



## City Light Review Panel Meeting Meeting Minutes

**Date of Meeting: May 21, 2025 | 9:00 – 11:00 AM – Final Approved.**  
**Meeting held in SMT 3204 and via Microsoft Teams**

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	√
Dawn Lindell (GM)		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	√	Hina Arai	√	Tanya Panomvana	√
James Vrow – Public	√	Austin Brown – Public	√	Adam Day – Public	√

**Welcome and Introductions.** The meeting was called to order at 9:02 a.m.

**Public Comment.** There was no public comment.

### Standing Items:

**Chair's Report.** Leo Lam welcomed everyone and opened the meeting.

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

**Approval of April 16, 2025, Meeting Minutes.** Minutes were approved.

### Communications to Panel.

- Leigh Barreca is the new Chief of Staff for Seattle City Light.
- Angela Bertrand & Bridget Molina will now handle the Review Panel coordination.
- Louis Ernst was approved by the city council.
- Greg Shiring is retiring in June 2025 after serving as the Review Panel liaison for the past ten years. His replacement will be introduced at next meeting.

**General Manager's Update.** Chief of Staff Leigh Barreca presented.



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### 1. Network follow-up

In response to the Network investigation and findings, we have begun some actions to clarify expectations and to begin reshaping City Light's workplace culture.

1. **Safety standdown** – A few weeks ago we held a mandatory "Safety Stand Down" for all employees in operations at all our facilities. The stand-down was focused on safety, particularly about the hazards associated with alcohol in the workplace. Crews heard from me, our People & Culture Officer, DaVonna Johnson, our Director of Safety, Charlotte Dorrity, and Rob Santoff, our T&D Operations Director, who has leadership of the Network crews. This first part was held as a Teams meeting followed by smaller group break-out sessions where supervisors led culture discussions. The smaller groups had an open discussion and some of the discussion was prompted with questions like- what do you want your culture to look like? What do you enjoy about your culture?
2. **Network Crew specific actions** - The Network group is working with a leadership consulting group to provide crews with training aimed at increasing transparency, accountability and making the changes needed to prevent future misconduct
3. **FAQ and hub site** - We launched an internal website that includes the FAQs resulting from employee meetings about the investigation as well as other resources available to employees.
4. **Monday Messages** – We have kicked off a 3-month series of weekly, all employee messages related to creating a positive workplace culture. These messages will be authored by members of the executive team, SCL officers, and will focus on topics such as the values of teamwork, continuous improvement, peer coaching & mentorship, and cross-departmental collaboration.
5. **Team culture discussions** – We have asked supervisors and managers to meet with their teams in May and June to define the characteristics of the culture that they seek to establish and practice. A framework for leading these discussions has been provided on our internal web site. This work will ultimately lead to the development of culture statements and a revision of our current SCL value statements.

In today's fast-changing world of work, a thriving organizational culture isn't just a nice-to-have—it's essential. Companies that invest in their culture see higher engagement, lower turnover, stronger collaboration, and better performance. But one common mistake organizations make is trying to mandate culture change from the top down. While leadership plays a key role, lasting and authentic culture transformation usually starts at the ground level.

Staff might wonder: *How can I help change the organization if I'm not in charge?* It's true—they can't control the behaviors of people you don't directly work with. But they can shape the environment around them.

Simon Sinek, a well-known author and speaker on leadership, talks about how teams can



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create “pockets of magic” within an organization—spaces where people feel safe, supported, and inspired. These pockets of magic tend to spread as people move between teams, collaborate across divisions, and model what’s possible. You can explore more of his insights here: [Simon Sinek – Pockets of Magic](#). This is part of the messaging that we are sharing with all employees as we work to make positive changes to workplace culture for us all.

### 2. City Light in the Community

- a. On Wednesday, May 14, City Light hosted four members of the regional media community at the Skagit Hydroelectric project. Representatives from Seattle Times, News Data, and Cascadia Daily joined Director of Natural Resources and Licensing Chris Townsend and Media Relations Manager Jenn Strang for a tour of the project’s environmental and operations assets while discussing the dam relicensing and the utility’s plans for the future. No stories are expected immediately but will likely follow the settlement agreements have been finalized.
- b. Director of Transmission & Distribution Field Operations Rich Johnson spoke with David Kroman, Seattle Times, earlier this week about streetlights. David reached out after hearing CM Rinck mention streetlights during a Council briefing where they were discussing public safety and a recent shooting in West Seattle. We provided him with reports for 2022-2024 and 2025 YTD that show overall numbers of streetlight tickets opened and closed per month. Rich talked through how we triage and prioritize repairs, challenges we’ve seen (e.g., copper theft), and our strategy for reducing the backlog of tickets. David did not have plans for an immediate story.
- c. Dawn joined SPD Chief Barnes, CPSO Walton-Anderson, and Parks Superintendent AP Diaz on a panel at CM Saka’s Community Safety Forum Townhall in West Seattle on Wednesday, May 14th. She shared our plans to upgrade existing residential-grade streetlights on SW Brandon Street between 26th Ave SW and 30th Ave SW. These targeted upgrades involve installing 10’ longer bracket arms with higher-output collector arterial-grade luminaires (135W LEDs vs. 52W LEDs), designed to significantly improve nighttime visibility in this residential stretch. Work should begin on June 2 with tree trimming and then installation of the bracket arms and lights should be completed between June 9-13

#### Links –

[https://www.newsdata.com/clearing\\_up/environment/settlement-to-relicense-skagit-river-projects-expected-soon/article\\_06f8caac-d230-457b-99f8-dc09cc529ba4.html](https://www.newsdata.com/clearing_up/environment/settlement-to-relicense-skagit-river-projects-expected-soon/article_06f8caac-d230-457b-99f8-dc09cc529ba4.html)

<https://westseattleblog.com/2025/05/speeches-promises-frustration-at-community-safety-forum-for-north-delridge-high-point-snake-hill/>

**Service Connection Updates.** Andy Strong and Hina Arai presented. Materials are in the packet.

**Engineering Updates.**



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**Q: What are ESR's?**

**A:** "ESR" is our acronym for Electric Service Representative.

**Q: If the goal is to create more housing, are there going to be additional resources allocated to Seattle City Light?**

**A:** The Pilot has improved the accuracy and quality of those submitted requests, which shortens the time needed to respond to them. In addition, for the short term, we are moving resources around to address the backlog. We are offering overtime for all eligible engineers, irrespective of their focus areas. For example, we are asking some system engineers, some network engineers etc. to assist us in bringing down the backlog via overtime work. And then we hope to get additional resources down the road as well.

### **Early Design Guidance.**

**Q: Given the current backlog and lack of upfront information, how will you cut time?**

**A:** Having information early helps developers plan and be prepared and that will bring down the timeline.

**Q: Does the developer receive conflicting information from different city departments?**

**A:** Yes, however, we are getting better at coordinating. Early plan reviews are helping identify inconsistencies sooner. While no system is perfect, we continue to refine our processes.

### **10 Year Roadmap Updates.** Angela Bertrand presented. Materials are in the packet.

**Q: This approach looks better than the earlier draft to be "to best in the Nation".**

**A:** We have looked at a few different options here. We landed on American Public Power Association (APPA) because it's nationwide. This covers 324 utilities, giving us the best combination of a broad, nationwide ranking while balancing what information we have access to and variation in the industry.

**Q: Are our current outage statistics worse than the national average, but better than the western average? Does the western region have more trees and less dense service territory than the east?**

**A:** Yes, that is correct.

**Q: What are the stars indicating in the graphic?**

**A:** These represent Dawn Lindell's top 12 priorities. She will share more about her top priorities with the Review Panel at next month's meeting.

**Q: Just to clarify, does the Focus Area in Customers apply to both residential and business customers?**



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**A:** Yes, it applies to both.

**Q: Does the Customer focus area include EV chargers and home energy. Was there any discussion about customer side batteries?**

**A:** Yes, demand side resources, including batteries, are included in the Power Supply focus area as “inside the meter” strategies.

**June Agenda.** In June we will have an update on the Clean Energy Implementation Plan, an update on the 2025 legislative session, and continue the topic of 10 Year Roadmap.

**Adjourn.** The meeting was adjourned at 10:20 a.m.

**Next meeting:** June 16, 2025, 9:00 – 11:00 a.m.