

## VALLEY ELECTRIC ASSOCIATION, INC. CHIEF EXECUTIVE OFFICER



Valley Electric Association, Inc., (Valley) is a member-owned electric cooperative based in Pahrump, Nevada, with a service area covering more than 6,800 square miles in Nevada and a small portion of California. Valley was the first out-of-state utility to join the California Independent System Operator (CAISO) and became a participating transmission owner in 2013. Currently, Valley provides service to just under 25,000 meters comprised of residential and irrigation members, local businesses, schools, hospitals, the Nevada National Security Site, and Creech Air Force Base. Valley also owns and operates the following three wholly-owned subsidiaries, Valley Electric Transmission Association (VETA), Valley Communication Association (VCA), and SolPower. The Cooperative is governed by a seven-member elected Board of Directors, has operating revenues of \$111 million, total assets of \$340 million, and currently has 135 active employees. Valley and VCA are both Touchstone Energy Cooperative members. Valley employees live and work in the communities they serve, so the Cooperative makes it a point to give back to those communities.

The day-to-day operations of Valley are conducted under the control and responsibility of its Chief Executive Officer (CEO). The current CEO, Mr. Mark Stallons, has served as Valley's CEO since 2020 and plans to retire at the end of 2024. The Valley Board of Directors seeks a seasoned utility leader to continue their trend of elevating performance, financial results, and services for the benefit of members. The CEO directs, manages, and administers all activities of Valley within a framework of approved policies, programs, and budgets established and adopted by the Board of Directors. The CEO recommends strategic initiatives to the Board, and determines operational procedures, systems, and organizational structure to ensure Valley continues to meet its Mission to improve the lives of the people and communities they serve.

### KEY RESPONSIBILITIES

The CEO plans, organizes, directs, coordinates, and controls all the following for the effective operation and management of Valley:

- Consult with the Board of Directors and others that have the necessary experience and expertise to consider and recommend
  - ⇒ Power Supply, Retail Rates and Classifications for both electrical and broadband.
  - ⇒ Terms and conditions governing the provisions of electrical and broadband service to members.
  - ⇒ Employee Benefit Programs, wage, and salary plans.
  - ⇒ Long and short range financial and engineering plans, E&O distribution, and transmission work plans, as required and necessary.
  - ⇒ Annual work plans and operating budgets.

**KEY RESPONSIBILITIES (continued)**

- Provide for the operating and capital requirements of Valley by:
  - ⇒ Conducting studies and making recommendations, as necessary.
  - ⇒ Recommending rate changes and financial practices necessary to provide for the operating requirements to maintain the financial stability of Valley.
- Review organizational activities and determine organization structure needed to carry out the overall objectives of Valley and its subsidiaries; recommend the organizational structure and prepare organizational charts.
- Ensure all positions have a well-defined, written job description that reflects work standards and reinforces Valley's mission, vision, and values.
- Participate in the selection of senior or executive staff and/or consultants.
- Negotiate with the union and enter into contracts on behalf of Valley with the union.
- Directing the day-to-day management activities through others, with effective delegation of authority and responsibilities:
  - ⇒ Within the limits of the general policies established by the Board of Directors, the CEO has the delegated responsibility and authority for the operation of the Cooperative.
  - ⇒ To increase employee and member understanding of Valley's viewpoints, objectives and programs, the CEO will develop and maintain a comprehensive communications program.
- Plan and develop a comprehensive management program, including:
  - ⇒ Job Descriptions.
  - ⇒ Organizational and succession planning, and;
  - ⇒ Conducting labor surveys necessary to determine market value for wages and benefits.
- Ensure staff is trained in accordance with position qualifications and requirements.
- Ensure all employees receive a performance evaluation and discussion on development plans where growth, development, and effective improvements are documented and encouraged.
- Establish and periodically review measures and controls as established by the Board of Directors, General Counsel, and other external financial auditors to:
  - ⇒ Prevent unauthorized action.
  - ⇒ Determine progress in major areas, and measure performance relative to goals, plans, and budgets.
  - ⇒ Evaluate electric utility industry trends, including rates, energy needs, transmission, and distribution requirements.
  - ⇒ Evaluate the use of fiber optics and broadband industry trends, including rates and market needs.
- Ensure execution and application of all rules and regulations, and ensure all plans, programs, and policies are carried out appropriately and within compliance standards.
- Select and recommend to the Board all necessary or needed auditors and outside consultants.



## THE SUCCESSFUL CANDIDATE

The ideal candidate will offer 15 years of proven leadership ability and progressive utility management experience, preferably in a cooperative environment. Valley is most focused on candidates who possess broad knowledge and expertise in engineering, operations, finance, and power supply. Exposure to Regional Transmission Operators/Independent System Operators is considered ideal. Additional experience providing diversified services and working with large power accounts is highly desirable. As is knowledge of fiber optics and broadband programs and services. A bachelors degree is required and an advanced degree in business administration or a related field is preferred.

Of paramount importance is leadership capabilities with outstanding interpersonal and communication skills. Candidates must be of the highest integrity with proven ability to guide the organization through the development and use of a clear vision and strategic corporate objectives. He or she must understand the relationship between members of a Board of Directors and a CEO and be able to build trust and support with the Board of Directors, employees, and the membership. The CEO must possess proven managerial skills with the ability to hire, develop, and delegate to Valley's employees, maintaining a sense of teamwork and common purpose, while ensuring strong safety, reliability, and financial performance. He or she must be willing to collaborate with other managers and organizations to achieve strategic objectives. A strong commitment to customer service, economic development, and community involvement are essential, as is support of the [seven cooperative principles](#).

Fully qualified candidates must be familiar with competitive issues facing the electric and broadband industries and must be able to develop strategies, work plans, and budgets to help Valley navigate these opportunities. An understanding of RUS financial and technical standards is desirable. As is the ability to effectively use current and emerging technology to improve the effectiveness and efficiency of Valley.

## VALLEY ELECTRIC ASSOCIATION, INC.

Established in 1965 as an electric cooperative, Valley provides service to more than 45,000 people within a vast 6,800 square-mile service area located along the Nevada-California border. Power supply is purchased through a Power Purchase Agreement with Townsite Solar, LLC, a division of Arevon Energy, Inc., and other suppliers. Valley has been involved in power interchange activity with a California Utility Association for several years. Valley also invested in an 80-acre, 15MW Vista Solar Project north of Pahrump.

At Valley, innovation is a cornerstone of their path to future success. Valley is the parent of three wholly-owned subsidiary companies, created to serve the membership by focusing on service niches.

Valley Electric Transmission Association, Inc. (VETA) is a wholly owned transmission subsidiary of Valley. VETA provides transmission services as a participating transmission owner and transmission operator in the California ISO.

Established in 2015, [Valley Communications Association \(VCA\)](#) provides high-speed fiber-optic and wireless broadband to underserved rural, remote communities in Valley's service area. VCA's long-term goal is to expand modern broadband to rural communities of Nevada.

[SolPower](#) by Valley Electric Association is Valley's own solar company serving all Valley members. They are a full-service company specializing in the design, installation, finance, maintenance, and warranty of solar electric systems, along with battery storage and electric vehicle charging infrastructure.

Valley offers strong reliability and safety performance. The utility experienced no lost-time accidents in over four years and exceeded 1.5 -million-man hours without a lost-time or recordable injury. The Cooperative's SAIDI and SAIFI statistics are 41.207 and 0.738, respectively.

In May of 2022 Valley increased their base service charge; in January of 2023, they increased rates; and in May of 2023 Valley implemented a Power Cost Adjustment pass through. Click here for more information on [Valley's services and rates](#).

## PAHRUMP, NEVADA

Pahrump is a rural desert community located 60 miles west of Las Vegas, Nevada, and an hour east of Death Valley National Park. The town is surrounded by the Spring Mountain range to the east and the Nopah Mountains to the west.

Pahrump is one of the fastest growing communities in the west offering attractions like local casinos, coffee houses, wineries, golf courses, and plenty of all-terrain-vehicle (ATV) and off-highway-vehicle (OHV) trails. Its proximity to Las Vegas offers easy access to world renown restaurants, sporting events, endless entertainment opportunities, and an international airport.

The cost-of-living in Pahrump is estimated at only 93.5% of the national average, with an average home cost of \$329,500. More information can be found at: <https://visitpahrump.com/>.

## COMPENSATION, BENEFITS, AND RELOCATION

The compensation package is competitive and dependent upon qualifications and experience. Valley participates in the defined-benefit National Rural Electric Cooperative Association (NRECA) Retirement Security Plan (RS Plan) and the defined-contribution 401(k) plan. Valley provides post-retirement medical and life benefits for eligible employees, at the retiree's expense.

Valley will negotiate a relocation package with the successful candidate.

## TO APPLY

Interested candidates should submit a cover letter and resume no later than **July 22, 2024** to: [jgallo@mfpllc.us](mailto:jgallo@mfpllc.us). Early applications are encouraged and welcome.

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Valley Electric Association is an Equal Opportunity Employer

