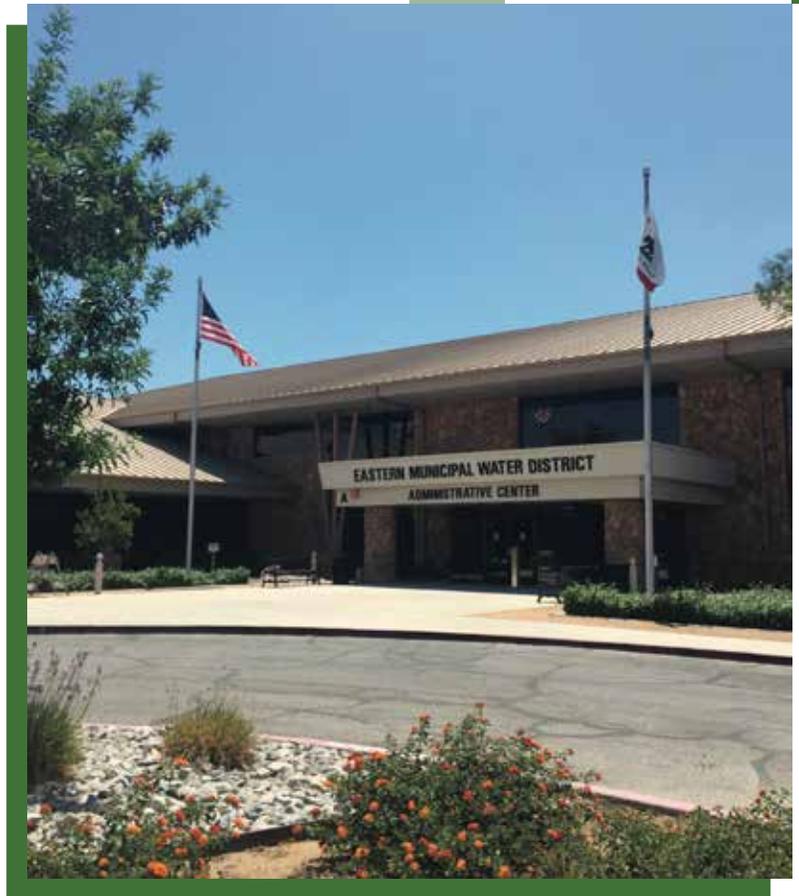


# SENIOR DIRECTOR OF WATER RESOURCES PLANNING

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 815,000 people in a 555 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 2018-19 operating budget is \$402.8 million, of which \$240.2 million are for operating revenue. The District's services include water supply, water storage, sewer and water recycling.

EMWD was recently honored with the prestigious J.D. Power and Associates award for the 2018 Water Utility Residential Customer Satisfaction Survey. The study is in its third year and measures satisfaction of residential customers of utilities delivering water to at least 400,000 people. Satisfaction is gauged by measuring 33 attributes within six factors: delivery, price, conservation, billing and payment, communications, and customer service. EMWD ranked highest in customer satisfaction in the western region, which consisted of 12 states. EMWD was also recognized as highest in customer satisfaction among all participating agencies for its customer communications efforts.

For more information, visit [www.emwd.org](http://www.emwd.org).

## THE IDEAL CANDIDATE

If you're a water planning expert who enjoys leading people, managing complex projects and programs, shaping policy, and working collaboratively with others in a dynamic, team-oriented, customer service focused organization, you may be a perfect fit for the Senior Director of Water Resources Planning position at EMWD. The ideal candidate will embody all of these attributes and create a work environment in which staff receive the direction, motivation and support they need to consistently produce effective, efficient, high-quality work. To ensure success, this person will also be an excellent communicator who builds trust and influences others to bring about legislative and regulatory changes in alignment with the District's interests and needs.

### Education and Experience:

To qualify for this position, applicants must have the equivalent to a bachelor's degree from an accredited college or university with major coursework in urban or regional planning, civil engineering, or a closely related field. In addition, ten (10) years of progressively responsible experience in long-term water resources planning, water resources management, and administration of capital improvement plans AND five (5) of management experience are required. A certificate of registration as a Professional Engineer issued by the State of California is highly desirable.

# SENIOR DIRECTOR OF WATER RESOURCES PLANNING

Eastern Municipal Water District

## THE POSITION

The Senior Director of Water Resources Planning oversees, directs, and participates in all activities of three departments: Groundwater Management and Facilities Planning, Water Supply and Planning, and Environmental and Regulatory Compliance. Reporting to the Assistant General Manager of Planning, Engineering, and Construction, this individual oversees 56 employees and an annual operating budget of \$5.4 Million. Essential job duties include the following:

- Plan, organize, manage, and evaluate activities, operations, and services to ensure services comply with the policies and strategic direction set by the General Manager, Board of Directors, and all applicable laws and regulations.
- With management team, develop, implement, and monitor short- and long-term plans, goals, and objectives focused on achieving the District's mission, Strategic Plan, and Board priorities.
- Direct the development of assigned department operating and capital improvement budgets; monitor implementation of adopted budgets.
- Direct the development, implementation, and evaluation of plans, programs, projects, policies, systems, and procedures to achieve short- and long-term District-wide goals, objectives, and work standards.
- Plan and evaluate performance of assigned directors, managers and staff; establishes performance requirements and personal development targets; regularly monitor performance and provides coaching for performance improvement and development; provide compensation and other rewards to recognize performance; take disciplinary action, up to and including termination, to address performance deficiencies, in accordance with the District's personnel rules, policies, and labor contract provisions where applicable.
- Provide leadership and work with assigned management team to develop and retain highly competent, customer-service oriented staff through selection, compensation, training, and day-to-day management practices which support the District's mission, strategic plan, objectives, and values.
- Direct and coordinate the implementation of a variety of District strategic plans, master plans, and projects, relating to current and long-range District capital improvement and facilities expansion needs.
- Plans, direct, and coordinate planning, project management, and regulatory compliance activities for a variety of projects, including the preparation of plans, specifications, designs, estimates, environmental documentation, regulatory requirements and schedules; coordinate project monitoring programs; coordinates construction administration activities and engineering records management.
- Participate in assessing regional, industry, and District service-area customer needs and ensure assigned departments objectives and priorities are focused on meeting those needs effectively, efficiently, and with high-quality service.
- Interpret General Manager, Deputy General Manager, Assistant General Manager, and Board of Director instructions and requests; make interpretations of District ordinances, policies, and applicable laws and regulations to ensure compliance within assigned areas of accountability.
- Participate in the analysis of proposed legislation and regulation; participate in industry and intergovernmental activities to influence legislative and regulatory change consistent with the District's interests and needs.
- Represent the District as requested or assigned in dealings with constituent agencies in the District's service area, the Metropolitan Water District, other industry and governmental agencies, and professional organizations.
- Participate in major negotiations with contractors, consultants, developers, vendors, and other public agencies.
- Participate in regional, state, and national water, water reclamation, and other professional meetings and conferences to stay abreast of trends and technology related to District operations, particularly in areas of assigned accountability.
- Ensure staff observe and comply with all District and mandated safety rules, regulations, and protocols.
- May act for the Assistant General Manager in that individual's absence.

## COMPENSATION & BENEFITS

The annual salary range for this position is \$159,806 - \$198,515. 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. Medical in-lieu program is available with required proof of coverage

Health Care and Child/Dependent Care Flexible Spending Account available through payroll deductions.

Supplemental accident, cancer, and short-term disability insurance available through payroll deductions.

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 - 10 paid holidays and 2 floating holidays per year.

Retirement - Classic Members: CalPERS; 2% at 55 benefit formula. The District currently pays 1% of the employee contribution and employees pay the additional 6%. 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 to the 401(a) equal to 3.0% of employee's annual salary (4.0% effective January 2019).

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

Life Insurance - Equal to annual salary up to a maximum of \$250,000 at no cost. 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 to high-performing employees.

## HOW TO APPLY

Please **apply on-line** by **December 10, 2018**, at [www.alliancerc.com](http://www.alliancerc.com). For questions and inquiries, please contact:

Cindy Krebs

Telephone: (562) 901-0769 Email: [ckrebs@alliancerc.com](mailto:ckrebs@alliancerc.com)

or Sherrill Uyeda

Telephone: (562) 901-0769 Email: [suyeda@alliancerc.com](mailto:suyeda@alliancerc.com)

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Alliance Resource Consulting LLC

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