

On Monday, during the PUC’s budget presentation, Representative Mannix requested information on our Diversity, Equity and Inclusion (DEI) staffing and specifically requested information on salary and benefits.

The PUC has two positions that work directly on policy and issues related to DEI. They include our DEI Program Director and our Energy Justice Program Manager. I’ve included descriptions of the primary purpose for these two positions, attached their full position description, and included information on their compensation.

DEI Director –

Under the leadership of the Executive Office, leads and directs the agency’s Diversity Equity and Inclusion (DEI) Program. Works closely with PUC leadership and management to develop the agency’s equity program’s long-range plans, goals, objectives and milestones, and tools for evaluating program effectiveness. Coordinates and develops stakeholder and community outreach activities that increase awareness of and participation in the activities and services of the PUC and improve the PUC’s awareness of the needs of low-income and vulnerable populations. Identify outreach opportunities, develop culturally responsive engagement strategies, and attend and facilitate events to present information consistent with the DEI Program Director’s duties and the mission of the PUC to ensure stakeholder voices are heard and considered in developing PUC policies and practices. Represents the agency through participation on inter-agency, governmental, tribal, and/or community task forces, councils, and meetings.

With the support of and in collaboration with PUC leadership and managers, provide vision, direction, counsel, and leadership to all employees in the areas of equity, diversity and inclusion in their daily work, and in the programs and activities of the agency. Evaluates operational practices, processes, rules, and business systems to identify areas of enhancement of program effectiveness as it relates to DEI policies and outreach. Researches and analyzes current demographic trends in underserved communities; recommend and assist in the development of administrative rules, and policies and procedures that advance agency operations or administrative processes as it relates to DEI initiatives.

Just Transition Program Manager –

Under the direction of the Strategy Integration Administrator, the Energy Justice Program Manager manages the SI’s cross-divisional work within the Utility Program on issues affecting the implementation of a just and equitable energy transition, including differential rates and programs, disconnection prevention, equity metrics, environmental justice analysis and mapping, human-centered planning and engagement, and other related issues. Ensures that the PUC’s legislative implementation efforts and on-going regulatory work address the economic, environmental and safety issues impacted communities face, and that the energy transition provides value to all.

With a broad understanding of the issues at the intersection of decarbonization, grid modernization, ratemaking, and equity within the Utility Program’s efforts, the Energy Justice Program Manager develops and manages the strategy for Commission investigations, rulemakings, contested cases, and other projects related to these issues. Monitors progress on deliverables and adapts strategies as needed to accomplish the legislative mandates and PUC goals related to environmental justice and

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equity. Evaluates operational practices, processes, rules, and business systems to identify areas of enhancement for program effectiveness as it relates to environmental and social justice, and coordinates and develops staff-led stakeholder and community outreach activities, in consultation with the Diversity, Equity, and Inclusion Program Director, to improve the Utility Program’s awareness of the needs of low-income and vulnerable populations.

	DEI Program Director	Energy Justice Program Manager	
General Compensation Package:	Operations Policy Analyst 4	Utility and Energy Analyst 3	
Salary Grade /Step	Management Service non-supervisory 32, Step 7	Management Service non-supervisory 31, Step 6	
Funded by:	100% Other Fund-Limited	100% Other Fund-Limited	
Monthly Salary – Actual	9,264.00	8831.00	
Annual Salary - projected	111,168.00	105,972.00	
Annual Other Payroll Benefits - projected	45,151.84	63,829.80	PEBB benefits vary based on marital status/dependents claimed and coverage selected
Total Annual Personnel Cost - projected	156,319.84	169,801.80	

Please don’t hesitate to reach out to me or our team if you need further information.

Thank you.