

Peckham & McKenney
“All about fit”



PECKHAM
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EXECUTIVE SEARCH

General Manager
TRUCKEE DONNER PUBLIC UTILITY DISTRICT
TRUCKEE, CA

THE COMMUNITY

Nestled high in California's spectacular Sierra Nevada mountain range and the majestic pine and fir trees of Tahoe National Forest, all in the incomparably beautiful Lake Tahoe Region, the Truckee Donner Public Utility District (PUD) is one of the most financially stable and progressive utility districts anywhere. A publicly-owned utility, the PUD is headquartered in the historic mountain town of Truckee, 12 miles north of Lake Tahoe, California, 35 miles west of Reno, Nevada, and 100 miles northeast of Sacramento. The nearby Napa /Sonoma Valleys and San Francisco all beckon.

Over 150 years ago Truckee attracted rugged pioneers, who established a bustling logging and railroad town. Originally called Coburn Station after one of its first entrepreneurs, it was renamed in 1868 for a Paiute Indian Chief, who pointed the way for thousands of wagons to cross the Sierra into California. Today, Truckee (pop. 16,561, elev. 5,817 ft.) is a safe, forward-thinking community, whose citizens share an entrepreneurial mindset and a passion for outdoor activities, the historic downtown, and preservation of the authentic small-town character. The nonprofit community is strong.

In 1927, after a five-year drought, the Truckee River couldn't turn the water wheel for the Truckee Electric Company's private generator. Voters drew up a petition calling for the formation of a special district to buy electricity from the downstream generators of Sierra Pacific Power Company and sell it to local residents, and thus was formed what today is the PUD. Over the ensuing decades, the PUD acquired various private interests. In addition to providing water and power, and in the absence of municipal government – Truckee incorporated only in 1993 – the PUD made many valuable contributions to the region, including the siting of public schools and establishment of the area's first recreation districts.

Tourism and seasonal residents drive the economy here, and the area population triples in season, both winter and summer. Visitors are attracted to the stunning beauty, exceptional resorts, rivers, and pristine alpine lakes, including Donner Lake. That's why the Truckee Donner Chamber of Commerce touts the town as the "Base Camp for a Big Life." Significant annual snowfall draws downhill and cross-country skiers, as well as snowboarders, and the region is home to past and present Olympians. In

summer, sunny days combined with mild temperatures create an ideal environment to enjoy camping, backpacking, hiking, boating, kayaking, stand-up paddle boarding, fishing, horseback riding, as well as whitewater kayaking and tubing right out the back door.

The area features the award-winning Tahoe Truckee Unified School District, housing options affordable relative to those nearby, and the nationally ranked medical facilities of the Tahoe Forest Health System. The University of Nevada, Reno, Sierra College, and Sierra Nevada College offer higher education. Truckee is minutes from eight world-class ski resorts including Squaw Valley/Alpine, Northstar (Vail Resorts), and others. Access to the area is available by car through I-80 and SR 89 and by Amtrak. The Reno-Tahoe International Airport is 40 minutes away.

To learn more about the PUD, please visit www.tdpud.org, and about the area, please visit www.truckee.com.

MISSION STATEMENT

The Mission of the Truckee Donner Public Utility District is to provide reliable, high quality utility and customer services while managing District resources in a safe, open, responsible, and environmentally sound manner at the lowest practical cost.

ORGANIZATION

The PUD provides sustainable, reliable, and high-quality water and electric services to over 14,000 electric customers and over 13,000 water customers in greater Truckee, a service area of 45.5 square miles. The PUD boundaries run 11 miles from the western shore of Donner Lake eastward to the rim of Boca Dam, including the community of Hirschdale.

The PUD is a member of the Utah Associated Municipal Power Systems



(UAMPS), a collaboration of governments in the intermountain west providing wholesale electric energy. The PUD enjoys abundant groundwater supplied by the natural aquifers within the local Martis Valley Groundwater Basin.

PUD voters elect a five-member Board of Directors, who govern the PUD. Directors serve staggered four-year terms without limit. The PUD Board hires the General Manager.



Issues facing the PUD include: providing an increased level of carbon free and/or renewable electric resources, balancing capital replacement and improvements with utility rates, and ensuring environmental protection and stewardship with all PUD projects. The PUD is currently engaged in a strategic planning process, exploring the possibility of community broadband services, utility undergrounding, and the ongoing evolution of the electric grid, among other issues.

In preparation for this leadership transition, the PUD Board has been engaged for over 18 months in meaningful, high-performance leadership development, creation and refinement of the PUD's values, and application of its mission throughout the organization.

GENERAL MANAGER POSITION

This candidate profile was developed collaboratively by the Board of Directors, General Manager, Utility Division Directors, and PUD employees. The PUD seeks as its next General Manager a visionary leader and skilled manager aligned with its core values of Safety, Communication, Accountability, Integrity, Timeliness, and Work Life Balance.

The General Manager is responsible for the day-to-day operations of the PUD and management of the Executive Leadership Team. The PUD's FY 2021 Budget of \$43 million supports 74 FTEs. The Executive Leadership Team is comprised of the General Manager, Water Utility Director, Electric Utility Director, Chief Financial Officer, Information Technology Director, Strategic Affairs Director, and District Clerk. They are a talented, experienced leadership team.

A bachelor's degree (public administration or related) and five to ten years of executive management experience demonstrating progressively increased responsibility are required. Utility industry experience is preferred, specifically the operation of electrical distribution systems, and/or water production, storage, and distribution systems, and regulatory compliance.

THE IDEAL CANDIDATE

The PUD's next General Manager is an experienced leader, who appreciates Truckee and the Lake Tahoe Region

not only as state treasures and world-class destinations, but as her or his home. The ideal candidate will embrace the challenges, and corresponding rewards, of living in this historic resort town, including the cost of living, significant annual snowfall, and others.

While most organizations have a sense of what they are looking for in executive leadership, very few walk the talk quite as thoroughly as the Truckee Donner PUD. The next General Manager has a progressive leadership style and the following top five skill sets: visionary/innovative leadership skills, strong decision-making skills, strategic planning/organizational skills, political skills, and communication skills.

In addition, the PUD Board seeks the following: innovation and creativity (a "professional creative"); strong negotiating skills, including collective bargaining and labor relations experience; technology and its importance in multiple senses; team-building experience and skills; managerial skills; and a strong understanding of public administration and governance with respect to special districts, and all applicable laws and regulations.



While utility industry experience is preferred and presents a likely advantage to the qualified applicant, it is at least as important to the PUD Board that the next General Manager be a real leader aligned with the District's values and culture. The ideal candidate will continue the PUD's current upward trajectory and take this already impressive publicly-owned utility to the next level, making it the example for other utilities and local governments to follow.

The next General Manager should be humble, accessible, friendly, and positive. The ideal candidate listens actively and is possessed of "radical empathy." The next General Manager is nimble, sophisticated, collaborative, and inclusive, able to lead both the union and non-union groups in this multi-generational workforce.

The next General Manager is a public servant, a collaborative problem solver, and a champion of a transparent and customer service-oriented government. She or he has the ability to build and maintain productive relationships with the Town of Truckee, Nevada County, other special districts, and all area stakeholders.

Applying concepts from Harvard and MIT, the PUD Board has created a thorough final interview process with



SEARCH SCHEDULE

Filing Deadline:.....March 15, 2021
Preliminary Interviews:..... March 22-26, 2021
Recommendation of Candidates:March 31, 2021
Finalist Interview Process:April 19-20, 2021

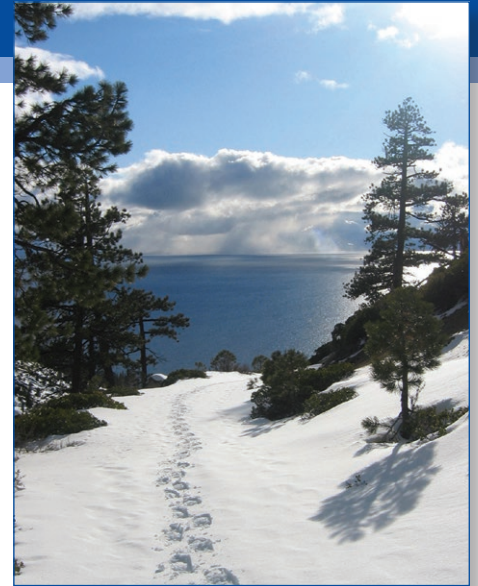
These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

heavy emphasis on values alignment and cultural fit. Qualified candidates with a passion for leadership and a true commitment to organizational values, culture, and development should approach this opportunity accordingly.

THE COMPENSATION

The annual salary range for this position is \$240,000 to \$275,000, depending upon the qualifications and experience of the selected candidate. In addition, the following benefits are provided: group medical through NRECA (PUD pays premiums for employee and dependents in PPO plan), dental (NRECA Enhanced Dental Plan), and vision (\$400/year for employee and each dependent) insurances. CalPERS retirement plan is 2% @ 62, and 2.7% at 55 for classic members. The PUD also provides group term life (three times annual salary) and long-term disability (66 2/3% monthly base earnings, \$15,000 maximum monthly benefit) insurances. Leave: 11 paid holidays, 10 vacation days, eight administrative leave days, and 12 sick days annually. The Sick Leave Incentive Plan allows employees who have worked a minimum of one full payroll year to exchange sick leave for its cash equivalent annually. Relocation assistance subject to negotiation.

The Truckee Donner Public Utility District is an equal opportunity employer.



THE RECRUITMENT PROCESS

Please submit your cover letter and resume (including month/year of employment) via our website:

Peckham & McKenney
www@peckhamandmckenney.com

Please do not hesitate to contact Andrew Gorgey directly at (970) 987-1238, if you have any questions regarding these positions or the recruitment process.



www.peckhamandmckenney.com