Exhibit No.___(EDW-4)
Docket No. UE-100749
Witness: Erich D. Wilson

BEFORE THE
WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION

WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION, Complainant, vs. PACIFICORP dba Pacific Power Respondent.	)	Docket No. UE-100749

PACIFICORP

EXHIBIT OF ERICH D. WILSON

2009 Employee Performance Goals

November 2010

2009 Performance Management

Review Period: 01/01/2009 to 12/31/2009

General Information

Employee Information

XXXXXX	**XXXXXX**	**X**
Last Name	First Name	Middle
Engineer - Car	**00000803**	
Title	..	..

Manager Information

XXXXXXXX X XXXXXXX	**Dir, Engrg/Env**
Name	Title

Section I - Objectives

Weighting of Objectives: 70%

Keeping in mind that your goals should be a component of your department or business unit's goals, list in order of importance the main duties, tasks, projects or goals for the appraisal period. As in the past, each employee is required to have a safety goal.

Section I - Objectives: 1 of 4

Objective Name — Weight 15%

Employee Commitment and Safety

Description

A. OSHA Incident Rate - Maintain a safe work environment for employees – Ensure Hydro Resources has 3 or less incidents in 2009, which will allow Hydro to achieve an incident rate of 1.6 or less.

B. Create two AWAIR reports.

C. Attend and participate in 100 percent of quarterly safety meetings. Make-up for any missed.

D. Participate in emergency response drills.

E. Attend emergency preparedness training for work location.

F. Have ZERO PVA's and five or less in all of Hydro.

G. Use First Aid skills to fill the role of Medical Responder.

Measurement

Working consistently within the boundaries defined by expectations in regards to Process will be considered a 3-Level performance (Fully Effective / Meets All Targets).

The Supervisor's discretion will be applied for employees who either "do not meet" or "exceed" the stated expectations of the GOAL.

Section I - Objectives: 2 of 4

Objective Name — Weight 10%

Environmental

Description

A. Coordinate all work that has any potential environmental impacts with the area environmental analyst. Consider any impact as far as oil spills, fish (ramping, minimum flow), PBC, asbestos, or any other related environmental issues in advance for all the overhaul projects and make the appropriate parties aware.

B. Regulatory Compliance – Sustain FERC compliance performance by incurring NO formal notices of violation.

C. CMS Management – Maintain compliance with all environmental and regulatory requirements by incurring ZERO late tasks in the Compliance Management System (CMS).

Measurement

Working consistently within the boundaries defined by expectations in regards to Process will be considered a 3-Level performance (Fully Effective / Meets All Targets).

The Supervisor's discretion will be applied for employees who

either "do not meet" or "exceed" the stated expectations of the GOAL.

Section I - Objectives: 3 of 4

Objective Name — Weight 15%

Financial

Description

A. Manage the Hydro Resources CAPEX and OMAG budgets to meet the expectations for targets as set by PacifiCorp Energy for the following.
- a. BR C/C Load Control Replacement
- b. Lifton Resistors

B. Provide support where needed towards managing Hydro Resources CAPEX and OMAG budgets to meet the expectations for targets as set by PacifiCorp Energy for the following.
- a. Lemolo 1 GSU install
- b. Lemolo 2 Overhaul
- c. Lemolo 1 Low Level Headgate Actuator
- d. Oneida Replace Transformer Conductors
- e. Lemolo #2 Diversion Automation
- f. Grace ECC Design and Install
- g. Generator Cleaning - Clean 2 Generators (outside of overhaul)
- h. Swift Black Start Improvements
- i. Swift 12 Replace Transformer
- j. Swift 1 Station Service/Generator Breakers
- k. Prospect Communications Upgrade to Digital
- l. IRO Prospect In stream Flow / Automation
- m. INU NU Communications Watson Ridge
- n. Clearwater & Lemolo Canal S&D

C. Reduce OMAG expenditures by correctly identifying and capturing capital work.

D. Provide capital forecasts, O&M forecasts, and monthly accrual by established deadlines.

Measurement

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Section I - Objectives: 4 of 4

Objective Name — Weight 30%

Operational Performance

Description

A. Equivalent Availability – Achieve a minimum 97.9% accuracy on the unit availability forecast for the five major river systems.
- a. Utilize the web based alarm management system to respond to outages.
- b. Enhance Alarm System
  - i. Reduce nuisance alarms
  - ii. Review for standard naming & rectify
  - iii. Identify specifically alarms that the operators think are not convenient.
  - iv. Setup a team to evaluate alarms from item 1 above and develop a mitigate
  - v. Gather Every alarm that we have in to a common spreadsheet/database with the ability to sort on any column.
  - vi. Setup a team to evaluate & document common practices & develop an implementation plan.
- c. Support in adding the following plants to the alarm/control management system:
  - i. Lemolo1 - Sept 2009
  - ii. Lemolo2 - Sept 2009
  - iii. Copco 2- February 2008

B. Forced Outages – Prioritize work load to provide immediate and concise project management support to minimize forced outage durations.

C. Specifications – Engineering specifications, detailed descriptions of acceptable materials, equipment, work practices, and scheduling constraints will be provided to ensure that complete and accurate project bids are obtained.

D. Critical Drawings – Support production managers in identifying and updating critical plant drawings and operational procedures.

E. Drawings - Engineering drawings will be developed and/or modified in accordance with "Engineering Procedures – Hydro CAD Standards."

F. NERC CIPs - Develop internal procedures and implement a process to ensure compliance with NERC standards.
- a. Become SC by March 2009
- b. Become AC by Dec 2009
- c. Training on new requirements - June 2009.

G. Concept Programming

a. Develop an upgrade path to Concept 2.6
b. Schedule
c. Implementation Plan
d. Develop a security solution to meet NERC Standards
i. Develop solution – June 2008
ii. Implement solution – November 2008

H. Manage Concept License

I. Intellution HMI
a. Manage iFix License
b. Develop an upgrade path to iFix 4.5
i. Schedule
ii. Implementation Plan
iii. Execution

J. Develop an Alarm Summary O&M Document
a. Train NU Operators / Techs
b. Train East Operators/ Techs

K. Move to an Intellution Domain/Security solution at the following plants
a. JCB
b. Copco
c. TCC
d. Soda Springs
e. L1
f. L2
g. Slide Creek
h. Soda
i. Grace

L. PI Data - Data currently in PI and the ability to continue to use PI is considered critical to the business and the system will be maintained with the highest priority.
a. Build new screens for Cutler 1 & 2
b. Build new screens for Lemolo 2
c. Build new screens for Copco

Measurement

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The Supervisor's discretion will be applied for employees who either "do not meet" or "exceed" the stated expectations of the GOAL.