

**Modesto Irrigation District (MID)  
General Manager  
Modesto, California**

**Modesto Irrigation District (MID)**

<https://www.mid.org>

MID was formed in 1887. It began providing irrigation water in 1904 and providing electric service in 1923. MID's irrigation service area includes a total of 101,700 acres. Since 1940, MID has provided electric service exclusively within its 560-square mile service territory. In 1996, MID began providing electric service on a competitive basis to portions of Pacific Gas & Electric's (PG&E) service territory. MID owns and operates a vertically integrated electric generation, transmission, and distribution utility. It purchases and sells electric and transmission services. Since 1994, MID has owned and operated a water treatment plant to provide wholesale domestic water for the City of Modesto.



MID is governed by a five-member Board of Directors elected from separate electoral divisions to staggered four-year terms. Two board members are eligible for reelection in 2020 and the remaining three board members are eligible for reelection in 2022.

MID, along with 14 northern California cities and districts and one rural electric cooperative, is a member of the Transmission Agency of Northern California (TANC). MID is also part of the Balancing Authority of Northern California (BANC) and a member of the M-S-R Public Power Agency.

MID's 10 largest electric customers account for 23% of total kWh sales and 16% of total energy revenues. The largest customer accounts for 11% of total kWh sales and 6% of total electric revenue. MID's customer information is shown on the attached "MID Fast Facts".

MID's irrigation information is shown on the attached "MID Fast Facts".

MID has about 450 employees of which 386 are represented by the IBEW.

As shown on the attached 2019 Annual Report, MID generated about \$426 million in annual revenue. It has \$1.4 billion in assets and \$576 in long-term debt.

MID is not subjected to rate regulation by the California Public Utility Commission (CPUC).

MID has been rated A+ by Standard & Poor's and AA- by Fitch.



## General Manager

MID's General Manager responsibilities are described in the attached job description.

The General Manager reports to the five-member Board of Directors and is responsible for implementing Board policy, managing day to day operations and business affairs of MID, and proposing new or modified Board policy. As shown on the attached Organization Chart, he or she will lead MID's 450 employees through a senior staff that currently consists of a Senior Public Affairs Specialist, Human Resources Manager, Information Technology Manager, Assistant General Manager Finance & Treasurer, Assistant General Manager Water Operations, Assistant General Manager Transmission & Distribution, Assistant General Manager Electric Resources. The General Counsel reports both to the Board of Directors and to the General Manager. The General Manager will have the benefit of a solid and experienced senior staff to allow him/her to look into innovative and strategic opportunities to advance the District. This will include the General Manager becoming an integrated part of our community and utilizing his/her exceptional public speaking skills to advance District initiatives, develop partnerships, and ensure customer needs are met.

Along with ensuring competitive retail rates and reliability, MID operates in a sound financial condition. The next General Manager will be responsible for providing strong leadership, focusing on future strategies, and improved community relations. More specifically, MID is facing regulatory issues requiring closer partnership with neighboring utilities and the state to protect water rights, hydro re-licensing, and green energy.



The General Manager must be an ethical and collaborative leader with an ability to work with a Board that has divided interests and issues. The ideal General Manager will have deep experience working with governing boards and a thorough understanding of the appropriate role of an elected body, preferably in a public agency, with an ability to find broad consensus among MID's governing body.

## Requirements

MID's General Manager requirements are also described on the attached job description.

The ideal candidates will have a history of progressive management into executive responsibility of electric and water utilities. Candidates will ideally have experience in electric utility operations, preferably with public power governance, and a working understanding of water supply and rights. While the electric utility dominates the balance sheet, water is a highly emotional and political issue. Experience managing finance, customer relations, power supply, water operations, a unionized workforce, and other administrative duties is ideal.

Candidates should have a proven record exemplary customer, community, and employee relations.

MID has experienced a series of short-term General Managers. The Board is seeking more stability in this key leadership role. Ideally, the next General Manager will commit to a minimum of five years of service.

**Modesto, California**

- <http://www.modestogov.com/>
- [https://en.wikipedia.org/wiki/Modesto,\\_California](https://en.wikipedia.org/wiki/Modesto,_California)
- <http://www.city-data.com/city/Modesto-California.html>
- <https://www.zillow.com/modesto-ca/home-values>

Modesto was founded in 1870. It is in the San Joaquin Valley (Central Valley) 92 miles east of San Francisco and 90 miles north of Fresno. Modesto is California’s 18<sup>th</sup> largest city with a 2017 population of 214,000.



Cost of living in Modesto in 2019 was a moderate 97.8% of the national average. According to Zillow, the median home value in Modesto is about \$318,000.

**Compensation**

MID will pay a competitive and market-based salary along with a full complement of fringe benefits, including relocation reimbursement, excellent retirement benefits, and comprehensive medical benefits, which are more completely described on the attached employee benefits documents.

**Recruitment Schedule**

|   |                            |
|---|----------------------------|
| Profile and requirements finalized:                               | June 23, 2020              |
| Advertisements placed and prospective candidates researched:      | July 1, 2020               |
| Resumes collected and telephone interviews completed:             | August 12, 2020            |
| Report and screened resumes presented to MID’s Board:             | August 19, 2020            |
| Conference call with the Board to select candidates to interview: | September 2, 2020          |
| Board interviews in Modesto, CA:                                  | September 22, 23 & 24 2020 |
| Finalist selected and employment negotiated by                    | October 16, 2020           |
| GM begins employment  | December 1, 2020           |

**Contact**

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*MID is an Equal Opportunity Employer.*

*(CONTINUED ON FOLLOWING PAGES)*

## MID Fast Facts

### Mission

MID will provide electric, irrigation and domestic water services for its customers, delivering the highest value at the lowest cost possible through teamwork, technology, innovation, and commitment.

### Our Vision

MID will be the preferred electric and water utility for existing and potential customers by exceeding their expectations.

### Key Dates

- Established, July 1887
- Irrigation water in the canals, 1904
- Electric service, 1923
- Waterford Irrigation District merger, 1978
- Modesto Regional Water Treatment Plant, 1994



### Board of Directors

- Division 1 - Larry Byrd
- Division 2 - John Mensinger
- Division 3 - Paul Campbell
- Division 4 - Stu Gilman
- Division 5 - Nick Blom

### Board Meetings

The regularly scheduled Board meeting is held at 9 a.m. on the second Tuesday of each month at the MID main office, 1231 Eleventh Street, Modesto. Additional meetings may be scheduled on other Tuesdays. Contact the Board Secretary at (209) 526-7360 for information on dates and [agendas](#).

### Management:

|                  |   |
|------------------|---|
| Ed Franciosa     | Interim General Manager                 |
| James McFall     | AGM Electric Resources                  |
| Scott Van Vuren  | AGM Finance/Treasurer                   |
| Esteban Martinez | Interim AGM Transmission & Distribution |
| John Davids      | AGM Water Operations                    |

Number of employees:450Note: AGM = Assistant General Manager

**Electric Facts**

Number of Electric Accounts (as of December 2019)

|                       |         |
|-----------------------|---------|
| Residential           | 100,187 |
| Commercial/Industrial | 12,823  |
| Other                 | 16,630  |
| Total                 | 129,640 |

Other Electric Facts and Figures

|  |                   |
|--|-------------------|
| Electric service area:                   | 560 square miles  |
| Peak demand for 2019 (as of Sept. 2019): | 671 MW            |
| 2019 Consumption (as of Dec. 2019):      | 2,486,393,438 kWh |
| 2019 Electric revenue (as of Dec. 2019): | \$354,590,384     |
| Average monthly residential kWh use:     | 850 kWh / month   |

**Electric Facilities**

|                              |   |   |
|------------------------------|---|---|
| Don Pedro Powerhouse         | Hydropower from water stored in Don Pedro Reservoir | Output: Three turbines, 55 MW each and one turbine, 34 MW<br>MID owns 31.54% or 63 MW   |
| Woodland Generation Stations | Flexible year-round power supply                    | Unit 1 - completed: 1993<br>- Output: 49.4 MW<br>Unit 2 - completed: 2003<br>- Output: 83 MW<br>Unit 3 - completed: 2011<br>- Output: 49.6 MW |
| McClure Generation Station   | Peaking power                                       | Unit 1 - completed 1980<br>Unit 2 - completed 1981<br>Output: 56 MW each unit   |
| Ripon Generation Station     | Peaking Power                                       | Completed - 2006<br>Output: 95 MW   |
| Stone Drop Mini-Hydro        | Hydropower from main canal during irrigation season | Completed - 1983<br>Output: 230 KW  |

|                      |   |                                     |
|----------------------|---|-------------------------------------|
| New Hogan Powerhouse | Hydropower from water stored in New Hogan Reservoir | Completed - 1986<br>Output: 3.15 MW |
|----------------------|---|-------------------------------------|

**Water/Irrigation Facts**

Acres in irrigation service area: 101,700

Irrigated acres: 57,955 acres

Irrigation accounts: 3,104 (active)

Water delivered: 173,750 acre-feet (20-year average)

Water charge: Fixed charge - \$44 per acre; Tier 1 (up to 24") - \$2/acre-foot (AF); Tier 2 (24" up to 36") - \$5/AF; Tier 3 (36" up to 42") - \$11.25/AF; Tier 4 (42" and up) - \$40/AF

Miles of canal: 208 miles (includes pipelines)

Water sources: Tuolumne River & groundwater

**Water Facilities**

|  |  |   |
|--|--|---|
| Don Pedro Reservoir                    | Water storage<br>Other benefits: Hydropower, flood control, recreation | Completed: 1971<br>Maximum storage: 2,030,000 acre-feet<br>Dam crest: 830 ft.           |
| La Grange Dam                          | Divert water for MID and Turlock Irrigation District                   | Completed: 1893   |
| Modesto Reservoir                      | Regulate canal flows, store water                                      | Completed: 1911<br>Maximum storage: 28,000 acre-feet                                    |
| Modesto Regional Water Treatment Plant | Drinking water<br>Water sold to the City of Modesto                    | Completed: 1994<br>Water source: Tuolumne River<br>Capacity: 60 million gallons per day |



# General Manager

Class  
Code:  
9010

Bargaining Unit: Unrepresented

MODESTO IRRIGATION DISTRICT  
Revision Date: Nov 21, 2014

## SALARY RANGE

\$19,319.73 - \$25,114.27 Monthly  
\$231,836.80 - \$301,371.20 Annually

### DESCRIPTION:

Reporting to the Board of Directors and responsible for all operations of the District including planning, organizing, developing and implementing comprehensive management actions to achieve the policy and program objectives established by the Board of Directors.

This is an exempt position and is part of the Management and Confidential Group.

### EXAMPLES OF DUTIES:

Duties may include, but are not limited to, the following:

- Responsible for the effective direction, operation and control of the key activities of the District, including: electric operations, irrigation operations, domestic water operations, electric resources planning, financial operations, governmental affairs, human resources administration and public information activities
- Anticipate, identify and present policy issues to the Board of Directors, prepare annual forecasts to evaluate the environment in which the District operates
- Communicate the mission and overall standards of responsibility for all operating units and organize the work necessary to achieve the established objectives of the District
- Develop long-range objectives consistent with the mission of the District and update annually
- Review and propose annual budgets and control implementation within approved levels
- Ensure policies and procedures remain within guidelines established by the Board of Directors and update when necessary
- Establish two-way communication methods
- Ensure an environment that encourages initiative and recognition of effort for all employees
- Provide effective procedures to select, promote and develop employees for key activities in the District

- Establish realistic, attainable performance standards
- Take corrective action when standards are not being met.

**Other Related Duties**

Monitor citizen attitudes through effective means; coordinate legal affairs of District with General Counsel; other duties as directed.

**TYPICAL QUALIFICATIONS:**

Any combination of education, experience, knowledge and abilities may satisfy the necessary minimum qualifications. A typical way to obtain the education, experience, knowledge and abilities would be:

**Education:**

High school diploma or equivalent. Bachelors degree in Business Administration, Public Administration, Engineering or closely related field.

**Experience:**

A minimum of ten (10) years increasingly responsible professional managerial experience in a large public or private entity, with a minimum of five (5) years in a related technical field.

**Knowledge and Abilities:**

- Knowledge of organization and management of a large public or private entity; principles and practices of administration, public utility and water laws and regulations; political process at the federal, state, and local level.
- Ability to maintain an active relationship with community leaders on issues involving the District; maintain an active relationship with federal and state regulatory agencies and elected policy makers to secure the District's interests; delegate major responsibilities and establish accountability for achieving results; communicate effectively orally and in writing with the Board of Directors and all levels of employees; effectively evaluate performance of staff reporting to the General Manager.

**Special Requirement:**

Must have a valid California Class C driver license.