

PUBLIC UTILITY DISTRICT No. 1 of PEND OREILLE COUNTY GENERAL MANAGER



Public Utility District No. 1 of Pend Oreille County, Washington (the PUD) seeks a General Manager who can continue the PUD's track record of consistently elevating performance and services for the benefit of customers and the community. Established in 1936, the PUD is a municipal corporation governed by an elected three-person Board of Commissioners who serve six-year staggered terms. Commissioners represent their respective districts and are the legislative authority of the PUD and responsible to establish policies for the utility. The PUD's operations consist of the Box Canyon Production System, Electric System, Community Network System, and nine community Water Systems. The Box Canyon Project is a run-of-river dam producing 50 average MW (aMW). The Electric System distributes electricity to approximately 9,800 customers across a 1,400-square-mile rural service territory. The Community Network System provides wholesale broadband communication services.

As Chief Executive Officer, the General Manager directs, manages, and administers all activities of the PUD within a framework of approved policies, programs, and budgets established and adopted by the Board of Commissioners. The General Manager recommends strategic initiatives to the Board, and determines operational procedures, systems, and organizational structure to ensure the PUD meets its goal to deliver reliable, responsible, and affordable power to the community. He or she supervises 77 dedicated employees and oversees combined Operating and Capital Budgets projected at approximately \$115 million for 2023.

The General Manager must be an effective and proactive communicator who will forge strong relationships and work collaboratively and transparently with the PUD's Board of Commissioners, employees, community leadership, customers, industry peers, and other critical stakeholders such as the Kalispel Tribe, the Bonneville Power Administration, and Seattle City Light. The GM must ensure the Commissioners are fully apprised of emerging financial and operational challenges, as well as regulatory, legislative, and technological changes and trends. He or she is also expected to be an accomplished manager who builds strong teams and offers a track record of employee development.

KEY RESPONSIBILITIES

- Represent, manage, and direct the PUD's operations consistent with its goals and objectives, policies, and budgets established by the Commission.



KEY RESPONSIBILITIES (continued)

- Identify key industry trends, strategic opportunities, organizational issues and/or policies that need attention, and present recommendations and plans to the Commission to deal with such issues.
- Supervise executive staff and establish employee training and development programs.
- Develop and implement plans to ensure an effective working relationship with the Board of Commissioners.
- Establish policies and procedures that ensure and foster open communication with customers and the community.
- Evaluate the organizational structure and propose organization measures to assist in meeting strategic and operational goals and objectives.
- Ensure statutes and governmental rules and regulations pertaining to or affecting PUD operations are enforced.
- Direct preparation of annual budget estimates. Recommend to the Commission both operational and developmental short- and long-range plans.
- Recommend to the Commission rates and service policies that will ensure fiscal soundness of the PUD.
- Establish and maintain good relationships with the citizens of Pend Oreille County, community businesses, industry organizations, PUD stakeholders and employees of the PUD.



THE SUCCESSFUL CANDIDATE

Ideal candidates will offer at least ten years of progressively responsible experience in an electric utility setting, which includes serving for five years in a key managerial role. This should include knowledge of operational aspects of electric utility management, along with the ability to establish, execute, and achieve the PUD's financial goals. Knowledge of hydroelectric operations is a plus, as is expertise within the Pacific Northwest marketplace.

The PUD will require a leader with outstanding oral and written communication skills who will maintain and foster a high level of integrity, trust, and credibility with all stakeholders. He or she must maintain meaningful employee engagement by empowering, mentoring, and developing employees. The PUD also expects the General Manager to possess a strong customer service mentality and enthusiastically engage in the community. He or she must reside in Pend Oreille County.

A Bachelor's degree from an accredited university or college in business, engineering, or a related field is required. An MBA or other advanced degree is preferred. The PUD is also targeting individuals with the following knowledge and skills:

- Demonstrated background in management of an organization similar in size to the PUD with a technically oriented work force where operational decisions and planning are based on an analysis of technical alternatives and long-range cost impacts.
- Experience working with a governing/policy setting board such as a Board of Commissioners, city council, or other elected officials who take an active policy role. Experience working with a public sector organization with direct accountability to the community, including community relations/information programs.
- Demonstrated ability to: resolve conflict in a complex organization with a sensitivity to political dynamics; deal with complex legal/jurisdictional issues and legal contracts; implement strong employee development programs.
- Knowledge of the issues/problems facing the public utility industry.



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The PUD distributes electricity to 9,000 residential, 850 commercial, and 11 industrial customers with an average general service load of approximately 30 MW. The PUD's current residential rate of \$0.0623 cents/kWh ranks among the lowest in the Country. The PUD's power supply resources are comprised of the Box Canyon Dam with a capacity rating of 90 MW, a shaped block of approximately 24 aMW of Federal system power from the Bonneville Power Administration, and an agreement with Seattle City Light for up to 48 MW from the 1,000 MW Boundary Dam.

Since 2019, the PUD has undertaken a multi-phase remarketing effort of its energy supply, both in anticipation of and following the closure of the Ponderay Newsprint Company, which represented about 70% of the utility's historical load. Cascade Digital Mining, LLC (Cascade) began utilizing the site in 2022 and operates under a power contract that allows Cascade to purchase up to 100 MW of energy for its cryptocurrency mining operations.

In 2021, the PUD entered into a five-year energy transaction with Shell Energy, whereby Shell purchases all hydropower generated at the Box Canyon Dam, as well as most of the power assigned to the PUD under its Boundary Dam agreement with Seattle City Light. In return, Shell Energy provides the PUD with power to serve the PUD's seasonal load shape and monthly payments representing the net value of the PUD's resources.

The PUD recently negotiated a 16-year power sales agreement with Clark Public Utilities to sell all energy produced by the Box Canyon project to Clark Public Utilities after the Shell Energy contract expires in 2026.

For nearly a quarter century, the Community Network System has provided wholesale broadband services for the benefit of the County's residents. The PUD has agreements with several Retail Service Providers and currently serves 2,670 broadband end users and 104 wireless end users.

The PUD Water System provides drinking water to over 600 customers through nine community water systems in Pend Oreille County. The water systems operated by the PUD include Granite/Sacheen, Green Ridge, Holiday Shores, Lazy Acres, Metaline Falls, Riverbend, Riverview Shores, Sandy Shores, and Sunvale Acres. All nine water systems delivered approximately 30 million gallons of water in 2022.

The PUD also manages a variety of other programs to help customers. The Energy Efficiency or "conservation" program includes rebates for ductless heat pumps, smart thermostats, and clothes washers. Since the program started in 1992, the PUD has completed several successful commercial energy conservation projects for different community members. The Neighbors in Need Program provides emergency energy assistance grants to households in the County who need help getting back on their feet following unexpected emergencies or hardships.

The PUD is actively engaged in a variety of local and industry groups who monitor the ever-changing landscape of the utility industry. The PUD strives to keep rates low and service reliable to attract and entice new economic development. PUD employees are regular volunteers in local events like the rodeo and fair and regularly coach in various sporting leagues. In 2020, the PUD was awarded the Washington State Hire-A-Veteran Employer of the Year for a medium-sized business by the Employment Security Department (ESD).





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Fitch Ratings recently improved the PUD's outlook to positive and affirmed the PUD's bond rating of A-. The PUD is also rated by Moody's Investors Service, which recently upgraded their rating from Baa2 stable to Baa1 with a positive outlook. More information can be found at: <http://popud.org>

NEWPORT, WASHINGTON

The City of Newport is located on the Pend Oreille River along the Washington/Idaho border, within an hour drive of Spokane. Newport's population is estimated at 2,114.

The region is mountainous with an abundance of wildlife, and provides residents with a wealth of outdoor activities including skiing, hiking, hunting, and fishing.

The cost of living in Newport is estimated at 96.8% of the national average with a median home cost of approximately \$374,400. More information can be found at <https://newport-wa.org/>

COMPENSATION, BENEFITS AND RELOCATION

The total compensation and relocation package is competitive and dependent upon qualifications and experience. The PUD's established salary range for the General Manager position is \$152,705 to \$254,508.

The PUD offers a benefits package that includes participation in the Public Employees Retirement System (PERS); 401a and 457b plans with employer match; affordable medical, dental, and vision plans; twelve paid holidays; personal leave (starting at 21 days per calendar year); an HRA VEBA plan; health care and dependent care FSAs; worker's compensation insurance; life and AD&D insurance; short-term and long-term disability insurance; and an option for long-term care insurance.

TO APPLY

Interested candidates should submit a cover letter and resume to lmmycoff@mfpplc.us no later than **September 22, 2023**.

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Public Utility District No. 1 of Pend Oreille County is an Equal Opportunity Employer

