



# HIRING AND PROMOTIONS DEMOGRAPHICS & TECHNICAL TRAINING CENTER UPDATE

DaVonna Johnson, Administrative Services Officer | 10/14/2016



# CITY LIGHT 2015 WORKFORCE DEMOGRAPHICS

## OVERALL

**The targeted outcome for Seattle City Light:** A workforce that is representative of the community that we serve. This means that the race and gender demographics of the Seattle City Light workforce in all job categories will mirror the census data for King County.

*\*SCL 2015 Statistics*

Group	Women	Black/African American	American Indian and Alaskan Native	Asian	Hawaiian and other Pacific Islander	Two or More Races	Hispanic	White	Not Specified
King County	50%	7%	1%	7%	1%	5%	8.9%	62%	N/A
Seattle City Light* 2155 total	<u>34%</u>	11%	1%	18%	1%	<u>3%</u>	<u>4%</u>	60%	2%
SCL Skilled Trades* 398 total	<u>8%</u>	9%	2%	<u>9%</u>	1%	3%	<u>4%</u>	68%	3%
Professional 741 total*	<u>44%</u>	9%	<0%	<u>24%</u>	<u>1%</u>	<u>3%</u>	<u>4%</u>	57%	1%
Official/ Administrator 106 total*	<u>43%</u>	15%	0%	<u>12%</u>	<u>1%</u>	<u>4%</u>	<u>4%</u>	63%	1%

# CITY LIGHT 2015 WORKFORCE DEMOGRAPHICS

## EMPLOYEE ONBOARDING AND GROWTH

### New Hires/Rehires

Group	Women	Black/African American	American Indian and Alaskan Native	Asian	Hawaiian and other Pacific Islander	Two or More Races	Hispanic	White	Not Specified
Seattle City Light* 178 total	<u>35%</u>	6%	0%	17%	1%	<u>2%</u>	<u>7%</u>	62%	6%
SCL Skilled Trades* 14 total	<u>7%</u>	14%	0%	0%	0%	<u>0%</u>	<u>7%</u>	71%	7%
Professional 69 total*	<u>35%</u>	3%	0%	<u>23%</u>	<u>0%</u>	<u>0%</u>	<u>87%</u>	59%	6%
Official/Administrator 6 total*	<u>83%</u>	0%	0%	<u>0%</u>	<u>0%</u>	<u>17%</u>	<u>0%</u>	83%	0%

\*SCL 2015 Statistics

# CITY LIGHT 2015 WORKFORCE DEMOGRAPHICS

## EMPLOYEE ONBOARDING AND GROWTH

### Promotions

Group	Women	Black/African American	American Indian and Alaskan Native	Asian	Hawaiian and other Pacific Islander	Two or More Races	Hispanic	White	Not Specified
Seattle City Light* 150 total	27%	11%	1%	18%	1%	6%	2%	59%	2%
SCL Skilled Trades* 40 total	<u>8%</u>	3%	0%	<u>10%</u>	<u>0%</u>	<u>10%</u>	<u>0%</u>	78%	0%
Professionals 40 total	<u>60%</u>	20%	0%	<u>28%</u>	<u>3%</u>	<u>10%</u>	<u>0%</u>	60%	0%
Official/ Administrator 10 total	<u>0%</u>	0%	10%	<u>10%</u>	<u>0%</u>	<u>40%</u>	<u>10%</u>	30%	0%

\*SCL 2015 Statistics

# CITY LIGHT 2015 WORKFORCE DEMOGRAPHICS

## EMPLOYEE ONBOARDING AND GROWTH

### Out-of-Class Assignments

Group	Women	Black/African American	American Indian and Alaskan Native	Asian	Hawaiian and other Pacific Islander	Two or More Races	Hispanic	White	Not Specified
Seattle City Light* 648 total	24%	14%	2%	14%	1%	3%	4%	60%	2%
SCL Skilled Trades* 237 total	<u>9%</u>	13%	2%	<u>9%</u>	<u>0%</u>	<u>4%</u>	<u>6%</u>	64%	2%
Professional 72 total	<u>54%</u>	11%	0%	<u>24%</u>	<u>1%</u>	<u>4%</u>	<u>1%</u>	57%	1%
Official/ Administrator 8 total	<u>12.5%</u>	<u>12.5%</u>	0%	<u>12.5%</u>	<u>12.5%</u>	<u>0%</u>	<u>12.5%</u>	50%	0%

\*SCL 2015 Statistics

# TECHNICAL TRAINING CENTER UPDATE

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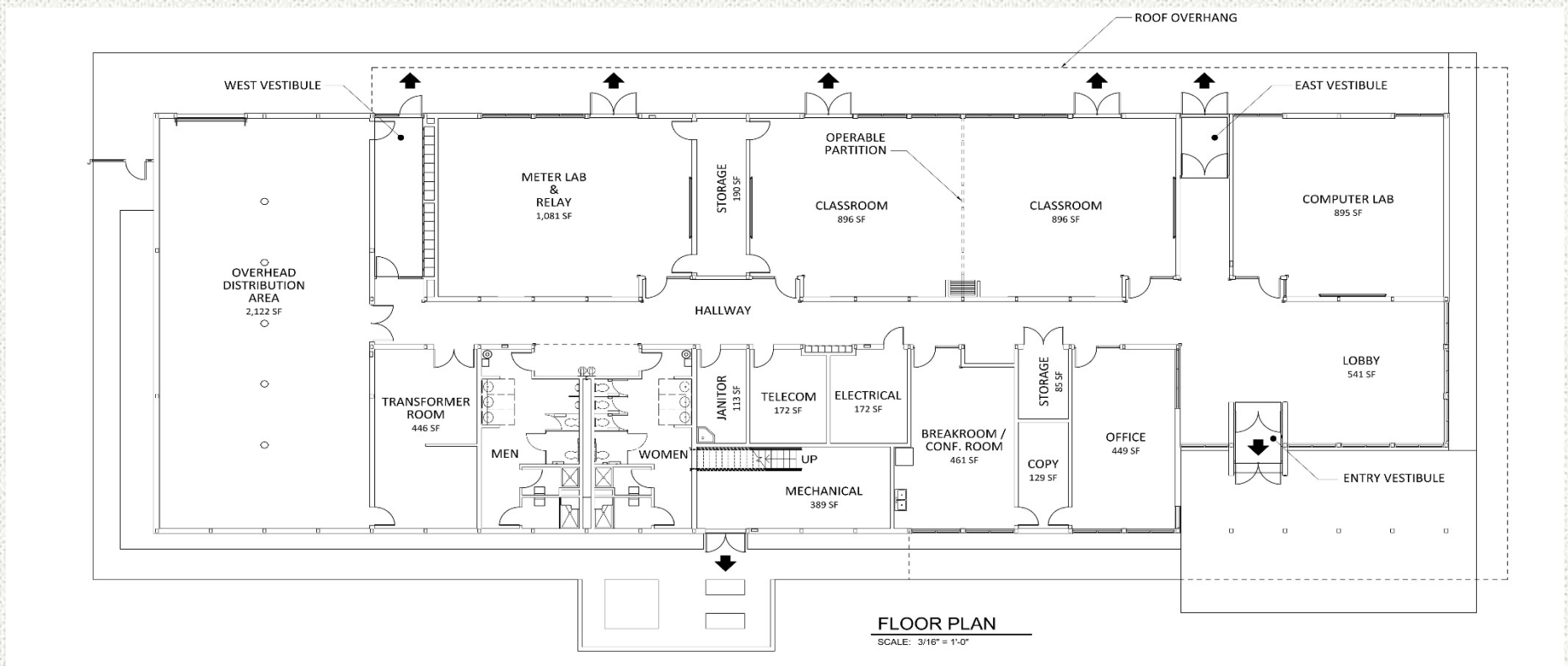
- Comprehensive Technical Training Center that will consolidate all technical training for SCL & will be annually used by over 1100 City Light employees
- Located on 4.42 acres of land, adjacent to the Duwamish Substation on the Duwamish River & Hamm Creek
- Total cost of \$13.4 million, including building costs and wetland mitigation
- LEED Gold Certification, facility will reflect City Light's passion for the environment & commitment to being the "Nation's Greenest Utility"
- Project design began in 2012 and has been delayed due to environmental permitting process.
  - Design Team - Schacht Aslani Architects, p.c.
  - 90% completion of site and building design
  - 100% completed with additional feedback from the permitting process

# CITY LIGHT TECHNICAL TRAINING CENTER



# CITY LIGHT TECHNICAL TRAINING CENTER

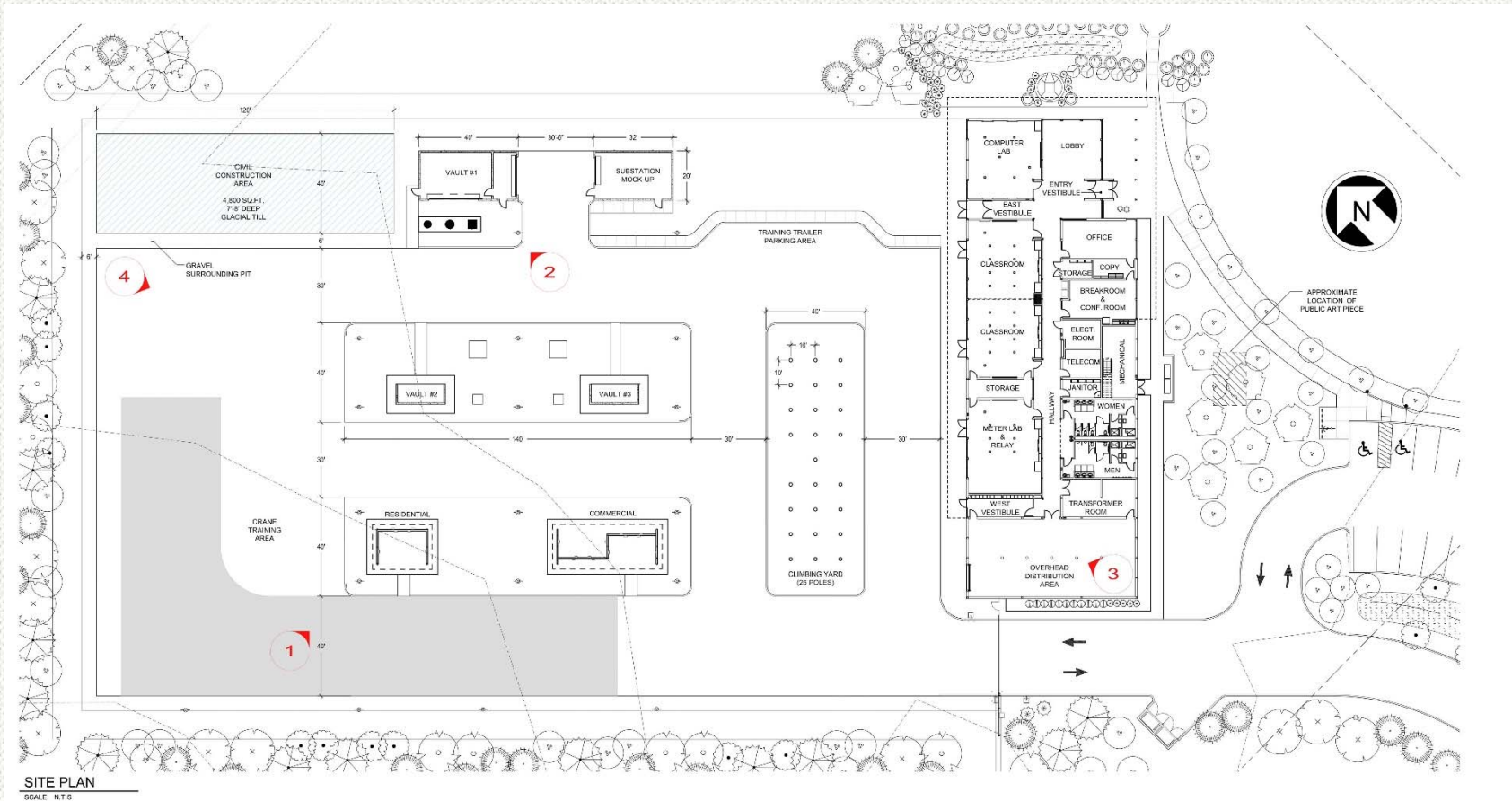
- 13,000 square foot indoor facility





# CITY LIGHT TECHNICAL TRAINING CENTER

- Multi Acre Outdoor Training Facility





# CITY LIGHT TECHNICAL TRAINING CENTER

## Environmental Permitting Update

### Federal

- **Army Corps of Engineers** –
  - The JARPA (Joint Aquatic Resource Permits Application) was submitted in January 2016 with the conceptual mitigation design at 30%. – Currently under review
  - The Alternatives Analysis was completed in July 2016 – Currently under review.

### State

- **State Environmental Policy Act (SEPA):** The SEPA process ended on September 27, 2016. We received comments. No appeals were filed with the Hearing Examiner.
- **Dept. of Ecology** – Coastal Zone Management Act – Submitted in February 2016 – Currently under review.
- **Washington Dept. of Fish and Wildlife** – Application on hold until the conceptual mitigation design is at 60% or 90%.
- **Department of Archaeology and Historic Preservation (DAHP):** DAHP requested a cultural resources survey – To be submitted

# TECHNICAL TRAINING CENTER UPDATE

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## Environmental Permitting Update

### Local

- **King County Department of Planning and Environmental Review** – Project plans are due to be submitted for permitting in December 2016.

## Project Timeline

- Environmental Permitting Approval – Pending
- Construction Bidding Phase – 3 months
- Construction Phase – 12 months



## **OUR VISION**

To set the standard—to deliver the best customer service experience of any utility in the nation.

## **OUR MISSION**

Seattle City Light is dedicated to exceeding our customers' expectations in producing and delivering environmentally responsible, safe, low-cost and reliable power.

## **OUR VALUES**

Excellence, Accountability, Trust and Stewardship.

