



CEO/ GENERAL MANAGER

Springfield Utility Board (SUB)

Annual Salary:
\$246,826 – \$333,941, DOQ/DOE

Springfield, Oregon



The Springfield Utility Board seeks a strong relationship-driven Chief Executive Officer/General Manager with demonstrated abilities to effectively:

- Provide visionary, decisive, forward-thinking, and strategic leadership
- Develop close, positive, productive relationships as a trusted advisor/partner with the Board of Directors and community partners
- Champion SUB's role as a municipal utility partner in Springfield's community goals
- Deliver exceptional utility reliability and customer service



Executive Recruitment Provided by Strategic Government Resources

ABOUT THE COMMUNITY

Springfield, Oregon is a bustling community in the Pacific Northwest located in the southern Willamette Valley between the McKenzie and the iconic Willamette rivers. To the east lie the beautiful Cascade Mountains; to the west, the Coastal Range leads to the Pacific Ocean. Springfield's roughly 62,000 residents are part of the larger Eugene-Springfield metropolitan area comprising approximately 277,000 people.

Widely known for its abundant outdoor lifestyle, the region provides beautiful views and a great arrangement of community-based and recreational activities. Residents enjoy proximity to water sports, hiking, skiing, and the Pacific Ocean. Sporting enthusiasts attend the Prefontaine Classic, a Diamond League event that features the best track and field athletes from around the world each summer. Another highlight is the U.S. Olympic Men's and Women's Track and Field Trials, held at University of Oregon's Hayward Field. The Oregon Ducks are part of the Big Ten Athletic Conference providing options to attend sporting events throughout the school year. Springfield also hosts the Springfield Drifters, a collegiate wood-bat baseball team playing in the West Coast League, the Pacific Northwest's premier baseball league that plays throughout the summer.

Springfield is known as the real inspiration behind Matt Groening's naming of his fictional town in the Twentieth Century Fox Film Corporation's show "The Simpsons." The City has an "Official Simpsons Mural" located at 500 Main Street and a life size Simpsons Family in The Emerald Art Center.

Cultural offerings include the Eugene Symphony, known to be a stepping stone for young conductors, the Eugene Ballet, Opera, and Concert Choir, the Hult Center for the Performing Arts, Shedd Institute, University of Oregon's Beall Concert Hall, and the Wildish Theater located in Springfield. Additionally, the University of Oregon's Schnitzer Museum of Art, listed on the National Register for Historic Places, houses an Oriental Arts Collection among other works of art.

Springfield's median household income is \$67,211 and has a median home value of \$323,800 and is considered "affordable" as compared to the Cities of Eugene and Portland.

ABOUT THE ORGANIZATION

Founded in 1950 and celebrating its 75th anniversary in 2025, the Springfield Utility Board (SUB) is a community-owned utility dedicated to providing safe, reliable, cost-effective water and electric services to the residents and businesses of Springfield, Oregon. As a public utility, SUB is focused on providing excellent customer service and quality work at competitive rates.

SUB is a not-for-profit entity, chartered under the City of Springfield and guided by a five-member, independently elected Board of Directors elected to 4-year terms who serve without pay. As part of its relationship with the City of Springfield, the City Council appoints one of its members to act as an ex officio member to SUB, and the utility is required to provide an Annual Report to the City of Springfield, including an Independent Annual Audit of its finances.

SUB acts on behalf of the City of Springfield regarding all matters concerning the management, operation, acquisition, and financing of all electric, water, and fiber properties and systems that are currently owned by, or that may be acquired in the future by, the City of Springfield. SUB has the authority to borrow money, to issue and sell bonds, to acquire real and personal property (including the acquisition of utility properties or systems), to make additions and extensions, establish rates, adopt service rules and regulations, to pay in lieu taxes to City, County, School District, or State, and employ staff to manage utility operations for the efficient operation and management of utility properties (sanitary sewer and sewage disposal services are provided by the City of Springfield).

QUICK FACTS



ELECTRIC SYSTEM

Full Requirements Customer of the Bonneville Power Administration (85%) Renewables) distributed through nine substations, 4,600+ transformers, and 400 miles of powerlines to 33,400+ residential, commercial, and industrial customers. (System Stats: \$75.6M Budget, 704.5 Annual MWH served, 2,177 Annual MWH per day, 171MW Annual Peak Load, and 99.977% Average System Availability.)



WATER SYSTEM

Combined supply from seven wellfields (90%) and surface water (10%) from the Middle Fork Willamette River. Potable water distributed through 348 miles of lines, 12 pump stations, and seven storage tanks to 21,780+ connections. Surface and groundwater water treatment is provided by the Willamette Slow Sand Filtration WTP (6 MGD) and Rainbow Water District Wholesale Water System. (System Stats: \$38.6M Budget, 3 billion Annual Gallons, 10 MGD, & 26 million Peak Capacity GPD.)



TELECOM

"Dark Fiber" service available to Springfield businesses, public agencies, and telecommunications providers in all service territory served by SUB. (System Stats: \$1.1M Budget.)



EMPLOYEES

~160 employees, with operational and clerical staff represented under a Collective Bargaining Agreement by the International Brotherhood of Electrical Workers (IBEW).



AWARDS & ACCOLADES

- 2023 APPA Reliable Public Power Provider (RP3) (Platinum Level)
- 2024 APPA Safety Award of Excellence (Diamond Level)
- 2025 APPA Smart Energy Provider (SEP)
- 2025 APPA Excellence in Communication Award
- Oregon Health Authority "Outstanding Water Provider" since 2016
- Northwest Public Power Association Excellence in Communications

Sub
SPRINGFIELD UTILITY BOARD

Main Office

MISSION, VISION & CORE VALUES

MISSION

The Mission of the Springfield Utility Board is to provide safe, reliable, cost-effective utility services to the residents and businesses of Springfield.

VISION

To be the trusted and valued provider of excellent utility services in Springfield, empowering our community to thrive.

CORE VALUES

INTEGRITY

We are honest, transparent, and trustworthy, and we do what we say we will do

EXCELLENCE

We are competent and hardworking, and we encourage creativity, innovation, and continuous improvement in the pursuit of excellence

RESPECT

We are respectful and considerate toward others, and we treat others fairly

ACCOUNTABILITY

Each of us is responsible for contributing to the fulfillment of our Mission, Vision, and Values

TEAMWORK

We are one team, diverse and inclusive, achieving common goals and celebrating accomplishments

ENGAGEMENT

We are responsive to the community on utility issues that affect Springfield

STEWARDSHIP

We are committed to leaving a legacy that ensures Springfield has clean, ample water for drinking and fire protection, and electricity that is safe and reliable, now and into the future

Strategic Goals



ABOUT THE JOB

The Chief Executive Officer/General Manager reports to the elected five-member Board and is responsible for carrying out operational responsibilities to ensure the effective, overall management and operation of a customer-owned water and electric utility. The CEO/General Manager provides leadership in the development and implementation of SUB's strategic plans to ensure the utility continues to be proactive and responsive to its customers, employees, and the public, conducts utility business in accordance with legal and regulatory requirements, and ensures the delivery of sound financial management practices, contract terms, policies, and objectives.

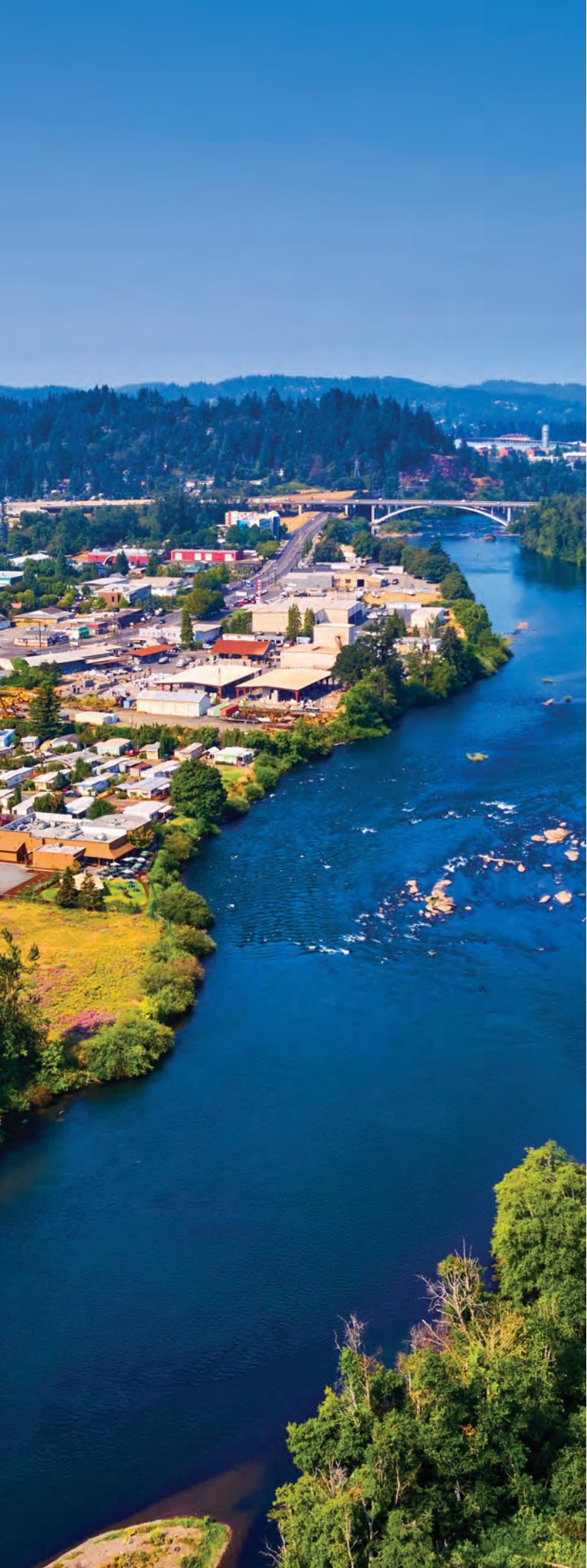
Direct reports to the CEO/General Manager include the Director of Electric Engineering and Operations, Director of Finance and Information Services, Resource Planning Manager, Director of Water Engineering and Operations, Customer Services Manager, Community Relations Manager, Human Resources Manager and Executive Assistant. The incumbent position holder is retiring following a 30-year tenure with SUB, including service in various capacities in the utility's Resource Planning Department and his subsequent promotion to General Manager in 2012. The utility has a track record of stability, with only five General Managers in its 75-year history.

A summary of the position's high-level responsibilities include:

- Provides advice and consultation to the Board and management on current SUB operations and future planning. Monitors utility activities and implements changes and improvements to achieve efficiency & effectiveness.
- Directs the preparation of annual budgets for forecasting SUB's fiscal requirements. Submits other financial data, including short- and long-term plans, and keeps the Board fully advised of SUB's financial condition and needs.
- Ensures that SUB is appropriately engaging with "Team Springfield" to promote a collaborative environment with the four Springfield public agencies, while being consistent with SUB's specific mission.
- Maintains working relationships with appropriate officials at the local, county, state, regional and federal levels to further promote the needs and objectives of the Board.
- Oversees and/or coordinates public relations activities including public facing and media outlets regarding SUB utility operations and public education opportunities.
- Promotes the Mission, Vision, and Core Values of SUB to employees and customers.
- Directs the negotiations and administration of labor union contracts and recommends changes to the Board.

[Full Job Description](#)





CURRENT INITIATIVES

- **New Strategic Plan & Performance Metrics:** In 2025, SUB adopted its first [Strategic Plan](#) that includes new Mission and Vision Statements, Core Values, and five Strategic Goals and associated outcomes to guide the Utility over the next five years. The successor CEO/General Manager will be a visible champion for the Strategic Plan both externally and internally and will coordinate quarterly progress reports on the organization's implementation of the Plan's goals and metrics.
- **Information Technology Assessment/Roadmap:** SUB recently commissioned an assessment of its current enterprise technology platforms, which included a "roadmap" to chart the course for recommended replacements and unification of the Utility's financials, CIS, resource planning, CIS mobile work management, HRIS, job estimates and costs, and GIS/SCADA systems. The work plan will require the attention of the successor CEO/General Manager as the Utility evaluates, finances, and integrates the wide range of replacement systems.
- **New McKenzie River Water Treatment Plant:** The new \$140 million McKenzie River Surface Water Treatment Plant (15 MGD Phase I, expansion up to 23 MGD) is currently at the 30% design stage with permitting approvals running simultaneously. Total construction financing plans are still being developed, with construction of the new WTP projected for 2028 and planned operational status in 2030 to improve potable water resiliency and meet future system needs.
- **"Team Springfield" & Intergovernmental Relations:** The SUB CEO/General Manager is part of Team Springfield, which comprises the Springfield City Manager, the Executive Director of the Willamalane Park & Recreation District, and the Superintendent of the Springfield Public Schools. The representatives of the four public agencies meet weekly to ensure shared ideas, energy and resources to deliver projects that benefit the community. The CEO/General Manager also serves as the lead for other governmental relationships involving SUB, including multiple utility providers within SUB's service territory.
- **Succession Planning:** Although recognized as a lean organization, there is a desire to develop a succession planning program to tap into the institutional knowledge of experienced employees to ensure continued organizational capacity in the delivery of superior utility services.

THE IDEAL CANDIDATE

The successor CEO/General Manager will be a visionary, decisive, forward-thinking leader with high integrity who can help steer the future direction of SUB in partnership with the Board of Directors to take the organization to the next level as a recognized leading municipal Utility. The selected individual will understand the details associated with utility operations but lead at a high level, set and monitor the progress of organizational goals and initiatives, support economic development and growth initiatives, and champion exceptional reliability and customer service that customers and stakeholders expect from the organization.

The CEO/General Manager should build trusting and productive relationships with SUB Board Members and encourage their development in utility policy oversight and be skilled in intergovernmental relations to advance SUB's role and services with local, state, federal agencies/organizations, and neighboring utilities.

Ideally, they will possess an outgoing personality, a strong network of professional peers, and be an advocate for the implementation of Best Management Practices in utility operations and technology. The ideal candidate will be action oriented in the review of the utility's infrastructure and risk management.

The selected individual will be accessible and responsive to the public, promote public outreach, and have a desire to be highly visible both within the organization and externally throughout the community. The individual should be an effective communicator and public speaker and be comfortable when speaking with individuals at all levels. Candidates who have a demonstrated track record of creative and entrepreneurial solutions and being open-minded and to consider "outside the box" strategies to address organizational challenges are encouraged to apply.

A skilled delegator who is comfortable in managing the big picture, the selected candidate will empower employees and be able to motivate staff to build high-performance and results-driven teams. He or she will be supportive of professional development for employees and serve as a coach and mentor to staff. The next CEO/General Manager should be committed to SUB, demonstrating a passion for public power, and model interdepartmental communication and coordination.





EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree from an accredited college or university in Engineering, Public Policy, Business Administration, or another field closely related to the work of the utility and either:
 - Minimum of ten years of progressively responsible experience in operations or management in an electric, water, gas, or wastewater utility with at least five years of experience in a senior management role; or
 - Five years of executive-level experience as a CEO, General Manager, City/County Manager/Administrator overseeing public utilities, or an equivalent of a private electric, water, gas, or wastewater utility. At least two years of executive-level experience must be with an electric and/or water utility.
- In lieu of Bachelor's degree, an Associate's Degree from an accredited college with a minimum of twelve years of progressively responsible experience in operations or management in an electric, water, gas, or wastewater utility with at least eight years of experience in a senior management role may be considered.

Preferred:

- Experience with a multiple or consumer-owned utility business model (electric, water, fiber utilities).
- Experience with Pacific Northwest power, water, and environmental issues, regulations, and challenges.
- Experience working with an elected body.
- CEO, General Manager, or equivalent with electric and water utility experience.
- Experience with labor relations and collective bargaining.

SALARY & BENEFITS

- Salary Range of \$246,826 - \$333,941, DOQ/DOE
- Traditional Medical, Dental, Vision, HRA/FSA, LTD, STD, Paid Time Off, Life Insurance
- 401(a) Defined Contribution Retirement, with a minimum Employee contribution of 3%, with the option to voluntarily contribute up to an additional 17%, in 1% increments. Employer contribution of 11% into a separate "Employer Contribution Account"
- Professional Development Support
- Annual Productivity Incentive Plan, safety awards, and years of service awards
- Relocation assistance to be negotiated



HOW TO APPLY

[Apply Here](#)



For more information on this position, contact:

Doug Thomas, Executive Vice President – Recruitment & Leadership Development
DouglasThomas@GovernmentResource.com | 863-860-9314

The Springfield Utility Board is an Equal Opportunity Employer. Applicants selected as finalists for this position will be subject to a comprehensive background check. All testing and selection processes will be done in accordance with the Oregon Veteran's Preference in Public Employment Law. Veterans claiming veterans' preference are required to attach their DD-214 or DD-215 at the time of application through SGR.

RESOURCES

[Springfield Utility Board Website](#)

[Team Springfield](#)

[The Equity and Community Consortium \(ECC\)](#)

[The Springfield Area Chamber of Commerce](#)