

WATER | ENERGY | LIFE



General Manager

PUBLIC UTILITIES

– Established 1895 –

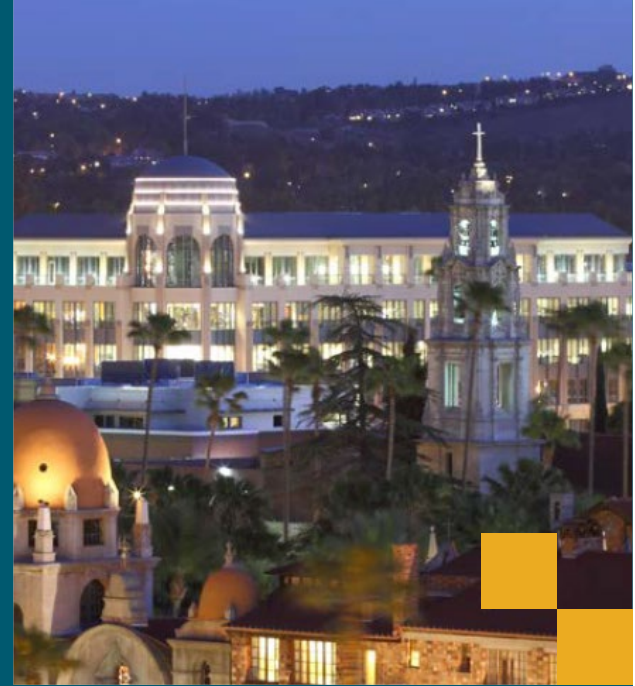


■ The City of Riverside

The City of Riverside has a rich history dating back to its incorporation in 1883. From its earliest days, the city has thrived under the guidance of forward-thinking founders and successive leaders. Evident within the community is an innovative and artistic spirit that permeates the culture of its residents. Today, Riverside is a leading Southern California city offering a blend of hometown charm, history, and hospitality combined with vision, energy, culture, and diversity. With a population exceeding 318,000 residents, Riverside proudly holds the title of the 12th largest city in California and the 6th largest in Southern California, serving as the economic powerhouse of one of the fastest growing regions in the United States.

Riverside boasts an exceptional quality of life and sense of place making it a desirable place to live. Riverside's warm climate, including 281 days of sunshine annually, makes it easy to enjoy the outdoors year-round. Spanning 82-square miles, Riverside offers stunning mountain vistas, iconic natural forms - the wild Santa Ana River, Mount Rubidoux and Sycamore Canyon – along with award winning schools, top ranked universities and college, stunning architecture, and a dynamic art scene, creating an inviting tapestry for residents and visitors alike.

Riverside's economy thrives due to a variety of high performing industries including a growing base of clean- and green-tech, health and biotech, manufacturing and aerospace, arts and entertainment and information/general tech. As an important financial and professional center, Riverside offers the support of numerous legal, accounting, brokerage, architectural and engineering firms, as well as, banking institutions. It's no wonder the city was rated in the top 50 best areas in the U.S. for Starting a Business by Inc. Magazine, Notably, Riverside excels in several key categories: #14 in net business creation and #16 in both job creation and wage growth.

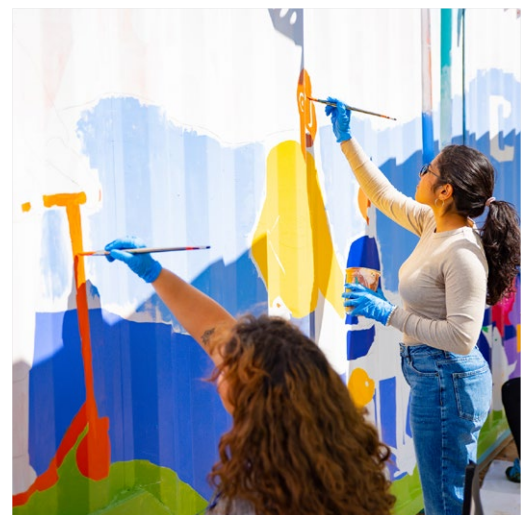


■ City Governance

The City is governed by a seven-member City Council / City Manager model, and is a full-service city providing public safety, utility (electric, water, wastewater, and refuse), community services, and much more. With an operating budget of \$1.4 billion and nearly 2,700 employees, the City provides services to more than 318,000 residents. In October 2020, the City Council developed and approved a 5-year Strategic Plan to guide policy direction that provides a foundation for Priority Based Budgeting.

■ Accomplishments

Riverside is an award-winning city! Riverside was named #1 U.S. for Small Business by Inc. Magazine, #1 Green Fleet in North America by NAFA, #2 Host Spot for Tech in the U.S., #4 in US for Outstanding Government Experience for Constituent/Customers by Center for Digital Government, #3 in California and #103 in the World for Economic Performance by the Brookings Institute, Coolest California City by the California Air Resources Board, a Top 25 City for Business by Executive Outlook Magazine, #22 in U.S. on the ACEEE Clean Energy Scorecard for clean energy plans and actions, Top 50 best areas in the US for starting a business by Inc. Magazine, #68 for Happiest Cities in America (2024) and received the highest possible score of 100 in the nationwide Municipal Equality Index for non-discrimination laws and inclusion in municipal law, policy, and services. The City also boasts an award winning community including the 2023 National Medal bestowed to Riverside Arts Museum/The Cheech, UC Riverside's being ranked in the top 1.3% of world universities, no. 2 in U.S. for social mobility and no. 2 in the world for Entomology, CARB's LEED Platinum Net Zero campus achieving the Gold Sustainability Award, Riverside Community College ranked 50 Best Community Colleges in nation and Top 100 College in U.S. for Hispanics, Cal Baptist University earning the no. 2 spot for "Most Innovative Schools", Mission Inn Hotel & Spa ranked best Historic Hotel and Best Public Lights Display by USA Today and much, much more...



To learn more about the City of Riverside,
go to: <https://riversideca.gov/>

■ Riverside Public Utilities

Riverside Public Utilities (RPU) is a publicly-owned water and electric utility that has been providing efficient, reliable services throughout the City of Riverside since 1895, serving over 318,000 residents with high-quality water and electric services. The RPU is governed by a board of nine community volunteers and the City Council of Riverside. Riverside Public Utilities has been recognized for excellence in communications for its “All Day Every Day” campaign, produced by Office of Communications, which highlighted ways in which RPU employees work around the clock to ensure Riverside residents and business owners have access to water and power. RPU has a budget of over \$700 million, robust capital improvement program and recently approved 5-year rate plans for both water and electric.

Services include:

Electric – Riverside Public Utilities owns, maintains, and operates 91 circuit miles of transmission lines, 1,283 circuit miles of distribution lines, 14 substations, and 3 generating plants totaling 270 megawatts. The Electric Utility acts competitively, with a sharp focus on customers, while maintaining a financially sound utility. Compared to other local utilities, Riverside's rates are lower, reliability is higher, and more funds are returned to the local community in the way of low-income assistance, rebates, and community support. The Electric Utility is committed to renewable power, energy, and community education. Some of the most notable achievements are a commitment to an aggressive Renewable Portfolio Standard and an increase in locally generated solar power. RPU is recognized as a Diamond rated utility by the American Public Power Association's RP3 program.

• 115,000 electric metered customers • 1,355 miles of distribution lines •
• 16 Substations • 31,000 Streetlights • 22,900 Power Poles •

Major Projects:

» Riverside Transmission Reliability Project (RTRP)

The City of Riverside Public Utilities Department (RPU) and Southern California Edison (SCE) are underway with the construction of the RTRP. This project includes 10 miles of new double circuit 230kV transmission lines, new 230kV Switchyard and Substation, 11 miles of new 69kV sub transmission lines and modifications to existing substations. RTRP will provide the City of Riverside with a critical second power connection to the California electric grid. The second power connection to the statewide power grid will meet the needs of additional power capacity and to serve existing and projected electrical demand in the city. This project will ensure Riverside's hospitals, trauma centers, jails, fire stations, traffic signals, universities, schools, colleges, businesses and families have reliable energy should there be any type of natural disaster, accident, or any other unanticipated event. The RTRP is expected to be completed in early 2029. Approximate \$750 million dollar budget.

» Hunter Substation Replacement Project

The Hunter Substation Replacement Project aims to address the reliability and capacity challenges of the current, aging Hunter Substation by proposing its retirement and the construction of a modernized substation. The new, state-of-the-art substation is planned to be constructed on an adjacent lot, purchased by RPU in 2018, ensuring a seamless transition in service. The new Hunter Substation is designed to improve system reliability and support growing power demands and regional development initiatives. The upgraded facility will operate at 69,000 Volts to 12,000 Volts (69kV/12kV), increasing the number of 12kV distribution circuits to 20. This expansion is designed to manage future power requirements, further the conversion of 4kV circuits to 12kV, and relieve the existing load on neighboring Riverside and University substations, thereby ensuring a robust and reliable power supply for our community. The Hunter Substation Replacement Project is expected to be completed in late 2027.

» Advanced Meter Program

RPU began installing new advanced meters in 2019 which allow two-way communication between an electric customer's meter and the utility. The meter can transmit near real-time information about energy usage because it communicates with a network that manages the data received from the meter. The network then transmits the information to the appropriate end-points: billing and utility operations as well as directly to the customer portal for viewing. The advanced meter program is expected to be completed by 2029.





Water – The Riverside Public Utilities Department manages, operates, and maintains the City's water system. The water system serves most Riverside residents and spans 988 miles of pipelines, consisting of potable, nonpotable, and recycled water systems, with 50 domestic wells, six treatment plants, and 16 distribution reservoirs. Our mission is to deliver high-quality water and reliable water services at the lowest rates possible, leveraging our access to groundwater in the Riverside and Bunker Hill groundwater basins. We're investing in our infrastructure to ensure continuous, uninterrupted water service well into the future. RPU has a \$30 million capital improvement program (CIP) budget for the fiscal year 2025 and a \$35 million CIP for 2026, focusing on vital infrastructure replacement and improvement. These include pipeline and well replacements, innovative groundwater recharge initiatives like the Seven Oak Dam project, and expanding our nonpotable and recycled water systems through projects like the Riverside Habitat Parks and Water Project.



Power Resource - The Power Resources Division is made up of five core units. Three of these units are responsible for procuring, maintaining and managing RPU's wholesale power resources and transmission assets. A fourth unit manages and maintains all our internal generation assets, and a fifth unit specialized in implementing technology solutions to enhance operational efficiency and optimize utility operational data utilization.

- » RPU currently has 17 different generation resources serving our retail load.
- » These include 11 renewable (green) resources, including 7 Solar PV resources, 2 Geothermal portfolios, and 2 Wind resources all located in Southern California.
- » Additionally, RPU manages and dispatches its own Natural Gas internal generation, and also contracts for Nuclear, Coal, Large Hydro, and Wind resources outside the state.

The Division oversees a \$250,000,000 annual power supply budget and supports the Utility's active participation in the CAISO market. In 2023, Division staff helped the Utility reach a 46% renewable portfolio standard and 52% carbon-free portfolio. Additionally, staff obtained PUB and City Council approval for the New Mexico Pattern/SunZia Wind energy contract that will deliver ~ 370,000 to 390,000 MWh of additional renewable energy annually to RPU, beginning in 2026. This contract will help the City to reduce its carbon footprint by ~ 165,000 tons/year, while raising RPU's renewable portfolio standard to ~ 70% in

Some critical, near-term future Power Resource projects include:

1. Continued efforts to secure additional renewable energy PPAs by or before 2030, to help further reduce the Utility's total carbon footprint.
2. Increased efforts for implementing technology solutions (such as ArcGIS, OSI-Pi, and SAS) to enhance power supply operational efficiencies and optimize operational data utilization across the utility.
3. In cooperation with Energy Delivery staff, the sighting and development of 36 MW / 144 MWh of Battery Energy Storage (BES) systems within RPU's distribution system to replace 36 MW of aging GE-10 Natural Gas turbines at the Springs Generation Substation.

Administration & Finance:

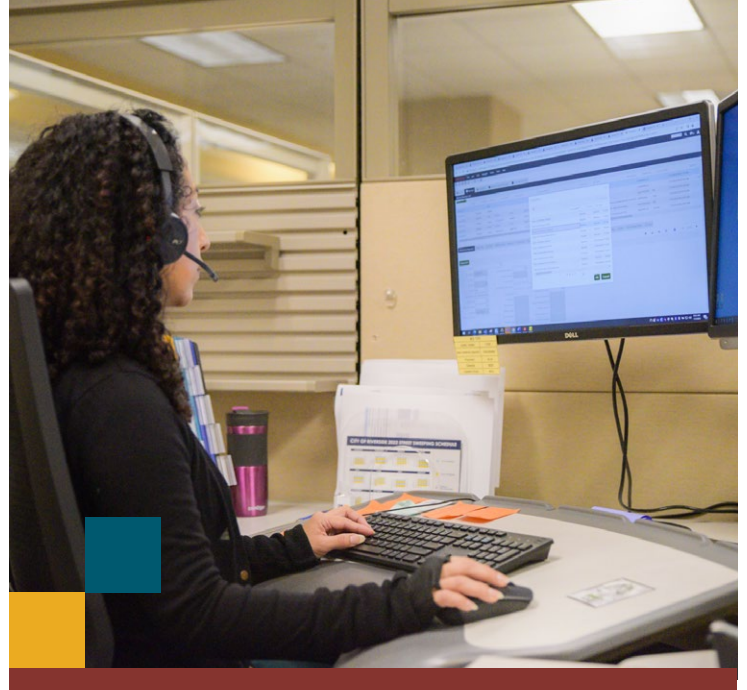
The **Customer Engagement Division** is finishing publications for RPU program and rebate information in Braille, English and Spanish versions, and is developing materials to better communicate information to neurodivergent residents.

The **Business Systems, Finance, and Customer Service Divisions** are working in coordination to upgrade the Customer Information System to include virtual net metering to allow better service and billing for customers with shared power generation technology.

The **Rates Division** has lead the now approved 5-year rates plans for Electric and Water to ensure RPU's fiscal sustainability while maintaining very low rates for RPU's customers.

The **Finance Division** continues to work on long term financial planning measures including but not limited to cash flow projections, forecast modeling, debt refinancing, bond issuances for new capital needs, and capital leasing structures.

The 2023 Riverside Public Utilities Integrated Resource Plan: https://riversideca.gov/utilities/sites/riversideca.gov/utilities/files/pdf/2023%20Riverside%20Public%20Utilities%20Integrated%20Resource%20Plan_Final.pdf



Mission Statement: The City of Riverside Public Utilities Department is committed to the highest quality water and electric services at the lowest possible rates to benefit the community.

To learn more about the RPU, go to: <https://riversideca.gov/utilities/>

■ The Position

The RPU General Manager reports to the Assistant City Manager while providing oversight, leadership, and review of the overall operations of the electric and water utilities for the city, and directing a professional, technical, and clerical staff of over 600 employees.

Other duties may include, but are not limited to, the following:

- » Alignment of RPU functions, programs, and activities, in coordination with all pertinent City departments, with the City of Riverside's Envision Riverside Strategic Plan priority areas including Sustainability and Resiliency, Innovation, Fiscal Responsibility, Equity and Community Trust
- » Ensure ongoing and effective communication flow with the City Manager, RPU Board, and City Council on what is being considered, taking place, and the status of initiatives and projects within the Utility.
- » Provide leadership and management in the development and implementation of RPU strategies, policies, and programs in the areas of (1) the supply, distribution, quality, conservation, and management of surface water and groundwater, (2) the generation, supply, distribution, and transmission of electric power and electric industry deregulation and competition, and (3) employee development and training.
- » Be a representative and spokesperson of the City with elected policymakers and local, State, and Federal agencies to protect and enhance the Utility's interests as they relate to water, electric power, and other relevant issues.
- » Continually be on top of issues that affect the Utility, including current and potential future trends in California water and environmental issues, the electric utility industry, and innovative business practices.
- » Provide leadership within key stakeholder groups on electric utility issues that affect the City and public power within California.
- » Act as a mentor and coach to the management team to develop the future leaders of the Utility.
- » Continue to build and foster positive public engagement.

■ The Ideal Candidate

The ideal candidate will be an inclusive, creative, and thoughtful leader with a skill set of creating a solid culture of employee empowerment and high performance. The successful candidate will have excellent communication and interpersonal skills, able to build and foster strong working relationships with elected officials, leadership, staff, community, and business partners. The selected candidate will have a track record of success in the water and/or energy industries, integration of sustainability and resilience policies and actions, be comfortable working in an active labor environment, and demonstrate the ability to effectively lead and guide an organization that embraces best practices and advanced technology to achieve RPU's goals. The ideal candidate will possess a passion for public service and pursuing professional success and efficiencies in alignment with the mission and vision of the City of Riverside.

Key Attributes and Competencies

- » The ability and willingness to engage with staff and encourage ideas and recommendations, giving voice to all employees.
 - » A forward-thinking, inclusive team-builder and accessible communicator.
 - » A calming, compassionate influence and approachable, dynamic manager of staff.
 - » Ability to grow relationships with universities and colleges to develop internships, apprenticeships and career pathways.
 - » Promotes training and developmental opportunities for team aimed at a high performing workforce, retention and building a culture of excellence
 - » A charismatic, creative, and innovative professional who demonstrates confidence and high integrity.
 - » An active listener, calm under pressure, possessing a positive attitude.
 - » Strong technical skills in this highly regulated setting, ensuring that all water and energy delivery assets are in compliance with licenses and regulations including best practices in utility cyber security, WECC, NERC, and FERC requirements.
 - » Promotes project completion and achievement in a setting that is safe for employees and prevents damage to property and the surrounding environment.
 - » Principles and practices of electric and water utility operations, management, and organization.
 - » Utility economics and financing.
 - » Principles and practices of electrical and civil engineering.
 - » Methods, materials, techniques, and equipment used in the construction, operation, and maintenance of an electric and water utility.
 - » Applicable regulatory codes and laws related to the development, construction, and operation of an electric and water utility.
 - » Recent developments, current literature, and sources of information regarding electric and water utility engineering and operation.
 - » Principles and practices of modern office management.
 - » Principles and practices of organization, administration, budget, and personnel management.
- » Plan, organize, staff, and direct a large and diversified organization in a manner conducive to full performance and high morale.
 - » Delegate authority and responsibility and to schedule and program work on a long-term basis.
 - » Communicate clearly and concisely, orally and in writing.
 - » Understand and negotiate complex technical agreements with other agencies.
 - » Formulate and present policy recommendations.
 - » Select, supervise, train, and evaluate professional, technical, and clerical subordinates.

■ Qualifications

Any combination of experience and education that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

- » Equivalent to a Bachelor's Degree from an accredited college or university with major work in civil or electrical engineering supplemented by graduate training in public administration.
- » Five years of progressively responsible experience in utilities planning, coordinating, and financing.
- » Possession of a certificate of registration as a professional civil or electrical engineer is desirable.



■ Salary And Benefits

The salary range is \$220,320 - \$316,740 with a performance based merit range from \$316,740 – \$364,248.

The City offers an attractive benefits package, the central provisions of which are as follows:

- » **Retirement for Classic Members** – For employees hired after 1/1/2013 who are CLASSIC MEMBERS of California Public Employees' Retirement System (CalPERS) or a reciprocal agency as of 12/31/12 and have not been separated from service from such agency for six months or more, the retirement benefit shall be 2.7 % @ age 55; 3 year final compensation. The required employee contribution is 8%. The City does not participate in Social Security; thus, employees do not bear this additional 6.2% expense.
- » **Retirement for New Members** – For employees hired 1/1/2013 or later and who ARE NOT a member of the California Public Employees' Retirement System (CalPERS) or a reciprocal agency as of 12/31/12, or those who have been separated from a public agency which contracts with CalPERS or a reciprocal agency for six months or more, the retirement benefit shall be 2% at age 62; 3 year final compensation. The required employee contribution is 50% of the normal cost. And is subject to change per CalPERS every fiscal year. The City does not participate in Social Security; thus, employees do not bear this additional 6.2% expense.
- » **Health Insurance** – The City offers six health insurance plans and contributes up to \$1,516 per month for HMO plans (family coverage).
- » **Dental Insurance** – The City provides three dental insurance plans and contributes up to \$45 per month.
- » **Vision Insurance** – The City provides vision coverage through Vision Service Plan (VSP) for employees and their dependents that are enrolled in medical coverage.
- » **Life Insurance** – The City provides and pays for term life insurance with accidental death and dismemberment equal to two times the annual salary rounded to the next highest \$1,000 up to a maximum of \$700,000 plus AD&D. Additional Life Insurance is available and voluntary for employee and eligible dependents (up to \$300k).
- » **Deferred Compensation** – The City contributes \$100 per month with a minimum employee contribution of \$12.50 per check. Participation in the deferred compensation plan is optional.
- » **Leave Benefits** – 200/hrs per year vacation leave, 96/hrs per year sick leave and bereavement leave.
- » **Flexible Spending Account** – The City offers a Health Care and Dependent Care Flexible Spending Plan for optional participation.
- » **Long Term Disability** – The City offers optional enrollment in the Long-Term Disability Plan.
- » **LegalEase Plan** – Optional legal services plan for employees and eligible dependents.
- » **Critical Illness Plan** – Optional critical illness insurance plan for employees and eligible dependents.
- » **Administrative Leave** – 80 hours per fiscal year.

For additional benefits information, please visit the following website:

<https://www.riversideca.gov/human/employee-hub/benefits/about-1>

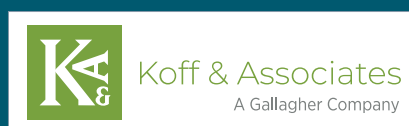
■ Application and Recruitment Process

The final filing date is Monday, July 22, 2024.

To be considered, please submit a resume, cover letter, and five work related references (who will not be contacted in the early stages of the recruitment) to: <https://koffassociates.com/riverside-utilities-gm/>

Resumes should reflect years and months of positions held.

For additional information, please contact:



Frank Rojas
Phone (510) 495-0448
Frank_rojas@ajg.com
Website: <https://koffassociates.com/>

Resumes will be screened based on the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultant. Koff & Associates will report the results to the City. The City will then select candidates to participate in City interviews. Extensive reference and background checks will be completed on the selected candidate.