



Item 10: Future Agenda Items

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Vice President, Human Resources

Human Resources and Governance Committee
Meeting

ERCOT Public

December 2, 2024

2024-2025 Future Agenda Items

	Task Description	Charter Page #	2024	2025 Committee Meeting Date				
			12-02	2-03	4-07	6-23	9-22	12-03
1	Admin Designate a Committee secretary	2		As necessary				
2	Committee educational topics	2		As necessary when topics arise				
3	Review and assess adequacy of Committee charter	5						
4	Undertake annual self-evaluation	5	HRG					
5	Review ERCOT <i>Certificate of Formation</i> and <i>Bylaws</i>	3	HRG					
6	Review and reaffirm ERCOT <i>Board Policies and Procedures</i>	3						
7	Review frequency of meetings	3	HRG					
8	Oversee assessment of the Board	3						
9	Oversee assessment of Board members	3						
10	Review charters of Board committees	3						
11	Review membership of Board committees	3	HRG					
12	Oversee Q4 annual self-evaluations of committees of the Board	3	HRG					
13	Oversee assessment of Board committee structure	3						
14	Oversee review of Board member compensation and expense reimbursement	3						
15	Review Company's ethics agreement forms for Company staff and Directors	3						
16	Regular review of conflicts of interest disclosed by Company staff & Directors	3						
17	Recommend Director education and training opportunities	3						
18	Review CEO's performance	3	HRG					
19	Changes to CEO compensation and employment terms, as needed	3	HRG					
20	Public Review of/recommendation to the Board on Company's strategic plan	3						
21	Review Company's corporate communications strategy, including crisis comms	3						
22	Review Company's governmental relations efforts	3						
23	Human Resources Review CEO's direct reports' performance and compensation	4	HRG					
24	Review long-term development and succession planning report for CEO, CEO direct reports, and key employees	4						
25	Review Company's benefits strategies (health and welfare and retirement plan activities)	4						
26	Review Company's Human Resources Operations Report	1	HRG					

"HRG" designates items addressed in meetings of the Human Resources and Governance Committee

