

# TRI-DAM PROJECT

**A Partnership between Oakdale Irrigation District  
and South San Joaquin Irrigation District**

*Invites your interest for the position of*

## **General Manager**

# The Tri-Dam Project

The Tri-Dam Project is a joint venture (partnership) between the Oakdale Irrigation District and the South San Joaquin Irrigation District. Together they developed, operate, and maintain the Beardsley, Donnells, and Tulloch projects including the dams, tunnels, penstocks, powerhouses, communications systems, and general offices. These facilities are located on the Middle Fork of the Stanislaus River in Tuolumne County, California.

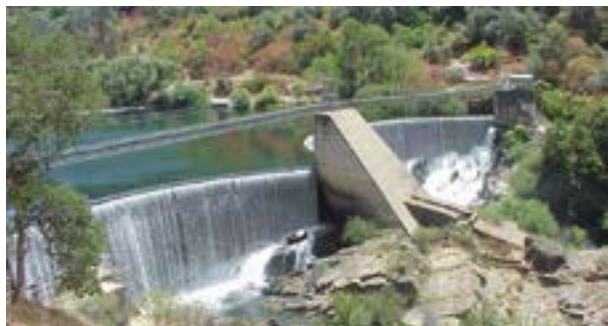
Tri-Dam Power Authority is a similarly governed and managed entity, but separate from Tri-Dam Project, with responsibility of the Sandbar Project, which is also located on the Middle Fork of the Stanislaus River.

Originally, the Districts were interested in water development projects and continue to be responsible for providing irrigation water to their service territories in the greater Oakdale and Manteca areas. The Beardsley, Donnells, and Tulloch facilities provide Oakdale and South San Joaquin Irrigation Districts with storage reservoirs necessary to meet this water obligation. The historical cost to add electric generating facilities to the water storage projects was relatively minor.

Water is currently used to irrigate about 117,500 acres of land on farms in San Joaquin and Stanislaus Counties. The irrigated land supports almonds, walnuts, grapes, pasture, and truck crops.

The “Upper Works” include Donnells and Beardsley dams, reservoirs, powerhouses, and appurtenant facilities. The “Lower Works” refer to the Tulloch development below Jamestown reaching into both Calaveras and Tuolumne Counties.

Tri-Dam Project is governed by a joint board of directors composed of the five member boards of the two Districts. The day-to-day activities of Tri-Dam Project and Tri-Dam Power Authority are managed by a General Manager who reports to the Board. The administrative offices of Tri-Dam Project are located in Strawberry, California.



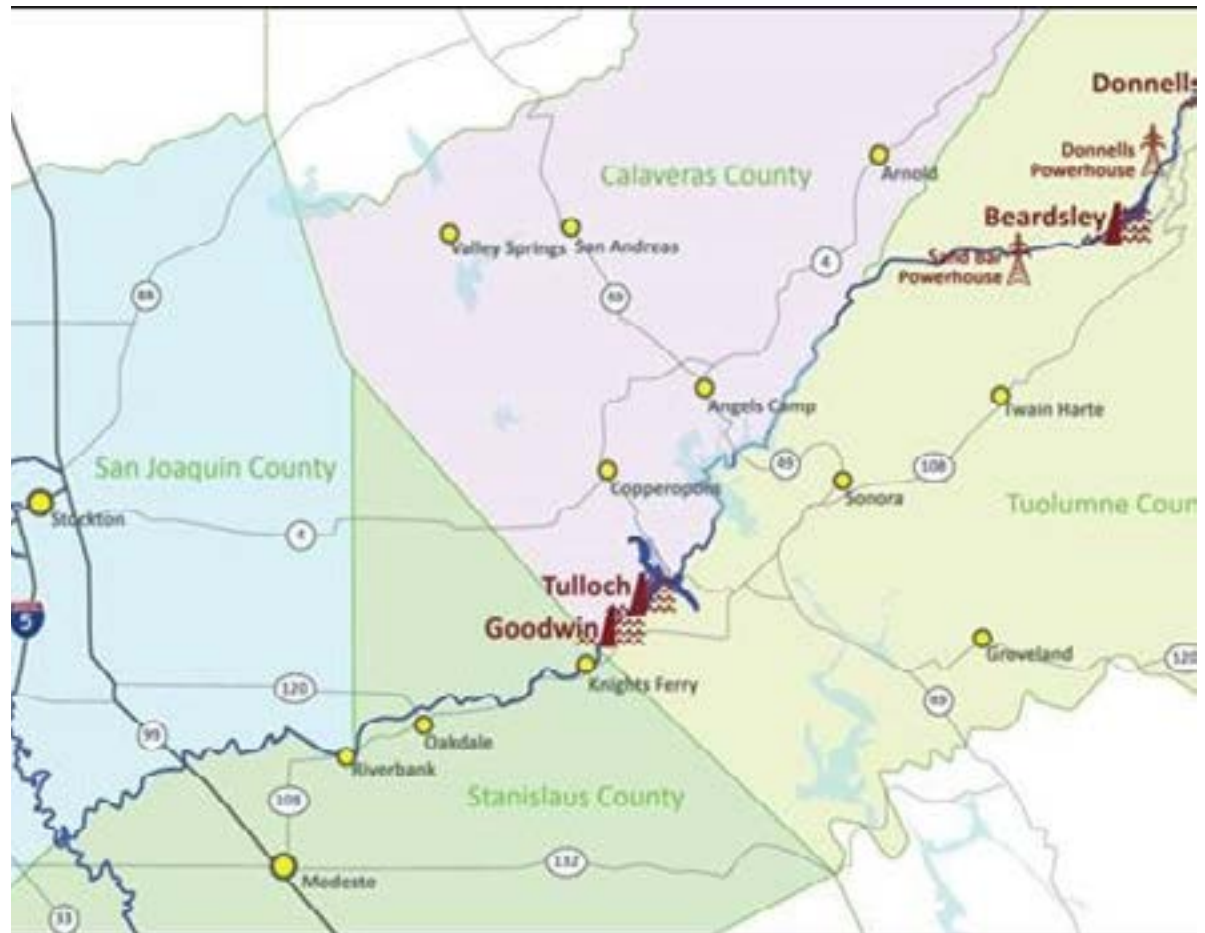
# The Position of General Manager

The General Manager serves as the chief executive officer of the Tri-Dam Project and the Tri-Dam Authority, implementing the policies and directions enumerated by the Boards of Directors of the Project and the Commissioners of the Authority, and the laws and regulations that govern the operation of Tri-Dam.

The Project is governed by the Boards of the Oakdale Irrigation District and the South San Joaquin Irrigation District, which conduct joint monthly meetings. The Tri-Dam Power Authority is a separate legal entity. The members of the two districts serve as the commissioners of the Authority.

The operation of the Project and Authority are governed by FERC licenses, other permits, laws, regulations, and contracts that are the responsibility of the General Manager to assure compliance. The General Manager is responsible for directing the actions of Tri-Dam's employees. The Tri-Dam non-management employees are represented by the IBEW. The General Manager and other management employees are not represented.

There are a total of 27 employees in the organization.



# The Ideal Candidate

Top contenders will have a professional history with an electric utility (public or private) that demonstrates the following key attributes and qualities in carrying out the responsibilities of this key role:

- ◆ Technical expertise in public utilities (preferably public power, alternative energy sources, or other utility related areas);
- ◆ Solid business-minded management skills, embracing best business practices;
- ◆ Knowledge of the laws, rules, and regulatory compliance at the federal level (i.e., NERC, FERC, etc.);
- ◆ Experience dealing with related infrastructure and capital projects;
- ◆ Provide oversight of agreements, contracts, cost-benefit analysis, and invoice processing that ensures appropriate controls are in place and monitored regularly;
- ◆ Hands-on style leadership style;
- ◆ Comfortable in public presentations and meetings; and
- ◆ Outstanding writing skills with the ability to draft, amend, and propose policy changes to the documents and amendments.

The General Manager will have a hands-on and collaborative leadership style to assist in guiding the organization.

Additionally, the General Manager will be a self-assured individual with the ability to exercise a high degree of common sense and sound judgment with excellent communication skills required for public presentations. The General Manager will also be an excellent manager of people and resources with a commitment to teamwork and accountability.

Other desired qualities include being mission-driven and self-directed. A good sense of humor will complement these attributes and contribute to a good healthy balance both professionally and personally.

# Desired Education and Experience

**Education and Experience:** Requires a Bachelor's degree with major coursework in engineering, public administration, economics, business, or a related field. A master's degree is preferred. Additionally, applicants will have at least ten years of progressively responsible managerial and administrative experience, preferably in a utility environment. Specific experience dealing with contractors in the utility sector, rates, and charges, as well as power purchase agreements will be an added plus.

**Familiarity with:** the daily operations of hydroelectric facilities including staffing, maintenance, and problem resolution.

**Knowledge of:** public finance, power marketing, and Federal agency relationships. Pertinent federal, state, and local codes, laws and regulations, land use/planning, and FERC licensing.

**The ability to:** provide effective leadership and coordinate the activities of a comprehensive agency.



Although California experience is highly regarded in this position, all qualified candidates on a national level are strongly encouraged to submit career history and credentials for consideration.





## Compensation & Benefits

The salary range for the General Manager position is dependent upon experience and qualifications. Anticipated placement would be in the low to mid-200s. The Board will also include moving and relocation expenses as part of the employment offer.

In addition, the Tri-Dam Project offers an attractive benefits package, which includes the following:

- ◆ Tri-Dam Project vehicle provided for business purposes.
- ◆ Housing Provided at District Headquarters (**Note: This is considered taxable compensation to the General Manager**).
- ◆ 9/80 Work Week: All staff have every other Friday off as a non-workday.
- ◆ Retirement: CalPERS Classic 2.5% @ 55 formula or PEPRA 2% @ 62 formula. Employee share/cost will vary based on plan eligibility. Also, candidates should be aware that Tri-Dam Project does participate in Social Security.
- ◆ Deferred Compensation: Voluntary participation through CalPERS 475(b) plan.
- ◆ Medical Insurance: Medical, Dental and Vision – 100% of Employee premiums paid by the Project. Employee responsible for dependent coverage.
- ◆ Life Insurance: Tri-Dam Project pays for \$50,000 term life insurance.
- ◆ Vacation: Accrual begins at 10 days per year.
- ◆ Administrative Leave: 40 hours per year.
- ◆ Holidays: 11 days per year.

## To Be Considered

Interested candidates should apply no later than **September 19, 2022** by submitting a comprehensive résumé and a compelling cover letter to [apply@ralphandersen.com](mailto:apply@ralphandersen.com). This is a highly confidential process. Professional references will be contacted later in the process once mutual interest has been established. A completed release will be required by top candidates to verify employment, education, and other verifications, as appropriate.

Mr. Jeff Shields will be serving as the Interim General Manager during the recruitment and selection process. A short list of top contenders will be given the ability to have a scheduled video chat with Mr. Shields as part of the final selection process. Candidates should be aware that Mr. Shields is not a candidate for this position.

First round of interviews will be conducted via video in mid-September. Final selection will require in-person interviews and will be scheduled in late September 2022.

Confidential inquiries should be directed to Ms. Heather Renschler, Ralph Andersen & Associates, at (916) 630-4900 or request an appointment to discuss further by contacting [scheduling@ralphandersen.com](mailto:scheduling@ralphandersen.com).

[www.tridamproject.com](http://www.tridamproject.com)

[www.ssjid.com](http://www.ssjid.com)

[www.oakdaleirrigation.com](http://www.oakdaleirrigation.com)