



Colorado Springs Utilities

It's how we're all connected

P.O. Box 1103
Colorado Springs, CO 80947-0010

Candidate Information:

First Name: **Travas**

Last Name: **Deal**

Preferred First Name:

City: [REDACTED]

Street Address: [REDACTED]

ZIP/Postal Code: [REDACTED]

State/Territory: **US-CO**

Alternate Phone #:

Phone: [REDACTED]

Email: **tdeal@csu.org**

Education History:

Education

Institution Name: **Oakland City University**

Name of Degree: **B.Sc**

Education

Institution Name: **Marine Corps Institute**

Name of Degree: **Leadership Training**

Education

Institution Name: **School School Cincinnati State Tech
Community College**

Name of Degree: **Conductor**

Education

Institution Name: **Classes Northern Virginia Community
College**

Name of Degree: **CRIMINAL LAW**

- Duke production System
- Labor Relation Classes
- Fire Brigade Training
- Haz Mat Training
- Confined Space Rescue Training
- Harassment/Treatment Of others class

Additional Training: Essential Skills for Managing Products
 Positive Employee Relations
 Improving Time Management
 Industrial Safety Classes
 Early Symptom Intervention Class
 Ergonomics Evaluation Class
 Phase 1 and Phase 2 Diversity Training
 Incident Commander Training

Certificates and Licenses:

Certificates and Licenses

Type:	Issuing Entity:
Name:	Issue Date/Member Since:
Number/ID:	Expiration Date:

Chief Executive Officer (CEO)

December 12, 2022

Utilities Board Members
Colorado Springs Utilities

Dear Utilities Board Members:

Please accept this cover letter and resume in response to the Chief Executive Officer job posting with Colorado Springs Utilities.

Job-Specific Cover Letter:

Possessing years of successful executive leadership experience at Colorado Springs Utilities plus years of energy experience at Duke Energy I bring a strong background that will help me succeed as the CEO at Colorado Springs Utilities. I feel my passion for the employees and community that I have had the privilege to serve for over 5 years gives me the opportunity to lead this organization into the future. I have a deep understanding of the challenges facing all utilities when it comes to electric and gas resource needs while competing with ever changing regulatory requirements. I also know living in the west that water will be an ever-evolving challenge that we will need to continue to monitor and be aggressive in our approach to secure and store this valued resource. I am aware of these challenges and feel excited to be able to resolve these for the community with a talented team here at CSU.

I welcome the opportunity to further discuss how I will continue to serve Colorado Springs Utilities in the role of Chief Executive Officer.

Sincerely,

Travas Deal

Working Title: **Chief Executive Officer (CEO)**

Online Questions: **Requisition: Chief Executive Officer (CEO) - [401448]**

Question: Please select the highest level of education you have completed.

Answer: Bachelor's degree

Question: How many years of experience do you have directly-related to this job? (Please include this work experience on your resume or application.)

Answer: 15+ years

Question: Please select your level of directly-related experience (primary duties and work responsibilities) with the posted job details of this position. Your application and/or resume along with any additional supplemental questions must support your response to this question.

Answer: I perform or have performed work identical to the posted job details.

Question: Please describe your experience as it specifically relates to the requirements of this position and why you feel you are the most qualified candidate.

Answer: I am the current Interim CEO of Colorado Springs Utilities. I have been the Chief Energy and Chief Operations Officer since April 2020. I have over 20 years of energy, utilities and industrial experience in various leadership roles. I have led up to 2,000 plus employees with budgets over 1.4B. I have strong experience in Electric, Gas, Water and Wastewater operations.

Work History Summary

Date From	Date To	Title	Company Name	Reason For Leaving
April 2020	To Present	Chief Operations Officer	Colorado Springs Utilities	Current Employer
March 2019	April 2020	GM Energy Construction Ops & Maint	Colorado Springs Utilities	Current Employer
October 2018	March 2019	GM Energy Supply	Colorado Springs Utilities	Transfer/Promotion
June 2018	October 2018	North District Multi Plant Manager	Colorado Springs Utilities	Current Employer
October 2017	October 2018	Field Services Manager	Colorado Springs Utilities	Transfer/Promotion
July 2016	October 2017	Operations Manager (GM1) Cayuga Generating Station	Duke Energy	Resigned
January 2014	July 2016	Manager Of Operational Excellence	Duke Energy Gibson-Generating Station	Transfer/Promotion
October 2012	January 2015	Operations Superintendent	Duke Energy Gibson-Generating Station	Transfer/Promotion
January 2012	October 2012	Operations Coordinator	Duke Energy Gibson-Generating Station	Transfer/Promotion
January 2008	January 2011	Supervisor, Production Operations	Duke Energy Gibson-Generating Station	Transfer/Promotion
January 1999	January 2008	Group Leader	Toyota Motor Manufacturing North America	Resigned
January 2002	January 2005	Team Leader	Toyota Motor Manufacturing North America Toyota Motor Manufacturing North America	Transfer/Promotion
January 1997	January 1999	Conductor	CSX Railroad	Resigned

Employment History:

Employed

Title: **Chief Operations Officer**

Reason For Leaving: **Current Employer**

Company Name: **Colorado Springs Utilities**

Explanation:

Date To: **To Present**

Date From: **April 2020**

Details:

Job Duties & Achievements: Lead all operations of a 4 service Utilites

Employed

Title: **GM Energy Construction Ops & Maint**

Reason For Leaving: **Current Employer**

Company Name: **Colorado Springs Utilities**

Explanation:

Date To: **April 2020**

Date From: **March 2019**

Details:

Job Duties & Achievements: GM over electric construction, gas construction, Electric/Gas Operations, Field Service and support services. This job includes all areas of electric and gas to maintain transmission and distribution. This position is resp0onsible to deliver Gas and Electric from start of process through the customer.

Employed

Title: **GM Energy Supply**

Reason For Leaving: **Transfer/Promotion**

Company Name: **Colorado Springs Utilities**

Explanation:

Date To: **March 2019**

Date From: **October 2018**

Details:

Job Duties & Achievements: Lead CSU's energy department directing all aspects of energy generation and supply acquisition.

Employed

Title: **North District Multi Plant Manager**

Reason For Leaving: **Current Employer**

Company Name: **Colorado Springs Utilities**

Explanation:

Date To: **October 2018**Date From: **June 2018****Details:**

Experience : · Multi Plant of North District. This position includes Drake Power Plant, Birdsell Power Plant, Gas Propane Mixing Plant and 6 Hydro Generating Units. · Direct 7 Exempt employees made up of 4 operations superintendents and 3 operations Supervisors. · Manages total depart size of 97 employees. · supervisors on their leadership roles and teach lean principles as they apply to managers. · Manages plant operations team made up of multiply skills to include operations, mechanical, electrical and I&C skills. · Directs Engineering and projects teams in support of plant capital and O&M projects.

EmployedTitle: **Field Services Manager**Reason For Leaving: **Transfer/Promotion**Company Name: **Colorado Springs Utilities**

Explanation:

Date To: **October 2018**Date From: **October 2017****Details:**

June : · Department. This position includes field services, dispatch, collectors, field reps and field team. · Direct manager of 6 Exempt employees made up of 1 operations superintendent, 2 dispatch supervisors, 1, 1 senior analysisist. · Manages total depart size of 97 employees. · Mentor supervisors on their leadership roles and teach lean principles as they apply to managers. · Manages field operations team made up of multiply skills to include gas, water and electric. · Manages CSU's central dispatch team focusing on work management as well as emergency management.

EmployedTitle: **Operations Manager (GM1) Cayuga Generating Station**Reason For Leaving: **Resigned**Company Name: **Duke Energy**

Explanation:

Date To: **October 2017**Date From: **July 2016****Details:**

2008- Oct 2017 Duke Energy
Operations Manager (GM 1) (July 2016 to Oct 4 2017)
•Manager of Cayuga Generating Station. This includes all operational and maintenance requirements to generate electricity for a two-unit 1050 net megawatts site. My duties also include responsibility to meet all EPA and IDEM legal requirements for a zero-

discharge site.

Job Duties & Achievements:

- Direct manager of 8 Exempt employees made up of 5 operations supervisors, training department coordinator, Operations Coordinator, Lab/water treat department supervisor and 68 hourly union employees.
- Manage Customer relations with International Paper Mill who is large customer of steam and electric power.
- Mentor new management on their leadership roles and teach lean principles as they apply to managers.
- Manage an 8.7-million-dollar O&M budget as well as a 2.3-million-dollar maintenance budget.
- Manage water treat facility and laboratory departments.
- Implemented lean mythology and Duke Production System (TPS) to drive cost savings and achieve aggressive KPI targets
- Regional Representative for the Operations Steering Committee for Duke Energy
- Sponsor of Mid-West LOTO Team

Employed

Title: **Manager Of Operational Excellence** Reason For Leaving: **Transfer/Promotion**

Company Name: **Duke Energy Gibson-Generating Station** Explanation:

Date To: **July 2016**

Date From: **January 2014**

Details:

Job Duties & Achievements: areas including material handling department Duke Energy Gibson Station · Direct 5 Exempt operations supervisors and 44 hourly union employees. · Manage average inventory 2 to 2.5 million tons of coal · Achieved 750 thousand in O&M savings in MH O&M in · Develop cost savings in delivery and material handling philosophies at the station. · Have achieved a cost savings of 700, 000 yearly after negotiating new maintenance agreements for heavy equipment maintenance. · Responsible for mine, transportation and cost structures for station.

Employed

Title: **Operations Superintendent** Reason For Leaving: **Transfer/Promotion**

Company Name: **Duke Energy Gibson-Generating Station** Explanation:

Date To: **January 2015**

Date From: **October 2012**

Details:

Operations Superintendent (Oct 2012 to Jan 2015)

Job Duties & Achievements:

- Manager of operational areas including material handling department for Duke Energy Gibson Station
- Direct manager of 5 Exempt operations supervisors and 44 hourly union employees.
- Manage average inventory 2 to 2.5 million tons of coal
- Achieved 750 thousand in O&M savings in MH O&M in 2014
- Develop cost savings in delivery and material handling philosophies at the station.
- Have achieved a cost savings of 700,000 yearly after negotiating new maintenance agreements for heavy equipment maintenance.
- Responsible for mine, transportation and cost structures for station.

Employed

Title: **Operations Coordinator**

Reason For Leaving: **Transfer/Promotion**

Company Name: **Duke Energy Gibson-Generating Station**

Explanation:

Date To: **October 2012**

Date From: **January 2012**

Details:

Job Duties & Achievements:

- Oversee and manage the station operations plus material handling and FGD operations at Gibson Generating Station.
- Responsible for the operation, work management, scheduling of deliveries and safety management of the plant operational area.
- Responsible for the work process management system of the station and that it is followed
- Ensure sampling is completed with an approved and certified scale system
- Ensure dust management is followed per state and federal guidelines
- Responsible for the meeting of our scrubbing and emission targets for the station
- Responsible for coordination of train and truck deliveries coal and limestone to the station

Employed

Title: **Supervisor, Production Operations**

Reason For Leaving: **Transfer/Promotion**

Company Name: **Duke Energy Gibson-Generating Station**

Explanation:

Date To: **January 2011**

Date From: **January 2008**

Details:

Job Duties & Achievements:

- Manage 23 Union Employees
- Responsible for the execution of work needed to manage station operations, material handling, FGD Scrubber Operation and station maintenance
- Work with fuels department on the delivery of coal to Gibson Station.
- Oversee the training of new employees in aspects of safety and quality work
- Manage all tracking of training and vacation time for Team Member's Work with Human Resources and Management to handle all Team Member issues that include incident investigations, fact finding and problem analysis
- Work with safety department to develop Job Hazard

Job Duties & Achievements:

Annalists of jobs done by team members to ensure safe work practice Coordinate work scheduled for team members through the scheduling and planning department to ensure equipment is held out for safe work and parts are available Responsible for identifying and addressing barriers that affect production Communicate company direction and plans to workforce Ensures that scrubbers are in compliance with environmental and other mandatory regulations. Ensures positive working relationships between department and internal customers

EmployedTitle: **Group Leader**Reason For Leaving: **Resigned**Company Name: **Toyota Motor Manufacturing North America**

Explanation:

Date To: **January 2008**Date From: **January 1999****Details:**

Princeton IN · Manage 40 to 50 employees on two shifts. · Reduced the number of safety OSHA case to meet safety KPI. · Implemented \$160,000 in cost savings in one year. Trained and developed Team Member's and Team Leader's on the Toyota Production System. Managed all payroll and vacation time for Team Member's Worked with Human Resources to issue corrective action and deal with Team Member issues projects for future models and implementation of new parts and training for assembly Worked with safety on ergonomics in assembly and the addition of safety key points and added assist and equipment were needed Trained and develop new Group Leaders for current plant and new assembly plant Trained Team Members and Team Leaders on problem solving techniques Work with Toyota suppliers to ensure they are meeting high quality and efficacy standards

EmployedTitle: **Team Leader**Reason For Leaving: **Transfer/Promotion**Company Name: **Toyota Motor Manufacturing North America Toyota Motor Manufacturing North America**

Explanation:

Date To: **January 2005**Date From: **January 2002****Details:**

Lead a team of 4 Team Member's and trained them on new processes and quality and safety key points of their jobs. Help set up a safety team made up of Team Member's and Team Leader's to deal with safety issues on the line. Team Member Worked on the line and learned in detail the elements and key points needed to complete my processes.

Worked on improvements on the line to better my process and to make it more efficient.

Employed

Title: **Conductor**

Reason For Leaving: **Resigned**

Company Name: **CSX Railroad**

Explanation:

Date To: **January 1999**

Date From: **January 1997**

Details:

Evansville, IN · Managed a small train crew of 2 to 3 employees plus payroll entry. ·
Job Duties & Achievements: Responsible for train movement and pickup / delivery of rail cars. · Managed all
paperwork on hazard materials and general train makeup.


Objective

Obtain a challenging executive leadership position to apply innovative and creative problem solving and lean management skills to drive maximum results applied to people, processes, and technology.

Expertise

- Executive Leadership
- Operational Excellence
- Lean Principles Implementation
- Strategic Planning
- Safety Excellence
- Plant Operations
- Field Operations
- Construction & Maintenance
- Generation
- Transmission
- Distribution
- Water Treatment, Storage and Conveyance
- Wastewater Treatment
- Emergency Management
- Project Implementation and Execution
- Multi-million-dollar budget development and management
- Training and Development
- Policy Development
- Continuous Improvement
- Employee Development

Travas Deal


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2017 – Present **Colorado Springs Utilities**

3/2020-Present **Chief Operations Officer**

- Responsible for the safe reliable operations of a 4-service utility of electric, gas, water, and wastewater operations.
- Responsible for a 1.2-billion-dollar annual budget comprised of capital and O&M
- Oversee division comprised of 1300 employees made up of engineers, technologist, and all levels of craft positions
- Direct supervision of 4 executive general managers
- Work with and manage key stake holder relations
- Work with public elected officials comprising our governing utility board
- Electric is comprised of 241,133 electric metered customers
 - Transmission and Distribution responsibility
 - Responsible for Gas, Coal, Hydro, and renewable generation
 - Responsible for the marketing and sales of all energy commodities
- Gas is comprised of 214,849 gas metered customers
 - Peak Shaving plant
 - 2,600 miles of mains
- Water is comprised of 151,804 metered customers
 - 4 trans mountain diversion systems that transport water from 100 plus miles to the city
 - 2,209 miles of potable water mains
 - 25 raw water storage reservoirs
 - 6 water treatment plants
- Wastewater comprised or 147,767 accounts
 - 1,780 miles of mains
 - 2 water resource recovery facilities
 - 1 solid handling facility
 - 20 city lift stations

3/2019 – Present **GM, Energy Construction & Operations Maintenance**

- Responsible for the construction, inspection, operations and maintenance for electric and gas transmission and distribution, to include support services.

Education

**Oakland City University
2008 – B.S.
Organizational Mgmt.**

Military

**1993 - 2003
USMC – Reserves
USMC Active Duty**

- Provide general and technical development and supervision to personnel, to include evaluating and recommending performance improvement.
- Coordinate and develop multi-department activities with other Divisions, City Departments, and outside agencies.
- Make critical decisions to resolve emergency conditions and other situations that adversely affect the delivery of power.
- Participate and/or oversee, develop, and implement maintenance and construction standards, specifications, and work practices related the electric and gas transmission and distribution systems.
- Prepare, monitor, and administer multi-departmental annual budget. Develop and implement development work plans. Guide and direct division staff in the implementation of programs, budget development and implementation.
- Develop and implement goals, objectives, policies, and priorities for the departments in accordance with the Division and CSU vision, planning and customer needs. Establish policies, procedures, and long-range plans for the departments.
- Act as project manager for major division/department programs and projects.

11/2018 – 3/2019 GM, Energy Supply

- Responsible for electric and natural gas supply organization including policy development, departmental vision, mission and alignment with CSU strategy, objectives, and initiatives.
- Responsible for all generation plants for Colorado Springs Utilities that are made up of Coal, Gas, Hydro, Solar. These plants have an output of 1000 plus megawatts.
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6/2018 – 11/2018 North District Multi Plant Manager

- Responsibilities included Drake, Birdsall, Gas Propane Mixing and six Hydro Generating plants.
- Managed 97 employees in all areas of operations, mechanical, electrical and I&C.
- Mentored and developed management and supervisory staff in lean principles.
- Directed engineering and projects teams in support of plant capital and O&M budgets.

10/2017 – 6/2018 Field Services Manager

- Responsibilities included areas of field services, dispatch, field collections, field reps and field admin teams. Responsible for the management and development of 97 employees with multi-skillsets in gas, water and electric services.

- Responsible for implementing or enhancing safe work practices and managing emergency response efforts.

2008 -2017 **Duke Energy**

7/2016 – 10/2017 **Operations Manager**

- Managed Cayuga Generating Station, including all operations and maintenance requirements to generate electricity for two-unit 1050 net megawatts site. Include responsibility for meeting all EPA and IDEM legal requirements for a zero-discharge site.
- Managed 8.7M in O&M budgets and 2.3M maintenance budget.
- Managed water treatment facility and laboratory departments.
- Implemented Lean methodology and Duke Production System (TPS) to drive cost saving and achieve aggressive KPI targets.

1/2015 – 7/2016 **Operational Excellence Manager**

10/2012 – 1/2015 **Operations Superintendent**

1/2012 – 10/2012 **Operations Coordinator**

2008 – 2011 **Supervisor, Production Operations**

1999 – 2008 **Toyota Motor Manufacturing North America**

Group Leader

Team Leader

Team Member

- Managed 120 employees in a high pace manufacturing company focused on safety, quality and productivity. This focus was driven by a deep underrating and implementation of the Toyota Production System.