



ALAMEDA
MUNICIPAL POWER

ALAMEDA MUNICIPAL POWER ASSISTANT GENERAL MANAGER – ENGINEERING & OPERATIONS



About the City of Alameda

Situated on a 23-square-mile island in the San Francisco Bay, the City of Alameda is a vibrant, inclusive community known for its small-town charm and big-city access. With a population of approximately 78,000, Alameda offers a unique blend of historic neighborhoods, tree-lined streets, walkable business districts, and stunning waterfront views. Residents enjoy a high quality of life with access to top-rated schools, robust public services, and a strong civic culture rooted in sustainability and equity.



Founded in 1853, Alameda has grown into a progressive city with a deep sense of place and public purpose. Its strategic location just minutes from Oakland and San Francisco via ferry, bridge, and transit makes it an ideal home for professionals, families, and businesses alike. Whether enjoying shoreline parks, commuting via ferry, or participating in one of the city's many community events, Alameda residents benefit from a unique balance of coastal tranquility and urban connectivity.

About Alameda Municipal Power (AMP):

Alameda Municipal Power (AMP) is a department of the City of Alameda and the oldest public electric utility west of the Mississippi River. Founded in 1887, AMP has delivered 100% clean energy to all customers since 2020, sourced from geothermal, wind, hydroelectric, and landfill gas. Governed by a Public Utilities Board (PUB) under the authority of the Alameda City Charter, AMP operates with local control and generates a return to the community. The PUB ensures policy direction and accountability.

AMP's mission is to manage and safely provide reliable, cost-effective, and environmentally friendly electric services for a sustainable Alameda. With an FY26 operating budget of approximately \$73 million, AMP maintains high reliability and offers electric rates that are roughly 40% lower than PG&E.

AMP employs approximately 90 staff, with about 45 working under the Engineering & Operations Division. The AGM E&O is responsible for overseeing approximately \$12 million in capital, operations and maintenance, \$6 million in administrative and general and \$10 million in utility undergrounding expenditures.

AMP is organized into three primary divisions:

- **Engineering and Operations** – Responsible for the design, construction, and maintenance of AMP's electric transmission and distribution facilities, as well as emergency response and grid operations.
- **Customer & Energy Resources** – Responsible for procurement of 100% clean power, electrification programs in support of Alameda's Climate Action & Resiliency Plan, communications, and account services.
- **Administration** – Oversees finance, utility billing, investment management, customer services, and regulatory compliance, ensuring adherence to AMP policies and State of California requirements.

AMP is a full-service electric utility with in-house engineering, line operations, substation maintenance, and customer service teams, and it is deeply embedded in the Alameda community.

An Unparalleled Opportunity: Assistant General Manager – Engineering & Operations

This is not just a utility leadership role it is a rare opportunity to steward infrastructure in one of California's leading public power agencies. As Assistant General Manager – Engineering & Operations, you will guide AMP's engineering design, construction, system operations, substation and line maintenance, reliability strategies, and emergency preparedness. You will work alongside a deeply committed executive team and oversee a team of approximately 45 employees responsible for delivering safe and reliable service to the community.

Reporting to the General Manager, the AGM E&O will play a key role in advancing AMP's capital planning, NetSuite and GIS implementation, and long-term reliability and technology goals. This is a strategic and operational role that combines regulatory acumen, engineering depth, and people leadership.

Why This Opportunity is Unique

AMP is a values-driven utility locally governed, financially stable, and 100% clean powered. The AGM E&O will lead infrastructure renewal and performance improvements in a supportive and collaborative culture. AMP is both historic and modern: a small agency with big goals, including reducing greenhouse gas emissions, increasing electrification, and building workforce capacity for the future.

In Alameda, you'll be part of a city where sustainability and community engagement are core to the civic identity. You will work closely with internal stakeholders, consultants, vendors, and other city departments to shape the next chapter of AMP's long legacy of service.

Position Summary

Under the general direction of the General Manager, the AGM – Engineering & Operations plans, coordinates, and directs all operational activities of AMP, including engineering, system operations, construction, line and electrical equipment maintenance. The position ensures compliance with federal, state, and local laws, supervises staff, manages budgets, and leads division strategy.

This executive leads the implementation of safety standards, regulatory protocols, capital project delivery, and emergency restoration efforts. The AGM E&O evaluates operational performance, manages outside consultants, and represents AMP with regulatory agencies and city partners.



Key Responsibilities

- Supervise, train, and evaluate technical and field staff
- Direct engineering, line, substation, and system operations
- Ensure compliance with Cal-OSHA, WECC, CPUC General Orders, and federal/local laws
- Develop and implement division policies, performance metrics, and safety standards
- Manage budgets, contracts, and capital improvement projects
- Coordinate with internal departments, outside agencies, and the Public Utilities Board
- Lead emergency restoration and resilience planning
- Guide implementation of NetSuite, GIS, and related technologies
- Evaluate and implement operational improvements and customer service strategies



Skills and Abilities

- Strong knowledge of utility engineering principles, transmission/distribution systems, and regulatory compliance
- Ability to lead multidisciplinary teams in field and technical environments
- Strong communication, presentation, and stakeholder coordination skills
- Ability to manage complex capital projects and operational performance goals
- Deep understanding of applicable state/federal laws and industry standards
- Familiarity with business systems such as NetSuite, GIS, and project management tools

Top Priorities for the Assistant General Manager – Engineering & Operations

- Improve and standardize infrastructure reliability across AMP's service territory
- Strengthen internal systems and lead modernization of operational technologies
- Mentor and train staff to support succession planning and workforce development
- Partner with other departments on cross-functional initiatives
- Maintain a safety-first culture while increasing operational efficiency





Education Requirements:

A bachelor's degree in electrical engineering or a related field is required. A master's degree is highly desirable. The successful candidate will have at least 7 years of progressively responsible experience in utility engineering and operations, including at least 3 years in a senior management capacity.

Compensation & Benefits:

Annual salary: \$233,600-\$283,940

- 4 day, 36 hour work week
- Remote work up to 2 days per week
- CalPERS retirement
- Medical, dental, vision insurance
- Paid vacation, management leave, holidays, and sick time
- Life and disability insurance
- Deferred compensation options
- Professional development opportunities

How to Apply:

To be considered, please submit your resume and cover letter of interest electronically to:
AMP.AGM@thehawkinscompany.com by November 7. For questions, please contact:

Will Hawkins at (310) 703-4474 or will@thehawkinscompany.com

Todd Hawkins at (213) 300-9342 or todd@thehawkinscompany.com

Yonnine Hawkins Garr at (323) 252-1655 or yonnine@thehawkinscompany.com



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