



Item 8: Future Agenda Items

Mara Spak

Vice President, Human Resources

Human Resources and Governance Committee
Meeting

ERCOT Public

February 3, 2025

2025 Future Agenda Items

	Task Description	Charter Page #	2025 Committee Meeting Date					
			2-03	4-07	6-23	9-22	12-03	
1	Admin	Designate a Committee secretary	2	As necessary				
		Committee educational topics	2	As necessary when topics arise				
3	Review and assess adequacy of Committee charter	5	HRG					
4	Undertake annual self-evaluation	5						
5	Review ERCOT <i>Certificate of Formation and Bylaws</i>	3						
6	Review and reaffirm ERCOT <i>Board Policies and Procedures</i>	3						
7	Review frequency of meetings	3						
8	Oversee assessment of the Board	3						
9	Oversee assessment of Board members	3						
10	Review charters of Board committees	3	HRG					
11	Review membership of Board committees	3						
12	Oversee Q4 annual self-evaluations of committees of the Board	3						
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	HRG					
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						
19	Changes to CEO compensation and employment terms, as needed	3						
20	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	Review CEO's direct reports' performance and compensation	4						
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" designates items addressed in meetings of the Human Resources and Governance

