

DIRECTOR OF WATER RECLAMATION

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: The District's water supply portfolio consists of the following: 50% imported water (State Water Project and Colorado River water), 35% recycled, 10% wells, and 5% desalter. Eastern Municipal Water District sells approximately 90,000 acre-feet of fresh water annually.

Water Storage: The District maintains 82 tanks that hold more than 194 million gallons of water. These tanks serve 70 different pressure zones.

Sewer: Field crews maintain 1,800 miles of existing pipelines and 67 active lift stations. Four treatment plants typically reclaim 43 million gallons per day from an estimated 224,000 connections, including those served by local utility agencies and municipalities.

Water Recycling: With four regional water reclamation facilities, the District delivers only the highest level of tertiary quality recycled water to its customers and is one of the largest recycled water providers in California. During 2016, the District sold 35,000 acre-feet of recycled water.

For more information, visit www.emwd.org.

THE POSITION

Reporting to the Assistant General Manager of Operations and Maintenance, the Director of Water Reclamation manages the Water Reclamation Department including directing and implementing comprehensive strategies and programs for the operation and maintenance of the District's four wastewater reclamation plants and wastewater collection systems. The Director of Water Reclamation has eight direct reports and leads a department of 100 employees. The incumbent exercises significant authority and independence in managing, implementing, and integrating a broad range of functions, programs, and staff.

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THE IDEAL CANDIDATE

The ideal candidate for the position of Director of Water Reclamation will have a broad based knowledge of the theory, principles, practices, and techniques of wastewater treatment, reclamation, and civil engineering design involved in the construction, maintenance, and operation of large and complex wastewater collection, treatment, and reclamation systems. In addition to being approachable, the successful candidate will be an exceptional listener, strong communicator, and an accomplished presenter.

As head of a large department in a fast-paced, customer service focused organization, the Director of Water Reclamation must be a visionary, inspirational leader who develops strategies for improving the effectiveness and efficiencies of the District's Water Reclamation Department, gains support for them, and ensures that they are implemented. The incumbent will be a proponent of succession planning who enjoys developing and mentoring staff. He/she will have a desire to be part of a high-performance team that places a high value on honesty, integrity, and collaboration with a passion for incorporating best practices into daily operations of a large and complex public organization.

Education and Experience:

Graduation from an accredited college or university with a bachelor's degree in chemistry, biology/microbiology, civil engineering, or a closely related field; and at least ten (10) years of progressively responsible experience in the operation and maintenance or design of large, complex wastewater treatment and collection systems including at least five (5) years of experience in a management capacity; or an equivalent combination of training and experience.

State of California Grade V Wastewater Treatment Plant Operator's Certificate **OR** registration as a Professional Civil Engineer in the State of California.

CHALLENGES & OPPORTUNITIES

- The employees in the Water Reclamation Department work in the field and at a number of different work sites throughout the District. The Director must be effective at creating and maintaining a strong sense of teamwork among employees to engender commitment to EMWD's mission, vision, values and beliefs.
- The regulatory environment in California is very strict. The Director of Water Reclamation must be able to successfully manage the wastewater treatment and wastewater collection systems for EMWD within a challenging and frequently changing regulatory context.
- In response to the State's policy to promote all feasible means of energy and water conservation and all feasible uses of alternative energy and water supply sources, EMWD operates fuel cells powered by biogas at two regional water reclamation facilities and solar renewable energy systems at all four regional water reclamation facilities.

COMPENSATION & BENEFITS

The annual salary range for this position is approximately \$134,638 to \$167,315. 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 **October 27, 2017** at www.alliancerc.com.

For questions and inquiries, please contact:

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