

DIRECTOR OF ENVIRONMENTAL & REGULATORY COMPLIANCE

Eastern Municipal Water District

(Perris, CA)





THE DISTRICT

Located in western Riverside County, California, the Eastern Municipal Water District (EMWD) provides safe and reliable water and wastewater management services to a population of nearly 785,000 people in a 542 square mile service area. The District's main office is located in Perris, California with key operational facilities located along the 215 highway corridor from Moreno Valley to Temecula. Operations extend eastward to Hemet and San Jacinto.

The District was organized as a Municipal Water District in 1950 for the primary purpose of importing Colorado River water to its service area, thereby augmenting local water supplies. The District began providing wastewater treatment services to customers within its service area in 1962 and, as a result, has become actively involved in the production of recycled water. EMWD is governed by a five member Board of Directors and conducts its business with the support of a highly trained workforce of approximately 610 employees. The District's FY 2017-18 operating budget is \$181.2 million. The District's services include water supply, water storage, sewer and water recycling.

EMWD is an environmentally conscious climate action leader. As a member of the California Climate Change Action Registry, a non-profit public/private partnership that serves as a voluntary greenhouse gas (CHG) registry to protect, encourage and promote early actions to reduce CHG emissions, EMWD invests in projects that adapt to and mitigate climate change. As a charter signatory agency of the California Urban Water Conservation Council, which coordinates Best Management Water Conservation Practices, EMWD actively promotes residential water conservation and water efficiency. As one of five member agencies of the Santa Ana Watershed Project Authority (SAWPA) participating in a first-of-its-kind regional groundwater banking program known as the Santa Ana River Conservation and Conjunctive Use Program (SARCCUP), EMWD is working to provide a collaborative, regional watershed-scale approach toward long-term groundwater basin management, replenishment and water transfers.

- The water wise garden at EMWD's headquarters helps to illustrate appropriate plants and materials in landscaping.
- EMWD's Wetlands Facility offers a lush habitat for migratory fowl, shore birds, and raptors along the Pacific Flyway while providing a low-tech, low-energy method to treat the wastewater, naturally removing nitrates and nitrites via bulrush, as well as a unique research station for the development of new innovations in water and wastewater treatment.
- EMWD's Water Education Center features numerous hands-on activities where students experience an exciting day and increase their knowledge.

For more information, visit www.emwd.org.

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THE POSITION

Reporting to the Assistant General Manager of Planning, Engineering & Construction, the Director of Environmental & Regulatory Compliance plans, organizes and directs the activities of the Environmental Services, Source Control, and Laboratory/Water Quality functions for the District. This individual coordinates programs with regulatory agencies to ensure that EMWD understands and complies with applicable regulatory concerns. In addition, this person directs the review and analysis of new and changing regulations and assists in the development and implementation of operational procedures to ensure cost-effective compliance with all environmental regulations associated with the operations and construction of the water, wastewater and reclamation systems. Finally, the Director of Environmental & Regulatory Compliance organizes and directs the activities of the District's industrial pre-treatment and analytical laboratory programs.

THE IDEAL CANDIDATE

The ideal candidate for this position will have a strong background in the natural sciences and a proven track record of ensuring that his/her agency maintains regulatory compliance. In addition, this person will have an in-depth understanding of how permitting, source control, and laboratory functions are carried out within a water/wastewater agency.

The Director of Environmental & Regulatory Compliance will be a detail-oriented team player who partners with other departments to ensure that EMWD is fulfilling its regulatory requirements. He/she will be an excellent communicator who advocates on EMWD's behalf, keeps District staff and Board members up-to-date on regulatory requirements, and makes highly technical issues understandable and actionable. To be successful and thrive in this position, the Director of Environmental & Regulatory Compliance will be a diplomatic leader who maintains credibility with external agencies and seeks win-win solutions to complex challenges.

As the leader of a high-performing team at a fast-paced agency, the Director of Environmental & Regulatory Compliance will encourage dialogue, coach and mentor staff, provide cross-training, support employees' career goals, and work with individuals to maximize their strengths. He/she will be caring, credible, inspirational, and highly organized.

Education and Experience:

Graduation from an accredited college or university with a bachelor's degree in environmental science, environmental or chemical engineering, environmental law, or a closely related field; and ten years of experience, at least four years of which were at a management level in an environmental or regulatory setting, preferably with a water and sanitation district; or an equivalent combination of education and experience. A Professional Engineer registration or Master's degree in environmental science or related field is desired, but not required.

Licenses; Certificates; Special Requirements:

A valid California driver's license and the ability to maintain insurability under the District's vehicle insurance policy.

CHALLENGES & OPPORTUNITIES

- The regulatory environment in California is very strict. The Director of Environmental & Regulatory Compliance must be able to ensure that things run smoothly for EMWD within a challenging and frequently changing regulatory context.
- EMWD is a highly innovative agency. The Director of Environmental & Regulatory Compliance must be a person who enjoys being a change leader.

COMPENSATION & BENEFITS

The annual salary range for this position is \$125,278 to \$155,605. In recognition of the value its employees deliver to the organization, EMWD offers a generous compensation and benefits package which includes:

Health Insurance - Several health plans are offered, with the District contributing up to \$21,264 annually towards the premiums for employee and family.

Dental Plan - Full coverage for family in the base plan at no cost with the District contributing up to \$1,560 annually. Employees have the option to elect an enhanced plan with the employee paying the difference through voluntary payroll deductions.

Vision Plan - Full coverage for employee; option to add dependents at employee's cost. Paid Time Off (PTO) - 176 hours per year.

Holidays - 12 paid holidays per year.

Retirement - Classic Members: CalPERS; 2% at 55 benefit formula. The District currently pays 2% of the employee contribution and employees pay the additional 5%. New Members: CalPERS; 2% at 62 benefit formula. The employee contribution is 5.75%. The District does not participate in Social Security.

Deferred Compensation - Two programs are offered to employees:

401(a) - District provides annual contribution of \$1,180

457 Plan - Voluntary program for employees; District provides match equal to 2.0% of employee's annual salary

Retiree Medical Coverage - provided through CalPERS with the District providing the PEMHCA minimum premium.

Life Insurance - Equal to annual salary up to a maximum of \$250,000. Employees may purchase up to an additional \$500,000 in life insurance with the District paying 50% of the premium.

Employee Assistance Program - Available to employees and their families.

Pay for Performance - Program offered for high-performing employees.

HOW TO APPLY

Please **apply on-line** by **November 3, 2017**, at www.alliancerc.com. Note: A letter of recommendation from a peer at a regulatory agency must be included with your application. For questions and inquiries, please contact:

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