

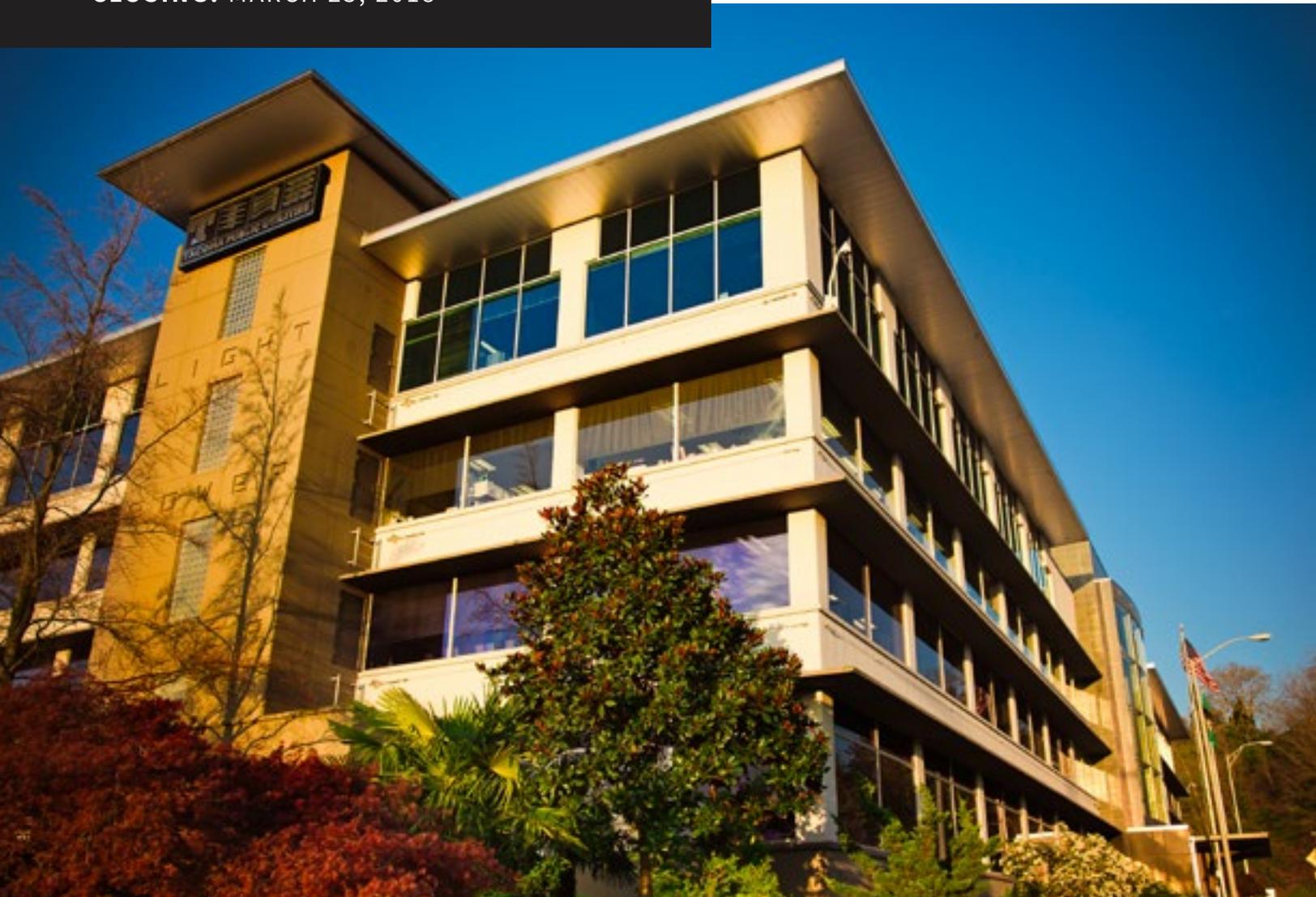


The City of Tacoma

is seeking an innovative, visionary
leader for the position of

**TACOMA PUBLIC
UTILITIES DIRECTOR**

CLOSING: MARCH 23, 2018



| ABOUT TACOMA

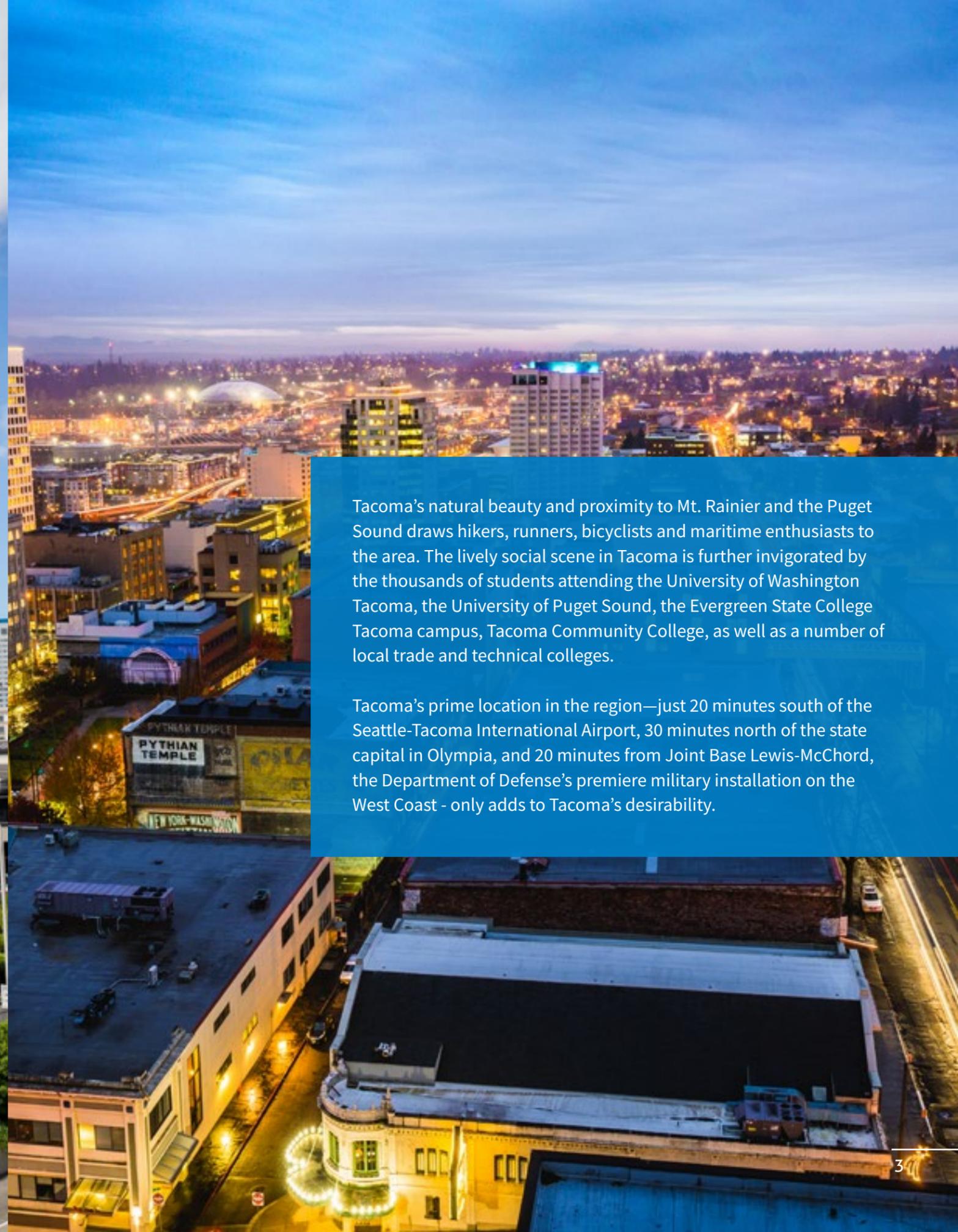
Tacoma is a mid-sized urban port city of nearly 210,000. As the third largest city in the state of Washington, Tacoma is a diverse, progressive, international city that serves as a gateway to the Puget Sound, Pacific Rim and the rest of the world.

Tacoma is home to a vibrant, creative community of emerging writers, artists and musicians, photographers, filmmakers, culinarians, entrepreneurs and small business owners, each adding their own unique flair to the city's flourishing commercial landscape. Tacoma is also home to the iconic Tacoma Dome, the largest indoor venue in Washington State, drawing some of the largest names in the entertainment industry and audiences across the Pacific Northwest.

The City continues to attract families and individuals seeking distinct neighborhoods with charm, character and big city amenities. Downtown Tacoma, specifically, has become a magnet for those seeking urban lifestyles without compromise, with competitively priced, well-appointed condominiums and apartments set against a picturesque backdrop of Mt. Rainier and the Puget Sound.

Tacoma's natural beauty and proximity to Mt. Rainier and the Puget Sound draws hikers, runners, bicyclists and maritime enthusiasts to the area. The lively social scene in Tacoma is further invigorated by the thousands of students attending the University of Washington Tacoma, the University of Puget Sound, the Evergreen State College Tacoma campus, Tacoma Community College, as well as a number of local trade and technical colleges.

Tacoma's prime location in the region—just 20 minutes south of the Seattle-Tacoma International Airport, 30 minutes north of the state capital in Olympia, and 20 minutes from Joint Base Lewis-McChord, the Department of Defense's premiere military installation on the West Coast - only adds to Tacoma's desirability.



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TACOMA WATER

PROVIDING CLEAN, RELIABLE
WATER NOW AND IN THE FUTURE.

The utility has a proud tradition of operating and maintaining one of the country's longest serving municipally owned water systems. Tacoma Water is the second largest water utility in Washington State, with a service area that spans 117 square miles and an abundant, reliable water supply. The utility serves nearly 100,000 residential, commercial and industrial customers via a 1,381-mile system of water mains.

Tacoma Water owns and operates both surface water and ground water supply systems, and is also the owner/operator of a regional surface water system that includes three other regional utilities.

As both a wholesale and retail water supplier, Tacoma Water provides considerable retail service outside the City of Tacoma. It is a forward-thinking, collaborative and environmentally focused organization.

The utility has won several prestigious awards, including the 2017 Bright Ideas in Government from Harvard University, the 2016 Platinum Award for Utility Excellence from the Association of Metropolitan Water Agencies (AMWA), and the 2017 Landowner of the Year from the Washington Department of Fish and Wildlife.

Through its conservative management and financial practices, Tacoma Water has earned an AA rating from Standard & Poor's and an Aa2 rating from Moody's.

TACOMA POWER

COMMUNITY VALUE FIRST.

Tacoma Power is one of the largest public electric utilities in the country. Its service area spans 180 square miles and includes nearly 2,400 miles of power lines.

Tacoma Power serves about 176,000 customers, and offers some of the lowest electric rates in the country. The utility supplies about 38% of its power supply from its seven hydroelectric dams, and purchases the rest of its needed supply through the Bonneville Power Administration. The utility sells excess supply in the wholesale power market.

TPU's largest division of 840 employees is organized into six business units: Generation, Power Management; Transmission and Distribution; Click! Network; Utility Technology Services; and Rates, Planning & Analysis.

The utility has received a number of national awards, including 2017 The Energy Innovator Award from the American Public Power Association, the 2017 Outstanding Stewards of America's Waterways Award from the National Hydropower Association, and the 2016 Leadership in Energy Efficiency Award for Innovation from the Northwest Energy Efficiency Alliance.

Through strategic financial planning, Tacoma Power has earned AA- bond rating from Fitch, AA rating from Standard & Poors, and an AA3 rating from Moody's.

TACOMA RAIL

PROVIDE SERVICES THAT ARE VITAL TO THE ECONOMIC WELL-BEING OF OUR CUSTOMERS.

Tacoma Rail is one of the busiest short-line railroads in the country in terms of volume and freight. Its service area includes 140 miles of track.

Tacoma Rail, a freight-only organization, serves 59 customers, offering services in the Port of Tacoma and across multiple counties. The railroad owns 59 locomotives, and provides service through three divisions.

In the Tideland Division, where the majority of its activity occurs, Tacoma Rail switches freight in the Port of Tacoma for 40 industrial customers and two transcontinental railroads. It moves commodities such as automobiles, food, forest and building products, metals, minerals, and petroleum products.

The Mountain Division consists of 97 route miles extending from Tacoma through Frederickson, where it splits with one line from Eatonville to Morton, and another to McKenna. The Mountain Division serves 14 customers, mostly in the Frederickson area.

Tacoma Rail generates annual revenues of about \$31million.

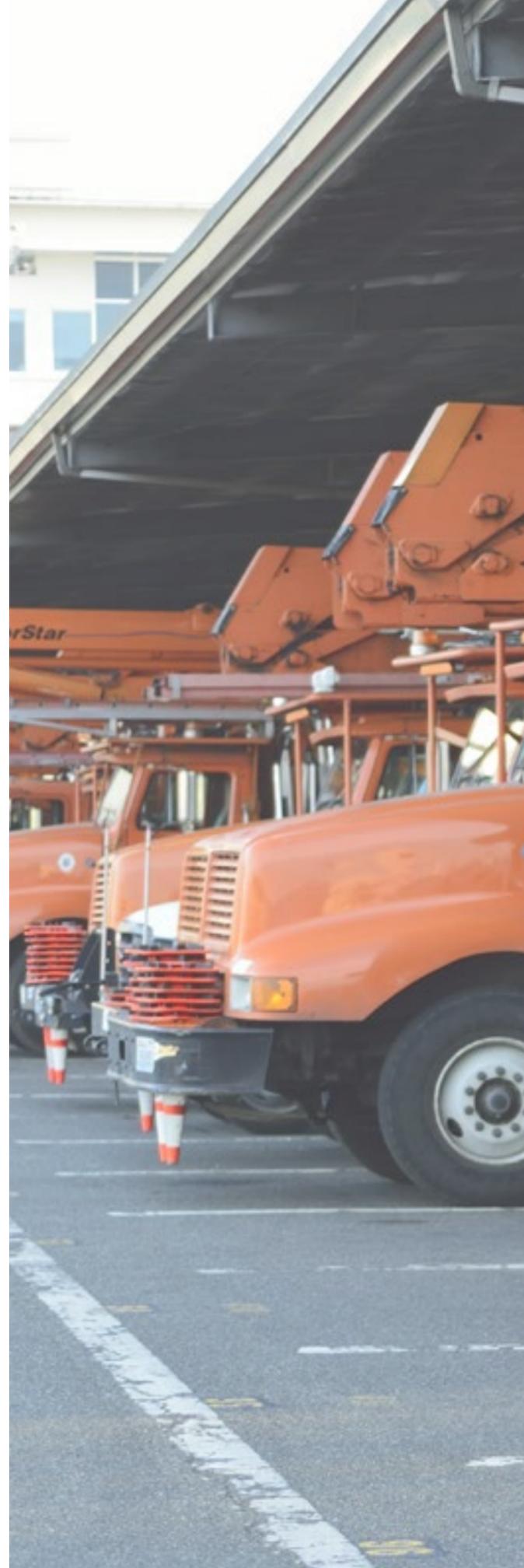


| POSITION

The City of Tacoma and Tacoma Public Utilities (TPU) are seeking an experienced executive to serve as its next Director of TPU. The Director of TPU is the organization's chief administrative and executive head, and is responsible for achieving the organization's mission, vision, and strategic objectives in the best interest of TPU and the City.

The Director must maintain an effective working relationship with the TPU Public Utility Board, City Council, and City executives through trust, transparency and consistent communication. The Director must be a proven leader who is personally dedicated to and demonstrates a willingness and ability to foster and maintain positive professional relationships among City departments, with intergovernmental and regulatory agencies, and with various public and private groups.

This top professional will have an open style of communication with strong people skills, reinforcing and encouraging easy access and open dialogue with executive leadership and frontline staff.



| CANDIDATE PROFILE

The ideal candidate must demonstrate previous success as a strong leader with executive level experience in the utility industry. This individual must have a results-driven approach to the successful management of an organization and demonstrated experience in proactively monitoring and evaluating the efficiency and effectiveness of service delivery methods and procedures while identifying opportunities for improvement. With significant experience in developing and managing staff talent, this individual must also have demonstrated experience in workforce development. The successful candidate will possess a confident style, excellent communication skills, promote candid discussions, embrace diversity of thought, and seek sustainable solutions by fostering a dynamic organizational culture that encourages strategic thinking and planning.

Experience cultivating community engagement is also critical for this position, as are collaborative working relationships with a variety of stakeholders, including policymakers and labor unions. The ideal candidate is one who truly enjoys working in public service and appreciates and encourages a civically-engaged community. He or she must also value and foster honesty, ethics, and integrity.



KEY RESPONSIBILITIES

- Achieve Public Utility Board Goals and Strategic Objectives within the confines of available resources through effective oversight of all Tacoma Public Utility Divisions.
- Promote the Tacoma Public Utility's mission, vision and guiding principles through effective communication within the organization and in interactions with the public and other agencies.
- Provide overall management direction for all divisions including the development of strategic plans for comprehensive medium- to long-range programs related to the mission of the organization.
- Drive engagement with residents, customers, business and community leaders, and other individuals, groups, and outside entities on key decisions that affect them.
- Oversee competitive strategies and provide guidance for new products and services.
- Assure stewardship of existing resources and development of new resources, as needed.
- Supervise and evaluate the performance of the top management team. Develop and direct the implementation of departmental policies to ensure maximum reliability, and efficiency of utility personnel, equipment, and resources.
- Work with the Public Utility Board and City Council in the development of public policy for the utilities. Recommend actions necessary to protect the best interests and promote the welfare of the utilities.
- Provide professional advice and support to the Public Utility Board/ City Council, including analysis of a wide array of City policies, with frequent updates and reports.
- Collaborate with the Public Utility Board/City Council to produce a biennial budget and monitor its administration after adoption.
- Influence legislative changes in the power, water, rail, and telecommunication industries at the federal and state levels.



EDUCATION AND EXPERIENCE

Candidates for this position must possess a bachelor's degree (or equivalent experience) in business, engineering, or other applicable disciplines from an accredited four-year college or university and have eight or more years of progressively responsible senior leadership experience in the utilities field.

A master's degree in public or business administration and advanced management training are highly desired.

COMPENSATION AND BENEFITS

The current salary range for this position is \$330,158.40 to \$423,238.40 per year. The City of Tacoma offers an attractive benefits package which includes retirement, medical, dental, vision, and generous personal time off policies. Relocation assistance may also be available for a successful out-of-area candidate.

The City of Tacoma is an Equal Opportunity Employer and values diversity in its workplace. Applicants are considered for positions without regard to race, color, religion, sex, national origin, ancestry, age, marital or veteran status, disability, sexual orientation, gender identity, or any other basis prohibited by federal, state, and local laws.

Residency within the City of Tacoma is required.

TACOMA PUBLIC UTILITIES

PROVIDING SERVICES THAT ARE VITAL TO
OUR QUALITY OF LIFE.

Tacoma Public Utilities (TPU) is a public utility organization that was established in 1893. It is made up of Tacoma Power, Tacoma Water, Tacoma Rail, and the Click! Network. Tacoma Public Utilities employs more than 1,400 people and operates entirely from revenues from the sale of utility services. TPU serves approximately 170,000 electric customers and 100,000 water customers in Tacoma and surrounding jurisdictions in suburban Pierce and King Counties in Washington State.

TPU is one of the largest public utilities in the United States and has earned regional, national and international recognition for its leadership and innovation. TPU customers enjoy high quality, reliable utility services at competitive prices.

TPU is governed by a five-member Public Utility Board. Board members are volunteers appointed by the Tacoma Mayor and City Council who serve unpaid, staggered five-year terms.

The Board recommends the appointment of the Director of Utilities, who serves as the chief executive of TPU. The appointment of the director is made by the Mayor and confirmed by the Tacoma City Council, and is subject to reconfirmation by the Board, Mayor and City Council every two years. The Director, with the concurrence of the Board, appoints Division Superintendents who manage Tacoma Power, Tacoma Water and Tacoma Rail.

APPLICATION PROCESS

To be considered for this challenging and rewarding career opportunity, please submit a resume and cover letter to <https://www.governmentjobs.com/careers/tacoma>, no later than **March 23, 2018**.

For additional information about the position, please contact:

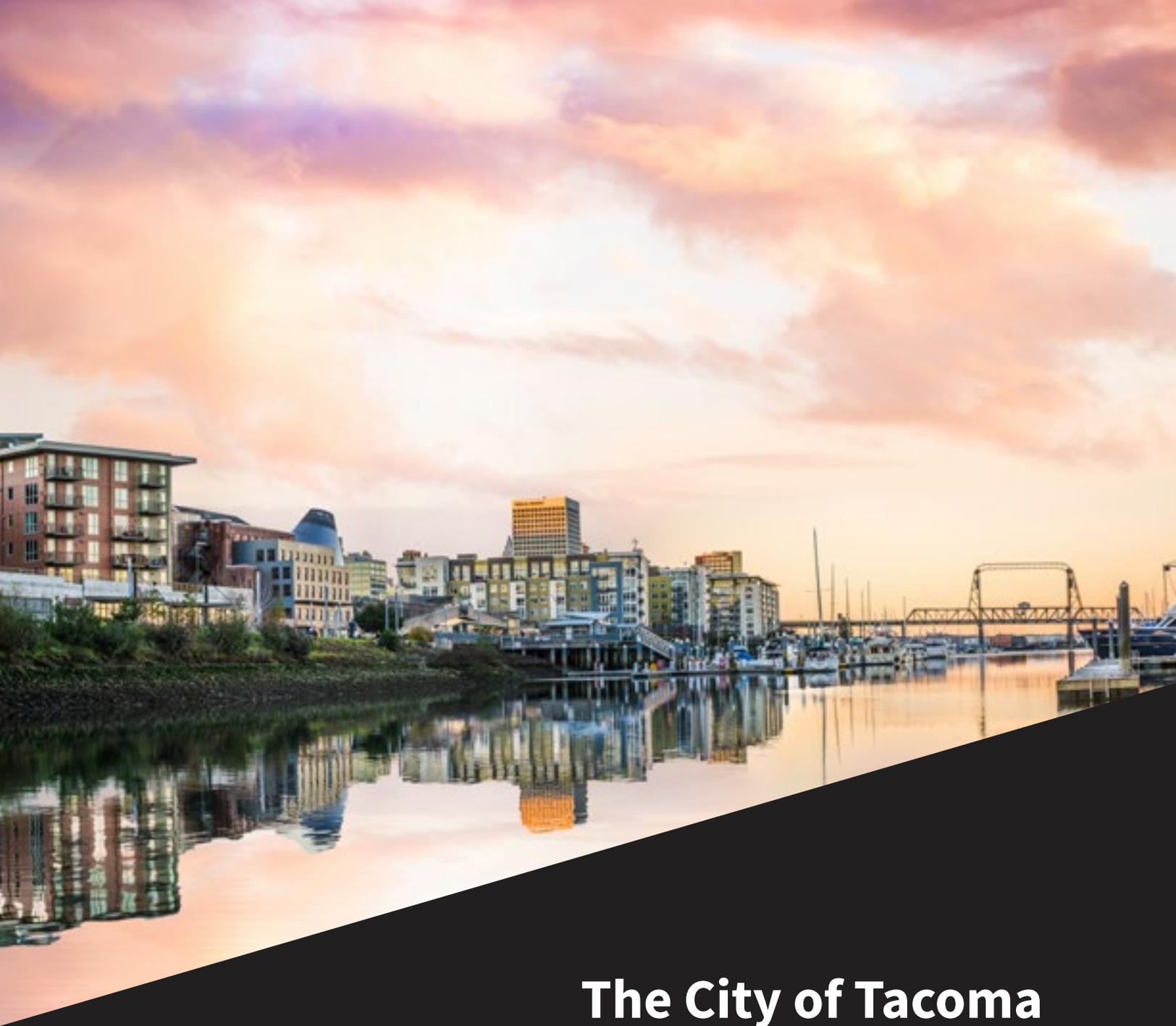
Joyce Gallo
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Conifer, Colorado
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(800) 525.9082
(303) 607.5372

Initial interviews are anticipated to take place during the week of **April 23-27, 2018** and final interviews during the week of **May 7-11, 2018**.

Confidentiality

No reference checks will be conducted without candidate permission.

Candidate names will not be released without candidate permission. However, it is expected that after finalists are selected, that some form of public participation will be incorporated into the candidate evaluation process and the finalists' names will be released.



The City of Tacoma

is an Equal Opportunity Employer and values diversity at all levels of its workforce.



747 Market Street,
Tacoma, WA 98402



(253) 591-5000

cityoftacoma.org/jobs