



APPROVED 3-22-23

MINUTES
City of Tacoma
Public Utility Board Study Session
March 8, 2023
3:00 p.m.

Vice-Chair O'Loughlin called the Public Utility Board study session to order at 3:00 p.m. in the third floor conference room (LT1) of the Public Utilities Administration Building.

Present: John O'Loughlin, William Bridges, Elly Claus-McGahan; Carlos Watson (via Zoom); Holland Cohen

Employee Satisfaction Survey Results

Dan Drennan, Market Research and Development Manager, made opening remarks and introduced Holly Lucht, Market Research and Development Analyst. Ms. Lucht outlined the study objectives and provided an overview of how to interpret the report. Ms. Lucht then detailed the summary of results, calling out the three most and three least favorable responses to survey questions. Areas of improvement were discussed and executive team members shared actions taken in response to the previous survey and what will be the focus to address issues in the current survey.

Equal Employment Opportunity (EEO) Update

Cheryl Bidleman, Asst. HR Director, provided background. In 2014, the Council adopted equity and empowerment framework, including the goal that the workforce reflects the community it serves. In 2018, HR refined its collection process and categories for race/ethnicity data for improved reporting. In March 2021, HR launched the equitable recruiting and selection program. In May 2021, the final workforce equity study was published. Tammy Liddle Lobban, Workforce Data and Analytics Manager, detailed graphical representations of headcount, separation rates, and hires. Statistics by gender were then detailed. In summary, females had higher retention in 2020 and 2021 than other years. The percent of hires who identify as female has sharply declined over the last five years. Statistics by race/ethnicity were then detailed. In summary, BICOP employees voluntarily separate at disproportionately higher rates compared to their representation in the workforce. There has been a general increase in percentage of BIPOC hires. Hispanic/Latino community members are underrepresented in the workforce by eight percent and White employees are overrepresented in the workforce by 12 percent, down from 15 percent in 2018. Next

steps were then outlined. These include continuing to focus on hiring underrepresented populations; focusing on retention of underrepresented populations; gaining a better understanding of the stories behind the data; and gaining a better view of separation reasons to inform retention strategies.

General Comments

Director Flowers announced that the Strategic Directives (SD) meetings with Subject Matter Experts (SMEs) have been scheduled for SD1 (Equity & Inclusion), SD5 (Environmental Leadership), SD11 (Decarbonization), SD7 (Reliability/Resiliency), and SD14 (Resource Adequacy). The review of SD2 (Financial Sustainability) and SD3 (Rates) will be taken on in the fall. The rest of the SDs will be reviewed in 2024.

Board Member O'Loughlin provided an update on the auditor's entrance conference held at the joint meeting of the Government Performance and Finance Committee and the Audit Advisory Board.

Board Member O'Loughlin provided an update on the TPU management review. Baker Tilly is the selected consultant and interviews are being scheduled.

Executive Session

At 5:00 p.m., Board Member O'Loughlin moved to enter into an executive session to discuss potential litigation per RCW 42.30.110(1)(i) and to review the performance of a public employee per RCW 42.30.110(1)(g) for up to 90 minutes; seconded by Board Member Bridges. Voice vote taken and carried.

Board Member O'Loughlin announced that after the conclusion of the executive session, the Board will not take any further action and the study session will be adjourned. Mr. O'Loughlin moved that at the conclusion of the executive session, the Clerk of the Board is authorized to adjourn the study session; seconded by Mr. Bridges. Voice vote taken and carried.

Adjournment

The study session was adjourned at 6:08 p.m.

Approved:



Carlos Watson, Chair



Holland Cohen, Secretary