



The Energists

Position and Candidate Specification

Client: Long Island Power Authority
Long island, New York

Position: Manager of Rates and Production
Design

Ref: FF#1275

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SEARCH PROFILE: Manager of Rates and Product Design

THE COMPANY

Our client, Long Island Power Authority (hereafter "LIPA") is a municipal subdivision of the State of New York that owns the electric transmission and electric distribution system serving Long Island, and a portion of New York City known as the Rockaways.

LIPA's purpose is to serve its customers and community by providing clean, reliable, and affordable energy to Long Island and the Rockaways. As a not-for-profit utility, LIPA is a value driven organization that puts customers first in all its actions. The LIPA Board of Trustees aims to achieve excellence in governance in keeping with its important civic responsibility.

LIPA was originally created under the Long Island Power Act of 1985 to acquire the Long Island Lighting Company (LILCO)'s electric and natural gas infrastructure after the cancellation of the Shoreham Nuclear Power Plant. LIPA acquired LILCO's transmission system in May 1998, while the remainder of LILCO's natural gas-related infrastructure merged with Brooklyn Union Gas to form KeySpan Energy.

Most of Long Island's largest power plants are operated by National Grid, which owns three major steam turbine facilities originally constructed by the Long Island Lighting Company (LILCO) in the mid-20th century. In 1998, as part of a state-brokered deal, LILCO's power generation facilities were absorbed into KeySpan Energy, with LIPA taking over transmission and delivery functions. KeySpan was acquired by National Grid in 2007.

As result of the LIPA Reform Act of 2013, the Authority contracts with PSEG Long Island, a subsidiary of Public Service Enterprise Group Incorporated, to manage LIPA's electric system under a contract through 2025. LIPA continues to deliver the advantages of public power to customers, including LIPA's not-for-profit status, access to low-cost financing, and dedication to Long Island and the Rockaways.

In addition to locally generated power, LIPA receives ~40% of its power from outside Long Island via the Cross Sound Cable, Neptune Cable, Y-49 Cable, Y-50 Cable, and Northport-Norwalk Harbor Cable.

Today, LIPA's Long Island electric system provides service to over 1.2 million customers in Nassau and Suffolk counties and the Rockaway Peninsula in Queens. LIPA does not own or operate any generation plants or retail natural gas assets on Long Island, although many generation plants are under contract to LIPA to meet its power supply needs.

THE POSITION

The appointee will report directly to the Director of Rates the Manager of Rates and Product Design is responsible for fulfilling LIPA's mission of enabling clean, reliable, and affordable electric service for customers by preparing rates and tariff proposals and supporting analyses

that advance LIPA's rate policies and other strategic objectives, monitoring LIPA's sales and revenues and the performance of LIPA's rates and cost recovery riders and overseeing load research activities.

The Manager of Rates and Product Design is also responsible for supporting the Director of Rates in developing, justifying, and executing rate policies that incorporate the strategic objectives of LIPA into a cohesive plan for LIPA's rates, maintaining strong relationships with and balancing the interests of LIPA's internal and external stakeholders, achieving supportive recommendations from the Department of Public Service and approval by the Board, and participating in industry working groups to advance the interests of LIPA's customers.

LIPA is committed to transforming its power grid to meet New York's landmark climate goals and delivering 100% carbon-free electricity by 2040. In support of this, the Manager of rates and Product Design will be responsible for developing effective, innovative, and advanced rate designs that support this clean energy transformation, enabling the optimal integration of distributed energy resources into the grid in balance with the need to keep electric service affordable for all customers.

Other Essential Functions

Responsible for LIPA overall rate design efforts

- Adjust delivery prices to recover LIPA Board approved revenues.
- Maintain pricing models and databases.
- Pro-forma (normalize) revenues and prepare proof of revenue (final rates)
- Develop consistent and sustainable revenue allocations.
- Balance riders/addenda tariff option with the application of base rate
- Model and evaluate the impacts of price changes on customers and rate classes.
- Gather, review, and summarize input from internal and external stakeholders regarding desired price structure changes.
- Examine, analyze, and benchmark electricity service plans and customer program offerings, including design features of innovative pricing structures and customer preferences.
- Promote simple and customer-friendly rates.

Responsible for LIPA costing studies

- Periodically assemble an Embedded Cost of Service (ECoS) study to determine the costs to serve each major rate class and their relationship to current levels of revenue.
- Provide marginal and avoided cost estimates to the Utility 2.0 team for use in Benefit-Cost Assessments (BCAs)

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- Develop and maintain an Allocated Cost of Service (ACoS) study to reflect the principles espoused by the NY PSC for the allocation of costs for standby service and optionally for all customers.
 - Annually update the Transmission Service Charge (TSC) to support the charges to the three Long Island municipalities and other wholesale users of LIPA's transmission system billed under the NYISO tariff.
 - Develop and maintain a Marginal Cost of Service (MCoS) study to determine the long-term costs to provide incremental units of demand and energy and associated costs avoided from decreased or curtailed usage.
 - Coordinate and educate the Department of Public Service staff on LIPA's costing methods and relationship to best practices within the State and the public power industry.
 - Evaluate the impact of proposed regulatory and legislative actions on cost responsibility for new charges and/or existing rates.

Responsible for LIPA's rate program development

- Evaluate and develop alternative pricing plans as needed and remain innovative.
- Research customers' energy choices and understand how to analyze, influence, predict, and apply them.
- Develop new utility product offerings that actively enhance LIPA's customer value and affordability and execute LIPA's Board Policies, and test innovative approaches for understanding and equitably serving diverse customer segments.
- Prepare analyses and present materials in support of project and program proposals.
- Anticipate, prepare, and answer data requests, and analyze stakeholder questions related to project and program proposals.
- Analyze financial and strategic impacts of regulatory and legislative "asks" from other organizations and teams.

Other Responsibilities

- Responsible for monthly Revenue and Sales reports and ongoing price plan performance, including revenue variance reporting and analysis.
- Responsible for LIPA's ad hoc pricing analysis and prepare pricing/rates as needed.
- Participate, evaluate, and influence proposed state regulatory and legislative actions.
- Monitor the comparison of LIPA rates to those of other utilities.
- Manage utility industry research and capture case studies of utility success.
- Research alternative costing methods and trends in the industry
- Manage the rates and product design team, coach and develop team members.

Required Knowledge, Behaviors, Skills, and Abilities

- Strong knowledge of utility rates, ideally within NYISO.
- Working knowledge of the Federal Energy Regulatory Commission (FERC)
- Ability to distil large documents, publications, training material into key strategic and commercial takeaways.
- Strong communication skills, both written and oral, with an emphasis on the presentation of material in a manner that is meaningful to ultimate decision makers. This should extend to the ability to effectively communicate complex information to a variety of stakeholders.
- Commercial ability to assess the impact of rate and regulatory changes in the market.
- Adaptable, able to work both individually and as part of a team with a high level of skill in building effective and cooperative relationships with others in a team environment.
- High level of knowledge of regulated and unregulated utility value stream & value chain.
- Excellent organizational and time management skills with the ability to prioritize, multi-task, and confidentially process and maintain data with accuracy.
- Ability to operate at a level of strategic thought whilst being reliable at lowest level of detail.
- Ability to leverage experience and observations to fairly assess opportunities with reference to market trends, strategy, and opportunity pipelines to influence decisions and provide thoughtful and clear guidance across a range of topics.
- Well-balanced blend of analytical skills, strategic thinking, planning, process management and collaboration.
- Ability to maintain a professional appearance.
- Ability to pass a drug, driving, credit, and background screening.

Required and Preferred Education and Experience

- A bachelor's degree in business, Engineering, Math, Economics, or Science.
- A minimum of 4 years of utility rates experience is required, more preferred.
- Two years of managerial experience is required.
- An Advanced degree (MS, MA, MBA, PHD or equivalent) in a quantitative field such as Economics, Finance, Business, Engineering is preferred.
- Experienced in developing and delivering senior management level presentations.

THE CANDIDATE

The ideal candidate for this role will likely demonstrate a track record of success in utility rates management and product design within the gas and/or electric utility industry. Ideally, they will bring experience in NYISO.

The ability to manage priorities and focus on key objectives is core to this role, as is the ability to weigh alternatives, considering both short-term and long-term effects.

Happiest in an empowered role within a meritocratic environment, they will possess a natural flair for working innovatively and collaboratively as part of a dynamic, flexible, and objective orientated management team.

LIPA represents a team of motivated, engaged and exceptionally talented self-starters, willing to roll up their sleeves to do what is necessary to get the job done. Candidates interested in joining such a team with a passion to learn, develop, and make an immediate impact will fit in very well with the workplace culture.

LIPA has objectives that will challenge, stimulate, and reward the successful candidate.

REMUNERATION

In addition to base salary (range: \$150,000-\$180,000), LIPA offers an environment of continuous development and growth; a thriving company culture, exceptional colleagues, and great benefits. The benefits package includes:

- Hybrid work and flexible hours
- Medical insurance
- Dental and vision insurance at no cost to employee
- Paid holidays and generous leave time
- Professional development opportunities
- Educational assistance opportunities
- Multiple retirement plan options with company contribution
- Short-term and long-term disability coverage
- Flexible spending account
- Life Insurance
- 529 College Savings Program
- \$300 Wellness Reimbursement

OTHER

LIPA is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, reasonable accommodation will be provided to qualified individuals with disabilities and encourages prospective employees to discuss potential accommodations with the employer.

Applying: Interested parties should submit their resume to theenergists@energists.com.