



Seattle City Light

**Workforce Efficiency and
Performance**

Seattle City Council

**Energy, Technology and Civil
Rights Committee**

August 17, 2011

Operations/Schedule Efficiency

Skagit Reorganization

- ◆ Three powerhouses with dedicated resources
- ◆ New business model
 - Central headquarter in Newhalem
 - 65% of employees time dedicated to planned work
 - 30% reduction in time generating unit offline
 - 90% completion rate for all critical work
 - Increased cross training and implement succession planning

Return to Work Program

- ◆ Workers Compensation Costs
 - \$4m annually
 - Lost productivity
- ◆ Program Improvements to reduce cost by 11%
 - Increased light duty assignments
 - Implement training for management on role in injury prevention and return to work
 - Improved tracking of workplace injuries and trends

Performance Benchmarking

Work and Asset Management

- ◆ Centralized system able to track
 - Work orders
 - Costs
 - Maintenance records

- ◆ Benefits
 - Increased ability to plan work
 - Reduced outages
 - Improved ability to provide accurate information to customers

- ◆ UMS Benchmarking Study