

CEO March, 2018 KPIs

EUM Attribute	Measure	Significance	Criteria	Status
Product Quality	Effluent phosphorus concentration will be at least 20% below Permit levels	Wastewater regulatory compliance	<i>Green= below 80% of Permit Levels Yellow = between 80 and 100% of Permit levels Red = exceeds Permit levels</i>	
	GLWA will maintain 100% compliance with Safe Drinking Water Act	Water services compliance	<i>Green= 100% compliance Red = <100% compliance</i>	
Customer Satisfaction	GLWA will maintain pressure variance within 98% of required contract amounts	System reliability	<i>Green = 95-100% Yellow = 95 - 90% Red = <90%</i>	
Employee and Leadership Development	GLWA's employee retention rate will exceed the 94.9 % industry average rate	Organizational development employee retention	<i>Green = higher retention rate Yellow = industry average retention rate Red = lower retention rate</i>	
Operational Optimization	WWTP staffing levels meet ACO Targets	Wastewater regulatory compliance	<i>Green= 95 - 100% Yellow = 91 -94% Red = <90%</i>	
	Operations & Maintenance cash balance exceeds 30 days of budget requirements	Resources consumed for operations and maintenance activities are less than budgeted amounts	<i>Green = 100% Yellow = 90-99% Red = <90%</i>	
Financial Viability	Water system wholesale monthly billed revenues will meet or exceed budgeted amount	Method for establishing revenue projections are reliable	<i>Green=100% Yellow= 85-99% Red = <85%</i>	
	Sewer system wholesale monthly billed revenues will meet or exceed budgeted amount	Method for establishing revenue projections are reliable	<i>Green=100% Yellow= 85-99% Red = <85%</i>	
Infrastructure Strategy and Performance	Preventative maintenance projects completed as planned	Reduced risk of unplanned downtime or inefficiencies	<i>Green = 75-100% Yellow = 50-75% Red = >50%</i>	

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Enterprise Resiliency	The number of investigative security reports will decrease each month	Risk prevention	Green = Decrease Yellow = Same as previous month Red = increase	Green
	The number of Security and Integrity patrols each month will meet or exceed baseline target of an average of 65 per day	Risk prevention	Green = 2,350 or more patrols Yellow = 2,000 - 2,350 Patrols Red = <2,000 patrols	Green
	Workers compensation quarterly claims frequency will be at or below Bureau of Labor Standards Benchmark of 6.1 incidents per 100 FTEs	Employee safety and risk mitigation	Green = lower Yellow = Benchmark Red = Higher	Green
	Number of contracts reviewed and drafted by General Counsel will remain constant year-over-year	Effective management of workflow. Risk mitigation.	Green= constant from same month in 2016 Yellow = <10% Increase from same month in 2016 Red = 11 or more increase from same month in 2016	Green
	Monthly Average Solids Inventory Below 750 Dry Tons	Wastewater regulatory compliance	Green= Average below 725 Dry Tons Yellow = Average between 725 and 750 Dry Tons Red = Average above 750 Dry Tons	Green
	GLWA will meet the industry standard by resolving at least 68% of Incidents reported to the Service Desk within 24 hours of receipt.	Information Technology - Rapid Incident Response promotes Employee Productivity	Green >= 68% Yellow >=55% and <68% Red <55%	Green
	All GLWA sites (59) with Wide Area Network (WAN) connections will have 100% availability excluding schedule down time for maintenance.	Information Technology - Network Connectivity promotes Employee Productivity	Green = 100% Yellow >=99.50% and <100% Red <99.50%	Yellow
Water Resource Sustainability	No more than 10% of GLWA solids will be disposed of through landfilling.	Community sustainability and watershed health	Green = 10% or less sent to landfills Red = >10% sent to landfill	Green




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Stakeholder Understanding and Support	GLWA Materials will be used or GLWA Sources quoted in at least 75% of online and print articles mentioning the GLWA.	Effective media interaction	<i>Green = Pull through >75%</i> <i>Yellow = Pull through > 60% band < 75%</i> <i>Red = Pull through <50%</i>	
	At least 75% percent of Articles mentioning GLWA will express a positive or neutral sentiment.	Effective media interaction	<i>Green = >75%</i> <i>Yellow = <76% and <60</i> <i>Red = <60% of coverage</i>	

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Water System Monthly Revenues Versus Budget EUM = Financial Viability	Wholesale monthly billed Revenues will meet or exceed budgeted amount <i>(Green=100%) (Yellow= 85-99%) (Red =<85%)</i>	Green
Sewer System Monthly Revenues Versus Budget EUM = Financial Viability	Wholesale monthly billed revenues will meet or exceed budgeted amount <i>(Green=100%) (Yellow= 85-99%) (Red =<85%)</i>	Green
O & M Treasury Balances Versus Budget EUM = Financial Viability and Enterprise Resiliency	Total Wholesale and Regional monthly Revenues will meet or exceed budgeted amount <i>(Green= 97 -100%) (Yellow= 85-97%) (Red =<85%)</i>	Green
Preventative Maintenance Projects Completed as Planned EUM = Infrastructure Strategy and Performance	<i>(Green = 75-100%) (Yellow = 50-75%) (Red= >50%)</i>	Green
Wastewater Regulatory Compliance EUM = Community Sustainability, Water Resource Sustainability & Product Quality	Effluent Phosphorus Concentration will be below Permit levels <i>(Green= below 80% of Permit Levels) (Yellow = between 80 and 100% of Permit levels) (Red = exceeds Permit levels)</i>	Green
Wastewater Regulatory Compliance EUM = Water Resource Sustainability	Monthly Average Solids Inventory Below 750 Dry Tons <i>(Green= Average below 725 Dry Tons) (Yellow = Average between 725 and 750 "Dry Tons) (Red = Average above 750 Dry Tons)</i>	Green
Wastewater Regulatory Compliance EUM = Employee and Leadership Development & Enterprise Resiliency	WWTP staffing levels meet ACO Targets <i>(Green= 95 - 100%) (yellow = 91 -94%) (Red= <90%)</i>	Yellow
Community Sustainability - Watershed Health EUM = Community Sustainability & Water Resource Sustainability	During the fire remediation and until Complex 2 is certified for operation, GLWA will maximize beneficial use of solids through incineration <i>(Green = <5 days of incineration in month) (Yellow = 5 - 15 days incineration in month) (Red= >15 days incineration in month)</i>	Yellow
Water Services -Customer Care EUM = Customer Satisfaction & Product Quality	GLWA will maintain pressure variance within 98% of required contract amounts <i>(Green = 95-100%) (Yellow = 95 - 90%) (Red = <90%)</i>	Green
Water Services - Compliance EUM = Product quality, Enterprise Resiliency, Community Sustainability & Stakeholder Understanding and Support	GLWA will maintain 100% Compliance with Safe Drinking Water Act <i>(Green= 100% compliance) (Red = <100% compliance)</i>	Green
Social Media - Quarterly Summary EUM = Customer Satisfaction & Stakeholder Understanding and Support	GLWA Social Media Impressions will Grow by 10% per Quarter <i>(Green = growth < 10%) (Yellow = Growth between 1 and 10%) (Red = No growth or decline)</i>	Yellow
Traditional Media - Monthly Summary EUM = Customer Satisfaction & Stakeholder Understanding and Support	GLWA Proactive (GLWA pitched) Media Coverage will be at least 50% of total media coverage <i>(Green = < 50%) (Yellow = between 40-49%) (Red = under 40% of coverage)</i>	Green
General Counsel Contract Review EUM = Enterprise Resiliency	The number of contracts reviewed and Drafted By General Counsel will remain constant year-over-year <i>(Green= constant) (Yellow = <10% Increase) (Red = 11 or more increase)</i>	Yellow

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Security and Integrity - Investigative Reports EUM= Operational Optimization & Enterprise Resiliency	The number of Investigative Security Reports will decrease each month <i>(Green = Decrease) (Yellow = Same as previous month) (Red = increase)</i>	
Security and Integrity - Patrols EUM= Operational Optimization & Enterprise Resiliency	The number of patrols each month will meet or exceed baseline target of 2350 <i>(Green = 2350 or more patrols) Yellow = 2000 - 2350 Patrols) (Red = <2000 patrols)</i>	
Workers Compensation Claims EUM = Enterprise Resiliency & Employee and Leadership Development	GLWA Quarterly Claims Frequency will be at or below Bureau of Labor Standards Benchmark of 6.1 incidents per 100 FTEs <i>(green = lower) (yellow = Benchmark) (Red = Higher)</i>	
Organizational Development Employee Retention EUM = Employee and Leadership Development & Enterprise Resiliency	GLWA's Employee retention rate will exceed the 94.9 industry average rate <i>(Green = higher retention rate) (Yellow = industry average retention rate) (Red = lower retention rate)</i>	