



City Light Review Panel Meeting Meeting Minutes

Date of Meeting: March 25, 2021 | 10:00 AM – 12:00PM
| Meeting held via Microsoft Teams “Final”

MEETING ATTENDANCE					
Panel Members:					
Names		Name		Name	
Gail Labanara	√	John Putz	√	Mikel Hansen	√
Sara Patton	√	Anne Ayre	√	Leon Garnett	√
Scott Haskins	√				
Staff and Others:					
Debra Smith	√	Jen Chan	√	Karen Reed (Consultant /RP Facilitator)	√
Kirsty Grainger	√	Mike Haynes	√	Tom DeBoer	
Jim Baggs		DaVonna Johnson	√	Craig Smith	
Kalyana Kakani		Emeka Anyanwu		Michelle Vargo	
Julie Moore	√	Chris Ruffini	√	Maura Brueger	
Greg Shiring	√	Carsten Croff	√	Leigh Barreca	√
Eric McConaghy	√	Toby Thaler	√	Angela Bertrand	
Kathryn Aisenberg		Chris Tantoco	√	Will Hallett	√
Tim Skeel	√	Rollin Fatland	√	Vanessa Lund	√

Welcome\Introductions. Panel members and Staff introduced themselves and welcomed Tim. It was noted that this was Gail Labanara’s last meeting and staff and members thanked Gail for her service.

Public Comment. There was no public comment.

Standing Items:

Review Agenda. Karen Reed reviewed the agenda.

Approval of March 11, 2021 Meeting Minutes. Minutes were approved as submitted.

Chair’s Report. No report.

Communications to Panel/Panel Member Recruitment. Leigh Barreca noted that three letters of interest were received for the Residential Customer representative and one for the Suburban Franchise City vacancy. These are in addition to the Economist position to which Tim Skeel has been nominated. We will be sending nominees for all for all three positions to the Council in coming weeks.

Debra Smith will be joining the meeting in a few minutes; the group proceeded with the Apprenticeship Presentation pending Debra’s joining.



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Apprenticeship & Workforce Diversity/IBEW Wage discussion.

DaVonna Johnson presented materials that were recently shared with the City Council. The presentation is in member packets.

Q. Are there similar statistics for Puget Sound Energy?

A. They use the vendor Petelco to provide many of their services. Petelco's compensation structure is in line with ours. Some of the PSE data is not available.

Q. Why do the numbers of women leaving look so high?

A. The greatest number of women who leave are retiring. We do exit interviews to understand why women leave. Due to state law, we are not able to consider race and gender in our hiring processes.

Q. Do you have a sense of other careers that you are competing with for internships?

A. Our internship program is broad within many of our lines of business-- especially for College interns. For our high school interns, we work with high schools to reach underserved populations. For apprenticeships we tend to get interest from construction and military workers.

Q. What is engagement for pre-apprentice for programs like ANEW?

A. South Seattle Community College administers our programs and exams. We are trying to be more deliberate in our outreach to attract applicants to our large range of professions.

Q. What is your view of what isn't working/What opportunities are there?

A. Recruitment is hindered by a lack of qualified candidates coming from high schools. We need to work more closely with the schools to ensure applicant readiness. We are rolling out a robust outreach and engagement strategy to attract more applicants. A lot of kids just see themselves in tracks to go to college rather than the trades.

Q. Re: Wages, you operate in a labor management context. Are you looking for feedback from us?

A. I am reporting the situation regarding labor. This presentation was developed for the City Council to gain their support for the wage adjustments we are seeking.

Q. Have you looked at demographic trends in King Co since 2010 to see how they compare to the workforce demographic?

A. We can add that to our analysis going forward.

Q. Have you looked at the comparables for IBEW in terms of total compensation, not just salary?

A. Our total compensation is on parity with other utilities in the region for similar bodies of work.

General Manager's update. Debra Smith reported.

Debra gave a brief update on the Skagit relicensing project. SCL is working well with the new negotiating team to respond to requests. We expect to revise our study plan in early April and will include a letter from me emphasizing our commitments.



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Strategic Plan outreach continues. We are presenting the “bones” of the document to stakeholder groups, including internal teams. The PIAs are being fleshed out. We are getting good feedback and support. We also met with Councilmember Dan Strauss to provide a high-level overview and discussion about our rate strategy. Future and pending meetings will be with NWECA, Franchise Cities, and others.

We are working on our Executive Dashboard. We selected metrics this week and will be able to share this report with the Panel in May. The We Power Seattle dashboard will be developed working with our new Utility Technology Director. Division level dashboards are also in process; they will be completed in 6-12 months.

The 2021-2022 rate plan is going to Council next week.

Last week there was another successful launch for the customer portal. Each launch includes new functionality. The most recent launch included move in/move out and is already showing impressive usage statistics. The Escrow functionality was rolled out in a soft launch.

Q. Will we get a briefing about FERC requirements and the revised study plan for Skagit Relicensing?

A. Yes, we can bring that to you in mid to late April.

2022 – 2026 Strategic Plan.

Review Panel letter - Karen Reed reviewed the process for writing the Review Panel letter that will accompany the strategic plan when it is transmitted to the Mayor’s office and City Council. Materials are in member packets.

Q. Will we go through each section of the plan and agree how to respond?

A. Yes.

C. I think the past letters have been too long.

Q. I don’t have enough detail to comment at this point? Will we see more content?

A. Yes, this will be presented at future meetings.

Strategic Plan outline and draft content - Vanessa Lund presented.

C. One of the themes we discussed was equity, diversity, and inclusion. Perhaps include in the executive summary.

C. Include social justice efforts in the document, such as the apprenticeship information.

C (via chat): I would like to see more financial metrics included on the debt strategy.

C: Gail Labanara requested that her position be listed as vacant in the Plan.

Q. Will the financial section include how SCL plans to come out of the pandemic financially?



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A. This is very relevant and will be included, such as our Road to Recovery efforts since many will occur next year.

Q. Rate redesign?

A. Yes. we can include this in the plan.

The Panel was invited to send additional suggestions on the Plan outline to Leigh, who will forward the outline to the Panel as a word document. The Panel will see a more robust draft at the next meeting, including the appendices which are ready. Kirsty Grainger and Carston Croft expect the financial appendix will be ready to be shared with the Panel in advance of the next meeting.

Adjourn: Meeting adjourned at 11:51 a.m.

Next meeting: April 14, 2021