

RESOLUTION No. 30827

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A RESOLUTION establishing the City Council's performance expectations for Seattle City Light executives and requesting annual reports detailing progress in meeting these expectations.

Jean Golden

Peter Stambuck

Introduced: <i>11-28-05</i>	By:
Referred: <i>11-28-05</i>	To: <i>Full Council</i>
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Reported: <i>11-28-05</i>	
Passed: <i>11-28-05</i>	Signed: <i>11-28-05</i>
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US5171

Law Department

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1 As well as reporting other appropriate metrics, City Light should measure the
2 impacts on net income, reduced financing costs, improvements in net wholesale
3 revenues, and impacts on power costs from high performance in operations.

4 B. Customer Service. This functional area seeks to provide outstanding customer
5 care and service. Improved customer satisfaction from instituting new customer
6 service communications, advanced metering technologies, and service
7 prepayment options should be the result of high performance in this area. At a
8 minimum, City Light should quantify cost savings and increased efficiencies in
9 customer service activities and include the results in the annual report.

10 C. Finance. Services provided in this functional area seek to ensure City Light's
11 financial health. Expected outcomes include an ability to evaluate the
12 performance both of the utility as a whole and of each executive. City Light
13 should report on success in i) developing and implementing a corporate
14 performance program , ii) changing business practices and adopting industry best
15 practices for prioritizing the Capital Improvement Program, and iii) improving
16 accountability through programmatic budgeting. City Light should report on
17 metrics used to measure performance, which at a minimum, should include the
18 return on capital investment, changes to debt ratings and levels, City Light's
19 performance compared to other well-performing utilities, and impacts on the
20 price of electricity.
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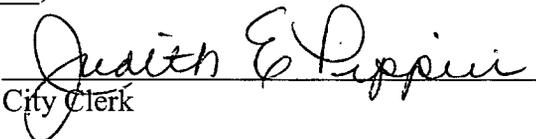
1 D. Human Resource. The purpose of City Light's Human Resource area is to assist
2 with transforming the utility into a safe and high performing organization.
3 Because leveraging the human capital asset base at City Light through human
4 capital initiatives and building a positive safety culture at the utility will not only
5 improve overall workplace safety but also will result in an ability to reduce future
6 direct costs of human capital practices, City Light should include measurements
7 of progress in each of these in the report.
8

9 Section 2. In addition to the individual performance goals developed by the Council
10 during the confirmation of the current Superintendent's appointment, the opportunities and
11 outcomes listed in the previous section will be considered in the Council's evaluation of the
12 Superintendent's job performance during future confirmation hearings.
13

14 Adopted by the City Council the 28th day of November 2005, and signed by me in
15 open session in authentication of its adoption this 28th day of November, 2005.
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17 
18 _____
19 President _____ of the City Council

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21 Filed by me this 28 day of Nov, 2005.
22

23 
24 _____
25 City Clerk

26 (Seal)
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FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	DOF Analyst/Phone:
Legislative	Carol Butler 684-3580	

Legislation Title: A resolution establishing the Seattle City Council's performance expectations for Seattle City Light executives and requesting annual reports detailing progress in meeting these expectations.

- **Summary of the Legislation:** This resolution states the City Council's performance expectations of executives, who are members of the executive pay program, at City Light. It lists some of the opportunities in the functional areas and requests that City Light provide an annual report on performance achieved in each area. The resolution also requests that the progress in each functional area be quantified.
- **Background:** *(Include brief description of the purpose and context of legislation and include record of previous legislation and funding history, if applicable):* The City Council authorized an executive pay program for City Light, including creation of four new titles (Electric Utility Executive 3-Officer, Electric Utility Executive-non Officer, Electric Utility Executive 2, and Electric Utility Executive 1) and associated pay bands. This resolution seeks to ensure that ratepayers of City Light receive value from the increased salary and other benefits expected to be available to the executives.
- *Please check one of the following:*

 x **This legislation does not have any financial implications.** *(Stop here and delete the remainder of this document prior to saving and printing.)*



STATE OF WASHINGTON – KING COUNTY

--SS.

192306
CITY OF SEATTLE, CLERKS OFFICE

No.

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

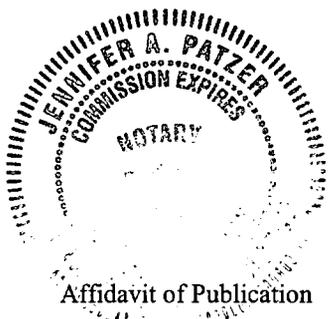
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

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was published on

12/01/05

The amount of the fee charged for the foregoing publication is the sum of \$ 33.13, which amount has been paid in full.



[Handwritten signature]

Subscribed and sworn to before me on

12/01/05

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Notary public for the State of Washington,
residing in Seattle

State of Washington, King County

