

CITY OF

PASADENA



THE CITY OF PASADENA IS SEEKING: Assistant General Manager *Power Supply*

PASADENA WATER & POWER MISSION
*Pasadena Water and Power is committed to providing
safe and reliable water and power with superior
customer service at reasonable rates.*



PASADENA
Water&Power
SERVING THE COMMUNITY SINCE 1906



UNIQUE OPPORTUNITY

Reporting directly to the General Manager of the Water and Power Department, the Assistant General Manager (AGM) – Power Supply is a key member of the PWP Executive Team. PWP's General Manager has five other direct reports, including Deputy General Manager, Assistant General Managers over Finance and Administration, Power Delivery, Water, and an Executive Assistant. The AGM-Power Supply may represent the Department in the General Manager's absence.

PWP has approximately 65,600 retail electric customers within a 23 square mile service territory. PWP is a vertically integrated utility and is a California Independent System Operator (CAISO) participant as a scheduling coordinator, participating transmission owner and generator. PWP's annual retail sales are approximately 1,050 GWH and reached an all-time system peak of 321 MW in 2010. The power supply portfolio consists of a diverse fuel mix of energy resources located in the western United States as well as a local power plant with a capacity of approximately 200 MW. PWP's renewable energy and carbon reduction goals meet or exceed those that are mandated by the state. Continually evolving legislative renewable portfolio standard and greenhouse gas (GHG) reduction targets along with a growing trend of self generation and energy storage by customers such as solar, fuel cells and battery storage are posing new challenges to the long term resource planning. The AGM-Power Supply will take the lead and/or collaborate with others on the executive team to develop strategies and programs to transform transportation and natural gas sectors with electricity as a low or zero carbon fuel alternative.

PWP is challenged with legislative requirements to develop a portfolio of 50% renewable energy (possibly 60% under a proposed legislation) by 2030 and 80% GHG reduction below 1990 levels by 2050. Currently, PWP's renewable portfolio is about 30% and GHG reductions are in line with its target of 60% reduction compared to 1990 levels by 2030.

The AGM-Power Supply is the business unit leader for resource planning, electric generation, transmission, natural gas assets, energy and natural gas contracts, forecasting and scheduling of power, emissions trading, regulatory compliance, and legislative matters. The AGM-Power Supply has 43 employees and six direct reports: Wholesale Operations Manager, Resource Planning Manager, Power Plant Manager, Regulatory and Legislative Affairs Analyst, Accounts and Budget Analyst and an Office Assistant.

The AGM-Power Supply is responsible for the daily operations of the administrative, engineering, operational and future planning activities related to the safe and reliable procurement, production, and optimum scheduling of PWP's portfolio of power, gas and transmission resources necessary to provide reliable, best fit-least cost, and environmentally responsible electric service to the community. The AGM-Power Supply assists in establishing and maintaining management and operational controls to ensure the implementation of overall policies for the electric utility.

The AGM-Power Supply is responsible for developing and implementing an Integrated Resource Plan to meet short and long-term goals and objectives of the Department and the City of Pasadena. The AGM-Power Supply represents PWP to protect and enhance its interest in jointly owned or contracted electric generation, energy contracts and transmission systems. He or she will be responsible for integrated resource planning; developing and administering long-term transmission and generation contracts as well as short term arrangements, and managing the local and off-site generation.

The AGM – Power Supply is also responsible for preparation and monitoring of the operating budget of approximately \$126 million and capital budget of approximately \$6 million.

The AGM-Power Supply analyzes legislative and regulatory impacts and assists the General Manager in developing PWP's position. He or she will work directly or jointly with trade associations to influence legislation and regulations to meet the department's and City's objectives.

Regular contacts of the Assistant General Manager include outside consultants, legal and industry advisors, regulators and legislators, other utilities, commissions and committees, City Council members, and a wide variety of City personnel.

The AGM – Power Supply will lead PWP to envision and implement an energy portfolio to meet present and future needs. Examples of major projects and goals include:

- Develop Integrated Resource Plans with extensive public stakeholder input;
- Develop greenhouse gas, NOx emission trading strategies;
- Develop and implement strategies and programs for electrification of transportation and natural gas applications;
- Develop programs for low carbon fuel credits
- Prepare short- and long-term net electric load forecast considering changes in customer demands and use of electric vehicles energy demand, distributed generation and storage resources as well as other emerging trends
- Oversee power plant operations and capital improvement, including both local natural gas fired units and a small hydro-electric facility
- Direct front office activities including energy trading, scheduling, and participate in portfolio risk management activities
- Manage joint procurement and operation of power supply, fuel, and transmission contracts and ownership projects
- Collaborate with the Finance department to help develop stand-by rates and various energy products and pricing options
- Collaborate with Power Delivery section on power supply and grid utilization efforts including local generation support for distribution reliability, assessment and management of interconnections



“The ideal candidate will be a proactive, collaborative, engaged and performance driven leader with an extensive knowledge of electric markets and complex California legislative requirements so as to lead the strategic planning and implementation initiatives. Additional value will be considered for turning creative vision to reality related to electric utility operations. Effective communication, business acumen, out-of-the-box thinking and workforce development are highly desirable attributes.”

– General Manager of Water & Power, Gurcharan S. Bawa

- Collaborate to develop and implement energy efficiency and demand management programs
- Collaborate on developing and deploying distributed energy resources including generation, storage, and demand response
- Maintain compliance with contractual, regulatory, permit, environmental and reliability requirements with organizations including the CAISO, SCAQMD, CARB, CEC, WECC, PEAK, NERC and others
- Develop succession planning and staff development programs

IDEAL CANDIDATE

- Highly organized, engaged, decisive, self-motivated and innovative leader with superb interpersonal skills, judgment and integrity.
- Experienced in developing and implementing integrated resource plans
- Strategic thinker with successful execution.
- Ability to envision business opportunities from emerging technologies and markets.
- Demonstrated success in developing and managing budgets, effective cost control, problem solving, and developing workforce.
- Ability to communicate complex utility issues in an easy to understand informative and persuasive form to policymakers and public.
- Experienced leader who has a proven record of accomplishment managing utility operations involving power generation facility operation, renewable energy resource procurement, trading and scheduling, legislative and regulatory compliance, project management, engineering design, construction and maintenance, and effective budgeting and cost containment.
- Familiarity with utility accounting and financing.
- Politically astute, but apolitical in performance of job duties.
- Can effectively manage professionals and skilled employees.
- Can be assertive and decisive within context of City policy, and also willing to identify desirable changes in City policy and lead efforts to implement them.
- Experience with a unionized workforce.

Some of the core competencies for this role include:

- Ability to effectively consider the larger picture in a robust environment with a high-level of activity.
- Strong working knowledge of laws, ordinances, rules, and regulations related to Power Supply and public utilities.
- Ability to communicate effectively with other departments, utilities and agencies; strong influencing, negotiation and public speaking skills.

- Proven ability to manage and resolve personnel issues including utilizing City policies, MOU provisions and labor laws.
- Knowledge of local, state and federal funding sources and grant opportunities.
- Knowledge and experience with procurement and competitive selection processes.
- Effective problem-solving skills and decision-making skills to resolve complex capital improvement project issues.
- Demonstrated leadership skills, delegation skills and emotional intelligence to manage a large staff of professionals, managers, supervisors and administrative staff.
- Effective communicator, able to work with a variety of audiences and build consensus.
- Ability to take initiative and responsibility in the management of engineers, traders, resource planners, power plant staff, contractors, and vendors that support a highly visible organization.

QUALIFICATIONS:

- Bachelor's degree or higher in engineering or related field.
- Five years of progressively responsible management experience in a comparable utility.



COMPENSATION AND BENEFITS –

The salary range for this position is \$168,096 - \$210,120. Pasadena offers a competitive benefits package, which includes, but is not limited to:

- **Retirement:** 2.5% @ 55 CalPERS formula for Classic members (employee pays 8%); 2% @ 62 CalPERS formula for new members (employee pays 6.25%)
- **Health Insurance:** The City provides an allowance to assist with medical premiums. The 2016 allowance for Employee + 2 coverage is \$1,413.96 per month (Employee only = \$543.83; Employee + 1 = \$1,087.66) and is adjusted annually.
- **Dental Insurance:** The City contributes 100% of employee only PPO premium. For employees who cover a dependent, Pasadena contributes an additional \$80 per month toward premium.
- **Vision Insurance:** The City offers vision care plans for employees. Enrollment is optional and premium is paid by employee.
- **Life Insurance:** Pasadena provides life insurance and accidental death and dismemberment coverage for each employee in the amount of \$75,000.
- **Vacation Leave:** Accrual rate of up to 160 hours per year based on years of service.
- **Management Time Off:** up to 40 hours per year.
- **Other Leave:** 80 hours of sick leave accrued per year. Eleven (11) paid holidays.
- **Vehicle Allowance:** \$300 per month with City Manager's authorization.
- **9/80 Work Schedule:** The City operates on a 9/80 work schedule and is closed every other Friday.

This position is classified as a non-represented, management position that is covered by the City's Salary Resolution for Non-Represented Management. This position is at-will and confidential and requires a fully executed employment agreement prior to appointment.

Please apply ASAP, open until filled.

To see a detailed job specification for Assistant General Manager- Water & Power, please visit our website at: <https://www.governmentjobs.com/careers/pasadena>

The Individuals who are determined to be best qualified will be invited to participate in the selection process which may include a training and experience evaluation, work sample exercise(s), online assessment and/or oral interviews.

