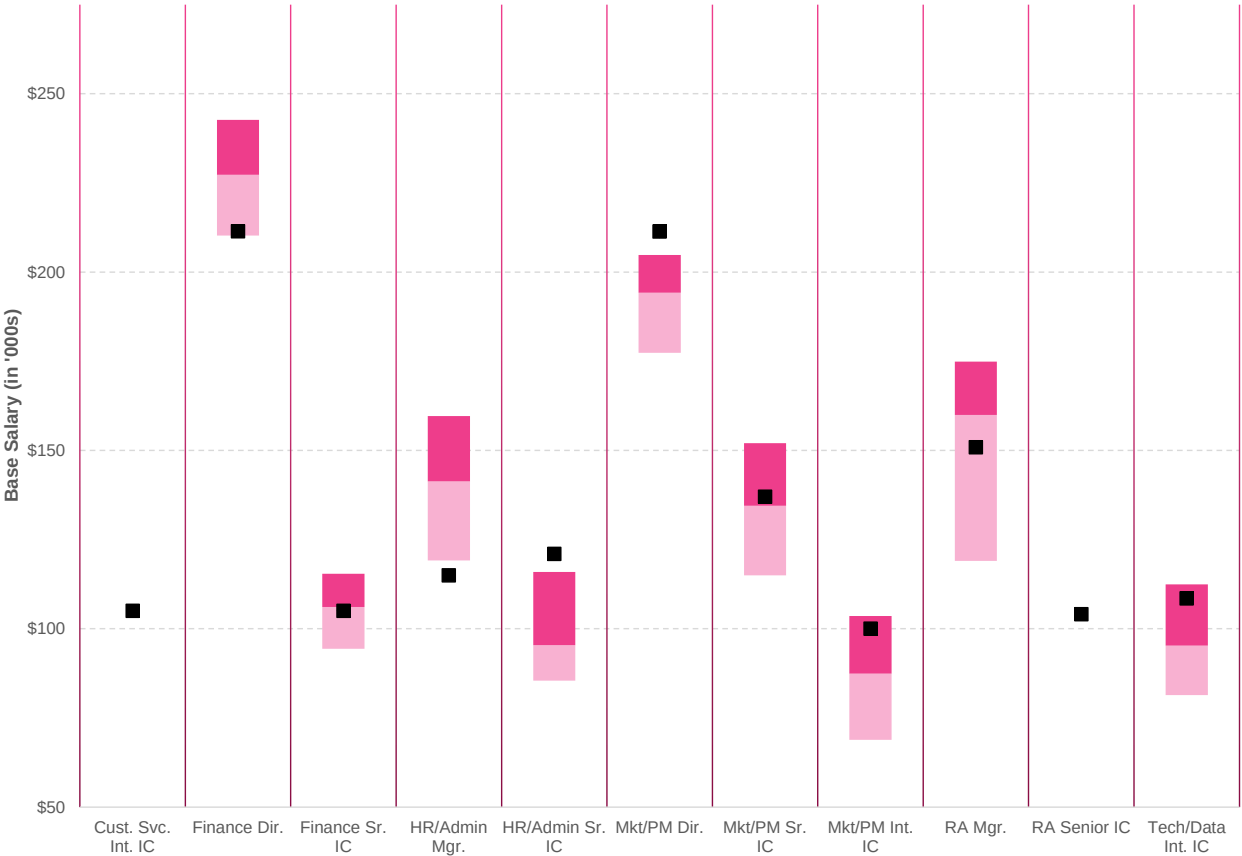
Public Sector Perspective



Position in Market Range (Public Sector) - Executives



Position in Market Range (Public Sector) - Non-Executives



Median Deviation Summary

By Employee

Legend	<-25%	-25% to -10%	-10% to 10%	10% to 25%	>25%
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Note: deviation comparison is to 50th when data point is available, otherwise defaults to average

				CCA Perspective						General Industry				Utilities / Energy				Public Sector			
		Base	Match	Base		TCC				Base		TCC		Base		TCC		Base		TCC	
Survey Match Title	CCA Position Title	Salary	Adj.	Avg.	50th	Dev.	Avg.	50th	Dev.	50th	Dev.	50th	Dev.	50th	Dev.	50th	Dev.	50th	Dev.	50th	Dev.
Chief Executive Officer	Chief Executive Officer	\$326	100%	\$405	\$410	-20.5%	\$406	\$410	-20.5%	\$675	-51.7%	\$811	-59.8%	\$535	-39.1%	\$625	-47.8%	\$654	-50.1%	\$674	-51.7%
Chief Financial Officer	Chief Financial Officer	\$326	110%	\$362	\$344	-5.3%	\$364	\$344	-5.3%	\$478	-31.9%	\$520	-37.3%	\$405	-19.6%	\$464	-29.7%	\$446	-26.9%	\$446	-26.9%
Customer Service / Care Intermediate Professional	Community Engagement Manager	\$105	100%	\$114	\$115	-9.1%	\$114	\$115	-9.1%	\$97	7.9%	\$106	-0.6%	\$117	-10.3%	\$124	-15.3%	-	-	-	-
Finance Director	Director of Finance and Data Analytics	\$211	120%	\$248	-	-14.6%	\$252	-	-16.0%	\$223	-5.2%	\$236	-10.4%	\$259	-18.3%	\$300	-29.6%	\$227	-7.0%	\$227	-7.0%
Finance Senior Professional	Financial and Administrative Analyst	\$105	100%	\$178	\$151	-30.2%	\$178	\$151	-30.2%	\$121	-13.1%	\$123	-14.9%	\$120	-12.3%	\$129	-18.7%	\$106	-1.0%	\$106	-1.3%
HR / Administration Manager	Senior Human Resources Analyst	\$115	100%	-	-	-	-	-	-	\$150	-23.5%	\$159	-27.7%	\$161	-28.7%	\$180	-36.0%	\$141	-18.6%	\$141	-18.6%
HR / Administration Senior Professional	Board Clerk and Assistant to CEO	\$121	100%	\$119	\$118	2.5%	\$122	\$118	2.5%	\$113	7.1%	\$115	5.5%	\$108	11.9%	\$114	6.1%	\$95	26.8%	\$95	26.8%
Marketing / Program Management Director	Director of Communications and External Affairs	\$211	100%	\$213	\$218	-2.9%	\$217	\$218	-2.9%	\$209	1.0%	\$230	-8.1%	\$213	-0.6%	\$240	-11.8%	\$194	8.8%	\$196	7.6%
Marketing / Program Management Senior Professional	Management Analyst	\$137	100%	\$149	\$153	-10.6%	\$152	\$165	-16.8%	\$130	5.7%	\$135	1.2%	\$135	1.5%	\$145	-5.7%	\$135	1.8%	\$135	1.8%
Marketing / Program Management Intermediate Professional	Energy Programs Analyst	\$100	100%	\$107	\$104	-4.3%	\$108	\$107	-6.6%	\$102	-2.0%	\$105	-4.5%	\$111	-10.2%	\$116	-13.8%	\$87	14.4%	\$87	14.4%
Regulatory Affairs Manager	Regulatory and Legislative Manager	\$151	100%	\$159	-	-4.8%	\$159	-	-4.8%	\$171	-11.8%	\$190	-20.4%	\$189	-20.0%	\$218	-30.8%	\$160	-5.7%	\$160	-5.7%
Regulatory Affairs Senior Professional	External Affairs Manager II	\$110	90%	\$124	\$123	-10.3%	\$128	\$123	-10.3%	\$113	-2.4%	\$120	-8.7%	\$111	-1.0%	\$121	-9.2%	\$111	-1.3%	\$111	-1.3%
Regulatory Affairs Senior Professional	External Affairs Manager I	\$98	90%	\$124	\$123	-19.9%	\$128	\$123	-19.9%	\$113	-12.9%	\$120	-18.5%	\$111	-11.6%	\$121	-19.0%	\$111	-11.9%	\$111	-11.9%
Technology / Data Intermediate Professional	Data Analyst II	\$110	100%	\$135	\$134	-17.8%	\$137	\$138	-20.3%	\$107	2.5%	\$110	0.3%	\$105	4.9%	\$112	-2.1%	\$95	15.4%	\$95	15.3%
Technology / Data Intermediate Professional	Data Analyst I	\$107	100%	\$135	\$134	-20.0%	\$137	\$138	-22.5%	\$107	-0.3%	\$110	-2.5%	\$105	2.0%	\$112	-4.8%	\$95	12.3%	\$95	12.1%

4A. Benefits Valuation Analysis

Comparison to CCA Peer Group

About the Report

What is the BVA?

The report is a tool designed to allow you to assess the competitiveness of your benefit package, as a whole and by plan. It generates a common dollar value for benefit plans with varying plan designs and provisions. Statistical comparisons are then made to create an objective pay neutral analysis comparison of your plans to those of the peer group. This methodology employed in preparing our analysis is based on several key fundamentals:

- **Market Replacement Value of Benefit Plans:** “Value” is determined from the employee’s perspective, i.e., dollar values represent the employer-enhanced value of the benefits being provided to the employees.
- **Plan Design Emphasis:** The focus of the BVA is on valuing plan design. We remove other factors such as geographic differentials, claims experience, and negotiating power that can affect the cost of benefit plans, but not value. This results in an objective comparison of one employer versus the peer group.
- **National Composite Workforce:** The report compares your benefit plans with those of your peer group based on a hypothetical national composite workforce / sample census. The composite workforce is a set of generic employee profiles that represents a typical employee population. The workforce composite profiles are derived and calculated from a national cross-section of representative organizations that vary by industry, size, and geography. The same workforce is used for all organizations in the study, so the effect of different employee demographics is removed from the value comparison.

Points of Comparison

To compare your competitive position relative to the peer group, the charts show where your organization leads and lags according to the following criteria:

Values: Shows the range of dollar values for all organizations in the peer group

Rank: Identifies your organization’s plan value position relative to the peer group values

Quartile: Shows the distribution of the peer group’s plan values by showing the 1st and 3rd quartiles and median dollar values

Index: Illustrates the relationship of your benefit values to the median values of the peer group (the median value equals an index of 100)

Organization A: Organization A represents OCPA

About the Index

The charts reflect the average of the **national composite workforce**. Your position is described in terms of the **index**:

Above Median Index of 106 and above

Aligned with Median Index between 95 and 105

Below Median: Index of 94 and below

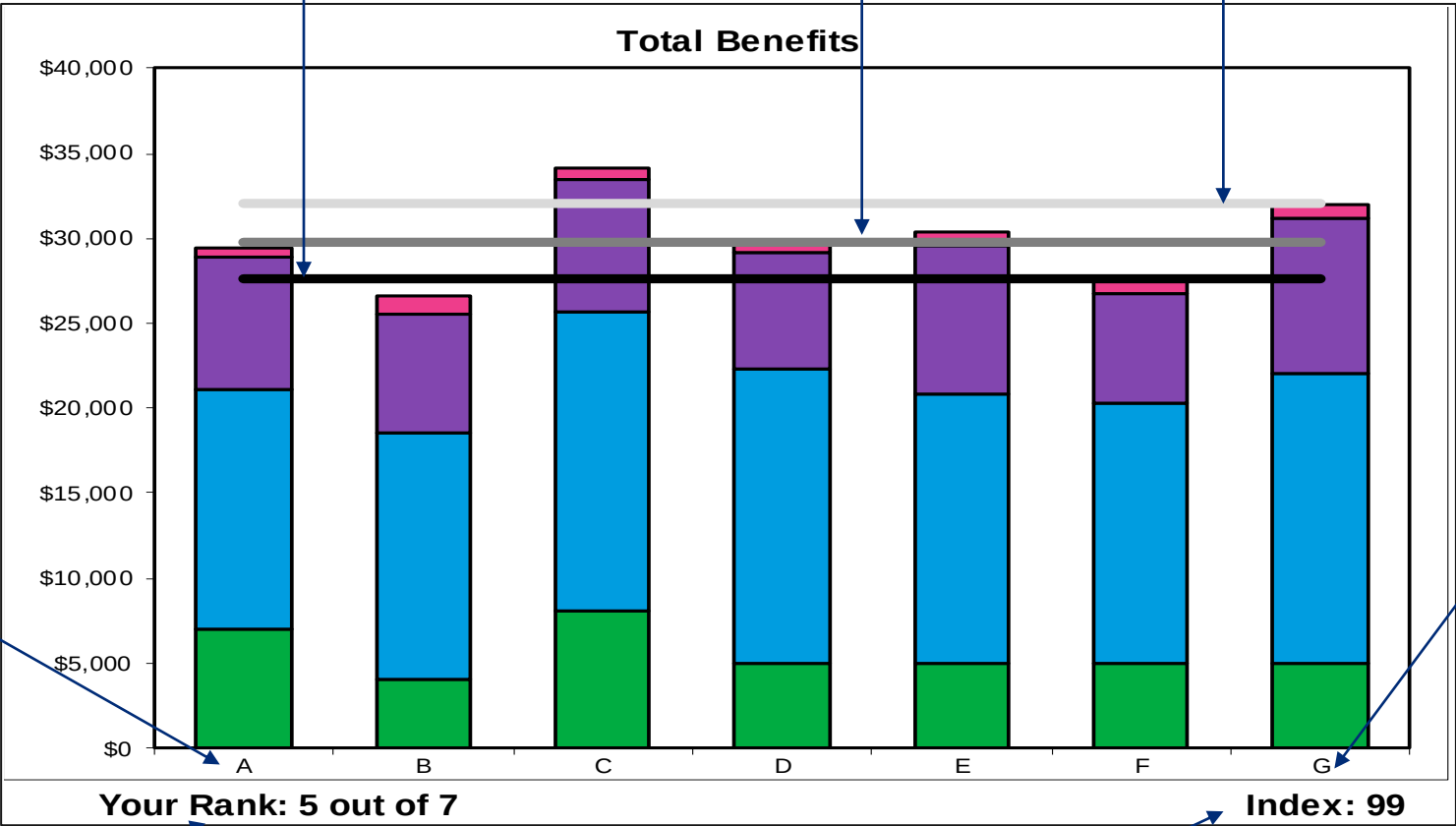
The lines within the chart indicate the values at the 25th, 50th, and 75th percentiles.

About the Report

25th Percentile/1st Quartile
- 25% of the peer's value is less than this value

50th Percentile/Median –
the "middle" value among the peer group

75th Percentile/3rd Quartile –
75% of the peer's value is less than this value



Organization A –
Represents Your Company

Organizations B - G –
Represents the remaining peers. This matches with the same corresponding letter in the SPF report

Rank - Identifies your organization's plan value position relative to the peer group values

Index - Illustrates the relationship of your benefit values to the median values of the peer group (the median value equals an index of 100)

About the Report

Participant Listing

Orange County Power Authority (OCPA) selected the following organizations as peers for the benefits comparison:

3CE - Central Coast Community Energy

Clean Power Alliance

East Bay Community Energy

Orange County Power Authority

Peninsula Clean Energy

San Diego Community Power

Sonoma Clean Power Authority

Executive Summary

Orange County Power Authority's benefit value is aligned with the median value among the peer group

Orange County Power Authority
BVA Relative Value

\$29,495

per employee per year relative value for
Retirement, Health, Paid Leave and Life &
Disability benefits

Overall Index Rating
Index of 99

Orange County Power Authority benefits
are 1% below the median value for
Retirement, Health, Paid Leave and Life &
Disability benefits

Overall Rank
Rank of 5

Orange County Power Authority benefits are
ranked 5 out of 7 organizations when
combining Retirement, Health, Paid Leave and
Life & Disability benefits

Median
BVA Relative Value

\$ 29,709

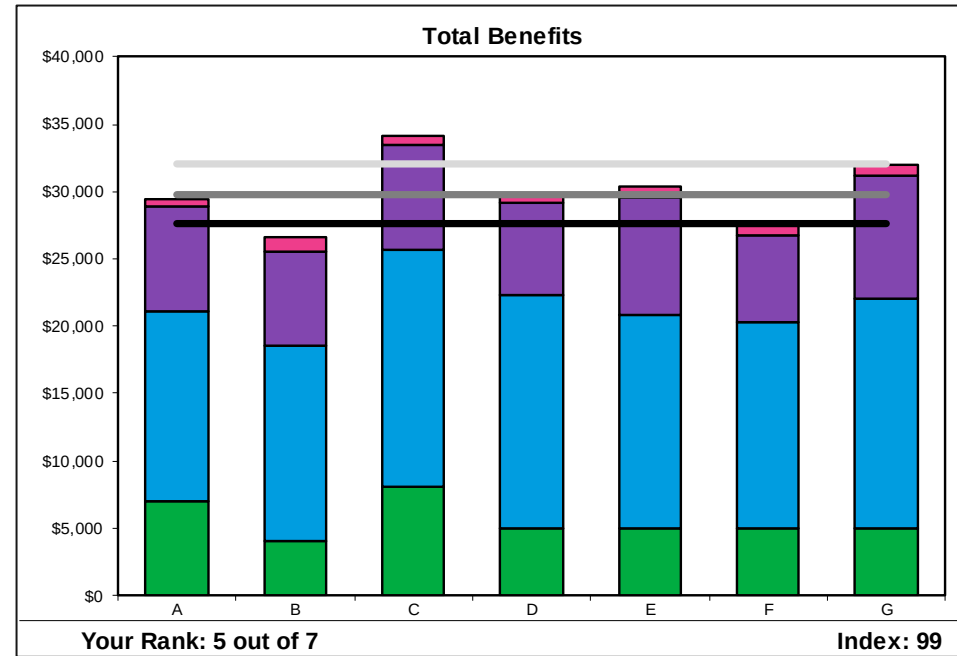
per employee per year relative value for
Retirement, Health, Paid Leave and Life &
Disability benefits

Benefits	2023	Summary	Benefits	2023	Summary
Retirement 	Rank = 2 nd Index = 140	OCPA's above-median comparison is a result of providing a matching and non-matching contribution that totals 14% compared to the median plan providing a total employer contribution of 10%.	Paid Leave 	Rank = 3 rd Index = 101	OCPA's aligned-with-median position is driven by providing a total number of days that is similar to the median plan.
Medical 	Rank = 5 th Index = 97	OCPA's position is a result of requiring the employees to pay slightly more of the total premium for coverage, offset with offering plan provisions that are competitive compared to the median plan design.	Life & Disability 	Rank = 6 th Index = 73	OCPA's below-median position is a result of providing a plan design that is below median for Long-Term Disability combined with requiring the employees to pay for full coverage on Short-Term Disability, offset by offering a plan design for Life Insurance that is above the median plan design.
Dental 	Rank = 7 th Index = 48	OCPA's below median comparison is a result of requiring the employees to pay more of the premium compared to the median plan combined with plan provisions that are slightly below the median designs.			

Total Benefits

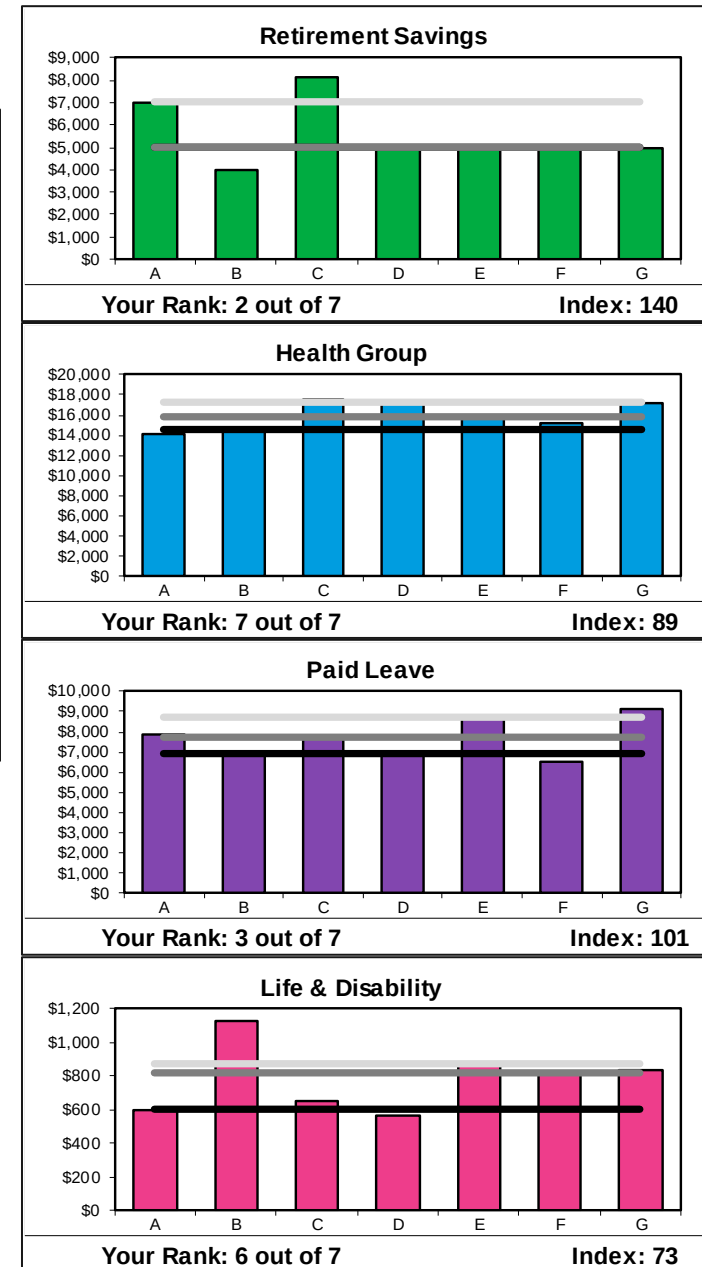
Peer Group Position

- OCPA's overall Total Benefits position is generated by:
 - Above-median comparison is driven by a total employer contribution for the Defined Contribution that is above the median plan design.
 - Below-median position is driven by a Dental plan design that is below the median plan design, offset by a Medical plan design that is competitive to the median plan value.
 - Aligned-with-median position is driven by providing a similar number of days off for the PTO plan, offset slightly by offering one less day for Holidays.
 - Below-median position is driven by a below median for Long-Term Disability plan design combined with requiring the employees to pay for full coverage on Short-Term Disability, offset by offering a plan design for Life Insurance that is above the median plan design.



Key Take Away

OCPA's overall total benefits position is aligned with the median value as a result of providing plan designs that are above the median plan for Retirement Savings, combined with providing a similar total number of the days off for Paid Leave, offset by the designs for Health Group and the Life & Disability benefits that are below the median plan designs.



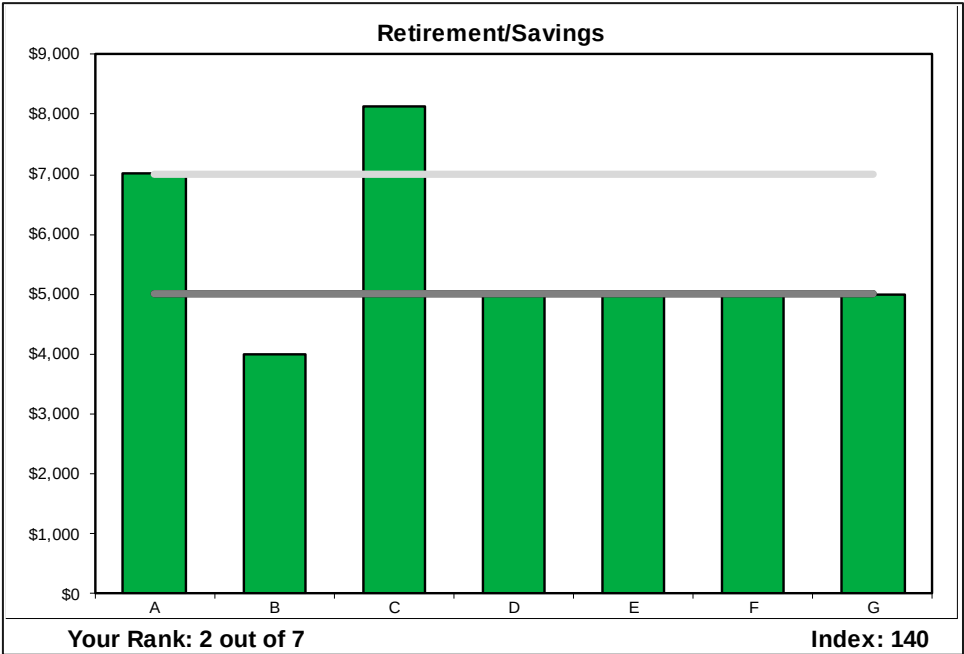
Retirement Savings

Peer Group Position

- OCPA's above-median comparison is driven by a total employer contribution for the Defined Contribution that is at 14% compared to the median being 10%.
- None of the organizations, including OCPA, provides an active Defined Benefit or a Stock Purchase plan to new hires or offers a Stock Purchase plan.

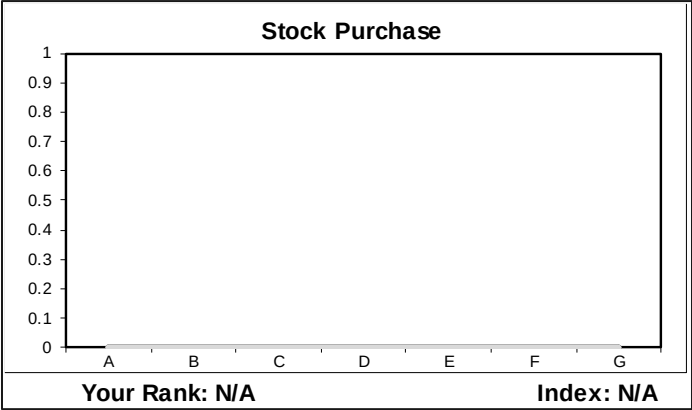
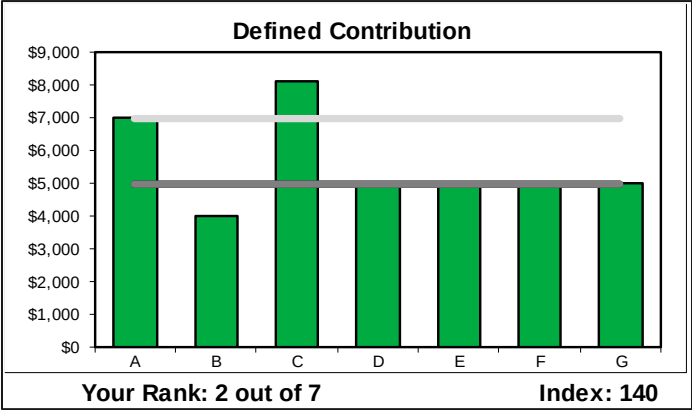
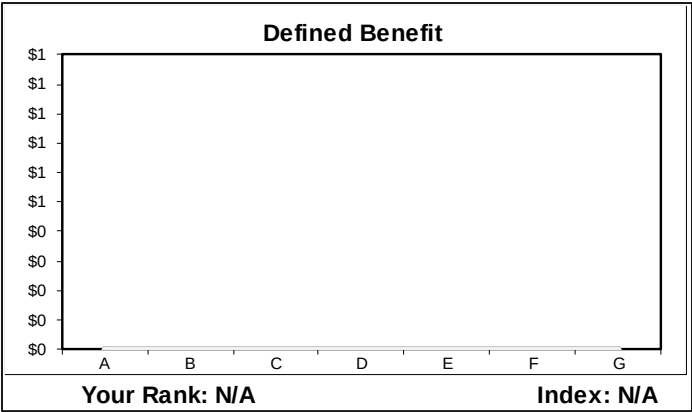
General Market Commentary

- Over the past five years, this study observed a 23% decrease in organizations offering active Defined Benefit Retirement Plans.
- As a result, more organizations provide funding through fixed or discretionary non-matching contributions to a Defined Contribution Plan, as reported by 57% of organizations in this study.
- Organizations are also encouraging participation in pretax savings plans with automatic enrollment features, reported by 54% of organizations. The median enrollment percentage among the peers is 4%.



Key Take Away

OCPA's above median comparison is a result of the total employer contribution being 14% compared to the median plan design being at 10%.



Retirement Savings

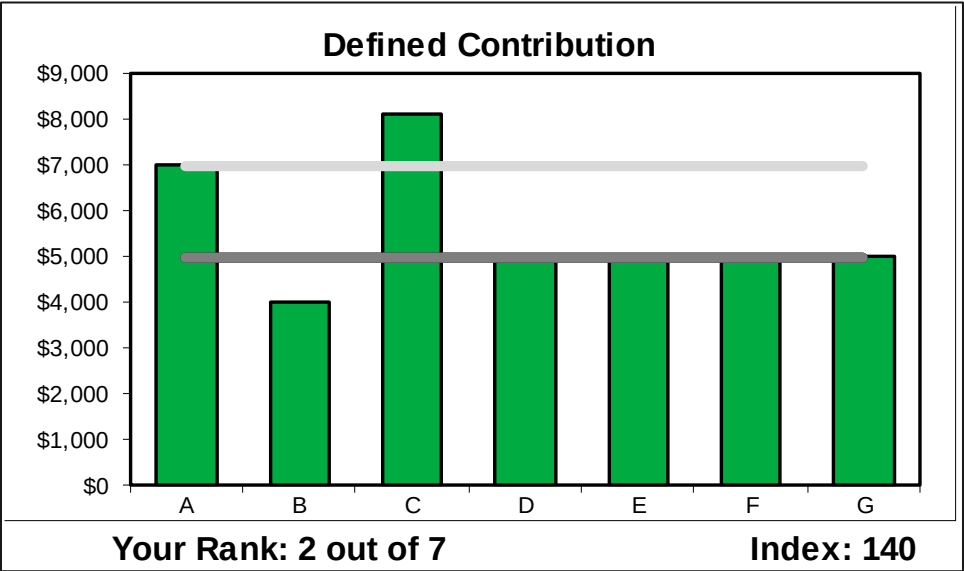
Defined Contribution

Peer Group Position

- OCPA's total employer contribution is derived from a matching contribution totals 4% of pay and a non-matching contribution of 10% compared to the median plan that has a 10% total employer contribution.
- Six peers provide a non-matching contribution, and one peer provides a matching only plan.
- Total employer contributions for the peer group range from 10% to 14%.

General Market Commentary

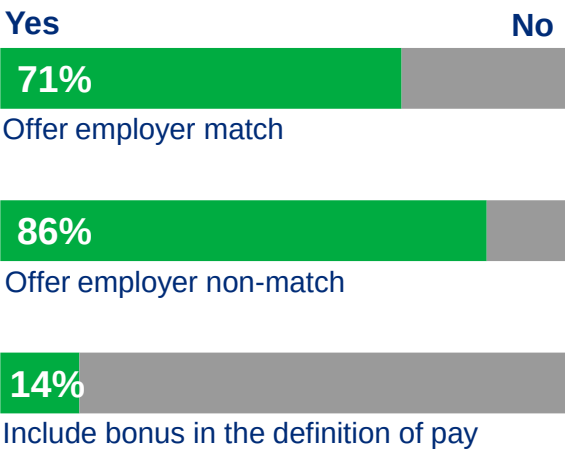
- Offered by 99% of organizations, where the median total employer contribution is 6%.
- 84% offer employer match.
- 56% offer employer non-match.
- 57% include bonus in the definition of pay.
- 40% offer immediate vesting for employer contributions.



	Median Plan	Your Plan Design
Matching Contribution	100% of the first 4%	100% of the first 4%
Non-Matching Contribution	6%	10%
Salary Definition	Base Pay	Base Pay
Excess Plan for Salary Limits	No	Yes

Key Take Away

OCPA's above-median comparison is a result of providing matching and non-matching contributions that total 14% compared to the median plan providing a total employer contribution of 10%.



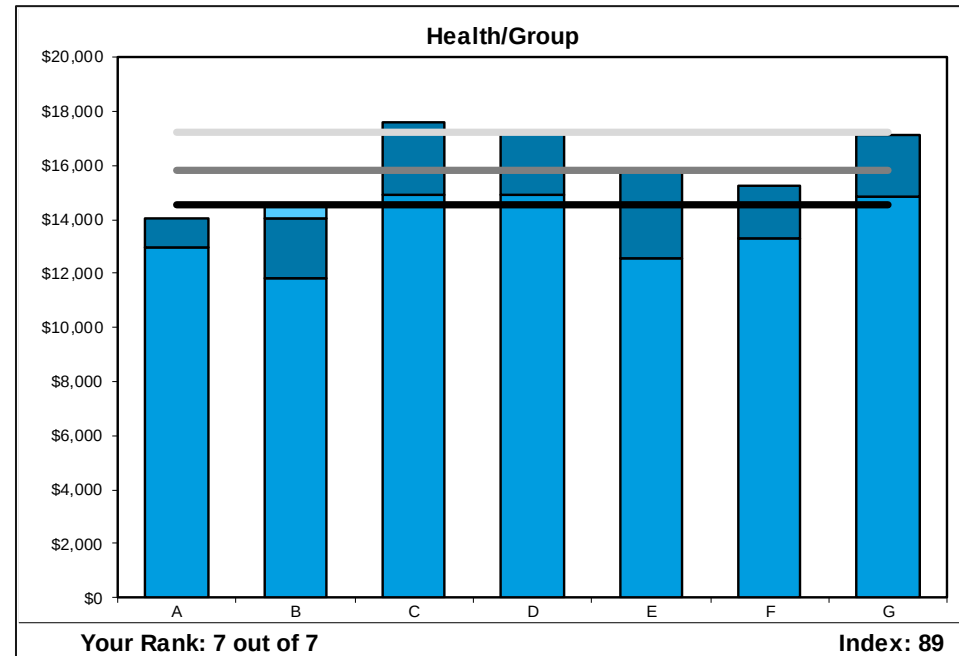
Health Group

Peer Group Position

- OCPA's below-median position is driven by a Dental plan design that is below the median plan value, offset slightly by a competitive Medical plan design that is aligned with the median plan value.
- One organization provides an employer-subsidized Flexible Spending Accounts coverage.
- No peers provide an employer-subsidized Post-Retirement Medical.

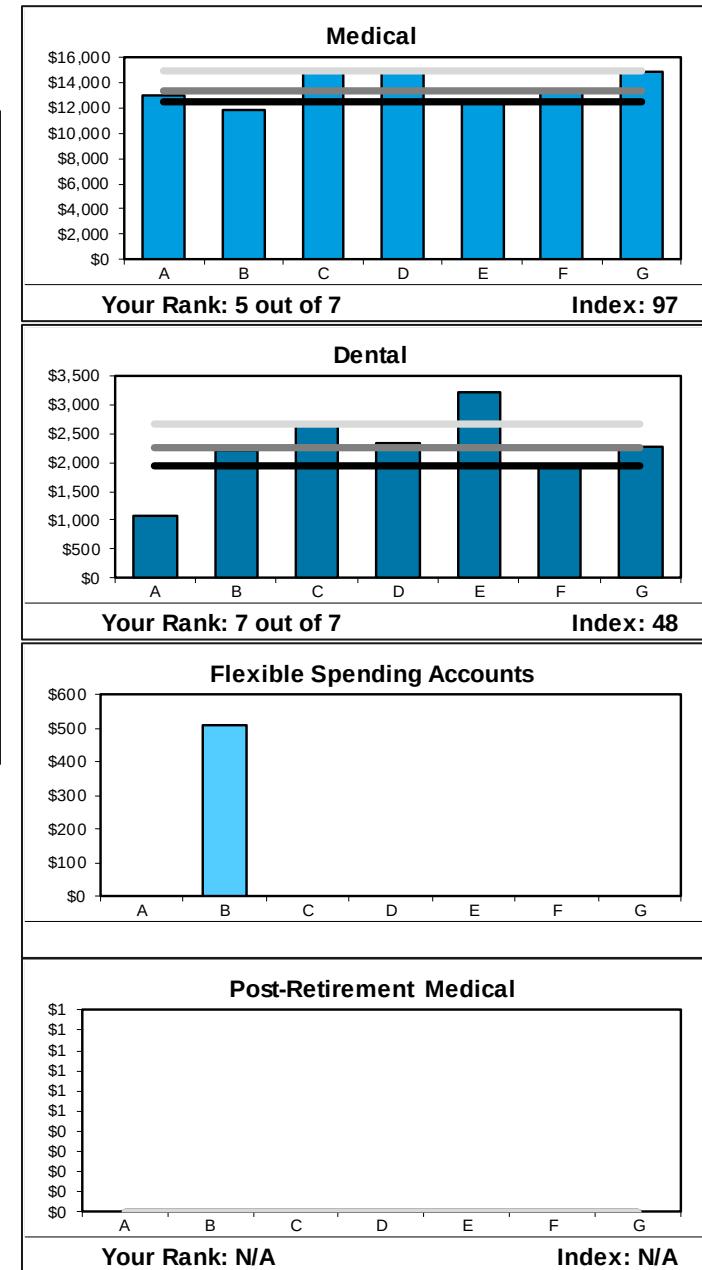
General Market Commentary

- Health benefit cost jumped 6.3% in 2021 (to an average of \$14,542 per employee), following last year's increase of just 3.4%. Smaller employers, typically fully-insured, were hit with especially high increases, cost rose by 9.6% on average.
- Employers avoided cost-cutting changes to plan design in 2021 – in fact, we saw average deductibles actually decline for some coverage types. Benefit priorities have shifted in response to the pandemic's impact on the workforce. Many employers view supporting the mental, emotional and behavioral health of employees as a business imperative.



Key Take Away

OCPA's overall Health Group position is below the median value as a result of providing a Dental plan that provides a less rich plan design and a higher cost share for most coverages other than family coverage compared to the median plan, offset slightly by a Medical plan that is competitive with the median plan design.



Health Group

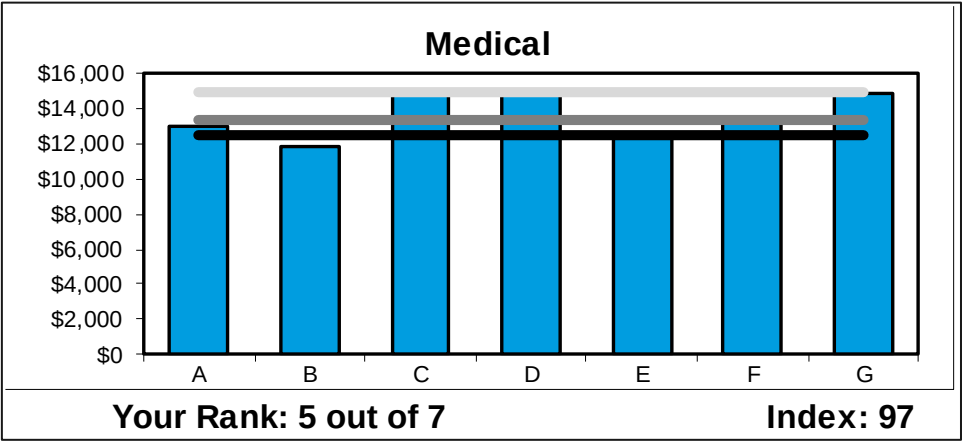
Medical

Peer Group Position

- The plan with the largest percentage of employee participation was valued for all organizations in this study; OCPA's PPO plan was valued.
- OCPA's position is a result of requiring the employees to pay slightly more of the total premium for coverage, offset with offering plan provisions that are competitive compared to the median plan design.
- The average employee cost-share for valued plans is 0% for employee only coverage and 8% for family coverage.
- One peer varies their cost share by the employee's dependent ages.

General Market Commentary

- 74% have a PPO Medical Option with an average cost share of 19% for employee only and 24% for family.
- 77% have a HDHP Medical Option with an average cost share of 13% for employee only and 17% for family.
- 22% have a HMO Medical Option with an average cost share of 16% for employee only and 25% for family.



Key Take Away

OCPA's competitive position is a result of providing plan provisions that are competitive with the median plan, offset slightly with a cost share that requires the employees to pay more of the premium.

	Median Plan Design	Your Plan Design
Plan Type	PPO	PPO
Employee Cost-Share	0% Employee Only 8% Family	14% Employee Only 15% Family
Annual Deductible	\$300 Individual \$600 Family	\$500 Individual \$1,000 Family
Out-of-Pocket Limit	\$1,300 Individual \$3,600 Family	\$2,000 Individual \$4,000 Family
Coinsurance/ Copayments	10% Inpatient Hospital \$20 Office Visit \$30 Rx	20% Inpatient Hospital \$20 Office Visit \$30 Rx
Employer HSA/HRA Funding	N/A	N/A

Health Group

Medical



Median Medical Plan Features				
	Your Plan Design PPO	HDHP	PPO or POS	HMO or EPO
In-Network Deductible	\$500 Individual \$1,000 Family	\$1,750/Individual \$3,500/Family	\$400/Individual \$800/Family	\$0/Individual \$0/Family
In-Network Inpatient Hospital	20% Coinsurance	20% Coinsurance	15% Coinsurance	\$500 Copay
In-Network Office Visits	\$20 Copay	20% Coinsurance	\$20 Copay	\$20 Copay
In-Network Out-of-Pocket Limits	\$2,000 Individual \$4,000 Family	\$4,000Individual \$8,000/Family	\$4,700/Individual \$9,400/Family	\$3,000/Individual \$6,000/Family
Employer HSA/HRA Funding	Not Applicable	\$1,300/Individual \$1,300/Family	Not Applicable	Not Applicable
Employee Cost-Share	14% Employee Only 15% Family	0% Employee Only 0% Family	0% Employee Only 0% Family	0% Employee Only 0% Family

*The details on this page do not represent the median value, rather the median plan features for each of the various plan designs offered among the peers and is inclusive of all plans offered (not just the ones with the largest percentage of employee enrollment).

Health Group

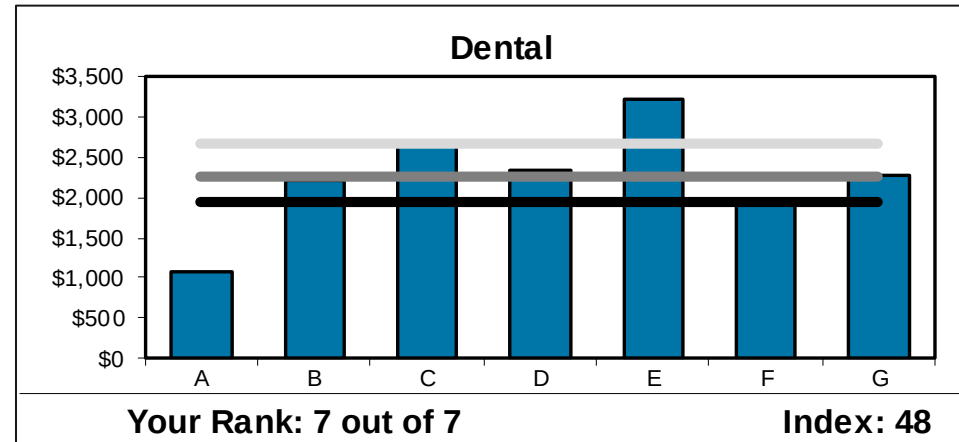
Dental

Peer Group Position

- The plan with the largest percentage of employee participation was valued for all organizations in this study.
- OCPA's below median comparison is a result of requiring the employees to pay more of the premium compared to the median plan combined with plan provisions that are slightly below the median designs.
- The median employee cost-share for valued plans is 0% for employee only and 0% for family coverage.

General Market Commentary

- Median employee cost share – 40% for employee only coverage and 47% for family coverage.
- Median Plan Coverage is 100% for preventive, 80% for basic, 50% for major and 50% for orthodontia coverage.
- Median annual maximum is \$1,500 and median lifetime orthodontia is \$1,500.



Key Take Away

OCPA's below-median position is a result of providing plan provisions that are slightly less rich compared to the peer group median combined with a cost share that requires the employees to pay part of the premium compared to the fully employer-paid median plan.

	Median Plan Design	Your Plan Design
Plan Type	PPO	Silent PPO
Employee Cost-Share	0% Employee Only 0% Employee + Child 0% Employee + Spouse 0% Family	53% Employee Only 50% Employee + Child 50% Employee + Spouse 53% Family
Annual Deductible	\$50/Individual \$150/Family	\$50/Individual \$150/Family
Maximums (Annual/Lifetime)	\$1,500 Annual / \$1,000 Orthodontia	\$1,500 Annual / \$500 Orthodontia
Coinsurance	100% Preventive 80% Basic 50% Major 50% Orthodontia	100% Preventive 80% Basic 60% Major 50% Orthodontia

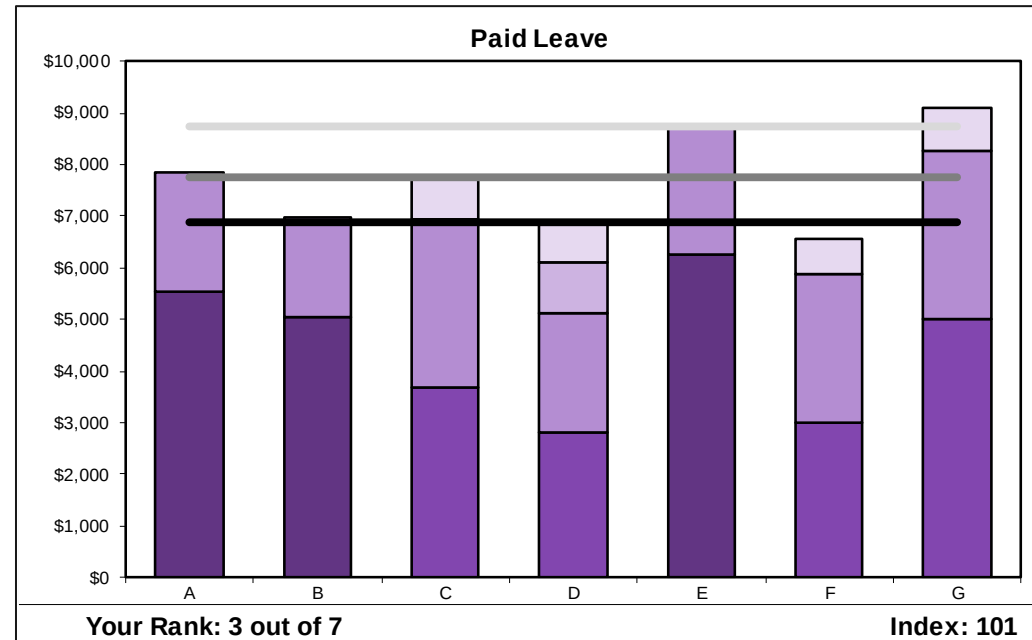
Paid Leave

Peer Group Position

- OCPA's aligned-with-median position is driven by providing a total number of days that is similar to the median plan.
- Three peers provide a Paid Time Off plan that combines various elements of Paid Leave and four peers provide a traditional vacation plan.
- One peer provides a separate Personal Leave plan.
- Four peers provide a separate Sick Leave plan.

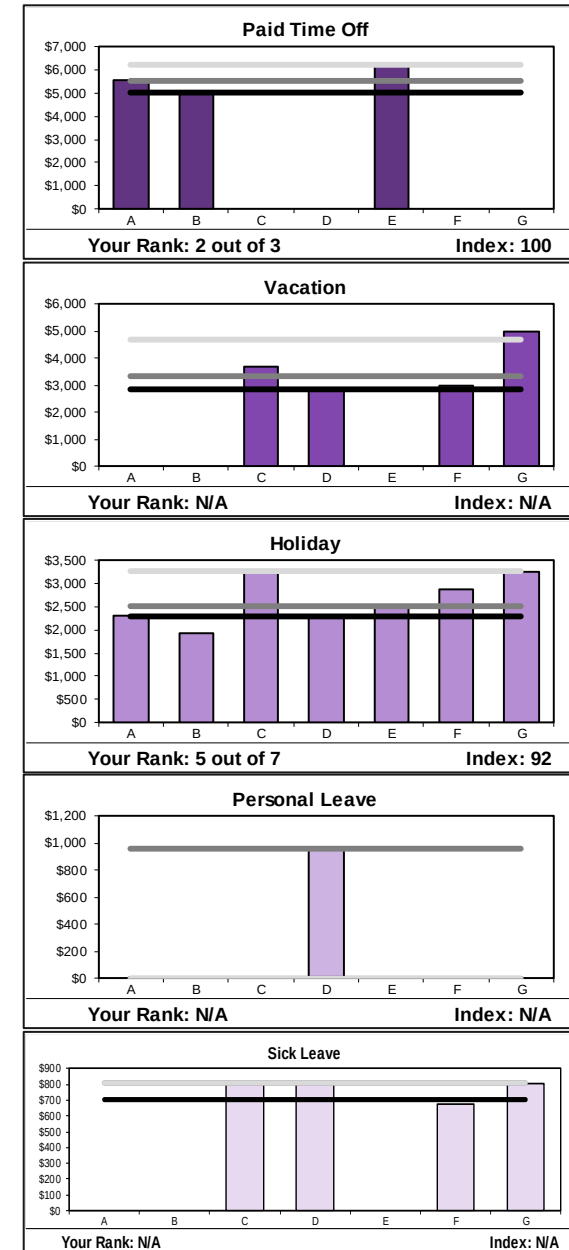
General Market Commentary

- Only 42 percent of respondents with PTO plans say that most of their employees take all of their allotted time, down from 51 percent in 2018 — and 15 percent say employees actually use less than 50 percent of PTO days.
- More than half report that open accruals/balances at the time of transition from a standard vacation/PTO plan were forfeited (where allowable); about two-fifths paid out balances and the rest allowed the accruals/balances to be used for STD top-off pay.



Key Take Away

OCPA's position is result of providing a total number of days that is similar to the number of days off as the median plan as a result of being median plan among the peers that provide a PTO plan offset by providing one less Holiday than the median plan.



Paid Leave

Total Leave

Peer Group Position

- OCPA's position is a result of offering a total number of days off that is more than the median plan for after ten years of service.
- None of the peers provides an unlimited plan to any of their employees.
- OCPA provides the following:
 - PTO ranging from 22.5 days at hire to 32.5 days after ten years of service.
 - 12 Holidays.
- The median plan provides the following:
 - Traditional Vacation plan ranging from 15 days at hire to 20 days after fifteen years of service.
 - 17 Holidays.
 - 12 Sick days – please note that Mercer's methodology is for 35% of the days available will be used for the Sick Leave value.



Key Take Away

OCPA's aligned-with-median position is a result of providing a total number of days that is slightly below the median plan in the first five years of service but offset by offering a total number of days that is more than the median plan after ten years of service.

Years of Service	Median Total Leave	Your Total Leave	Difference	Years of Service	Median Total Leave	Your Total Leave	Difference
1 Year	37.2 Days	35.5 Days	-1.7 Days	15 Year	41.2 Days	44.5 Days	+3.3 Days
5 Years	41.2 Days	39.5 Days	-1.7 Days	20 Years	41.2 Days	44.5 Days	+3.3 Days
10 Years	41.2 Days	44.5 Days	+3.3 Days	25 Years	41.2 Days	44.5 Days	+3.3 Days

Paid Leave

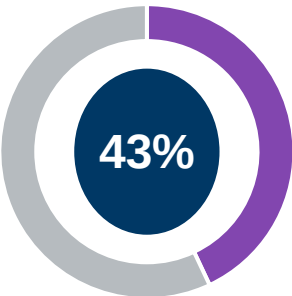
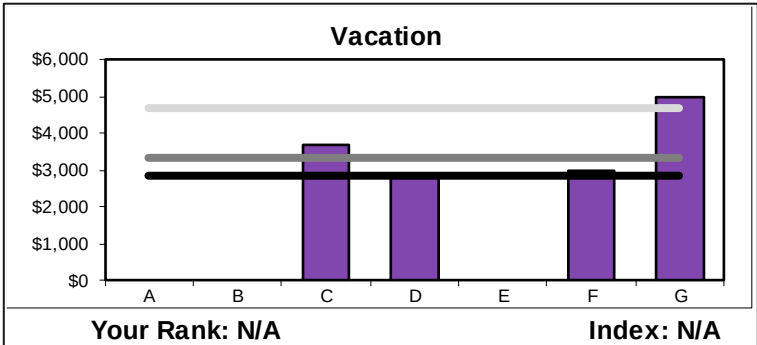
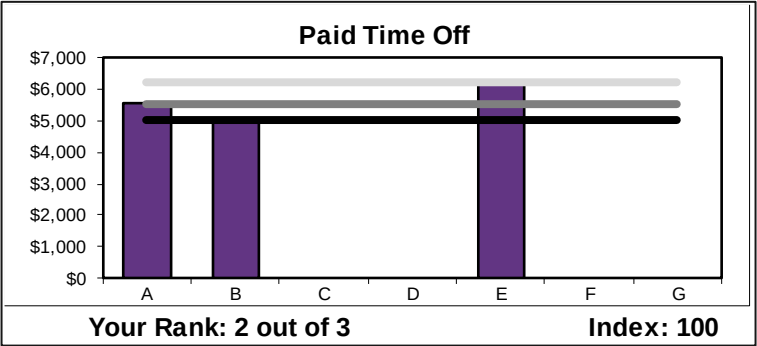
Vacation / Paid Time Off

Peer Group Position

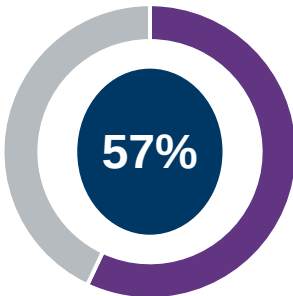
- Three organizations, including OCPA, provide a Paid Time Off plan whereby vacation days are included with other elements of paid leave such as personal leave, holidays, and/or sick leave.
- Four peers provide a traditional vacation plan.
- 100% of the peers allow for carryover, with the median number of days being about 40 days.
- Two peers allow for selling of time off.

General Market Commentary

- Types of Paid Leave – Please note, some employers may offer a PTO plan to one group of employees and Vacation plan to others
 - 52% offer a traditional vacation plan
 - 50% offer a Paid Time Off (PTO) plan
 - 5% offer an Unlimited Time off Plan
- 72% allow carryover of unused days for traditional plans with a median of 30 days.
- 80% allow carryover of unused days for PTO plans with a median 30 days.



Offer a Vacation Plan



Offer a PTO Plan

Key Take Away

OCPA's plan provisions equal the median value.

Years of Service	Median Paid Time Off Plan	Your Plan Design
1 Year	23.5 Days	23.5 Days
5 Years	27.5 Days	27.5 Days
10 Years	32.5 Days	32.5 Days
15 Years	32.5 Days	32.5 Days
20 Years	32.5 Days	32.5 Days
25 Years	32.5 Days	32.5 Days

Paid Leave

Personal and Holidays

Peer Group Position

Personal Days

- One peer provides a Personal Leave plan where the one peer provides 5 days.

Holidays

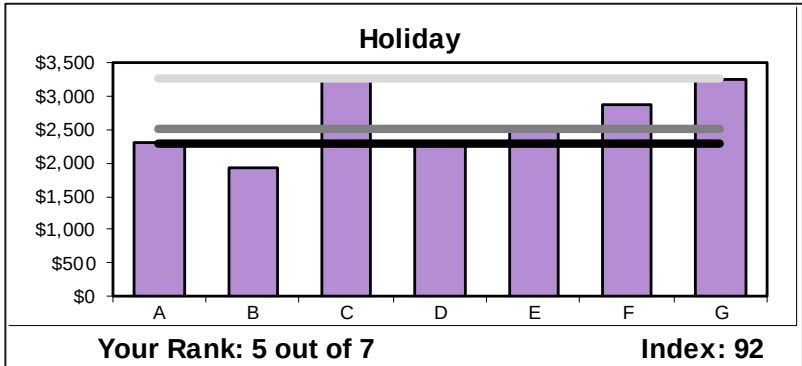
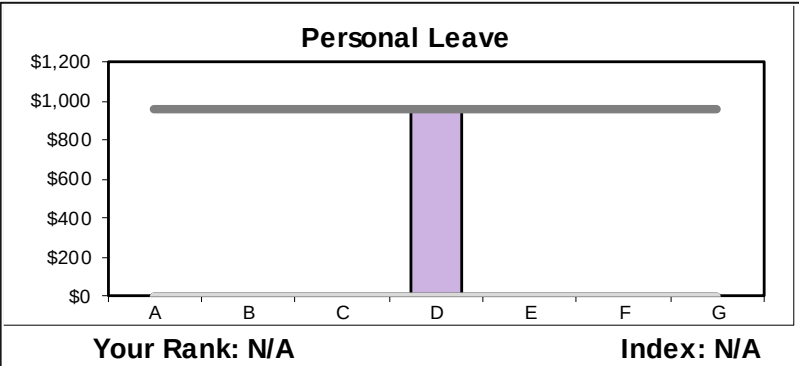
- All seven provide a separate Holiday plan.
- The holidays range from a minimum of 10 days to a maximum of 17 days, with a median of 13 days.

General Market Commentary

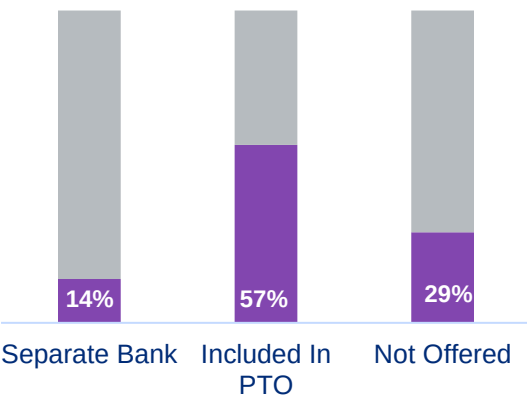
- Personal Days – Median number of personal days is 3 days.
- Holidays – Median number of holidays is 10 days.

Key Take Away

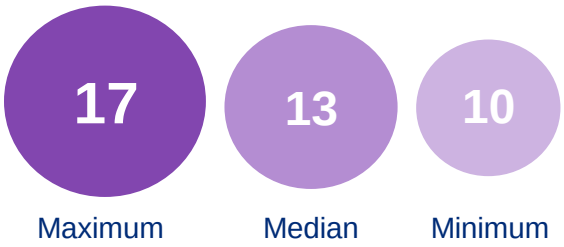
OCPA is aligned with the peer group by not providing a Personal Leave, offset by offering fewer holidays compared to the median plan.



Personal Days



Paid Holidays



Paid Leave

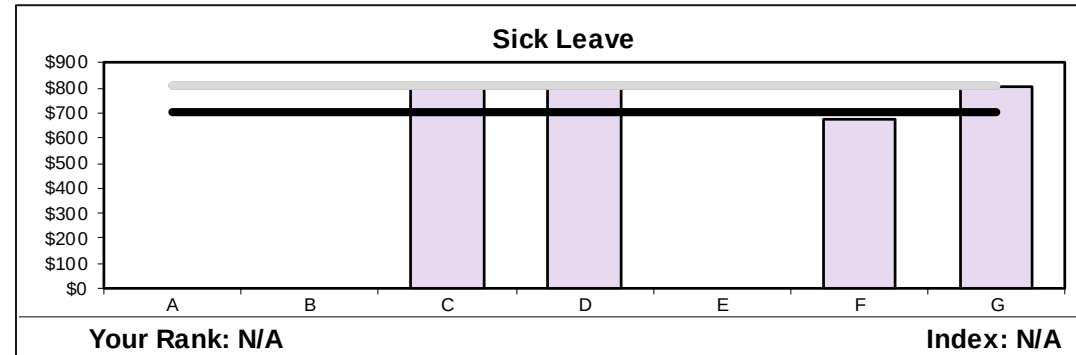
Sick Leave

Peer Group Position

- Sick Leave Methodology benefit values are based on an assumption of only 35% of the number of days available being valued.
- When informal plans are used or Sick Leave is left to the discretion of management, 10 days are used to generate the values.
- Four peers provide a Sick Leave plan; three peers provide 12 days and one peer provides 10 days.
- Two peers allow for carryover of unused Sick days.
- The remaining peers include Sick days within their PTO plan.

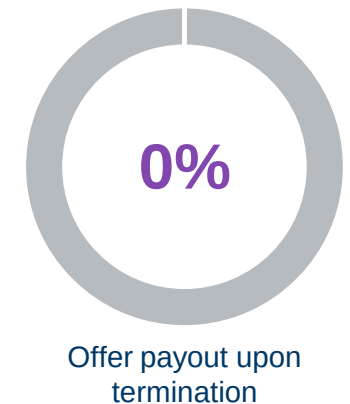
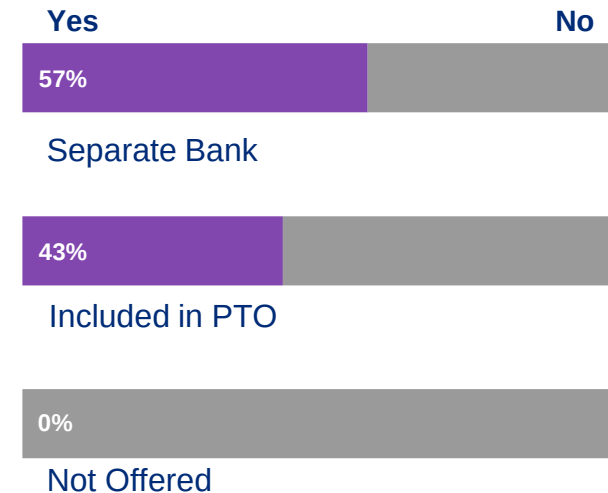
General Market Commentary

- Median number of sick days is 10 days.
- 59% of the plans offer carryover leave with either unlimited carryover or a limited number of days.
- 4% of the plans allow for accumulated sick days to be cashed out at termination.



Key Take Away

OCPA includes their sick days within the PTO plan.



Paid Leave

Parental Leave

Peer Group Position

- Six peers provide a form of Parental Leave or Family Leave.
- 100% of those that provide a Parental Leave policy provide coverage for non-birth parent.
- 100% of those that provide a Parental Leave policy provide coverage for adoptive parent.

General Market Commentary

- 16% provide a Maternity Leave with the median benefit being 8 weeks.
- 5% provide Paternity Leave with the median benefit being 2 weeks.
- 49% provide a Parental Leave benefit with the median Parental Leave benefit being 6 weeks.
- Of organizations offering Parental Leave, 79% of organizations allow leave to be used for Adoption, and 40% of organizations allow leave to be used for placement of a Foster child.

	Median Plan Design	Your Plan Design
Plan Type	Parental Leave	Parental Leave
Number of Weeks	5 weeks	0 weeks
Percent of Pay Replaced	100% of pay	N/A

Key Take Away

OCA is below the median by providing no paid parental leave, compared to the median plan which offers 5 weeks at 100% pay replacement.



*Parental Leave is not included in the relative dollar value, rank, or index positioning as this benefit is not utilized by all employees on an annual basis.

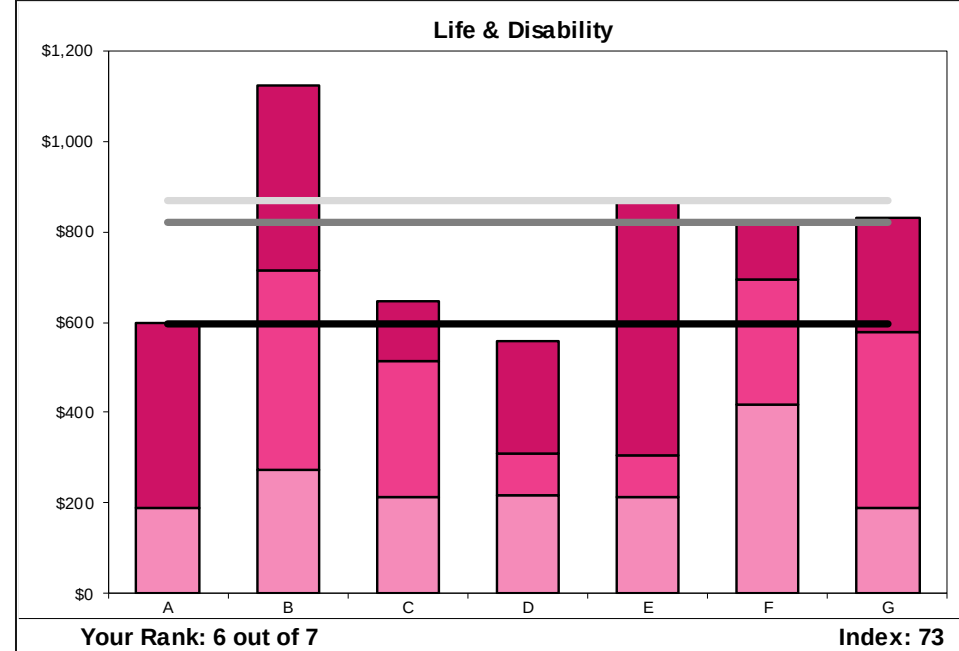
Life & Disability

Peer Group Position

- OCPA's below-median position is a result of providing a plan design that is below median for Long-Term Disability combined with requiring the employees to pay for full coverage on Short-Term Disability, offset by offering a plan design for Life Insurance that is above the median plan design.
- All peers provide employer-subsidized Life Insurance and Long-Term Disability plans.
- One peer does not provide an employer-subsidized Short-Term Disability plan.

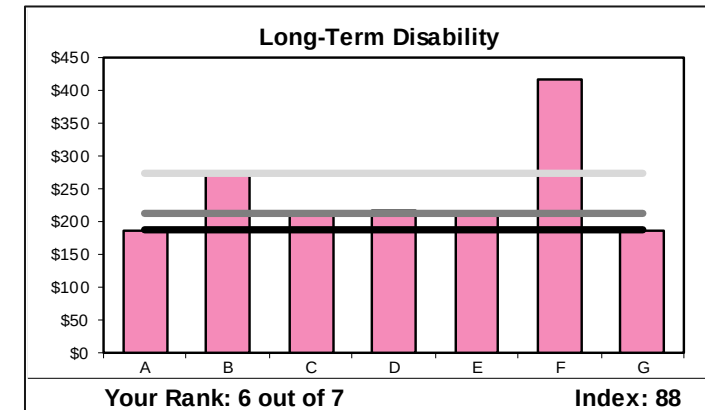
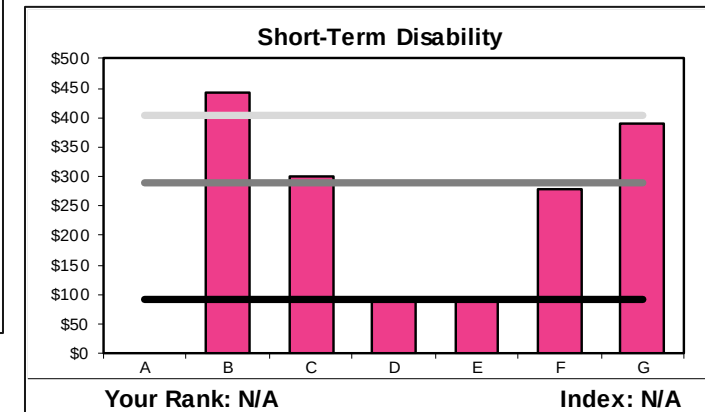
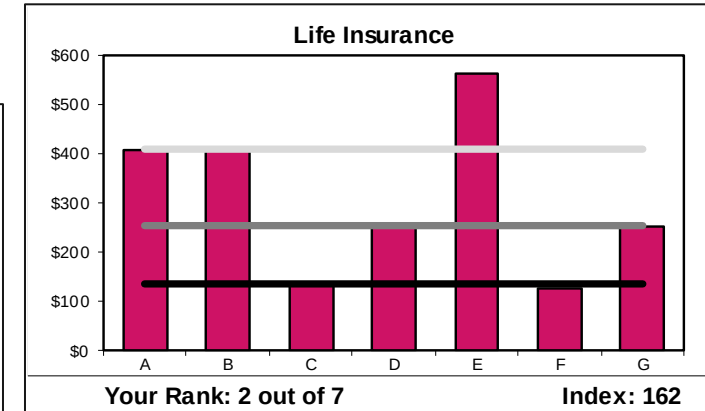
General Market Commentary

- 98% provide employer paid basic life insurance.
- 78% provide employer paid Short-Term Disability.
- 80% provide employer paid Long-Term Disability.



Key Take Away

OCPA's below-median position is a result of providing a plan design that is below the median for Long-Term Disability combined with requiring the employees to pay for full coverage on Short-Term Disability, offset by providing an above median plan design for the Life Insurance benefit.



Life & Disability

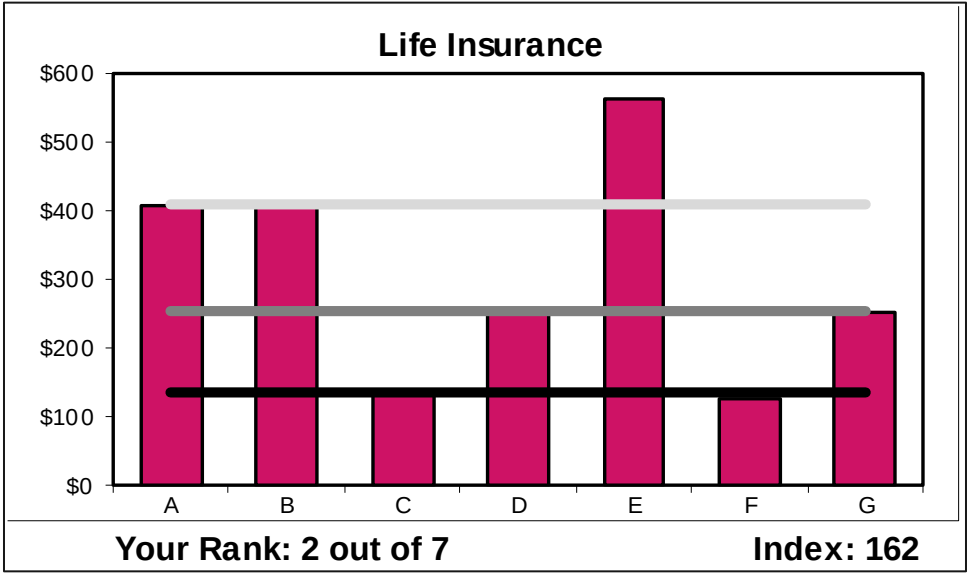
Life Insurance

Peer Group Position

- OCPA's above-median position is the result of offering a flat \$200,000 pay benefit compared to the median plan that provides a 2x pay plan with a maximum payout of \$500,000.
- Two peers provide a multiple of pay plan with ranges from 1x to 2x pay.
- Five peers provides a flat dollar payout with ranges from \$50,000 - \$300,000.
- The maximum Benefit amount ranges from \$350,000 - unlimited.
- One peer provides an employer-paid spousal plan.
- No peers include bonus in the salary definition.

General Market Commentary

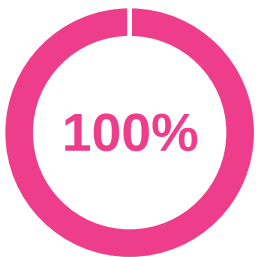
- The median plan design being 1.5x pay benefit.
- 15% provide a flat benefit plan.
- 85% provide a percent of pay Life Insurance plan.
- 86% provide a Basic AD&D benefit equal to the Basic Life Insurance benefit.
- 9% provide employer paid spouse/dependent Life Insurance.



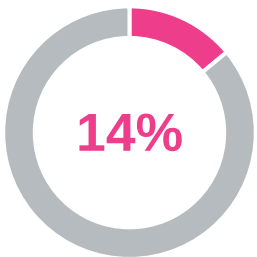
Key Take Away

OCPA is above the median plan design as a result of providing a flat \$200,000 compared to the median plan that provides 2x pay (up to \$500,000).

Note that for employees that earn more than \$100,000, OCPA's position will begin to drop **below** median as a result of the \$200,000 maximum.



Offer employer-paid Basic Life Insurance



Offer employer-paid Spouse/Dependent Life Insurance

	Median Plan Design	Your Plan Design
Multiple of Pay	2x pay	Flat \$200,000 pay out
Maximum Coverage Amount	\$500,000	\$200,000
Salary Definition	Base Pay	Base Pay

Life & Disability

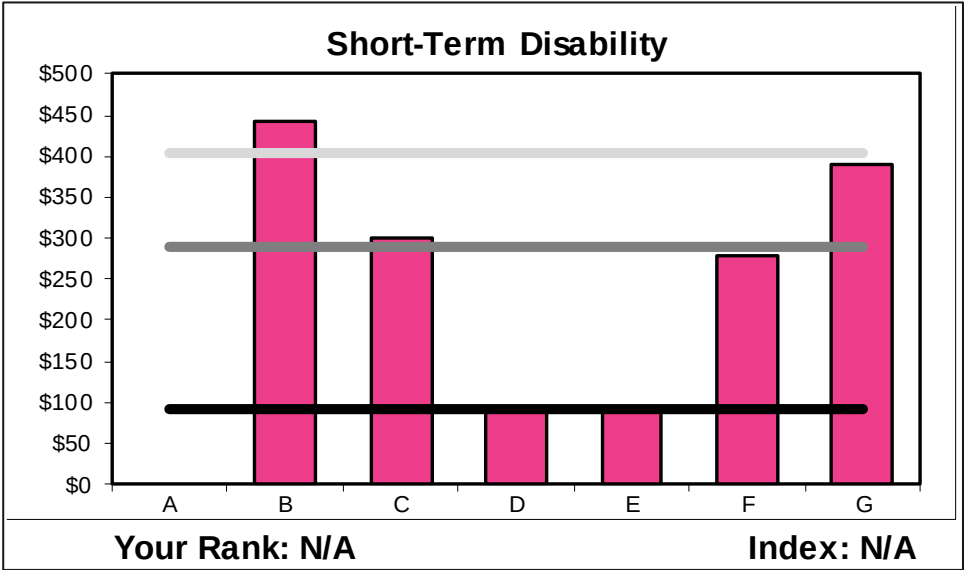
Short-Term Disability

Peer Group Position

- Short-Term Disability benefit values are based on amounts payable in the first 6 months of disability; Sick Leave carryover and LTD commencing before 6 months of disability are included in Short-Term Disability.
- OCPA's requires the employees to pay for the Short-Term disability benefit thus resulting in a \$0 value.
- None of the peers provide any weeks at a 100% pay replacement. Two peers provide sick leave carryover, thus generating a few weeks at the 100% pay replacement.

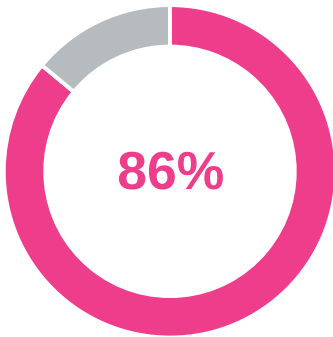
General Market Commentary

- 78% provide employer-paid coverage
- Typical plan covers 60% of base pay up to 26 weeks with an unlimited weekly benefit
- 42% of participants provide all or a portion of the disability at 100% pay replacement



Key Take Away

OCPA's position is a result of requiring the employees to pay for the full coverage.



Provide employer-subsidized Short-Term Disability

	Median Plan Design	Your Plan Design
Benefit	26 weeks at a 20% pay replacement; includes up to 12 days of sick leave	
Salary Definition	Base pay	
Elimination Period	7 days	
Maximum Weekly Benefit	\$1,500	

Life & Disability

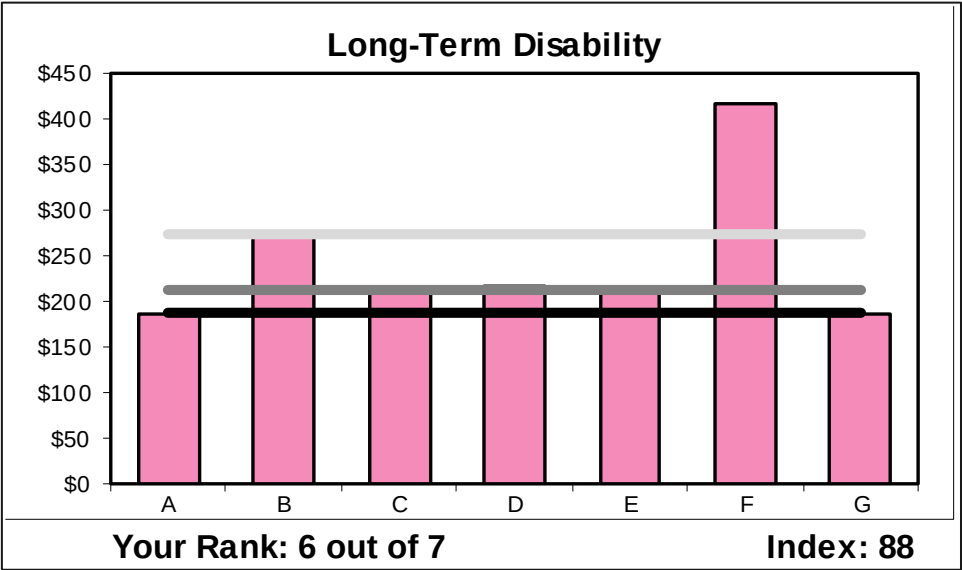
Long-Term Disability

Peer Group Position

- OCPA's below-median position is a result of providing a maximum of \$5,000, compared to the median providing a monthly maximum of \$10,000 even though both organizations provide a 60% pay replacement.
- Pay replacement ranges from 60% - 70% with the median pay replacement being 60%.
- Maximum benefit ranges from \$5,000-\$12,000.
- Six peers use the Family selection for the Social Security offset, while one peer does not use either family or individual selection.

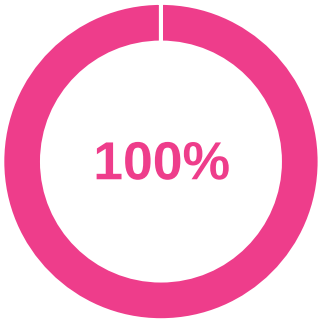
General Market Commentary

- The median pay replacement being 60%.
- Median monthly maximum is \$10,000.
- The majority of the peers provide a family Social Security offset.



Key Take Away

OCPA's position is a result of providing a 60% pay replacement with a monthly maximum of \$5,000, compared to the median plan providing a 60% pay replacement with a monthly maximum of \$10,000.



Provide employer-subsidized Short-Term Disability

	Median Plan Design	Your Plan Design
Benefit	60% pay replacement	60% pay replacement
Salary Definition	Base pay	Base pay
Maximum Monthly Benefit	\$10,000	\$5,000
Social Security Offset	Family Offset	Family Offset

Non-Traditional Benefits

Education Assistance

Peer Group Position

- Three peers indicated they had an Education Assistance plan.
- All three peers provide a reimbursement percentage of 100%.
- Reimbursement limits amongst the peers range from \$1,500-\$5,000 per year for undergraduate and graduate.
- Six peers vary their tuition reimbursement based on grades.
- None of the peers provide tuition reimbursement to an employee's spouse or children.

General Market Commentary

- **82%** provide educational assistance.
- The median reimbursement limits is **\$5,250** per year for both undergraduate and graduate courses.
- **78%** require employees to payback upon termination

Prevalence Data

Educational Assistance	Median Plan Design
Reimbursement %	100%
Maximum Annual Dollar Limit	\$3,500
Require Payback upon Termination	No
Covers Books	Yes

*Non-traditional benefits are not included in the relative dollar value, rank, or index positioning.

Yes

No

0%

Student Loan Repayment

43%

Educational Assistance

Key Take Away

OCPA is below the median design by not offering a plan.

Non-Traditional Benefits

Additional Benefits

General Market Commentary

- Mercer conducted the 2022 Flexible Working Policies and Practices survey with 749 respondents and found that the happiest employees are hybrid workers; 77% report being able to maintain a reasonable work-life balance.
- 53% of employers are working to expand the types of flexibility offered
 - 42% offer part-time schedules
 - 70% offer flex time (e.g., adjusted start and stop times)
 - 32% have, or are considering offering, a 4-day workweek to all or some employees
 - 18% offer variable or alternative shifts
 - 14% offer phased or flexible retirement

Non-traditional Benefits	Yes	No	Percent
Adoption Benefits	2	5	29%
Business Casual Policy	6	1	86%
Child/Elder Care Assistance	1	4	20%
College Scholarships	0	5	0%
Discount Purchasing	1	4	20%
Employee Assistance Plan	7	0	100%
Executive Company Car	2	4	33%
Financial Planning Assistance	4	3	57%
Flextime	4	3	57%
Formal Training/Professional Development Program	5	1	83%
Free/Subsidized Parking	6	0	100%
Funeral Leave	6	1	86%
Gambling Addiction Counseling	4	2	67%
Home Computer Offered	6	1	86%
Infertility Services	2	5	29%
Job Sharing	0	5	0%
Lactation Rooms	7	0	100%
Legal Counseling	5	2	71%
Life Insurance - Business Travel/Accident	2	5	29%
Military Leave	7	0	100%
Non-executive Company Car	1	4	20%
Onsite Child Care	0	5	0%
Onsite Fitness Facility	1	4	20%
Other Employee Company Car	1	4	20%
Paid Maternity Leave	1	6	14%
Paid Parental Leave	5	2	71%
Paid Paternity Leave	1	6	14%

Non-traditional Benefits	Yes	No	Percent
Paid/Subsidized Offsite Fitness Facility	2	3	40%
Parental/Family Leave	6	1	86%
Pre-Retirement Counseling	1	6	14%
Relocation Allowance	4	2	67%
Sales Employee Company Car	0	5	0%
Satellite Workplace	1	4	20%
Subsidized Eating Facility	0	5	0%
Telecommuting	6	1	86%
Telemedicine	5	2	71%
Wellness Program	4	2	67%
Work at Home Policy	7	0	100%

* Percentage based on those that responded.

Appendix

The following supporting documents are being provided for your reference and were used in the support of this report.

- Summary of Plan Features – this report displays participant data imported from Mercer’s national benefits database and is the basis for the valuation.
- Methodology – This section details the methods used by Mercer to value the benefit plans included in the Summary of Plan Features report for each comparator organization.

Summary of Plan Features

Medical Plan	Organization A	Organization B	Organization C	Organization D
Plan ID	MD0010	MD0020	MD0020	MD0020
General				
Plan Type	PPO	EPO	PPO	PPO
Plan Type Comments				
Plan Status	Active	Active	Active	Active
Plan is Out-of-Area Plan	No	No	No	No
Plan is a Silent PPO	Not Specified	Not Specified	Not Specified	Not Specified
Percent Of All Employees Participating in This Plan				
This plan has an HSA/HRA included (If Yes, data is in the HSA/HRA section, at bottom)	Yes	No		
This plan has Post-retirement Medical Coverage (If yes, data is in the Retiree Medical sections, at bottom)	No	Yes		
Deductibles				
Deductible Levels				
Level	Individual	Individual		
In Net %				
In Net Amt	\$1,500.00	\$0.00		
In Net Tier 2 %				
In Net Tier 2 Amt				
Out of Net %				
Out of Net Amt	\$5,000.00			
Level	Individual + 1	Individual + 1		
In Net %				
In Net Amt		\$0.00		
In Net Tier 2 %				
In Net Tier 2 Amt				
Out of Net %				
Out of Net Amt				
Level	Family	Family		
In Net %				
In Net Amt	\$3,000.00	\$0.00		
In Net Tier 2 %				
In Net Tier 2 Amt				
Out of Net %				
Out of Net Amt	\$10,000.00			

METHODOLOGY

ABOUT THIS SECTION

This section details the methods used by Mercer to value the benefit plans included in the Plan Value Comparisons and Employee Profile Comparisons sections. For each item discussed, we provide an example illustrating how each plan is valued. *Note: Your organization’s plan features may vary somewhat from the examples provided. However, we have applied these techniques, with adjustments where necessary, to the actual features of your plan.*

SECTION CONTENTS

The Methodology contains the following sections:

PRINCIPLES

- Basic methodology
- Market valuation
- Mean use
- Participation
- Personal substitution

NATIONAL COMPOSITE WORKFORCE

- Workforce demographics
- Target bonuses
- Position classification
- Cash Compensation
- Annual Salary
- Bonus

RETIREMENT/SAVINGS

- Defined Benefit plans
- Defined Contribution plans
- Stock Purchase plans

HEALTH/GROUP BENEFITS

- Medical benefits
- Dental benefits
- Dependent Care Spending Accounts
- Health Care Spending Accounts
- Post-retirement Medical benefits

PAID LEAVE

- Paid Time Off
- Vacation
- Holidays
- Personal Leave
- Sick Leave

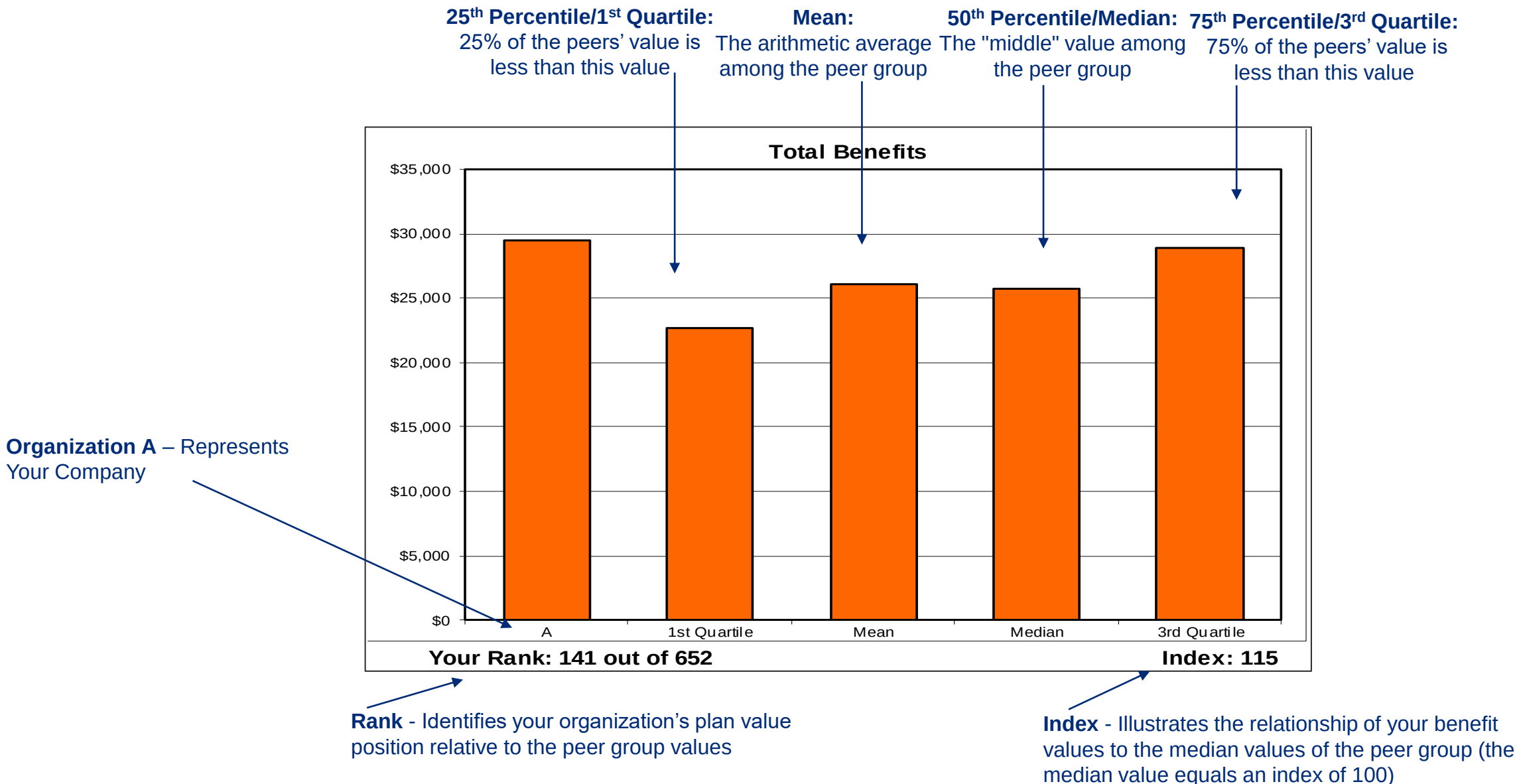
TIME LOSS BENEFITS

- Life Insurance benefits
- Short-term Disability benefits
- Long-term Disability benefits

4B. Benefits Valuation Analysis

Comparison to General Industry

About the Report



Executive Summary

Orange County Power Authority's benefit value is above the median value among the peer group

OCA
BVA Relative Value

\$ 29,495

per employee per year relative value for Retirement, Health, Paid Leave and Life & Disability benefits

Overall Index Rating

Index of 115

OCA benefits are 15% above the median value for Retirement, Health, Paid Leave and Life & Disability benefits

Overall Rank

Rank of 141

OCA benefits are ranked 141 out of 652 organizations when combining Retirement, Health, Paid Leave and Life & Disability benefits

Median

BVA Relative Value

\$ 25,703

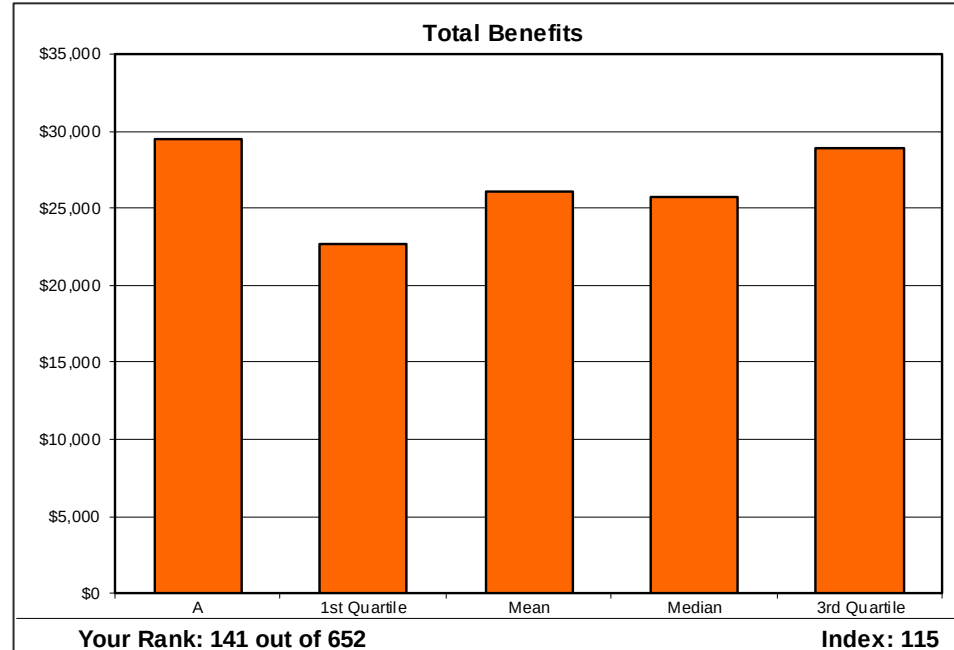
per employee per year relative value for Retirement, Health, Paid Leave and Life & Disability benefits

Benefits	2023	Summary	Benefits	2023	Summary
Retirement 	Rank = 103 rd Index = 157	OCA's above-median comparison is driven by a total employer contribution for the Defined Contribution that is at 14% compared to the median contribution of about 9%.	Paid Leave 	Rank = 65 th Index = 121	OCA's above-median position is driven by providing more Holidays and PTO days compared to the median plan.
Medical 	Rank = 168 th Index = 109	OCA's above-median position is a result of cost share that is more favorable to those employees that select dependent coverage combined with plan provisions that are richer compared to the median plan, offset by a cost share for employee coverage that is slightly below the median.	Life & Disability 	Rank = 569 th Index = 62	OCA's below-median position is a result of providing a plan design that is below median for Long-Term Disability combined with requiring the employees to pay for full coverage on Short-Term Disability, offset by offering a plan design for Life Insurance that is above the median plan design.
Dental 	Rank = 463 rd Index = 69	OCA's below median comparison is a result of requiring the employees to pay more of the premium compared to the median plan combined with plan provisions that are slightly below the median designs.			

Total Benefits

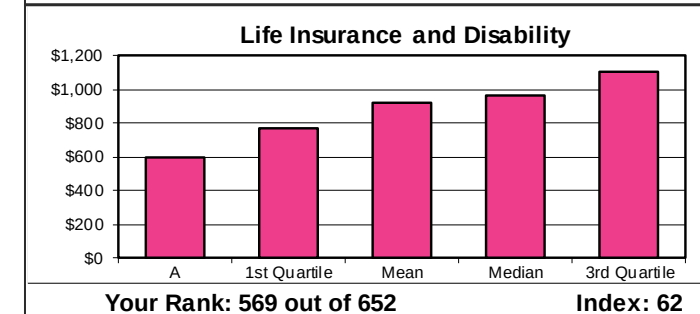
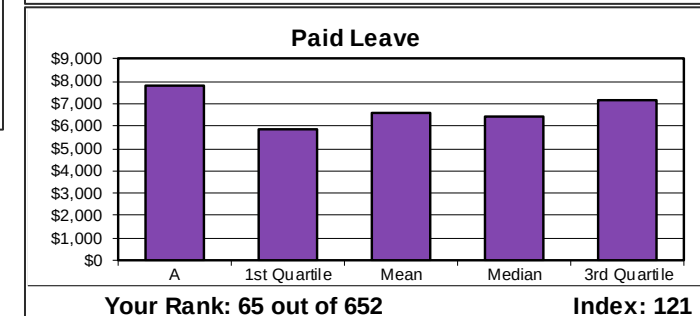
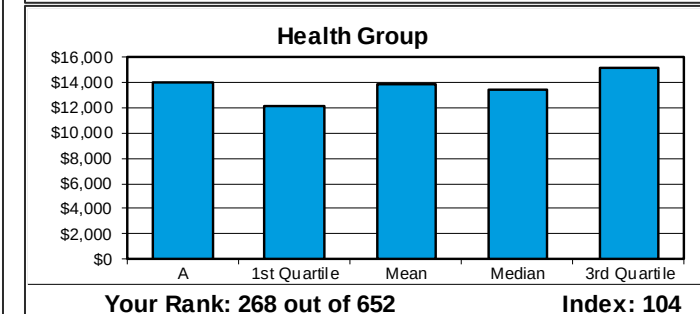
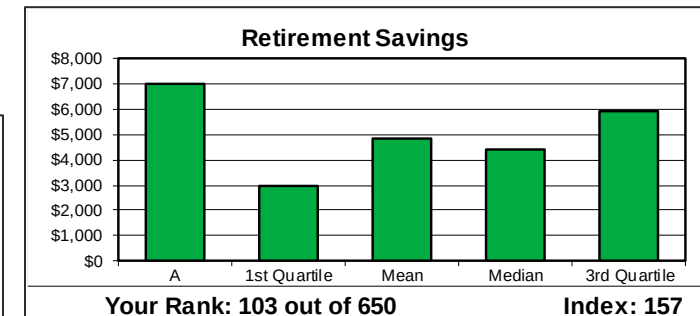
Peer Group Position

- OCPA's overall Total Benefits position is generated by:
 - Above-median comparison is driven by a total employer contribution for the Defined Contribution that is above the median plan design.
 - Aligned-with-median position is driven by a Medical plan design that is above the median plan design, offset by a Dental plan design that is below the median plan design.
 - Above-median position is driven by providing more days off through the PTO plan combined with offering more Holidays compared to the median plan design.
 - Below-median position is driven by a below median for Long-Term Disability plan design combined with requiring the employees to pay for full coverage on Short-Term Disability, offset by offering a plan design for Life Insurance that is above the median plan design.



Key Take Away

OCPA's overall total benefits position is above the median value as a result of providing plan designs that are above the median plan for Retirement Savings and Paid Leave combined with a competitive design with the Health Group median plan, offset by a below median design for the Life & Disability benefits.



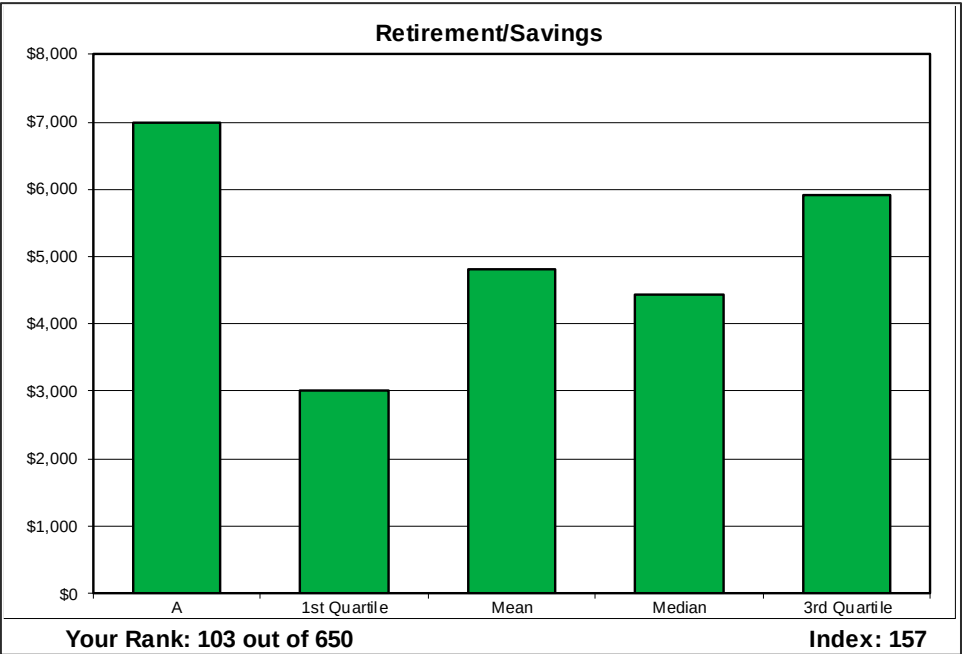
Retirement Savings

Peer Group Position

- OCPA's above-median comparison is driven by a total employer contribution for the Defined Contribution that is at 14% compared to the median contribution of about 9%.
- 16% of the peers provide an active Defined Benefit plan to new hires.
- 13% of the peers offer a Stock Purchase plan.

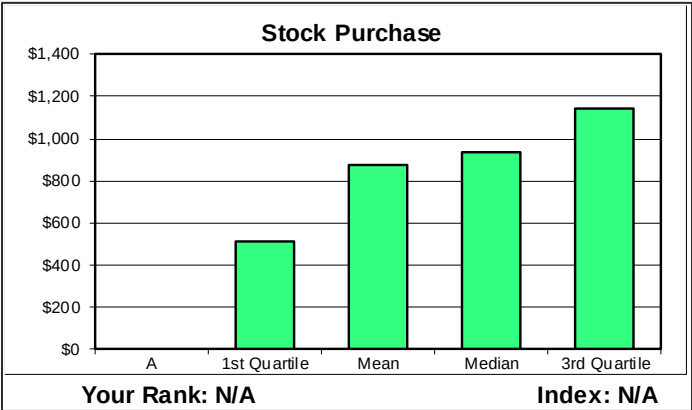
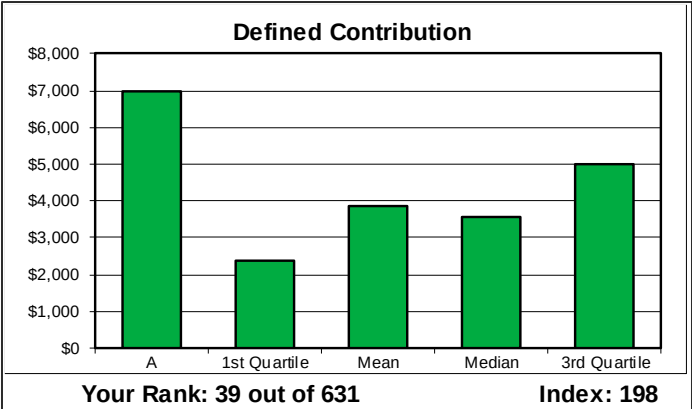
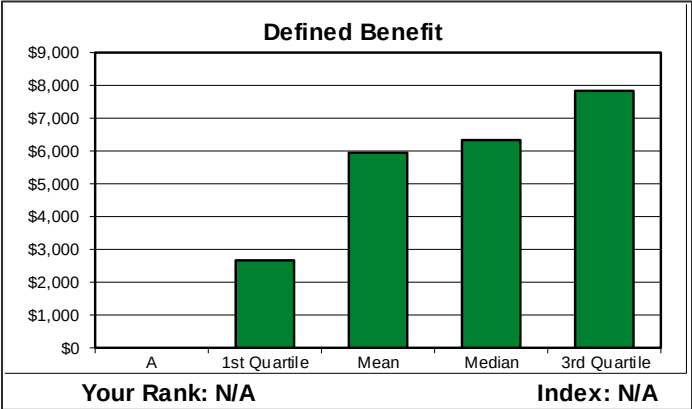
General Market Commentary

- Over the past five years, this study observed a 23% decrease in organizations offering active Defined Benefit Retirement Plans.
- As a result, more organizations provide funding through fixed or discretionary non-matching contributions to a Defined Contribution Plan, as reported by 57% of organizations in this study.
- Organizations are also encouraging participation in pretax savings plans with automatic enrollment features, reported by 54% of organizations. The median enrollment percentage among the peers is 4%.



Key Take Away

OCPA's above the median comparison is a result of the total employer contribution being 14% compared to the overall median employer contribution among all options within the Retirement Category that is about 9%.

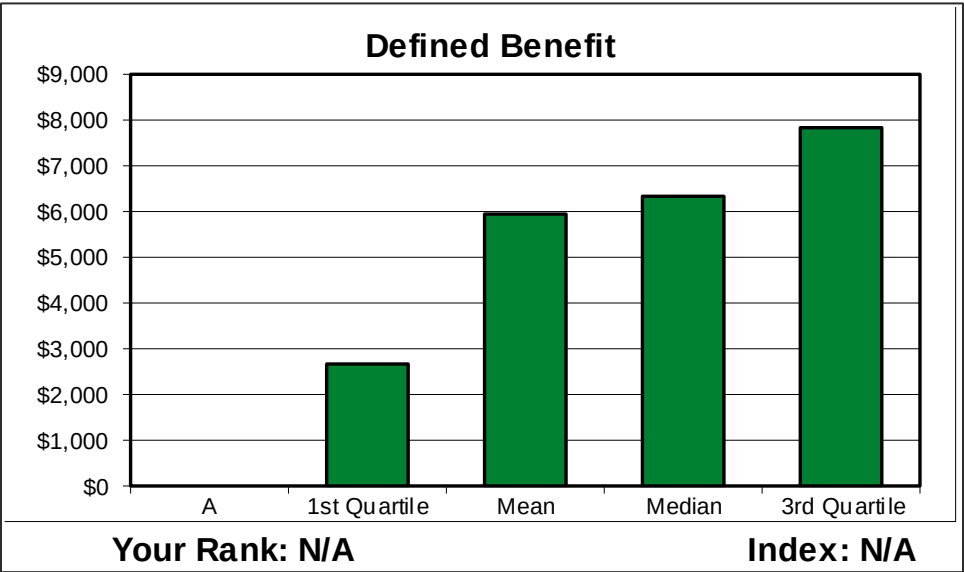


Retirement Savings

Defined Benefit

Peer Group Position

- 16% of the peers provide an active Defined Benefit.
 - The remaining organizations, including OCPA, do not provide an active Defined Benefit plan.
- ### General Market Commentary
- Offered by 17% of organizations, where the most common plan types are Final Average Pay plans and Cash Balance plans.
 - 52% have a five-year vesting schedule.
 - 42% include bonus in the definition of pay.
 - 21% have an excess feature removes legislated limit.



	Median Plan	Your Plan Design
Type of Plan	Final Average 3-Year Average	
Formula	.016 * DP1 * (CSE up to 43.75).	
Salary Definition	Total Pay	
Employee Contribution	Yes	

Key Take Away

OCPA is aligned with the peer group median by not providing a Defined Benefit plan.



67%

Final Average

28%

Cash Balance

5%

Other

Retirement Savings

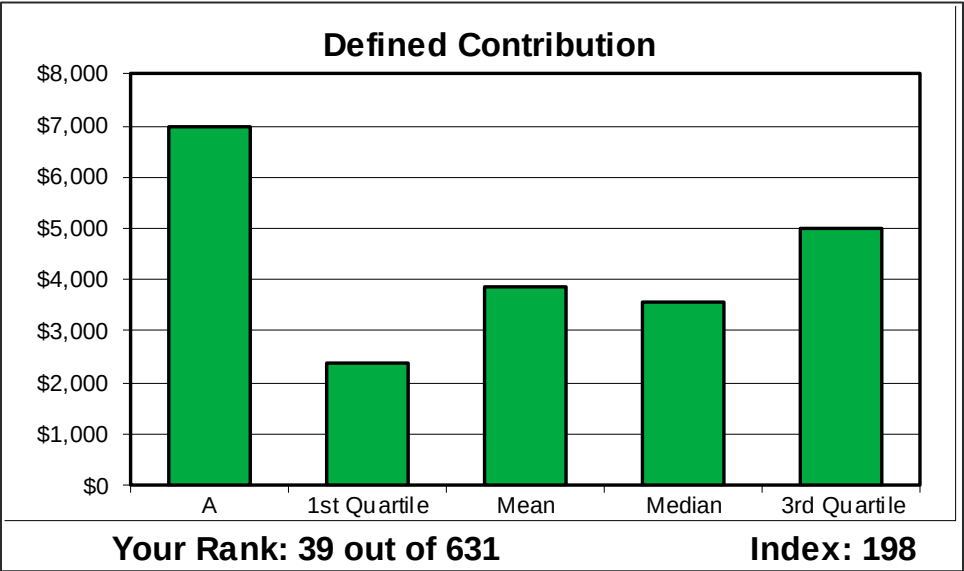
Defined Contribution

Peer Group Position

- OCPA's above-median contribution is a result of a total employer contribution that is above the median plan.
- Total employer contributions for the peer group range from 0.75% to over 20%.

General Market Commentary

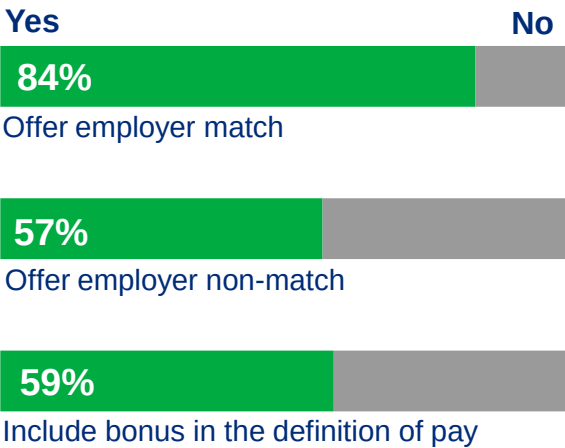
- Offered by 99% of organizations, where the median total employer contribution is 6%.
- 84% offer employer match.
- 56% offer employer non-match.
- 57% include bonus in the definition of pay.
- 40% offer immediate vesting for employer contributions.



	Median Plan	Your Plan Design
Matching Contribution	100% of the first 6%	100% of the first 4%
Non-Matching Contribution	N/A	10%
Salary Definition	Total Pay	Base Pay
Excess Plan for Salary Limits	Yes	Yes

Key Take Away

OCPA's above-median comparison is a result of the 14% employer contribution through a matching and non-matching contribution compared to the median plan providing a 6% contribution.



Retirement Savings

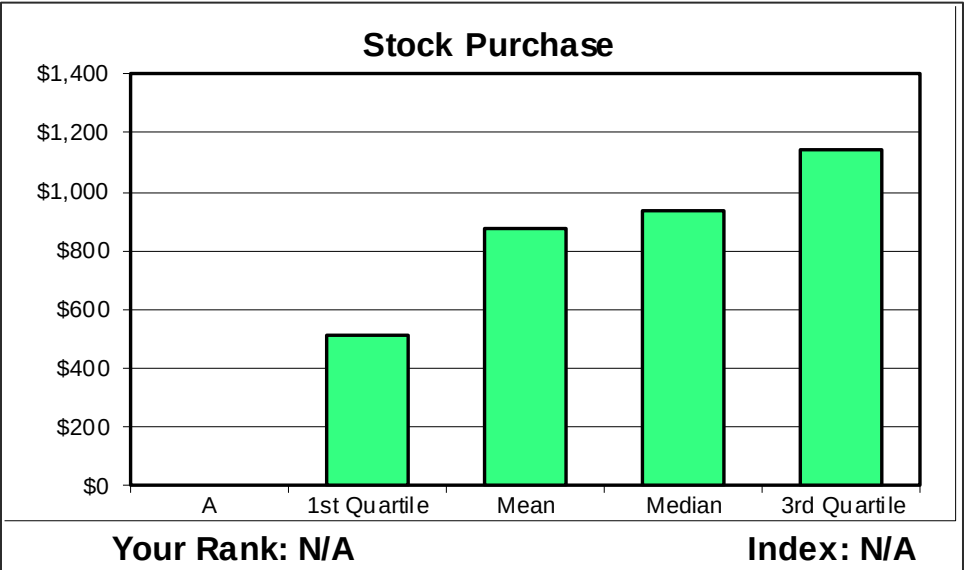
Stock Purchase Plan

Peer Group Position

- 13% of the peers offer a Stock Purchase plan
- The primary driver of value in a Stock Purchase plan is the level of employer funding via a match or discount on the purchase of the stock.
- 5% of the peers provide a Stock Purchase plan where they do not provide a discount or a match.
- Of the remaining peers, 85% provide a discount ranging from 5% - 15% and 10% of the peers provide a matching contribution.

General Market Commentary

- Offered by 14% of organizations, where 80% of these organizations provide a plan with a discount.
- The median discount is 15%.
- 25% include bonus in the definition of pay.
- 10% is the median maximum employee contribution.



Key Take Away

OCPA is aligned with the peer group by not offering a Stock Purchase Plan.

Yes

No

85%

Offer a discount

10%

Offer match

32%

Include bonus in the definition of pay

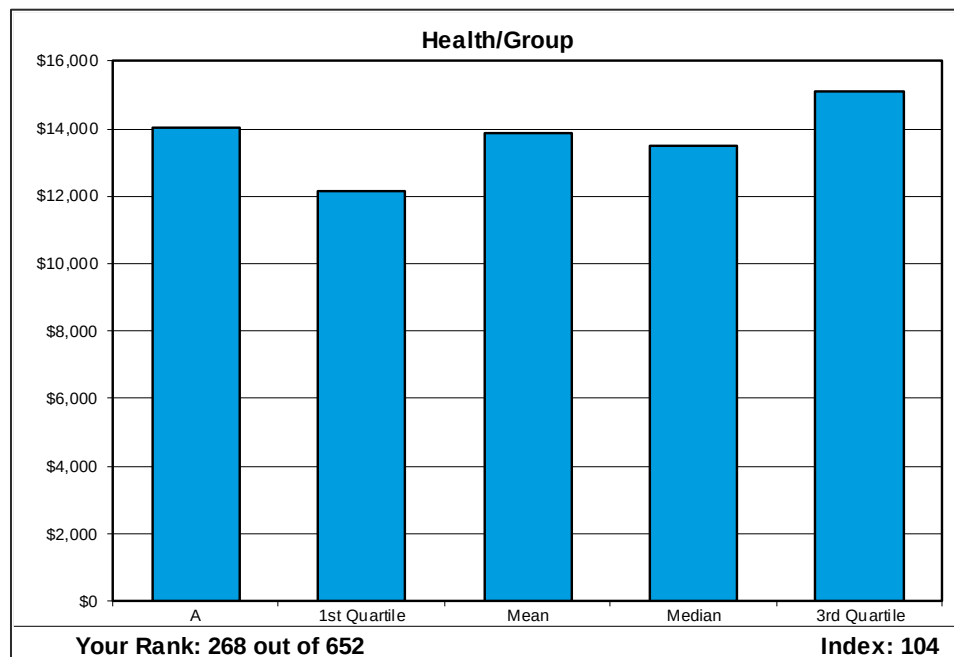
Health Group

Peer Group Position

- OCPA's aligned-with-median position is driven by the Medical plan which is above the median plan design as a result of plan provisions and a cost share that is more beneficial to the employees, offset by the Dental plan design that is below the median design.
- 23% of the peers provide an employer-subsidized Post-Retirement Medical coverage.
- 1.5% of the peers provides an employer-subsidized Flexible Spending Accounts.

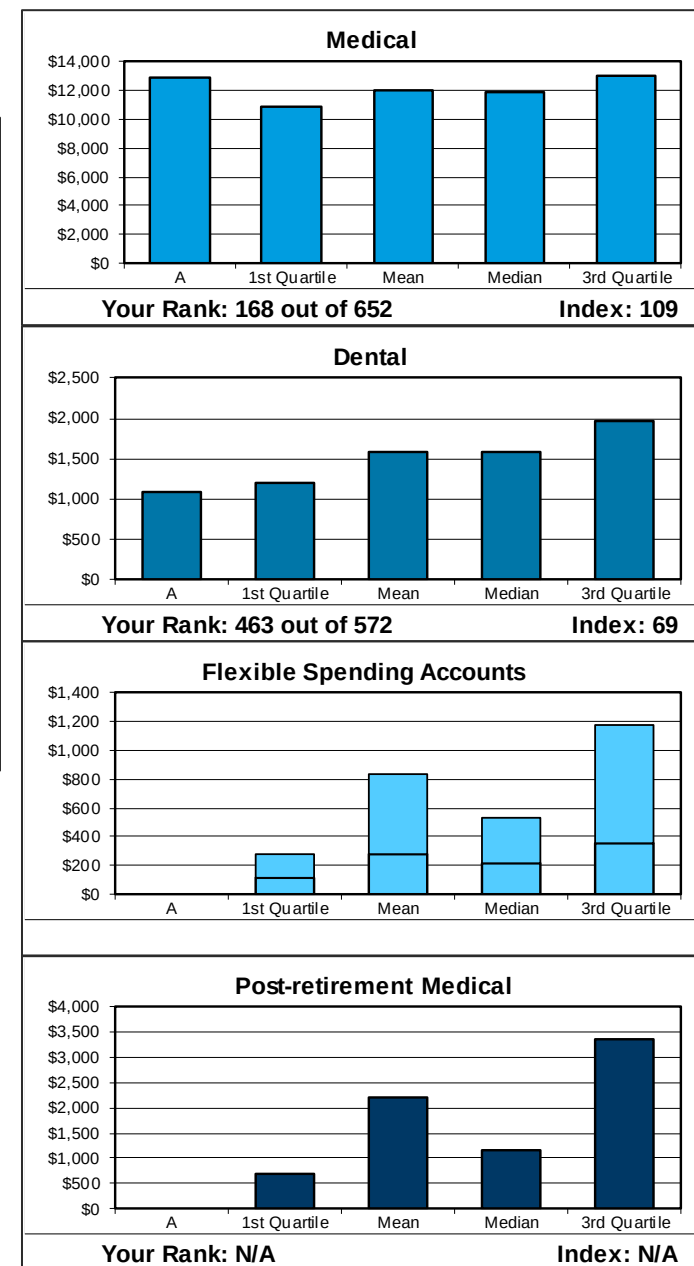
General Market Commentary

- Health benefit cost jumped 6.3% in 2021 (to an average of \$14,542 per employee), following last year's increase of just 3.4%. Smaller employers, typically fully-insured, were hit with especially high increases, cost rose by 9.6% on average.
- Employers avoided cost-cutting changes to plan design in 2021 – in fact, we saw average deductibles actually decline for some coverage types. Benefit priorities have shifted in response to the pandemic's impact on the workforce. Many employers view supporting the mental, emotional and behavioral health of employees as a business imperative.



Key Take Away

OCPA is aligned with the median overall value as a result of a Medical plan that is above the median design, offset by the Dental plan that is below the peer group median design.



Health Group

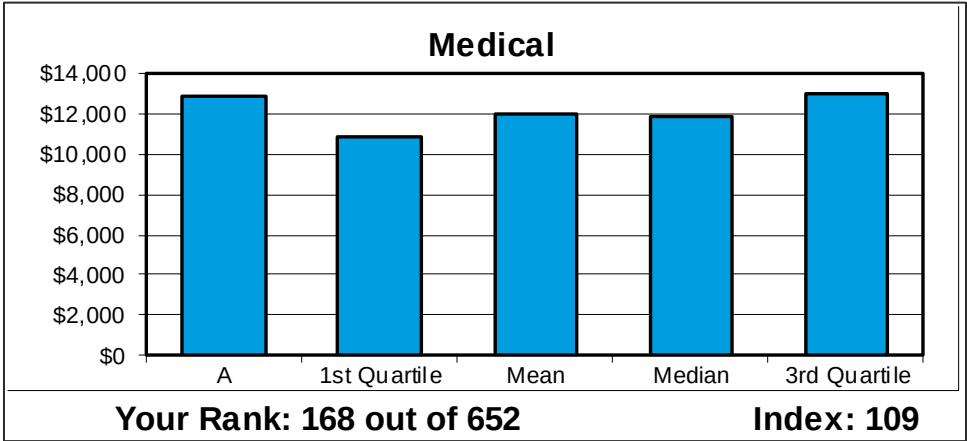
Medical

Peer Group Position

- The plan with the largest percentage of employee participation was valued for all organizations in this study; OCPA's PPO plan was valued.
- OCPA's above-median position is a result of cost share that is more favorable to those employees that select dependent coverage combined with plan provisions that are richer compared to the median plan, offset by a cost share for employee coverage that is slightly below the median.
- 15% of the peers vary their cost share by salary for PPO plans and 16% of the HDHP plans vary their cost share by salary.

General Market Commentary

- 74% have a PPO Medical Option with an average cost share of 19% for employee only and 24% for family.
- 77% have a HDHP Medical Option with an average cost share of 13% for employee only and 17% for family.
- 22% have a HMO Medical Option with an average cost share of 16% for employee only and 25% for family.



Key Take Away

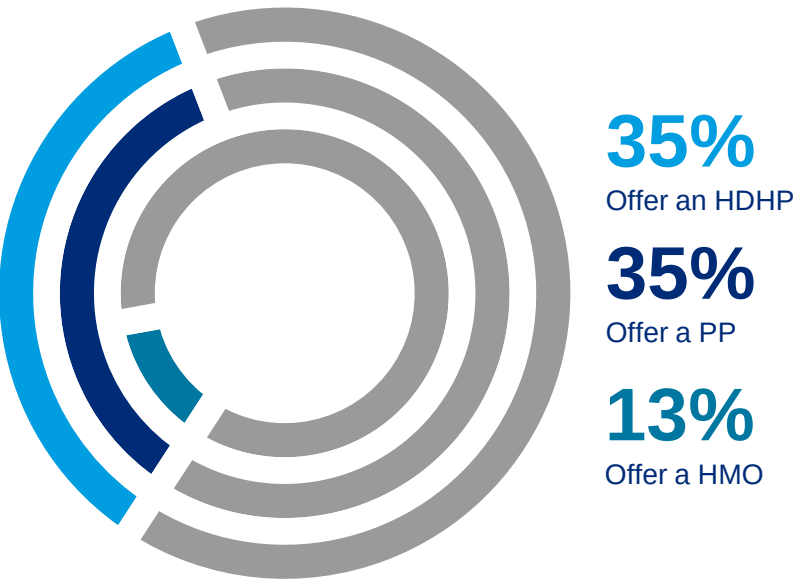
OCPA's position is above the median plan as a result of providing plan provisions that are richer compared to the median plan provisions and a cost share that is more beneficial for employees that select dependent coverage, offset slightly by a higher cost share for employee only coverage.

	Median Plan Design	Your Plan Design
Plan Type	HDHP	PPO
Employee Cost-Share	Varies by Salary 9%-11% Employee Only 19%-23% Family	14% Employee Only 15% Family
Annual Deductible	\$1,500 Individual \$3,000 Family	\$500 Individual \$1,000 Family
Out-of-Pocket Limit	\$3,000 Individual \$6,000 Family	\$2,000 Individual \$4,000 Family
Coinsurance/ Copayments	20% Inpatient Hospital 20% Office Visit 30% Rx	20% Inpatient Hospital \$20 Office Visit \$30 Rx
Employer HSA/HRA Funding	\$350 Individual \$700 Family	N/A

Health Group

Medical

*Based on the total number of plans offered by the peer group, not based on how many peers offer that plan type.



Median Medical Plan Features				
	Your Plan Design PPO	HDHP	PPO	HMO
In-Network Deductible	\$500 Individual \$1,000 Family	\$2,000/Individual \$4,000/Family	\$500/Individual \$1,500/Family	\$0/Individual \$0/Family
In-Network Inpatient Hospital	20% Coinsurance	20% Coinsurance	\$250 Copay or 20% Coinsurance	\$250 Copay or 10% Coinsurance
In-Network Office Visits	\$20 Copay	20% Coinsurance	\$25 Copay or 20% Coinsurance	\$20 Copay
In-Network Out-of-Pocket Limits	\$2,000 Individual \$4,000 Family	\$4,000/Individual \$8,000/Family	\$3,000/Individual \$6,000/Family	\$2,000/Individual \$4,000/Family
Employer HSA/HRA Funding	Not Applicable	\$500/Individual \$1,000/Family	Not Applicable	Not Applicable
Employee Cost-Share	14% Employee Only 15% Family	12% Employee Only 16% Family	19% Employee Only 23% Family	15% Employee Only 22% Family

*The details on this page do not represent the median value, rather the median plan features for each of the various plan designs offered among the peers and is inclusive of all plans offered (not just the ones with the largest percentage of employee enrollment).

Health Group

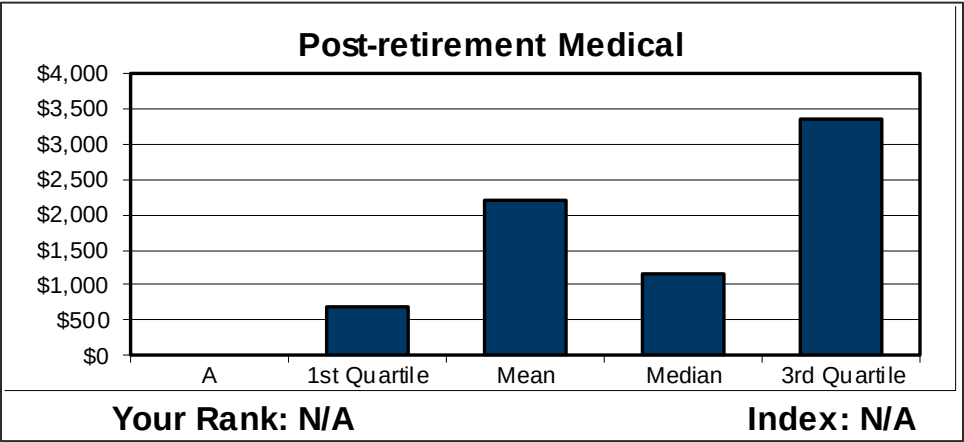
Post-Retirement Medical

Peer Group Position

- 22% of the peers provide an employer-subsidized post-retirement medical plan for either Pre-65 coverage and / or Post-65 coverage.

General Market Commentary

- Over the past five years we have seen a 9% decrease in organizations offering retiree medical coverage to newly hired employees.
- 25% of the organizations offer an employer subsidized plan for pre-65 coverage.
- 23% of the organizations offer an employer subsidized plan for post-65 coverage.
- Many organizations have opted to grandfather/freeze these plans or provide access-only plans, which allow retirees to enroll, but require the retiree to pay the full cost of coverage.



Key Take Away

OCPA is aligned with the median by not offering a Post-Retirement Medical plan.

Health Group

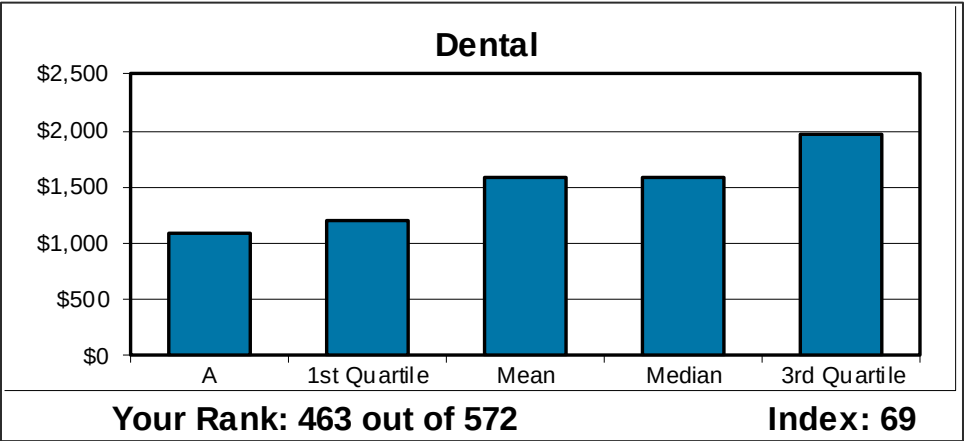
Dental

Peer Group Position

- The plan with the largest percentage of employee participation was valued for all organizations in this study.
- OCPA's below-median comparison is a result of requiring the employees to pay more of the premium compared to the median plan combined with plan provisions that are slightly below the median designs.
- The average employee cost-share for valued plans is 44% for employee only and 49% for family coverage.

General Market Commentary

- Median employee cost share – 40% for employee only coverage and 47% for family coverage.
- Median Plan Coverage is 100% for preventive, 80% for basic, 50% for major and 50% for orthodontia coverage.
- Median annual maximum is \$1,500 and median lifetime orthodontia is \$1,500.



Key Take Away

OCPA's below-median position is a result of providing plan provisions that are slightly less rich compared to the peer group median combined with a cost share that requires the employees to pay more of the total premium compared to the median plan.

	Median Plan Design	Your Plan Design
Plan Type	Silent PPO	Silent PPO
Employee Cost-Share	31% Employee Only 31% Employee + Child 31% Employee + Spouse 31% Family	53% Employee Only 50% Employee + Child 50% Employee + Spouse 53% Family
Annual Deductible	\$50/Individual \$150/Family	\$50/Individual \$150/Family
Maximums (Annual/Lifetime)	\$1,500 Annual / \$1,500 Orthodontia	\$1,500 Annual / \$500 Orthodontia
Coinsurance	100% Preventive 80% Basic 50% Major 50% Orthodontia	100% Preventive 80% Basic 60% Major 50% Orthodontia

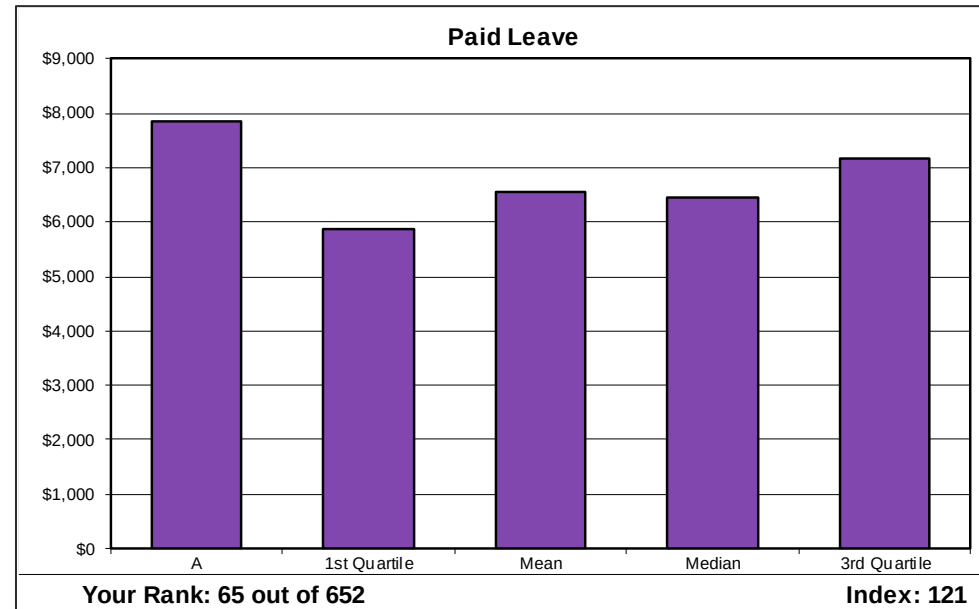
Paid Leave

Peer Group Position

- OCPA's above-median position is driven by providing more Holidays and PTO days compared to the median plan.
- 49% of the peers provide a Paid Time Off plan that combines various elements of Paid Leave and 52% of the peers provide a traditional vacation plan. (please note that some peers may provide both through different plans for different employee segments)
- 20% of the peers provide a separate Personal Leave plan.
- 54% of the peers provide a separate Sick Leave plan.

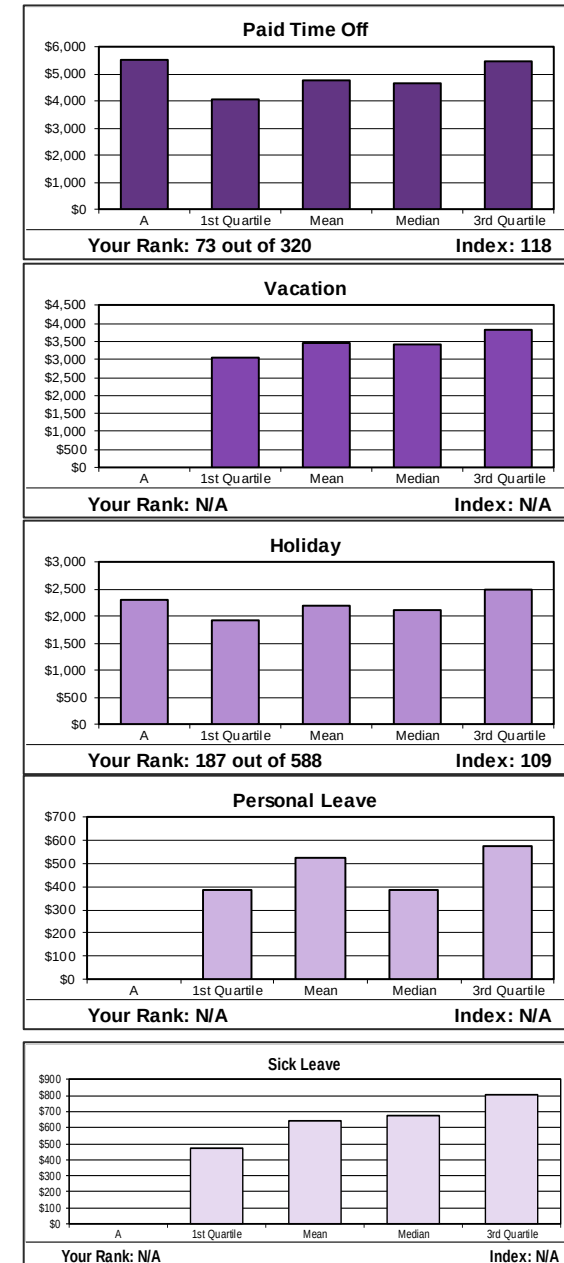
General Market Commentary

- Only 42 percent of respondents with PTO plans say that most of their employees take all of their allotted time, down from 51 percent in 2018 — and 15 percent say employees actually use less than 50 percent of PTO days.
- More than half report that open accruals/balances at the time of transition from a standard vacation/PTO plan were forfeited (where allowable); about two-fifths paid out balances and the rest allowed the accruals/balances to be used for STD top-off pay.



Key Take Away

OCPA's above-median position is a result of offering a total number of days off for the PTO plan and Holidays that are greater than the median plans.

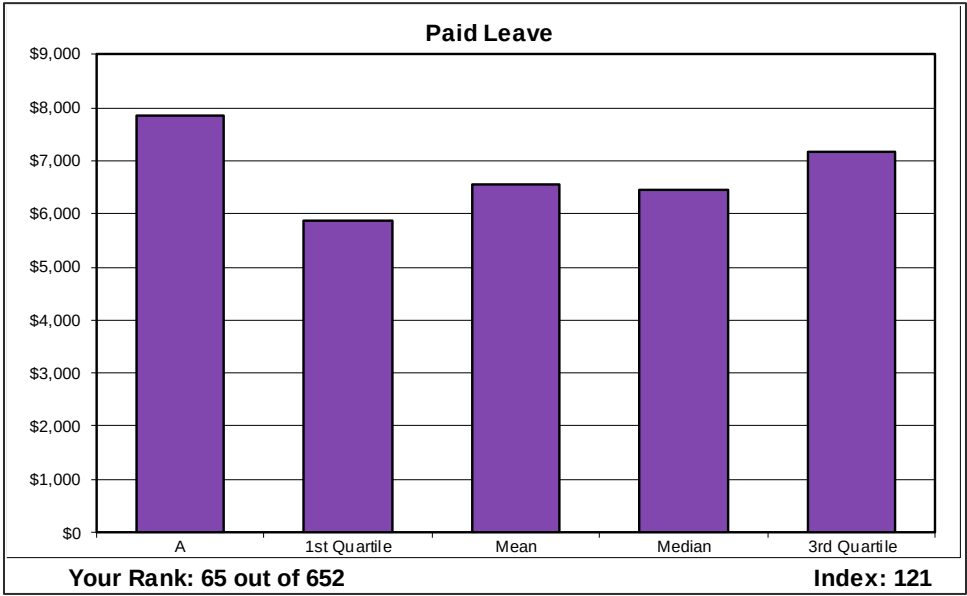


Paid Leave

Total Leave

Peer Group Position

- OCPA's position is a result of offering a total number of days off that is more than the median plan.
- OCPA provides the following:
 - PTO ranging from 22.5 days at hire to 32.5 days after ten years of service.
 - 12 Holidays.
- The median plan provides the following:
 - PTO plan that is 25 days from date of hire for exempt employees and a range of 20 – 25 days for non-exempt employees after five years of service.
 - 10 Holidays.



Key Take Away

OCPA's above-median position is a result of providing a total number of days that is greater than the median plan.

Years of Service	Median Total Leave Non-Exempt Exempt	Your Total Leave	Difference	Years of Service	Median Total Leave	Your Total Leave	Difference
1 Year	30/35 Days	35.5 Days	+5.5 / +0.5 Days	15 Year	35/35 Days	44.5 Days	+9.5 Days
5 Years	35/35 Days	39.5 Days	+4.5 Days	20 Years	35/35 Days	44.5 Days	+9.5 Days
10 Years	35/35 Days	44.5 Days	+9.5 Days	25 Years	35/35 Days	44.5 Days	+9.5 Days

Paid Leave

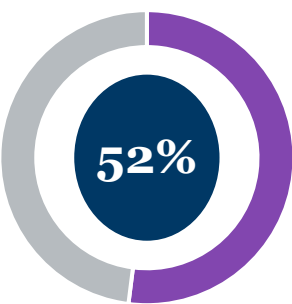
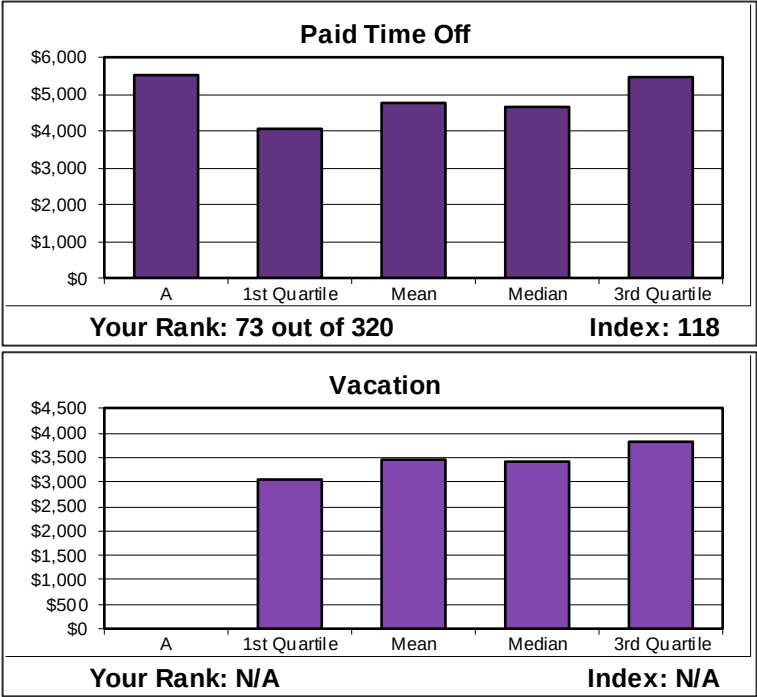
Vacation / Paid Time Off

Peer Group Position

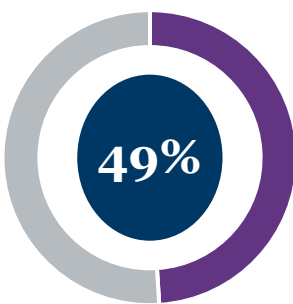
- 49% of the peers provide a Paid Time Off plan whereby vacation days are included with other elements of paid leave such as personal leave, holidays, and/or sick leave.
- 52% of the peers provide a traditional Vacation plan. (Four peers provide both a Vacation and PTO plan).
- 78% of the peers allow for carryover, with the median number of days being about 30 days.
- 16% peers allow for selling of time off.

General Market Commentary

- Types of Paid Leave – Please note, some employers may offer a PTO plan to one group of employees and Vacation plan to others
 - 52% offer a traditional vacation plan
 - 50% offer a Paid Time Off (PTO) plan
 - 5% offer an Unlimited Time off Plan
- 72% allow carryover of unused days for traditional plans with a median of 30 days.
- 80% allow carryover of unused days for PTO plans with a median 30 days.



Offer a Vacation Plan



Offer a PTO Plan

Key Take Away

Among the organizations that provide a Paid Time Off plan, OCPA is above the median plan design as a result of providing more days off among the peer group at all levels of service.

Years of Service	Median Paid Time Off Plan Non-Mgrs and Mgrs	Your Plan Design
1 Year	17 / 22 Days	23.5 Days
5 Years	22 / 22 Days	27.5 Days
10 Years	24 / 24 Days	32.5 Days
15 Years	29 / 29 Days	32.5 Days
20 Years	32 / 32 Days	32.5 Days
25 Years	32 / 32 Days	32.5 Days

Paid Leave

Personal and Holidays

Peer Group Position

Personal Days

- 20% of the peers provide a Personal Leave plan where the median plan provides 2 days.
- The range of days offered among those days that provide personal days is between 1 and 10 days.

Holidays

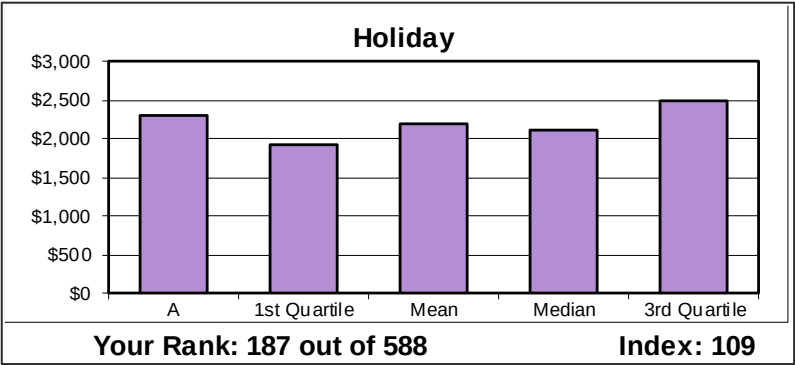
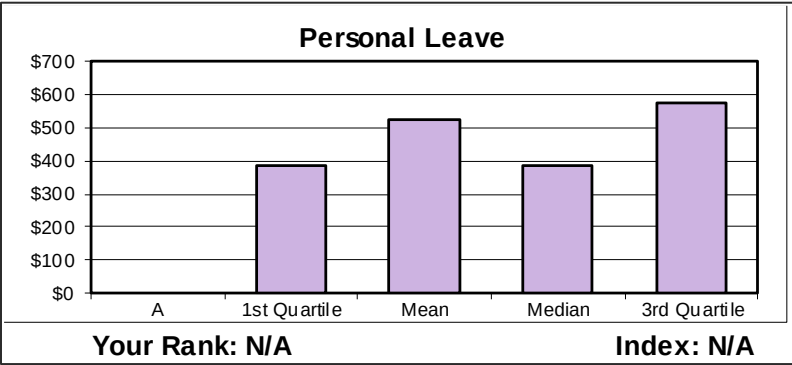
- 90% of the peers provide a separate Holiday plan.
- OCPA is above the median as a result of providing 12 days compared to the median number of holidays being 11.

General Market Commentary

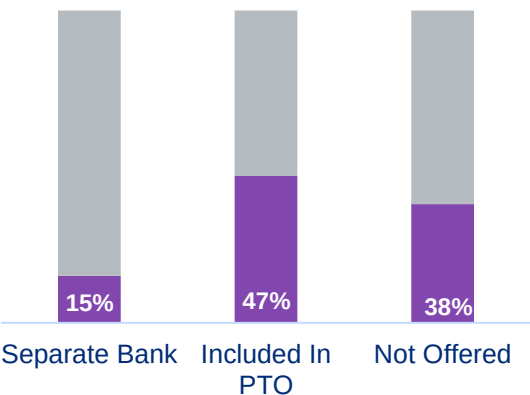
- Personal Days – Median number of personal days is 3 days.
- Holidays – Median number of holidays is 10 days.

Key Take Away

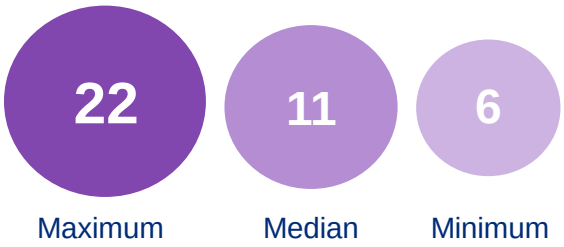
OCPA is aligned with the peer group by including Personal Leave within the PTO plan combined with offering one more holiday compared to the median plan.



Personal Days



Paid Holidays



Paid Leave

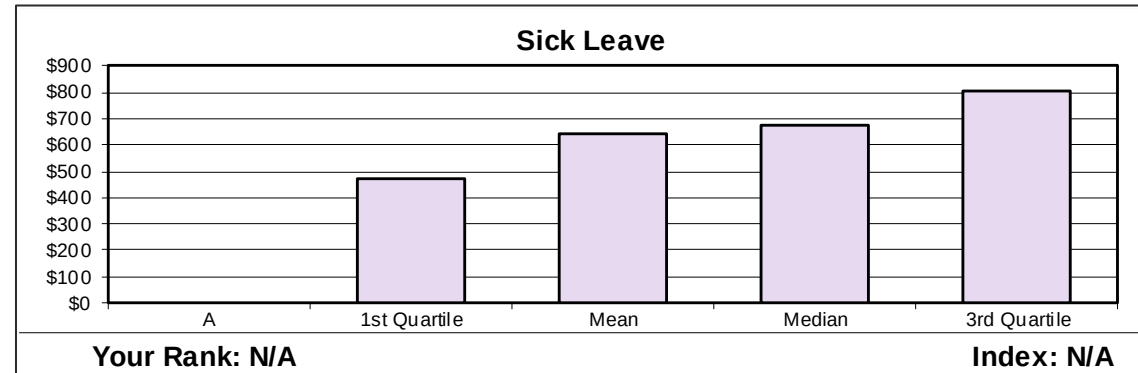
Sick Leave

Peer Group Position

- Sick Leave Methodology benefit values are based on an assumption of only 35% of the number of days available are valued.
- When informal plans are used or Sick Leave left to the discretion of management, 10 days are used to generate the values.
- 44% of the peers include Sick Leave within the PTO bank.
- 53% of the peers provide a separate Sick Leave plan where the range of days offered are from 5 – 13.
- 61% of the peers allow for carryover of unused sick days.
- Four peers allow employees to cash out unused Sick days where only one of the four peers allow a 100% payout at either termination or retirement.

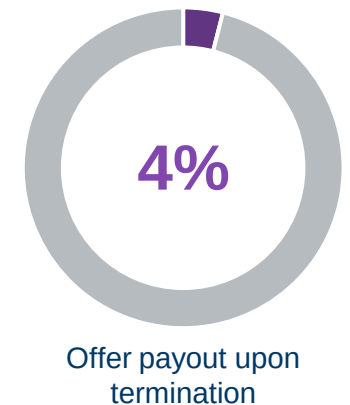
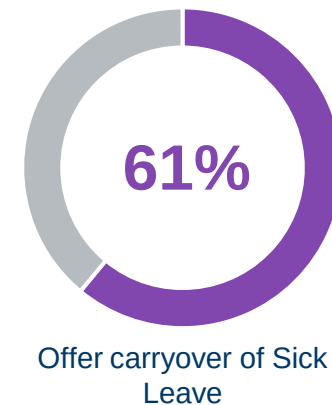
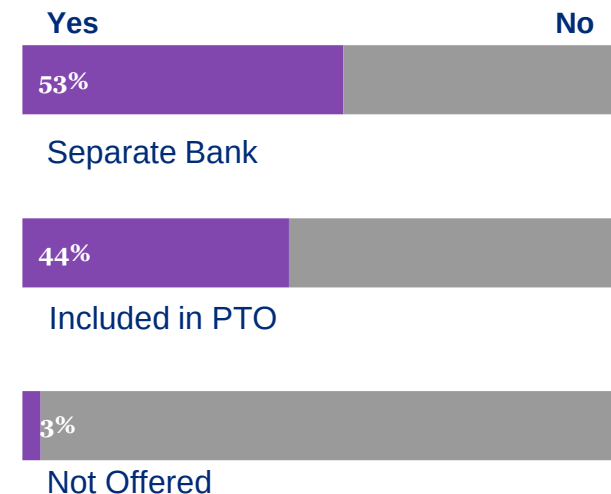
General Market Commentary

- Median number of sick days is 10 days.
- 59% of the plans offer carryover leave with either unlimited carryover or a limited number of days.
- 4% of the plans allow for accumulated sick days to be cashed out at termination.



Key Take Away

OCPA is aligned with the peer group median by including Sick Leave within their PTO plan.



Paid Leave

Parental Leave

Peer Group Position

- 60% of the peers reported a separate Parental Leave benefit.
- The remaining peers did not report data for this benefit.
- 96% of those that provide a Parental Leave policy provide coverage for non-birth parent.
- 100% of those that provide a Parental Leave policy provide coverage for adoptive parent.

General Market Commentary

- 16% provide a Maternity Leave with the median benefit being 8 weeks.
- 5% provide Paternity Leave with the median benefit being 2 weeks.
- 49% provide a Parental Leave benefit with the median Parental Leave benefit being 6 weeks.
- Of organizations offering Parental Leave, 79% of organizations allow leave to be used for Adoption, and 40% of organizations allow leave to be used for placement of a Foster child.

	Median Plan Design	Your Plan Design
Plan Type	Parental Leave	Family Leave
Number of Weeks	6 weeks	0 weeks
Percent of Pay Replaced	100% of pay	100% of pay

Key Take Away

OCPA is below the median by providing no paid parental leave, compared to the median plan which offers 6 weeks at 100% pay replacement.



60%

Offer Parental Leave

18%

Offer Maternity Leave

6%

Offer Paternity Leave

*Parental Leave is not included in the relative dollar value, rank, or index positioning as this benefit is not utilized by all employees on an annual basis.

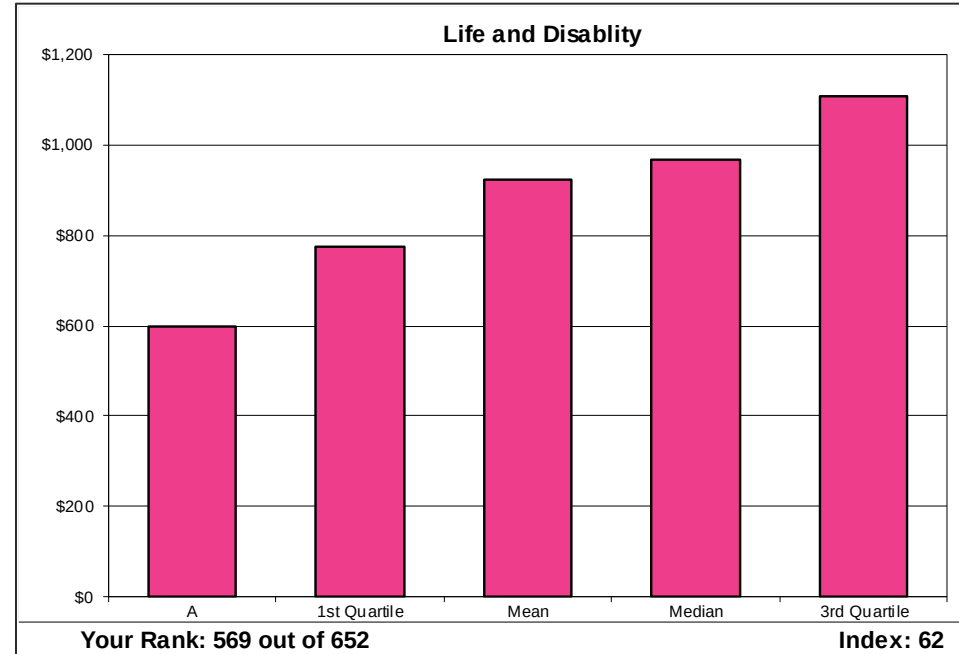
Life & Disability

Peer Group Position

- OCPA's below-median position is a result of providing a plan design that is below median for Long-Term Disability combined with requiring the employees to pay for full coverage on Short-Term Disability, offset by offering a plan design for Life Insurance that is above the median plan design.
- 1% of the peers do not provide an employer paid Life Insurance plan therefore no value is generated.
- 5% of the peers do not provide an employer paid Short-Term Disability plan therefore no values are generated.
- 12% of the peers do not provide an employer paid a Long-Term Disability plan therefore no values are generated.

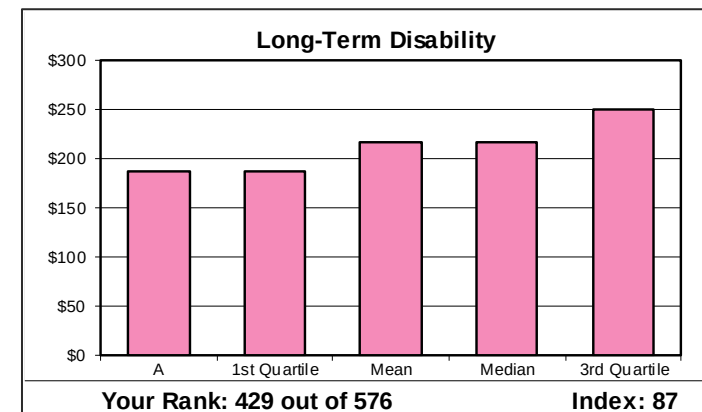
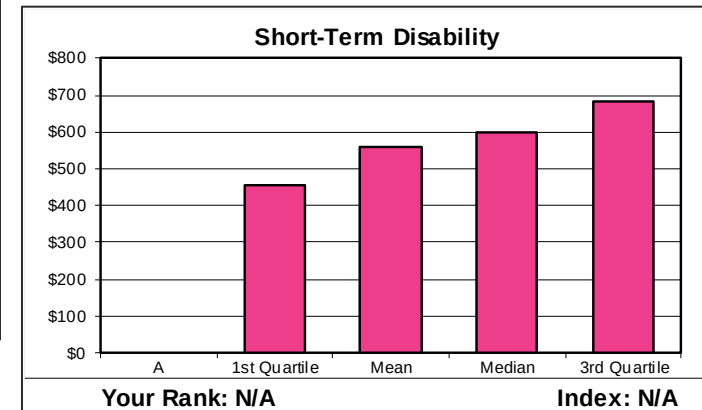
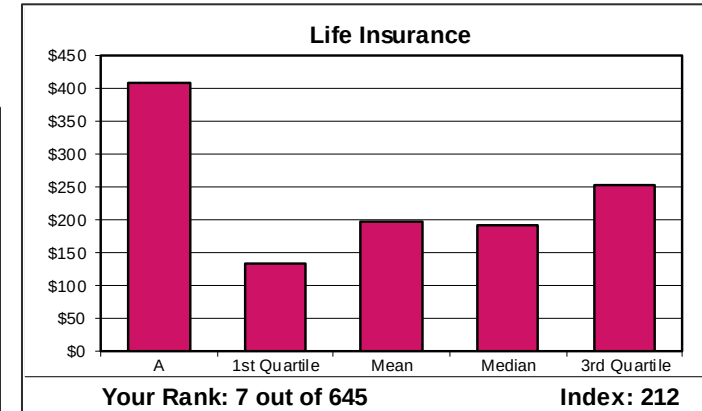
General Market Commentary

- 98% provide employer paid basic life insurance.
- 78% provide employer paid Short-Term Disability.
- 80% provide employer paid Long-Term Disability.



Key Take Away

OCPA's below-median position is a result of providing a plan design that is below the median for Long-Term Disability combined with requiring the employees to pay for full coverage on Short-Term Disability, offset by providing an above median plan design for the Life Insurance benefit.



Life & Disability

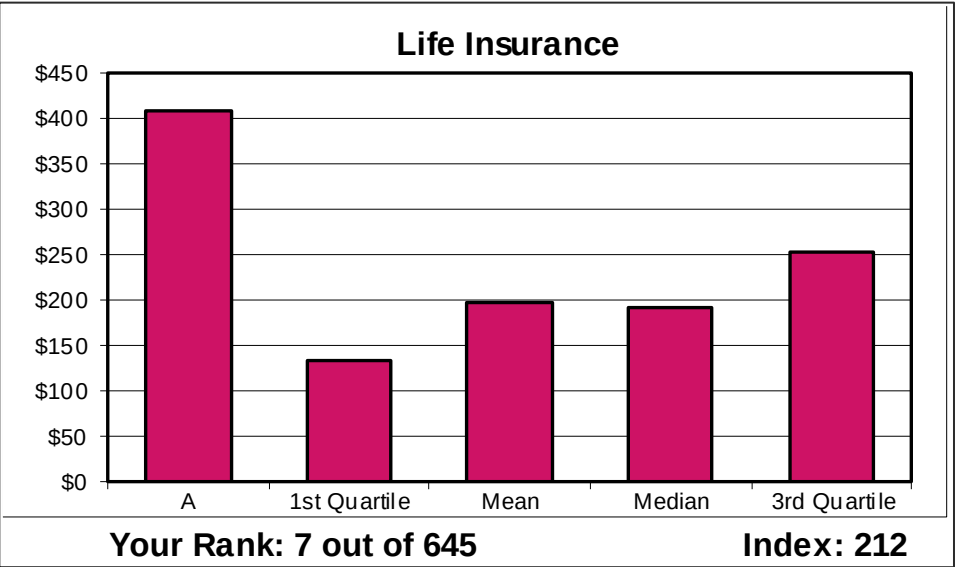
Life Insurance

Peer Group Position

- OCPA's above-median position is the result of offering a flat payout of \$200,000 compared to the median plan that provides a 1.5x pay plan with a maximum payout of \$300,000.
- Amongst broad-based employee benefits, the multiple of pay ranges from 1x to 4x pay.
- 10% of the peers provide a flat dollar payout.
- The maximum Benefit amount ranges from \$50,000 - \$2,500,000.
- 7% of the peers provide employer-paid spouse and dependent life insurance.
- 2% of the peers require employees to pay 100% of the plan cost; therefore, no value is generated

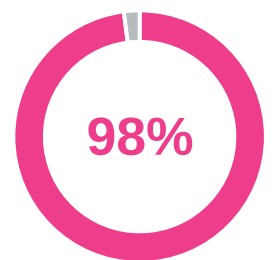
General Market Commentary

- The median plan design being 1.5x pay benefit.
- 15% provide a flat benefit plan.
- 85% provide a percent of pay Life Insurance plan.
- 86% provide a Basic AD&D benefit equal to the Basic Life Insurance benefit.
- 9% provide employer paid spouse/dependent Life Insurance.

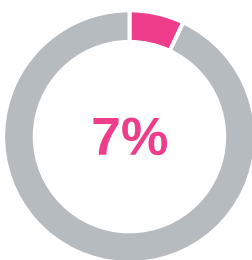


Key Take Away

OCPA is above the median plan design as a result of providing a flat payout of \$200,000 compared to the median plan that provides a 1.5x pay with a maximum of \$300,000.



Offer employer-paid Basic Life Insurance



Offer employer-paid Spouse/Dependent Life Insurance

	Median Plan Design	Your Plan Design
Multiple of Pay	1.5x pay	Flat \$200,000 pay out
Maximum Coverage Amount	\$300,000	\$200,000
Salary Definition	Base Pay	Base Pay

Life & Disability

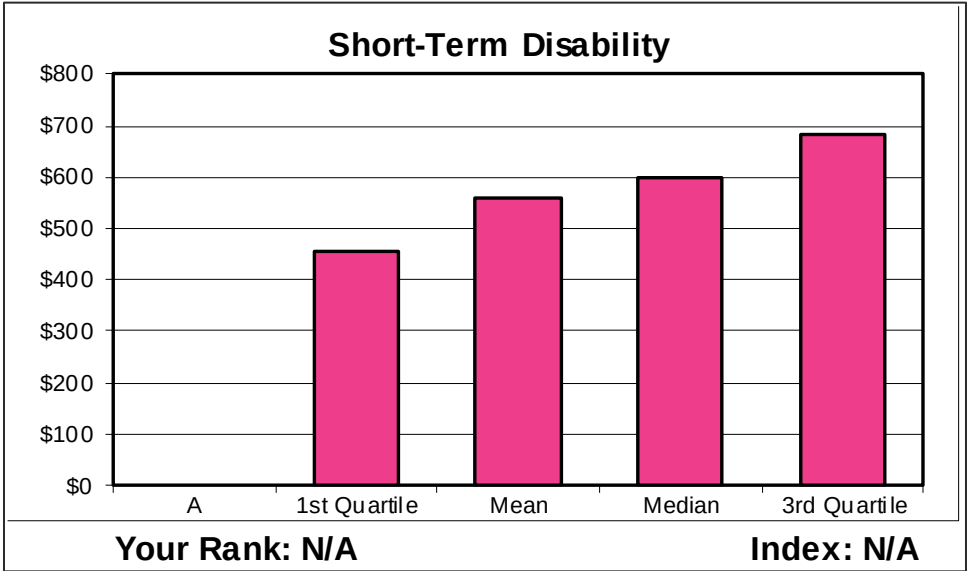
Short-Term Disability

Peer Group Position

- Short-Term Disability benefit values are based on amounts payable in the first 6 months of disability; Sick Leave carryover and LTD commencing before 6 months of disability are included in Short-Term Disability.
- OCPA's requires the employees to pay for the Short-Term disability benefit thus resulting in a \$0 value.
- 5% of the peers require employees to pay 100% of the plan cost; therefore, no value is generated

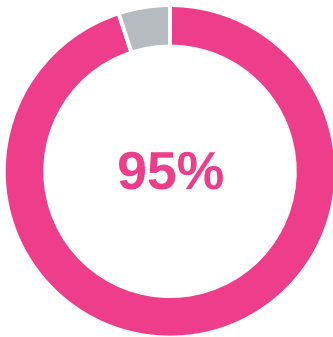
General Market Commentary

- 78% provide employer-paid coverage
- Typical plan covers 60% of base pay up to 26 weeks with an unlimited weekly benefit
- 42% of participants provide all or a portion of the disability at 100% pay replacement



Key Take Away

OCPA's position is a result of requiring the employees to pay for the full coverage.



Provide employer-subsidized Short-Term Disability

	Median Plan Design	Your Plan Design
Benefit	100% for 8 weeks; 80% and 60% for the remaining weeks that varies by service.	
Salary Definition	Base pay	
Elimination Period	7 days	
Maximum Weekly Benefit	Unlimited	

Life & Disability

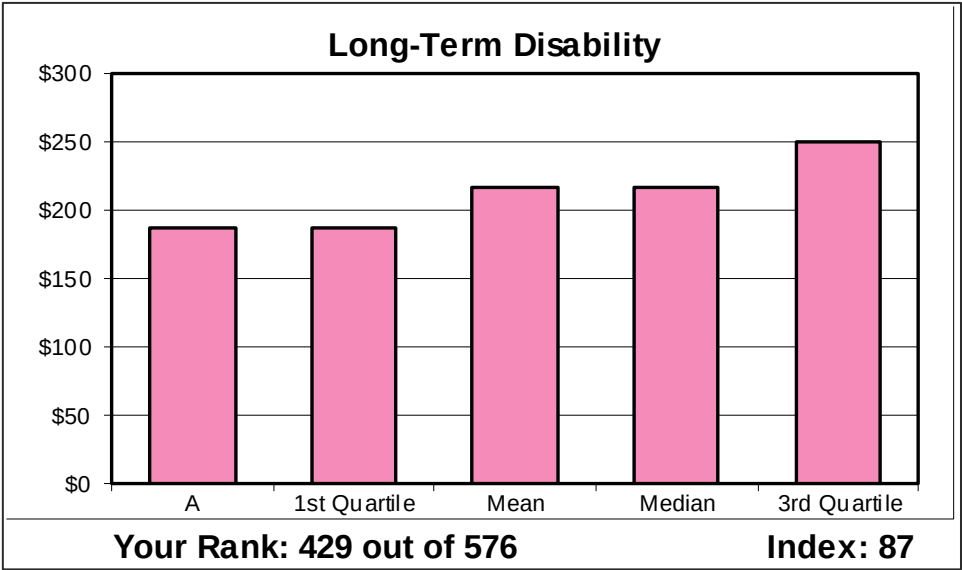
Long-Term Disability

Peer Group Position

- OCPA's below-median position is a result of providing a 60% pay replacement with a monthly maximum of \$5,000, compared to the median providing a 60% pay replacement with a monthly maximum of \$12,500 for all employees.
- 5% of the peers require employees to pay 100% of the plan cost; therefore, no value is generated.
- The range of pay replacement is from 40% - 75% median pay replacement is 60%.
- Maximum benefit ranges from \$5,000-\$20,000.
- 84% of the plans use the Family Social Security offset; 15% of the peers use the Individual Social Security offset; and 1% do not use an offset at all.

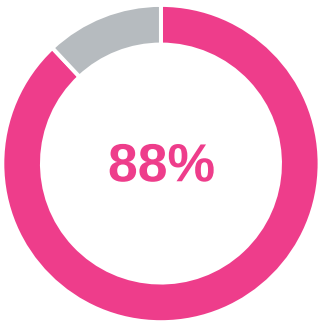
General Market Commentary

- The median pay replacement being 60%.
- Median monthly maximum is \$10,000.
- The majority of the peers provide a family Social Security offset.



Key Take Away

OCPA's position is a result of providing a 60% pay replacement with a monthly maximum of \$5,000, compared to the median plan providing a 60% pay replacement with a monthly maximum of \$12,500.



Provide employer-subsidized Long-Term Disability

	Median Plan Design	Your Plan Design
Benefit	60% pay replacement	60% pay replacement
Salary Definition	Base pay	Base pay
Maximum Monthly Benefit	\$12,500	\$5,000
Social Security Offset	Family Offset	Family Offset

Non-Traditional Benefits

Education Assistance

Peer Group Position

- Twenty-three organizations, including OCPA, indicated they had an Education Assistance plan.
- Two peers provide a reimbursement percentage other than 100%.
- Reimbursement limits amongst the peers range from \$2,500-\$10,000 per year for undergraduate and \$2,500-\$12,000 for graduate.
- Nineteen peers vary their tuition reimbursement based on grades.
- None of the peers provide tuition reimbursement to an employee's spouse or children.
- One peer reported offering a Student Loan refinancing option where the employer provides up to \$1,200 per year with a lifetime maximum of \$7,500.

General Market Commentary

- **82%** provide educational assistance.
- The median reimbursement limits is **\$5,250** per year for both undergraduate and graduate courses.
- **78%** require employees to payback upon termination

Prevalence Data

Educational Assistance	Median Plan Design
Reimbursement %	100%
Maximum Annual Dollar Limit	\$5,250
Require Payback upon Termination	Yes
Covers Books	Yes

*Nontraditional benefits are not included in the relative dollar value, rank, or index positioning.

Yes

No

0%

Student Loan Repayment

90%

Educational Assistance

Non-Traditional Benefits

Additional Benefits

General Market Commentary

- Mercer conducted the 2022 Flexible Working Policies and Practices survey with 749 respondents and found that the happiest employees are hybrid workers; 77% report being able to maintain a reasonable work-life balance.
- 53% of employers are working to expand the types of flexibility offered
 - 42% offer part-time schedules
 - 70% offer flex time (e.g., adjusted start and stop times)
 - 32% have, or are considering offering, a 4-day workweek to all or some employees
 - 18% offer variable or alternative shifts
 - 14% offer phased or flexible retirement

Non-traditional Benefits	Yes	No	Percent
Adoption Benefits	326	219	60%
Business Casual Policy	409	65	86%
Child/Elder Care Assistance	318	204	61%
College Scholarships	175	316	36%
Discount Purchasing	430	95	82%
Employee Assistance Plan	589	10	98%
Flextime	347	144	82%
Formal Training/Professional Development Program	443	65	87%
Free/Subsidized Parking	395	117	77%
Funeral Leave	540	17	97%
Gambling Addiction Counseling	220	241	48%
Home Computer Offered	132	327	29%
Job Sharing	89	372	19%
Lactation Rooms	450	53	90%
Legal Counseling	382	142	73%
Onsite Child Care	88	406	18%
Onsite Fitness Facility	336	186	64%

Non-traditional Benefits	Yes	No	Percent
Paid/Subsidized Offsite Fitness Facility	194	301	39%
Parental/Family Leave	499	76	87%
Pre-Retirement Counseling	303	269	53%
Satellite Workplace	118	340	26%
Subsidized Eating Facility	171	309	36%
Telecommuting	365	125	75%
Wellness Program	512	73	88%
Work at Home Policy	430	95	77%

* Percentage based on those that responded.

Appendix

- The following supporting documents are being provided for your reference and were used in the support of this report.
- Summary of Plan Features – this report displays participant data imported from Mercer’s national benefits database and is the basis for the valuation.
 - Methodology – This section details the methods used by Mercer to value the benefit plans included in the Summary of Plan Features report for each comparator organization.

Summary of Plan Features

Medical Plan	Organization A	Organization B	Organization C	Organization D
Plan ID	MD0010	MD0020	MD0020	MD0020
General				
Plan Type	PPO	EPO	PPO	PPO
Plan Type Comments				
Plan Status	Active	Active	Active	Active
Plan is Out-of-Area Plan	No	No	No	No
Plan is a Silent PPO	Not Specified	Not Specified	Not Specified	Not Specified
Percent Of All Employees Participating in This Plan				
This plan has an HSA/HRA included (If Yes, data is in the HSA/HRA section, at bottom)	Yes	No		
This plan has Post-retirement Medical Coverage (If yes, data is in the Retiree Medical sections, at bottom)	No	Yes		
Deductibles				
Deductible Levels				
Level	Individual	Individual		
In Net %				
In Net Amt	\$1,500.00	\$0.00		
In Net Tier 2 %				
In Net Tier 2 Amt				
Out of Net %				
Out of Net Amt	\$5,000.00			
Level	Individual + 1	Individual + 1		
In Net %				
In Net Amt		\$0.00		
In Net Tier 2 %				
In Net Tier 2 Amt				
Out of Net %				
Out of Net Amt				
Level	Family	Family		
In Net %				
In Net Amt	\$3,000.00	\$0.00		
In Net Tier 2 %				
In Net Tier 2 Amt				
Out of Net %				
Out of Net Amt	\$10,000.00			

METHODOLOGY

ABOUT THIS SECTION

This section details the methods used by Mercer to value the benefit plans included in the Plan Value Comparisons and Employee Profile Comparisons sections. For each item discussed, we provide an example illustrating how each plan is valued. *Note: Your organization’s plan features may vary somewhat from the examples provided. However, we have applied these techniques, with adjustments where necessary, to the actual features of your plan.*

SECTION CONTENTS

The Methodology contains the following sections:

PRINCIPLES

- Basic methodology
- Market valuation
- Mean use
- Participation
- Personal substitution

NATIONAL COMPOSITE WORKFORCE

- Workforce demographics
- Target bonuses
- Position classification
- Cash Compensation
- Annual Salary
- Bonus

RETIREMENT/SAVINGS

- Defined Benefit plans
- Defined Contribution plans
- Stock Purchase plans

HEALTH/GROUP BENEFITS

- Medical benefits
- Dental benefits
- Dependent Care Spending Accounts
- Health Care Spending Accounts
- Post-retirement Medical benefits

PAID LEAVE

- Paid Time Off
- Vacation
- Holidays
- Personal Leave
- Sick Leave

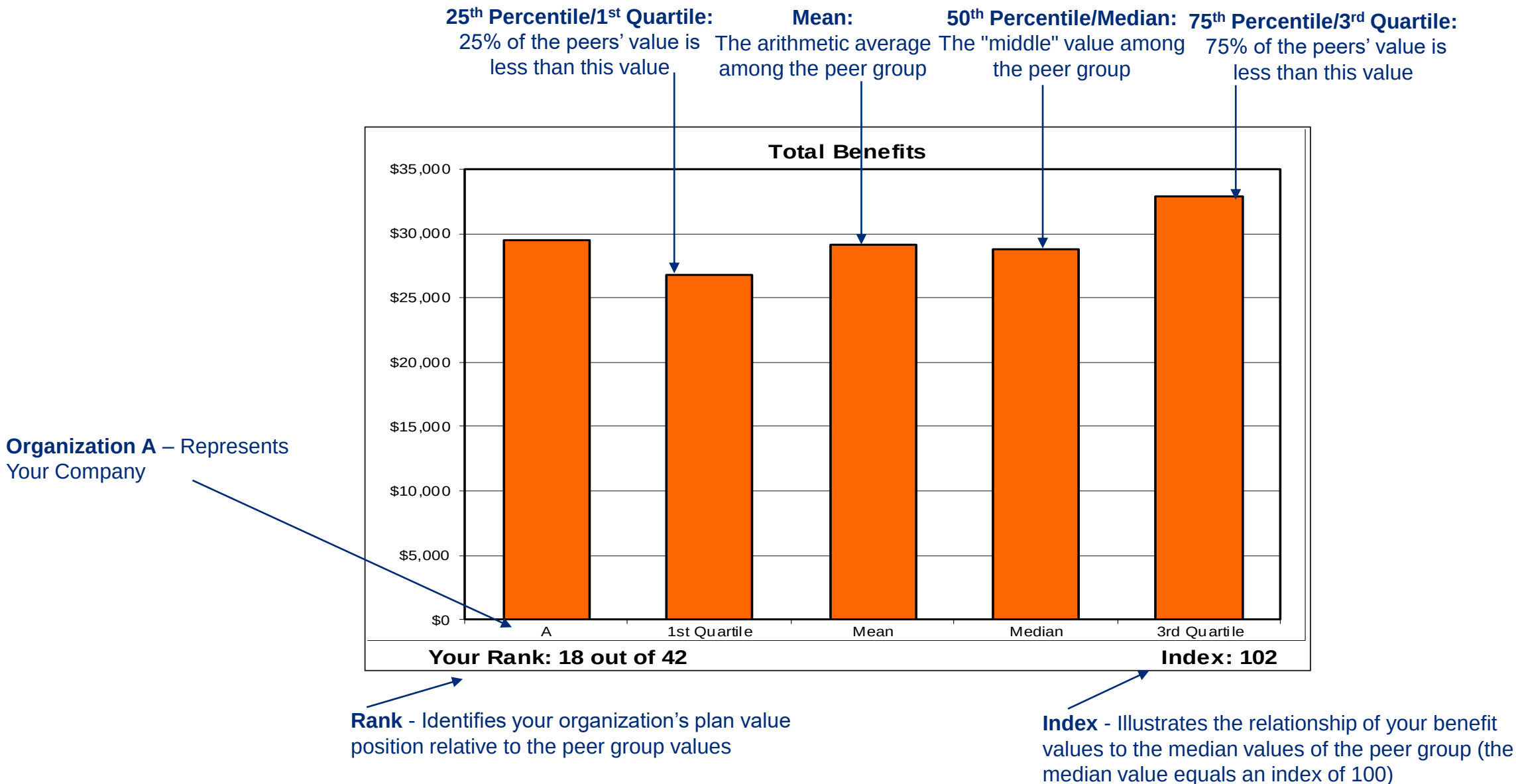
TIME LOSS BENEFITS

- Life Insurance benefits
- Short-term Disability benefits
- Long-term Disability benefits

4C. Benefits Valuation Analysis

Comparison to Utilities / Energy Industry

About the Report



Executive Summary

Orange County Power Authority's benefit value is aligned with the median value among the peer group

Orange County Power Authority
BVA Relative Value

\$ 29,495

per employee per year relative value for
Retirement, Health, Paid Leave and Life &
Disability benefits

Overall Index Rating
Index of 102

Orange County Power Authority benefits
are 2% above the median value for
Retirement, Health, Paid Leave and Life &
Disability benefits

Overall Rank
Rank of 18

Orange County Power Authority benefits are
ranked 19 out of 42 organizations when
combining Retirement, Health, Paid Leave and
Life & Disability benefits

Median
BVA Relative Value

\$ 28,807

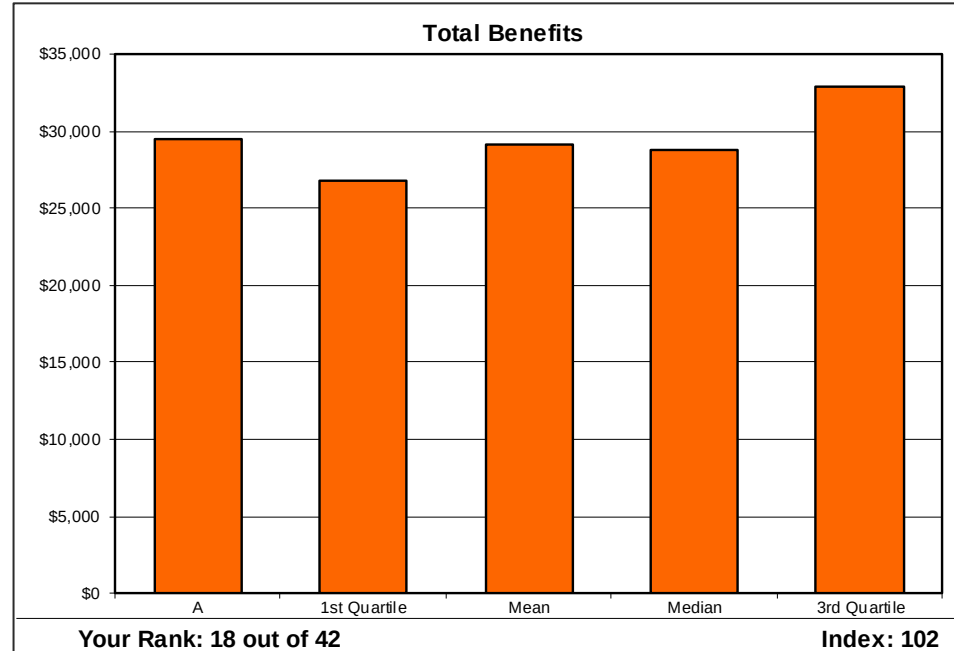
per employee per year relative value for
Retirement, Health, Paid Leave and Life &
Disability benefits

Benefits	2023	Summary	Benefits	2023	Summary
Retirement 	Rank = 19 th Index = 110	OCPA's above-median comparison is driven by a total employer contribution for the Defined Contribution that is at 14% compared to the median contribution of about 13%	Paid Leave 	Rank = 2 nd Index = 128	OCPA's above-median position is driven by providing more Holidays and PTO days compared to the median plan.
Medical 	Rank = 17 th Index = 103	OCPA's competitive position is a result of requiring the employees to pay a competitive amount of the total premium for all levels of coverage compared to the median plan combined with plan provisions that are slightly more favorable compared to the median plan.	Life & Disability 	Rank = 38 th Index = 56	OCPA's below-median position is a result of providing a plan design that is below median for Long-Term Disability combined with requiring the employees to pay for full coverage on Short-Term Disability, offset by offering a plan design for Life Insurance that is above the median plan design.
Dental 	Rank = 39 th Index = 56	OCPA's below median comparison is a result of requiring the employees to pay more of the premium compared to the median plan combined with plan provisions that are slightly below the median designs.			

Total Benefits

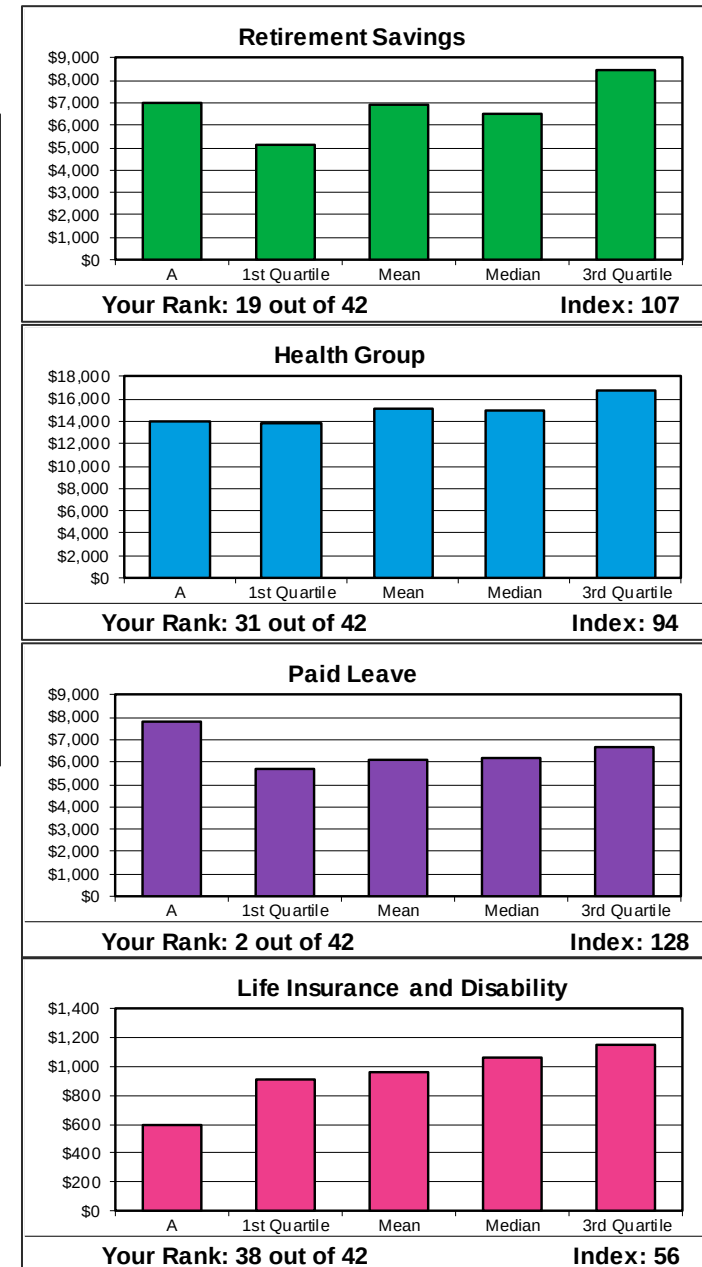
Peer Group Position

- OCPA's overall Total Benefits position is generated by:
 - Above-median comparison is driven by a total employer contribution for the Defined Contribution that is above the median plan design.
 - Below-median position is driven by a Dental plan design that is below the median plan design, offset by a Medical plan design that is competitive to the median plan value.
 - Above-median position is driven by providing more days off within the PTO plan compared to the median plan combined with offering more Holidays compared to the median plan design.
 - Below-median position is driven by a below median for Long-Term Disability plan design combined with requiring the employees to pay for full coverage on Short-Term Disability, offset by offering a plan design for Life Insurance that is above the median plan design.



Key Take Away

OCPA's overall total benefits position is aligned with the median value as a result of providing plan designs that are above the median plan for Retirement Savings and Paid Leave, offset by the designs for Health Group and the Life & Disability benefits that are below the median plan designs.



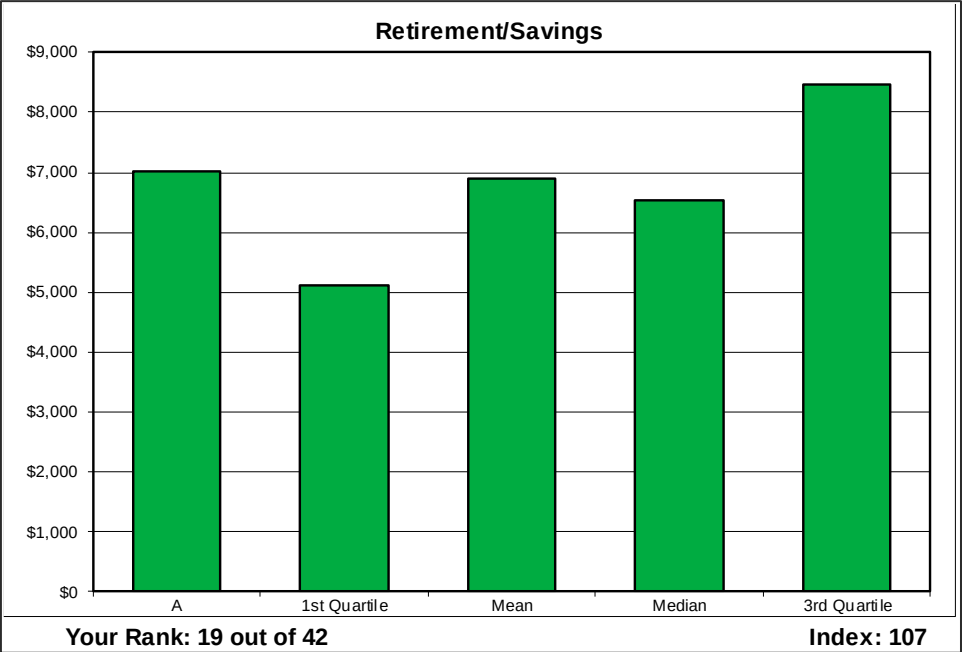
Retirement Savings

Peer Group Position

- OCPA's above-median comparison is driven by a total employer contribution for the Defined Contribution that is at 14% compared to the median contribution of about 13%.
- Seventeen peers provide an active Defined Benefit plan to new hires.
- Seven peers offer a Stock Purchase plan.

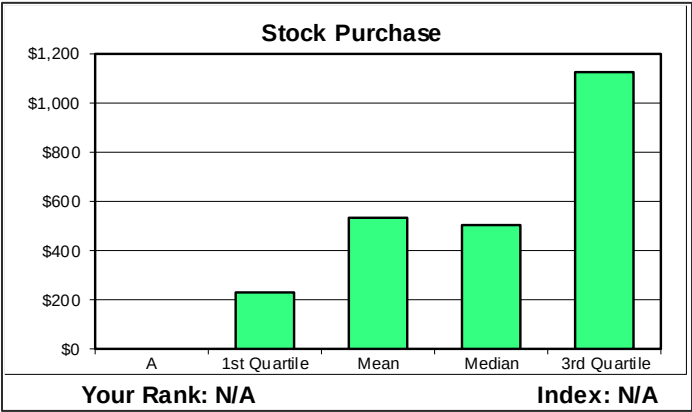
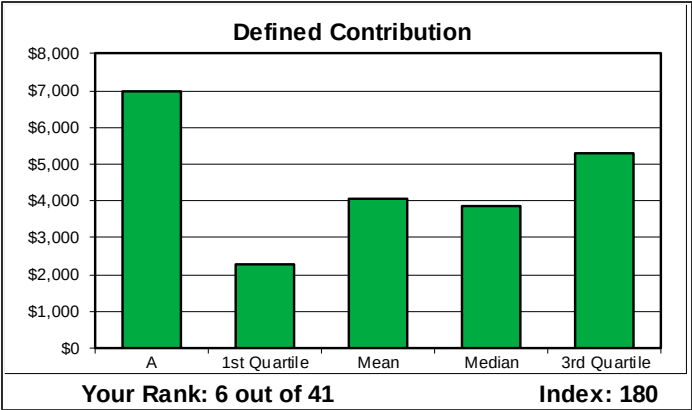
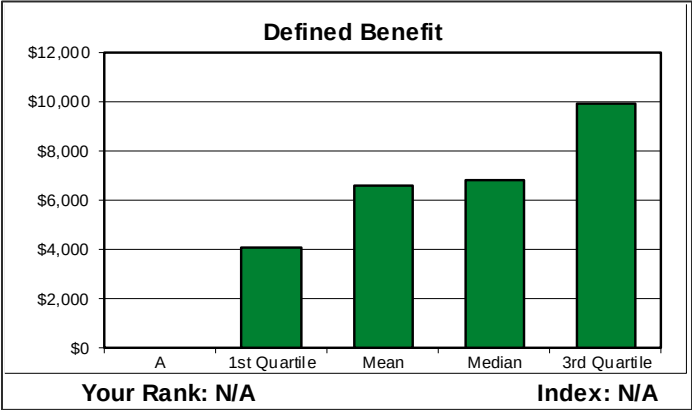
General Market Commentary

- Over the past five years, this study observed a 23% decrease in organizations offering active Defined Benefit Retirement Plans.
- As a result, more organizations provide funding through fixed or discretionary non-matching contributions to a Defined Contribution Plan, as reported by 57% of organizations in this study.
- Organizations are also encouraging participation in pretax savings plans with automatic enrollment features, reported by 54% of organizations. The median enrollment percentage among the peers is 4%.



Key Take Away

OCPA's above the median comparison is a result of the total employer contribution being 14% compared to the overall median employer contribution among all options within the Retirement Category that is about 13%.



Retirement Savings

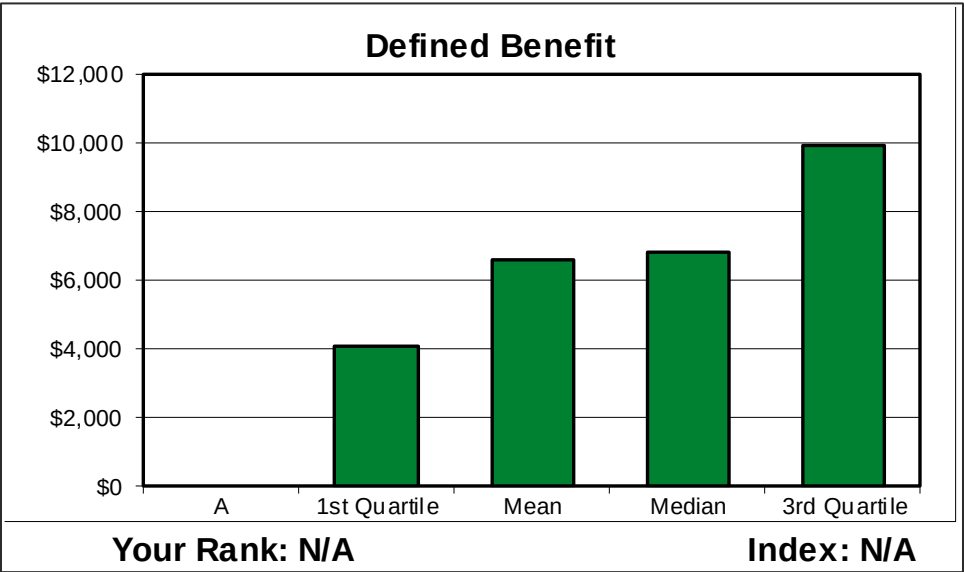
Defined Benefit

Peer Group Position

- Seventeen peers provide an active Defined Benefit. One peer provides a Defined Benefit plan for the CEO only and thus was not included in the values.
- The remaining organizations, including OCPA, do not provide an active Defined Benefit plan.
- Twelve peers reported a Defined Benefit plan for which the benefit was either grandfathered or frozen. Per the valuation methodology, grandfathered and frozen plans are not included in the analysis.

General Market Commentary

- Offered by 17% of organizations, where the most common plan types are Final Average Pay plans and Cash Balance plans.
- 52% have a five-year vesting schedule.
- 42% include bonus in the definition of pay.
- 21% have an excess feature removes legislated limit.



	Median Plan	Your Plan Design
Type of Plan	Final Average 5-Year Average	
Formula	.015 * DP1 * (CSE up to 40).	
Salary Definition	Base Pay	
Excess Plan for Salary Limits	Yes	

Key Take Away

OCPA is aligned with the peer group median by not providing a Defined Benefit plan.



41%

Offer a Defined Benefit plan

29%

Have a frozen or grandfathered Defined Benefit plan

12%

Include bonus in the definition of pay

Retirement Savings

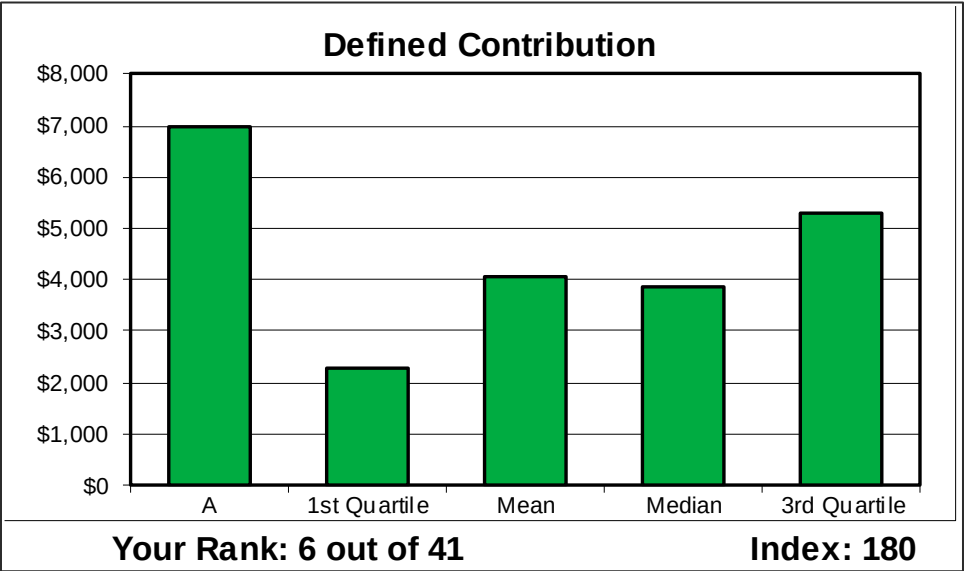
Defined Contribution

Peer Group Position

- OCPA's total employer contribution is derived from a matching contribution totals 4% of pay and a non-matching contribution of 10% compared to the median plan that includes both an employer match and non-matching contribution that totals 6.5% of compensation that includes bonus pay.
- Twenty-two peers provide a matching only plan; sixteen peers provide matching and non-matching contributions; and two peers provide a non-matching contribution only.
- Total employer contributions for the peer group range from 2.13% to 15%.
- One peer provides all value through their Defined Benefit plan.

General Market Commentary

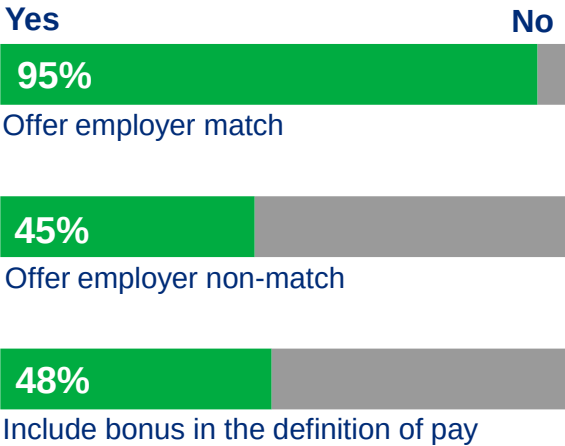
- Offered by 99% of organizations, where the median total employer contribution is 6%.
- 84% offer employer match.
- 56% offer employer non-match.
- 57% include bonus in the definition of pay.
- 40% offer immediate vesting for employer contributions.



	Median Plan	Your Plan Design
Matching Contribution	50% of the first 5%	100% of the first 4%
Non-Matching Contribution	4%	10%
Salary Definition	Base + Bonus Pay	Base Pay
Excess Plan for Salary Limits	Yes	Yes

Key Take Away

OCPA's above-median comparison is a result of providing a matching and non-matching contribution that totals 14% compared to the median plan which provides a total employer contribution of 6.5% with a salary definition that includes bonus.



Retirement Savings

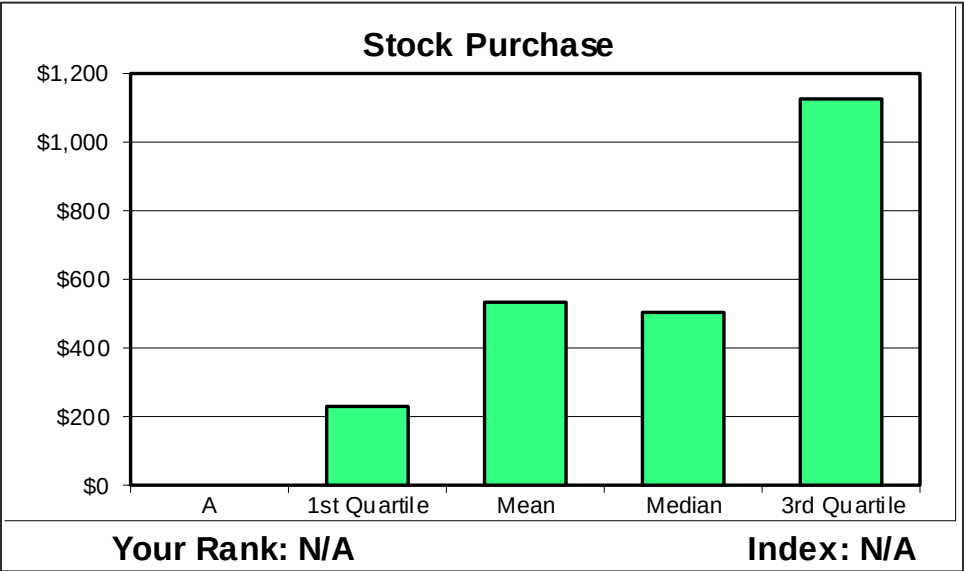
Stock Purchase Plan

Peer Group Position

- The primary driver of value in a Stock Purchase plan is the level of employer funding via a match or discount on the purchase of the stock.
- Eight peers provide a Stock Purchase plan where one peer does not provide a discount or a match.
- Of the remaining peers, five provide a discount ranging from 5% to 15% and the remaining peers provide a matching contribution.

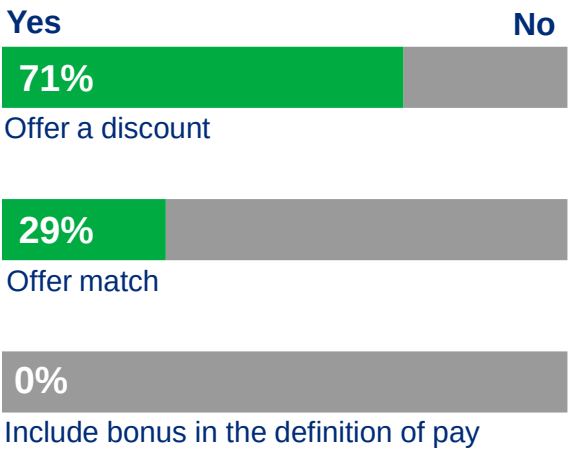
General Market Commentary

- Offered by 14% of organizations, where 80% of these organizations provide a plan with a discount.
- The median discount is 15%.
- 25% include bonus in the definition of pay.
- 10% is the median maximum employee contribution.



Key Take Away

OCPA is aligned with the peer group by not offering a Stock Purchase Plan.



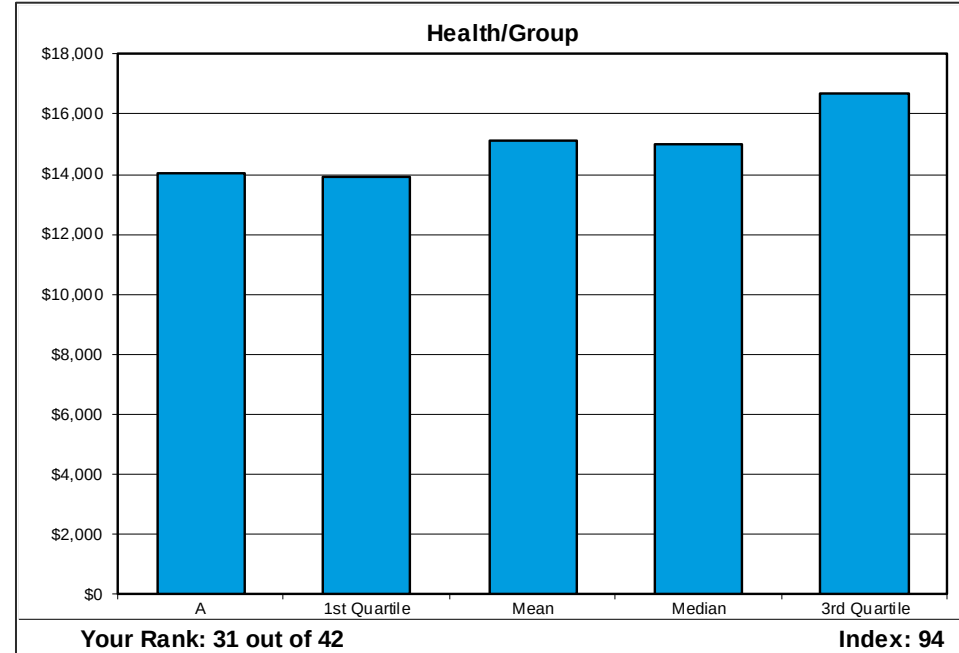
Health Group

Peer Group Position

- OCPA's below-median position is driven by a Dental plan design that is below the median plan value, offset slightly by a competitive Medical plan design that is aligned with the median plan value.
- Sixteen peers provide an employer-subsidized Post-Retirement Medical coverage.
- Three peers provides an employer-subsidized Flexible Spending Accounts.

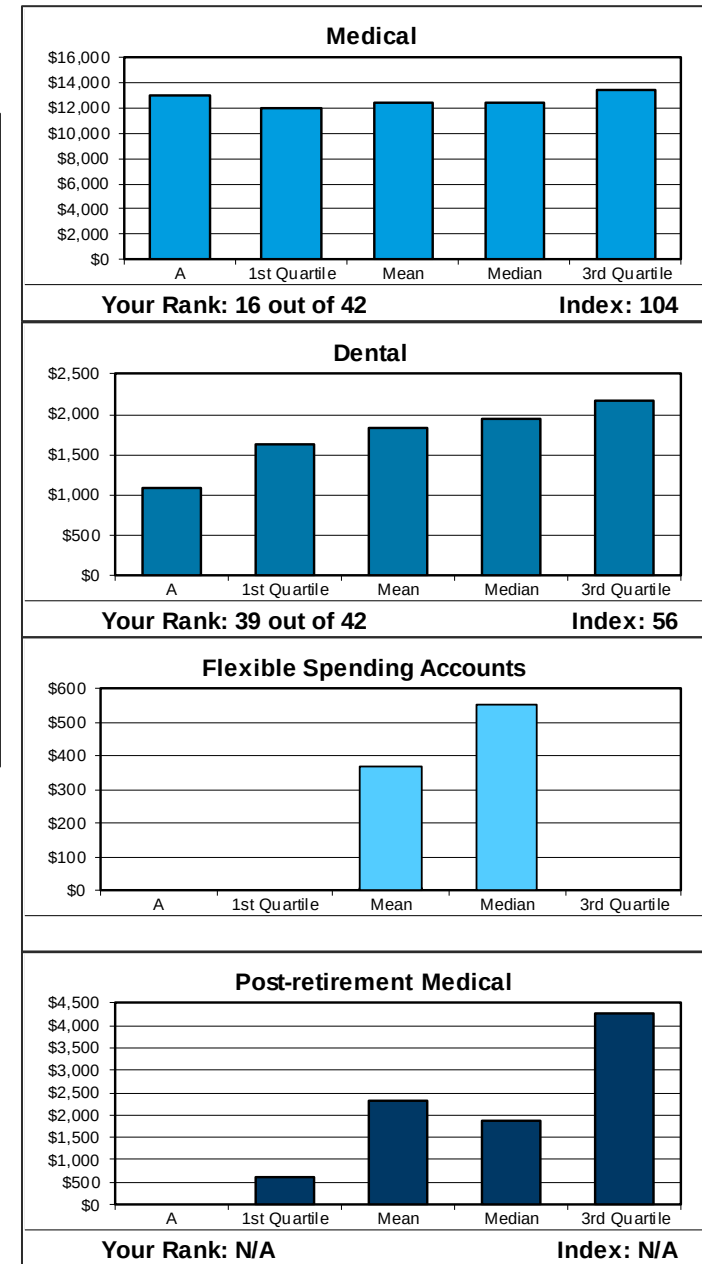
General Market Commentary

- Health benefit cost jumped 6.3% in 2021 (to an average of \$14,542 per employee), following last year's increase of just 3.4%. Smaller employers, typically fully-insured, were hit with especially high increases, cost rose by 9.6% on average.
- Employers avoided cost-cutting changes to plan design in 2021 – in fact, we saw average deductibles actually decline for some coverage types. Benefit priorities have shifted in response to the pandemic's impact on the workforce. Many employers view supporting the mental, emotional and behavioral health of employees as a business imperative.



Key Take Away

OCPA's overall Health Group position is below the median value as a result of providing a Dental plan that provides a less rich plan design and a higher cost share compared to the median plan, offset slightly by a Medical plan that is competitive with the median plan design.



Health Group

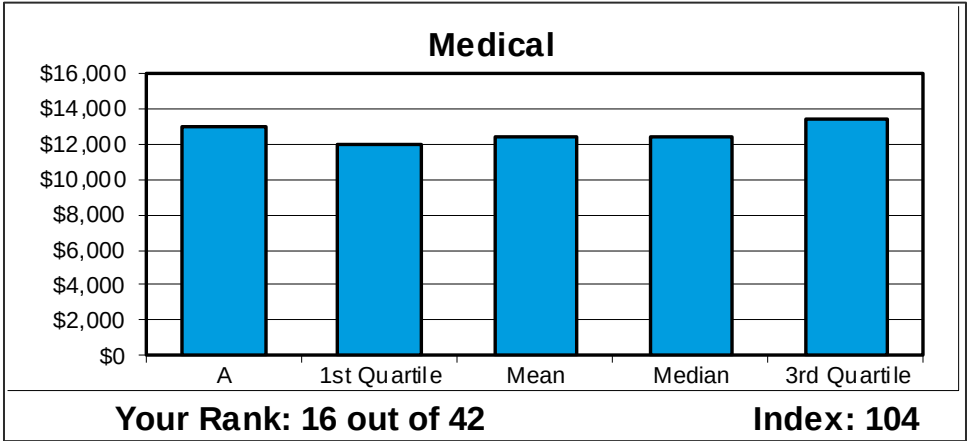
Medical

Peer Group Position

- The plan with the largest percentage of employee participation was valued for all organizations in this study; OCPA's PPO plan was valued.
- OCPA's aligned-with-median position is a result of cost share and plan provisions that are slightly more favorable to the employees.
- The average employee cost-share for valued plans is 12% for employee only coverage and 16% for family coverage.
- Four peers vary their cost share by salary.
- Three peers do not require the employees to pay for their medical plan.

General Market Commentary

- 74% have a PPO Medical Option with an average cost share of 19% for employee only and 24% for family.
- 77% have a HDHP Medical Option with an average cost share of 13% for employee only and 17% for family.
- 22% have a HMO Medical Option with an average cost share of 16% for employee only and 25% for family.



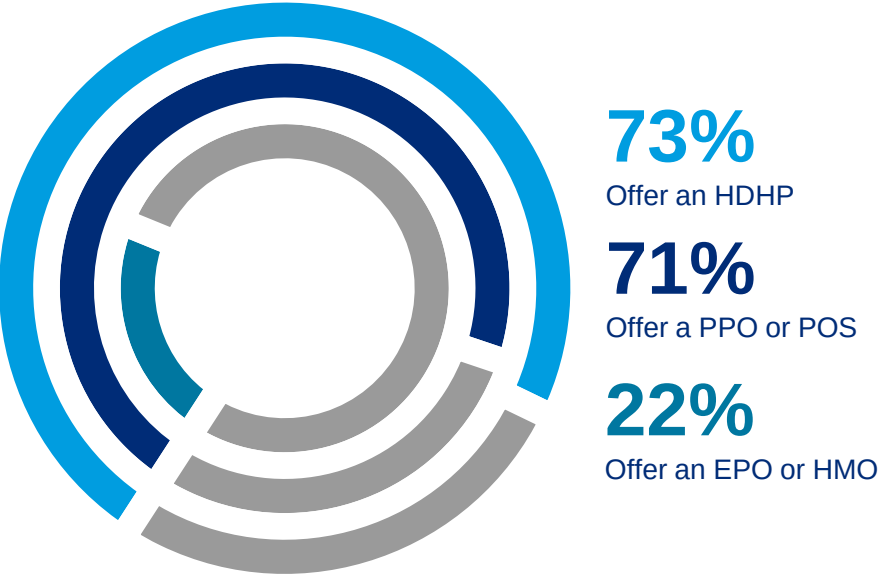
Key Take Away

OCPA's competitive position is a result of requiring the employees to pay a competitive amount of the total premium for all levels of coverage compared to the median plan combined with plan provisions that are slightly more favorable compared to the median plan.

	Median Plan Design	Your Plan Design
Plan Type	EPO	PPO
Employee Cost-Share	15% Employee Only 18% Family	14% Employee Only 15% Family
Annual Deductible	\$0 Individual \$0 Family	\$500 Individual \$1,000 Family
Out-of-Pocket Limit	\$3,630 Individual \$7,260 Family	\$2,000 Individual \$4,000 Family
Coinsurance/ Copayments	\$340 Inpatient Hospital \$30 Office Visit \$30 Rx	20% Inpatient Hospital \$20 Office Visit \$30 Rx
Employer HSA/HRA Funding	N/A	N/A

Health Group

Medical



Median Medical Plan Features				
	Your Plan Design PPO	HDHP	PPO or POS	EPO or HMO
In-Network Deductible	\$500 Individual \$1,000 Family	\$2,000/Individual \$4,000/Family	\$800/Individual \$1,600/Family	\$500/Individual \$1,500/Family
In-Network Inpatient Hospital	20% Coinsurance	20% Coinsurance	\$340 Copay or 15% Coinsurance	10% Coinsurance
In-Network Office Visits	\$20 Copay	20% Coinsurance	\$25 Copay or 20% Coinsurance	\$20 Copay
In-Network Out-of-Pocket Limits	\$2,000 Individual \$4,000 Family	\$3,500/Individual \$7,000/Family	\$3,300/Individual \$6,600/Family	\$3,000/Individual \$6,000/Family
Employer HSA/HRA Funding	Not Applicable	\$750/Individual \$1,500/Family	Not Applicable	Not Applicable
Employee Cost-Share	14% Employee Only 15% Family	11% Employee Only 13% Family	18% Employee Only 20% Family	16% Employee Only 20% Family

*The details on this page do not represent the median value, rather the median plan features for each of the various plan designs offered among the peers and is inclusive of all plans offered (not just the ones with the largest percentage of employee enrollment).

Health Group

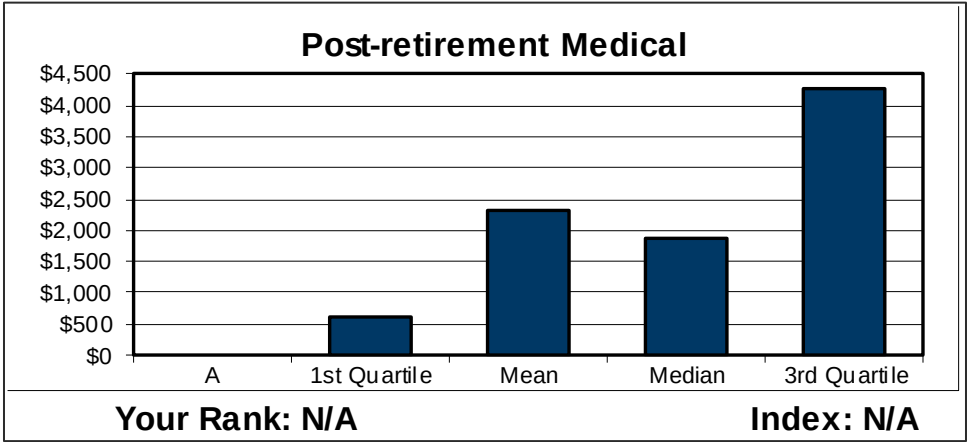
Post-Retirement Medical

Peer Group Position

- Sixteen peers provide an employer-subsidized post-retirement medical plan where two peers provide an employer subsidized plan for Post-65 coverage in addition to Pre-65 coverage.
- Nine peers provide an access plan.
 - Access-only plans allow retirees to enroll in an employer sponsored plan but require the retiree to pay the full cost of coverage, therefore no value is generated.

General Market Commentary

- Over the past five years we have seen a 9% decrease in organizations offering retiree medical coverage to newly hired employees.
- 25% of the organizations offer an employer subsidized plan for pre-65 coverage.
- 23% of the organizations offer an employer subsidized plan for post-65 coverage.
- Many organizations have opted to grandfather/freeze these plans or provide access-only plans, which allow retirees to enroll, but require the retiree to pay the full cost of coverage.



Key Take Away

OCPA is aligned with the median by not offering a Post-Retirement Medical plan.

Pre 65



39%

Not Offered

22%

Access Only

39%

Employer
Sponsored

Post 65



78%

Not Offered

2%

Access Only

20%

Employer
Sponsored

Health Group

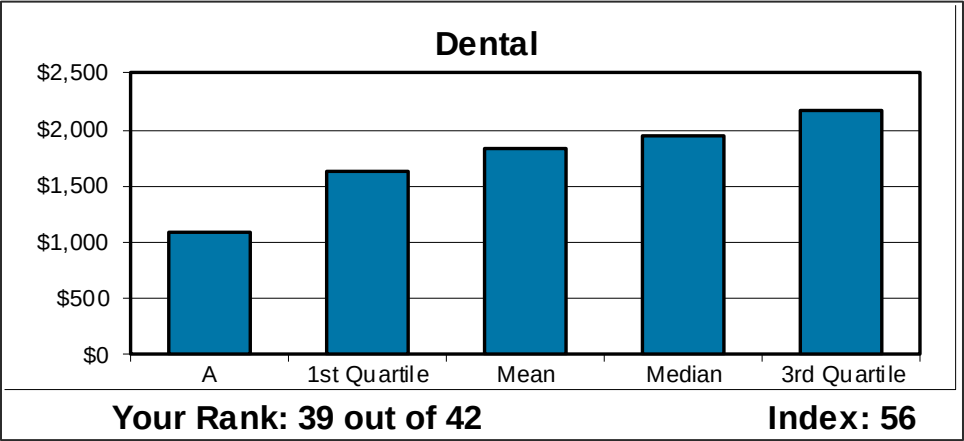
Dental

Peer Group Position

- The plan with the largest percentage of employee participation was valued for all organizations in this study.
- OCPA's below median comparison is a result of requiring the employees to pay more of the premium compared to the median plan combined with plan provisions that are slightly below the median designs.
- The average employee cost-share for valued plans is 20% for employee only and 24% for family coverage.

General Market Commentary

- Median employee cost share – 40% for employee only coverage and 47% for family coverage.
- Median Plan Coverage is 100% for preventive, 80% for basic, 50% for major and 50% for orthodontia coverage.
- Median annual maximum is \$1,500 and median lifetime orthodontia is \$1,500.



Key Take Away

OCPA's below-median position is a result of providing plan provisions that are slightly less rich compared to the peer group median combined with a cost share that requires the employees to pay more of the total premium compared to the median plan.

	Median Plan Design	Your Plan Design
Plan Type	Silent PPO	Silent PPO
Employee Cost-Share	16% Employee Only 16% Employee + Child 16% Employee + Spouse 16% Family	53% Employee Only 50% Employee + Child 50% Employee + Spouse 53% Family
Annual Deductible	\$50/Individual \$150/Family	\$50/Individual \$150/Family
Maximums (Annual/Lifetime)	\$1,750 Annual / \$1,000 - Orthodontia	\$1,500 Annual / \$500 Orthodontia
Coinsurance	100% Preventive 80% Basic 50% Major 50% Orthodontia	100% Preventive 80% Basic 60% Major 50% Orthodontia

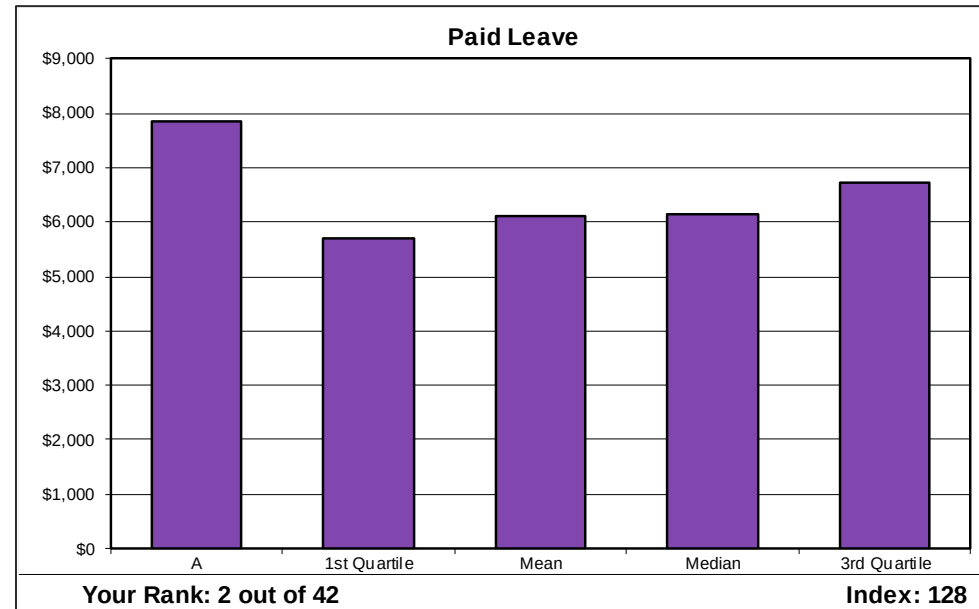
Paid Leave

Peer Group Position

- OCPA's above-median position is driven by providing more Holidays and PTO days compared to the median plan.
- Thirteen peers provide a Paid Time Off plan that combines various elements of Paid Leave and twenty-eight peers provide a traditional vacation plan.
- Six peers provide a separate Personal Leave plan.
- Twenty-six peers provide a separate Sick Leave plan.

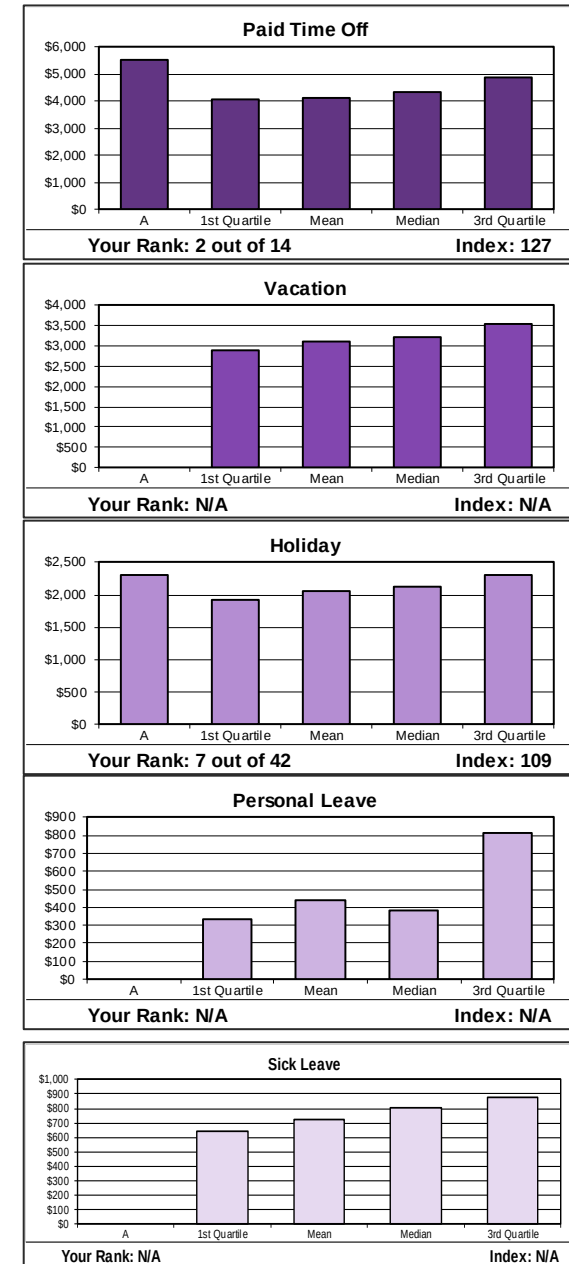
General Market Commentary

- Only 42 percent of respondents with PTO plans say that most of their employees take all of their allotted time, down from 51 percent in 2018 — and 15 percent say employees actually use less than 50 percent of PTO days.
- More than half report that open accruals/balances at the time of transition from a standard vacation/PTO plan were forfeited (where allowable); about two-fifths paid out balances and the rest allowed the accruals/balances to be used for STD top-off pay.



Key Take Away

OCPA's above-median position is a result of offering a total number of days off for the PTO plan and Holidays that are greater than the median plans.

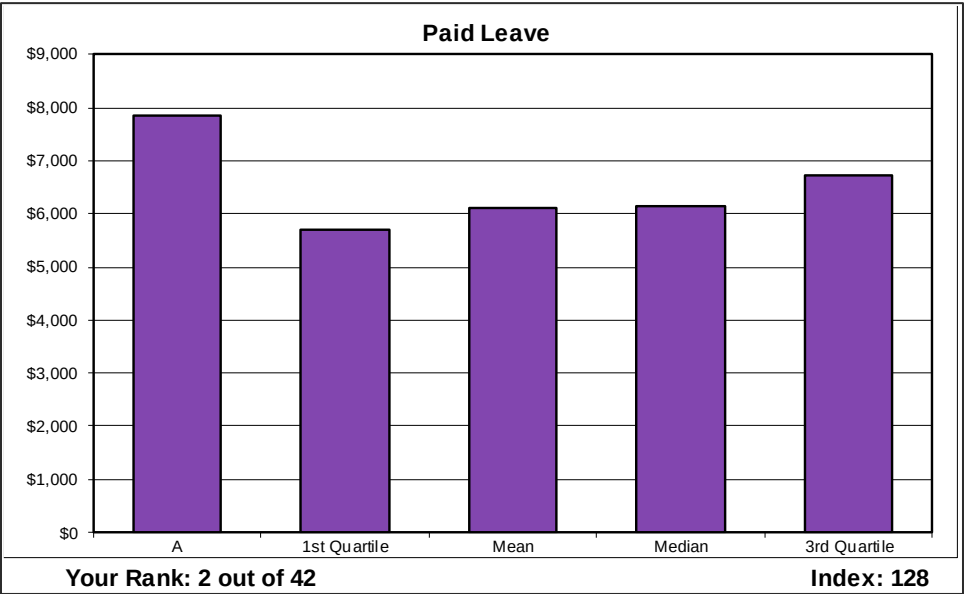


Paid Leave

Total Leave

Peer Group Position

- OCPA's position is a result of offering a total number of days off that is more than the median plan at every level of service.
- None of the peers provides an unlimited plan to any of their employees.
- OCPA provides the following:
 - PTO ranging from 22.5 days at hire to 32.5 days after ten years of service.
 - 12 Holidays.
- The median plan provides the following:
 - Traditional Vacation plan ranging from 15 days at hire to 25 days after twenty years of service.
 - 12 Holidays.
 - 7 Sick days – please note that Mercer's methodology is for 35% of the days available will be used for the Sick Leave value.



Key Take Away

OCPA's above-median position is a result of providing a total number of days that is greater than the median plan.

Years of Service	Median Total Leave	Your Total Leave	Difference	Years of Service	Median Total Leave	Your Total Leave	Difference
1 Year	29.45 Days	35.5 Days	+6.05 Days	15 Year	39 Days	44.5 Days	+10.05 Days
5 Years	29.45 Days	39.5 Days	+10.05 Days	20 Years	39 Days	44.5 Days	+5.05 Days
10 Years	34.45 Days	44.5 Days	+10.05 Days	25 Years	39 Days	44.5 Days	+5.05 Days

Paid Leave

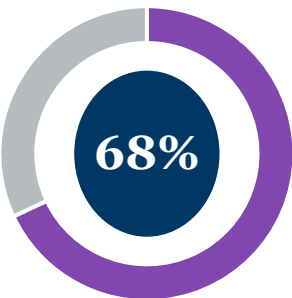
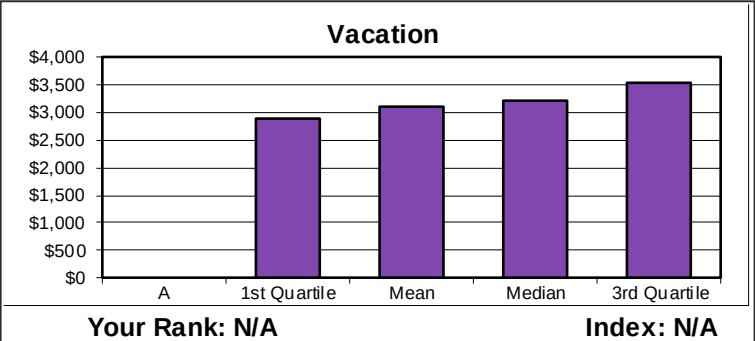
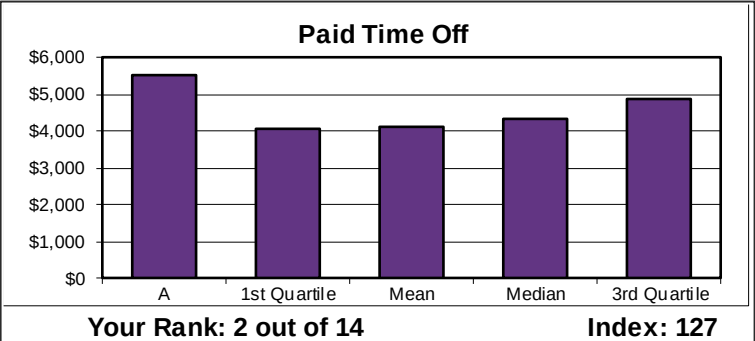
Vacation / Paid Time Off

Peer Group Position

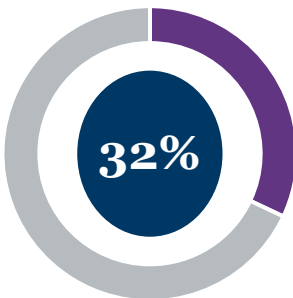
- Thirteen peers provide a Paid Time Off plan whereby vacation days are included with other elements of paid leave such as personal leave, holidays, and/or sick leave.
- Twenty-eight peers provide a traditional vacation plan.
- 95% of the peers allow for carryover, with the median number of days being about 30 days.
- Ten peers allow for selling of time off.

General Market Commentary

- Types of Paid Leave – Please note, some employers may offer a PTO plan to one group of employees and Vacation plan to others
 - 52% offer a traditional vacation plan
 - 50% offer a Paid Time Off (PTO) plan
 - 5% offer an Unlimited Time off Plan
- 72% allow carryover of unused days for traditional plans with a median of 30 days.
- 80% allow carryover of unused days for PTO plans with a median 30 days.



Offer a Vacation Plan



Offer a PTO Plan

Key Take Away

Among the fourteen organizations that provide a Paid Time Off plan, OCPA is above the median plan design as a result of providing more days off among the peer group at all levels of service.

Years of Service	Median Paid Time Off Plan	Your Plan Design
1 Year	12 Days	23.5 Days
5 Years	20 Days	27.5 Days
10 Years	25 Days	32.5 Days
15 Years	30 Days	32.5 Days
20 Years	30 Days	32.5 Days
25 Years	30 Days	32.5 Days

Paid Leave

Personal and Holidays

Peer Group Position

Personal Days

- Six peers provide a Personal Leave plan where the median plan provides 2 days.
- The range of days offered among those days that provide personal days is between 1 and 5 days.
- Three peers combine Personal Leave and Sick Leave (2 days were used as the assumed number of days for the value).

Holidays

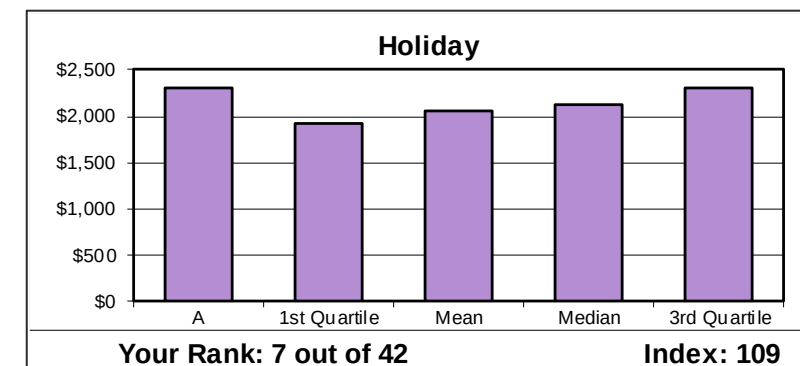
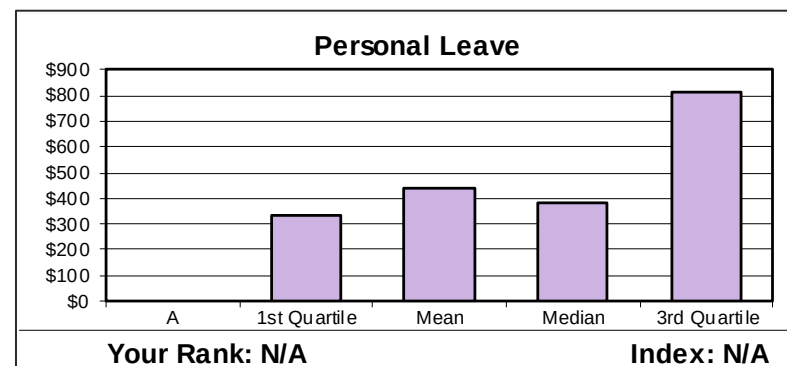
- All forty-two organizations, including OCPA, provide a separate Holiday plan.
- OCPA is above the median as a result of providing 12 days compared to the median number of holidays being 11.

General Market Commentary

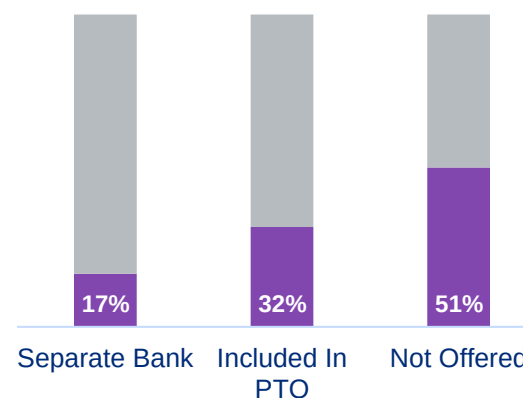
- Personal Days – Median number of personal days is 3 days.
- Holidays – Median number of holidays is 10 days.

Key Take Away

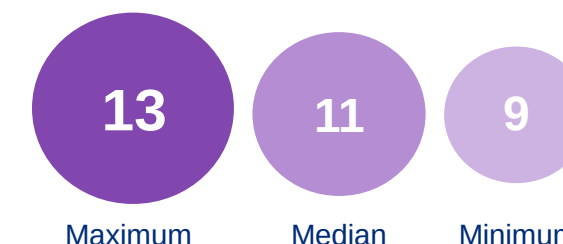
OCPA is aligned with the peer group by including Personal Leave within the PTO plan combined with offering one more holiday compared to the median plan.



Personal Days



Paid Holidays



Paid Leave

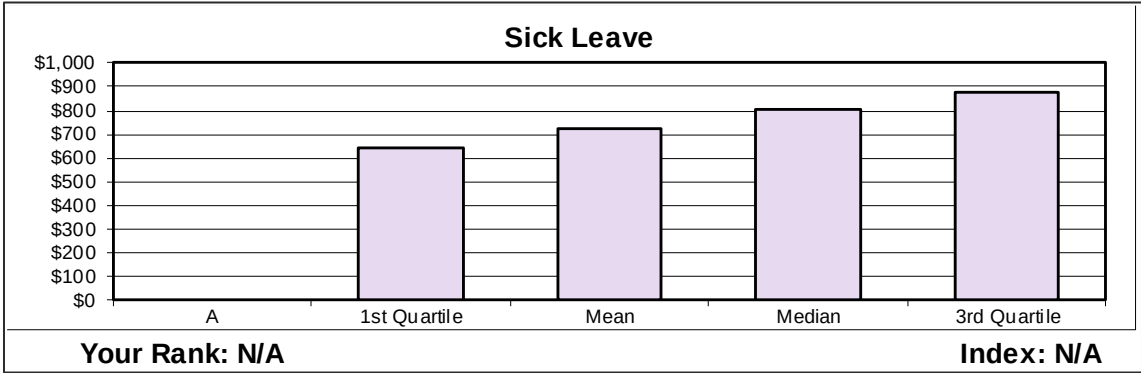
Sick Leave

Peer Group Position

- Sick Leave Methodology benefit values are based on an assumption of only 35% of the number of days available are valued.
- When informal plans are used or Sick Leave left to the discretion of management, 10 days are used to generate the values.
- Thirteen peers include Sick Leave within the PTO bank.
- Twenty-six peers provide a separate Sick Leave plan where the range of days offered are from 5 – 20.
- Twenty peers allow for carryover of unused sick days.
- Four peers allow employees to cash out unused Sick days where only one of the four peers allow a 100% payout at either termination or retirement.

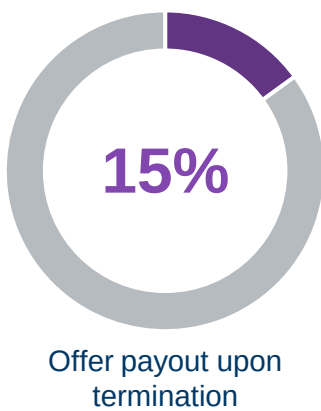
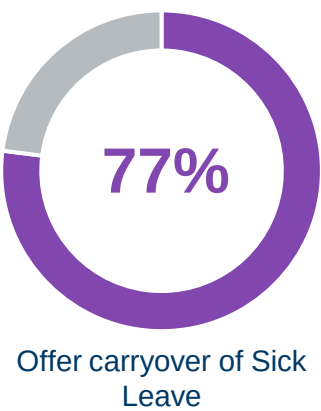
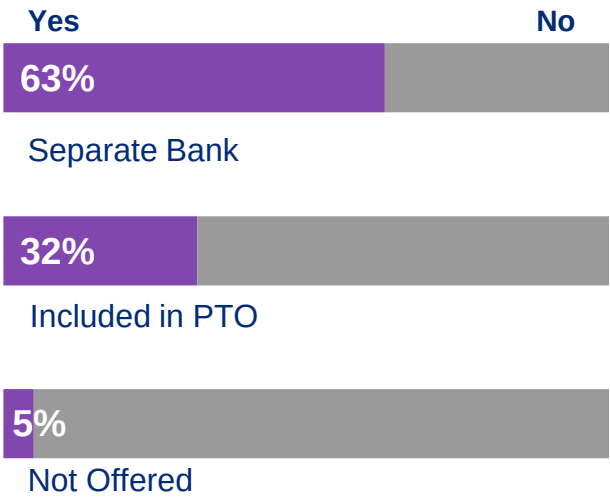
General Market Commentary

- Median number of sick days is 10 days.
- 59% of the plans offer carryover leave with either unlimited carryover or a limited number of days.
- 4% of the plans allow for accumulated sick days to be cashed out at termination.



Key Take Away

OCPA is aligned with the peer group median by including Sick Leave within their PTO plan.



Paid Leave

Parental Leave

Peer Group Position

- Twenty peers reported a separate Parental Leave benefit.
- The remaining peers did not report data for this benefit.
- 78% of those that provide a Parental Leave policy provide coverage for non-birth parent.
- 72% of those that provide a Parental Leave policy provide coverage for adoptive parent.

General Market Commentary

- 16% provide a Maternity Leave with the median benefit being 8 weeks.
- 5% provide Paternity Leave with the median benefit being 2 weeks.
- 49% provide a Parental Leave benefit with the median Parental Leave benefit being 6 weeks.
- Of organizations offering Parental Leave, 79% of organizations allow leave to be used for Adoption, and 40% of organizations allow leave to be used for placement of a Foster child.

	Median Plan Design	Your Plan Design
Plan Type	Parental Leave	Parental Leave
Number of Weeks	6 weeks	0 weeks
Percent of Pay Replaced	100% of pay	100% of pay

Key Take Away

OCPA is below the median by providing no paid parental leave, compared to the median plan which offers 6 weeks at 100% pay replacement.



44%

Offer Parental Leave

12%

Offer Maternity Leave

2%

Offer Paternity Leave

*Parental Leave is not included in the relative dollar value, rank, or index positioning as this benefit is not utilized by all employees on an annual basis.

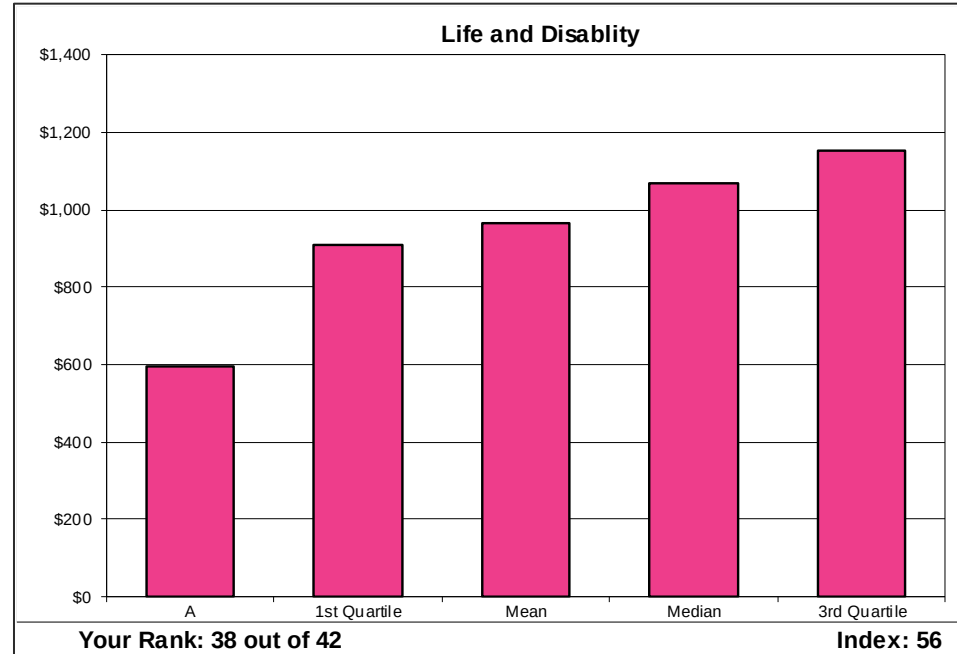
Life & Disability

Peer Group Position

- OCPA's below-median position is a result of providing a plan design that is below median for Long-Term Disability combined with requiring the employees to pay for full coverage on Short-Term Disability, offset by offering a plan design for Life Insurance that is above the median plan design.
- One peer does not provide an employer paid Life Insurance plan therefore no value is generated.
- Two peers do not provide an employer paid Short-Term Disability plan and a Long-Term Disability plan therefore no values are generated.

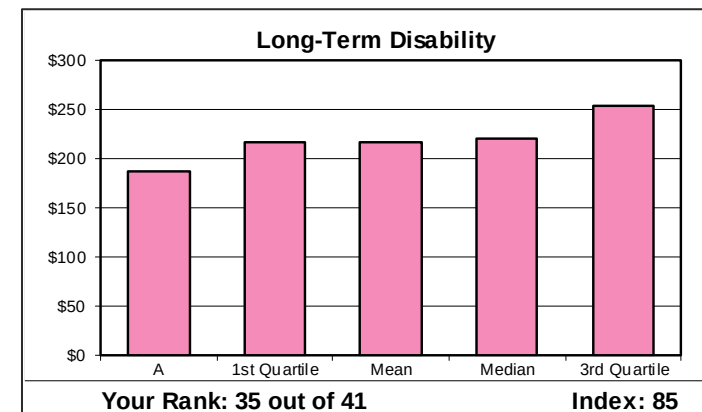
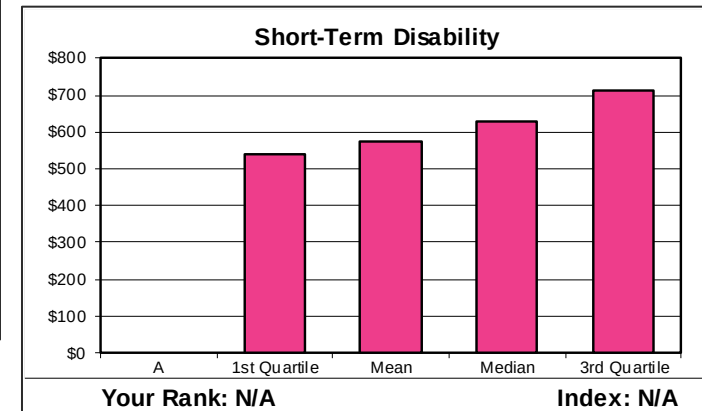
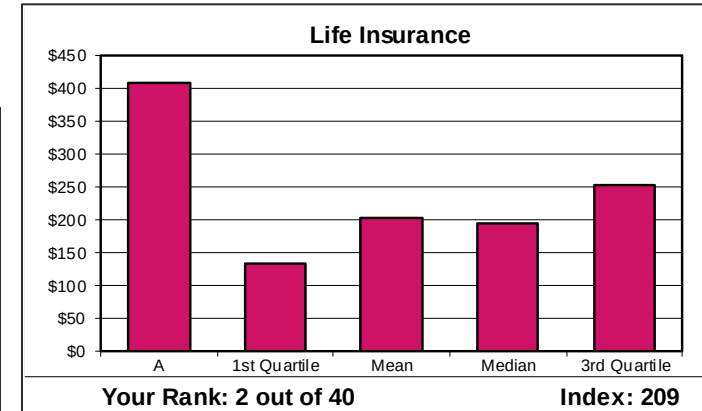
General Market Commentary

- 98% provide employer paid basic life insurance.
- 78% provide employer paid Short-Term Disability.
- 80% provide employer paid Long-Term Disability.



Key Take Away

OCPA's below-median position is a result of providing a plan design that is below the median for Long-Term Disability combined with requiring the employees to pay for full coverage on Short-Term Disability, offset by providing an above median plan design for the Life Insurance benefit.



Life & Disability

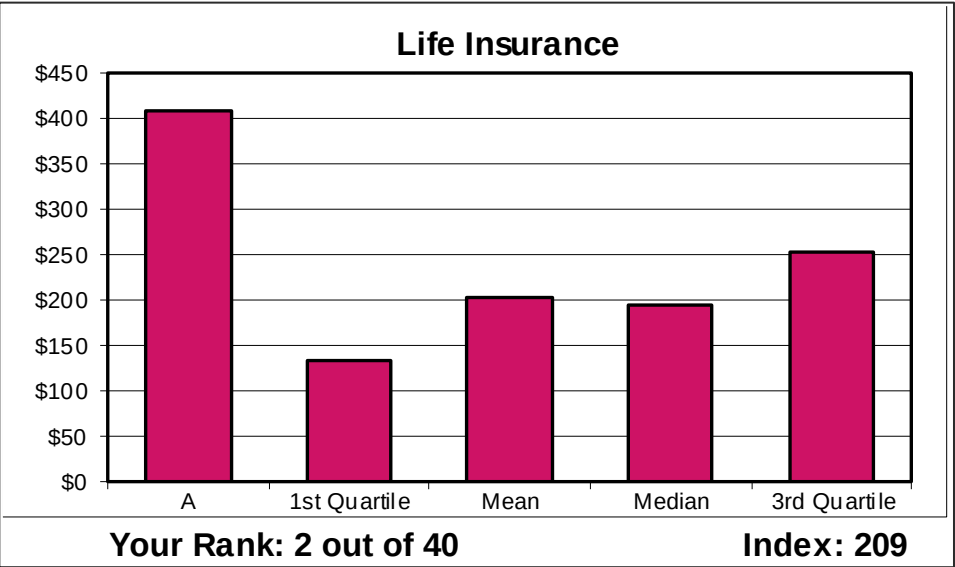
Life Insurance

Peer Group Position

- OCPA's below-median position is the result of offering 1x pay benefit compared to the median plan that provides a 1.5x pay plan with a maximum payout of \$1,000,000.
- Amongst broad-based employee benefits, the multiple of pay ranges from 1x to 4x pay.
- Two peers provide a flat dollar payout.
- The maximum Benefit amount ranges from \$50,000 - \$2,500,000.
- Seven peers provide employer-paid spouse and dependent life insurance.
- Two peers require employees to pay 100% of the plan cost; therefore, no value is generated

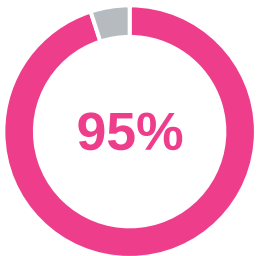
General Market Commentary

- The median plan design being 1.5x pay benefit.
- 15% provide a flat benefit plan.
- 85% provide a percent of pay Life Insurance plan.
- 86% provide a Basic AD&D benefit equal to the Basic Life Insurance benefit.
- 9% provide employer paid spouse/dependent Life Insurance.

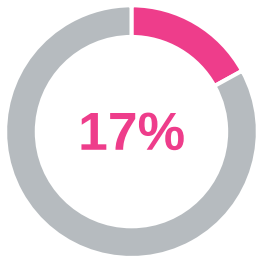


Key Take Away

OCPA is above the median plan design as a result of providing a flat payout of \$200,000 compared to the median plan that provides a 2x pay for employees earning less than \$130,000. Please note, for those employees that earn more than \$135,000, OCPA's position will begin to move towards a below-median comparison as a result of the maximum payout which is limited to \$200,000 for OCPA compared to the median plan which has a maximum of \$1,000,000.



Offer employer-paid Basic Life Insurance



Offer employer-paid Spouse/Dependent Life Insurance

	Median Plan Design	Your Plan Design
Multiple of Pay	1.5x pay	Flat \$200,000 pay out
Maximum Coverage Amount	\$1,000,000	\$200,000
Salary Definition	Base Pay	Base Pay

Life & Disability

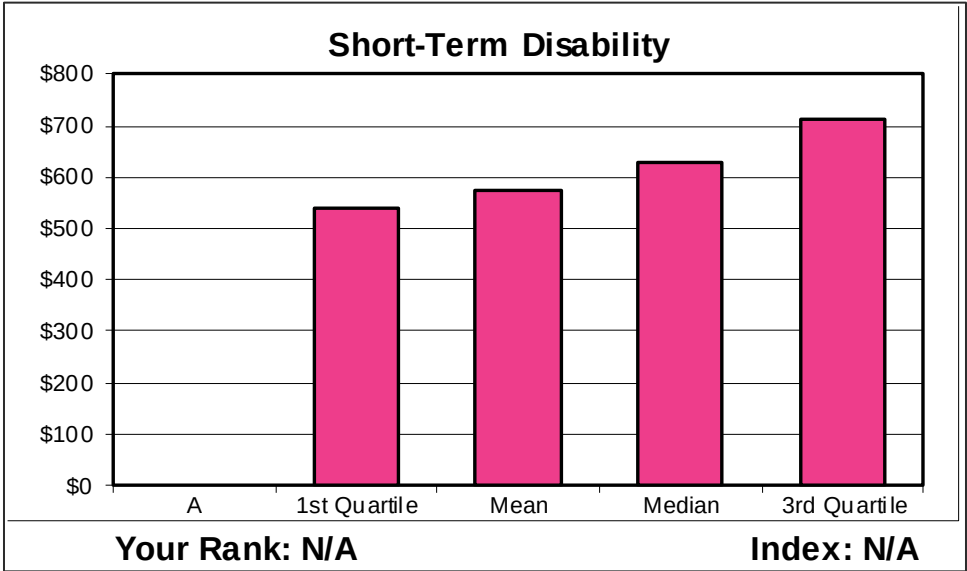
Short-Term Disability

Peer Group Position

- Short-Term Disability benefit values are based on amounts payable in the first 6 months of disability; Sick Leave carryover and LTD commencing before 6 months of disability are included in Short-Term Disability.
- OCPA's requires the employees to pay for the Short-Term disability benefit thus resulting in a \$0 value.
- Thirty-four peers provide all or some weeks at 100% pay replacement (includes sick leave carryover).
- One peer requires employees to pay 100% of the plan cost; therefore, no value is generated

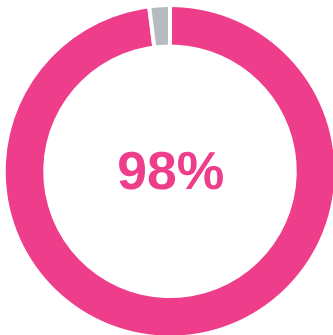
General Market Commentary

- 78% provide employer-paid coverage
- Typical plan covers 60% of base pay up to 26 weeks with an unlimited weekly benefit
- 42% of participants provide all or a portion of the disability at 100% pay replacement



Key Take Away

OCPA's position is a result of requiring the employees to pay for the full coverage.



Provide employer-subsidized Short-Term Disability

	Median Plan Design	Your Plan Design
Benefit	100% for 13 weeks; 60% for the remaining weeks through LTD.	
Salary Definition	Base pay	
Elimination Period	7 days	
Maximum Weekly Benefit	Unlimited	

Life & Disability

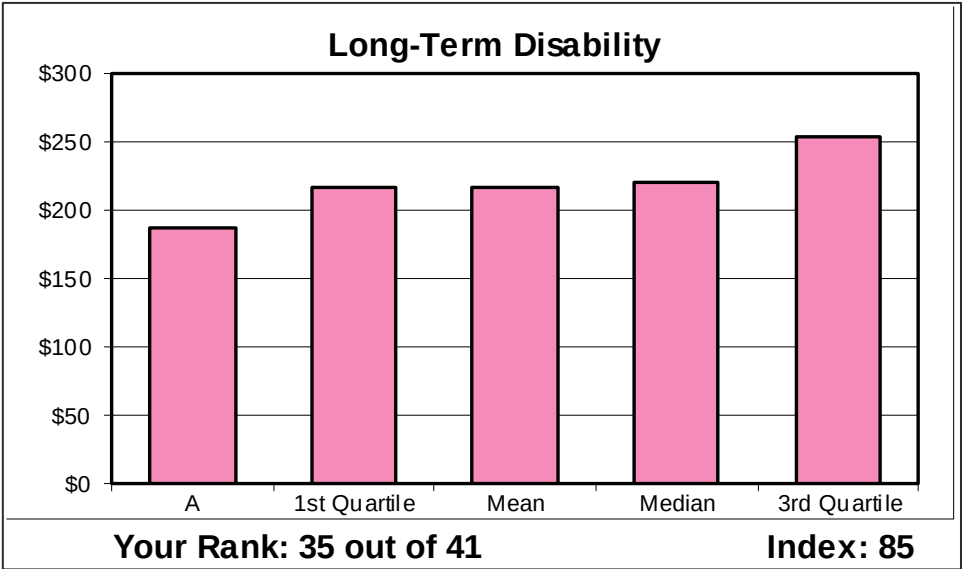
Long-Term Disability

Peer Group Position

- OCPA's below-median position is a result of providing a 60% pay replacement with a monthly maximum of \$5,000, compared to the median providing a 60% pay replacement with a monthly maximum of \$15,000 for all employees.
- One peer requires employees to pay 100% of the plan cost; therefore, no value is generated.
- Pay replacement ranges from 50% - 70% with the median pay replacement being 60%.
- Maximum benefit ranges from \$3,000-\$25,000.
- Eight peers use the Individual selection for the Social Security offset, while the remaining peers use the Family selection.

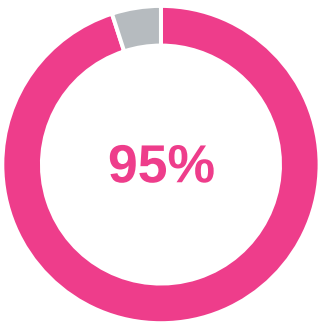
General Market Commentary

- The median pay replacement being 60%.
- Median monthly maximum is \$10,000.
- The majority of the peers provide a family Social Security offset.



Key Take Away

OCPA's position is a result of providing a 60% pay replacement with a monthly maximum of \$5,000, compared to the median plan providing a 60% pay replacement with a monthly maximum of \$15,000.



Provide employer-subsidized Long-Term Disability

	Median Plan Design	Your Plan Design
Benefit	60% pay replacement	60% pay replacement
Salary Definition	Base pay	Base pay
Maximum Monthly Benefit	\$15,000	\$5,000
Social Security Offset	Family Offset	Family Offset

Non-Traditional Benefits

Education Assistance

Peer Group Position

- Twenty-three organizations, including OCPA, indicated they had an Education Assistance plan.
- Two peers provide a reimbursement percentage other than 100%.
- Reimbursement limits amongst the peers range from \$2,500-\$10,000 per year for undergraduate and \$2,500-\$12,000 for graduate.
- Nineteen peers vary their tuition reimbursement based on grades.
- None of the peers provide tuition reimbursement to an employee's spouse or children.
- One peer reported offering a Student Loan refinancing option where the employer provides up to \$1,200 per year with a lifetime maximum of \$7,500.

General Market Commentary

- **82%** provide educational assistance.
- The median reimbursement limits is **\$5,250** per year for both undergraduate and graduate courses.
- **78%** require employees to payback upon termination

Prevalence Data

Educational Assistance	Median Plan Design
Reimbursement %	100%
Maximum Annual Dollar Limit	\$5,250
Require Payback upon Termination	Yes
Covers Books	Yes

*Nontraditional benefits are not included in the relative dollar value, rank, or index positioning.

Yes

No

0%

Student Loan Repayment

90%

Educational Assistance

Non-Traditional Benefits

Additional Benefits

General Market Commentary

- Mercer conducted the 2022 Flexible Working Policies and Practices survey with 749 respondents and found that the happiest employees are hybrid workers; 77% report being able to maintain a reasonable work-life balance.
- 53% of employers are working to expand the types of flexibility offered
 - 42% offer part-time schedules
 - 70% offer flex time (e.g., adjusted start and stop times)
 - 32% have, or are considering offering, a 4-day workweek to all or some employees
 - 18% offer variable or alternative shifts
 - 14% offer phased or flexible retirement

Non-traditional Benefits	Yes	No	Percent
Adoption Benefits	15	23	39%
Business Casual Policy	30	6	83%
Child/Elder Care Assistance	18	21	46%
College Scholarships	10	26	28%
Discount Purchasing	18	18	50%
Employee Assistance Plan	38	1	97%
Executive Company Car	10	23	30%
Financial Planning Assistance	25	11	69%
Flextime	31	7	82%
Formal Training/Professional Development Program	31	5	86%
Free/Subsidized Parking	25	11	69%
Funeral Leave	38	1	97%
Gambling Addiction Counseling	16	19	46%
Home Computer Offered	6	28	18%
Infertility Services	12	19	39%
Job Sharing	3	34	8%
Lactation Rooms	32	7	82%
Legal Counseling	19	17	53%
Life Insurance - Business Travel/Accident	30	10	75%
Military Leave	28	1	97%
Non-executive Company Car	6	26	19%
Onsite Child Care	1	36	3%
Onsite Fitness Facility	25	14	64%
Other Employee Company Car	12	20	38%
Paid Maternity Leave	7	28	20%
Paid Parental Leave	20	15	57%
Paid Paternity Leave	6	29	17%

Non-traditional Benefits	Yes	No	Percent
Paid/Subsidized Offsite Fitness Facility	15	23	39%
Parental/Family Leave	30	6	83%
Pre-Retirement Counseling	18	21	46%
Relocation Allowance	10	26	28%
Sales Employee Company Car	18	18	50%
Satellite Workplace	38	1	97%
Subsidized Eating Facility	10	23	30%
Telecommuting	25	11	69%
Telemedicine	31	7	82%
Wellness Program	31	5	86%
Work at Home Policy	25	11	69%

Appendix

- The following supporting documents are being provided for your reference and were used in the support of this report.
- Summary of Plan Features – this report displays participant data imported from Mercer’s national benefits database and is the basis for the valuation.
 - Methodology – This section details the methods used by Mercer to value the benefit plans included in the Summary of Plan Features report for each comparator organization.

Summary of Plan Features

Medical Plan	Organization A	Organization B	Organization C	Organization D
Plan ID	MD0010	MD0020	MD0020	MD0020
General				
Plan Type	PPO	EPO	PPO	PPO
Plan Type Comments				
Plan Status	Active	Active	Active	Active
Plan is Out-of-Area Plan	No	No	No	No
Plan is a Silent PPO	Not Specified	Not Specified	Not Specified	Not Specified
Percent Of All Employees Participating in This Plan				
This plan has an HSA/HRA included (If Yes, data is in the HSA/HRA section, at bottom)	Yes	No		
This plan has Post-retirement Medical Coverage (If yes, data is in the Retiree Medical sections, at bottom)	No	Yes		
Deductibles				
Deductible Levels				
Level	Individual	Individual		
In Net %				
In Net Amt	\$1,500.00	\$0.00		
In Net Tier 2 %				
In Net Tier 2 Amt				
Out of Net %				
Out of Net Amt	\$5,000.00			
Level	Individual + 1	Individual + 1		
In Net %				
In Net Amt		\$0.00		
In Net Tier 2 %				
In Net Tier 2 Amt				
Out of Net %				
Out of Net Amt				
Level	Family	Family		
In Net %				
In Net Amt	\$3,000.00	\$0.00		
In Net Tier 2 %				
In Net Tier 2 Amt				
Out of Net %				
Out of Net Amt	\$10,000.00			

METHODOLOGY

ABOUT THIS SECTION

This section details the methods used by Mercer to value the benefit plans included in the Plan Value Comparisons and Employee Profile Comparisons sections. For each item discussed, we provide an example illustrating how each plan is valued. *Note: Your organization’s plan features may vary somewhat from the examples provided. However, we have applied these techniques, with adjustments where necessary, to the actual features of your plan.*

SECTION CONTENTS

The Methodology contains the following sections:

PRINCIPLES

- Basic methodology
- Market valuation
- Mean use
- Participation
- Personal substitution

NATIONAL COMPOSITE WORKFORCE

- Workforce demographics
- Target bonuses
- Position classification
- Cash Compensation
- Annual Salary
- Bonus

RETIREMENT/SAVINGS

- Defined Benefit plans
- Defined Contribution plans
- Stock Purchase plans

HEALTH/GROUP BENEFITS

- Medical benefits
- Dental benefits
- Dependent Care Spending Accounts
- Health Care Spending Accounts
- Post-retirement Medical benefits

PAID LEAVE

- Paid Time Off
- Vacation
- Holidays
- Personal Leave
- Sick Leave

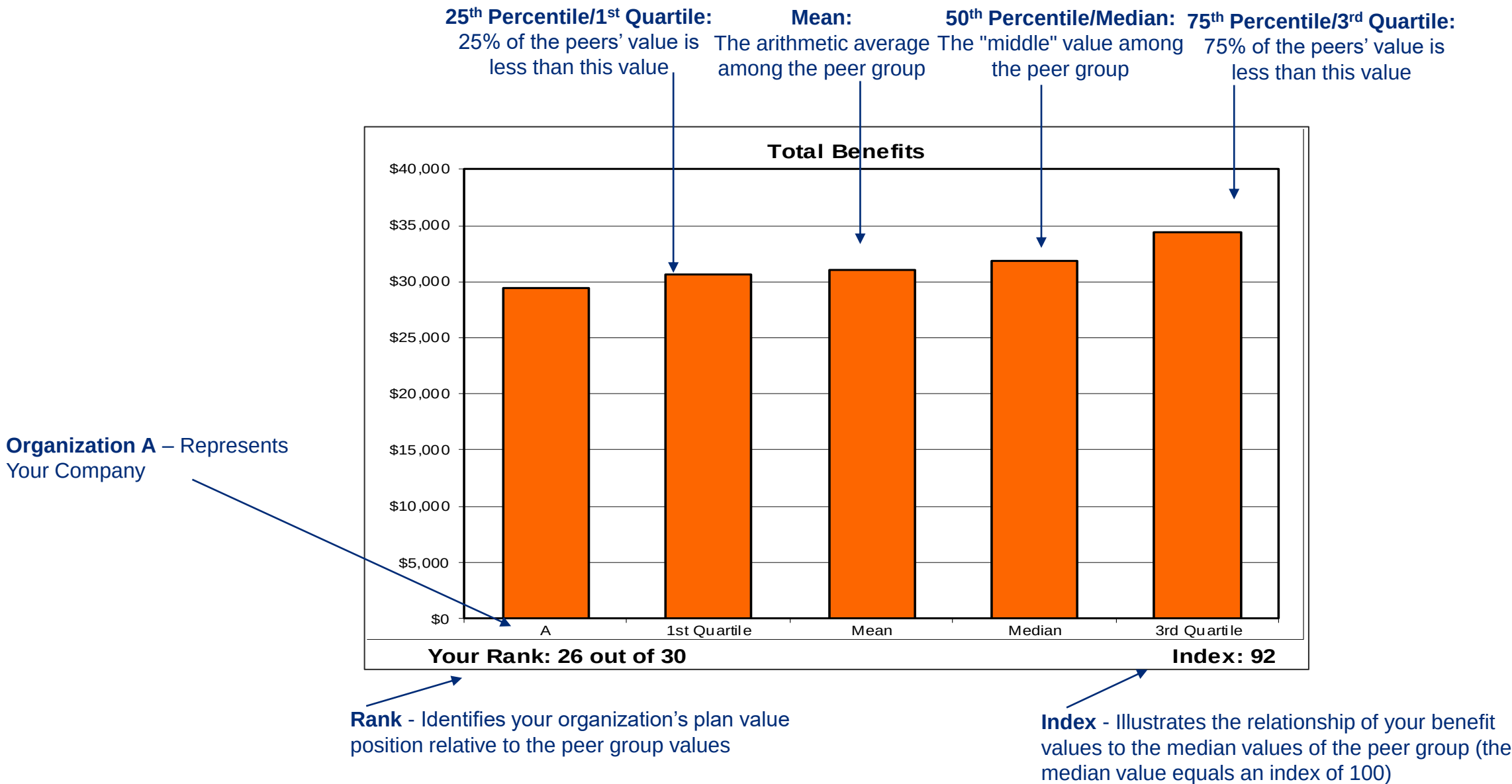
TIME LOSS BENEFITS

- Life Insurance benefits
- Short-term Disability benefits
- Long-term Disability benefits

4D. Benefits Valuation Analysis

Comparison to Public Sector

About the Report



Executive Summary

Orange County Power Authority's benefit value is below the median value among the peer group

OCA
BVA Relative Value

\$ 29,495

per employee per year relative value for Retirement, Health, Paid Leave and Life & Disability benefits

Overall Index Rating

Index of 91

OCA benefits are 9% below the median value for Retirement, Health, Paid Leave and Life & Disability benefits

Overall Rank

Rank of 26

OCA benefits are ranked 26 out of 30 organizations when combining Retirement, Health, Paid Leave and Life & Disability benefits

Median

BVA Relative Value

\$ 31,917

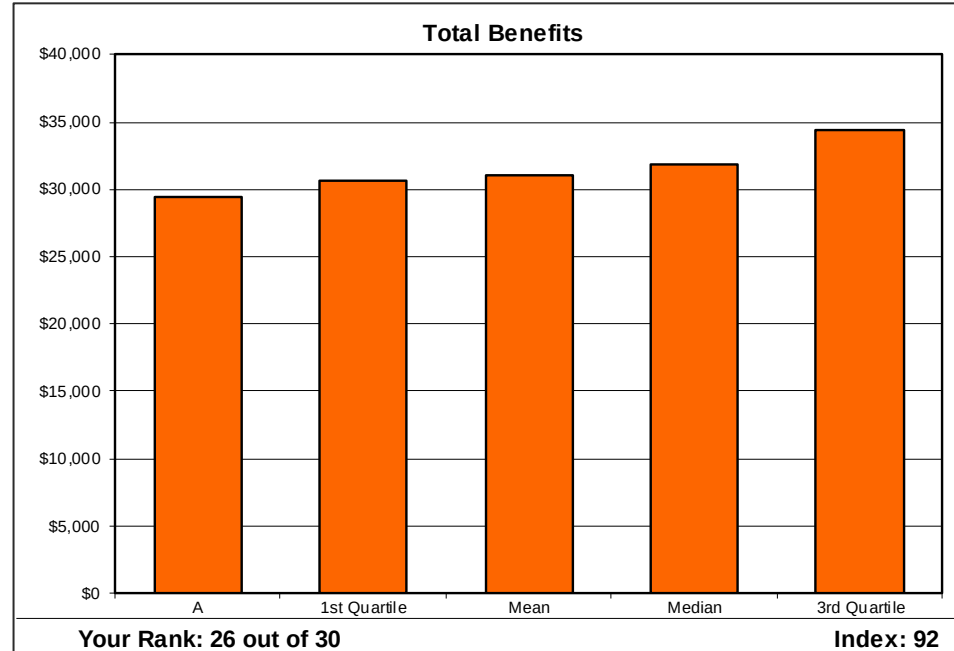
per employee per year relative value for Retirement, Health, Paid Leave and Life & Disability benefits

Benefits	2023	Summary	Benefits	2023	Summary
Retirement 	Rank = 23 rd Index = 87	OCA's below-median comparison is driven by a total employer contribution for the Defined Contribution that is slightly below the median plan as a result of requiring the employees to contribute up to 10% to reach the full employer contribution.	Paid Leave 	Rank = 2 nd Index = 114	OCA's above-median position is driven by providing more Holidays and PTO days compared to the median plan.
Medical 	Rank = 9 th Index = 113	OCA's position is above the median value as a result of providing plan provisions that are richer compared to the median plan provisions combined with requiring the employees to pay less of the total premium for all coverage levels compared to the median plan.	Life & Disability 	Rank = 25 th Index = 71	OCA's below-median position is a result of requiring the employees to pay for full coverage on Short-Term Disability, offset by providing a plan design that is above median for Life Insurance combined with a Long-Term Disability plan design that is aligned with the median plan design.
Dental 	Rank = 13 th Index = 66	OCA's below median comparison is a result of requiring the employees to pay more of the premium compared to the median plan combined with plan provisions that are slightly below the median designs.			

Total Benefits

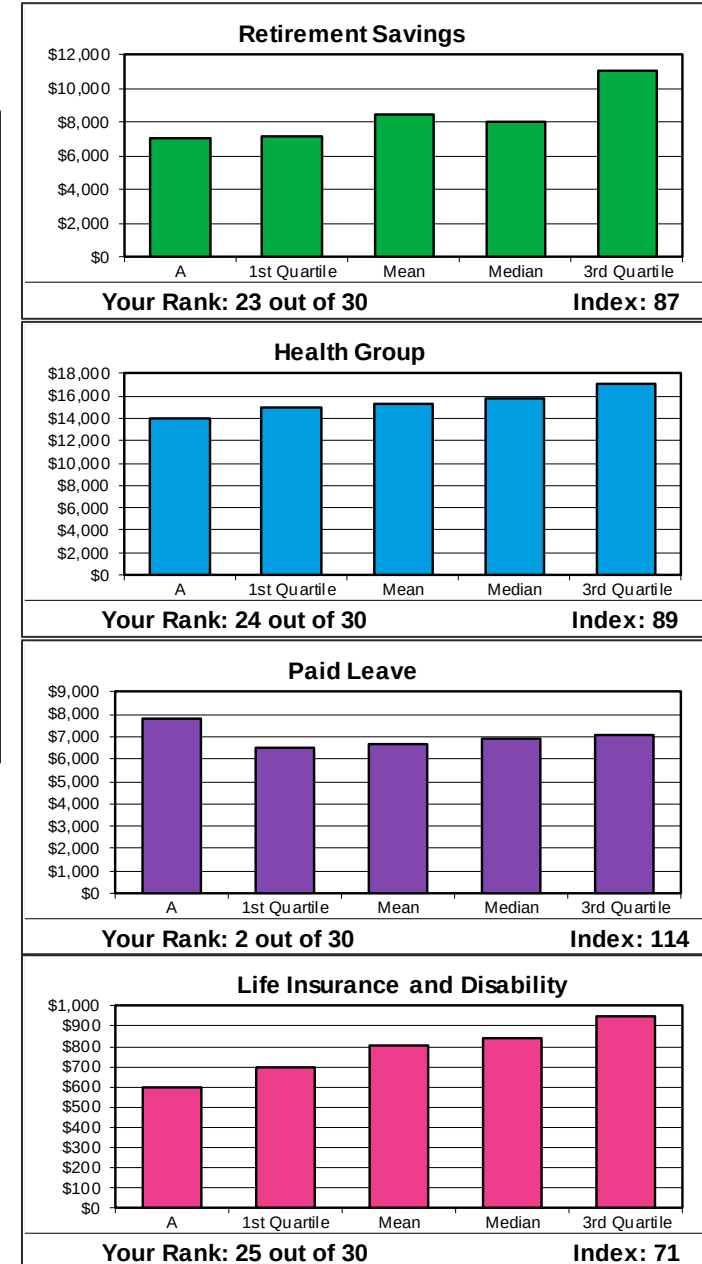
Peer Group Position

- OCPA's overall Total Benefits position is generated by:
 - Below-median comparison is driven by a total employer contribution for of 14% for the overall Retirement Savings category compared to the median plan that provides about a 16% contribution.
 - Below-median position is driven by a Dental plan design that is below the median plan design combined with not offering an employer sponsored Post-Retirement Medical plan, offset by a Medical plan that is above the median plan.
 - Above-median position is driven by providing more days off through the PTO plan and providing a half day more holidays compared to the median plan designs.
 - Below-median position is driven by requiring the employees to pay for full coverage on Short-Term Disability, offset by providing a plan design that is above median for Life Insurance combined with a Long-Term Disability plan design that is aligned with the median plan design.



Key Take Away

OCPA's overall total benefits position is below the median value as a result of providing plan designs that are below the median plan for Retirement Savings, Health Group and Life & Disability benefits, offset by an above the median plan design for the Paid Leave benefits.



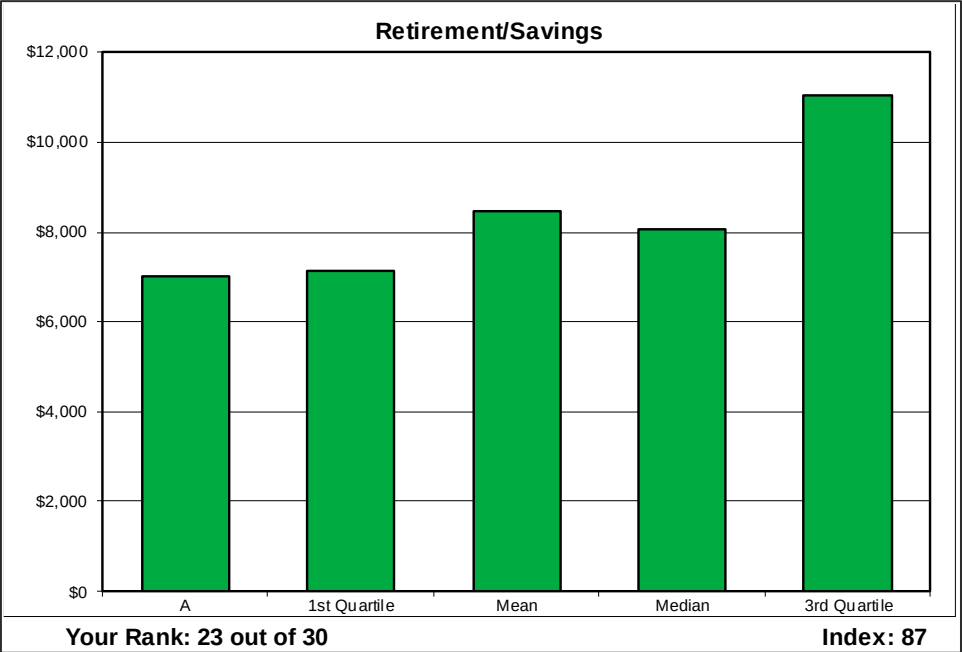
Retirement Savings

Peer Group Position

- OCPA's below-median comparison is driven by a total employer contribution for the Defined Contribution that is below the overall employer contribution when you include those peers that offer a Defined Benefit plan.
- Twenty-eight peers provide an active Defined Benefit plan to new hires.
- None of the peers offer a Stock Purchase plan.

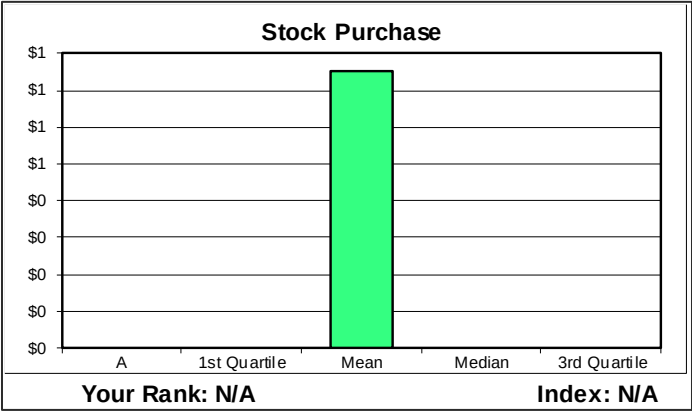
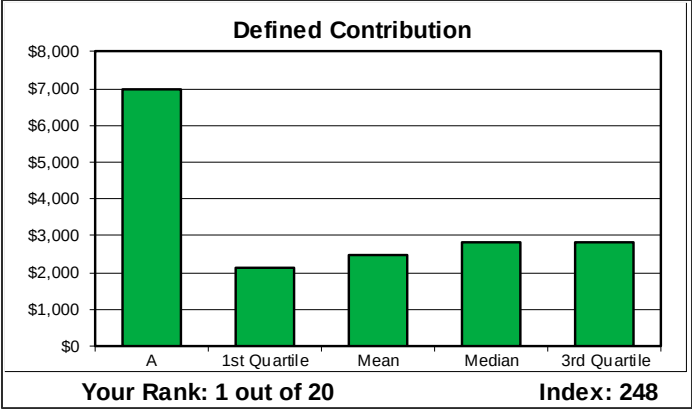
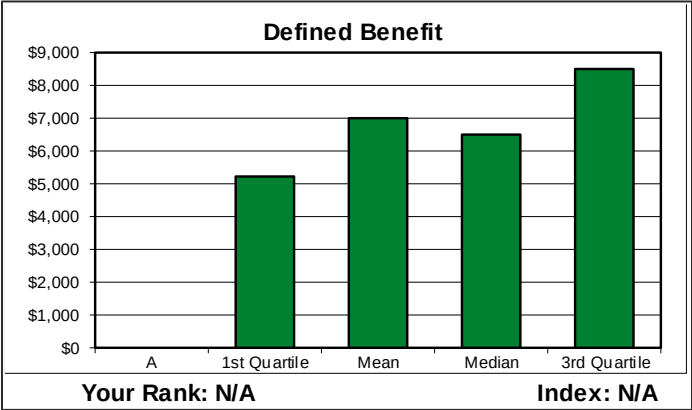
General Market Commentary

- Over the past five years, this study observed a 23% decrease in organizations offering active Defined Benefit Retirement Plans.
- As a result, more organizations provide funding through fixed or discretionary non-matching contributions to a Defined Contribution Plan, as reported by 57% of organizations in this study.
- Organizations are also encouraging participation in pretax savings plans with automatic enrollment features, reported by 54% of organizations. The median enrollment percentage among the peers is 4%.



Key Take Away

OCPA's below the median comparison is a result of the total employer contribution being 14% compared to the overall median employer contribution among all options within the Retirement Category that is about 16%.



Retirement Savings

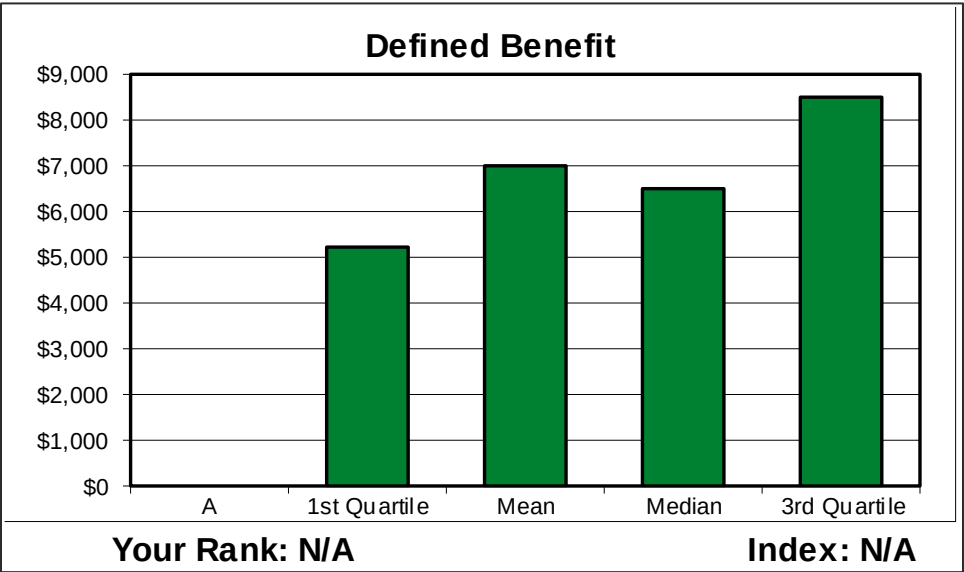
Defined Benefit

Peer Group Position

- Twenty-eight peers provide an active Defined Benefit.
- The remaining organizations, including OCPA, do not provide an active Defined Benefit plan.
- One peer reported a Defined Benefit plan for which the benefit was grandfathered. Per the valuation methodology, grandfathered and frozen plans are not included in the analysis.

General Market Commentary

- Offered by 17% of organizations, where the most common plan types are Final Average Pay plans and Cash Balance plans.
- 52% have a five-year vesting schedule.
- 42% include bonus in the definition of pay.
- 21% have an excess feature removes legislated limit.



	Median Plan	Your Plan Design
Type of Plan	Final Average 3-Year Average	
Formula	.011 * DP1 * CSE.	
Salary Definition	Base Pay	
Employee Contributions	Mandatory – 4.40%	
Cost of Living Adjustment	Yes	

Key Take Away

OCPA is below the peer group median by not providing a Defined Benefit plan.



97%

Offer a Defined Benefit plan

3%

Have a frozen or grandfathered Defined Benefit plan

14%

Include bonus in the definition of pay

Retirement Savings

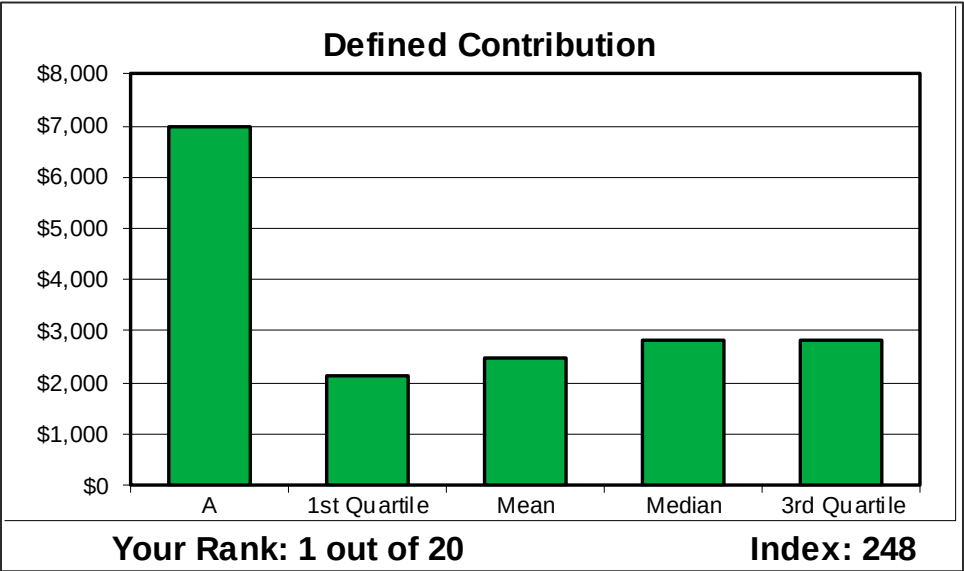
Defined Contribution

Peer Group Position

- OCPA's total employer contribution is above the median as a result of providing a 14% contribution through a matching and non-matching contribution compared to the median plan that has a contribution that totals 5% of compensation that includes bonus pay through a matching and non-matching contribution.
- Six peers provide a matching only plan; eleven peers provide matching and non-matching contributions; and two peers provide a non-matching contribution only.
- Total employer contributions for the peer group range from 1% to 8%.
- Ten peers provide all value through their Defined Benefit plan.

General Market Commentary

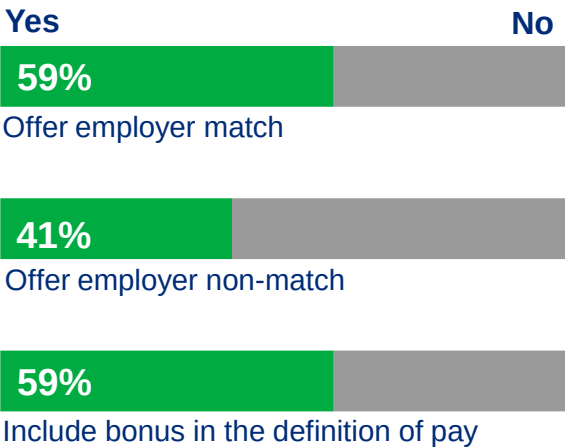
- Offered by 99% of organizations, where the median total employer contribution is 6%.
- 84% offer employer match.
- 56% offer employer non-match.
- 57% include bonus in the definition of pay.
- 40% offer immediate vesting for employer contributions.



	Median Plan	Your Plan Design
Matching Contribution	100% of the first 3%; 50% of the next 2%	100% of the first 4%
Non-Matching Contribution	1%	10%
Salary Definition	Base + Bonus Pay	Base Pay
Excess Plan for Salary Limits	No	Yes

Key Take Away

OCPA's above-median comparison is a result of providing a matching and non-matching contribution that totals 14% compared to the median plan which provides a total employer contribution of 3.5% with a salary definition that includes bonus.



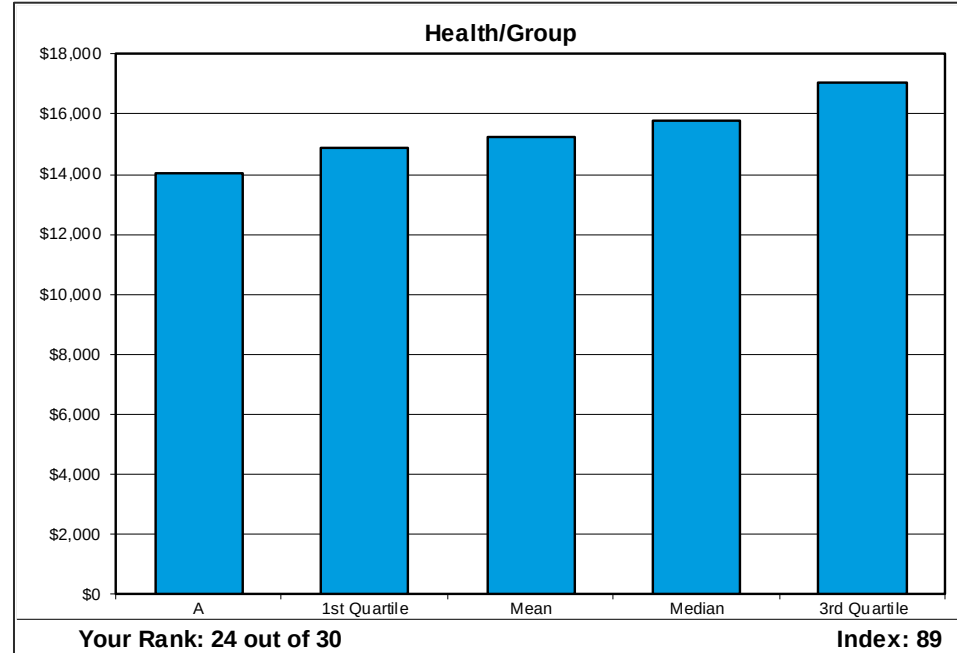
Health Group

Peer Group Position

- OCPA's below-median position is driven a Dental plan design that is below the median plan design combined with not offering an employer sponsored Post-Retirement Medical plan, offset by a Medical plan that is above the median plan.
- Sixteen peers provide an employer-subsidized Post-Retirement Medical coverage.
- Four organizations, including OCPA, provides an employer-subsidized Flexible Spending Accounts.

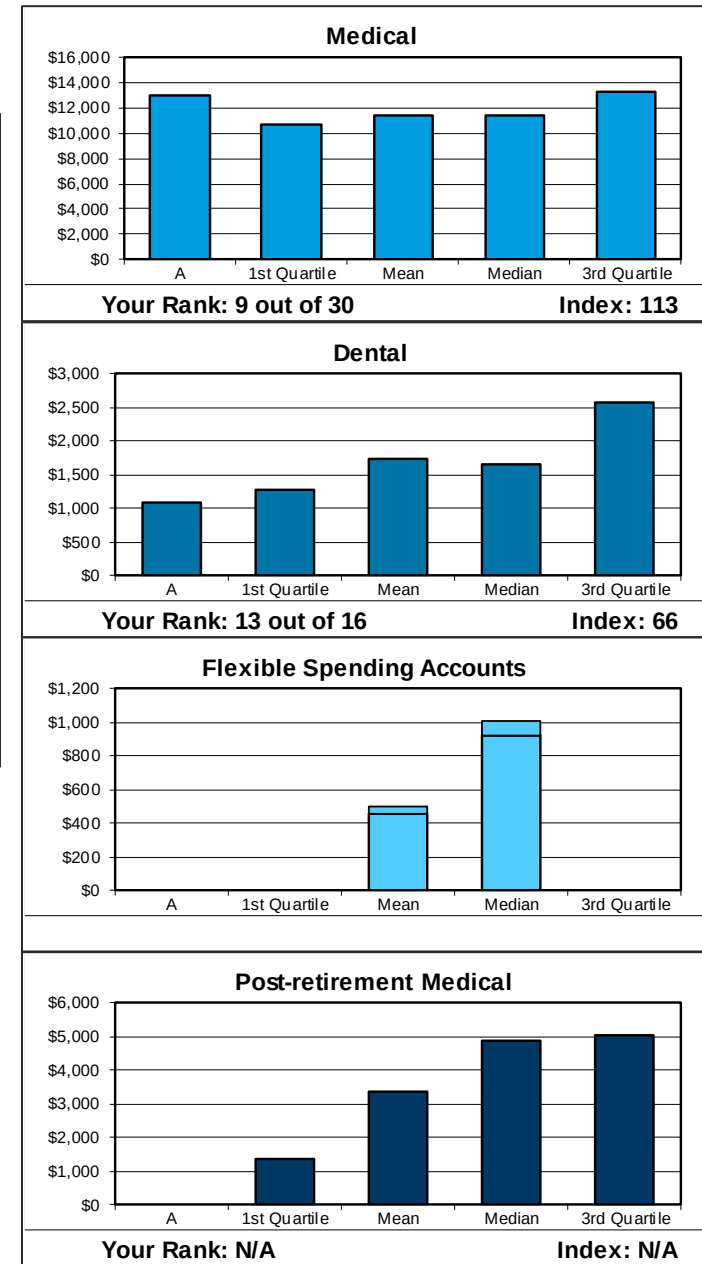
General Market Commentary

- Health benefit cost jumped 6.3% in 2021 (to an average of \$14,542 per employee), following last year's increase of just 3.4%. Smaller employers, typically fully-insured, were hit with especially high increases, cost rose by 9.6% on average.
- Employers avoided cost-cutting changes to plan design in 2021 – in fact, we saw average deductibles actually decline for some coverage types. Benefit priorities have shifted in response to the pandemic's impact on the workforce. Many employers view supporting the mental, emotional and behavioral health of employees as a business imperative.



Key Take Away

OCPA's overall Health Group position is below the median value as a result of providing a Dental plan that provides a less rich plan design and a higher cost share compared to the median plan, offset slightly by a Medical plan that is competitive with the median plan design.



Health Group

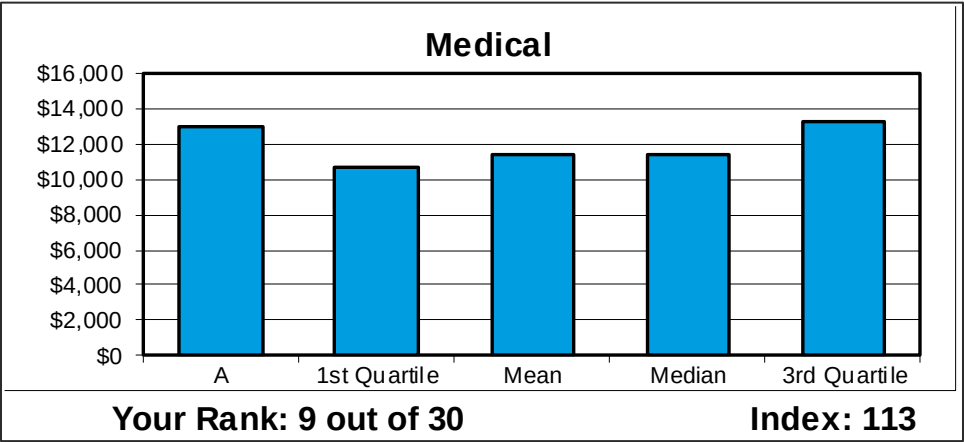
Medical

Peer Group Position

- The plan with the largest percentage of employee participation was valued for all organizations in this study; OCPA's PPO plan was valued.
- OCPA's above-median position is a result of cost share that is more favorable to employees at all coverage levels combined with plan provisions that are richer than with the median plan.
- The average employee cost-share for valued plans is 13% for employee only coverage and 19% for family coverage.
- One peer does not require the employees to pay for their medical plan for all levels of coverage.

General Market Commentary

- 74% have a PPO Medical Option with an average cost share of 19% for employee only and 24% for family.
- 77% have a HDHP Medical Option with an average cost share of 13% for employee only and 17% for family.
- 22% have a HMO Medical Option with an average cost share of 16% for employee only and 25% for family.



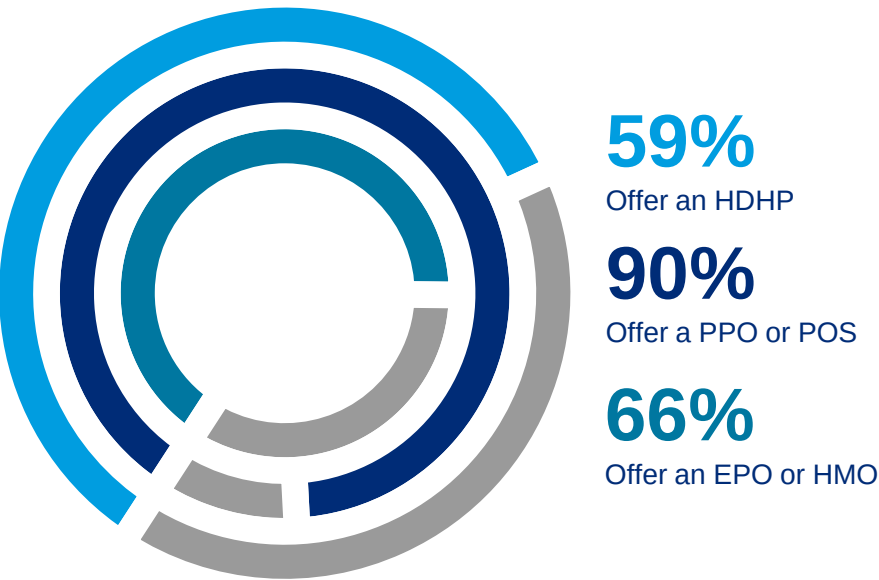
Key Take Away

OCPA's position is above the median value as a result of providing plan provisions that are richer compared to the median plan provisions combined with requiring the employees to pay less of the total premium for all coverage levels compared to the median plan.

	Median Plan Design	Your Plan Design
Plan Type	HMO	PPO
Employee Cost-Share	15% Employee Only 19% Family	14% Employee Only 15% Family
Annual Deductible	\$1,300 Individual \$2,600 Family	\$500 Individual \$1,000 Family
Out-of-Pocket Limit	\$4,000 Individual \$9,000 Family	\$2,000 Individual \$4,000 Family
Coinsurance/ Copayments	20% Inpatient Hospital \$35 Office Visit \$50 Rx	20% Inpatient Hospital \$20 Office Visit \$30 Rx
Employer HSA/HRA Funding	N/A	N/A

Health Group

Medical



Median Medical Plan Features				
	Your Plan Design PPO	HDHP	PPO or POS	EPO or HMO
In-Network Deductible	\$500 Individual \$1,000 Family	\$1,500/Individual \$3,000/Family	\$350/Individual \$700/Family	\$0/Individual \$0/Family
In-Network Inpatient Hospital	20% Coinsurance	20% Coinsurance	\$300 Copay or 20% Coinsurance	\$250 Copay or 0% Coinsurance
In-Network Office Visits	\$20 Copay	20% Coinsurance	\$25 Copay or 20% Coinsurance	\$25 Copay
In-Network Out-of-Pocket Limits	\$2,000 Individual \$4,000 Family	\$5,000/Individual \$10,000/Family	\$4,000/Individual \$8,000/Family	\$2,500/Individual \$7,500/Family
Employer HSA/HRA Funding	Not Applicable	\$500/Individual \$1,000/Family	Not Applicable	Not Applicable
Employee Cost-Share	14% Employee Only 15% Family	7% Employee Only 16% Family	15% Employee Only 19% Family	25% Employee Only 25% Family

*The details on this page do not represent the median value, rather the median plan features for each of the various plan designs offered among the peers and is inclusive of all plans offered (not just the ones with the largest percentage of employee enrollment).

Health Group

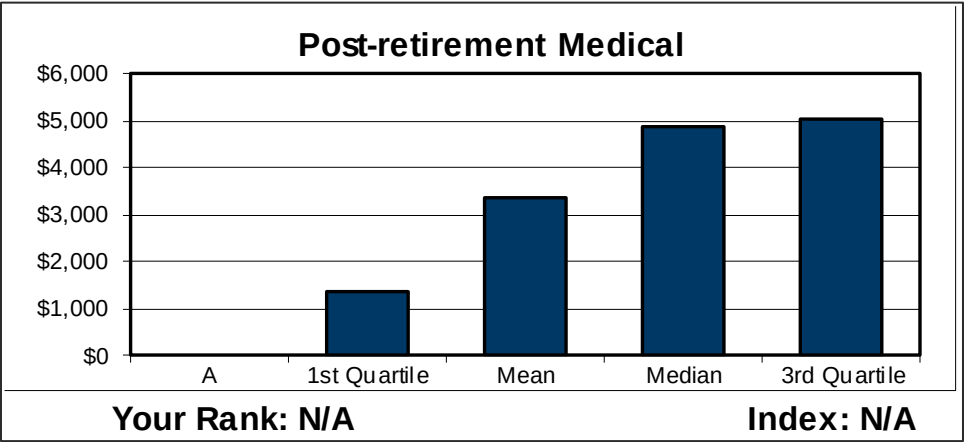
Post-Retirement Medical

Peer Group Position

- Twenty-four peers provide an employer-subsidized post-retirement medical plan where peers provide an employer subsidized plan for Pre-65 coverage and Post-65 coverage.
- Four peers provide an access-only plan for either pre-65 and post-65 coverage or pre-65 only.
 - Access-only plans allow retirees to enroll in an employer sponsored plan but require the retiree to pay the full cost of coverage, therefore no value is generated.

General Market Commentary

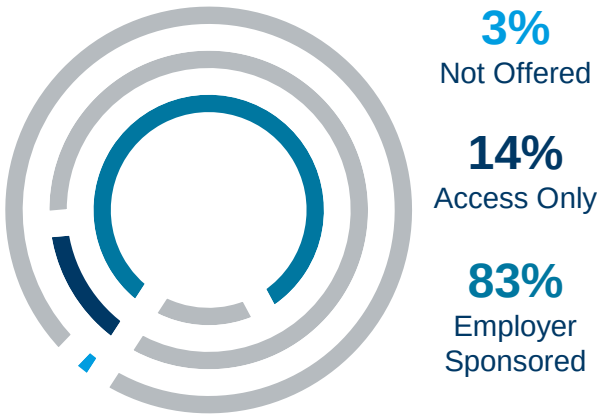
- Over the past five years we have seen a 9% decrease in organizations offering retiree medical coverage to newly hired employees.
- 25% of the organizations offer an employer subsidized plan for pre-65 coverage.
- 23% of the organizations offer an employer subsidized plan for post-65 coverage.
- Many organizations have opted to grandfather/freeze these plans or provide access-only plans, which allow retirees to enroll, but require the retiree to pay the full cost of coverage.



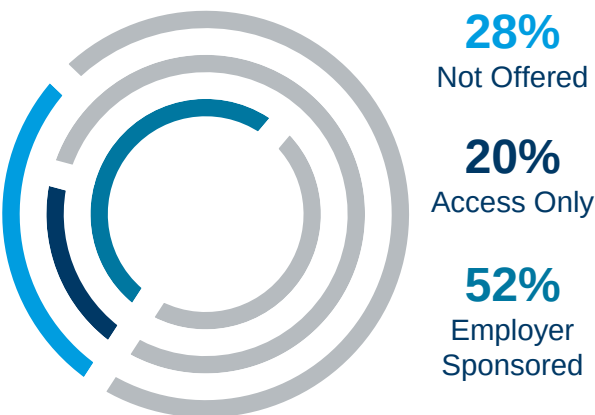
Key Take Away

OCPA is below the median by not offering a Post-Retirement Medical plan.

Pre 65



Post 65



Health Group

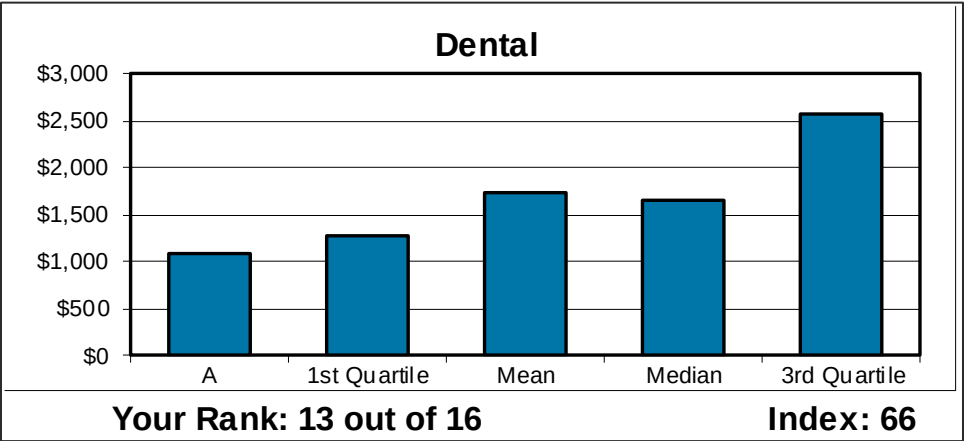
Dental

Peer Group Position

- The plan with the largest percentage of employee participation was valued for all organizations in this study.
- OCPA's below median comparison is a result of requiring the employees to pay more of the premium compared to the median plan combined with plan provisions that are slightly below the median designs.
- The median employee cost-share for valued plans is 6% for employee only and 18% for family coverage.
- Fourteen peers require the employees to pay the full cost thus there is a \$0 value.

General Market Commentary

- Median employee cost share – 40% for employee only coverage and 47% for family coverage.
- Median Plan Coverage is 100% for preventive, 80% for basic, 50% for major and 50% for orthodontia coverage.
- Median annual maximum is \$1,500 and median lifetime orthodontia is \$1,500.



Key Take Away

OCPA's below-median position is a result of a higher cost share, offset by competitive plan provisions.

	Median Plan Design	Your Plan Design
Plan Type	Silent PPO	Silent PPO
Employee Cost-Share	25% Employee Only 25% Employee + Child 25% Employee + Spouse 25% Family	53% Employee Only 50% Employee + Child 50% Employee + Spouse 53% Family
Annual Deductible	\$50/Individual \$150/Family	\$50/Individual \$150/Family
Maximums (Annual/Lifetime)	\$1,250 Annual / \$1,000 Orthodontia	\$1,500 Annual / \$500 Orthodontia
Coinsurance	100% Preventive 80% Basic 50% Major 50% Orthodontia	100% Preventive 80% Basic 60% Major 50% Orthodontia

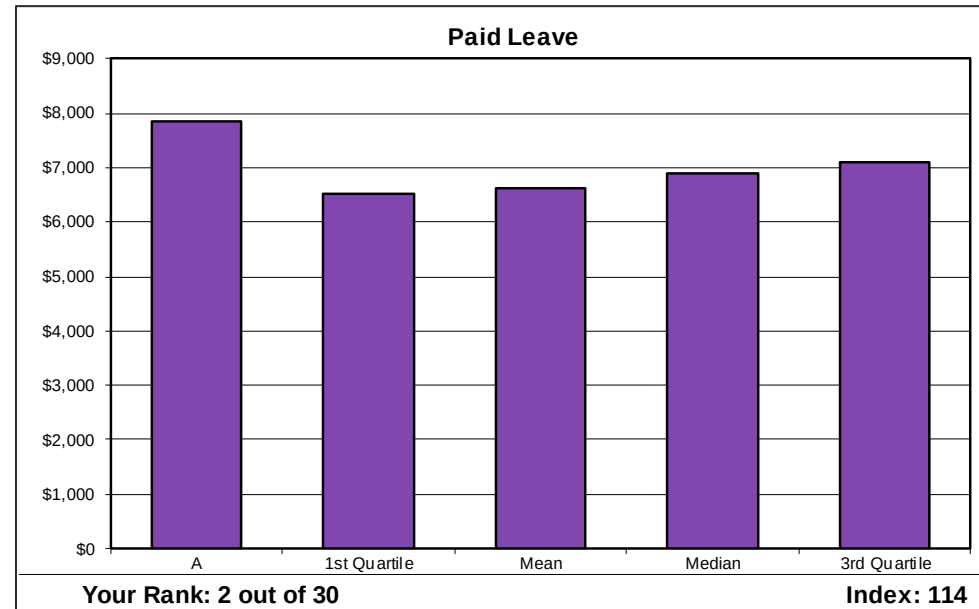
Paid Leave

Peer Group Position

- OCPA's above-median position is driven by providing more Holidays and PTO days compared to the median plan.
- Ten peers provide a Paid Time Off plan that combines various elements of Paid Leave and nineteen peers provide a traditional vacation plan.
- Three peers provide a separate Personal Leave plan.
- Twenty-eight peers provide a separate Sick Leave plan.

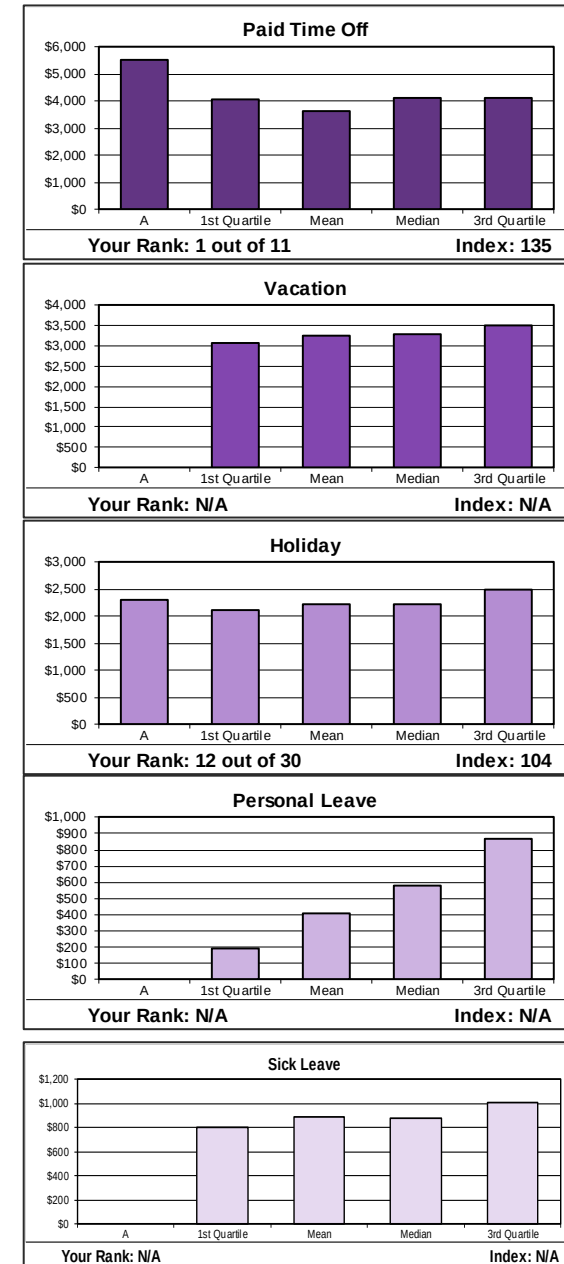
General Market Commentary

- Only 42 percent of respondents with PTO plans say that most of their employees take all of their allotted time, down from 51 percent in 2018 — and 15 percent say employees actually use less than 50 percent of PTO days.
- More than half report that open accruals/balances at the time of transition from a standard vacation/PTO plan were forfeited (where allowable); about two-fifths paid out balances and the rest allowed the accruals/balances to be used for STD top-off pay.



Key Take Away

OCPA's position is result of providing more days within the PTO plan compared to the median PTO plan combined with offering a half day more for Holidays compared to the median plan.

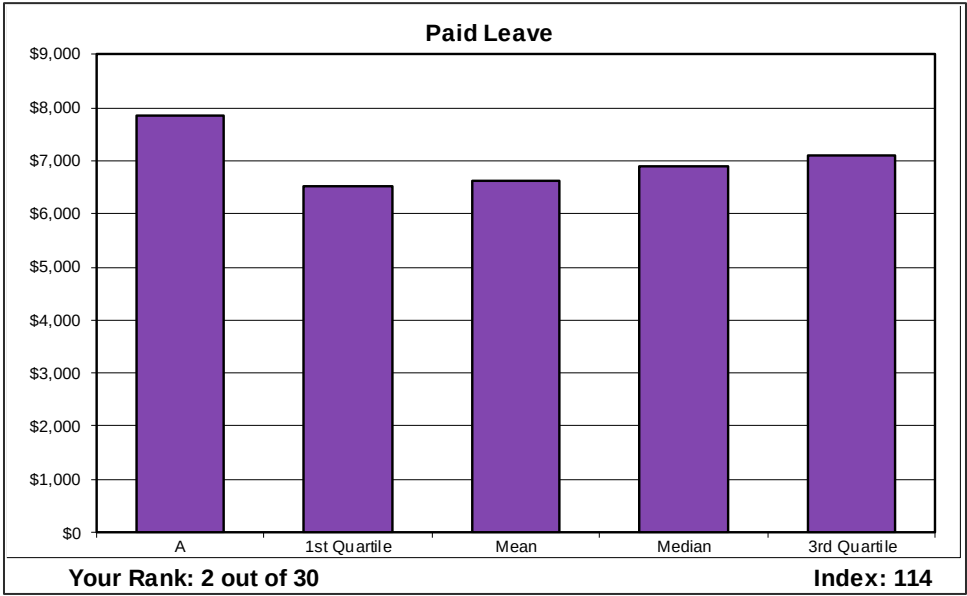


Paid Leave

Total Leave

Peer Group Position

- OCPA's position is a result of offering a total number of days off that is more than the median plan.
- None of the peers provides an unlimited plan to any of their employees.
- OCPA provides the following:
 - PTO ranging from 22.5 days at hire to 32.5 days after ten years of service.
 - 12 Holidays.
- The median plan provides the following:
 - Traditional Vacation plan ranging from 15 days at hire to 21 days after ten years of service.
 - 13 Holidays.
 - 15 Sick days – please note that Mercer's methodology is for 35% of the days available will be used for the Sick Leave value.



Key Take Away

OCPA's above-median position is a result of providing more days in the PTO plan compared to the median as well as a half-day more for Holidays.

Years of Service	Median Total Leave	Your Total Leave	Difference	Years of Service	Median Total Leave	Your Total Leave	Difference
1 Year	33.25 Days	35.5 Days	+2.25 Days	15 Year	39.25 Days	44.5 Days	+5.25 Days
5 Years	36.25 Days	39.5 Days	+3.25 Days	20 Years	39.25 Days	44.5 Days	+5.25 Days
10 Years	39.25 Days	44.5 Days	+5.25 Days	25 Years	39.25 Days	44.5 Days	+5.25 Days

Paid Leave

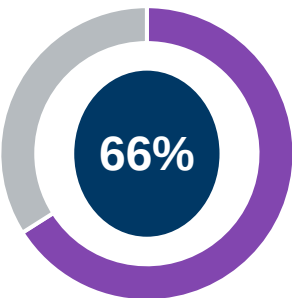
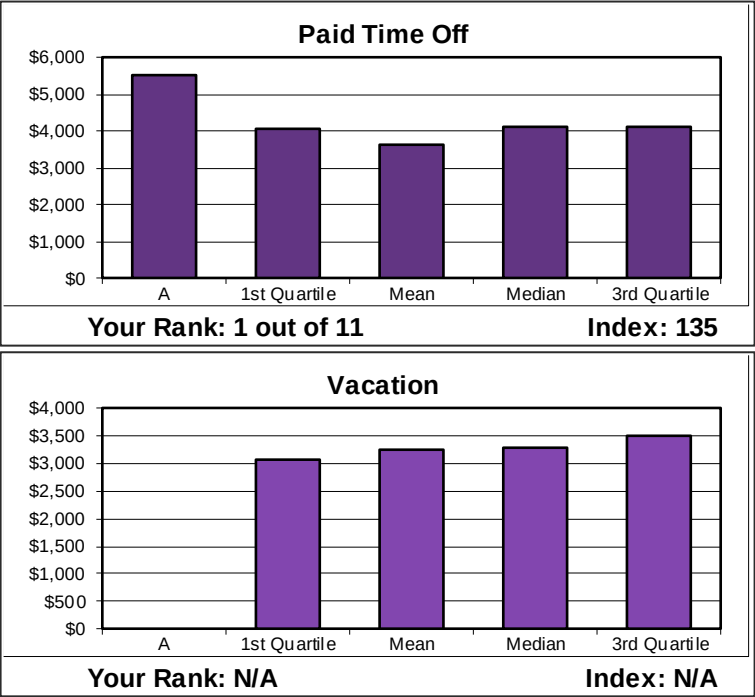
Vacation / Paid Time Off

Peer Group Position

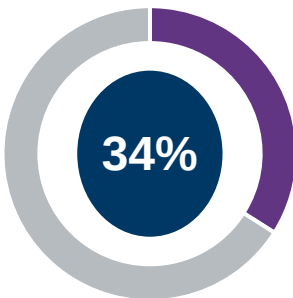
- Ten peers provide a Paid Time Off plan whereby vacation days are included with other elements of paid leave such as personal leave, holidays, and/or sick leave.
- Nineteen peers provide a traditional vacation plan.
- 97% of the peers allow for carryover, with the median number of days being about 30 days.
- Three peers allow for selling of time off.

General Market Commentary

- Types of Paid Leave – Please note, some employers may offer a PTO plan to one group of employees and Vacation plan to others
 - 52% offer a traditional vacation plan
 - 50% offer a Paid Time Off (PTO) plan
 - 5% offer an Unlimited Time off Plan
- 72% allow carryover of unused days for traditional plans with a median of 30 days.
- 80% allow carryover of unused days for PTO plans with a median 30 days.



Offer a Vacation Plan



Offer a PTO Plan

Key Take Away

Among the eleven organizations that provide a Paid Time Off plan, OCPA is above the median plan design as a result of providing more days off among the peer group at all levels of service.

Years of Service	Median Paid Time Off Plan	Your Plan Design
1 Year	13 Days	23.5 Days
5 Years	20 Days	27.5 Days
10 Years	20 Days	32.5 Days
15 Years	26 Days	32.5 Days
20 Years	26 Days	32.5 Days
25 Years	26 Days	32.5 Days

Paid Leave

Personal and Holidays

Peer Group Position

Personal Days

- Three peers provide a Personal Leave plan where the median plan provides 3 days.
- The range of days offered among those days that provide personal days is between 1 and 5 days.

Holidays

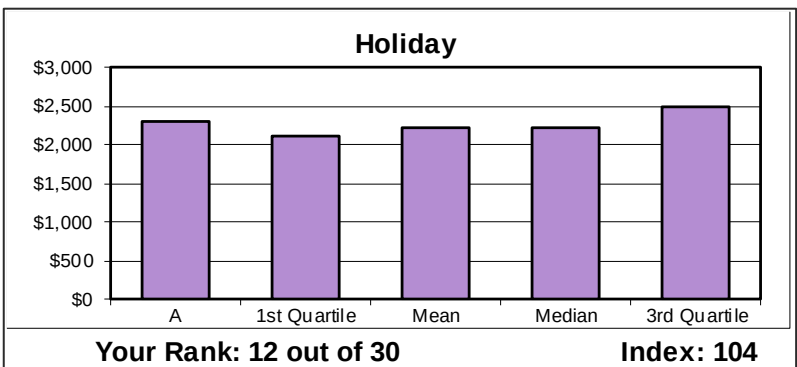
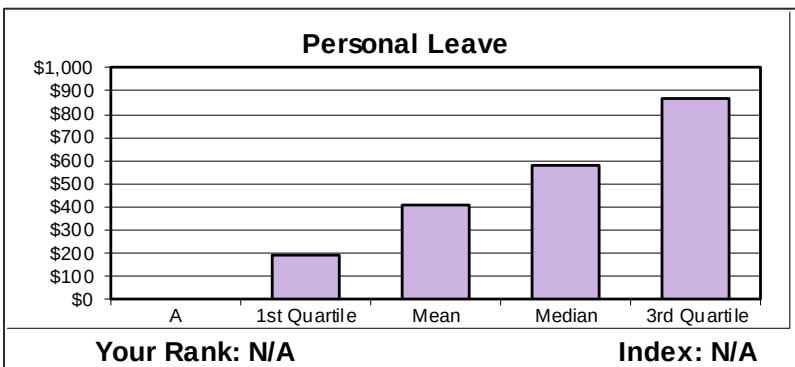
- All thirty organizations, including OCPA, provide a separate Holiday plan.
- OCPA is above the median as a result of providing 12 days compared to the median number of holidays being 11.5.

General Market Commentary

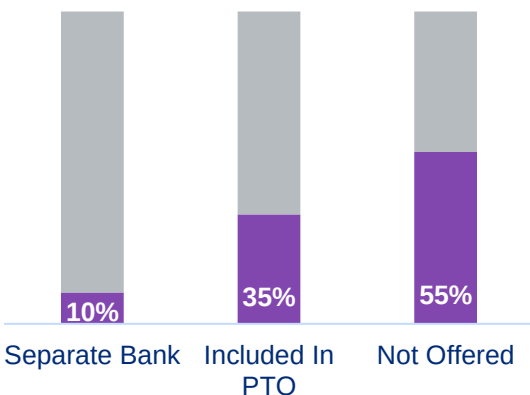
- Personal Days – Median number of personal days is 3 days.
- Holidays – Median number of holidays is 10 days.

Key Take Away

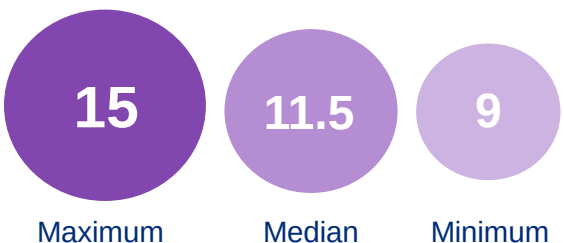
OCPA is aligned with the peer group by not including Personal Leave within the PTO plan and slightly above the peer group median for Holidays as a result of providing 12 Holidays.



Personal Days



Paid Holidays



Paid Leave

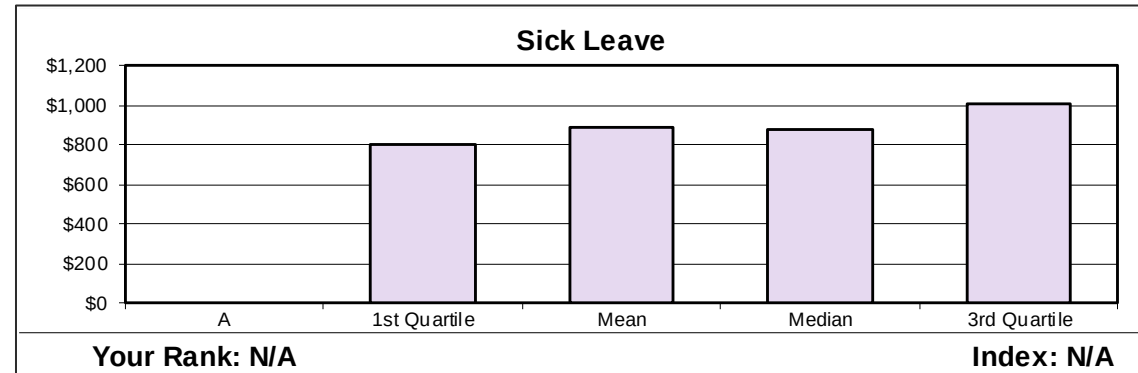
Sick Leave

Peer Group Position

- Sick Leave Methodology benefit values are based on an assumption of only 35% of the number of days available are valued.
- When informal plans are used or Sick Leave left to the discretion of management, 10 days are used to generate the values.
- One peer include Sick Leave within the PTO bank.
- Twenty-eight peers provide a separate Sick Leave plan where the range of days offered are from 12 – 24.
- Twenty-seven peers allow for carryover of unused sick days.
- Two peers allow employees to cash out unused Sick days at either termination or retirement.

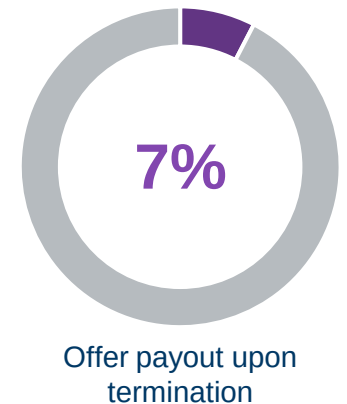
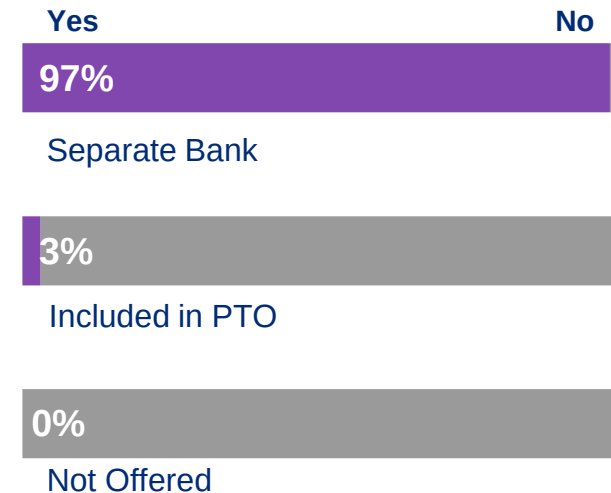
General Market Commentary

- Median number of sick days is 10 days.
- 59% of the plans offer carryover leave with either unlimited carryover or a limited number of days.
- 4% of the plans allow for accumulated sick days to be cashed out at termination.



Key Take Away

OCPA is below the peer group median by including Sick Leave within their PTO plan as nine of ten peers that provide a PTO plan offer a separate Sick Leave plan.



Paid Leave

Parental Leave

Peer Group Position

- Sixteen peers reported a separate Parental Leave benefit.
- The remaining peers did not report data for this benefit.
- 94% of those that provide a Parental Leave policy provide coverage for non-birth parent.
- 100% of those that provide a Parental Leave policy provide coverage for adoptive parent.

General Market Commentary

- 16% provide a Maternity Leave with the median benefit being 8 weeks.
- 5% provide Paternity Leave with the median benefit being 2 weeks.
- 49% provide a Parental Leave benefit with the median Parental Leave benefit being 6 weeks.
- Of organizations offering Parental Leave, 79% of organizations allow leave to be used for Adoption, and 40% of organizations allow leave to be used for placement of a Foster child.

	Median Plan Design	Your Plan Design
Plan Type	Parental Leave	Family Leave
Number of Weeks	12 weeks	0 weeks
Percent of Pay Replaced	100% of pay	100% of pay

Key Take Away

OCPA is below the median by providing no paid parental leave, compared to the median plan which offers 12 weeks at 100% pay replacement.



44%
Offer Parental Leave

12%
Offer Maternity Leave

2%
Offer Paternity Leave

*Parental Leave is not included in the relative dollar value, rank, or index positioning as this benefit is not utilized by all employees on an annual basis.

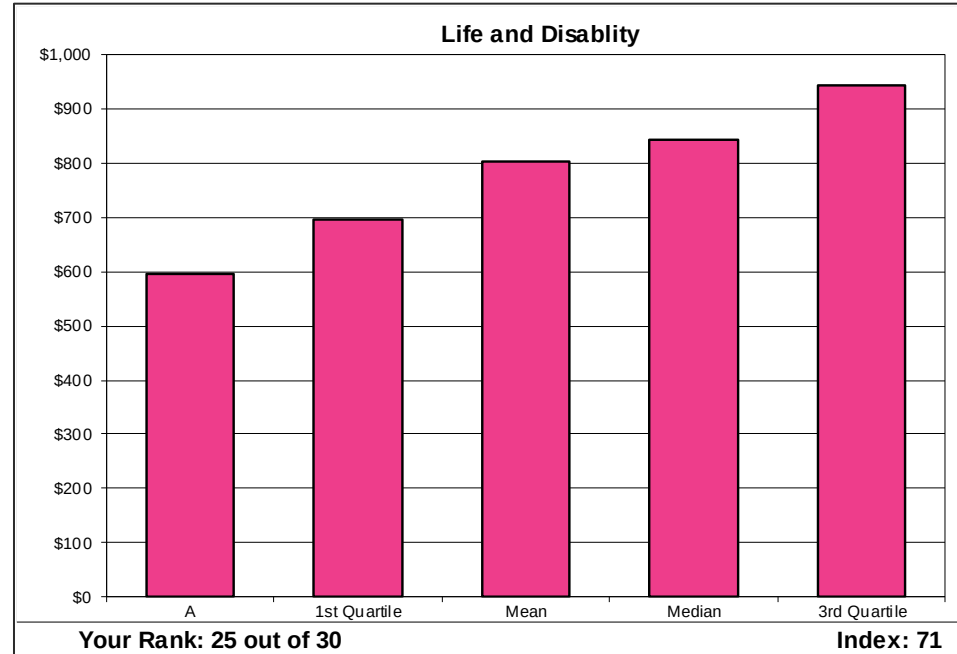
Life & Disability

Peer Group Position

- OCPA's below-median position is a result of requiring the employees to pay for full coverage on Short-Term Disability, offset by providing a plan design that is above median for Life Insurance combined with a Long-Term Disability plan design that is aligned with the median plan design.
- One peer does not provide an employer paid Life Insurance plan therefore no value is generated.
- Nine peers do not provide an employer paid Long-Term Disability plan therefore no values are generated.

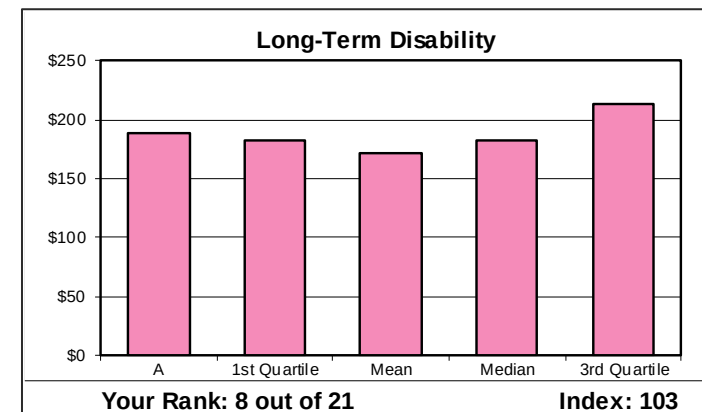
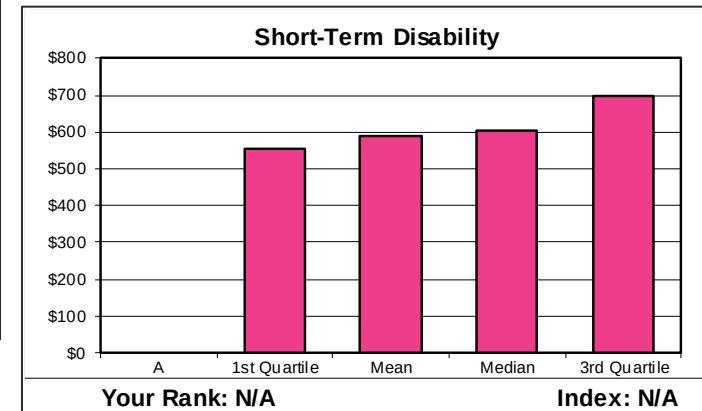
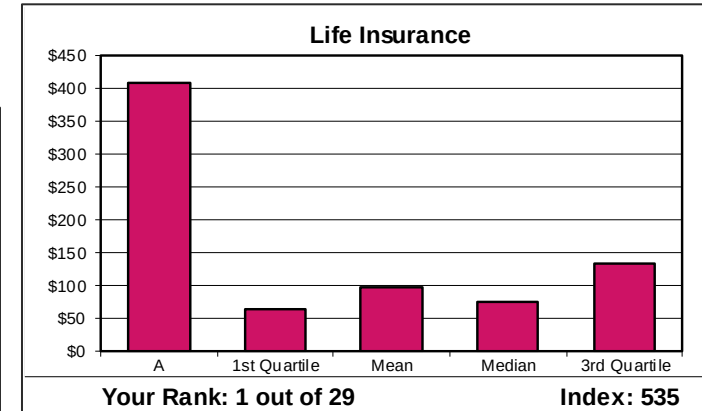
General Market Commentary

- 98% provide employer paid basic life insurance.
- 78% provide employer paid Short-Term Disability.
- 80% provide employer paid Long-Term Disability.



Key Take Away

OCPA's below-median position is a result of requiring the employees to pay the full cost of the Short-Term Disability benefit, offset by a Life Insurance plan that is above the median combined with a Long-Term Disability plan that is competitive with the median plan.



Life & Disability

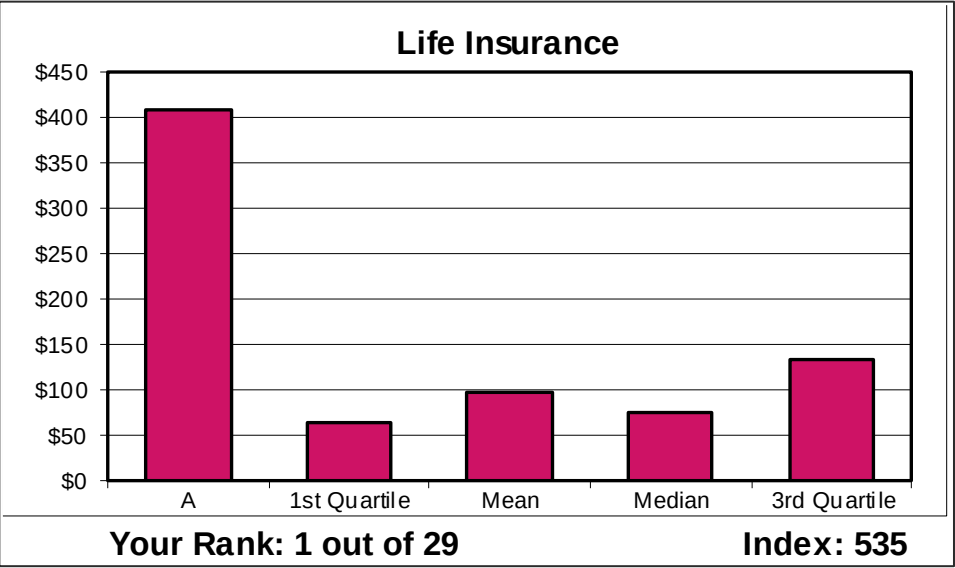
Life Insurance

Peer Group Position

- OCPA's above-median position is the result of offering a flat \$200,000 pay benefit compared to the median plan that provides a flat pay out of \$33,770.
- Amongst broad-based employee benefits, only seven peers provide a multiple of pay where the amount ranges from 1x to 2x pay.
- Twenty-one peers provide a flat dollar payout.
- The maximum Benefit amount ranges from \$10,000 - \$500,000.
- Three peers provide employer-paid spouse and dependent life insurance.
- One peer requires employees to pay 100% of the plan cost; therefore, no value is generated

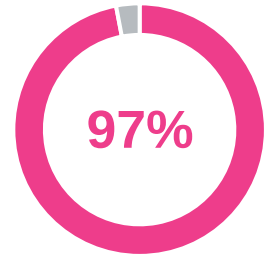
General Market Commentary

- The median plan design being 1.5x pay benefit.
- 15% provide a flat benefit plan.
- 85% provide a percent of pay Life Insurance plan.
- 86% provide a Basic AD&D benefit equal to the Basic Life Insurance benefit.
- 9% provide employer paid spouse/dependent Life Insurance.

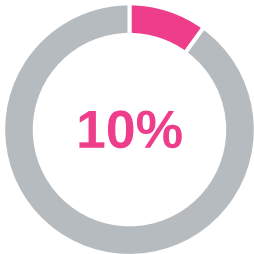


Key Take Away

OCPA is above the median plan design as a result of providing a flat payout of \$200,000 compared to the median plan that provides a flat \$33,770.



Offer employer-paid Basic Life Insurance



Offer employer-paid Spouse/Dependent Life Insurance

	Median Plan Design	Your Plan Design
Multiple of Pay	Flat \$33,770	Flat \$200,000 pay out
Maximum Coverage Amount	\$33,770	\$200,000
Salary Definition	Base Pay	Base Pay

Life & Disability

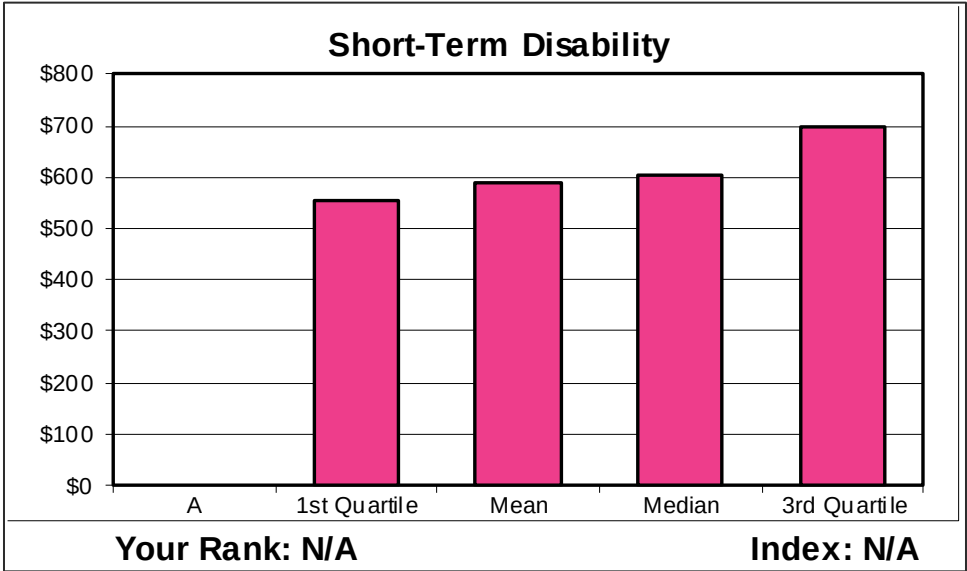
Short-Term Disability

Peer Group Position

- Short-Term Disability benefit values are based on amounts payable in the first 6 months of disability; Sick Leave carryover and LTD commencing before 6 months of disability are included in Short-Term Disability.
- OCPA requires the employees to pay for the Short-Term disability benefit thus resulting in a \$0 value.
- Twenty-seven peers provide all or some weeks at 100% pay replacement (includes sick leave carryover).

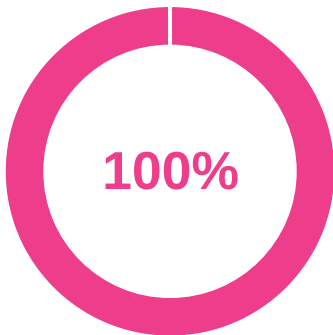
General Market Commentary

- 78% provide employer-paid coverage
- Typical plan covers 60% of base pay up to 26 weeks with an unlimited weekly benefit
- 42% of participants provide all or a portion of the disability at 100% pay replacement



Key Take Away

OCPA's position is a result of requiring the employees to pay for the full coverage.



Provide employer-subsidized Short-Term Disability

	Median Plan Design	Your Plan Design
Benefit	Value is Generated from Sick Leave carryover	
Salary Definition		
Elimination Period		
Maximum Weekly Benefit		

Life & Disability

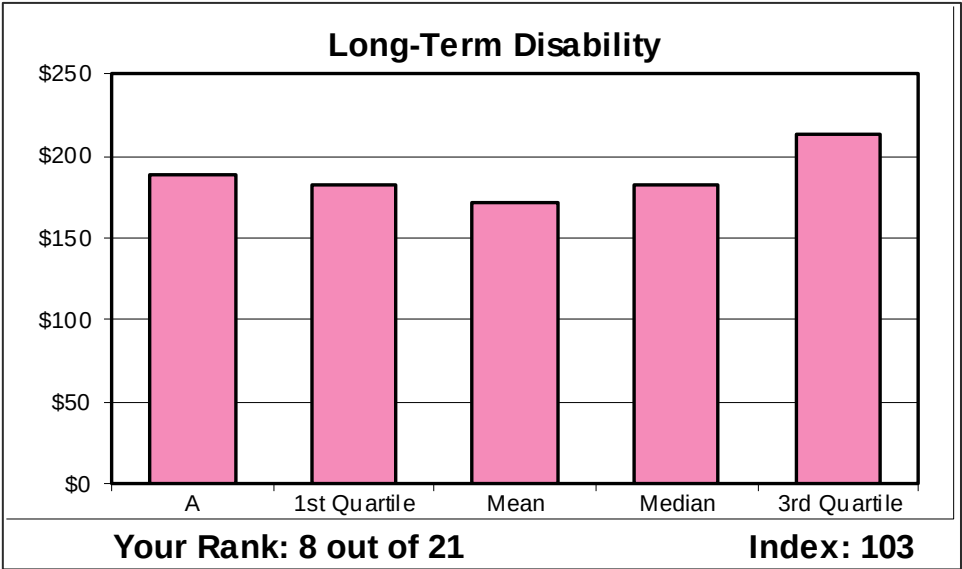
Long-Term Disability

Peer Group Position

- OCPA's aligned-with-median position is a result of providing a 60% pay replacement with a monthly maximum of \$5,000 compared to the median providing a 60% and 40% pay replacement with an unlimited monthly maximum.
- Nine peers require employees to pay 100% of the plan cost; therefore, no value is generated.
- Pay replacement ranges from 60% - 70% with the median pay replacement being 60%.
- Maximum benefit ranges from \$240 - \$15,000.
- Eight peers use the Individual selection for the Social Security offset, while the remaining peers use the Family selection.

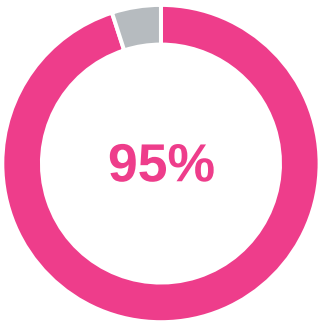
General Market Commentary

- The median pay replacement being 60%.
- Median monthly maximum is \$10,000.
- The majority of the peers provide a family Social Security offset.



Key Take Away

OCPA's position is a result of providing a 60% pay replacement with a \$5,000 monthly maximum compared to the median plan providing a 60% pay replacement for 12 months and 40% thereafter.



Provide employer-subsidized Long-Term Disability

	Median Plan Design	Your Plan Design
Benefit	Variable pay replacement 60% for 12 mos / 40% thereafter	60% pay replacement
Salary Definition	Base pay	Base pay
Maximum Monthly Benefit	Unlimited	\$5,000
Social Security Offset	Family Offset	Family Offset

Non-Traditional Benefits

Education Assistance

Peer Group Position

- Eighteen peers indicated they had an Education Assistance plan.
- One peer provides a reimbursement percentage other than 100%.
- Reimbursement limits amongst the peers range from \$700-\$3,000 per year for undergraduate and graduate.
- Seven peers vary their tuition reimbursement based on grades.
- None of the peers provide tuition reimbursement to an employee's spouse or children.
- Nine peers reported offering a Student Loan refinancing option where the employer provides an annual maximum contribution that ranges from \$3,000 - \$10,000 among those that reported an employer contribution.

General Market Commentary

- **82%** provide educational assistance.
- The median reimbursement limits is **\$5,250** per year for both undergraduate and graduate courses.
- **78%** require employees to payback upon termination

Prevalence Data

Educational Assistance	Median Plan Design
Reimbursement %	100%
Maximum Annual Dollar Limit	\$5,250
Require Payback upon Termination	Yes
Covers Books	Yes

*Nontraditional benefits are not included in the relative dollar value, rank, or index positioning.



Non-Traditional Benefits

Additional Benefits

General Market Commentary

- Mercer conducted the 2022 Flexible Working Policies and Practices survey with 749 respondents and found that the happiest employees are hybrid workers; 77% report being able to maintain a reasonable work-life balance.
- 53% of employers are working to expand the types of flexibility offered
 - 42% offer part-time schedules
 - 70% offer flex time (e.g., adjusted start and stop times)
 - 32% have, or are considering offering, a 4-day workweek to all or some employees
 - 18% offer variable or alternative shifts
 - 14% offer phased or flexible retirement

Non-traditional Benefits	Yes	No	Percent
Adoption Benefits	1	14	7%
Business Casual Policy	9	4	69%
Child/Elder Care Assistance	12	4	75%
College Scholarships	0	13	0%
Discount Purchasing	4	11	27%
Employee Assistance Plan	25	1	96%
Executive Company Car	1	10	9%
Financial Planning Assistance	9	6	60%
Flextime	17	2	89%
Formal Training/Professional Development Program	16	2	89%
Free/Subsidized Parking	13	3	81%
Funeral Leave	16	3	84%
Gambling Addiction Counseling	7	6	54%
Home Computer Offered	7	7	50%
Infertility Services	6	19	24%
Job Sharing	10	5	67%
Lactation Rooms	10	3	77%
Legal Counseling	12	5	71%
Life Insurance - Business Travel/Accident	6	19	24%
Military Leave	18	0	100%
Non-executive Company Car	1	10	9%
Onsite Child Care	7	7	50%
Onsite Fitness Facility	9	5	64%
Other Employee Company Car	0	11	0%
Paid Maternity Leave	2	26	7%
Paid Parental Leave	16	12	57%
Paid Paternity Leave	1	27	4%

Non-traditional Benefits	Yes	No	Percent
Paid/Subsidized Offsite Fitness Facility	12	3	80%
Parental/Family Leave	20	5	80%
Pre-Retirement Counseling	22	7	76%
Relocation Allowance	9	5	64%
Sales Employee Company Car	0	11	0%
Satellite Workplace	7	6	54%
Subsidized Eating Facility	1	12	8%
Telecommuting	14	3	82%
Telemedicine	25	1	96%
Wellness Program	21	1	95%
Work at Home Policy	9	4	69%

Appendix

- The following supporting documents are being provided for your reference and were used in the support of this report.
- Summary of Plan Features – this report displays participant data imported from Mercer’s national benefits database and is the basis for the valuation.
 - Methodology – This section details the methods used by Mercer to value the benefit plans included in the Summary of Plan Features report for each comparator organization.

Summary of Plan Features

Medical Plan	Organization A	Organization B	Organization C	Organization D
Plan ID	MD0010	MD0020	MD0020	MD0020
General				
Plan Type	PPO	EPO	PPO	PPO
Plan Type Comments				
Plan Status	Active	Active	Active	Active
Plan is Out-of-Area Plan	No	No	No	No
Plan is a Silent PPO	Not Specified	Not Specified	Not Specified	Not Specified
Percent Of All Employees Participating in This Plan				
This plan has an HSA/HRA included (If Yes, data is in the HSA/HRA section, at bottom)	Yes	No		
This plan has Post-retirement Medical Coverage (If yes, data is in the Retiree Medical sections, at bottom)	No	Yes		
Deductibles				
Deductible Levels				
Level	Individual	Individual		
In Net %				
In Net Amt	\$1,500.00	\$0.00		
In Net Tier 2 %				
In Net Tier 2 Amt				
Out of Net %				
Out of Net Amt	\$5,000.00			
Level	Individual + 1	Individual + 1		
In Net %				
In Net Amt		\$0.00		
In Net Tier 2 %				
In Net Tier 2 Amt				
Out of Net %				
Out of Net Amt				
Level	Family	Family		
In Net %				
In Net Amt	\$3,000.00	\$0.00		
In Net Tier 2 %				
In Net Tier 2 Amt				
Out of Net %				
Out of Net Amt	\$10,000.00			

METHODOLOGY

ABOUT THIS SECTION

This section details the methods used by Mercer to value the benefit plans included in the Plan Value Comparisons and Employee Profile Comparisons sections. For each item discussed, we provide an example illustrating how each plan is valued. *Note: Your organization’s plan features may vary somewhat from the examples provided. However, we have applied these techniques, with adjustments where necessary, to the actual features of your plan.*

SECTION CONTENTS

The Methodology contains the following sections:

PRINCIPLES

- Basic methodology
- Market valuation
- Mean use
- Participation
- Personal substitution

NATIONAL COMPOSITE WORKFORCE

- Workforce demographics
- Target bonuses
- Position classification
- Cash Compensation
- Annual Salary
- Bonus

RETIREMENT/SAVINGS

- Defined Benefit plans
- Defined Contribution plans
- Stock Purchase plans

HEALTH/GROUP BENEFITS

- Medical benefits
- Dental benefits
- Dependent Care Spending Accounts
- Health Care Spending Accounts
- Post-retirement Medical benefits

PAID LEAVE

- Paid Time Off
- Vacation
- Holidays
- Personal Leave
- Sick Leave

TIME LOSS BENEFITS

- Life Insurance benefits
- Short-term Disability benefits
- Long-term Disability benefits

Appendix

CCA Compensation and Benefits Study

Benchmarking Methodology: Market Perspectives

	Market Perspective	Compensation Data Source	Benefits Data Source
1	CCA Market Perspective	Custom CCA survey	Custom CCA survey
2	Public Sector	Mercer Benchmark Database (Public Sector Scope)	Mercer BVA Database (Public Sector Scope)
3	Energy/Utilities	Mercer Benchmark Database (Energy/Utilities Scope)	Mercer BVA Database (Energy/Utilities Scope)
4	General Industry	Mercer Benchmark Database (All Organizations Scope)	Mercer BVA Database (General Industry Scope)

CCA Compensation and Benefits Study

Benchmarking Methodology: Scoping and Geography

- Data is adjusted to reflect the appropriate organizational size and/or geographic location of each participating CCA. Please see below for more details:

Job Group	Revenue Scope		Geographic Adjustment		
Executive: CCA Market Perspective	Data from the seven CCAs is blended with no adjustment or refinement		See next row		
Executive: Other perspectives (including Public Sector, Energy/Utilities and General Market)	Industry-scoped Mercer survey data are used with a revenue of approximately 0.5x – 2.0x around the following revenue figures:		<i>In addition to the revenue scoping, Mercer has adjusted executive data by 50% of the geo adjustments noted below for non-executives. This is based on detailed analysis of actual executive compensation levels in these locations.</i>		
	Central Coast Community Energy	\$560m	Central Coast Community Energy	Monterey, CA	7.5%
	Orange County Power Authority	\$275m	Orange County Power Authority	Irvine, CA	7.0%
	Peninsula Clean Energy	\$426m	Peninsula Clean Energy	Redwood City, CA	14.5%
	San Diego Clean Energy	\$1.2b	San Diego Clean Energy	San Diego, CA	5.5%
	Sonoma Clean Power	\$280m	Sonoma Clean Power	Santa Rosa, CA	6.5%
	AVA Energy	NA	AVA Energy	Oakland, CA	10.5%
	Clean Power Alliance	NA	Clean Power Alliance	Los Angeles, CA	8.0%
Non-Executive (all perspectives)	No Revenue Adjustment		<i>Mercer has adjusted non-executive data by the following percentages:</i>		
			Central Coast Community Energy	Monterey, CA	15.0%
			Orange County Power Authority	Irvine, CA	14.0%
			Peninsula Clean Energy	Redwood City, CA	29.0%
			San Diego Clean Energy	San Diego, CA	11.0%
			Sonoma Clean Power	Santa Rosa, CA	13.0%
			AVA Energy	Oakland, CA	21.0%
			Clean Power Alliance	Los Angeles, CA	16.0%

Adjustments are based on the Economic Research Institute geographic assessor for salaries ranging from \$30,000 to \$300,000, as well as Mercer published survey data

Data Adjustment Example

Non-Executive Positions

- 1 Gather and nationalize raw data; add market perspective where appropriate

Data	CCCE	OCPA	PCE	SCP	SDCP	AVA	CPA
Raw Submitted Data	\$210,000	\$220,000	\$230,000	\$240,000	\$250,000	\$260,000	\$270,000
Geo Adj.	115.0%	114.0%	129.0%	113.0%	111.0%	121%	116%
Nationalized Data	\$182,609	\$192,982	\$178,295	\$212,389	\$225,225	\$214,876	\$232,759

National Statistics

25 %ile	\$187,795.6
Average	\$205,590.7
Median	\$212,389.4
75 %ile	\$220,050.6

OCPA-Specific Statistics

114.0%	\$214,087.0
114.0%	\$234,373.4
114.0%	\$242,123.9
114.0%	\$250,857.7

- 2 Summarize nationalized data into key statistics

- 3 Apply CCA & level specific adjustment to key statistics

CCA Compensation and Benefits Study

Benchmarking Methodology: Additional Detail

Element	Benchmarking Methodology Details
Benchmark Job Selection	• Mercer and CCAs selected 36 benchmark jobs with the goal of a representative cross-section by function, job level, etc.
Compensation Elements	• Primary focus on base salary • Short-term incentives were also collected to understand total cash compensation levels
Benefits Elements	• Retirement/Savings • Health/Group (medical, post-retirement medical, and dental) • Paid Leave • Life Insurance and Disability
Aging/Update Factors	• Data was aged to July 1, 2024 to represent a “lead/lag” strategy • Aging factor is 4%, based on Mercer Compensation Planning Survey data
Adjustments	• Role-based adjustments of up to 30% were considered based on level, responsibilities, licensure, or education requirements • Maximum adjustments are capped at +/- 30% (not including aging or geographic differentials)
Scoping/ Geography	• See prior pages

Benefits: Summary of Plan and Methodology

- The following supporting documents are being provided for your reference and were used in the support of this report.
- Summary of Plan Features – this report displays participant data imported from Mercer’s national benefits database and is the basis for the valuation.
 - Methodology – This section details the methods used by Mercer to value the benefit plans included in the Summary of Plan Features report for each comparator organization.

Summary of Plan Features

Medical Plan	Organization A	Organization B	Organization C	Organization D
Plan ID	MD0010	MD0020	MD0020	MD0020
General				
Plan Type	PPO	EPO	PPO	PPO
Plan Type Comments				
Plan Status	Active	Active	Active	Active
Plan is Out-of-Area Plan	No	No	No	No
Plan is a Silent PPO	Not Specified	Not Specified	Not Specified	Not Specified
Percent Of All Employees Participating in This Plan				
This plan has an HSA/HRA included (If Yes, data is in the HSA/HRA section, at bottom)	Yes	No		
This plan has Post-retirement Medical Coverage (If yes, data is in the Retiree Medical sections, at bottom)	No	Yes		
Deductibles				
Deductible Levels				
Level	Individual	Individual		
In Net %				
In Net Amt	\$1,500.00	\$0.00		
In Net Tier 2 %				
In Net Tier 2 Amt				
Out of Net %				
Out of Net Amt	\$5,000.00			
Level	Individual + 1	Individual + 1		
In Net %				
In Net Amt		\$0.00		
In Net Tier 2 %				
In Net Tier 2 Amt				
Out of Net %				
Out of Net Amt				
Level	Family	Family		
In Net %				
In Net Amt	\$3,000.00	\$0.00		
In Net Tier 2 %				
In Net Tier 2 Amt				
Out of Net %				
Out of Net Amt	\$10,000.00			

METHODOLOGY

ABOUT THIS SECTION

This section details the methods used by Mercer to value the benefit plans included in the Plan Value Comparisons and Employee Profile Comparisons sections. For each item discussed, we provide an example illustrating how each plan is valued. *Note: Your organization’s plan features may vary somewhat from the examples provided. However, we have applied these techniques, with adjustments where necessary, to the actual features of your plan.*

SECTION CONTENTS

The Methodology contains the following sections:

PRINCIPLES

- Basic methodology
- Market valuation
- Mean use
- Participation
- Personal substitution

NATIONAL COMPOSITE WORKFORCE

- Workforce demographics
- Target bonuses
- Position classification
- Cash Compensation
- Annual Salary
- Bonus

RETIREMENT/SAVINGS

- Defined Benefit plans
- Defined Contribution plans
- Stock Purchase plans

HEALTH/GROUP BENEFITS

- Medical benefits
- Dental benefits
- Dependent Care Spending Accounts
- Health Care Spending Accounts
- Post-retirement Medical benefits

PAID LEAVE

- Paid Time Off
- Vacation
- Holidays
- Personal Leave
- Sick Leave

TIME LOSS BENEFITS

- Life Insurance benefits
- Short-term Disability benefits
- Long-term Disability benefits



ORANGE COUNTY POWER AUTHORITY
Staff Report – Item 10

To: Orange County Power Authority Board of Directors

From: Joe Mosca, Chief Executive Officer

Subject: CHIEF EXECUTIVE OFFICER’S REPORT

Date: May 21, 2024

Community Power Plan – Request for Proposal (RFP)

The Community Power Plan RFP is closing on May 24. There is interest in this solicitation and we are hoping to be able to find some strong contractors to help us expedite the development of and implementation of new energy programs. The panel will review proposals in June and will be returning with a recommendation for a contract.

E-Bike Safety and Incentive Pilot Program.

OCPA is launching the E-Bike Safety and Incentive Pilot Program, which aims to promote e-bike usage among OCPA customers aged 18 and above. The incentive will be delivered in the form of a voucher, starting at \$600 or \$1,500 for income-qualified participants. To receive a voucher, all participants must complete e-bike safety training online and in person. The program aims to serve 100 customers.

NEW Office Space Update

As of May 10, our construction schedule is still pointing to a move in date in August. Staff are in the process of finalizing furniture orders, securing contractors for cabling/security, and are working to create a fully functioning boardroom.

Human Resources Update

Recruitments for the important positions of Director of Power Resources and Director of Communications & External Affairs are underway. The highest qualified candidates will participate in a panel interview in early May, with second-round interviews for the finalists expected in late May.

Events & Stakeholder Outreach

The OCPA team attended the following events and community meetings since our last Board meeting:

City	Event	Date	Time
Irvine	Future of Business Town Hall	Thursday, May 2nd	9:30 AM - 11:30 AM
Virtual	ECCLPS Symposium - Environmental and Climate Change Literacy Projects	Friday, May 3rd	All day

Fullerton	Fullerton's Mayor Breakfast	Friday, May 3rd	6:45 AM - 9:00 AM
Newport Beach	OC Girl Scouts Voice of Girls	Friday, May 3rd	8:00 AM - 9:00 AM
Irvine	CicloIrvine - Open Streets Event	Saturday, May 4th	11:00 AM - 4:00 PM
Garden Grove	ACCOC Leadership Summit & Board Installation	Wednesday, May 8th	4:30 PM - 8:30 PM
Buena Park	Buena Park Collaborative Meeting	Thursday, May 9th	10:00 AM - 11:00 AM
Fullerton	Fullerton Collaborative Meeting: Empowering Fullerton	Monday, May 13th	2:30 PM - 3:30 PM
Irvine	Irvine Electric Lawn and Garden Equipment Demo	Tuesday, May 14th	2:00 PM – 4:00 PM

We are looking forward to many opportunities to engage with the community and key stakeholders, including:

City	Event	Date	Time
Buena Park	Memorial Day Remembrance Service - Buena Park	Monday, May 27th	10:00 AM - 11:00 AM
Irvine	Irvine Rotary Meeting	Wednesday, May 29th	7:15 AM-8:30 AM
Lake Forest	OC Division Meeting - League of California Cities	Thursday, June 6th	6:00 PM - 8:30 PM

Attachments:

- A) Non-Power Supply Contracts In Excess of \$50,000 to Under \$100,000
- B) Quarterly Contract Tracker as of March 31. 2024

Orange County Power Authority**Non Power Supply Contracts In Excess of \$50,000 to Under \$100,000**

Item No	Vendor	Term	Contract Amount	Brief Service Description	Remark
1	Method Technologies	02/01/2023-4/30/2024	See Remark	IT Support	The Initial term is 1 year with an option for a 1-year renewal. The vendor has agreed to a month-to-month extension after 1/31/2024. No NTE as costs include monthly fees that will vary month to month as services and subscriptions will be added/removed due to the change of active users and hourly service rates that will be billed by time and materials. Total expenses as of 4/30/2024 was \$57,057.95
2	Amperon	5/1/2024-4/30/2025	\$ 60,000.00	Load forecasting services	A one-year term agreement for short and long-term load forecasting services to support accurate budget projections and market assumptions.

**Orange County Power Authority Contracts
As of March 31, 2024**

No.	Vendor	Start Date	End Date	NTE Amount	Expenses recorded against contract	Remaining NTE Amount	Notes	Contract Approved by the Board?	Contract Reported to the Board?	RFP to be issued?
1	Baker Tilly (Management Partners, Inc.)	7/1/2023	6/30/2024	75,000.00	31,612.50	43,387.50	HR Consulting Support		Yes	
2	Balance Public Relations	1/1/2023	9/30/2023	121,500.00	121,500.00	-	Strategic Consulting and Audit Compliance Advisory Services. Contract expired.		Yes	
3	Best Best & Krieger	12/16/2020	See Notes	See Notes	2,123,348.96	See Notes	General Counsel, Financial & Power Procurement, Regulatory, Labor Related, and Special Legal Services. No NTE amount and contract end date. Costs are variable (time and materials).	Yes		RFP was issued on 2/24/2023 with one proposal rec'd on 3/17/2023. Pending for Board direction.
4	Calpine Energy Solutions	9/14/2021	9/13/2026	See Notes	3,319,494.46	See Notes	Data Management & Call Center Services. NTE and Amount Paid depend on the number of active accounts during the month.	Yes		
5	Golden Communications	3/1/2022	2/28/2024	140,000.00	127,649.00	12,351.00	Digital Services - Strategic Marketing, Branding, Communications, and Public Education and Outreach Campaign/Program, Website Development Svc.	Yes		See Remark below
6	Hana Park Place/LBA IV-PPI, LLC	2/9/2021	8/31/2024	See Notes	462,706.57	See Notes	Office lease	Yes	Yes	
7	Lakeview Business Center LLC (The Irvine Company)	2/19/2024	See Notes	See Notes	39,020.11	See Notes	New office lease 15310 Barranca Parkway, Irvine, CA 92618. The agreement was signed February 19, 2024 but the commencement date is approximately 22 weeks from that date. It is for 84 months (to end at the end of the month). The lease agreement does not have an NTE. The first 5 months are abated. Security deposit, 1st month rent and operating expense was paid in Apr '24.	Yes		
8	Littler Mendelson P.C.	2/22/2024	12/31/2025	94,900.00	-	94,900.00	Labor and Employment Legal Services		Yes	
9	Maier Accountancy	1/1/2024	12/31/2024	268,000.00	63,450.01	204,549.99	Accounting Service and Annual Financial Audit Support	Yes		
10	Method Technologies	2/1/2023	4/30/2024	See Notes	57,057.95	See Notes	IT Support - The Initial term is 1 year with an option for a 1-year renewal. The vendor has agreed to a month-to-month extension after 1/31/2024. No NTE as costs include monthly fees that will vary month to month as services and subscriptions will be added/removed due to the change of active users and hourly service rates that will be billed by time and materials.		Yes	
11	Newgen Strategies & Solutions	7/19/2023	6/30/2025	495,750.00	79,866.25	415,883.75	Rates Strategies, Budget and Projection Modeling, and FP&A Services, add scope of work to validate PS invoices with 6 months term ending 12/31/2023 NTE \$75,000	Yes		
12	Orange County Printing Company	7/1/2022	6/30/2024	722,201.60	690,620.68	31,580.92	Print House Services. New quotes to be obtained for next Fiscal Year	Yes		
13	Pacific Energy Advisors, Inc.	6/9/2021	12/31/2024	1,791,800.00	1,419,942.72	371,857.28	Portfolio Management Services; Amendment 1: Added to scope, back-office support invoice validation NTE 75K	Yes	Yes - For the additional service scope of back-office support invoice validation service for \$75k	
14	Pisenti & Brinker	See Notes	See Notes	84,044.00	54,644.00	29,400.00	External Financial Audit Services. Amendment to extend the terms through the issuance of the final audit report for FY23/24 and increase the contract amount to \$79,400 (FY21/22 \$21k. FY22/23 \$29k. FY23/24 \$29.4k). Further amendment to increase the contract amount by \$4,644 for the FY21/22 audit services due to unexpected out-of-scope work in connection to the member agency and state audits. The total NTE has been adjusted from \$79,400 to \$84,044.		Yes	
15	Reveille, Inc.	7/1/2023	6/30/2025	2,999,686.00	1,080,478.59	1,919,207.41	Strategic Marketing and Branding Material, PR and Social Media Support	Yes		
16	San Diego Gas & Electric	7/27/2022	See Notes	See Notes	-	See Notes	CCA Service Agreement. Contract term from 7/27/2022 to CCA termination date. Billing provided by SDG&E is set forth in SDG&E's community choice aggregation tariff, as stated in SDG&E's Electric Rule 23 and SDG&E's rate schedules. Due to the departure of Unincorporated Orange County in 6/2023, the service agreement with SDG&E has been terminated.		Yes	
17	SDI Presence LLC	4/1/2024	3/31/2026	387,636.00	-	387,636.00	Managed IT Support. Approved by Board, result of RFP. Eligible for three (3) one-year renewals.	Yes		
18	Southern California Edison	3/28/2021	See Notes	See Notes	836,587.32	See Notes	CCA Service Agreement. Contract term from 3/28/2021 to CCA termination date. Billing provided by SCE is set forth in SCE's community choice aggregation tariff, as stated in SCE's Electric Rule 23 and SCE's rate schedules.		Yes	
19	The Energy Authority	4/1/2022	9/3/2026	770,960.00	388,800.00	382,160.00	Scheduling Coordinator, Day Ahead Load Forecasting, and CRR Management Services. Full Service from Commencement Date to 9/3/2026. Amendment to add the load forecast service for \$12,160.	Yes	Yes - For the additional service scope of forecast service fee for \$12,160	
20	Zodiac Solutions LLC	3/1/2022	2/29/2024	260,000.00	128,235.00	131,765.00	Project Management - Strategic Marketing, Branding, Communications, and Public Education and Outreach Campaign/Program	Yes		
21	CPS HR Consulting	6/26/2023	6/30/2024	54,000.00	18,000.00	36,000.00	Professional services for the executive recruitment for the Chief Operating Officer position and the Power Resources Director position		Yes	
22	CPS HR Consulting	8/1/2023	7/31/2024	30,000.00	30,000.00	-	Professional services for the executive recruitment for the Chief Executive Officer position.	Yes		
23	The Energy Federation	7/1/2023	6/30/2024	400,000.00	130,452.02	269,547.98	Online marketplace to sell devices	Yes		
24	Clean Peaks Energy Services	8/14/2023	12/31/2024	187,500.00	118,230.00	69,270.00	Provide project management services related to OCPA's return of customers receiving retail electricity service within the City of Huntington Beach to SCE.	Yes		

ORANGE COUNTY POWER AUTHORITY
Staff Report – Item 11

To: Orange County Power Authority Board of Directors

From: Joe Mosca, Chief Executive Officer

Subject: STRATEGIC PLAN PRESENTATION AND DISCUSSION

Date: May 21, 2024

RECOMMENDED ACTION

1. Review 2023-26 Strategic Plan and additional considerations presented by staff.
2. Provide guidance and direction to staff regarding 2024 priorities.

BACKGROUND

The strategic planning process creates an opportunity for collaboration between the Board and staff. In 2023, the Orange County Power Authority (OCPA) Board of Directors (Board) participated in a goal-setting workshop to establish objectives to guide the organization. Nearly a year after the first goal-setting workshop, OCPA has enjoyed much success in its key focus areas.

To help maintain the organization's positive momentum, staff are presenting an opportunity to the Board to review the organization's priorities.

Strategic Plan Development Timeline

- June 16, 2023 – Board Goal Setting Workshop
- July 19, 2023 – Approved OCPA Strategic Plan 2023-2026
- April 8 – Community Advisory Committee reviewed the current OCPA Strategic Plan and developed a list of recommendations for Board consideration
- May 6 – OCPA Staff reviewed completed objectives and developed new suggestions
- May 13 – Draft strategic plan shared with energy and marketing teams for collaboration
- May 21 – 2024 Strategic Plan Presentation and Discussion
- June 18 – Final 2024 OCPA Strategic Plan proposed to Board

The strategic plan created by the Board covers FY2023-24 through FY2025-26. While the focus areas are still very relevant, we have accomplished many of the previously adopted objectives, so we are seeking guidance on new objectives. This yearly review will provide an opportunity for the Board to review and refocus strategic objectives.

ANALYSIS AND DISCUSSION

The Board is encouraged to review various considerations presented by staff and the Community Advisory Committee or request new objectives. Staff will note direction provided and return an updated draft of the strategic plan to the meeting on June 18.

Strategic Workshop Agenda & Goals

- Overview
- Opening remarks - Chair
- Review OCPA Mission and Vision statements
- Review and consider Key Focus Areas
- Make updates to Key Focus Areas, if needed
- Review objectives from 2023-2026, completed and pending
- Review new objectives presented by staff
- Create new objectives to guide staff

Ground Rules and Expectations

To make the most of this session, participants should:

- Keep discussions focused on the agenda to maintain productivity
- Encourage everyone to contribute their own ideas
- Listen attentively, seek to understand
- Allow each person to finish their thoughts before responding
- Feedback should be solution-oriented
- Avoid distractions

There will be no board action taken for this item.

FISCAL IMPACT

N/A

ATTACHMENT

Attachment A – OCPA Strategic Plan 2023-26

Attachment B – Draft OCPA Strategic Plan 2024 update

Strategic Plan

2023 - 2026

OCPA Mission Statement

Provide renewable energy at competitive rates and equitably reinvest to support sustainable communities.

OCA Vision Statement

Our vision is to think globally and act locally
by empowering our communities with choice in energy needs.
We are committed to transforming the energy landscape,
driving a sustainable future and beyond by empowering
and enabling our communities, and ensuring that
no community is left behind in this transition to renewable energy.

Key Focus Areas

Attracting and Increasing Member Agencies

Financial Sustainability

Energy Procurement

Rebuilding Public Trust

Branding/Marketing Communications/Public Outreach & Engagement

Recruitment and Retention of a Talented Team

GOAL	DEADLINE	RESPONSIBLE PARTY	STATUS
Attracting and Increasing Member Agencies			
Conduct an annual survey of potential member agencies' interests and needs.	Q4 2023	CEO	
Create and develop an outreach strategy that educates potential new member agencies on the benefits of CCAs.	Q4 2023	Communications & External Affairs	Ongoing
Conduct quarterly meetings with policy staff from potential member agencies to engage in discussions about strategies to reduce greenhouse gas emissions, promote electrifications, and identify funding sources.	Q4 2023	CEO	Ongoing
Attract two new member agencies.	Annually	CEO	In Progress

GOAL	DEADLINE	RESPONSIBLE PARTY	STATUS
Financial Sustainability			
Establish long-term disciplined fiscal and operational strategies to obtain an investment-grade credit rating in 2027.	Q4 2023	CFO	Complete/ Ongoing
Ensure rates are sufficient to generate returns and meet expenses, aiming to have the Rate Stabilization Reserves Fund in the range of 30-50% of total operating expenses from FY2024/2025 through FY2026/2027.	Annual Rate Approval Timeframe (December Every Year)	CFO/CEO	Complete/ Ongoing
Conduct an annual rate design workshop with the Board to review and refine rate structures.	Q4 Every Year	CFO	Complete/ Ongoing
Implement a new forecasting function that integrates software and resources to enhance insights, planning, and reporting capabilities.	Q4 2024	Director of Power Services/CFO	
Perform a comprehensive Cost-of-Service analysis and design retail rates.	Q3 2026	CFO	
Achieve cost savings in energy procurement through the implementation of structured financing.	2028	Director of Power Services/CFO/CEO	

GOAL	DEADLINE	RESPONSIBLE PARTY	STATUS
Energy Procurement			
Create/adopt energy procurement policy to guide future power purchase agreements.	Q4 2023	Director of Power Services/ CEO	Complete
Contract for renewable Power Purchase Agreements that will ensure 100% of OCPA's electric demand by 2030.	Ongoing	Director of Power Services/ CEO	Ongoing
Establish contracts for the development of small-scale local distributed storage facilities with a capacity of 1-5 MW each.	Q4 2024	Director of Power Services/ CEO	
Establish precise metrics and effective tools that can proficiently identify, avoid, and mitigate market and credit risks for OCPA.	Q1 2024	Director of Power Services/ CFO/CEO	
Allocate resources to invest in new renewable and energy storage technologies.	Q4 2024	Director of Power Services/ CFO/CEO	
Forge partnerships with other CCAs to acquire shared resources, mitigate development risks, and capitalize on economies of scale.	Q3 2024	Director of Power Services/ CFO/CEO	

GOAL	DEADLINE	RESPONSIBLE PARTY	STATUS
Rebuilding Public Trust			
Complete 24-point Improvement Plan.	Q4 2023	CEO/CFO	Complete
Educate the public on the mission, vision, values, and benefits of OCPA.	Ongoing	Communications & External Affairs	Complete/ Ongoing
Continue building relationships with media outlets, create a steady drumbeat of news and milestones and cultivate an increase in neutral and positive stories.	Ongoing	Communications & External Affairs	Complete/ Ongoing
Continue building positive relationships with non-governmental organizations, including businesses advocacy and trade associations, multicultural organizations, community-based-organizations and environmental and sustainability.	Ongoing	Communications & External Affairs	Complete/ Ongoing
Develop a sustained outreach program to elected officials and their staff.	Q4 2023	Communications & External Affairs	Complete/ Ongoing
Establish potential grant opportunities for member agencies and customers.	Q3 2024	Communications & External Affairs	
Launch the development of a community power plan with a focus on engaging member agencies on the type of customer programs that are most useful and relevant and a customer programs implementation plan.	Q2 2024	Communications & External Affairs	

GOAL	DEADLINE	RESPONSIBLE PARTY	STATUS
Branding/Marketing Communications/ Public Outreach & Engagement			
Conduct primary research (survey and focus groups) to establish baseline awareness.	Q3 2023	Communications & External Affairs	Complete
Conduct tracking surveys annually in July 2024, 2025, and 2026.	Ongoing	Communications & External Affairs	
Develop crisis communications/issues management plan.	Q3 2023	Communications & External Affairs	Complete
Leverage key insights from the primary research to refresh the existing marketing communications/public outreach and engagement plan.	Q4 2023	Communications & External Affairs	Complete
Update public outreach materials (e.g., website, brochures, fact sheets).	Q3 2023	Communications & External Affairs	Complete
Launch new brand campaign that is informed by primary research.	Q4 2023	Communications & External Affairs	Complete
Develop and implement Supplier Diversity Plan that is consistent with state responsibilities and policies in place in member agencies.	Q4 2023	Communications & External Affairs/Regulatory & Legislative/Power Procurement	Complete
Consider re-naming the entity to attract member agencies outside the region. Develop a naming strategy with creative rationale and new name options (July 2023). Test new names during the July/August 2023 survey and subsequent focus groups in September.	Q4 2023	Communications & External Affairs	Complete

GOAL	DEADLINE	RESPONSIBLE PARTY	STATUS
Recruitment and Retention of a Talented Team			
Recruit permanent Chief Executive Officer.	Q4 2023	Board of Directors	Complete
Retain Executive Search Firm to assist with recruitment of Director of Power Services and Chief Operations Officer.	Q3 2023	CEO	Complete
Recruit Chief Operations Officer.	Q2 2024	CEO	
Recruitment of open positions.	Q4 2024	H.R./CEO	Complete/ In Progress
Implementation of Cost-of-Living Increase.	Q1 2024	CFO/CEO	Complete
Collaborate with other California CCAs on a comprehensive classification study and salary survey or pursue the development of a OCPA specific comprehensive classification study and salary survey if no joint effort is possible.	Q4 2023	H.R./CFO/CEO	In Progress
Establish and sustain a high-performing agency while developing comprehensive plans for remote, hybrid, and in-person work through internal guidelines.	Q4 2023	H.R./CFO/CEO	Complete/ Ongoing

Rules of Engagement

A set of operating principles to guide conduct, communication, and relationships as the Board fulfills its duties. Rules of Engagement are created to set standards of excellence and best practices for board governance, decision-making, communication, and interaction. Rules of Engagement can also be extended and adopted for an entire organization to guide conduct internally and beyond the organization (community, customers, stakeholders, and general public).

Rules of Engagement are:

- Clear expectations and accountability on how you will conduct yourselves.
- Best practices in decision-making, communication, collaboration, and governance.
- How you will guide your behavior with each other.
- How you will work together and work with others.

OCPA Board to consider adopting the following Rules of Engagement at the July Board Meeting

1. We will be mindful and ensure our energies focus on our mission statement, goals, and principles.
2. We will function as a team with a commitment to excellence. We will treat each other with trust, respect, and dignity, working together with openness, honesty, and integrity while fostering camaraderie and mutual support.

Strategic Plan

2023 - 2026

DRAFT - 2024 Revision

OCPA Mission Statement

Provide renewable energy at competitive rates and equitably reinvest to support sustainable communities.

OCA Vision Statement

Our vision is to think globally and act locally
by empowering our communities with choice in energy needs.
We are committed to transforming the energy landscape,
driving a sustainable future and beyond by empowering
and enabling our communities, and ensuring that
no community is left behind in this transition to renewable energy.

Key Focus Areas

Attracting and Increasing Member Agencies
 Financial Sustainability
 Energy Procurement
 Rebuilding Public Trust
 Branding/Marketing Communications/Public Outreach & Engagement
 Recruitment and Retention of a Talented Team

Proposed

Key Focus Areas	Strategic Goals
Attracting and Increasing Member Agencies	Enrich and Grow the OCPA Community
Financial Sustainability	Prioritize Fiscal Sustainability & Affordability
Energy Procurement	Move Toward a More Sustainable Electric Grid
Rebuilding Public Trust	Raise Awareness of OCPA & Inform People on the Advantages of Clean Energy
Branding, Marketing, Communications, Engagement & Public Outreach	
Recruitment and Retention of a Talented Team	Build an Exceptional Team

Focus Area:	Attracting and Increasing Member Agencies OR Enriching and Expanding the OCPA Community	Expected Completion Date	Assigned To
Objective 1	Conduct an annual survey of prospective member agencies' interests and needs.	Q1 2025	CEA
Objective 2	Conduct quarterly meetings with policy staff from potential member agencies to discuss strategies to reduce greenhouse gas emissions, promote electrification, and identify funding sources.	Quarterly	CEA
Objective 3	Host Quarterly Business Roundtables at OCPA to gather insights on programs and offerings that incentivize businesses to endorse the agency.	Quarterly	CEA
Objective 4	Host four community town halls to introduce programs and agency updates.	Quarterly	CEA
Objective 5	Produce webinars on billing, programs, and OCPA general information.	Quarterly	CEA
Objective 6	Engage key stakeholders in prospective member agencies to promote OCPA's mission and benefits to member agencies and customers.	Monthly	CEA
Objective 7	Develop and implement a strategy for identifying, educating, and enrolling new member agencies.		CEA

Focus Area:	Achieve Financial Stability	Expected Completion Date	Assigned To
Objective 1	Maintain strong and stable financial growth by ensuring that OCPA rates are sufficient to generate returns and meet expenses.	January 2025	Fintech
Objective 2	Build the Rate Stabilization Reserves Fund to be in the range of 30-50% of total operating expenses starting FY2024/25.	June 2024	Fintech
Objective 3	Partner with a professional load forecasting consultant to develop and maintain 5-year long-term load forecasting and 15-day short-term load forecast, aiming to improve accuracy and mitigate financial risks.	Q4 2024	Fintech
Objective 4	Engage with a professional credit rating consultant to develop strategic planning aimed at obtaining a credit rating in 2027.	Q1 2025	Fintech
Objective 5	Create a comprehensive walkthrough of the OCPA Rate Design, aligning it with the projected 12-month revenue requirement for CY2025.	January 2025	Fintech
Objective 6	Reassess OCPA's Product Offerings, ensuring the integration of the most cost-effective and appropriate renewable resources.	Q4 2024	Fintech
Objective 7	Develop relationships with financial institutions capable of offering prepay structured financing services on PPAs with power suppliers.	June 2025	Fintech

Focus Area:	Energy Procurement OR Attain 100% Renewable Energy by 2030	Expected Completion Date	Assigned To
Objective 1	Implement the first OCPA Feed-in Tariff Pilot Program, establishing contracts for developing small-scale locally distributed storage facilities with a 1-5 MW capacity each.		Power Resources
Objective 2	Establish precise metrics and effective tools to proficiently identify, avoid, and mitigate market and credit risks for OCPA.		Power Resources
Objective 3	Create local partnerships with clean technology companies to advance emerging long-term energy storage and technologies.		Power Resources
Objective 4	Forge partnerships with other CCAs to acquire shared resources, mitigate development risks, and capitalize on economies of scale.		Power Resources
Objective 5	Create a roadmap to 100% renewable energy by 2030 with measurable milestones, including mid-term reliability resources.		Power Resources
Objective 6	Create partnerships with member agencies to identify local development opportunities.		Power Resources
Objective 7	Release at least two (2) long-term solicitations for renewable energy resources.		Power Resources

Focus Area:		Raising Awareness of OCPA & Informing People on the Advantages of Clean Energy	Expected Completion Date	Assigned To
Objective 1	Launch the Community Power Plan emphasizing diverse customer engagement, which will support the creation of customer programs in the upcoming years.		January 2025	CEA
Objective 2	Communicate in culturally relevant ways by providing easily accessible information in multiple languages to reach diverse communities.		Monthly	CEA
Objective 3	Continue building relationships with media outlets, creating a steady drumbeat of news around milestones, and sustaining balanced and positive stories.		Monthly	CEA
Objective 4	Continue building positive relationships with non-governmental organizations, including business advocacy and trade associations, multicultural organizations, community-based organizations, and environmental and sustainability organizations.		Monthly	CEA
Objective 5	Develop a sustained outreach program for elected officials and their staff.			CEA
Objective 6	Establish grant opportunities for member agencies and customers to support electrification and energy efficiency.		June 2025	CEA
Objective 7	Conduct tracking surveys annually in July 2024, 2025, and 2026 to measure awareness and perceptions.		Q3 2024	CEA
Objective 8	Develop and implement a Supplier Diversity Plan that encourages doing business with OCPA and promotes diversity and inclusion for all OCPA communities.		Q1 2025	CEA
Objective 9	Create and implement an outreach plan reengaging customers who previously opted out to encourage re-enrollment of at least 2% of non-OCPA customers.		Q4 2024	CEA

Focus Area:	Retain and Recruit Qualified, Talented, And Diverse Members for the OCPA Team	Expected Completion Date	Assigned To
Objective 1	Recruit Chief Operations Officer and all open positions in the 2024/2025 FY approved staffing plan.	June 2025	Admin/HR
Objective 2	Expand employee professional development to include briefings with all OCPA teams for new staff and make learning sessions available to other team members to encourage continued collaboration.	Quarterly	Admin/HR
Objective 3	Foster high employee engagement by establishing quarterly team-building opportunities for the OCPA team.	Quarterly	Admin/HR
Objective 4	Hold an annual OCPA team offsite meeting to encourage planning, collaboration, and learning.	Q3 2024	Admin/HR

COMPLETED GOALS

July 2023 – May 2024

Key Focus Area	Objective	Team
Recruitment and Retention of a Talented Team	Recruit permanent Chief Executive Officer.	Admin/HR
Recruitment and Retention of a Talented Team	Retain Executive Search Firm to assist with recruitment of Director of Power Services and Chief Operations Officer.	Admin/HR
Recruitment and Retention of a Talented Team	Recruitment of open positions.	Admin/HR
Recruitment and Retention of a Talented Team	Implementation of Cost-of-Living Increase.	Fintech
Recruitment and Retention of a Talented Team	Collaborate with other California CCAs on a comprehensive classification study and salary survey or pursue the development of a OCPA specific comprehensive classification study and salary survey if no joint effort is possible.	Fintech/HR
Recruitment and Retention of a Talented Team	Establish and sustain a high-performing agency while developing comprehensive plans for remote, hybrid, and in-person work through internal guidelines.	Fintech/HR
Rebuilding Public Trust	Complete 24-point Improvement Plan.	Fintech/CEA
Rebuilding Public Trust	Continue building relationships with media outlets, create a steady drumbeat of news and milestones and cultivate an increase in neutral and positive stories.	CEA
Rebuilding Public Trust	Continue building positive relationships with non-governmental organizations, including businesses advocacy and trade associations, multicultural organizations, community-based-organizations and environmental and sustainability.	CEA
Branding/Marketing Communications/ Public Outreach & Engagement	Conduct primary research (survey and focus groups) to establish baseline awareness.	CEA

Branding/Marketing Communications/ Public Outreach & Engagement	Develop crisis communications/issues management plan.	CEA
Branding/Marketing Communications/ Public Outreach & Engagement	Leverage key insights from the primary research to refresh the existing marketing communications/public outreach and engagement plan.	CEA
Branding/Marketing Communications/ Public Outreach & Engagement	Update public outreach materials (e.g., website, brochures, fact sheets).	CEA
Branding/Marketing Communications/ Public Outreach & Engagement	Launch new brand campaign that is informed by primary research.	CEA
Branding/Marketing Communications/ Public Outreach & Engagement	Consider re-naming the entity to attract member agencies outside the region. Develop a naming strategy with creative rationale and new name options (July 2023). Test new names during the July/August 2023 survey and subsequent focus groups in September.	CEA
Financial Sustainability	Establish long-term disciplined fiscal and operational strategies to obtain an investment-grade credit rating in 2027.	Fintech
Financial Sustainability	Ensure rates are sufficient to generate returns and meet expenses, aiming to have the Rate Stabilization Reserves Fund in the range of 30-50% of total operating expenses from FY2024/2025 through FY2026/2027.	Fintech
Financial Sustainability	Conduct an annual rate design workshop with the Board to review and refine rate structures.	Fintech
Energy Procurement	Create/adopt energy procurement policy to guide future power purchase agreements.	Power Resources