

# Decker Decommissioning Update

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# Decker Transitions Background

- Decker Creek Power Plant
  - D1 steam unit to cease operations after Fall of 2020
  - D2 steam unit to cease operations after Fall of 2021
  - Four gas turbines to remain online
- Our goals
  - Safe and reliable operation of D1 and D2 through to retirement
  - Supporting employees impacted\* by the retirements with skills and information to help them succeed in career transition
  - Communication, transparency, follow-through
- Transition Plan rolled out January 31, 2019



\*As of April 8, 2019, estimated that 39 positions will be reduced due to D1 and D2 retirements



# Key Questions

- Why are we retiring the steam units?
  - Age and market economics
  - Resource Generation and Climate Protection Plan
- When will people be impacted?
  - We do not anticipate a Reduction in Force (RIF) until after D1 is retired in Fall of 2020 and D2 is retired in Fall of 2021
    - *Subject to ERCOT approval*
- How will people be impacted?
  - At least a 120 day notice of Reduction in Force (RIF) will be provided\*
  - Minimize impact of RIF through retirements and attrition



\*AE Leadership has committed to go beyond the MCS guidance for a 60 day notice

# Decker Transitions Status Report

Activity	Description	Status
Transition Team	Launch a Transition Team to develop and implement a Transition Plan	C
Employee Meetings	Meeting with employees on quarterly basis; providing updates, projected organizational charts, FAQs and updated Timeline	
Change Management Trainings	Change Management Training for management (required) and employees (optional)	
Career Development Assessments and Plans	Offering Career Development Assessments to employees and support with Career Development Plans	
Training Plan	Will create Training Plan based on Career Development Assessments	Begin Q4FY19
Career Coaching	Offering individual employee Career Coaching to achieve development goals	Begin Q1FY20
Implement Training	Offer training* to all potentially affected employees	Begin Q1FY20



\*training may include completing job applications, resume writing, interview skills, shadowing and courses to build skills for City employment