



APPROVED 9-11-19

MINUTES  
City of Tacoma  
Public Utility Board Study Session  
August 28, 2019  
3:00 p.m.

Board Chair Larkin called the Public Utility Board study session to order at 3:00 p.m. at the Public Utilities Administration Building.

Present: Bryan Flint (arrived 3:08), Chrissy Cooley, Carlos Watson, Mark Patterson, Karen Larkin

**TPU Equity Initiative and EEO Report**

Mia Navarro, Office of Equity and Human Rights (OEHR) Policy and Program Manager, provided background on the City's Equity Initiative. The vision is for Tacoma to be an inclusive and equitable place to live, work, and play. Equity is when everyone has access to the opportunities necessary to satisfy their essential needs, advance their well-being, and achieve their full potential. Ms. Navarro provided background on the Government Alliance on Race and Equity (GARE) and outlined how the city coordinates and utilizes their tools and resources. The Board has developed an Equity and Inclusion strategic directive and its purpose states TPU is committed to achieving equity and inclusion in its workforce, service delivery, policy decision making, and community/stakeholder outreach. Ms. Navarro then outlined current and proposed OEHR staffing and work plans. Ms. Navarro concluded her presentation by providing the status of the Equity 101 training goals and introducing the TPU Equity Committee members present. Audrey Hornbuckle, Sr. HR Analyst reviewed the TPU EEO data for the second quarter of 2019. Graphs and charts illustrating data by race, ethnicity, and gender were shared. Olivia Polynice, EEO Officer, provided an overview of HR activities and reviewed the guiding policies and frameworks for the EEO office. These include HB 1696 pay equity legislation, I-200, City of Tacoma PMP 130 anti-discrimination policy, and Title VII of the Civil Rights Act of 1964. The EEO program exists to foster a diverse, equitable, and inclusive culture by organizing and directing activities that promote inclusive and equitable environments and to develop a comprehensive, active, and sustainable EEO program that proactively encourages accountability, and supports inclusion, equity and diversity throughout recruitment, hiring, and employment in the City of Tacoma. In response to a Board request, staff will work on providing trend lines for the data broken down by classification, salaries, ethnicities, etc.

### **Tacoma Power: Power Integrated Resource Plan**

Rachel Clark, Power Resource Planning Manager, described the Integrated Resource Plan (IRP) as a roadmap for providing reliable and low-cost power in an uncertain future. It helps us make sure sufficient resources are available when needed and not before and ensures we meet environmental regulatory requirements in a cost-effective way. IRPs are required by Washington State law (RCW 19.280) and is a plan for meeting clean energy mandates. Chris Robinson, Power Superintendent, used cases from other jurisdictions to illustrate failures if IRPs and planning are wildly inaccurate. Ms. Clark provided an overview of the IRP process: Needs Assessment (do we have enough resources to meet our load under most conditions); Portfolio Analysis (how do different sets of resources perform); Portfolio Selection (which set of resources best meet our needs and values) and Action Items (what are our next steps). Stakeholder input is sought during each of these steps. Major focus during 2020 – 2022 are new modeling tools, incorporating uncertainty, climate change, resource adequacy metrics, CETA requirements, and BPA contract alternatives. Key findings from the 2017 IRP were that there are sufficient resources to meet load over the next 20 years and conservation is the only resource needed and that state renewable mandates are to be fulfilled through the purchase Renewable Energy Credits (RECs). Ms. Clark concluded by reviewing the schedule with an IRP publish date of August 2020.

### **Discussion of Board Policies**

Board Members discussed edits to the Environmental Leadership Strategic Directive (SD) and the first two Government Processes (GP) policies. Staff will finalize the SD. GP edits will be provided to the Board for further consideration at the next study session.

### **Executive Session**

Board Member Patterson moved to convene an executive session at 5:45 p.m. for 15 minutes for the purpose of discussing pending and potential litigation per RCW 42.30.110(1)(i); seconded by Board Member Flint. The executive session was adjourned at 5:55 p.m.

### **Adjournment**

The study session was adjourned at 5:55 p.m. until the next regularly scheduled study session on Wednesday, September 11, 2019 at 3:00 p.m.

Approved:

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Karen Larkin, Chair

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Mark Patterson, Secretary