

**GENERAL MANAGER  
SOUTH HADLEY ELECTRIC LIGHT DEPARTMENT  
SOUTH HADLEY, MASSACHUSETTS**

**PROFILE**

The South Hadley Electric Light Department (SHELD) General Manager reports to a five-member Board of Commissioners and supervises 20 personnel, including an Administrative Assistant, a Financial Manager, an Engineering Manager, a Working Foreman, Line Staff, an Inventory Control Clerk, and a Customer Electrician.

**REQUIREMENTS**

The ideal General Manager candidate will have at least ten years of supervisory experience with an electric distribution utility and preferably five years of executive-level supervisory experience. Experience engaging in leadership roles with one or more communities, leadership in strategic planning processes, and substantive knowledge of power supply management and evaluation of alternative energy supplies that include renewable generation alternatives are all desired. Ideal candidates will offer experience in modern rate design and cost-of-service analysis. Experience in developing fiber optic services or other revenue-enhancing services in the electric utility environment is also desired.



It is generally the opinion of SHELD's board members that a background and education in electrical engineering would be quite beneficial to the organization; however, that desire will not supersede the board's desire to hire a General Manager with excellent leadership, interpersonal, and communication skills. A bachelor's degree in an applicable field is desired as is an MBA or other advanced degree.

Candidates should expect to offer a naturally transparent and inclusive team-building style as well as political savvy. The board desires candidates that seeks to provide leadership and education on the industry, but also those who collaboratively engage with board members, community stakeholders, and neighboring and regional utilities and associated resources. A goal-oriented individual that seeks to evolve the organization's business policies and practices to enhance compliance, efficiencies, and provide the ideal customer experience are additional necessities. Candidates should display a successful track record in safety leadership within the utility environment as well. The next General Manager should expect to be a partner in South Hadley's economic development process. Experience negotiating bargaining unit agreements and managing within a union environment is desired. Ideal candidates will bring a respect and appreciation for the municipal utility business model and the concept of customer-owners.

**SHELD**

Founded in 1914, SHELD serves around 7,800 customers, including nearly 800 small commercial and 12 large industrial accounts. The service territory has a peak demand of 25 MW and receives its power supply through Eversource transmission lines connected at one recently upgraded 55

MVA substation (two transformers at 35 and 20+ MVA). The recent upgrades assisted to significantly enhance the distribution system's reliability. All electric distribution is 13.8 kV excepting two small neighborhoods at 4,160 V. SHELD customers enjoy lower rates than neighboring customers of investor-owned utilities. SHELD also evolved its information technology capabilities in recent years with the addition of SEDC software.

SHELD is a project participant with the Massachusetts Municipal Wholesale Electric Company (MMWEC), a political subdivision of the Commonwealth of Massachusetts created to develop bulk power supply options for its members and assist or manage power supply market purchases. SHELD entered into power supply and power purchase agreements with MMWEC and is a partial owner in MMWEC's share of the Seabrook and Millstone Nuclear Plants.



SHELD leases a small amount of dark fiber to larger customers in the service territory and town leadership is currently investigating partnership opportunities to expand the network and its fiber services provided to residential customers.

#### 2015 Financial Highlights:

- Operating Revenues - \$15.4 million (6% decrease from 2014)
- Total Operating Expense - \$15.35 million
- Total Liabilities - \$5.1 million (\$4 million Noncurrent Liabilities)
- Ending Net Position- \$23.6 million
- PILOT Transfer to the Town of South Hadley - \$227,752
- \$17 million in Fund Accounts including Depreciation and Special Fund accounts
- \$5.8 million net electric plant in service and \$28.7 million total assets and other debits
- No outstanding bonded debt

#### Web Resources:

[www.sheld.org](http://www.sheld.org)

[South Hadley's Official City Web Site](#)

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

[Wikipedia Site](#)

[Mount Holyoke College \(Five College Area\)](#)

[South Hadley Public Schools](#)

**BENEFITS** – All SHELD employees are members of the [Hampshire County Contributory Retirement System](#), a cost-sharing, multiple-employer public employee retirement system (PERS). The retirement plan provides pension benefits, deferred allowances, and death and disability benefits. The System provides for retirement allowance benefits up to a maximum of 80% of a member's highest three-year average annual rate of regular compensation. Payments are based upon a member's age, length of creditable service, level of compensation, and group classification. Members are vested after 10 years of creditable service. An allowance may be received upon reaching age 65 or upon attaining 20 years of service. The system provides for early retirement at age 55 if the participant meets a number of criteria.

**RECRUITMENT SCHEDULE:**

Committee begins reviewing applications – Week of September 26

Preliminary screening interviews with committee – Weeks of Oct 10 or 17

Public interviews with board – November

**FOR MORE INFORMATION OR TO APPLY CONTACT:**

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