

## **Performance Oversight Questions**

### **Governance and Personnel:**

1. Please provide a complete and current organizational chart for the agency and each division and subdivision within the agency, including:
  - a. The names and titles of all senior personnel;  
  
**See Attachments 1-1 through 1-12.**
  - b. A description of the roles and responsibilities for each division and subdivision;  
  
**See Attachment 1b.**
  - c. A narrative explanation of any changes to the organizational chart made in the last calendar year;  
  
**None.**
  - d. An indication of whether any positions in the chart are vacant.  
  
**See Attachment 7 which indicates vacant positions in the organization.**
2. Please provide a complete, up-to-date list of contract workers working directly for your agency, ordered by program and activity, and including the following information for each position:
  - a. Title of position:
  - b. Indication that the position is filled or vacant:
  - c. Date employee began in the position:
  - d. Whether the position must be filled to comply with federal or local law:
  - e. If applicable, the federal or local law that requires the position be filled:
  - f. The entity from which they are contracted; and
  - g. The contracted annual cost:

**The Commission currently has one contract worker who is working in the Office of Technical and Regulatory Affairs (OTRA).**

- a. **Title of position: Research Assistant/Special Projects**
- b. **Indication that the position is filled or vacant: Filled**
- c. **Date employee began in the position: 11/12/2024**
- d. **Whether the position must be filled to comply with federal or local law: No**
- e. **If applicable, the federal or local law that requires the position be filled: N/A**
- f. **The entity from which they are contracted: Avid Systems, Inc.**
- g. **The contracted annual cost: \$163,344**

3. Please provide, for each month of FY25 through FY26 to date, the net number of personnel separated from and hired to the agency.

**See Attachment 3.**

4. Does the agency conduct annual performance evaluations of all its employees? If so, who conducts such evaluations? What steps are taken to ensure that all office employees are meeting individual job requirements?

**The Commission conducts annual performance evaluations of its employees, and Commission employees are rated for the evaluation period (July 1 to June 30).**

**Commission supervisors conduct the annual performance evaluations, usually after employees are given an opportunity to provide their own draft evaluation. The employee and supervisor then discuss the draft before the supervisor finalizes the evaluation.**

**To ensure that the annual performance evaluation process proceeds more efficiently, the PSC Office of Human Resources (OHR) has held workshops for Commission staff and managers to discuss the performance evaluation form, the narrative justification, Letter of Warning instructions, and preparing for and conducting evaluation meetings. In addition, OHR has prepared a guide for implementing the performance evaluation system, which describes each component of the system, as well as tools, timelines, roles, and responsibilities to ensure that the process is implemented successfully. Supervisors are encouraged to have at least semi-annual discussions with their employees to chart progress toward their goals. The Executive Director also holds bi-weekly meetings with Office Directors who report to him. One of the topics in these meetings is the progress directors are making in reaching their office goals.**

**In addition, the Commission encourages and provides opportunities for professional development and training. The agency offers in-house training through webinars and brown bag sessions led by staff or experts on emerging utility matters. The Commission also encourages staff members to take advantage of training and professional development opportunities offered by the District of Columbia government and other training suppliers.**

5. Please provide the following for each collective bargaining agreement that is currently in effect for agency employees:
  - a. The bargaining unit (name and local number);
  - b. The start and end date of each agreement;
  - c. The number of employees covered;
  - d. Whether the agency is currently bargaining;
  - e. If currently bargaining, anticipated completion date;
  - f. For each agreement, the union leader's name title and contact information; and

- g. A copy of the ratified collective bargaining agreement.

**See Attachment 5.**

**See Attachment 5g.1.**

**See Attachment 5g.2.**

- 6. Please list all employees currently detailed to or from your agency. For each detailed employee, include:
  - a. The reason for the detail;
  - b. The job duties if detailed to your agency;
  - c. The start date of detail;
  - d. The agency the employee is detailed to/from; and
  - e. The projected date of return.

**None.**

- 7. Please provide a copy of your agency's Schedule A, as of the date of receipt of this questionnaire.

**See Attachment 7.**

- 8. Please provide a list and description of all memorandums of understanding and memorandums of agreement in effect during [previous fiscal year] and [current fiscal year], to date.

**The Commission entered into the following Memorandums of Understanding (MOUs) in FY2025:**

- 1. **An MOU with DCHR in the amount of \$60,454.00 for HR services. The period of performance of the MOU was from October 1, 2024 through September 30, 2025.**
- 2. **An MOU with DCHR in the amount of \$10,379.00 for CPM Training. The period of performance of the MOU was from October 1, 2024 through September 30, 2025.**
- 3. **An MOU with DCHR in the amount of \$13,131.00 for ELP Training. The period of performance of the MOU was from October 1, 2024 through September 30, 2025.**

**The Commission has entered into the following Memorandums of Understanding (MOUs) in FY 2026 to date:**

- 1. **An MOU with DCHR in the amount of \$62,570.00 for HR services. The period of performance of the MOU is from October 1, 2025, through September 30, 2026.**

2. **An MOU with Office of the Chief Technology Officer for \$16,572.21 for upfront cloud usage for PSC Azure. The period of performance of the MOU is from October 1, 2025, through September 30, 2026.**

**Finance and Budget:**

9. Please provide a status report, including timeframe of completion, for all projects for which your agency currently has capital funds available.

**The Commission has no capital projects.**

10. Please provide copies of all budget enhancement requests (The Form B or similar form) submitted in the formulation of the FY25 and FY26 proposed budgets.

**The Commission did not request any program enhancements for the operating budget for FY25 or in FY26, to date. The Commission has no local or capital budget.**

11. Please list all budget enhancements in FY26 and provide a status report on the implementation of each enhancement.

**The Commission has no budget enhancements in FY26. The Commission has no local or capital budget.**

12. Please fill out the attached spreadsheet titled “Question 12 Grants Received,” and list all federal and/or private grants received by your agency in FY25 and FY26 to date, current balances, and indicate any that lapsed during or at the end of [previous fiscal year].
  - a. Please submit the completed document in both Excel and PDF formats.
  - b. Please include your Agency Code in the filename (e.g., question\_12\_AB0\_2026.xls).

**See Attachment 12.**

**See Attachment 12.1.**

13. List all grants issued by your agency in FY25 and FY26, to date in the attachment labeled “Question 13 Grants Issued”.
  - a. Please submit the completed document in both Excel and PDF formats.
  - b. Please include your Agency Code in the filename (e.g., Question\_13\_AB0\_2026.xls).

**See Attachment 13.**

**See Attachment 13.1.**

**Operations:**

14. Please provide the Committee with a list of all vehicles owned or leased by the agency; the purpose of the vehicle; the division the vehicle is assigned to, if applicable; and whether the vehicle is assigned to an individual employee.

**See Attachment 14.**

15. For each objective and activity in the agency's FY25 Performance Plan, please list:
- The measure of greatest improvement for the agency, and the actions the agency took to improve that measure's outcome, efficiency or quantity; and
  - For all measures with missed targets (if any), explain the actions the agency is taking to improve that measure's outcome, efficiency, or quantity.

**See Attachment 15 (FY2025 Performance Plan). All performance plan objectives and activities were completed in FY2025, on time and within budget.**

16. List all new objectives, activities and projects in the agency's [current fiscal year] Performance Plan and explain why they were added.

**See Attachment 16 (FY2026 Performance Plan). No new objectives, activities, or projects were added in the FY2026 Performance Plan.**

17. Describe problems and challenges, including chronic maintenance issues and design flaws, in agency-owned or leased facilities.
- What capital or operating projects arose from these issues in FY25 and FY26 to date, including cost and actions taken?

**The Commission did not experience any problems or challenges with its current leased space in FY2025 to date.**

18. Please list each new initiative implemented by the agency during FY25 and FY26 to date. For each new initiative, please provide:
- A description of the initiative;
  - Actual start date;
  - Actual or anticipated end date;
  - The funding required to implement the initiative;
  - Whether the initiative was mandated by legislative action;
  - Problems or challenges faced in the program's implementation;
  - The metrics the agency is collecting to measure the initiative's success; and
  - An assessment of the initiative's success thus far.

**The Commission implemented no new initiatives in FY25 and FY26 to date.**

19. Please list any legislation that impacts your agency from FY25 and FY26 and provide a status report on the agency's implementation related to each piece of legislation.

**Healthy Homes Act of 2024**

**On July 19, 2024, the Healthy Homes and Residential Electrification Amendment Act of 2024 (Healthy Homes Act) became effective, which, among other things, amended D.C. Code § 34-1518.01(b) to exempt community renewable energy facility subscribers of projects created through the Solar for All Program from limits on offsets to costs of electricity consumption. A Notice of Proposed Rulemaking (NOPR) amending Subsections 907.1, 907.3, and 907.10 in accordance with the Healthy Homes Act was published in the DC Register on December 27, 2024. These subsections now include exceptions to allow subscribers of a project constructed through the Solar for All Program to offset more than 120% of the subscriber’s electricity consumption over the previous 12 months. In addition, Section 999 has been amended to include a definition for the Solar for All Program. Comments were received, but no substantive changes were made to the proposed rules. After considering the comments filed, the Commission, by Order No. 22391, adopted the rules as final on March 26, 2025. The rules became effective upon publication in the D.C. Register on April 4, 2025.**

#### **RPS Amendment Act of 2024**

**The Renewable Portfolio Standard Amendment Act of 2024 (D.C. Law 25-217; D.C. Code § 34-1432(e)(3)) requires the PSC to decertify “[a]ny solar energy system that is not located within the District or in a location served by a distribution feeder serving the District and that was certified as eligible to produce renewable energy credits meeting the solar requirement of the renewable energy portfolio standard by the Commission prior to February 1, 2011.” The Commission must decertify these systems effective January 1, 2025.**

**On October 24, 2024, the PSC issued Order No. 22318 in Formal Case 1181, which states that “On January 1, 2025, all solar energy systems not located within the District or in a location served by a distribution feeder serving the District that were certified prior to February 1, 2011, by the Commission to produce Solar Renewable Energy Credits, are hereby decertified.”**

**The Renewable Portfolio Standard Amendment Act of 2024 also effectively exempts electricity sold to the District of Columbia Government — excluding independent agencies, authorities, or instrumentalities — from January 1, 2024, to September 30, 2028. The end date for this provision was amended in the Fiscal Year 2026 Budget Support Act of 2025, extending the date to September 30, 2029. Only one electricity supplier indicated the use of this exemption for the 2024 RPS Compliance Year.**

#### **SETF Amendment Act of 2025**

**The “Sustainable Energy Trust Fund Amendment Act of 2025” (D.C. Law 26-055; D.C. Code §§ 8-1774.10, 8-1774.10a) (the Act) established the Mayor’s Energy Surcharge Fund (MESF) and reduced the Sustainable Energy Trust Fund (SETF) surcharge by an amount equal to the new MESF surcharge.**

**With regard to Pepco, on October 24, 2025, the Commission issued a Notice of Proposed Tariff (NOPT) in Docket No. ET2019-02. On December 8, 2025, the Commission issued a data request to Pepco. Pepco responded to the data request on**

December 15, 2025. Information on the data request can be found in Docket No. DRET2019-02. A Notice of Final Tariff (NOFT) issued by the Commission is forthcoming.

With regard to WGL, on November 3, 2025, WGL filed a proposed tariff revision with the Commission to effectuate the purposes of the Act. On December 5, 2025, the Commission issued a NOFT in Docket No. GT00-3. No comments were received to the NOFT. A NOFT issued by the Commission is forthcoming.

20. Customer feedback

- a. How does the agency solicit feedback from customers (i.e., District residents served)? Please describe.

**The Commission actively solicits feedback from customers through two main avenues: daily interactions with consumers as part of the complaint resolution process and outreach events conducted by the Office of Consumer Services (OCS). OCS staff participate in approximately 65 outreach events annually to educate the public about utility discount programs, energy efficiency initiatives, and complaint mediation services, while also gathering valuable feedback directly from community members. Additionally, the Commission collects input through community hearings, technical conferences, workshops, working groups, and written testimony. The Office of Strategic Communications (OSC) supports these efforts through the Commission’s websites, email newsletter, and social media platforms, including Facebook, X, Instagram, LinkedIn, and YouTube. OSC continually evaluates engagement metrics to refine strategies, focusing resources on platforms that best connect with the public and tailoring content to broaden its reach.**

- b. What has the agency learned from this feedback?

**The agency learned about consumers’ concerns regarding affordability, rising energy costs, and understanding their utility bills. We also have received feedback, especially from environmental groups, about the increase of natural gas distribution rates to cover the cost to repair aging pipe infrastructure.**

- c. How has the agency changed its practices because of such feedback?

**The Commission has changed its practices by developing communications and materials to educate consumers about their utility bills and the rising costs. The Commission produced two videos a part of its “Energy University” initiative. The videos break down the electricity and natural gas bills, why prices fluctuate and what jurisdiction the Commission has over utility prices. The Commission is also very aware that the energy burden disproportionately impacts vulnerable groups and historically underrepresented communities. The Commission coordinated outreach events and media placements with news outlets that serve those communities. Per the District’s Language Access**

**Policy, the Commission continued expanding access to vital information in multiple languages by implementing Google Translate on our website and is working to implement a multilanguage phone system.**

**Both OCS and OSC regularly share consumer feedback with Commission leadership to inform service improvements and policy adjustments. These efforts ensure that the Commission’s practices remain aligned with community needs, reflecting diverse perspectives and creating an inclusive decision-making process.**

**Laws, Audits, and Reports:**

21. Please identify any legislative modifications that would enable the agency to better meet its mission.

**None at this time.**

22. Please identify any regulatory impediments to your agency’s operations.

**None at this time.**

23. Please list and describe any ongoing investigations, audits, or reports on your agency or any employee of your agency, or any investigations, studies, audits, or reports on your agency or any employee of your agency that were completed during FY25 and FY26 to date.

**Each year, the Commission is audited by the U.S. Department of Transportation’s Pipeline and Hazardous Materials Safety Administration (PHMSA). The audit is conducted in the summer, covering the previous calendar year. PHMSA provides an annual federal grant which reimburses the Commission for expenditures on natural gas pipeline safety. The Commission received a 100% score in 2025. FY 2025 is the tenth year in a row in which the Commission received a 100% score on its PHMSA rating of programmatic performance.**

24. Please identify and provide an update on what actions have been taken to address all recommendations made during the previous three years by:

- a. Office of the Inspector General;
- b. D.C. Auditor;
- c. Internal audit; and
- d. Any other federal or local oversight entities.

**None.**

25. Please list all pending lawsuits in which the agency, or its officers or employees acting in their official capacities, are named as defendants, and for each case provide the following:

- a. The case name;
- b. Court where the suit was filed;
- c. Case docket number;
- d. Case status; and
- e. A brief description of the case

**None.**

26. Please list the total amount of money the agency or the District, on behalf of the agency, expended to settle claims against it, or its officers or employees acting in their official capacities, in FY25 and FY26 to date.

**None.**

27. Please list each settlement the agency or the District, on behalf of the agency, entered into in FY25 and FY26 to date that involved claims against the agency, or its officers or employees in their official capacity, including any settlements covered by D.C. Code § 2-402(a)(3). For each settlement, provide:
- a. The amount of the settlement;
  - b. If related to litigation, the case name and brief description; and
  - c. If unrelated to litigation, please describe the underlying issue or reason for the settlement (e.g. administrative complaint, etc.).

**None.**

28. Please list all administrative complaints or grievances that the agency received in FY25 and FY26 to date. For each complaint, list:
- a. The source of complaint;
  - b. The process utilized to respond to the complaint or grievance;
  - c. Any changes to agency policies or procedures that resulted from the complaint or grievance; and
  - d. If resolved, describe the resolution.

**The Commission had two employee grievances in 2025. All matters were handled in accordance with the applicable Collective Bargaining Agreement and the D.C. Department of Human Resources Personnel Manual. No changes were made to agency policies or procedures. PERB dismissed one matter and the employee is currently appealing PERB's decision; the other matter remains unresolved.**

29. Is the agency currently party to any active non-disclosure agreements? If so, please provide all allowable information on all such agreements, including:
- a. The number of agreements;
  - b. The department(s) within the agency associated with each agreement; and
  - c. Whether any agreements are required for specific positions (please list each position by division and program and indicate whether the position is contracted)

No.

**Data**

30. In filterable and sortable spreadsheet, please list all electronic databases maintained by your agency, including the following:
- a. A detailed description of the information tracked within each system;
  - b. The age of the system and any discussion of substantial upgrades that have been made or are planned to the system; and
  - c. Whether the public can be granted access to all or part of each system.

**See Attachment 30.**

31. Please provide a list of all studies, research papers, and analyses (“studies”) the agency or an agency’s employee requested, prepared, presented or contracted for during FY25. For each study please list:
- a. The status;
  - b. The purpose; and
  - c. A link (if published) to the study, research paper or analysis.

**2025 Renewable Energy Portfolio Standard Report (report date May 1, 2025)**

The Renewable Energy Portfolio Standard Act requires the Commission to report annually to the Council on the status of the implementation of the Renewable Energy Portfolio Standards (RPS). The RPS annual report fulfills the reporting requirements for the most recent compliance year of 2024, as outlined in the REPS Act and amended by the Clean Energy DC Omnibus Amendment Act of 2018. The 2025 RPS Report underscores the ongoing growth in solar energy generator installations in the District resulting from the passage of the Local Solar Expansion Amendment Act of 2022 (Local Solar Act). The Local Solar Act established revised compliance requirements beginning in 2023 and demonstrates the significant increase in Community Renewable Energy Facilities (CREFs).

<https://dcpsec.org/getmedia/23c0a50c-ae94-4ba9-8c3a-92071086f253/2025-RPS-Report-FINAL.aspx>

**PSC Annual Report 2023-2024 (report date June 13, 2025)**

The Commission’s Annual Report spotlights the Commission’s achievements during the past year and summarizes the expenditures of its 2023-2024 budget. The Commission’s work is guided by its mission to serve District utility customers by ensuring that financially healthy utility companies provide safe, reliable, and high-quality services at reasonable prices, while continuing to foster the District’s climate goals. The Commission continues to pursue innovative renewable energy solutions, oversee the administration of reliable and affordable utility service to the District of Columbia, and educate residents on programs and resources beneficial to them.

<https://dcpsec.org/getattachment/e718b891-142d-40a6-90ee-06ac52e83a10/2024-Annual-Report.aspx>

**PSC Statistical Report 2024 (report date February 24, 2025)**

**The 2024 Statistical Report is a companion piece to the Commission’s 2023-2024 Annual Report and represents a year of OTRA compliance reviews, audits, inspections, utility assessments, and annual surveys. Among the many subjects of the Report are the District’s continued growth in renewable energy, a direct result of the District’s leadership in sustainability and environmental conservation and its aggressive renewable energy standards.**

**<https://dcpsec.org/getattachment/f19f2bd7-5e17-492b-9a6a-6ba42f4e0d59/2023-Statistical-Report.aspx>**

32. Please list contracts and procurements awarded, entered into, extended, or for which an option year was exercised, by the agency during FY25 and FY26, to date in the attached spreadsheet titled “Contracts and Procurements”.
  - a. Please include your Agency Code in the filename (e.g., AB0\_2026\_Contracts and Procurements.xls).
  - b. You may add additional lines to the sheet but please do not change any other formatting.

**See Attachment 32.**