

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**.

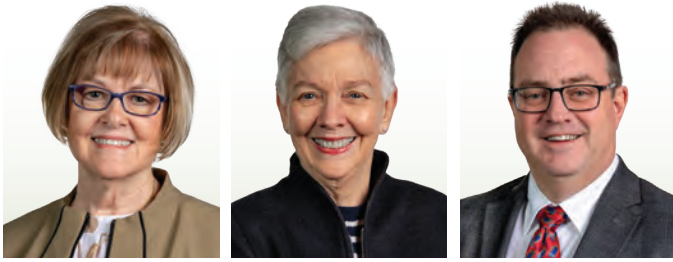


Energizing Life in Our Communities

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

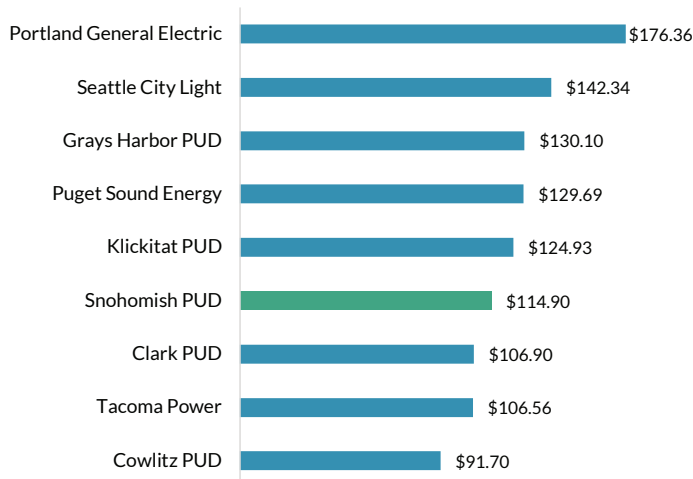
Electric System

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

Water System

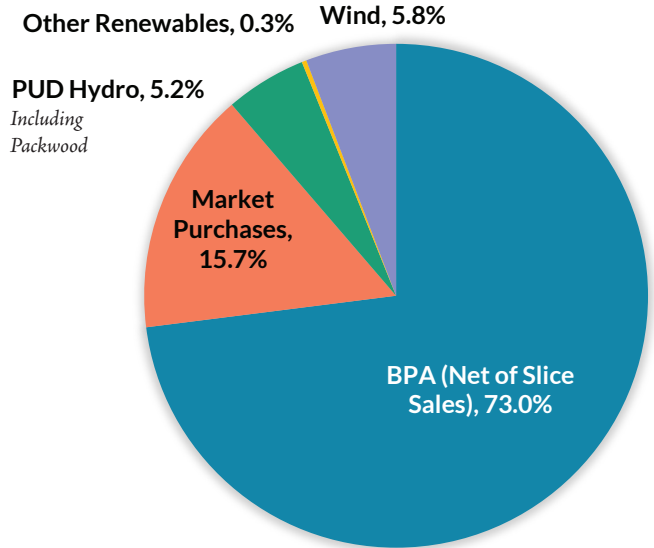
- Serves over 23,000 residential metered customers
- Covers about 196 sq. mi. in Lake Stevens, Granite Falls and several rural communities in the County

Residential Rate Comparison



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

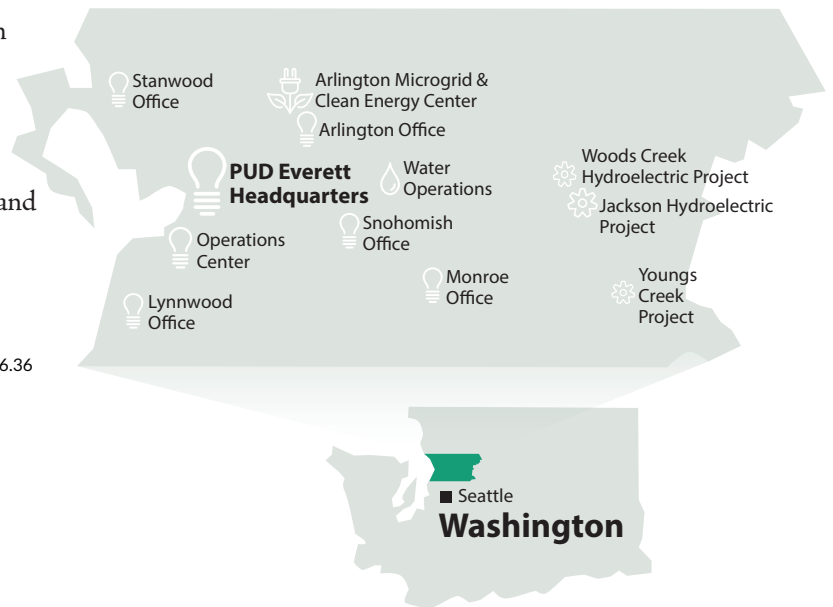
2023 Retail Power Sources



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 Operations Officer

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

Snohomish County Public Utility District (PUD) seeks an experienced power delivery executive to partner with the CEO/General Manager and the Executive Leadership Team as the utility's next Chief Operations Officer (COO). This position oversees the planning and performance, design, engineering, construction, operations, and maintenance work performed by all departments within the Division. In addition, the COO oversees the PUD's response to emergency situations such as natural disasters and major storms.

The COO will provide leadership to enhance and improve safety and reliability while also continuing efforts to fully utilize all technologies to ensure the PUD consistently elevates performance metrics, financial results, and service delivery for the benefit of customers. In 2025, the COO will oversee approximately \$140 million in capital projects and a \$95 million O&M budget. This position leads and collaborates with a 540-person workforce, many of whom are represented by the International Brotherhood of Electrical Workers (IBEW).

The Chief Operations Officer ensures a culture of safety, caring for employees, respect, and valuing one another is fostered, created, and maintained across all respective departments and the organization.

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

- ▶ Demonstrates continual improvement that delivers outstanding value to our customers by developing, recommending, and effectively managing budgets, 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.
- ▶ Delivers exceptional value focused on resource planning by ensuring evaluation of staffing needs of the department and makes staffing or organizational structure decisions with other Executive Leadership. Ensures interviews are conducted and staff selections are made to meet the Districts strategic plans and critical goals.
- ▶ Delivers exceptional value to our customers through measurement and change management by ensuring measurement of reliability and other departmental and District wide performance through the establishment and monitoring of relevant KPI's. Ensures advising and assisting to other departments in the implementation and change management of programs to assure compliance with health and safety.
- ▶ Delivers exceptional value to our customers through fiscally responsible planning and management by ensuring development and monitoring of the Distribution & Engineering budget and work prioritization. Ensures communication to other departments of programs affecting their budgets, ensures fiscal responsibility throughout the division.
- ▶ Maintains the public's confidence in the quality of District employees and leaders by ensuring that employees are empowered to make decisions and Sr. Managers and Managers learn to build strong relationships, teams, and develop the ability to lead employees through significant change as needed to help the District achieve its vision, values, goals, and strategic objectives.
- ▶ Demonstrates powerful partnerships that reflects an understanding of community and customer needs by ensuring that respective departments partner with communities within the District's service territory, ensuring the development, implementation and administration of programs and policies for complying with local, state and federal laws and regulations.
- ▶ Creates 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. Ensures the management and evaluation of the performance of assigned staff including the setting of clear expectations, coaching, positive recognition, and employee accountability. Creates opportunity for employee development and training as appropriate. Ensures staff understands and complies with District Directives, safety rules and other related policies and procedures.
- ▶ Maintains the public's confidence in the quality of District leadership by ensuring the management and evaluation of the performance of assigned staff including the setting of clear expectations, coaching, positive recognition, and employee accountability. Creates opportunity for employee development and training as appropriate. Ensures staff understands and complies with District Directives, safety rules and other related policies and procedures.



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 October 7, 2024

To Apply:

Patrick Prouse

Mycoff Fry Partners LLC

PO Box 1310

Conifer CO 80443

(720) 201-1828

pprouse@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.