



APPROVED 9-25-13

MINUTES
 City of Tacoma
 Public Utility Board Study Session
 August 28, 2013
 4:00 p.m.

Chair Nelson called the Public Utility Board study session to order at 4:03 p.m. at the Public Utilities Administration Building.

Present: David Nelson, Mark Patterson, Woody Jones, Monique Trudnowski, Bryan Flint

Pay for Performance Update

Director Gaines made introductory remarks. Joy St. Germain, Human Resources Director, Mary McDougal, Human Resources Manager, and Pat Shannon of Mercer Company, conducted the presentation. The rationale behind a pay for performance system was outlined. Pay for performance supports a performance culture and maintains market competition. Market trends, including market prevalence, best practices, pros and cons, of pay for performance programs were detailed. Selected public sector examples were shared. There was then an overview of pay for performance program design features.

Tacoma Power: Energy Risk Management Update

Cam LeHouillier, Energy Risk Manager, shared a graphical representation of wholesale revenue components. Mr. LeHouillier then detailed the hedging results for the second quarter of 2013, the biennium wholesale revenues, and financially settled hedges.

Adjournment

The study session was adjourned at 5:56 p.m. until the next regularly scheduled study session on Wednesday, September 11, 2013 at 3:00 p.m.

Approved:

 A handwritten signature in black ink, appearing to be 'D. Nelson', is written over a horizontal line.

David S. Nelson, Chair

Approved:

 A handwritten signature in black ink, appearing to be 'B. Flint', is written over a horizontal line.

Bryan Flint, Secretary