

**PRESIDENT & CHIEF EXECUTIVE OFFICER
HUNTSVILLE UTILITIES
Huntsville, Alabama**

PROFILE

Huntsville Utilities' President & Chief Executive Officer (CEO) reports to six board members with three members representing both gas and water utilities and three representing the electric utility. Board members are appointed by the Huntsville City Council. The CEO supervises around 630 non-union employees with five direct reports representing Customer Care, Finance, Human Resources, Operations, Engineering, and Audit divisions; Internal Audit is a direct report to the CEO and a dotted-line report to the utility boards.

CONDITIONS AND REQUIREMENTS

Huntsville Utilities' Mission and Vision Statements include *"To add value to our community by providing efficient utility services"* and *"To be the best utility in the country"*, respectively. The utility is enjoying the benefits of stable-to-above average community growth and Huntsville receives around 24% of the State of Alabama's growth at present. Gas and water utilities show such benefits in the strong financial and operational health of the organizations. The electric utility, while also performing well both financially and operationally, is experiencing more challenging times due to revenue loss that is primarily related to usage reduction commonly seen around the United States.

Huntsville Utilities' primary goals and recent successes include numerous planned and executed projects to improve their customer experience; improving its technical and operational capability with enterprise business software (SAP) and smart metering equipment (mid-deployment of AMI); ongoing development of a \$105 million water treatment plant expected to complete in March of 2017; furthering its efforts to market residential gas services; energy efficiency initiatives executed with grant assistance to lower demand; and improving financial stability from an already strong position. The organization will likely seek an electric rate increase soon. Candidates that offer experience analyzing and implementing modern rate practices are desired.

It is vitally important to the board that Huntsville Utilities maintains or improves its strong local and regional brand and reputation. Ideal candidates should expect to offer high visibility and leadership in the Huntsville community and will provide exemplary leadership in representation of Huntsville's interests with its power supplier, the Tennessee Valley Authority (TVA), its regional distribution utility service organization, the Tennessee Valley Public Power Association (TVPPA), and national associations representing all three utility services. Candidates should offer exemplary written and oral communication skills as well as comfort and experience providing presentations to professional and public audiences as well as media.

Candidates should offer a transparent and hands-off management, leadership, and communication style and a natural approachability by customers, board members, and employees. The board is accustomed to thorough, open, and straightforward communication in the boardroom from its executive team and expects this style to continue in the future.

The Huntsville Utilities organization recently embarked on a unique partnership with Google in which Huntsville Utilities will build, own, and lease high capacity residential fiber to Google and potentially other fiber service providers to increase utility revenues and offset revenue losses as well as providing a valuable service to the community. Candidates that offer fiber business experience may have an advantage, yet the Huntsville Board is generally attracted to candidates that offer the capability to envision and manage such entrepreneurial opportunities with proper business planning and analytics and an eye toward prudence and risk management.

While a formal strategic plan does not currently exist at Huntsville Utilities, board members are interested in developing focused strategic-level guiding initiatives for the organization in the future. Candidates with experience fostering the development and execution of a strategic plan and resultant initiatives are desired. Efforts are currently underway to develop Key Performance Indicators for each of the utilities' departments.

Huntsville Utilities' next CEO will be expected to further and champion ongoing development of a modern workforce. Those with experience in succession planning and workforce development are desired. In addition to investment in the utilities' personnel, the board also anticipates long-term challenges with the rising costs of employment and seeks CEO

candidates with experience managing an efficient and accountable workforce and an employee culture that seeks to maintain low overhead and resultant low rates for customers.

Safety is of utmost importance for the organization as Huntsville Utilities' metrics have improved within the realm of high-average performing utilities in recent years. Candidates should offer a consistent track record of developing a safety-focused culture and leading a utility organization to excellent safety performance.

Huntsville is an Equal Opportunity Employer and candidates are expected to offer experience furthering diversity in the workplace.

Critical thinking skills, demonstrated sound judgment, ethics, and integrity are absolute requirements.

A bachelor's degree in engineering, business, or a related field is required. An MBA or master's degree in a related field is desired. A minimum of ten years of executive-level leadership experience with a utility providing electric and either natural gas or water supply services is desired. Candidates with experience in all three utilities could be ideal.

HUNTSVILLE UTILITIES

Located in Huntsville, Alabama, Huntsville Utilities is owned by the City of Huntsville. Huntsville Utilities includes three separate utility systems operating under three Boards appointed by the City Council. The Gas, Water, and Electric Systems share top management, customer services, billing, meter reading, accounting and purchasing personnel. Each System pays its share of these expenses and maintains its own financial reports. Due to a common goal of outstanding customer service and cost savings, Huntsville Utilities also worked with most of the Madison County Water Systems, the City and County Sanitation Departments, and the City Water Pollution Control Department to provide customers with a single bill each month. By sharing in this billing, customers save on postage, paper, payroll, benefits, computers, vehicles, and insurance while providing customers the convenience of one-stop service and a single monthly bill.

Huntsville Utilities provides service to 180,000 electric, 93,000 water, and 51,000 gas customers with around \$561 million in total revenue. The organization employs 630 personnel, including all three service departments and shared customer service, administrative, and temporary or contract employees. The organization provides 6% of its electric plant and 6% of revenues in water and gas departments to the City of Huntsville in a Payment In Lieu of Taxes (PILOT) format.

Huntsville Utilities actively participates in Gatekeepers, Project Share, Buddy Call, United Way, and March of Dimes. In 1996, Huntsville Utilities received a National Community Service Award.

Huntsville Utilities provides electricity that is purchased from the Tennessee Valley Authority (TVA) and distribute to electric customers throughout Madison County.

Natural Gas is purchased from several suppliers, with supply produced onshore and offshore. With two major pipelines transporting natural gas for distribution to Huntsville Utilities, customers are provided a safe, reliable supply of natural gas in quantities sufficient to meet their needs.

Water is supplied through wells which tap underground aquifers and from the Tennessee River. This water is purified in accordance with rules and regulations of the Alabama Department of Environmental Management (ADEM) and the Environmental Protection Agency (EPA). Water quality is closely monitored by an on-site certified laboratory. The System's water treatment plants have received the "Best Operated Surface Water Treatment Plant" Award a total of 14 times. The ground water supply has received the "Best Operated Ground Water System in Alabama" nine times since 1981. In 1992, and 2006 the System received the EPA Safe Drinking Water Excellence Award, where Huntsville was selected over other large water suppliers in EPA Region IV, which includes eight Southeastern states.

AWARDS:

- EPA Safe Drinking Water Excellence Award, in which Huntsville was selected over large water suppliers in EPA Region IV, which includes 8 Southeastern states
- Ground Water Supply: "Best Operated Ground Water System in Alabama" 9 times since 1981
- Water Treatment System: "Best Operated Surface Water Treatment Plant" Award 14 times
- Standard & Poor's Rating AA+
- Moody's Investors Service Aa1

- American Public Gas Association Safety Award
- American Public Gas Association Safety Management & Excellence Award

Benefits

All regular, full-time employees are automatically enrolled as a member of the Employee's Retirement System of Alabama. The ERS is a defined benefit plan qualified under Section 401(a) of the Internal Revenue Code. A defined benefit plan provides the employees with a specific benefit at retirement by calculating the retirement benefit based upon a formula. Our employees make contributions per their Tier enrollment plan. ERS currently has two tiers depending upon date of hire and prior service credit. This plan also offers a Pre-Retirement Death Benefit equivalent to one year's salary to all employees who have at least one year of service.

Huntsville Utilities offers two health care plans to choose from administered by BCBS of Alabama. These plans include low co-pays and deductibles, air medical coverage, wellness/preventive care, point-of-sale prescription coverage a prescription drug card program dependent on the plan selected. All regular, full-time employees, spouses and dependents (age 12 and older) who are covered on the HU Medical plans are eligible to use the clinic. All full-time employees can use the clinic regardless of medical enrollment. The clinic is completely voluntary and there is no co-pay when visiting the clinic. To provide protection for employees and their families, a basic level of life insurance is provided by the company at no cost to all regular, full-time employees. In addition to basic life insurance, we offer options for supplemental and voluntary life insurance. Our Basic and Supplemental policies are administered by VOYA Life Insurance Company. Voluntary Life Insurance is administered by Guardian Life Insurance Company for Employee, Spouse and Dependents. Medical and Dependent Care Spending Accounts are administered by TASC. You may elect pre-tax dollars to pay for qualified medical expenses that are not paid by your health insurance plan such as deductibles, co-pays, dental expenses, orthodontics, etc. Contributions may also be put into an account to pay for dependent care expenses.

Critical Dates:

Applications preferred by December 4

Initial round of telephone interviews with semi-finalists by January 6.

Finalist interviews with the board around the week of January 23.

Web Links:

[Huntsville Utilities](#)

[2015 Annual Report - Editorial](#)

[2015 Financial Statement](#)

[City of Huntsville](#)

[Chamber of Commerce](#)

[Wikipedia - Huntsville](#)

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

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