



## City Light Review Panel Meeting Meeting Minutes

**Date of Meeting: April 16, 2025 | 9:00 – 11:00 AM**

**Meeting held in SMT 3204 and via Microsoft Teams      APPROVED**

MEETING ATTENDANCE					
<b>Panel Members:</b>					
Leo Lam	√	Thien-Di Do	√	Oksana Savolyuk	√
Joel Paisner	√	Ryan Monson	√	Bruce Flory	√
Kerry Meade		Toyin Olowu	√	Louis Ernst ( <i>Appointment pending</i> )	√
Dawn Lindell ( <i>GM</i> )	√	Leigh Barreca	√	Julie Ryan (Consultant /RP Facilitator)	√
Mike Haynes		Andrew Strong	√	Craig Smith	√
Kirsty Grainger	√	DaVonna Johnson		Maura Brueger	
Julie Moore	√	Chris Ruffini	√	Angela Bertrand	√
Greg Shiring	√	Carsten Croff		Brian Taubeneck	
Eric McConaghy	√	Caia Caldwell		Bridget Molina	√
Jeff Wolf		Karin Estby		Brittney Garcia Stubbs	√
Siobhan Doherty		Britt Luzzi	√		

**Welcome and Introductions.** The meeting was called to order at 9:03 a.m.

Introduced Louis Ernst, Review Panel Member, Financial Analyst, Position 2.

Introduced Mujib Lodhi, SCL Chief Information Officer.

Julie Ryan noted that the consensus from 6 of the Panel members who responded to the survey is the preferred meeting format is the hybrid option, coupled with 1 or 2 in person meetings annually.

The Review Panel agreed that Leo Lam and Joel Paisner should continue to serve as the chair and co-chair respectively for the next year.

**Public Comment.** There was no public comment. None.

### Standing Items:

**Chair's Report.** Leo Lam arrived later during the meeting, so there was no opening chair's report.

**Review Agenda.** Julie Ryan reviewed the agenda.

**Approval of March 19, 2025, Meeting Minutes.** Minutes were approved.

**Communications to Panel.**



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There was no communication to the Panel.

**General Manager's Update.** GM Dawn Lindell presented.

1. City Light in the Community – As Angela and Dylan presented last month, City Light teams work closely with our stakeholder communities to discuss our programs and to gather valuable insight from them. For example:
  - a. On Friday, March 28, Seattle City Light participated in the YMCA Earth Service Corps Environmental Symposium hosted at the University of Washington. Earth Service Corps is a youth-led program that empowers students from the greater Seattle area to take a hands-on role in creating a healthier environment in their schools, communities, and region while nurturing a respect for diversity within the natural world. City Light hosted a breakout session with 20 students and educators on Electrification and Equity, which tackles topics of electrification, decarbonization, and climate change and explores how our work intersects with environmental equity and its impacts on marginalized communities in our service area.
  - b. On Wednesday, April 2, City Light attended the City of Tukwila 2025 State of the City Address event at Foster High School's Performing Arts Center. Mayor Thomas McLeod shared what the City of Tukwila has accomplished over the past year and highlighted his vision for 2025. City Light was invited to participate in the event as a community partner. We shared information with residents about energy efficiency rebates, net metering/solar programs, utility bill assistance, electric vehicles, career opportunities, and college internships. The event was well attended and, as always, we appreciate the opportunity to meet with our customers in this way.
  - c. Seattle City Light participated in an Earth Day event on Saturday, April 5th at the Town and Country Market in Shoreline. The event was dedicated to celebrating Earth Day, Every Day! The event featured information about energy conservation, eco-transportation, and sustainable gardening. City Light staff talked with over 150 customers about electric vehicles (EVs), EV chargers, City Light's public EV charging program, residential energy efficiency rebates, and answered questions about City Light's new Time of Use (TOU) rate that will be launched later this year. In addition to City Light, other community partners and local food vendors were invited to participate in the event and share information with Shoreline residents.
2. Network Employee Culture – Dawn spoke about the recent investigation related to employee misconduct and used this time to respond to Panel member questions.

**Q: Could you please clarify the process around the anonymous reporting such as:**

- **Is the hotline a third-party?**
- **Does every anonymous report automatically initiate an investigation?**
- **If no one terminated based on an anonymous report, how does this align with fostering a speak-up culture and ensuring employees feel safe to report concerns?**



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**A:** Anonymous reports are investigated between 2019-2021, but no one came forth as witness, It was not until we hired an investigator before someone would speak up. A lack of witnesses and a culture of fear limit accountability. But terminations cannot be based solely on anonymous complaints due to risks of false or emotionally-driven claims. Rebuilding trust requires truth, courage, and leadership.

**Q: If employees hold a commercial driver's license, they are required to pass drug tests. Is there an active drug testing program in place at Seattle City Light? There has been no public statement from the union—what conversations are currently taking place on this topic?**

**A:** The union made a public statement affirming full support for the direction of Seattle City Light is taking & clearly stating they do not support the behavior, and safety is the highest priority. See statement below that was featured on Q13 Fox News Story:

Below is a statement from the International Brotherhood of Electrical Workers Local 77 on the investigation:

*"IBEW Local 77 unequivocally condemns the unsafe and unacceptable behavior identified by Seattle City Light in their independent investigation. At IBEW Local 77, safety is our highest priority, and we are committed to upholding rigorous safety standards that are foundational to our operations. We take immense pride in fostering worksites that adhere to the highest safety measures, not only protecting our members but also the communities they serve. Our commitment aligns with the IBEW's "Code of Excellence," which emphasizes the importance of a respectful and safe workplace.*

*"The behaviors uncovered by Seattle City Light's investigation are contrary to the principles that promote a safe environment for all employees and the public. This concern is particularly significant for those workers who may not hold positions of authority and are thus vulnerable to coercion and harassment. It is essential that all members feel secure in their workplaces, free from any form of intimidation or misconduct.*

*"As a union, we recognize our vital role in providing representation and ensuring respect for our members. It is our legal obligation to guarantee that Seattle City Light employees receive due process throughout any investigation or disciplinary action. From the moment we became aware of the allegations, we have actively worked to ensure that the investigation process is fair, impartial, and thorough.*

*"We commend Seattle City Light for their commitment to addressing the cultural issues that allowed such behavior to occur. We fully support their efforts to cultivate a workplace where alcohol and*



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*harassment are strictly prohibited, and we stand ready to advocate for changes that will foster a safer and more respectful environment for all employees. Together, we can work towards a culture that reflects the dignity and respect our members deserve."*

Seattle City Light conducts drug testing when hired, along with random testing for employees who hold commercial driver's licenses (CDLs). Within Network department, only a very few employees have CDLs. Dawn is committed to reviewing the current drug testing program and is actively working with the legal team to explore options for expanding testing.

### **Network investigation media coverage links:**

#### **Seattle Times**

- <https://www.seattletimes.com/seattle-news/seattle-city-light-investigation-group-worked-drunk-sexually-harrassed-co-workers/>

#### **KIRO 7**

- <https://www.kiro7.com/news/local/interview-ceo-seattle-city-light-responds-investigation/7TM3JLPQMJB63P54QD4I42DF2Y/>
- <https://www.kiro7.com/news/local/seattle-city-light-probe-reveals-party-truck-culture-underground-network-crew/FMWNQ6RSXVEELO36RQ262XVN3U/>

#### **KING 5**

- <https://www.king5.com/video/news/local/report-details-drinking-on-the-job-sexual-harassments-at-seattle-city-light/281-79420fed-60dd-4502-ad99-ca39c50b9dc0>
- <https://www.king5.com/article/news/local/seattle/new-report-seattle-city-light-employees-drunk-at-work-harassed-female-colleagues/281-9c841e53-1a23-4341-abc4-a15ba6f73b3c>

#### **KOMO 4**

- <https://komonews.com/news/local/seattle-city-light-investigation-employee-group-misconduct-worked-drunk-sexual-harassment-extorting-apprentices-report>

#### **Q13 Fox**

- <https://www.fox13seattle.com/news/seattle-city-light-employees-drinking-harassment>

#### **KIRO Radio**

- <https://mynorthwest.com/kiro-opinion/seattle-city-light/4074929>



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**Q. There is a long-term culture that the impression that Seattle City Light has struggled to create an inclusive and supportive workplace culture for women. With women representing only 6% of the trades workforce- far from the expectation that it should be 50%. Are there other actions can be done at management level to change/improve the culture?**

**A.** Seattle City Light is exploring a lower-voltage track with a shorter apprenticeship to hire faster and increase diversity. Leadership is focusing on mindset shifts, coaching, and leading by example. Field visit goals have been set for supervisors and directors to ensure visible support and meet team needs.

**Q. Why/how did this investigation this time handled at a deeper level given that complaints have been raised for years?**

**A.** This time, the investigation was handled at a deeper level because leadership was aligned in a way it hadn't been before. In the past, there was no unified approach on how to proceed. With the Mayor's support, there was a clear directive to take stronger action, by bringing in an external investigator. Internal investigators previously struggled to break through, but this time, individuals were courageous—and deeply frustrated—enough to speak up. Seattle City Light is grateful for the Mayor's commitment to doing things differently and for the City Attorney's Office to provide guidance on how to proceed.

**Time of Use Rate Implementation.** Craig Smith began the presentation and introduced Britt Luzzi. The presentation is in the meeting packet.

**Q: In 2023 customers had access to interval data?**

**A:** Yes. In 2023, Seattle City Light had a soft rollout on the Utility Services website. Through the "Advanced View Usage" feature, customers could access their AMI data on an hourly/daily basis. This is available to all customers.

To sign up for TOU to receive email updates: [TOU Sign up](#).

Customers can log into account and look at that information.

<https://powerlines.seattle.gov/2023/12/06/new-energy-usage-view/>

Additional links: <https://powerlines.seattle.gov/2025/03/14/key-qa-on-the-basics-of-seattle-city-lights-upcoming-time-of-use-tou-rates/>



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### **Q: What is the difference between the Energy Insight Tool Uplight vs. Calculator Tool?**

**A:** The calculator tool is one of the features provided by Energy Insights. This improves upon the interval data already available via the utility services page.

**2025 City Light Metrics.** Angela Bertrand led this presentation. Presentation materials are in the meeting packet.

### **Q: What happened in April 2023 with CAIDI?**

**A:** Our downtown network rarely has outages, but we have more problems on the radial system. We will look into April 2023.

### **Q: Has SCL conducted analysis to identify neighborhoods with old cable and infrastructure? Are there specific areas known that continually fail?**

**A:** Yes, we have a pretty good idea of aging/failure areas. Current mapping indicates outages are occurring because of asset failure. We have plans to replace 5 miles per year but need to accelerate this effort. SCL has to dramatically upscale what we are doing, which will have a rate impact. It will cost an estimated \$2 billion over a 10-year span.

### **Q. Benefits awareness metric- what is it and how its related to goal?**

**A.** We have two 3<sup>rd</sup> party surveys from JD Power and Escalent . Of these, Escalent offers a deeper dive into relationship metrics. These surveys identify five key elements prioritized by customers, focusing on reducing utility costs and energy usage. This measure was selected as it most closely aligns with what we've heard from customers about their priorities.

### **Q. When can the Review Panel see this report?**

**A.** The Review Panel will see the report quarterly. The Executive team reviews it monthly.

### **Q. Can we look next at Financial Health and Affordability?**

**A.** There are three measures here: Energy Burden (UDP program participation), Downside Risk Exposure, and Price Fairness. For the Energy Burden outcome, we are looking at enrollment in utility discount programs. The Downside Risk Exposure looks at reducing power market price volatility in SCL's portfolio. Finally, for Price Fairness, we use JD Power to compare our rates to those of other utilities- this shows we are currently at 3<sup>rd</sup> place.

**May Agenda.** The next meeting will include updates on the development of the 10-year roadmap, and a pilot program supporting Service Connection Timelines.

**Adjourn.** The meeting was adjourned at 10:59 a.m.

**Next meeting:** May 22, 2025, 9:00 – 11:00 a.m.