



General Manager

Glendale Water and Power





attributed to the result of its location at the center of four major freeways including the I-5 Golden State Freeway, SR-2 Glendale Freeway, ST-134 Ventura Freeway, and the 210 Foothill Freeway; all provide easy access for residents, workers, and customers from around the region. Glendale also offers its own bus services, the Beeline, with 13 routes connecting customers to Jet Propulsion Laboratory (JPL), the City of Burbank, and the Metrolink Stations in both Burbank and Glendale.

The Bob Hope Airport in Burbank serves the Los Angeles area including Glendale, Pasadena, and the San Fernando Valley. It is the only airport in the greater Los Angeles area with a direct rail connection to downtown Los Angeles. The City of Glendale is located about 30 minutes from Los Angeles International Airport (LAX) which is a commerce leader and designated as a world-class airport for its convenient location, modern facilities, and superior sea/air/land connections.

Businesses and residents alike have taken advantage of Glendale's central location, reputation for safety, excellent business environment, outstanding schools, state-of-the-art healthcare facilities, and growing restaurant and entertainment options. Glendale is also one of Southern California's leading office markets featuring a wide range of properties and amenities. The City has over six million square feet of office space and is home to such recognized firms as Walt Disney Imagineering, ServiceTitan, IHOP / Applebees, DreamWorks, LegalZoom, and Public Storage.

Glendale prides itself on the quality of services it provides to the community. It is a full-service City, that includes a water and electrical department. The City also operates its own power plant capable of serving the electrical needs of the entire City, although the majority of power is currently imported from other areas for cost savings. Water comes primarily from the Metropolitan Water District, along with a small portion from local wells.

The Opportunity

This is an outstanding opportunity for an experienced, forward thinking executive.

In collaboration with Glendale Water and Power's (GWP) executive team, the General Manager will oversee an organization that values exceptional customer service, affordability, reliability, resiliency & sustainability. The next General Manager must have a proven track record of developing strong teams, effectively communicating with customers and constituents, and be very experienced working in a multidisciplinary organization.

The City of Glendale

The City of Glendale was incorporated on February 16, 1906 and spans approximately 30.6 square miles with a current population of approximately 203,054 people (US Census 2017 Population Estimates). Located minutes away from downtown Los Angeles, Pasadena, Burbank, Hollywood, and Universal City, Glendale is the fourth largest city in Los Angeles County and is surrounded by Southern California's leading commercial districts.

As one of its core functions, Glendale provides well-maintained streets and a variety of transportation services. The City's historic success at attracting employers is partially

The City Government

Glendale has a Council-Manager form of government. Five councilmembers are elected at large to serve four-year terms. Elections take place on the first Tuesday in March during even numbered years. Each year Council selects one member to serve as mayor. The Mayor presides at Council meetings and has ceremonial responsibilities, in addition to his or her other Council duties.

The City Manager is responsible for the day-to-day operations of the City. The Glendale Water and Power General Manager is appointed by the City Manager with approval of the City Council.



The Department

With a heritage that spans a century, Glendale Water and Power is a municipal utility that serves the citizens and community of Glendale, California including over 34,091 water and 88,849 electric customers. Glendale Water and Power's vision is to provide customers with reliable and sustainable water and power services that are cost effective and innovative. Glendale Water and Power helps residents and businesses become wise stewards of the planet's natural resources and to wisely manage energy costs at home and at work through Community Programs, Residential Water and Energy Efficiency Programs, and Business Programs.

Glendale Water and Power is a Reliable Public Power Provider (RP3). For the second year in a row GWP has earned the RP3 designation from the American Public Power Association. We are one of 176 public power utilities out of 2,000 nationwide to earn this designation. The RP3 designation is awarded to those public power utilities that provide customers with the highest degree of reliable and safe electric service.

Our Vision

To deliver reliable, high quality, environmentally sensitive and sustainable water and power services to our customers in a caring and cost-competitive manner, while creating a stimulating and rewarding work experience for our employees.

Our Values

- Dedication to customer service
- Trustworthy and respectful
- Ownership
- Teamwork
- Do it right!
- Continuous improvement

The Position/Ideal Candidate

Reporting to the City Manager, the next General Manager (GM) of the City of Glendale Water and Power Department will be energetic, creative, innovative, resourceful, and inspiring to staff and colleagues. The GM will lead an effective, evolving, and highly professional organization of nearly 340 dedicated employees with an operating budget of approximately \$330 million in Fiscal Year 2020-2021.

The next General Manager will:

- Cultivate and reinforce a very positive culture throughout the Department and City organization;
- Oversee the building of reliable utility infrastructure and utility systems; and
- Align and leverage the City's utilities to maximize local resource recovery and renewable energy production.

The next GM will uphold the following attributes:

- A professional who understands the top-of-mind importance of reinforcing public trust and demonstrating public benefit of all decisions – financial and otherwise – and all that is undertaken.
- An engaged listener who is approachable and open-minded and seeks and values the input of others, and the ability to formulate the best path forward.
- Has a keen interest in, and commitment to seeking renewable resources.
- Someone who is a builder of high functioning, well trained, and supported teams and believes in reinforcing positive performance (giving credit where credit is due), ensures responsibilities are appropriately delegated, and accountability is appropriately upheld.
- A rate payer-facing and outwardly public-facing individual who is committed to true transparency and customer service.

In consideration of the City's established goals and priorities, the GM will provide the leadership needed for the pursuit of GWP's adopted mission, vision, and strategic objectives and to develop and implement specific business plans and programs to meet the strategic objectives of exceptional customer service, sustainability, affordability, and reliability.

Top focus areas and priorities:

- Implementation of the strategic and operational plans.
- Alignment of functions, programs, and activities in the context of the City and in coordination with all pertinent City departments.
- Strengthening public interface through outreach, strategic communications, and partnerships.
- Ensure ongoing and effective communication flow with the City Manager, GWP Commission, and City Council on what is being considered and taking place, and the status of initiatives and projects within the Utility.
- Provide leadership and management in the development and implementation of GWP strategies, policies, and programs in the areas of supply, distribution, quality, conservation, and management of surface water and groundwater and the generation, supply, distribution; transmission of electric power and electric industry deregulation and competition; and employee development and training.
- Be a representative and spokesperson of the City with elected policymakers and local, State, and Federal agencies to protect and enhance the Utility's interests as they relate to water, electric power, and other relevant issues.
- Innovative and engaged with industry trends and regulations, including current and potential future trends in California water and environmental issues, the electric utility industry, and innovative business practices.
- Provide leadership within key stakeholder groups on electric utility issues that affect the City and public power within California.
- Act as a mentor and coach to the management team to develop the future leaders of the Utility.



Minimum Qualifications

Education/Training: A Bachelor's degree in Civil, Electrical or Mechanical Engineering, Business Administration, Public Administration, Finance, Accounting, or a related field. A Master's Degree in the aforementioned areas of study is highly desirable.

Experience: Ten years of responsible management experience with a utility or similar organization. This experience must include five years as a division head or principal level with supervisory experience.

License/Certifications: Valid California Class C driver's license.

Note: An equivalent combination of experience, education and/or training may substitute for the listed minimum requirements.

Candidates will be expected to convey career history, accomplishments, and an overall match with this executive level position through submitted materials. The selection process for this position will include at least three interview panels, focusing on the right combination of experience, education and career history that will uphold the ideals and values of the City and GWP.

Final Selection and Appointment: Finalist candidates will participate in an oral board examination conducted by the City of Glendale with a weight of 100%; consisting of Professional, Community and Internal interview panels, each worth 33.33%. The City Manager will select from among the top three highest scoring candidates and make the appointment with approval of the City Council.

Compensation and Benefits

The salary range is \$250,000 to \$275,000, commensurate with work experience and education of the selected candidate. The City also offers an attractive benefits package, including:

Retirement: The City participates in the California Public Employees' Retirement System (CalPERS) under a 2% @ 55 retirement formula for PERS "classic" member employees. New PERS members are under the PEPRA formula of 2% @ 62. The employee pays the entire PERS employee contribution of 7% ("classic" members at 2% at 55 formula)

or 6.50% (new PEPRA members at 2% at 62 formula), plus 4% of the employer's contribution.

Medical Insurance: City provides a choice of four (4) plans, including a very rich PPO plan through Anthem Blue Cross, as well as an Anthem California Care HMO and Kaiser plans.

Executive Medical Reimbursement Plan: City Executives who enroll in the Anthem Blue Cross PPO plan participate in the Executive Medical Reimbursement Plan (EMRP), which reimburses the employee for all out-of-pocket medical expenses incurred up to a maximum of \$10,000 per year.

Dental Insurance: City offers a choice of three (3) plans.

Vision: City provides a vision benefit plan.

Life Insurance: City provides life insurance equal to 1.33 times annual earnings to a maximum of \$500,000. Voluntary life insurance, including spouse and child coverage, available.

Vacation: Up to 160 hours per year, with carry-over and cash-out provisions.

Holidays: 115 hours per year.

Sick Leave: 96 hours per year.

Executive Leave: Up to 100 hours per year.

Auto Allowance: \$490 per month. Free parking and compensation for car-pooling and van-pooling are also provided.

Other Benefits: PERS level four survivor benefit; PERS pre-retirement option 2W death benefit; retiree health savings plan (RHSP); voluntary 457 deferred compensation program; voluntary 401(a) defined contribution plan; long term disability (LTD) insurance; credit union; employee assistance program (EAP); tuition reimbursement; management physical fitness/professional development; flexible savings account (FSA) for dependent care.

To Be Considered

Interested candidates may apply by sending their resume, cover letter highlighting relevant experience and talents, and five professional references to Ralph Andersen & Associates via apply@ralphandersen.com.

Candidates are requested to submit materials prior to **March 15, 2021**. Ideally, the selected candidate will join the City of Glendale in May or at a mutually agreed upon date.

Interested individuals should be aware that Ralph Andersen & Associates will work closely with the City throughout this process to ensure confidentiality to the fullest extent possible. References will not be contacted until mutual interest has been established. If you have questions or would like to discuss the opportunity further, please call Mr. David Morgan at (916) 630-4900. Confidential inquiries are welcomed.

