

Mission

We deliver affordable power and water to our customer-owners in a safe, environmentally sustainable and reliable manner while successfully navigating complex change in our industry. We accomplish this by empowering our teams to provide quality service to our community, prudently managing costs while investing for the future, and striving to improve every day.

We take seriously our role in supporting the vitality of the communities we serve, today and tomorrow. Our strategic priorities are:

- ▶ Bolster operational reliability and resiliency
- ▶ Enhance and evolve customer experiences
- ▶ Actively help our communities thrive
- ▶ Build a sustainable future with our communities
- ▶ Create the culture and capabilities needed for the future

Leadership Commitment

All employees will model behaviors that create a culture of mutual trust and respect. As leaders, we will hold ourselves accountable for our teams' successes and failures through positive engagement, collaboration and recognition. Leaders make a difference in helping others to be successful and realize their highest potential.

Our Values

We hold ourselves and every member of Team PUD to high standards.

- ▶ Every day we **SAFEGUARD** what matters, putting employee and community safety first.
- ▶ We have **INTEGRITY**. We are a **TEAM**.
- ▶ We **SERVE** with pride and **RISE** to challenges.
- ▶ We choose to **INCLUDE** all, **SEEK** growth, and be **BOLD**.



Energizing Life in Our Communities

www.snopud.com

Snohomish County PUD Quick Facts

Commissioners



Tanya "Toni" Olson

Rebecca Wolfe

Sidney "Sid" Logan

Organization

- 2024 Electric System Operating Budget: \$788.9 million
- 2024 Generation System Operating Budget: \$26.6 million
- 2024 Water System Operating Budget: \$18.6 million
- The second largest public electric utility in the Pacific Northwest and the 12th largest in the U.S.
- A municipal corporation of the state of Washington, formed by the voters of Snohomish County in 1936
- Directed by three elected commissioners: Sidney (Sid) Logan of Arlington (District 1), Rebecca Wolfe of Edmonds (District 2); and Tanya Olson of Everett (District 3)
- 2023 Average Number of Employees: 1,079

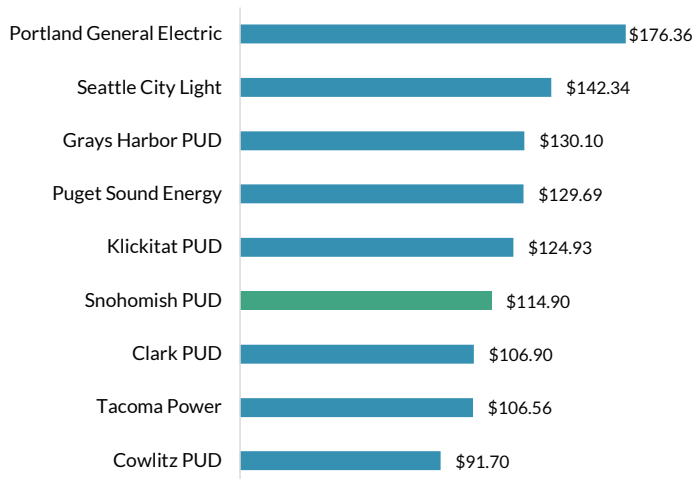
Electric System

- Serves a population of about 875,000
- Covers 2,200 square miles in Snohomish County and on Camano Island

Water System

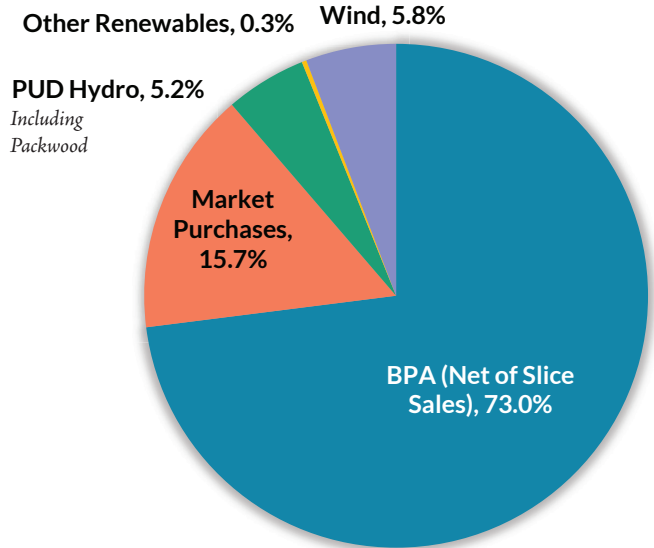
- Serves over 23,000 residential metered customers
- Covers about 196 sq. mi. in Lake Stevens, Granite Falls and several rural communities in the County

Residential Rate Comparison



Based on 1000 kilowatt-hours (as of April 2024; includes customer charges where applicable)

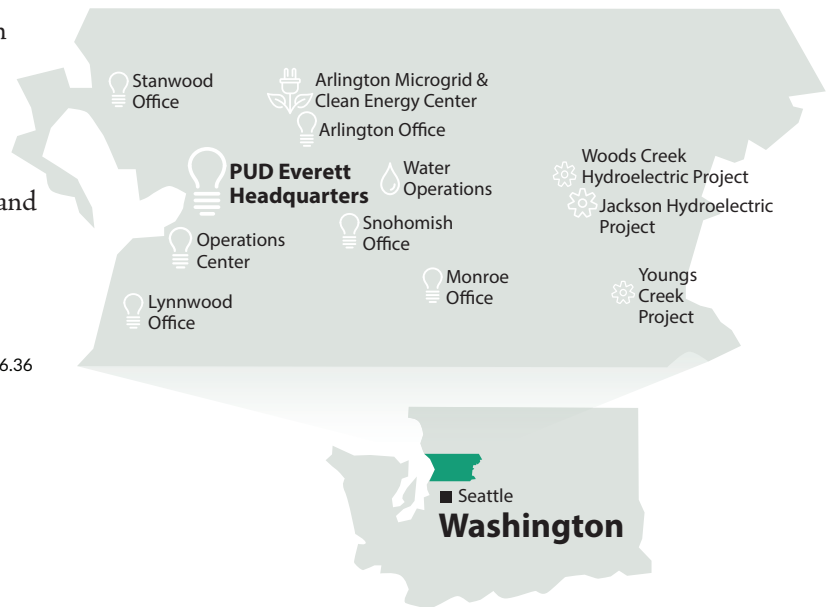
2023 Retail Power Sources



PUD Hydroelectric Projects

- Jackson Hydroelectric Project
- Woods Creek Hydroelectric Project
- Youngs Creek Hydroelectric Project
- Calligan Creek Hydroelectric Project (near North Bend)
- Hancock Creek Hydroelectric Project (near Snoqualmie)

PUD Office/Facility Locations



For more detailed information, please visit our website:

- Financial information: www.snopud.com/investors
- Quick Facts: www.snopud.com/quickfacts
- Our values: www.snopud.com (About)
- Executive Leadership Team: www.snopud.com (About)

Chief Financial Officer

Salary range: \$340,296-\$425,402
Reports to CEO/General Manager

Snohomish County Public Utility District (PUD) seeks an experienced financial executive to partner with the CEO and the Executive Leadership Team as the utility's next Chief Financial Officer (CFO). The CFO will provide leadership as a member of the executive team and ensure the overall financial health of the PUD. The CFO manages over 100 employees through five direct reports: Senior Manager, Treasury, Risk Management & Supply Chain; Senior Manager, Controller/Auditor; Budget & Financial Planning Manager; Finance Systems Support Manager; and an Executive Assistant, and oversees the development and administration of all activities related to the finance division: general accounting, debt and treasury administration, supply chain, budgeting, forecasting, and financial systems.

The PUD desires a strong visionary leader with a proven ability to inspire and develop people. This individual must have finely honed skills in collaborating closely with all internal and external stakeholders. Ideal candidates will offer experience in high-performing organizations that have utilized continuous improvement processes and procedures. The successful CFO will be an individual who has excellent skills in accounting, financial modeling and planning, budgeting, and business case and risk analyses within the electric utility industry. He or she must be able to analyze data, identify financial and industry trends, and help drive business decisions. The CFO must also be able to prepare and deliver compelling presentations to the Board of Commissioners, customers, employees, and others. The candidate should work well in an environment where valuing all team members is critical and fostering a culture of respect and accountability is important.

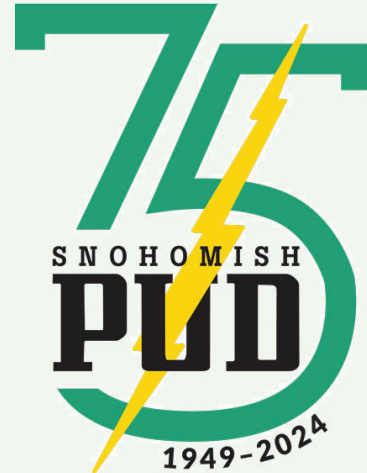
Everyone on Team PUD, in all positions, is accountable for achieving this safe and welcoming culture by:

- Taking full ownership for the safety of themselves and their coworkers, while ensuring everyone feels valued and welcomed.
- Taking action to identify and eliminate their own and others' at-risk behaviors, including the behaviors that may undermine another's feelings of being welcomed and valued.
- Following all safety rules and regulations and ensuring the PUD's expectations for conduct and respect are maintained.
- Openly sharing near-misses, safety learning opportunities, and ways we can learn to be a more welcoming place while encouraging others to do the same. Utilizing stop work authority to intervene with anyone, anytime, in any place.
- Intervening or seeking guidance to stop actions that are harmful to the wellbeing, health, or sense of belonging of others, and which are detrimental to our PUD values.



Accountabilities

- ▶ Demonstrate powerful partnership that reflects an understanding of community and customer needs by serving as a member of the District's Executive Leadership Team, working with peers to provide broad oversight of the District's business and strategy direction
- ▶ Increase the public's confidence in the quality of customer accounting and billing by ensuring the accurate billing of District customers through customer accounting, billing, and collections
- ▶ Achieve the highest level of employee and community trust in the District's fiscal management by:
 - Managing the finance and treasury functions of the District, including cash and investment management, risk management, claims, bond placement and compliance
 - Ensuring the appropriate accounting and reporting of the District's financial position
 - Managing the annual budget process to ensure Board, customers, and stakeholders are informed and involved, ensuring the budget and forecast reflect the long-term health of the District
- ▶ Create a culture of caring, mutual respect and trust that empowers current and future employees to do their best work for the benefit of our team members, customers, partners and stakeholders by providing employees opportunities to develop, supporting employees through change, hiring the right person for the right job, recognizing employee performance and achievements, being open to receiving feedback from our employees and working daily to ensure a more equitable and inclusive environment, and similar responsibilities
- ▶ Demonstrate continual improvement that delivers outstanding value to our customers by developing, recommending, and effectively managing budget/s, identifying, evaluating, and recommending resourcing options that reflect appropriate prioritization and tradeoffs between cost and quality results, determining and realizing opportunities for improved efficiency and effectiveness, and similar responsibilities



The Organization

Snohomish County PUD, headquartered in Everett, Washington, is governed by a three-member Board of Commissioners.

A commissioner is elected every two years in a general election to serve a six-year term. The commissioners establish PUD policies, set rates, adopt system plans for electric and water utilities, approve the revenue obligations, and hire the general manager.



John Haarlow serves as CEO/General Manager of this dynamic organization. Having joined the utility in 2017, Mr. Haarlow works with the Board and employees to focus on strategic priorities for the utility's commitment to the communities it serves. Snohomish County is the fastest-growing county in Washington state. Consequently, the PUD's customer base, as well as its energy load requirements, is increasing rapidly.

Everett, Washington

The City of Everett is located approximately 25 miles north of Seattle, Washington, on Port Gardner Bay. Everett is the county seat and largest city in Snohomish County with a population exceeding 110,000. Everett is home to the largest building in the world as Boeing is the largest employer in the city. Snohomish County offers a variety of growing urban settings rich in diversity and cultural amenities as well as tranquil rural settings perfect for outdoor and recreational pursuits. And for the water-lover, there is the beautiful Puget Sound, hundreds of lakes and dozens of rivers for boating, fishing and enjoying.

Compensation & Benefits

Total compensation and relocation packages are competitive and will be dependent upon qualifications and experience. In addition to a competitive compensation program, Snohomish County PUD also offers a comprehensive benefits package. More information about our benefits can be found at: www.snopud.com/benefitoverview

Applications are due by November 29, 2024

To Apply:

Joyce Gallo

Mycoff Fry Partners LLC

PO Box 1310

Conifer CO 80443

(860) 307-1747

jgallo@mfpllc.us

All inquires and/or referrals will be held in the strictest of confidence. To learn more about Snohomish County PUD No. 1, please visit www.snopud.com. Snohomish County PUD No. 1 is an Equal Opportunity Employer.

