

**- General Manager - Manitowoc Public Utilities
Manitowoc, Wisconsin**

PROFILE

The General Manager (GM) of Manitowoc Public Utilities (MPU) reports directly to the [Manitowoc Public Utilities Commission](#) consisting of seven members. Five Commissioners are citizens elected by the Common Council for five-year terms. Manitowoc's Mayor and a member of the city's Finance Committee serve as ex-officio members. MPU employs 88 full-time personnel and three Senior Managers report directly to the GM representing divisions of Business Services, Technical Services, and Utility Operations.

The GM position directs and administers all the activities of the utilities within a general framework of approved policies, budgets, and programs approved by the MPU Commission. The General Manager is also responsible to maintain and enhance the relationships with City of Kiel, Great Lakes Utilities (GLU), Central Brown County Water Authority, and the Villages of Reedsville and Cleveland.

CONDITIONS AND REQUIREMENTS

MPU's governing body is seeking a highly qualified and talented executive to assume leadership of the organization and is willing to compensate accordingly. MPU is a high-performing utility business with enviable efficiency, clear purpose with the ratepayer as a priority, an engaged and loyal team of employees, and a governing body that supports outside-the-box thinking and straightforward and proactive communication. MPU accomplished its position through efficient execution of work and identification of opportunities to grow the business. Through consistent and assertive identification, analysis, and execution of available opportunities, MPU expanded its revenues and services to take advantage of the organization's core strengths. Strong evidence of these successes includes MPU's overall financial position with no debt by October of 2019, a substantial reserve fund for future investment, and a recent filing with the Public Service Commission of Wisconsin for its fourth electric rate decrease since 2014. The MPU Commission is seeking candidates that bring immediately applicable leadership skills, vision, creativity in developing solutions to challenges, and an ability to continue the current path of performance and progressive business behavior in the future.

Through a recent strategic planning exercise, MPU's leadership identified Operational Excellence, Customer Service Excellence, Employee Engagement, Fiscal Responsibility, and Growth Opportunities as MPU's primary focuses. Applicants should expect to bring a philosophical alignment with these categories as priorities and proven career experience as a utility executive and business and community leader that utilizes strategic and other planning methods to identify focus areas and serve as a guiding model for decisions and execution of work product.

Within the near-term, candidates should expect to address the following primary challenges with MPU:

- Personnel attraction, retention, and cultural and organizational development.
- The future of MPU's power supply portfolio and continuing to identify opportunities for MPU and other GLU members through strategic power supply management.
- Potential completion of a resiliency generating facility to improve generation availability and reliability.
- Ongoing negotiations to provide clarity in service contracts with wholesale customers (water and City of Manitowoc's wastewater treatment facility).

The Commission seeks candidates with broad electric and/or water and wastewater experience and a minimum of 10 years experience in a senior management position with a public or private utility or related consulting fields.

Candidates should expect to offer an understanding and respect for customer-owned utilities and a willingness to engage closely with a community.

Due to the higher-than-average complexity of MPU's power supply equation, including contractual management of Great Lakes Utilities (GLU), generating facility operation and ownership, and MISO market engagement, it is anticipated that ideal candidates will offer strengths in the broad category of power supply management and portfolio and market strategy. Experience within an organized power market is also desired.

At present, due to the high complexity of MPU and managing other municipal entities' variety of operations, the Commission is prioritizing candidates with an engineering degree and preferably an MBA or other advanced degree. Candidates with other applicable educational paths are encouraged to apply and will be afforded full review given alignment with other desired and required qualifications and a proven background in executive utility leadership and technical competency. Substantive negotiating and contracting experience is required. Experience developing or managing core-related services could be beneficial to candidates. Experience that includes engagement with a state commission that governs utility affairs is also desired.

Excellent written and oral communication skills as well as the ability to provide exemplary presentations are an absolute requirement. The GM will be expected to represent MPU with retail and wholesale customers and including publicly elected governing bodies of Manitowoc and wholesale customers. Additionally, the Commission seeks candidates with proven capability to provide leadership and develop relationships externally to the organization with key stakeholders, peer utility partners, and customers.

MANITOWOC PUBLIC UTILITIES

Manitowoc Public Utilities (MPU) is a municipal utility that owns, operates, and maintains water and electric assets that serve a population of approximately 35,000 located within the City of Manitowoc. MPU provides wholesale broadband and retail and wholesale electric and water operations services to customers

The electric distribution system serves approximately 17,821 electric customers with around 8,500 poles, twenty four 13.2kV primary circuits, and seven 4kV primary circuits with six substations. MPU owns about 33 miles of fiber optic cable which is attached to MPU poles and partially undergrounded. Dark fiber is leased to wholesale customers through multiple third party vendors.

Larger individual assets include MPU's ownership and operation of two membrane water filtration facilities, a power generation facility with two fluidized bed generation units of 77 MW (net) located on the east side and a 24 MW combustion turbine on the west side of the city. The water distribution system consists of three water towers, one underground reservoir, three pump stations, and two Ranney collector wells. The electric transmission system consists of 69Kv transmission lines with American Transmission Company.

Under an Agreement with [Great Lakes Utilities \(GLU\)](#), MPU's GM and a support team of MPU personnel are contractually obligated to oversee all aspects of GLU administration and day-to-day management including power purchase agreements, MISO interface, special services requested by GLU's 11 members, and providing progress reports to member City Councils. GLU currently has a diverse portfolio of power supply resources which it utilizes to provide full requirements service to four of its member communities - Clintonville, Shawano, Wisconsin Rapids, and Kiel - and partial requirements service to Manitowoc. GLU also performs MISO energy market services on behalf of its members.

MPU has additional partnerships with multiple entities which include: a perpetual wholesale water purchase and sale agreement with Central Brown County Water Authority (CBCWA) which has six member communities near Green Bay; contracted management and/or O&M services agreements with CBCWA and other smaller

communities around Manitowoc including the wastewater treatment facility of City of Manitowoc. MPU also provides IT services to City of Manitowoc.

MPU's average residential electric bill and water bill are in the lower 25th percentile in the State of Wisconsin.

MPU web site - www.mpu.org

[2018 Annual Report](#)

[Details on MPU's electric generating and delivery facilities.](#)

[Details on MPU's water facilities.](#)

[2018 Performance Indicators](#)

[Consumer Newsletters](#)

[AMI Project](#)

MANITOWOC, WI - Helpful Links

[Official City Web Site](#)

[Wikipedia Web Site](#)

[City-Data.com - Manitowoc](#)

BENEFITS

MPU is a member of the [Wisconsin Retirement System](#). A detailed spreadsheet of benefits is available upon request.

TIMELINE

August 30 - Deadline to submit resumes

Week of September 23 – Likely dates for first-round interviews.

Week of October 14 – Likely dates for second-round interviews.

Early to Mid-December – Successful candidate begins employment.

CONTACT INFORMATION

Please submit resumes in PDF format.

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