

**DIRECTOR, ENGINEERING AND ELECTRIC OPERATIONS
LEE COUNTY ELECTRIC COOPERATIVE (LCEC)
NORTH FORT MYERS, FLORIDA**

PROFILE

The Director, Engineering and Electric Operations (Director), supervises 150 personnel including 75 full-time contract personnel, a payroll of \$8.4 million, and a combined operating and capital budget of \$59 million. Four direct reports to the Director manage the functions of Distribution Design & System Engineering, Technical Services, Construction & Maintenance, and Design & Engineering. Field personnel and a small portion of design engineering personnel are represented by a bargaining unit.



REQUIREMENTS

Driven by the leadership of the LCEC Board of Directors and the executive management team's desire for continuous improvement, LCEC's team is focusing on process and efficiency improvements to achieve its primary goals of safe, reliable and affordable service to its customers. Recent and ongoing solutions include installation of a new NISC information management system, development of a Business Architecture Map, mild reorganization of departments, and internal process improvement efforts.

The Director is responsible for overseeing the planning, design, construction, operations, and maintenance of LCEC's transmission, substation, and distribution facilities. It is the desire of the LCEC team to attract candidates that share a passion for exemplary service, continuous improvement, and ongoing development of a cohesive workforce that shares leadership's passion for the accomplishment of the cooperative's mission. Candidates should offer proven leadership experience in an electric utility power delivery organization and a track record of success as a coach and mentor to personnel balanced with a willingness to engage at all levels and provide the workforce with the tools and environment to be successful. Exemplary listening and communication skills are vital to the Director's success.

LCEC seeks leaders who enjoy and promote collaborative problem solving with peer departments and strategic engagement with stakeholders at every level of the organization. Successful engagement with community and customer leaders is mandatory for executives. The Director will be expected to lead by example and promote accountability, agility, and creativity within the engineering and operations department and have a natural inclination to assist peer departments with their success in achieving the LCEC mission. Candidates should expect to display a proven track record in each of these areas.

Primary Responsibilities:

- Provide key participation in the overall development of corporate vision and strategic plans and other crucial decision-making processes of LCEC.
- Direct the planning, design, standards, and mapping of distribution facilities and the development and deployment of associated policies, including CIAC, easements, and attachment agreements.
- Direct the planning, design, engineering, operation and maintenance of transmission, and substation facilities.

- Direct the construction, operation, and maintenance of transmission, distribution, and substation facilities through LCEC and contract workforces.
- Participate as liaison representing the interests of LCEC to all applicable regulatory or legislative bodies including but not limited to FERC, FPSC, county and city governmental agencies.

Candidates should offer substantive experience managing a union workforce and assisting in the negotiation of labor agreements. LCEC is currently undertaking negotiation of an expiring agreement, a process that may or may not complete prior to the Director's hire. LCEC typically averages three to four year terms in its labor agreements.

LCEC measures its departmental performance by tracking multiple metrics in each department of the organization. Reliability is a very high priority for the organization with System Average Interruption Duration Index (SAIDI) as one of its primary KPI objectives. The organization has been successful in accomplishing reliability at or below its SAIDI target of 78 minutes over the past four years and including multiple performance records. Equivalent to reliability performance is budget compliance. Candidates should offer a successful track record in metrics tracking and management as well as power delivery budgeting and work planning.

Referenced heavily in LCEC's literature is its success in emergency preparedness and large scale outage restoration. The service territory experienced four hurricanes in twenty years and multiple tropical storms within that period. Candidates with proven success planning, continually improving, and executing emergency preparedness and management plans and managing through large scale outage restorations may have an advantage.

LCEC was ahead of many large cooperatives in its distribution technology advancements with the installation of PLC-based metering (TWACS) around 2004. A ten-year system improvement plan began around the same time and accomplished its goals, evidenced by the aforementioned performance records in reliability. The organization anticipates another evolution to its smart grid network in upcoming years but is calculated and analytic in its investments. The first step of that process will be a new SCADA system in the planning phases now and subsequent upgrade of the outage management system. Analysis of the proper timing for automated metering infrastructure investments is also ongoing but the cooperative does have experience with advanced and two-way metering with multiple larger or power-quality-sensitive customers. Eighty-percent of LCEC's distribution system is overhead. LCEC's leadership invested in its substations in recent years and offers one of the more advanced substation networks in the region with newer protection and relaying equipment.



LCEC utilizes contracted workforce at a higher-than-average level for cooperatives. Around 75 personnel in the Director's division are contract personnel. All of vegetation management is contracted to a vendor and most large or complex transmission and distribution line projects are bid to contractors. Internal line workers handle large and complex construction and maintenance projects on occasion to maintain a higher level of expertise in the internal workforce. Candidates should

offer experience negotiating, maintaining, and managing such contracts and experience managing a relatively large contract workforce is desired.

All executive staff of LCEC are required to interact with the Board of Directors both inside and outside the board room. Previous experience providing presentations to governing bodies or community leadership is desired.

Candidates must offer an absolute understanding of the high priority of safety and should offer a proven track record maintaining safety performance as a priority.

LCEC is one of the larger electric cooperatives in the country with around 210,000 meters and is facing significant growth with around 5,000 additional meters expected in 2019. Candidates with experience managing a power delivery workforce in a high customer-growth environment are desired.

Required Qualifications:

- Bachelor's Degree in Engineering.
- Ten (10) years experience in the planning, design, construction, operations, and maintenance of utility transmission distribution and substation facilities.
- Ten (10) years of progressive management experience
- Proven ability to manage Capital and O&M budgets.
- Proven ability to manage contracts.
- Proven competency in the following areas: interpersonal skills, communications, motivation, self-management, visionary thinking, and leadership.

Desired Qualifications:

- Bachelor's Degree in Electrical Engineering with focus on Power Engineering.
- Master's Degree in Business Administration.
- Registration as a professional engineer in the state of Florida or registration in another state with the ability, through reciprocity, to obtain registration in Florida within six (6) months of employment.

Finalist candidates will be required to take a ProfileXT™ assessment test during the interview process.

LEE COUNTY ELECTRIC COOPERATIVE

LCEC is a not-for-profit electric distribution cooperative providing reliable and cost competitive electricity to nearly 210,000 customers in Southwest Florida. As part of a local business, LCEC's employees are deeply involved in economic development, education, the environment and building communities. The organization operates with a keen eye on maintaining a businesslike culture driven by benchmarked performance and process improvement with excellent financial strength with providing quality service to customers as a high priority. Annual key performance indicators, customer satisfaction surveys, employee engagement surveys and open communication opportunities ensure the organization is on-track.

LCEC is one of the largest cooperatives in the United States and one of the largest employers in Lee County, Florida. Cooperative membership is open to all customers within the service territory. LCEC serves customers

in Cape Coral, North Fort Myers, Sanibel, Captiva, Pine Island, Everglades City, Immokalee, Marco Island, Ave Maria and parts of Lehigh Acres. The organization's headquarters remain in North Fort Myers; the location that the cooperative began in 1940.

[LCEC Main Web Site](#)

[2017 Annual Report](#)

[Service Territory](#)

News – [Media Releases](#) -

[Newsletters](#)

NORTH FORT MYERS WEB LINKS

[Chamber Site](#)

[Wikipedia Site](#)

[City-Data.com Site](#)

[Facebook Site \(Things to Do in Fort Myers\)](#)

[Zillow Real Estate Site](#)

| | 2017 | 2016 |
|----------------------------------|---------------|---------------|
| Operating Revenue | \$405,878,307 | \$391,495,971 |
| Operating Expense | \$382,084,012 | \$369,536,803 |
| Interest Expense | \$12,102,832 | \$11,465,245 |
| Net Margins | \$14,552,559 | \$13,610,469 |
| Net Plant | \$568,718,170 | \$558,116,268 |
| Total Assets | \$717,536,742 | \$678,484,511 |
| Total customers | 214,668 | 211,685 |
| kWh Purchased | 3,994,543,168 | 3,985,083,270 |
| kWh Sold | 3,809,847,360 | 3,800,338,072 |
| Miles of Energized Line | 8,268 | 8,161 |
| Avg Monthly Residential kWh Used | 1,125 | 1,142 |
| Equity Retirement | \$4,706,470 | \$11,513,097 |
| Capital Expenditures | \$47,480,082 | \$61,406,610 |
| Customers per Employee | 594 | 565 |

CONTACT INFORMATION

RESUMES DESIRED IN PDF FORMAT

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