

WHATCOM PUD

**Public Utility District No. 1 of Whatcom County
Ferndale, Washington**

General Manager

Ideal Hiring Range \$250,000—\$300,000

Plus Excellent Benefits

A vote of the citizens of Whatcom County in 1937, created Public Utility District No. 1 of Whatcom County. Today, Whatcom PUD:

- Operates one water system comprising two diversions from the Nooksack River, two treatment plants, and 20 miles of pipeline, providing industrial-grade water service to heavy industries at Cherry Point and approximately 50 irrigation customers.
- Operates a second water system that processes ground-water to provide potable water and backup fire protection water systems for the Grandview/Northgate/I-5 Industrial Park north of Ferndale.
- Treats and distributes approximately 5.4 billion gallons of water a year, making it the second-largest water PUD in Washington State.
- Supplies 29.6 average MW of electric power to one large customer (Phillips 66 Refinery) and to power the PUD's two water plants. Operates 15 miles of electric transmission/distribution lines and three electric substations.
- Sources power from the Bonneville Power Administration (BPA) via a power purchase agreement and electric transmission agreements with BPA and Puget Sound Energy.
- Works in partnership with the Port of Bellingham, to bring broadband infrastructure to under- or unserved areas in Whatcom County.
- Maintains an active role in regional water supply and water quality planning efforts and supports environmental and salmon habitat restorations/recovery efforts in Whatcom County.
- Anticipates annual revenues of approximately \$32 million in 2026.



WHATCOM PUD GENERAL MANAGER

Whatcom PUD is governed by three elected commissioners. The Commission appoints a General Manager to manage daily operations of the PUD and serve as a liaison between the Commission and the 23-person staff.

In advance of the current General Manager's planned retirement in June of 2026, Whatcom PUD seeks an experienced utility executive to become the next General Manager. He or she directs and coordinates all activities of Whatcom PUD to meet or exceed financial, strategic, operational, and safety goals, including the following strategic initiatives:

- Ensure the long-term operational integrity, resilience and efficiency of utility services to meet current and potential future customer needs.
- Foster a resilient, inclusive and mission-aligned team culture by prioritizing employee wellbeing, professional development, and collaboration.
- Judiciously manage financial resources to successfully implement the PUD's Strategic Plan, and maintain rates that are reasonable, fair, and sustainable.
- Actively strive to meet customer and community needs through excellent service, meaningful engagement, and relationship building.
- Be an engaged stakeholder, trusted advocate, and informed partner by proactively addressing legislative and regulatory processes that impact our vision and mission.
- Deliver significant value to customers and our community by proactively researching and pursuing viable and innovative technologies as well as services and projects that support economic development and environmental protection.

In addition to the above, Whatcom PUD's General Manager will lead the PUD through a rebuild of one of their two water treatment plants, which will be the largest capital expenditure in the PUD's history. The PUD is also evaluating a small expansion of their existing 115kV transmission system to accommodate new load, and is working with

the Nooksack Tribe to explore development of a geothermal power plant near Mt. Baker. In addition, the PUD is preparing for a watershed adjudication where their water rights claims will be part of the largest adjudication in Washington State history.

PRINCIPAL ACCOUNTABILITIES INCLUDE:

- Plan, develop and implement work procedures and work with the Commission to shape PUD policies.
- Hire and manage all PUD employees.
- Lead all employees and review activities and reports to determine required changes in programs or operations to implement Commission policies, directives and goals.
- Coordinate PUD projects to insure efficiency, economy, and alignment with the PUD's Strategic Plan.
- Develop, recommend, and administer the PUD's budget.
- Act as the PUD's representative at specified hearings and public meetings.
- Constantly scan the water and power utility horizons, as far as 50 years in the future, and implement or recommend changes in PUD activities to meet anticipated industry changes.
- Perform other duties as assigned by the Commission.

THE SUCCESSFUL CANDIDATE

Candidates must be visionaries who are familiar with competitive issues facing the electric and water industries, with the ability to develop and implement strategies, work plans, financial forecasts, and budgets to help Whatcom PUD navigate opportunities and trends. Candidates must also possess the communication and interpersonal ability to foster collaborative relationships with elected Commissioners, community leaders, customers, tribes, the Bonneville Power Administration, and other potential industry partners.

Fully qualified candidates will possess a degree from four-year college or university in civil, electrical, or mechanical engineering, or business administration. He or she should also offer at least five years of managerial experience over electric and/or water utility operations. Additional knowledge of broadband utility operations is desirable.

The General Manager must be of the highest integrity with strong problem solving, conflict management, and implementation skills, with a commitment to customer service and a respect for Whatcom PUD's values regarding environmental ethics.

Ideal candidates offer proven abilities empowering, mentoring, and developing employees, along with success fostering strong employee and labor relations.

More information on Whatcom PUD can be found at: <https://www.pudwhatcom.org/>

WHATCOM COUNTY, WASHINGTON

Whatcom PUD is located in the northwest corner of Washington State, situated just south of the Canadian border, 100 miles north of Seattle near the city of Ferndale. Whatcom County is comprised of several small cities including Ferndale, Blaine, Everson, Lynden, Nooksack, Sumas, and Bellingham. Western Washington University and Whatcom Community College are located in Bellingham.

The region is a top recreation spot with mountains to the east and the Salish Sea and San Juan Islands to the west. Boating, kayaking, golf, snow sports, mountain biking, cycling and enthusiasts of all kinds have unique access to the outdoors. The county also boasts a number of community events and festivals, thriving arts culture, museums, theatre, restaurants, brew pubs and coffee shops.

The cost-of-living in Ferndale is 117% of the national average, with an average home cost estimated at \$559,700. More information on the area can be found at: <https://www.cityofferndale.org/> <https://www.bellingham.org/>

COMPENSATION, BENEFITS & RELOCATION

Whatcom PUD is targeting a salary range of \$250,000 to \$300,000 and relocation assistance will be negotiated as part of an overall compensation package. The PUD Commission maintains flexibility to modify the salary range to address market needs and attract talent. The PUD also offers an assigned company vehicle, a 457 plan, and a full suite of benefits including medical, dental, and life insurance. In lieu of a pension plan, Whatcom PUD offers employees a monthly payment equivalent to an employer's contribution to the State's pension plan.

RECRUITMENT AND SELECTION TIMELINE

- Candidates must submit resumes to Mycoff Fry Partners no later than February 16, 2026.
- Candidates to be interviewed will be identified on February 24, 2026.
- Mycoff Fry Partners and Whatcom PUD's Commissioners will conduct virtual interviews with selected candidates March 2, through March 6, 2026.
- Selected finalists will participate in interviews in Ferndale, Washington on March 20, 2026.

TO APPLY

Interested candidates should submit a cover letter and resume no later than **February 16, 2026** to the following email. Early applications are encouraged.

Joyce Gallo
Mycoff Fry Partners LLC
PO Box 1310
Conifer, CO 80433
(860) 307-1747
jgallo@mfpllc.us

Whatcom PUD is an Equal Opportunity Employer

