

Pamela E. Klatt Annual Award

Please return to award@nwhydro.org by **January 15, 2025**



Criteria for Nomination

The Pamela E. Klatt Annual Award is presented to an individual within the regional hydropower industry who:

- Exemplifies the mission of NWAHA:
“NWAHA is dedicated to the promotion of the region’s waterpower as clean, efficient renewable energy while protecting the fisheries and environmental quality which characterize our Northwest region.”
- Approaches each project with a strong commitment to the balance between resource protection and resource development;
- Demonstrates a true appreciation for the views and responsibilities of everyone involved;
- Demands the best work, always, from themselves and others; and
- Encourages others’ professional development as mentor and colleague

For a sample of recommendations from previous awardees, please visit: <https://www.nwhydro.org/awards.html>. Nominators are invited to provide multiple letters supporting the nomination and help the steering committee fully learn about each nominee.

Nominee’s Information

Nominee Name: Mike Haynes, Chief Operating Officer, Seattle City Light

Contact Information: Mike.Haynes@seattle.gov; (206) 459-8163

Proposer Information

Proposed By: Chris Townsend, Director of Natural Resources, Seattle City Light

Contact Information: Chris.townsend@seattle.gov (206) 304-1210

Recommendation

Biography

Mike Haynes has been with Seattle City Light since 2000 and brings an extensive background in the energy industry that spans more than four decades. He was appointed Interim General Manager and CEO in June 2023 and assumed the role of Chief Operating Officer in April 2024. In addition to his leadership at City Light, Mike has played a leadership role in advocating for the

hydropower industry nationwide including serving as the Chair of the National Hydropower Association, further demonstrating his influence within the energy sector.

Throughout his tenure at City Light, Mike has led the utility's generation and technical services, overseeing everything from utility engineering and project management to asset management and large capital projects. His responsibilities have also included guiding the utility's environmental policies and programs, including natural resource management, permitting, hydro licensing, compliance, and science policy. Mike's leadership has been instrumental in ensuring City Light's continued success in both the technical and environmental arenas.

Mike's career has been marked by his dedication to sustainable energy, particularly in hydroelectric power generation. Before joining City Light, he held program management and engineering roles at HDR, Inc. and Puget Sound Energy. A registered professional engineer, Mike holds a bachelor's degree in mechanical engineering from Seattle University.

His deep experience and passion for both hydro utility industry and environmental stewardship continue to shape City Light's mission to provide reliable and sustainable power to the region.

Exemplifies the mission of NWA.

Mike Haynes exemplifies the Northwest Hydroelectric Association's mission through his steadfast dedication to sustainable energy, environmental stewardship, and leadership within the hydropower industry. With over two decades at Seattle City Light and more than 40 years in the energy sector, Mike has consistently balanced resource protection with development. He has led initiatives like the Boundary License, emphasizing fisheries programs and habitat restoration, and spearheaded the programmatic environmental review process for all SCL generating facilities, significantly improving compliance, stakeholder trust, and operational efficiency. His leadership ensures that hydropower remains a clean, renewable energy source while fostering innovation and collaboration throughout the industry.

Beyond technical expertise, Mike's genuine appreciation for diverse perspectives and commitment to professional development have made him a beloved and effective leader. His mentoring and advocacy for career growth inspire colleagues at all levels, while his unwavering demand for excellence elevates those around him. As a former Chair of the National Hydropower Association, Mike has been a national voice for hydropower, promoting its integration with other renewables and emphasizing environmental protection. His transformative leadership, marked by vision, humility, and dedication, continues to shape the future of hydropower in the Pacific Northwest and beyond.

Approaches each project with a strong commitment to the balance between resource protection and resource development.

Over many years, Mike Haynes has demonstrated a consistent commitment to balancing resource protection with energy generation. Recognizing the need for a more sustainable approach, Mike played a pivotal role in supporting the development of a programmatic environmental review process for all of Seattle City Light's generating facilities. This initiative required substantial changes to City Light's operational workflows and resulted in improved regulatory compliance, stronger stakeholder trust, and enhanced communication between operational and compliance teams.

Mike has played a leadership role in negotiating a new license for the Skagit Hydroelectric project. He has been a strong advocate of an ecosystem approach to that license and including innovative measures to protect and restore the Skagit watershed over the course of the new license. He is an advocate of listening and responding to the interests of tribes and understands the importance of the river to the spiritual, cultural, and economic health of tribal people.

Hydropower, by its nature, requires careful navigation between resource protection and development. Mike has effectively maintained that balance, combining his expertise in resource development with strong advocacy for environmental protection. He has supported innovative mitigation measures, fisheries research, and facility development, ensuring that Seattle City Light's hydropower projects achieve both environmental stewardship and operational efficiency.

Demonstrates a true appreciation for the views and responsibilities of everyone involved.

Mike is widely recognized for his genuine, sincere, and humble demeanor, regardless of his position within the organizational structure. Even as acting CEO, his communications consistently conveyed appreciation and respect for all employees, fostering a sense of connection and trust across the utility. This approach has earned him admiration not only within Seattle City Light but also across the hydropower industry nationwide.

Throughout his leadership roles, Mike has actively sought input and listened to ideas from employees at all levels, from vegetation management crews to environmental analysts and power structure mechanic crew chiefs. His commitment to valuing every contribution reflects his dedication to creating a collaborative and inclusive workplace. Mike also makes an effort to establish personal connections with staff, regularly engaging in meaningful interactions that reinforce his accessibility and leadership style.

Mike understands the complex interests involved in the generation of hydropower and transmission and distribution of power across landscapes. He holds the interests of multiple

stakeholders in mind from the tribes with treaty rights and historical presence in watersheds to state and federal regulators, to low income customers whom the utility serves.

Demands the best work, always, from themselves and others.

Mike is thorough and strives to be intimately knowledgeable about everything within his purview. Even while serving as the acting CEO, Mike consistently reads the fine print in status reports, asks questions and catches details that others with less responsibility overlook.

Mike has demonstrated his commitment to SCL and to the individuals at each level of management he has been involved in. Regardless the title which he may have held he remained accessible and helpful to all staff members. Demonstrating leadership and excellence has a trickle-down effect, raising the bar for all employees below him. He asks probing questions which forces thoughtful and comprehensive development of ideas prior to presenting them. Seeing his best self on display forces everyone around him to present and elevate their best selves. Anecdotally, during Covid and hybrid work Mike regularly demonstrated his commitment to his employees by being quick to water a plant or restart a computer in the office for folks who were locked down in their homes....leadership and expectations can be demonstrated in many ways.

Encourages others' professional development as mentor and colleague.

Mike demonstrates a strong commitment to the professional growth and development of his staff by fostering an environment where individuals feel empowered to learn, explore new ideas, and pursue their career goals. He actively seeks to support employees' aspirations, making himself available to provide guidance and encouragement, regardless of his own demanding responsibilities.

His dedication to mentorship extends beyond Seattle City Light, as he encourages staff to broaden their horizons by engaging with professional organizations, boards, and networking opportunities, such as NWA, NHA, the Hydropower Foundation, and Women in Power. Through his active participation and support, Mike inspires others to strive for excellence, embodying the qualities of a leader who uplifts and empowers those around him.

"Mike has an unwavering commitment to the Northwest Hydropower Association's mission. As self-proclaimed hydropower enthusiast, he exemplifies the very best of our industry. Mike's commitment to promoting clean, efficient, and renewable waterpower while safeguarding fisheries and environmental quality reflects the heart of the Northwest region and the customers, we serve at Seattle City Light. When navigating generation portfolios, he inspires balance between resource protection and development, honoring diverse perspectives, fostering collaboration, and setting the highest standard of excellence. As mentor, supervisor

and colleague, his encouragement, support continue to elevate the preprofessional growth of those that have a privilege to collaborate with him.”

Tamara Jenkins
Director of Project Delivery
Seattle City Light

Quotes from Proposer or from Other Supporters to be used at presentation

Please provide a quote(s) that can be used during the presentation to recognize the nominee.

Dan Strauss

City Council Member, City of Seattle
dan.strauss@seattle.gov

“Mike has a critical role managing four hydropower facilities that serve the largest city in the Pacific Northwest. He is a self-proclaimed hydro-geek, which allows him to operate effectively anywhere from powerhouses to City Hall and everywhere in between. Through his work, he has pushed the envelope of what is included in FERC relicensing -- conserving, protecting, and expanding our environmental mitigations for the unintended consequences of damming a naturally flowing river. Mike does more than just ensure our region is powered by clean, renewable energy that better protects our fisheries and environmental quality. He is an industry leader in this work, he is an educator of all people who work around him, and most importantly he listens to all perspectives and demands high-quality work. In no uncertain terms, Mike has made me a better elected official and representative of the people of Seattle.”

Malcolm Woolf

President/CEO National Hydropower
mwoolf@hydro.org

“I am pleased to recommend Mike Haynes for the Pamela E. Klatt Annual Award as he exemplifies the integrity, resourcefulness, and quiet strength of the hydropower industry. I learned to rely on Mike’s sound judgment and guidance during the last five years as he served on NHA’s Executive Committee, two of which as chair. While helping to guide the national association, Mike never failed to raise the implications of potential policies on the Pacific Northwest, and worked in his calm, understated way to foster collaboration, hear all perspectives, and achieve the best potential outcome. His unwavering commitment to excellence has had a lasting positive impact on the hydropower industry.”

Kevin Snyder

Senior Vice President, Dams Practice Leader, HDR
Kevin.snyder@hdrinc.com

“Mike is an exceptional leader who understands the value of hydropower as a clean and efficient energy source in the Pacific Northwest and for our Nation. Through NHA, I have personally participated with Mike in meetings with DC congressional staff to discuss the benefits of pumped storage and hydropower as flexible renewable resources that can be used to integrate additional renewables, such as wind and solar. Mike is an articulate conveyor of information who understands all of the benefits of hydropower and can speak to the measures used to protect fisheries and the environment.”

[Shelly Adams](#)

Senior Capital Projects Coordinator
Seattle City Light
shelly.adams@seattle.gov

“I am very thankful that Mike has been an active participant in my professional development, but the most incredible thing he has given me, is the inspiration to be my best as I meet and hear from people across the U.S. that love and respect Mike for all that he has done for the hydropower industry.”

[Maura Breuger](#)

Director of Government and Legislative Affairs
Seattle City Light
maura.breuger@seattle.gov

“Mike Haynes has been a dedicated and effective advocate for Northwest hydropower in the regional and nationally. His gift for being able to clearly articulate the impacts of certain policy proposal to our state and federal legislators has made him our “secret weapon” in Washington DC and Olympia.”

If your nominee is selected, you are requested to introduce them at the award ceremony.

Please check the appropriate box:

I would

Other. Please specify: Shelly Adams

Not Sure

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Nominee’s Information

Nominee Name: **Mike Haynes**

Contact Information: mike.haynes@seattle.gov

Proposer Information

Proposed By: **Chris Mattson**

Contact Information: cmattson@cityoftacoma.org

Recommendation

Summary of Nominee’s career/actions exemplifying the criteria standards:

Mike has been a visible leader and advocate in the hydro industry for decades. In his roughly 25 years at Seattle City Light he has overseen its engineering functions, project and construction management, asset management, large capital projects, environmental policies, programs and planning efforts, natural resources, permitting, hydro licensing and compliance, science, policy and real estate. He has been involved with the National Hydro Association for over 20 years, served on the NHA board for over 8 years and was board chair for two years helping to bring a

new CEO to NHA and evolve the association's vision all while representing a Northwest perspective. The phrase you'd hear Mike use most during his term as chair is "we are a working board". Mike holds those he works with to high standards and is quick to recognize folks for their contributions.

In both his role at Seattle and at NHA, Mike has worked as a tireless advocate for our region and our industry promoting hydro as a clean renewable energy solution and connecting the next generation with our fascinating industry. Mike has been an informal mentor to many people across our industry including me and always makes time for questions and guidance.

Mike has an extensive background in the energy industry dating back to 1980. Prior to joining the utility, he served in program management and engineering roles at HDR, Inc. and Puget Sound Energy.

Quotes from Proposer or from Other Supporters to be used at presentation

Please provide a quote(s) that can be used during the presentation to recognize the nominee.

I think it would be best to gather additional quotes from others in the industry. I would be happy to help you do that.

If your nominee is selected, you are requested to introduce them at the award ceremony.

Please check the appropriate box:

I would

Other. Please specify: I would be happy to, but would also welcome others who perhaps know Mike even better than I do to introduce him

Not Sure