

GENERAL MANAGER

Pasadena Water & Power

City of Pasadena



The Community

Located approximately 10 miles northeast of downtown Los Angeles, the City of Pasadena is nestled at the west foothills of the San Gabriel Mountains. Incorporated in 1886, today's Pasadena is an ethnically and economically diverse and culturally rich community of residents who appreciate the City's high quality of life and wide variety of services for virtually every age and lifestyle. With a residential population of approximately 144,000 and a daytime population of 250,000, Pasadena is nationally recognized as a destination city for employment, tourism, education, living, arts & entertainment, and innovation.

Pasadena is often ranked among the nation's "Top Ten" small- to mid-sized cities in many categories, most notably livability and quality of life. The New York Times included Pasadena in its list of "52 Places to Go in 2024," citing its proximity to nature and vibrant cultural offerings. The City takes immense pride in maintaining its historic character and high standard of living while working toward a sustainable future with the right balance of commercial, residential, and retail development. The 12-square-block shopping and entertainment district known as Old Pasadena is a classic example of the City's success, balancing architectural and historical preservation with smart economic growth and urban living in a walkable, pedestrian- and bicycle-friendly environment. The Playhouse District, anchored by California's State Theater, the Pasadena Playhouse, also maintains many of its original structures while providing a thriving center for culture, commerce, and community.

In addition to its strong economic base, Pasadena has one of the highest number of arts and special events venues per capita in the U.S. Home to the internationally famous Tournament of Roses Parade, Norton Simon Museum, Rose Bowl Stadium, Pasadena Convention Center and Civic Auditorium, the USC Pacific Asia Museum, the Gamble House and many others, Pasadena is easily recognized throughout the world. On a regular basis, the city hosts large-scale events that can attract hundreds of thousands of attendees in just a weekend.

The educational and entrepreneurial spirit thrives in Pasadena, so it is no

surprise that top engineering, finance, R&D, technology, and healthcare companies call Pasadena home. Recognized as a center for innovation and design, human creativity and logic come together in this city to form a dynamic entrepreneurial stage through institutions such as California Institute of Technology (Caltech), NASA's Jet Propulsion Laboratory (JPL), Art Center College of Design, and Pasadena City College. Pasadena's strong innovation economy has attracted more than \$25 billion in federal R&D funding since 2001, more than any other innovation hub in the U.S. Some of the brightest minds in science, technology and design are changing the world from right here in Pasadena.

City Government

The City of Pasadena is a full-service municipality governed by a City Council/Manager form of government. The Mayor is elected at-large, while a seven-member City Council is elected by district, each serving four-year terms. Pasadena has benefited from a consistently strong and stable elected leadership and is committed to the values of responsiveness; honesty and integrity; accountability; excellence; open, clear, and frequent communication; innovation; and diversity and inclusiveness. The City's Adopted FY 2023-2024 General Fund budget is \$323.7 million (total funds \$1,243.7 million), with a CIP of \$289.2 million. Pasadena's services and operations are supported by 2,356 FTE.

Mission Statement

The City of Pasadena is dedicated to delivering exemplary municipal services responsive to our entire community and consistent with our history, culture, and unique character.

Water and Power Department

The Pasadena Water and Power Department (PWP) is a community-owned full-service utility that supplies water and electricity to Pasadena and nearby areas. PWP is committed to:

- Providing the highest quality water and electric services at competitive rates;
- Promoting energy efficiency and water conservation through extensive public outreach, education, and incentive programs; and
- Supporting the City's environmental goals to secure sustainable resources and reduce the environmental impacts of water production and power generation.

The General Manager of Pasadena Water and Power reports to the City Manager and is governed by the City Council with oversight from the Municipal Services Committee of the City Council. Supported by a staff of 419 and an FY2024 annual budget of \$333.5 million, the Department is organized into six business units: Power Delivery, Power Supply, Water, Finance and Administration, Customer Service and Technology, and Customer Relations and Legislation.

In FY 2023, PWP generated over \$320 million in operating revenues, and invested more than \$54 million in capital utility infrastructure improvements. As part of an annual general fund transfer, PWP also contributes almost \$18 million to support other City municipal services such as police, fire, parks, and libraries.

In addition to managing day-to-day operations, the department focuses on strategic priorities for the future to address significant ongoing challenges related to managing industry changes, increasing costs, and customer demands.

In January 2023, the Pasadena City Council adopted Resolution 9977, which set a policy goal to source 100% of Pasadena's electricity from carbon-free sources by the end of 2030, while optimizing for affordability, rate equity, stability, and reliability. With a strong commitment to clean energy resource planning and strategy, PWP met 40% of calendar year 2022 retail electricity sales with eligible renewable resources. In addition to making significant progress toward Pasadena's "100% by 2030" carbon-free energy goal, PWP remains very well-positioned to achieve State of California targets of 60% renewable by 2030 and 100% renewable and zero-carbon by 2045.

Pasadena's Power Delivery Master Plan ("PDMP") outlines ongoing upgrades and improvements that ensure the safety and reliability of the underground and overhead electrical infrastructure and represents an

infrastructure investment of approximately \$821 million over multiple years. The new plan includes an increased focus on replacing aging infrastructure to mitigate safety and reliability risks. PWP also relies on its approved Water System and Resources Plan ("WSRP"), which combined and updated the Water Distribution System Master Plan and Water Integrated Resources Plan. The WSRP, PDMP and Power Integrated Resource Plan collectively guide investment in water and power distribution systems and resource development and procurement.

Recent key PWP accomplishments include:

- Completion and City Council approval of the 2023 Integrated Resource Plan (IRP), which identifies multiple approaches to transition to the policy goal of powering Pasadena entirely with carbon-free electricity by 2030;
- In support of Resolution 9977, PWP secured additional renewable energy contracts for power supplies extending to 2041, representing nearly \$1B in future investments. Efforts include new power purchase agreements for geothermal, solar plus battery storage resources, and carbon-free hydroelectric energy from Hoover Dam;
- Replacing aging electric infrastructure at a rate exceeding the goal established in the City Council-approved PDMP;
- Continuing to be a leader in transportation electrification, PWP expanded EV infrastructure through several key projects including a successful public-private partnership;
- Replaced approximately two miles of aged water distribution mains, including a 90-year-old water main along Arroyo Parkway; and
- Recently completed the new Wadsworth Groundwater Treatment Plant to further clean local groundwater and increase local supply reliability.

Pasadena Water and Power is committed to providing safe and reliable water and power with superior customer service at reasonable rates.

The Ideal Candidate

PWP's next General Manager (GM) will be drawn to the opportunity to take a key leadership role in sharing PWP's future with a team of hardworking public service professionals. Building on PWP's momentum, the ideal candidate will be a strategic thinker with exceptional leadership and management skills, eager to manage the department and lead the implementation of an impressive and ambitious multi-year work plan currently underway. The ideal candidate will be focused on long-term resource management and environmental protection while embracing aggressive environmental goals that reflect Pasadena's values. Experience in both water and power utilities is not required; however, the size and importance of the department warrants exceptional leadership and people management skills.

The candidate selected will be passionate about the environment and public service. They must be well versed with new and emerging technologies and contemporary best practices and trends in managing power in today's competitive resource acquisition environment. The ideal candidate will have the proven ability to negotiate sophisticated technical agreements along with the knowledge and critical thinking skills to effectively analyze complex policy issues and make sound yet creative policy recommendations when appropriate. A track record of planning in an environment where resources are solicited, negotiated, and approved several years in advance of implementation is desired.

The GM will be an articulate, credible, proactive communicator who is visible and accessible to the community and staff. A leader who keeps the City Manager and staff informed and provides their best professional recommendation in helping elected and appointed officials shape and advance a common vision for PWP is critical. The ideal candidate will be a collaborator who is sensitive to the importance of internal as well as external information needs, and someone who uses contemporary tools and approaches to inform and engage the public.

The successful candidate will be an active, engaged manager with a value

system grounded in transparency, ethics, and integrity, coupled with a personal approach that engenders trust and confidence. The next GM must display an inspiring and motivating management style for a dedicated and talented workforce. A versatile leader who can effectively manage meaningful change, they will exhibit the skills necessary to develop an organizational culture connected and responsive to the community served. The GM will support staff development as they strive to enhance organizational and individual capacity while simultaneously addressing succession planning needs.

A talented people manager, the ideal candidate will nurture a culture that is attentive to morale and builds cohesion across different divisions in the department. The next GM will be an empowering leader who provides the tools and resources for people to do their best work and will hold people accountable when necessary. Experience serving in utilities with public sector unions and familiarity with interpreting and adhering to labor agreements will be considered favorably. A history of collaborative and collegial relationships with labor partners is essential to success.

Any combination of experience and education that provides the knowledge, skills, and abilities necessary to successfully lead the department will be considered qualifying. A typical combination includes at least five years of progressively complex management experience with water and/or power utilities coupled with a Bachelor's degree from an accredited college or university in Engineering, Finance, Economics, Public or Business Administration, or related discipline. Competitive candidates must also possess sophisticated and current industry knowledge. Public sector experience is desirable but not required.



Compensation & Benefits

The salary range for this position is \$273,097.60 - \$341,372 with an anticipated increase in July. Salary is supplemented by an attractive benefits package that includes but is not limited to:

CalPERS Retirement: 2.5% @ 55 CalPERS formula for Classic members (employee pays 10%); 2% @ 62 CalPERS formula for New members (employee pays half the normal cost, 7.75%).

Health Insurance: The City provides an allowance to assist with medical premiums. In 2024, coverage for Employee + 2 or more dependents will be \$1967.29 per month (Employee only = \$756.65; Employee + 1 = \$1513.30), and contributions are adjusted annually.

Dental Insurance: The City contributes 100% of employees only PPO premium. For employees who cover a dependent, Pasadena contributes an additional \$80 per month toward premium.

Vision Plan: The City offers vision care plans for employees. Enrollment is optional and premium is paid by the employee.

Vacation Leave: Accrual rate of 120 to 200 hours per year based on years of service.

Life Insurance: Pasadena provides life insurance and accidental death and dismemberment coverage in the amount of \$200,000.

Short Term Disability: Pasadena provides short term disability for each employee in the amount of 66.67% of each employee's covered weekly salary (maximum weekly benefit of \$2200).

Long Term Disability: Pasadena provides long term disability coverage in the amount of 66.67% of each employee's covered monthly salary (maximum monthly benefit of \$8000).

Management Time Off: 40 hours per year (City Manager may grant up to 80 additional MTO hours).

Other Leave: 80 hours of sick leave allocated per year. Eleven (11) paid holidays.

Bonus Pay: Up to 12% of base pay may be provided on an annual basis at the discretion of the City Manager based upon consistent and highly meritorious or superior performance.

Housing Assistance and Relocation: Up to \$25,000 may be reimbursed for the cost of relocating to Pasadena as well as temporary housing for up to three months. An allowance of up to \$1,200 a month may be available for a primary residence in the City.

Vehicle Allowance: \$475 per month.

City administration operates on a "9/80" schedule, closing on alternate Fridays.

For additional details, please see the Salary Resolution <https://www.cityofpasadena.net/human-resources/labor-relations/#salary-resolutions> for executive management employees.

Application & Selection Process

The closing date for this recruitment is just prior to **midnight on Sunday, April 28, 2024**. To be considered for this opportunity, upload cover letter, resume and list of six (6) professional references using the "Apply Now" feature at www.tbcrecruiting.com.

TB&CO.

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Following the closing date, resumes will be screened in relation to the criteria articulated in this brochure. Applicants with the most relevant qualifications will immediately be granted preliminary interviews by the recruiters. Candidates deemed the best qualified will be invited to an interview in Pasadena in May. The City anticipates making an appointment shortly thereafter following the completion of extensive background and reference checks. Please note that references will not be contacted until the end of the process and, at that time, will be done in close coordination with the candidate impacted.

