

WATER SUPERINTENDENT

Tacoma Public Utilities

(Tacoma, WA)





TACOMA PUBLIC UTILITIES

The City of Tacoma's Charter provides for a Department of Public Utilities governed by a five-member Public Utility Board (Board). Board members are appointed by the City Council to five-year terms. Members are often reappointed for a second term.

The Department, which is also known as Tacoma Public Utilities (TPU) consists of Tacoma Power, Tacoma Water, Tacoma Rail and other support divisions. The Board appoints the Director of Utilities (Director) who is the chief executive officer of TPU, serves at the pleasure of the Board and is reconfirmed by the 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. The Board also initiates and executes system expansion, issues bonds and sets budgets and rates with the subsequent approval of the City Council. TPU is not regulated by the Washington Utilities and Transportation Commission.

TACOMA WATER

Providing clean, reliable water now and in the future.

Tacoma Water 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 and 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. Tacoma Water is also the owner/operator of a regional surface water system which includes three other utilities. Tacoma Water serves as both a wholesale and retail water supplier and provides considerable retail service outside the City. It is a forward thinking, collaborative and environmentally focused Division and the winner of several prestigious awards including the 2017 Bright Ideas in Government from Harvard University and the 2016 Platinum Award for Utility Excellence from the Association of Metropolitan Water Agencies (AMWA). Through its conservative management and financial practices, Tacoma Water has earned a AA rating from Standard & Poor's and a Aa2 rating from Moody's.

For more information, visit www.mytpu.org.

THE POSITION

Reporting to the Director and CEO of Tacoma Public Utilities, the Water Superintendent presently leads a team of seven individuals who provide vision and leadership for the agency. The Water Superintendent manages the City of Tacoma's municipal water utility which exists to provide reliable, cost competitive and environmentally responsible services to citizens and regional customers, including:

- Delivery of a safe and reliable supply of water, adequate for customer needs
- Protection of the water resources that the City and region depend upon
- Maintenance of water rates as low as is responsible
- Effective planning for the future

This position is open due to the planned retirement of the incumbent.

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Tacoma Public Utilities

Opportunities and Challenges

- Ensuring water quality
- Ensuring the adequacy of Water Division facilities to support future operations and customer service
- Expanding the use of automation and technology to continuously improve service
- Developing a diverse workforce and ensuring that well-qualified and motivated staff are available to fill key positions in the future
- Implementing asset management and work management best practices
- Documenting procedures
- Ensuring adequate and stable financial and rates practices
- Marketing surplus water
- Encouraging economic development
- Maintaining a strong leadership role in the water utility industry regarding regional and national water issues
- In collaboration with TPU's public affairs group, leading effective outreach to stakeholders; maintaining effective working relationships with Federal and State legislators, agencies, regulators, tribes, and key community groups

THE IDEAL CANDIDATE

The ideal candidate will be a thoughtful, collegial, experienced, results-oriented leader who effectively leads the Tacoma Water management team. This individual will be a strategic thinker who focuses on customer and community and leads the development and ongoing implementation of Tacoma Water's strategic plan to assure full accountability for managing resources to achieve specific outcomes. In addition, he/she will develop and promote policies with significant long-term impacts on Tacoma Water's priority programs and oversee and guide implementation of monitoring and reporting on performance measures to ensure desired levels of service and financial accountability for rate payers.

The Water Superintendent will have excellent verbal and written communication skills, be politically savvy, act with integrity, listen well, and build organizational relationships. In collaboration with TPU's public affairs group, he/she will represent Tacoma Water with federal, state and local elected officials, administrative agencies, customers, environmental groups, tribal governments, professional associations, citizen groups and peers in the water industry to assure regulatory compliance, effective input to legislation and rulemaking, maintenance of effective and productive relationships in all areas which bear on the Division's operations, and positive understanding of the programs and direction of Tacoma Water throughout the region.

As leader of the Tacoma Water management team, the Water Superintendent must be committed to nurturing and encouraging a working environment conducive to positive morale, individual style, quality, creativity and teamwork. He/She should promote organizational development, employee engagement, training, and labor relations; provide leadership for Tacoma Water's 276 employees that encourages pride, motivation and growth among the staff; and a focus on the critical mission of our organization. This individual will serve as a member of the TPU Executive Team, will build and maintain strong internal relationships with colleagues in other TPU divisions, and will be open and receptive to collaboration across the TPU organization.

Finally, this person will effectively manage Tacoma Water's \$191.5 million biennial budget, assuring long term financial strength and efficiency across all levels of Tacoma Water to provide certainty of low and stable rates for customers. He/She will lead preparation and monitoring of Tacoma Water budget, rates, financing, fees and charges to ensure resources are available to fund and deliver programs and services and manage the technology needed to support the organization's business.

Education and Experience

A Bachelor's degree in engineering, business or other water utility related field is required. In addition, 10 years experience managing a major section of a similarly sized water utility, 10 years experience in executive management of a water utility serving greater than 50,000 services, or some combination of the above is required. A professional engineer's license is desirable.

COMPENSATION & BENEFITS

The annual salary range for this position is \$170,664 to \$218,837. Placement within this range will be dependent on qualifications and experience. The City of Tacoma provides excellent medical, dental and vision plans for the whole family; paid holidays and paid leave; participation in the Tacoma Public Employees' Retirement System; continuing education and advancement opportunities and a growing variety of City-sponsored health and wellness opportunities and incentives. It will be desirable for the Superintendent to reside within Tacoma.

Medical Coverage: For eligible employees and their families, including domestic partners and dependent children age 26 or younger.

Dental Coverage: For eligible employees and their families, including domestic partners and dependent children age 26 or younger.

Vision Coverage: For eligible employees and their eligible dependents.

Paid Leave: City employees are entitled to received paid holidays, sick/vacation leave or personal time off (PTO), depending upon union affiliation and appointment type.

Insurance Plans: Employees are covered by a long-term disability plan. Short-term and expanded long-term disability insurance plans are also available to employees. The State Industrial Insurance Act also covers employees.

Deferred Compensation: Income can be set aside on a pretax basis and invested for supplementation of normal retirement income.

Retirement: All employees of the City, except members of the Police and Fire services, Tacoma Rail and certain project employees, are included in the Tacoma Employees' Retirement System. Information on the Tacoma Employees' Retirement System can be found at www.cityoftacoma.org or by calling (253) 502-8200.

HOW TO APPLY

Please **apply on-line immediately** at www.alliancerc.com. Applications will be reviewed when they are received. Interviews will be scheduled as soon as a strong slate of candidates has been identified. For questions and inquiries, please contact:

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