

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.

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.

Strategic Priorities



Foundation Principles: **Leadership • Safety • Continual Improvement**



Energizing Life in Our Communities

Snohomish County PUD Quick Facts



Commissioners Tanya "Toni" Olson, Rebecca Wolfe, Sidney "Sid" Logan

- 2019 Electric System Operating Budget: \$665 million
- 2019 Water System Operating Budget: \$12 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: Sid Logan, Rebecca Wolfe; and Toni Olson.
- 2018 Average Number of Employees: 1005

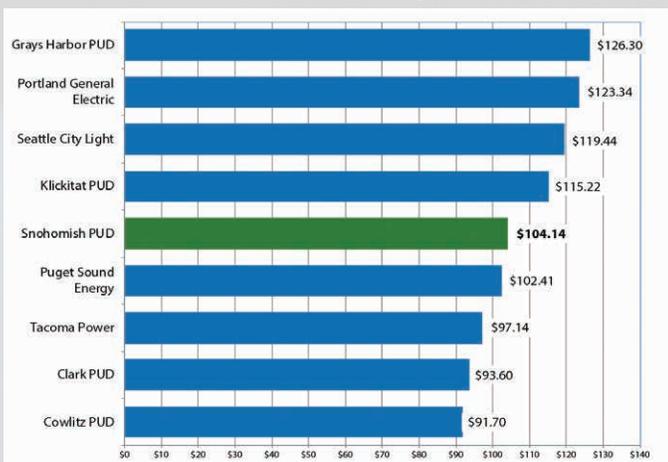
Electric System

- Serves over 350,000 customers, a population of about 817,000
- Covers 2,200 square miles in Snohomish County and on Camano Island

Water System

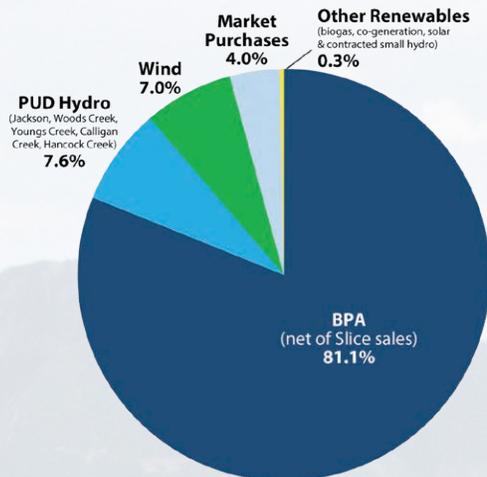
- Serves over 21,000 residential metered customers
- Covers about 196 square miles in Lake Stevens, Granite Falls and several rural communities in Snohomish County

Residential Rate Comparison



Based on 1,000 kilowatt-hours (average rates, as of April 2019; includes customer charges where applicable)

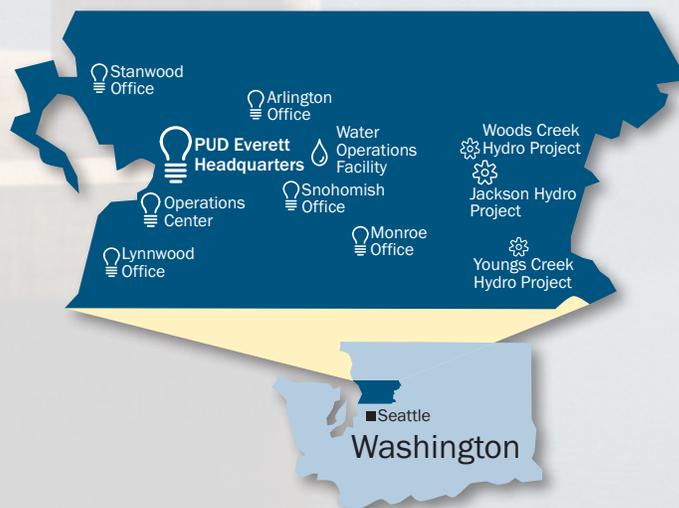
2018 Retail Power Sources



Power Generation

- Jackson Hydroelectric Project
- Woods Creek Hydroelectric Project
- Youngs Creek Hydroelectric Project
- Calligan Creek Hydroelectric Project
- Hancock Creek Hydroelectric Project

PUD Office/Facility Locations



For more detailed information, please visit our website:

- Financial information: www.snopud.com/investors
- Quick Facts: www.snopud.com/?p=1350
- Strategic Priorities: www.snopud.com/?p=1417
- Leadership Team: www.snopud.com/?p=1237

Chief Financial Officer (CFO) Profile

Snohomish County Public Utility District (PUD) seeks an experienced executive to provide strategic leadership in accounting, treasury, billing, meter reading, warehouse, and contracting and procurement functions. The CFO works directly with the CEO/General Manager and other members of the Executive Leadership Team to achieve the PUD's mission and strategic priorities around safety, leadership, and continuous improvement (see first page for Strategic Priorities web page links).

The CFO is pivotal in helping the PUD to become a more data-driven and cost-conscious organization through accurate and timely budgeting, forecasting and internal reporting. Expected to provide tools and collaborative processes to all department managers, the CFO champions efforts to promote financial and budgetary accountability and improved internal cost control throughout the organization.

The CFO reports to the CEO/General Manager and supervises a total of 135 people through the following six direct reports:

- ▶ Senior Manager, Treasury, Risk Management & Supply Chain
- ▶ Senior Manager, Controller/Auditor
- ▶ Senior Manager, Customer Accounting & Meter Reading
- ▶ Budget & Financial Planning Manager
- ▶ Finance Systems Manager
- ▶ Executive Assistant

The PUD desires a strong visionary leader with managerial experience and 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 CFO 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, ideally within the electric utility industry. The CFO must be able to identify all relevant parameters and en-

sure these are correctly incorporated into annual budgets, financial forecasting models, and strategic development of critical PUD services. The CFO must also be able to prepare and deliver compelling presentations to rating agencies, the Board of Commissioners, customers, and employees. Expertise utilizing SAP tools in an AMI environment is considered ideal but is not required.

A minimum of 10 years of progressively more responsible experience, including at least five years in a senior management role over finance, budgeting and accounting functions, is essential. Fully qualified candidates will also possess a Bachelor's degree in Business Administration, Accounting, Finance or a related field. Preferred qualifications also include a Master's in Business Administration and/or a Certified Public Accountant designation.

JOB FUNCTIONS:

- ▶ Participate as a member of the Executive Leadership Team to provide effective management and coordination of PUD responsibilities.
- ▶ Serve as the Chief Financial Officer, directing and overseeing the receipt, deposit, transfer, investment and accounting of all PUD funds, including revenue and other special funds.
- ▶ Monitor the PUD's financial position and recommend appropriate action to assure sound fiscal policy. Lead the planning, organization, and management of the PUD's financial resources. Ensure timely and accurate reporting to the Leadership Team, Commission and external stakeholders.
- ▶ Manage the budgeting activity including establishment of processes and procedures, collection of data, monitoring of the budget, and reporting to Managers, Leadership Team and the Commission.
- ▶ Oversee the development, implementation and administration of policies, procedures, standards and programs for Finance ensuring adherence by the Division staff.
- ▶ Provide leadership for major projects in Finance such as periodic bond financing, financial system changes and annual PUD budget and financial planning.

- ▶ Provide leadership for the development and implementation of effective strategies to identify, evaluate and control risks of property and casualty losses; self-insurance programs that protect the PUD's assets against liability arising from accidental loss or injury to life or property; and effective security programs for PUD property and employees.
- ▶ Oversee the PUD's supply chain (purchasing, materials management and warehousing) and contracting programs.
- ▶ Provide leadership for meter reading, customer accounting, general accounting, payroll, and auditing functions. Manage the integrity of financial systems and data including production and maintenance of revenue collection and billing records as well as light and power data.
- ▶ Ensure the enforcement of safe work practices and a safe working environment in cooperation with the Safety Department.
- ▶ Oversee the development and evaluation of training and leadership development for Division employees.

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 is working 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.

To Apply:

Joyce Gallo
Mycoff Fry Partners LLC
PO Box 1310
Conifer CO 80443
(800) 525-9082
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.