

City of Seattle



General Manager & Chief Executive Officer

**Reconfirmation Packet
March 25, 2026**

Andrew Lee



March 25, 2026

The Honorable Joy Hollingsworth
President, Seattle City Council
Seattle City Hall, 2nd Floor
Seattle, WA 98104

Dear Council President Hollingsworth:

It is my pleasure to transmit to the City Council the following confirmation packet for my renomination of Andrew Lee as General Manager/CEO of Seattle Public Utilities (SPU). This packet contains his notice of appointment form, resume, and oath of office form.

Andrew Lee has served as General Manager/CEO of SPU since late 2021, and after review of his well-regarded performance I recommend him for you and your colleagues' consideration for reappointment today. He has the right combination of compassionate managerial skills, inspirational leadership ability, strong personal integrity, and technical knowhow to run our publicly-owned utility with distinction.

Andrew has over fifteen years of experience at Seattle Public Utilities, working his way up the ranks as a Program Manager, Deputy Director, and now as Interim General Manager/CEO. In his last 4 years as General Manager/CEO, Andrew led the development of SPU's 2024 Strategic Business Plan, oversaw the negotiation of the Lower Duwamish Superfund Cleanup Consent Decree and modifications to the Sewage Overflow Consent Decree, and worked to finalize 20-year extensions to SPU's wholesale water contracts.

To help overcome barriers to new housing in Seattle, Andrew oversaw the development and launch of water/sewer/storm mainline cost sharing agreements. And in support of our customers who need the most help, Andrew is leading SPU's efforts to expand eligibility for both the Utility Discount Program and the Emergency Assistance Program.

Andrew has maintained a dedicated focus in implementing the SPU's Strategic Business Plan and consistently stays attuned to costs, maintaining the utility's stellar bond rating, and providing a positive customer experience. He is quick to absorb and understand highly complex issues, prioritizes diversity, equity, and inclusion efforts, strives for a healthy organizational culture, seeks continuous improvement, and consults with his team to develop practical strategies to address new challenges.

Andrew is engaged at a national level advocating for rate affordability, environmental justice, and innovation through his engagement on the Board of Directors for both the National Association of Clean Water Agencies and the Water Research Foundation. He has spent his entire 27-year career working on water, wastewater, and stormwater issues, including as Deputy Director of the City of Bellevue's Utilities Department.

I trust that after reviewing Andrew's application materials, meeting with him, and following the thoughtful review of your Governance and Utilities Committee process, you will find that Mr. Lee is the right person to continue to serve as GM/CEO of Seattle Public Utilities.

If you have any questions about the attached materials or need additional information, Chief of Staff Kate Brunette Kreuzer would welcome hearing from you. I appreciate your consideration.


Sincerely,

A handwritten signature in black ink that reads "Katie B. Wilson". The signature is written in a cursive, flowing style.

Katie B. Wilson
Mayor of Seattle



City of Seattle Department Head Notice of Appointment

Appointee Name: <i>Andrew Lee</i>	
City Department Name: <i>Seattle Public Utilities</i>	Position Title: <i>General Manager/CEO</i>
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment	City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Term of Position: * Council Confirmation to <i>12/31/2029</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Background: Andrew Lee has served as General Manager/CEO of SPU since late 2021, and after review of his well-regarded performance I recommend him for you and your colleagues' consideration for reappointment today. He has the right combination of compassionate managerial skills, inspirational leadership ability, strong personal integrity, and technical knowhow to run our publicly-owned utility with distinction. Andrew has over fifteen years of experience at Seattle Public Utilities, working his way up the ranks as a Program Manager, Deputy Director, and now as Interim General Manager/CEO. In his last 4 years as General Manager/CEO, Andrew led the development of SPU's 2024 Strategic Business Plan, oversaw the negotiation of the Lower Duwamish Superfund Cleanup Consent Decree and modifications to the Sewage Overflow Consent Decree, and worked to finalize 20-year extensions to SPU's wholesale water contracts.	
Authorizing Signature:  Date Signed: March 25, 2026	Appointing Signatory: <i>Katie B. Wilson</i> <i>Mayor of Seattle</i>

*Term begin and end date is fixed and tied to the position and not the appointment date.

Andrew Lee, PE, PMP, PgMP

SUMMARY

Andrew Lee has worked for Seattle Public Utilities (SPU) for over 15 years and is currently the SPU General Manager / Chief Executive Officer (GM/CEO). Andrew has spent his entire 27-year career working on water, wastewater, and stormwater issues, with 21 of those years in local government for Seattle, San Francisco, and Bellevue. Andrew is regionally and nationally recognized for his expertise in water/wastewater regulations, smart water technology, and asset management. He is committed to delivering high quality utility services, maintaining affordable rates, and partnering with and serving the community with a focus on environmental justice. He is also passionate about developing high performance organizations through an emphasis on shared leadership, employee engagement, continuous improvement and diversity/equity/inclusion.

EXPERIENCE

2021 - Present

General Manager / Chief Executive Officer, Seattle Public Utilities, Seattle, WA

Oversees more than 1,500 employees who provide drinking water, drainage and wastewater, solid waste, and clean city services for the City of Seattle and the broader King County region. Highlights include:

- Negotiated contract extensions for regional wholesale water supply with retail water agencies across King County.
- Providing executive oversight on the City's Superfund sediment clean-up efforts in the Lower Duwamish and East Waterways, in coordination with the Port of Seattle, King County, Boeing, and the U.S. EPA.
- Providing executive oversight on SPU's \$2.1B 6-year Capital Improvement Program, including the \$710M Ship Canal Water Quality Project.
- Leading multiple equity-related initiatives department-wide including employee hiring improvements and environmental and health improvement efforts in South Park and Georgetown.
- Serving on the Boards for the National Association of Clean Water Agencies (NACWA) and the Water Research Foundation (WRF).

2019 - 2021

Deputy Director, Drainage & Wastewater, Seattle Public Utilities, Seattle, WA

Oversee more than 300 employees who provide planning, program management, operations and maintenance, asset management, emergency management, regulatory compliance, logistics, pollution prevention, and

EDUCATION

- B.S. Civil and Environmental Engineering, Stanford University, 1998
- M.S. Environmental Engineering & Sciences, Stanford University, 1999

PROFESSIONAL REGISTRATIONS

- Civil Engineer, State of Washington
- Civil Engineer, State of California
- Project Management Professional (PMP)®
- Program Management Professional (PgMP)®

ADDITIONAL TRAINING/EDUCATION

- Lean Process Improvement, State of Washington, 2015
- Leading, Educating, and Developing Program, University of Virginia, Darden School of Business, 2014
- Leadership Acceleration Program (LEAP), Performance Dimensions Group, Seattle, WA, 2013-2014
- Project Management Certificate Program, University of Washington, 2009

MEMBERSHIPS/AFFILIATIONS

- Project Management Institute
- National Association of Clean Water Agencies
- Water Research Federation
- Water Agency Leaders Alliance

sediment clean-up for the drainage and wastewater utilities. Highlights include:

- Worked on a modification to Seattle’s sewage overflow consent decree with the Environmental Protection Agency (EPA), Department of Ecology, and the Department of Justice (DOJ) to provide communities with more innovative solutions, rate-payers with more affordable bills, and the environment with equal or greater environmental benefit.
- Served as SPU’s incident commander during the COVID-19 pandemic, overseeing all aspects of safety, human resources management, logistics, communications, and operations.
- Provided executive oversight on the \$570 million Ship Canal Water Quality Project, in compliance with the wastewater Consent Decree.
- Provided executive oversight on the expansion of Green Stormwater Infrastructure city-wide.
- Served as executive sponsor over the Workspace Reimagined and Return to Office initiatives.
- Launched a pilot program to pump-out RV wastewater, significantly reducing costly and damaging sewage spills to waterways.
- Led multiple equity-related initiatives department wide including environmental and health improvement efforts in South Park and Georgetown, employee hiring improvements, and equity “tailgates” to improve conditions for front-line workers.

2014 - 2018

Deputy Director, Bellevue Utilities, Bellevue, WA

Oversaw 130 employees who provide planning, engineering, operations and maintenance, development services, asset management, emergency management, and smart technology implementation for the drinking water, wastewater, and stormwater utilities. Highlights included:

- Provided executive oversight of the Utility’s budget and rate-making process, including cost of service analyses and evaluation of programs for low-income rate assistance.
- Co-authored Bellevue’s Smart City Plan, a strategic plan to embed smart technology into delivery of water, transportation, public safety, building, and energy services.
- Led Bellevue’s Smart Water Meter Program.
- Led implementation of department-wide diversity, equity, and inclusion (DEI) plans, including changes to hiring/recruitment, policies, budget, communications, community empowerment, and employee training.

2006 - 2014

Drainage & Wastewater Capital Portfolio Manager and Combined Sewer Overflow (CSO) Program Manager, Seattle Public Utilities, Seattle, WA

Served as the capital portfolio manager for Seattle’s Drainage & Wastewater (DWW) Capital Improvement Program (CIP). Highlights included:

- Negotiated the 2013 Sewage Overflow Consent Decree with EPA, Ecology, and DOJ.
- Led the transition to a projectized capital program management office for the CSO Program, including a CIP portfolio ramp-up from \$5 million per year to over \$100 million per year.
- Worked in partnership with community to implement green infrastructure projects and site wastewater and stormwater infrastructure to prevent sewage overflows into Lake Washington.
- Oversaw the development of a sewage overflow Long-Term Control Plan (LTCP) that was approved by EPA and Ecology.

1999 to 2006

Project Manager, Brown and Caldwell, Seattle, WA

Utility Specialist, San Francisco Public Utilities Commission (SFPUC), San Francisco, CA

Staff Engineer, Olivia Chen Consultants (now AECOM Water), San Francisco, CA

REFERENCES

Mami Hara

Marco Lowe,

Nav Ota,



CITY OF SEATTLE ▪ STATE OF WASHINGTON
OATH OF OFFICE

State of Washington

County of King

I, Andrew Lee, swear or affirm that I possess all of the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of General Manager & Chief Executive Officer of Seattle Public Utilities; that I will support the Constitution of the United States, the Constitution of the State of Washington, and the Charter and Ordinances of The City of Seattle; and that I will faithfully conduct myself as General Manager & Chief Executive Officer of Seattle Public Utilities.

Andrew Lee

Subscribed and sworn to before me

this ____ day of _____, 2026.

[Seal]

Scheereen Dedman, City Clerk