

# City of Seattle



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CITY CLERK

## **General Manager and CEO Seattle City Light**

**Confirmation Packet  
December 17, 2015**

**Larry Weis**



**City of Seattle**  
Edward B. Murray  
Mayor

December 17, 2015

The Honorable Tim Burgess  
President, Seattle City Council  
Seattle City Hall, 2<sup>nd</sup> Floor  
Seattle, WA 98104

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Dear Council President Burgess:

I am pleased to transmit to the City Council the following confirmation packet for my appointment of Larry Weis as General Manager and CEO for Seattle City Light.

The materials in this packet are divided into two sections:

**A. Larry Weis**

This section contains Mr. Weis' appointment and oath of office forms, his resume, and the press release announcing his appointment.

**B. Background Checks**

This section contains the report to the Mayor's Office on Mr. Weis' background check.

Larry Weis is an accomplished and recognized leader in the nation's utility industry. He is currently the general manager of Austin Energy, where he has demonstrated strong financial management skills and a deep concern for the welfare of his employees. Under Mr. Weis' leadership, Austin Energy has made dramatic increases in renewable energy generation – acquiring the largest solar projects in Texas and several wind energy projects. Renewable energy sources currently account for approximately 25 percent of the Austin Energy's power generation and will reach 50 percent by 2025.

Mr. Weis was born in Seattle, raised in Central Washington and earned a Bachelor's of Science in Electrical and Mechanical Technology at Western Washington University. He began his utility career at Snohomish County PUD and served as general manager of Pend Oreille PUD and Turlock Irrigation District in California before joining Austin Energy, the nation's third-largest municipally owned utility.

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PO Box 94749  
1)  
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Hearing Impaired use the Washington Relay Service (7-1-

[www.seattle.gov/mayor](http://www.seattle.gov/mayor)

The Honorable Tim Burgess

December 17, 2015

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Under Mr. Weis' leadership, Seattle City Light will continue to support a vibrant economy as the nation's greenest utility, while providing access to affordable service to all of Seattle's families. I urge you to confirm him as General Manager and CEO of City Light.

If you have any questions about the attached materials or need additional information, please contact Deputy Mayor Kate Joncas at 206-684-3790, or via e-mail, at [kate.joncas@seattle.gov](mailto:kate.joncas@seattle.gov).

Sincerely,

A handwritten signature in black ink, appearing to read "Edward B. Murray". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Edward B. Murray  
Mayor, City of Seattle

**SECTION**

**A**



**City of Seattle**  
Edward B. Murray  
Mayor

November 19, 2015

Larry Weis  
Austin, TX 78704  
Transmitted via e-mail

Dear Larry,

It gives me great pleasure to appoint you to the position of General Manager and CEO of Seattle City Light, effective February 1, 2016 at an annual salary of \$340,000.

Your term of office is four years and you serve at the pleasure of the Mayor. Your appointment as Director is subject to City Council confirmation; therefore, you will need to attend the Council's confirmation hearings.

Your contingent offer letter provided employment information related to the terms of your employment, benefits, vacation, holiday and sick leave. If you have questions about your employment with the City of Seattle please contact Susan Coskey, Human Resources Director, at 206-615-1622.

I look forward to working with you in your role as GM/CEO and wish you success. We have much work ahead of us, and I am confident that Seattle City Light will thrive beyond expectation under your leadership.

Sincerely,


A handwritten signature in black ink, appearing to read "Edward B. Murray".

Edward B. Murray  
Mayor, City of Seattle

cc: Seattle Department of Human Resources



# City of Seattle Department Head Notice of Appointment

<b>Appointee Name:</b> <i>Larry Weis</i>		
<b>City Department Name:</b> <i>Seattle City Light</i>		<b>Position Title:</b> <i>General Manager and CEO</i>
<input checked="" type="checkbox"/> <b>Appointment</b> <i>OR</i> <input type="checkbox"/> <b>Reappointment</b>		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Specify appointing authority</i>		<b>Term of Office:</b> <i>02/1/16 to 1/31/2020</i>
<b>Legislated Authority:</b> <i>SMC 3.08.010</i>		
<b>Background:</b> Larry Weis is an accomplished and recognized leader in the nation's utility industry. He is currently the general manager of Austin Energy, where he has demonstrated strong financial management skills and a deep concern for the welfare of his employees. Under Mr. Weis' leadership, Austin Energy has made dramatic increases in renewable energy generation – acquiring the largest solar projects in Texas and several wind energy projects. Renewable energy sources currently account for approximately 25 percent of the Austin Energy's power generation and will reach 50 percent by 2025.  Mr. Weis was born in Seattle, raised in Central Washington and earned a Bachelor's of Science in Electrical and Mechanical Technology at Western Washington University. He began his utility career at Snohomish County PUD and served as general manager of Pend Oreille PUD and Turlock Irrigation District in California before joining Austin Energy, the nation's third-large municipally owned utility.		
<b>Date of Appointment:</b> <i>12/17/2015</i>	<b>Authorizing Signature (original signature):</b> 	<b>Appointing Signatory:</b> <i>Edward B. Murray</i> <i>Mayor</i>



CITY OF SEATTLE • STATE OF WASHINGTON

OATH OF OFFICE

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State of Washington

County of King

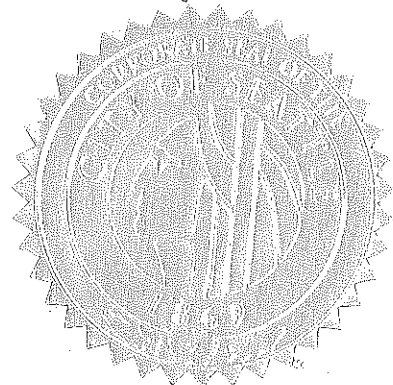
I, Larry Weis, swear or affirm that I possess all the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of General Manager and CEO of Seattle City Light; that I will support the Constitution of the United States, the Constitution of the State of Washington, and the Charter and Ordinances of The City of Seattle; and that I will faithfully conduct myself as General Manager and CEO of Seattle City Light.

  
\_\_\_\_\_  
Larry Weis

SUBSCRIBED AND SWORN TO BEFORE ME

THIS 21ST DAY OF MARCH 2016.

  
\_\_\_\_\_  
MONICA MARTINEZ SIMMONS, CITY CLERK



## Larry W. Weis

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### PROFESSIONAL SUMMARY

- Over 30 years of successful and progressive experience in the utility industry with 25 years serving as General Manager and CEO.
- Characterized by colleagues and employees as an experienced leader, results-oriented executive who clearly and logically communicates complex issues and demonstrates strategic leadership.
- Demonstrated skill and experience developing functional governance and creating improved working environments for Boards, Commissions and Councils.
- Direct experience managing, operating and constructing power generation including hydroelectric, natural gas, wind, solar, fuel cells, coal and nuclear projects. This includes risk management and fuel supply strategies.
- An innovative leader with vision to bring several IT projects to their successful implementation.
- Experience with electric transmission and distribution including regulatory issues in construction, operation, planning and labor management.
- Proficient at managing large budgets, financial reporting and presentations to governing boards and rating agencies. Completed several municipal bond financings over my career.
- Experienced as a board member for private utility subsidiaries, industry organizations, local government and not-for-profit organizations.
- Extensive experience on the state and national level with government relations and regulatory affairs.
- Participation by speaking and testifying in a variety of public forums on issues regarding the environment, energy, telecommunications and water policies.
- A career of successfully working with local customers, stakeholders and the media concerning energy and water issues of local, regional and national interest.
- Effective negotiations of contracts and working relationships with the IBEW and other unions.

### PROFESSIONAL EXPERIENCE

Austin Energy

September 2010 - Present

#### General Manager

Austin Energy (AE) is the third largest municipally owned electric utility in the United States solely owned by the City of Austin, Texas. AE serves approximately 450,000 customers with annual revenues of \$1.8 billion in a service area population of over 2 million with approximately 1,800 full-time employees. The utility owns and operates a significant fleet of generation including coal, natural gas, nuclear, and renewable projects for a total fleet of 3,524 MW. The utility owns and operates chilled water and steam businesses in three service area locations, as well as a large 35kV network for downtown Austin. AE has excellent performance metrics and numerous awards for reliability and safety. AE has a long history of progressive leadership within the industry and is considered nationally and internationally as a leader in progressive programs and business strategies. AE has received numerous awards for energy efficiency, renewable energy and climate protection initiatives. [www.austinenergy.com](http://www.austinenergy.com)



## **Resume of Larry W. Weis**

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### **Selected Accomplishments at AE**

- Serving as the Chief Executive Officer and General Manager of a large public electric utility.
- Led the staff and consultants in completing a two-year process of a total and progressive redesign, including an increase of retail electric rates.
- Successfully completed the installation and startup of a new Oracle billing system with includes AE billing for all City of Austin utility services.
- Developed communications sessions with employees and developed new respect and culture change from employees to the executives at AE including succession planning and diversity initiatives.
- Recruited and rebuilt top level staff as retirements and organizational challenges were addressed leading to AE having one of the finest executive teams as compared to our industry peers.
- Led the utility through large financings and refinancing of debt.
- Raise the Credit Rating and market confidence in Austin Energy after many years of uncertainty on its financial condition.
- Acquired the largest solar projects in Texas and several wind projects moving AE towards a goal of a 35% renewable energy component with a carbon reduction plan by year 2020 as set by the City Council.
- Implemented extensive program expansion of electric vehicles, distributed solar, energy efficiency, micro and smart grid, electric storage and many other innovations underway in the industry.

### **Turlock Irrigation District**

**July 2000 - August 2010**

#### **General Manager and Chief Executive Officer**

Turlock Irrigation District (TID), located in Central California, serves over 13 cities and communities in a 650 square mile service area in three counties with a population of over 600,000 residents. TID generates power through hydroelectric, natural gas combustion turbines, and renewable energy projects owned and operated by the utility. The utility also owns and operates one of the largest reservoirs in the state generating power and serving agricultural water in a 330 square mile water service area with 250 miles of canals. Resigned at TID to become the General Manager at Austin Energy. [www.tid.com](http://www.tid.com)

#### **Selected Accomplishments at TID:**

- Reported directly to a five-person, publicly elected Board of Directors and consistently received excellent performance ratings over ten years.
- Instituted a comprehensive evaluation and performance compensation system for managerial and professional employees and negotiated the utilities first IBEW contract.
- Planned, financed and constructed a new 260 MW combined cycle power plant in 2005 with an additional 150 MW peaking facility being built at the time of my resignation.
- Led the certification and implementation of an independent Balancing Authority in 2005 to insulate TID consumers from the high costs of the California ISO.
- Led the acquisition and purchase of 225 square miles of the Pacific Gas and Electric service area known as the Westside Zone, and successfully financed the acquisition while reducing rates for consumers now being served by TID.
- Acquired and closed the acquisition of a \$385 million, 137 MW Tuolumne wind project in Washington State, fulfilling TID's renewable targets in 2009.
- Managed over \$1.2 billion of T&D capital projects.
- Raised and maintained the excellent credit rating of TID and led them through large financings while maintaining competitive electric rates.
- Developed a relicensing team and strategy for the Don Pedro hydroelectric project. Resolved the Hetch-Hetchy hydropower contract disputes with San Francisco.

## Resume of Larry W. Weis

### Pend Oreille County Public Utility District

July 1990 - July 2000

#### **General Manager**

Pend Oreille PUD serves a rural and mountainous area in northeast Washington State. Pend Oreille relies on its own generation from two hydroelectric projects and operates nine domestic drinking water systems. The PUD began service to one of the largest paper mills in the northwest and I was instrumental in negotiation and management of a complicated power supply contracts with a new 150MW customer. This involved working closely with Seattle City Light leadership due to the Box Canyon and Boundary Hydroelectric project contracts. Resigned Pend Oreille to become the General Manager at TID. [www.popud.com](http://www.popud.com)

#### **Selected Accomplishments at Pend Oreille:**

- Became the youngest PUD General Manager in state history at the time in 1990.
- Worked successfully for a three person elected Board of Commissioners and developed experience and leadership skills over the ten years with excellent reviews.
- Worked as a spokesperson and leader in the efforts to bring fiber and broadband service to the service area and lead the efforts in the Washington State Legislature testifying several times to change authority law for telecommunications for public electric utilities in Washington State.
- Successfully worked with Seattle City Light on power supply contract and licensing issues with the Boundary and Box Canyon Hydroelectric Projects.
- Developed the knowledge and skills to negotiate and work with the Bonneville Power Administration (BPA) on power supply and transmission contracts.
- Led the planning, financing and construction of a transmission line to tie the district's northern and southern service areas together, enhance deliveries to the Ponderay Newsprint Company and purchased a BPA substation. This project moved the PUD from the BPA control area to Avista.

### Snohomish County Public Utility District

May 1981 - July 1990

#### **Area Manager and Commercial Supervisor**

Snohomish is the largest PUD in the state of Washington. It is an extensive distribution and transmission utility with a customer base bordering King County and the City of Seattle. I was instrumental in the growth and success of the PUD's energy efficiency programs until 1985 when I was selected to lead the South County area office. There I lead the operations division of the business managing line crews, construction and field engineering as well as local public relations and customer service. I represented the PUD on the Puget Sound Council of Government, the Economic Development Council for Snohomish County and local chambers of commerce. [www.snopud.com](http://www.snopud.com)

#### **EDUCATION**

Bachelor of Science, School of Technology  
Electrical and Mechanical Technology  
Western Washington University  
Bellingham, Washington

**Resume of Larry W. Weis**

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**INDUSTRY ORGANIZATION PARTICIPATION**

Large Public Power Council (LPPC) - Member and CEO participant  
Texas Public Power Association (TPPA) - Executive Board and President-Elect  
Western Electricity Coordinating Council (WECC) - Board of Directors 2004-2010  
Northwest Public Power Association (NWPPA) - Former Trustee and President in 2002  
Northern California Power Agency (NCPA) - Past Commissioner  
Transmission Agency of Northern California (TANC) - Past Executive Committee Member  
California Municipal Utilities Association (CMUA) - Past member-Board of Governors  
National Hydro Association (NHA) - Past Board Member and CEO Council Member  
Public Power Council (PPC) - Board Member for Pend Oreille PUD  
Columbia Storage and Power Exchange (CSPE) - Past Director  
Washington State PUD Association - Elected Chairman - Managers Group 2000  
Avista Communications (an Avista Corporation Subsidiary) - Board Member 1998-2001



**City of Seattle**  
Edward B. Murray, Mayor

## **NEWS RELEASE**

**FROM THE OFFICE OF THE MAYOR**

### **FOR IMMEDIATE RELEASE:**

**Contact:** Jason Kelly, Mayor's Office Press Secretary, 206.684.8379  
Scott Thomsen, Seattle City Light, 206.615.0978

### **Murray nominates Austin's Larry Weis as City Light CEO**

**SEATTLE** (Nov. 18, 2015) – Today Mayor Ed Murray nominated Larry Weis, general manager of Austin Energy, to become the next general manager and CEO of Seattle City Light.

“Larry stood out among our many applicants from across the country,” said Murray. “He is an accomplished and recognized leader in the nation’s utility industry. In Austin, he demonstrated strong financial management skills and deep concern for the welfare of his employees. Under Larry’s leadership, City Light will continue to support a vibrant economy as the nation’s greenest utility, while providing access to affordable service to all of Seattle families.”

“I was attracted to City Light’s tremendous record as a national leader in delivering affordable, reliable, renewable energy to its customers,” said Weis. “City Light has a long heritage of developing and operating hydroelectric projects and a robust energy distribution system. As a Northwest native, I look forward to returning to Seattle.”

Seattle City Light is the 10th largest public electric utility in the United States. It has some of the lowest cost customer rates of any urban utility, providing reliable, renewable and environmentally responsible power to about 750,000 Seattle area residents. City Light has been greenhouse gas neutral since 2005, the first electric utility in the nation to achieve that distinction. For a recent progress report from Seattle City Light, see [Power Lines](#).

Weis was born in Seattle, raised in Central Washington and received a B.S. in Electrical and Mechanical Technology at Western Washington University. After starting his career at Snohomish County PUD, he served as general manager at Pend Oreille PUD, Turlock Irrigation District in California and finally at Austin Energy, the nation’s third largest municipally owned utility.

Austin Energy serves 1.6 million Texas residents, employs 1,800 people and has a strong reputation for supporting energy efficiency, environmental sustainability and worker safety.

With Weis at the helm at Austin Energy, the utility made dramatic increases in renewable energy generation, acquiring the largest solar projects in Texas, as well as several wind energy projects. Wind, solar and other renewable sources now represent about one-quarter of the utility's power generation, and by 2025, half the utility's energy will come from renewable resources.

A search committee representing Seattle energy experts, environmental organizations, energy assistance non-profits and labor unions provided input during the selection process.

"Larry's track record as a utility executive, both here in the Northwest and down in Austin, has been impressive," said Ash Awad, Vice President of McKinstry. "He's led with innovation, especially on smart grid technology and energy efficiency, and I look forward to him bringing that same level of innovation here to Seattle."

"We appreciated the opportunity for organized labor to be involved in the selection process," said Joe Simpson with IBEW Local 77. "We are very interested in working with Larry to support the health and safety of City Light's high-voltage workers."

"It's not too often that Seattle looks to Texas for environmental leadership, but under Larry Weis, Austin Energy has been among the nation's leaders in renewable energy development, energy efficiency and electrifying the transportation system," said Michael Mann, board chair of Emerald Cities Seattle and former director of Seattle's Office of Sustainability and Environment. "We are excited to have attracted a leader like Larry Weiss to Seattle City Light."

Weis will start at City Light on Feb.1. His starting salary will be \$340,000. The Seattle City Council must confirm the nomination.

Jim Baggs, a senior leader at the utility for nearly 5 years, has served as interim general manager at City Light since last spring.

"I want to extend my thanks to Jim for his dedicated service as interim general manager," said Mayor Murray. "Whether it was his thoughtful, caring response to a recent workplace injury or his active leadership during the windstorm last August, I could always count on Jim."

**SECTION**

**B**



# City of Seattle

Edward B. Murray, Mayor

Seattle Department of Human Resources

Susan L. Coskey, Director

Date: November 20, 2015

To: Adam Schaefer, City Budget Office

From: Bailey Spingola, HR Generalist for Melissa Beatty, HR Manager  
Seattle Department of Human Resources

Subject: **BACKGROUND CHECK -- Larry Weis**

The HR Department has received a copy of Larry Weis' criminal background check run by A-Check Global. There were no findings that would impact the employment eligibility of Mr. Weis.

cc: Personnel File

