



**San Francisco Public Utilities Commission
Citizens' Advisory Committee**

MEETING MINUTES

**Tuesday, April 15, 2025
5:30 p.m. – 7:00 p.m.
525 Golden Gate Ave., 3rd Floor Tuolumne Conference Room**

**MEMBERS OF THE PUBLIC MAY OBSERVE AND PARTICIPATE VIA ZOOM
VIRTUAL CONFERENCE SOFTWARE**

Meeting Recording Link

https://sfwater.zoom.us/rec/share/60BiJXod1h-A5p5HQ3h50WqEnquHUJ6UREpVzHU_0gALnCchf7KKO7qgla2UXBwq.4IAWJ_7SozfOcbn0

Meeting Recording Passcode

355430

Mission: The purpose of the SFPUC CAC is to provide recommendations to the SFPUC General Manager, the SFPUC Commission, and the Board of Supervisors regarding the agency's long-term strategic, financial, and capital improvement plans ([Admin. Code Article XV, Sections 5.140 - 5.142](#))

Members:

Eliahu Perszyk Vice Chair (M-Large Water User)

Cal Law (D1)

VACANT (D2)

Sally Chen (D3)

Douglas Jacuzzi (D4)

Scott Brown (D5)

Barklee Sanders (D6)

Elizabeth Steele Teshara (D7)

Amy Nagengast (D8)

VACANT (D9)

VACANT (D10)

Jennifer Clary (D11)

Maika Pinkston (M-Environmental Org.)

VACANT (M-Regional Water Customers)

Jodi Soboll (M-Engineering/Financial)

Andrea Baker (B-Small Business)

VACANT (B-Environ. Justice)

D = District Supervisor appointed, M = Mayor appointed, B = Board President appointed

Staff Liaisons: Lexus Moncrease and Lupita Garcia

Staff Email for Public Comment: cac@sfwater.org

ORDER OF BUSINESS

1. Call to Order and Roll Call at 5:45 pm

Members present at roll call (9): Perszyk, Chen, Jacuzzi, Sanders, Steele Teshara, Nagengast, Clary, Pinkston, Soboll.

Members absent (3): Law, Brown, Baker.

Staff/Presenters: dr. christian h. bijoux, Michael Giorgis, Ashlye Wright, Caroline Brossard, Commissioner Vice President Arce.

Daniel L. Lurie
Mayor

Kate H. Stacy
President

Joshua Arce
Vice President

Avni Jamdar
Commissioner

Steve Leveroni
Commissioner

Dennis J. Herrera
General Manager

OUR MISSION: To provide our customers with high-quality, efficient, and reliable water, power and sewer services in a manner that values environmental and community interests and sustains the resources entrusted to our care.



Members of the Public: Marry Butterwick, Nancy Arbuckle, Peter Drekmeier, Aaron Herbert.

2. Approve [February 18, 2025, Minutes](#)

A motion was made (Clary) and seconded (Soboll) to approve the February 18, 2025, Minutes.

Approved without objection.

Public Comment: None.

3. Report from the Chair

- Welcome members, staff, and the public
- Ohlone Tribal Land Acknowledgement
- Links to the meeting recording will now be made available in the minutes moving forward
- **Commissioner Arce** thanked the CAC for the opportunity to return and commented he took a lot from the conversation from the previous meeting where the priority issue was around the Treasure Island (TI) resolution authored by Members Sanders and Member Soboll, and unanimously supported by the CAC. At that meeting, Commissioner Arce commented he took note of the questions asked, the importance of the issue and committed to returning every meeting until there was a response in writing from the SFPUC. Immediately after the meeting, he brought this directly to SFPUC leadership and the Power enterprise and is grateful to have had the chance to work to get a better understanding with the agency at the highest level. Today, he has an answer in writing and expresses gratitude to the agency, Staff, General Manager (GM) Herrera, and Assistant General Manager (AGM) Hale for understanding the importance of having something in writing and while not every question nor component of the resolution is answered, the memo does provide a helpful overview of background and elements that describe what we can do with respect to issue happening on TI. As a recap, there were 23 power outages last year, nearing record of 26 which occurred in 2018. From staff, he's learned industry best practice is no more than 2 outages per year and TI is experiencing 2 a month. The memo states the SFPUC has the ability to offer ideas and ways to build upon a system that was considered at the end of its lifespan in the late 1990s before the body overseeing TI, Treasure Island Development Authority (TIDA) was formed in 1997 and is the owner of the grid, the SFPUC does not own the grid. The SFPUC is a contractor to 85% of the grid, 15% are SFPUC customers which are the residents who moved into the new facilities on the island where the SFPUC is providing power through the Hetch Hetchy Clean Power program. Redevelopment is ongoing and most of the work that needs to be done in our opinion to address the outages is going to be absolute replacement of the grid which is determined by TIDA. The legacy housing comprised of 450 units in 125 units which is known as the legacy housing are most impacted by the outages and a lot of the work done are trying to provide "band-aid" solutions to the residents such as passing out backup portable batteries, durable medical equipment for outage support during outages. There are significant investments and fixes that can be made and since the writing of the memo which was March 17, 2025, the SFPUC received approval on a proposal that was put in front of TIDA which is SFPUC recommends building an express feeder to connect a newly built switchyard to the legacy housing costing \$400,000 dollars and when the SFPUC

presents solutions to fix and provide increased reliability, TIDA needs to approve it and then SFPUC does the work and page 3 provides a list of recommendations that we've made over the past 10 years and work that has been approved and the SFPUC has conducted. For this proposal, the work is going to be completed this year, but we don't have an exact date. The SFPUC has also recommended to build an additional feeder to provide an alternative electrical route which TIDA declined because they indicated they're working with the developer to do the same work, and this will be completed Summer 2025.

- **Member Soboll** commented this is great and would like to see this go a step further. A lot of work has been done in the past few years, but it has had a minimal impact where there are still many outages occurring, and it may have been worse if this work was not done. The work on the main lines is great and it is going to help, however, the report does speak that outages still occur because of the local distribution system that is beyond its useful lifespan and asks for an analysis to be done on what the outages and power failures in the past 5 years and see what is then done to get it running to see if the SFPUC could implement a preventative model rather than reactive.
- **Member Sanders** commented he appreciates the update that has been provided and the resiliency improvements that were provided were already known from other information shared. The biggest issue is to improve the resiliency on the legacy housing, and he was told the new switchyard switch gear was installed for legacy housing residents and there is prioritization for new residents rather than current residents and this was done by design and asked if the dates that are being mentioned in the report hard deadlines.
- **Commissioner Vice President Arce** responded his understanding is the new \$400,000 express feeder is a new enhancement that is will be completed by the end of the year based on conversations with staff doing the work. Treasure Island Development Authority (TIDA) declined the additional feeder because they have a developer onsite doing the work.
- **Chair Perszyk** commented like any SFPUC project, things could arise that pushes that schedule out but as of now, this is the anticipated schedule.

Public Comment:

- **Peter Dreke** from the Tuolumne River Trust commented he listened to the meeting when Commissioner Arce reported to the other commissioners and thought he did a great job at conveying the interest and concerns of the CAC and it is great that he followed up to his commitment of elevating the issue and reporting back to the CAC. It is refreshing to see a commissioner so engaged and while there is more work to get done, the fact that this is an elevated issue will produce some results and thanked Commissioner Arce.

4. **Public Comment:** Members of the public may address the Committee on matters that are within the Committee's jurisdiction and are not on today's agenda.

- **Nancy Arbuckle**, a San Francisco citizen, and a water ratepayer commented the SFPUC is basing their decisions about our water on flawed data, and they are harming ratepayers and the environment as a result. The flawed data they are working with are their demand

projections and it should be based on actual water usage. We know that demand for water has declined dramatically over the past 30 years and San Franciscans are conservers since we value our environment. The other flawed data is around risk projections and the design drought makes no sense. She asked the CAC to demand the SFPUC to make accurate risks projections and support the Bay Delta plan because the flawed assumptions are harming rate payers where SFPUC reports show that half of bills are going to pay off debt and that is mad management to run a utility. The SFPUC is hoarding water unreasonable, and their strategy is a crude one: hoard water and then spill. This strategy does not help rate payers nor the salmon population.

- **Mary Butterwick**, a longtime resident of San Francisco in District 7 commented they have a personal connection to the Tuolumne River, the source of their drinking water and a responsibility to do what they can to support a function aquatic ecosystem in the Tuolumne. Last year, the Sacramento Superior Court ruled in favor of the State Water Board's 2018 Bay Dental Plan update which included in-stream flow standards for the Tuolumne, and it is time to drop opposition and ensure flows in the Tuolumne are consistent with the State's adopted standards. The fall-run Chinook salmon are in desperate need of increased flows and the proposed Tuolumne River Voluntary agreement cannot achieve the objectives of the Bay Delta Plan primarily because it produces little in the way of new protected in-stream flows. The claim that one can produce more fish with less water is contrary to science and common sense. They urge the CAC to review the SFPUC's extremely conservative 8.5-year design drought plan which has an approximate 8,000-year return interval and asks the SFPUC reduce the length of the design drought by one year, apply realistic demand projections and present these results to the public. These actions would facilitate a meaningful dialogue on in-stream flows that are consistent with the State adopted standards and the environmental standards of most San Francisco residents and may reduce the expense to ratepayers of acquiring new alternative water supplies.

5. Presentation and Discussion: [Trust and Transparency: Racial Equity Updates Rooted in Organizational Development and Improvement](#), christian h. bijoux, Ph.D., MPH., MBA, Chief Diversity, Equity, & Inclusion Officer, SFPUC

Presentation:

- SFPUC Citizens' Advisory Committee Racial Equity Update
- Agenda
- 2023 Racial Equity Survey: Coming back to our "Why?"
- 2023 Racial Equity Survey: Key Takeaways
- Strategic Initiatives: Mentoring Program
- 2024 Mentoring Program Launch
- 2025 Mentoring Program Update
- Strategic Initiatives: Leadership Training
- Strategic Initiatives: Career Pathway Visibility
- Strategic Initiatives: Focus on Qualitative Data
- Strategic Initiatives: Professional Development

- Inclusive Excellence Professional Development
- The Path Forward – Advancing Strategic Initiatives
- Thank you

Discussion:

- **Chair Perszyk** asked what metrics are being applied and the reasoning behind the shift from quantitative to qualitative data.

Staff bijoux responded they are being applied, and an example is when constructing professional development session, they are not a one size fits all. The usual way to gauge success around professional development is look at the quantitative steps like how many people attended the session, looking at a scale from 1 to 5 and these don't tell much. Instead, what we want to know is when you come to the session, are you applying it and the ways we can tell is asking questions such as are you having more conversations with your manager, do you feel more comfortable approaching them, do you have more difficult conversations. These are the qualitative data points that help us understand whether this is working. When it comes to racial equity and justice work, the numbers are misleading. We continue to prioritize qualitative data because it helps us make modifications to the professional development sessions both for executive leaders and general staff. We do monthly professional development series for the agency that was based on qualitative information across the agency that we would have never learned had we focused on quantitative data.

- **Member Jacuzzi** asked how improvement in perception is evaluated and how did the agency get to 17%.

Staff bijoux responded the 17% is based on the pulse survey where approximately 45% of the agency staff completed. One of the basics the team looked at is seeing the number of people who are having conversations about topics they traditionally avoided, and that changes the conversations that come up on supervisory and management team meetings. The quantity of people who told us they are feeling different at work has increased and the quality of what has increased is the truth such as engagement. In the survey, one of the questions centers around respect and this number also increased reflecting people feel more respected because we can engage in critically necessary conversations even if we disagree because there is an environment that facilitates these conversations. For this work you need both qualitative and quantitative data, however, the qualitative far outweighs the quantitative as you need to know and see how people are feeling, how the environment is different, and you don't need numbers to tell you when someone is uncomfortable and doesn't want to be there.

- **Member Nagengast** asked how many field staff are participating in the mentorship program.

Staff Wright responded that one of the pain points is trying to reach them and making sure they feel included. During the initial extended pilot, there were more participants in as the mentees but this time around, more came in as the mentors.

Staff bijoux further responded they are engaging in what is called the Trust and Transparency tour where they are sharing pain points. Last week, they did a session where they asked field staff why they didn't participate and what was so difficult. The response was they don't have time because field work is very different because of compliance regulations and safety. Now, we must think more innovatively on how to bring them in and asking supervisors for any potential ideas. It's not to say that mentorship isn't happening, as it is happening in pockets, and we just need to find a way to make it more systematic and roll it out into other areas.

- **Member Nagengast** asked how the racial equity team is funded and if people are embedded in enterprises.

Staff bijoux responded there are racial equity leads for every enterprise and bureau where they meet monthly. Staff Giorgis, Wright, Brossard, and himself are agency wide. Prior to the two racial equity contracts that took time to formalize, they operated out of the General Manager's budget.

- **Member Sanders** commented the Trump Administration is going after Racial Equity work and asked if how the SFPUC is being impacted and what the overall response is.

Chair Perszyk further asked how Federal funding is impacted the SFPUC.

Staff bijoux responded it currently hasn't impacted us yet. When they were constructing this, there were a team of Prop 9 and Civil Rights Attorneys by background to make sure that the agency was prepared for something like this. Nothing of this is new. The work the team has been doing in the past 2 years is looking at it from a community development component putting us ahead of some of our counterparts in preparation for something like this. What we've put in place is the trust from people due to the conversations rather than focusing on the policies and procedures so that once resistance happens, it is the people who are going to have to support this and say it has brought people together and this currently stands true at the agency – more people do believe this work has brought them together. The way the Executive Orders are structured in terms of language is they are using it as an avenue to remove funding from anyone who potentially has engagement and we've had conversations with the Office of Racial Equity, Human Rights Commission, so that everyone is taking the necessary precautions and are prepared to respond.

- **Member Soboll** asked what types of things go into a guidebook to help people mentor.

Staff Wright responded they tell mentees this program is for you and make it what you want it to be. The guidebook is a resource to refer to and it is a starting place if you are not sure where to move from. In the book, there are some concepts basic foundations of the programs and tools and resources.

Staff bijoux further responded the guidebook was created as an integration of how we evaluate leaders and questions people can ask and it is not written in the perspective of think about this as a partnership, not a mentor/mentee relationship.

Public Comment: None

6. Presentation and Discussion: [How To Write Effective Resolutions](#),
Jennifer Clary, CAC Member

*Due to time constraints, this presentation was postponed to the next Full CAC meeting.

7. Staff Report

- The link to the meeting's recording will now be made available in the minutes moving forward.

Public Comment: None.

8. SFPUC Communications

- [SFPUC Wildfire Mitigation Plan 2024](#)
- [Capital Financing Plan FY 2024-25](#)
- [Quarterly Audit and Performance Report, FY 2023-24, Q4](#)
- [Hazards and Climate Resilience Plan 2025 Update](#)
- Water Enterprise
 - [Water Supply Conditions Update \(September 3, 2024\)](#)
 - [Water Enterprise Capital Improvement Program Report, FY 2023-24, Q4](#)
 - [Hetch Hetchy Capital Improvement Program Report, FY 2023-24, Q3](#)
 - [Alternative Water Supply Annual Progress Report](#)
 - [Alternative Water Supply Planning Annual Progress Report](#)
 - [2009 Water Supply Agreement Quarterly Update](#)
 - [Onsite Water Reuse Program Update, FY 2022-23](#)
 - [Recent Wastewater Enterprise Bond Sale Results](#)
 - [Supplemental Appropriation of Earthquake Safety and Emergency Response \(ESER\) 2010 and 2014 General Obligation Bonds Interest Earnings](#)
 - [Water System Improvement Program Annual Report](#)
- Wastewater Enterprise
 - [Water Enterprise Capital Improvement Program Update, FY 2023-24, Q3](#)
- Power Enterprise
 - [CleanPowerSF Update, FY 2023-24, Q4](#)
 - [PG&E Interconnection Report, FY 2023-24, Q4](#)

Public Comment: None

9. Future Agenda Items and Resolutions

- [CAC Advance Calendar](#)

Public Comment:

- **Peter Drekmeier** commented he loves the idea of discussing affordability and encourages the CAC to invite Dave Warner to present because he knows so much about the budget and affordability and has an unbiased approved.

10. Announcements/Comments Please visit www.sfpuc.org/cac for confirmation of the next scheduled meeting, agenda, and materials.

Public Comment: None

11. Adjournment at 7:12 pm

For more information concerning the agendas, minutes, and meeting information, please visit www.sfwater.org/cac. For more information concerning the CAC, please contact via email at cac@sfwater.org or by calling (415) 517-8465.

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ACCESO A IDIOMAS

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