

DEPUTY GENERAL MANAGER - ENGINEERING

Long Beach Water Department

(Long Beach, CA)





LONG BEACH – MANY UNIQUE NEIGHBORHOODS, ONE GREAT CITY

With a population of approximately 474,140, the City of Long Beach is the seventh largest city in the State of California, the second largest city in Los Angeles County and one of the most ethnically diverse cities in the country. The City is supported by industries in education, health and social services, manufacturing, retail trade, and professional services. With this broad spectrum of people in culturally and economically unique neighborhoods, business areas, and entertainment departments, Long Beach is one of the most vibrant communities in the country.

Enjoying an ideal Southern California climate, Long Beach is home to an abundance of cultural and recreational opportunities. The Long Beach Convention Center, the International City Theatre, Aquarium of the Pacific, Queen Mary, the annual Toyota Grand Prix of Long Beach, and a wide variety of restaurants and local shops draw over five million visitors a year.

The Port of Long Beach is the second busiest port in the United States. If combined with the adjacent Port of Los Angeles, the Ports of Long Beach and Los Angeles would be the world's eighth-busiest port complex by container volume. The City also has its own full-service commercial airport which has become a favored travel friendly alternative to other Southern California airports by offering a new passenger concourse and parking structure, preferred flight schedules, carriers, and overall accessibility. In addition, Los Angeles' rail transit system, the Metro Blue Line, has numerous stops within the City and throughout the region.

The future looks bright in Long Beach and the City is alive with activity – growing, improving, and proudly advancing into the future. With its ideal location in Southern California and on the Pacific Rim, year-round comfortable climate, healthy business environment and far ranging cultural pursuits, Long Beach is being rediscovered by investors, developers, and new businesses in increasing numbers.

For more information about the City of Long Beach, please visit their website at www.longbeach.gov.

LONG BEACH WATER DEPARTMENT

The Long Beach Water Department (LBWD) was established by a vote of the people in 1911. In 1931, the Water Department was put under the direction of an independent, five-member Board of Water Commissioners. That same year, the Water Department also became one of the founding member agencies of the Metropolitan Water Department of Southern California (MWD). Since its formation, the Long Beach Water Department (LBWD) has been delivering a dependable water supply meeting or surpassing all applicable water quality standards. It has one of the lowest water rates in the state and is consistently awarded for water conservation programs such as the "Lawn to Garden" program. Recently, the Long Beach Water Department (LBWD) was one of the first utilities to receive the prestigious Presidents Award for Distribution System Operation from the Partnership for Safe Water, a drinking water optimization program sponsored by AWWA, the USEPA and other water organizations, to recognize water suppliers that continuously provide drinking water quality that surpasses regulatory requirements through treatment plant and distribution system optimization.

LBWD serves a total population of 474,140, the seventh largest city in the State of California. The swift removal of sanitary sewage from Long Beach residences and places of business is as key to the quality of life as the City's supply of drinking water. Efficient, safe delivery of the City's wastewater to nearby wastewater treatment facilities is another valuable service of the Long Beach Water Department, provided at one of the lowest sewer rates in the United States.

The Board of Water Commissioners meets every other Thursday at 9:00 AM in the Board Meeting Room located on the fourth floor in the Brennan S. Thomas Administration Building. LBWD has over 250 employees, with a total budget of \$128 million (\$106 million for water and \$22 million for sewer).

From the Board of Water Commissioners to the highly skilled technicians who service the neighborhood, LBWD is dedicated to returning the water and sewer rate investment in this Department, sustaining the quality of life, and continuing to strive toward becoming the most effective, efficient, and competitive municipally run Water Department in California.

THE POSITION

Reporting to the General Manager, the Deputy General Manager - Engineering plans, organizes, directs, and implements comprehensive strategies in support of LBWD's Capital Improvement Program (CIP) implementation including engineering design of large potable water, wastewater and recycled water

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treatment, storage and conveyance systems. In addition, this individual plans, organizes, and directs the activities and staff of LBWD's Engineering Bureau and oversees, reviews and coordinates the work of consultants engaged in the engineering design of LBWD's treatment, storage, distribution and collection systems, and facilities.

The Deputy General Manager - Engineering will be expected to analyze and make sound recommendations on complex management and administrative issues; plan and direct the engineering design functions required by a large, complex water utility; understand, interpret, explain, and apply LBWD policies, procedures, rules, and regulations. This person must also be able to present proposals and recommendations clearly and logically in public meetings; represent the LBWD effectively in contract negotiations; develop and implement appropriate procedures and controls; and prepare clear, concise and comprehensive correspondence, reports, studies, and other written materials. Finally, this individual must exercise sound, expert independent judgment within general policy guidelines; establish and maintain effective working relationships with all levels of LBWD and City management, other governmental officials, consultants, vendors, employees and the public; and exercise tact and diplomacy in dealing with sensitive, complex and confidential issues and situations.

The Deputy General Manager - Engineering will lead a team of approximately 30 professionals, including four managers overseeing pipeline infrastructure, development services, and system facilities. His/her direct reports will include four senior engineers and an administrative assistant. To ensure successful outcomes, this person will collaborate in a positive, professional manner with other individuals throughout the Department.

Representative duties include:

- Plans, organizes, controls, integrates and evaluates the work of the Engineering Bureau. Works with staff to develop, implement, and monitor long-term strategic plans, goals and objectives focused on achieving LBWD's mission and strategic plan. Participates in the development of, and monitors performance against, the Bureau's annual budget. Manages and directs the development, implementation and evaluation of plans, policies, systems and procedures to achieve annual goals, objectives, and work standards.
- Plans and evaluates staff performance. Establishes performance requirements and personal development targets. Regularly monitors performance and provides coaching for performance improvement and development. Recognizes employees for exceptional performance. Takes disciplinary action, up to and including termination, to address performance deficiencies, in accordance with personnel rules, policies, and labor contract provisions.
- Provides day-to-day leadership and works with staff to ensure a high performance, customer service-oriented work environment which supports achieving the LBWD's and the Bureau's mission, strategic plan objectives, and values.
- Develops, implements and administers comprehensive programs, policies, guidelines and procedures related to the engineering design and construction of the LBWD's systems and facilities.
- Directs the preparation of a variety of design projects, studies and reports relating to current and long-range LBWD CIP and facilities expansion needs and develops specific proposals to meet them. Plans and directs project management activities for a variety of distribution/collection system expansion, improvement and maintenance projects, including the preparation of plans, specifications, designs, estimates and schedules; coordinates project monitoring programs.
- Provides technical assistance to staff; reviews, evaluates, and approves plans for water and wastewater facility projects prepared by staff and consulting engineers. Recommends and coordinates design changes, where appropriate.
- Oversees and coordinates the selection of consulting engineers. Negotiates the scope of services and fees with consultants and suppliers for incorporation into contracts and agreements. Oversees, coordinates and inspects the work of consultants engaged in the engineering design of water and sewer collection and distribution systems and facilities.
- Leads and participates on LBWD technical committees pertaining to the design and construction of facilities, including electrical, mechanical, structural, civil, architectural and instrumentation elements.
- Works with developers, contractors, engineers, architects and others regarding unusual design and construction challenges.
- Ensures the maintenance of detailed records of activities, plans and results.
- Monitors developments in areas of responsibility. Analyzes proposed state and federal law, regulations and court decisions for their impact on LBWD practices and operations. Recommends and implements policy and procedure changes consistent with requirements. Directs or conducts research and analysis of the LBWD's needs in assigned areas of responsibility. Recommends appropriate actions and implements programs.
- Participates in the LBWD's short- and long-range planning process associated with the LBWD's CIP and refurbishment and replacement plan.
- Represents the LBWD with other agencies, organizations and individuals.

THE IDEAL CANDIDATE

The ideal candidate will have a broad based knowledge of the theory, principles, practices and techniques of engineering as they apply to a large, complex water, wastewater and recycled water systems. In addition, he/she will be well versed in the principles, practices, materials, equipment and techniques involved in the design, construction, maintenance and operation of a large water utility. This individual will also be familiar with the federal, state and local laws, regulations and court decisions that may affect the Engineering Bureau's work.

Hands-on experience with the principles and practices of budgeting, purchasing, and maintenance of public records is highly desirable. Demonstrated ability to conduct research and analysis, provide clear and accurate communication, and effectively manage and supervise staff will be required. Although experience working for a public agency is not required, the incumbent should understand the organization and functions of a public board.

The successful candidate will have strong communication skills as well as a positive, team-oriented approach to work. He/she will be an inspiring leader, an accomplished presenter and an excellent negotiator who is committed to meeting schedules, adhering to budgets and ensuring that comprehensive QA/QC practices are consistently performed. In summary, this person will be knowledgeable, flexible, energetic, collaborative, proactive and responsive.

Education & Experience:

Graduation from an accredited college or university with a bachelor's degree in civil or mechanical engineering and at least eight years of progressively responsible post registration experience in the design and/or construction of large, complex water and wastewater systems, at least three of which were in a management capacity is required.

Licenses, Certificates & Special Requirements:

A valid California driver's license and the ability to maintain insurability under LBWD's Vehicle Insurance Policy is required.

A certificate of registration as a Professional Civil or Mechanical Engineer issued by the State of California is required.

COMPENSATION & BENEFITS

The annual salary range for this position is \$TBD. Placement within this range will be dependent on qualifications. LBWD also offers its employees a generous benefits package, which includes:

Retirement: California Public Employees' Retirement System (CalPERS) with a benefit of 2.5% at 55 for Classic members (prior or current CalPERS or reciprocating agency members with less than a 6-month break in service) or 2% at 62 for new members as defined by PEPR, subject to the limitations set by PERS. Coordinated with Social Security. Employee pays the employee portion.

Social Security: City participates in Social Security.

Vacation: Twelve days (96 hours) annually after 1 year of service; 15 days (120 hours) annually after 4 years, 6 months of service; 20 days (160 hours) annually after 19 years, 6 months of service.

Executive Leave: The City offers 40 hours of Executive Leave per year.

Holidays: Nine designated holidays, plus 4 days (32 hours) of personal holiday leave per calendar year (prorated for first year of employment).

Sick Leave: A maximum of 12 days (96 hours) per year. Unlimited accumulation. Conversion upon retirement to cash credit toward health and/or dental insurance premiums, or retirement service credits.

Bereavement Leave: Three days for death or critical illness of an immediate family member, plus three days of accrued sick leave, if needed.

Jury Duty: Eighty hours per calendar year when required to serve jury duty.

Health/Dental/Vision Insurance: plans available for employees and dependents. The City pays a major portion of the premium for employee and dependents. Employee cost depends on the plan selected.

Short-term/Long-term Disability Insurance: City-paid short-term and long-term disability insurance benefits.

Life Insurance: City-paid term life insurance policy equal to three times annual salary to a maximum of \$500,000, plus \$20,000 term life.

Management Physical: Annual City-paid physical examination.

Deferred Compensation: Available through ICMA Retirement Corporation at employee's expense.

Flexible Spending Accounts (FSA)

Health Care and Dependent Care spending accounts available at employee's expense.

Long Term Care Plan: Available through UNUM at employee's expense.

Credit Union: Long Beach City Employees Federal Credit Union membership is available to employees and eligible family members.

HOW TO APPLY

Apply on-line at www.alliancerc.com by **January 19, 2018**. For questions and inquiries, please contact:

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