



CITY OF DENTON  
**EXECUTIVE  
MANAGER OF  
ENERGY DELIVERY**



## CITY OF DENTON GOVERNMENT

The City of Denton operates under the Council-Manager form of government. The Mayor and six-member Council are elected for two-year terms; four members are elected by District and the two remaining seats plus the Mayor are elected at-large. The City Manager is appointed by the Council and serves as the Chief Executive Officer for the City, ensuring that the policies of the Council are implemented, and that the entire community is being served. The City Manager prepares the budget for the Council's consideration; recruits, hires, and supervises the local government staff; and serves as the Council's chief advisor.

The City has a FY 2019-2020 overall operating and capital budget of \$1.19 billion and has funding for 1,667 FTEs. Operating as a full-service municipality, Denton operates several major enterprise operations including Airport, Electric, Water, Wastewater, Solid Waste, and Drainage, in addition to standard municipal governmental services. The City of Denton prides itself on citizen involvement, innovation, and efficient use of municipal resources.

Municipal services and operations are guided by the City's strategic plan, which was created to ensure that the community realizes its vision and mission. The City Council has an annually approved strategic plan, which serves as the basis for the development of the Annual Operating Budget.

The Strategic Plan is organized into five Key Focus Areas:

- Organizational Excellence;
- Public Infrastructure;
- Economic Development;
- Safe, Livable, and Family-Friendly Community; and
- Sustainable and Environmental Stewardship.

To learn more about the City of Denton, visit the City's website at [www.cityofdenton.com](http://www.cityofdenton.com).

## ABOUT DENTON, TEXAS

The City of Denton is a unique community, blending its historic past with a dynamic and high growth environment, coupled with a diversity to give it economic viability and strength. Founded in 1857, Denton has grown from a small frontier town to a burgeoning suburbanized area with an estimated population of 141,300. Denton is the county seat of, and a major city in, Denton County. The City's historic downtown is the heart of Denton; the square and surrounding streets are vibrant and busy both day and night as a gathering place for commerce, civic events, and entertainment.

Located at the northern tip of a high growth area known as "The Golden Triangle" (formed by the cities of Denton, Fort Worth, and Dallas), the City is a dynamic community whose rapid growth has affected its infrastructure as well as its culture. Denton is approximately 95 square miles in territory and strategically positioned approximately 37 miles northwest of Dallas and 35 miles northeast of Fort Worth. Located on the Interstate 35 corridor at the intersection of I-35E and I-35W, Denton is approximately 25 miles from DFW International Airport and 20 miles north of Alliance Airport.

Since the nineteenth century, Denton has been a major higher education center. The City is home to two state universities – the University of North Texas and Texas Woman's University, with a combined enrollment in excess of 50,000 students. The City is also served by the North Central Texas College, the oldest two-year public college in Texas. Higher education is supported by the award-winning Denton Independent School District serving more than 27,000 students in a 180 square-mile district.

While the amenities of the major metropolitan settings in Dallas and Fort Worth are only minutes away, a variety of performing arts, cultural, and entertainment opportunities are also found within the community. The City and its surrounding area offer theater, symphony orchestras, museums, intercollegiate athletics, and other cultural and recreational amenities. Denton also has 30 parks and over 300 acres of open space, plus eight recreational facilities. Golf courses and nearby lakes offer superior outdoor recreation.

## DENTON MUNICIPAL ELECTRIC DEPARTMENT

Denton Municipal Electric (DME) is Denton's hometown electric provider and has been serving the greater Denton area since 1905. It is the 6th largest municipally owned utility in Texas with a 369-megawatt peak load. DME received the American Public Power Association's (APPA) Platinum Reliable Public Power Provider Award, which places it in the top 9% of municipally owned utilities in the U.S. for service reliability. DME's Average Service Availability Index (ASAI) has been 99.99% since 2009.

DME has competitive, stable rates for business and industrial customers, with a portfolio of long-term renewable energy purchase agreements to provide a predictable operating cost structure for its customers and prospective customers. DME also provides an economic growth rider incentive to qualified new and expanding businesses in Denton.

DME is a renewable energy leader, with 100% of its energy supply from renewable energy sources. The City of Denton provides more wind power, per capita, than any U.S. city, and all DME customers receive renewable energy at no additional cost.

DME also recently constructed and brought online the Denton Energy Center, a new 225 MW, 12-engine gas-fired peaking power plant, as well as created an Energy Management Organization which is a registered Qualified Scheduling Entity (QSE) in ERCOT to conduct physical energy and risk management transactions directly with available markets.

DME has 189 positions authorized in the FY 2019-20 budget and is comprised of the following Divisions: Electric Administration; Power Supply Administration, which includes Electric Wholesale Power, Energy Management, Power Supply and Safety; Regulatory and Compliance Services; Energy Services which includes Rates, Account Management, Back Office; Metering and Customer Programs; and Electric Delivery, which includes Electric Operations & Maintenance, Electric Systems Operations, Electric Distribution, Electric Substations, and Engineering. The budgeted operating expenditures for FY 2019-20 are \$229.3 million and capital expenditures are \$39.82 million.

## THE POSITION

Reporting to the General Manager, the Executive Manager of Energy Delivery is an at-will, executive position within the Denton Municipal Electric utility, an enterprise department of the City of Denton.

Key responsibilities of this position include:

- Direct oversight of engineering, technical, and operational activities of electric substations, transmission, distribution, and communication/dispatch operations and is responsible for establishing and achieving departmental goals that place DME in an electric industry leadership position in the areas of safety, reliability, and productivity.
- Develops and executes measures that advance the electrical system operating environment through long range planning and analysis, system design, construction, and maintenance improvements.
- Developing, monitoring, and controlling the annual budget and capital improvement initiatives, including the planning and forecasting of personnel, equipment, material, and supply requirements.
- Organizes the workflow of the electric transmission and distribution departments, including significant modification of the organizational structure, procedures, and workflow to reflect changes in operational demands and relationships among subordinate units.
- Approves performance standards and ensures that the management team creates and maintains a culture that motivates employees to perform at their highest level of safety and capabilities.

- Performs a full range of management duties over energy delivery areas, which include recruitment, selection, training, counseling, evaluating, discipline, and termination.
- In emergency response situations (major outages), coordinates DME Operations response that will minimize impacts on customers and maintains contact with DME General Manager and Media Relations personnel.
- Coordinates work with developers, contractors, customers, city departments and other utilities to ensure all stakeholders' needs are reasonably met.
- Resolves customer complaints in a satisfactory manner which, at times, will require direct interface with customers.

## THE IDEAL CANDIDATE

The City is seeking a strong, competent, and highly ethical professional with proven management, analytical, and problem-solving skills to be the Executive Manager of Energy Delivery. The ideal candidate will be managerially and technically well-grounded and experienced in all aspects of the electric delivery operations. In addition, the City prefers candidates with the following characteristics:

- In Denton, there is a strong expectation for transparency and public process. Significant decisions need public input and DME must bear full accountability for its business operations. Candidates must be able to provide confident leadership while being comfortable with public scrutiny. As such, significant public sector experience is highly valuable.
- Beyond the technical qualifications, effective leadership and communication will be the traits most important in this role. The next Executive Manager of Energy Delivery must be able to communicate DME's strategy to the employees in a way that it creates a shared vision. In doing so, the employees will not only understand what their individual goals are, but also how their contributions are supporting DME's organizational goals.
- The next Executive Manager of Energy Delivery will be able to effectively strike a leadership balance that is both inclusive and decisive, with the overall goal to create a culture of accountability and excellence.
- At times, the selected candidate will be called to communicate highly technical concepts in terms that are easily understood. These conversations could involve customers, other city staff, and elected officials. The candidate's communication style should convey credibility, but without arrogance.
- Progressive candidates that are inspired by Denton's ambitious renewable goals will find an organization that is a national leader in this regard, unique among its peers. The ideal candidate will align with these progressive values and help drive DME toward its goals.
- An individual that supports a cooperative, team environment across the electric utility organization and with other City departments.



- Strong interpersonal skills with the ability to interact effectively with staff, elected officials, the public, and other stakeholders. Top candidates will be confident and effective communicators, including in public settings.

## CHALLENGES AND OPPORTUNITIES

The next Executive Manager of Energy Delivery will have the opportunity to make meaningful impacts on significant issues and professional challenges:

- The City of Denton will be building two gas-insulated substations within the next three years. While this technology is more common in other countries, it has many advantages in urban/suburban environments and is a testament to the innovation present at DME.
- Denton Municipal Electric recently converted its inner distribution loop from 69 kilovolts to 138 kilovolts and invested in significant upgrades to all of its substations. While the majority of this work has been completed, significant integration and prioritization of future distribution and transmission assets is needed.
- The City of Denton, along with three other cities, are members of the Texas Municipal Power Agency which operates a coal-fired power plant and the transmission system to deliver this energy to the member communities in North Texas. While the plant is scheduled to be decommissioned, the transmission assets of the Agency are significant and DME's operates and maintain these facilities in the Denton area.
- The City of Denton is growing rapidly, and its distribution system is, likewise, in a constant state of growth. The selected candidate will have the opportunity to ensure that DME is prepared to serve both its current and future customers well.

## MINIMUM QUALIFICATIONS

Any combination of related education, experience, certifications, and licenses that will result in a candidate successfully performing the essential functions of the job is qualifying. A typical way to obtain these qualifications is with:

**Education:** A Bachelor's degree in Electrical Engineering or a related field; and

**Experience:** Fifteen years of experience working in the electric transmission and distribution area for a utility, ten of which include demonstration of increasing executive management experience in electric transmission and distribution.

Current registration as a Professional Engineer (P.E.) is desired, but not required.

## COMPENSATION

The anticipated hiring range for the Executive Manager of Energy Delivery will be up to \$190,000 annually, depending upon qualifications. A superior benefits package is also offered, including Texas Municipal Retirement System at the 7% employee contribution level with a 2-to-1 match by the City upon retirement. Other benefits include medical, dental, vision, life, and disability insurance as well as vacation, sick leave, holiday pay, and other highly competitive benefits.

## THE RECRUITMENT PROCESS

All interested candidates should apply by **March 30, 2020** by submitting a compelling cover letter and comprehensive resume to [apply@ralphandersen.com](mailto:apply@ralphandersen.com). Top candidates will be invited for a comprehensive interview process tentatively set for early May. Additionally, a supplemental questionnaire may be required with responses to specific questions and submittal of sample work products.

For further information or questions on the recruitment process, please contact Mr. Greg Nelson at (916) 630-4900. Confidential inquiries are welcomed and interested candidates are encouraged to submit application materials early for maximum consideration.

***This recruitment incorporates existing rules and regulations that govern public sector recruitments in the State of Texas. In accordance with public disclosure/open record laws, information submitted for consideration may be made available to the public upon request by interested parties.***

***The City of Denton is an Equal Opportunity Employer.***