

# DIRECTOR OF ENGINEERING

Eastern Municipal Water District





## THE DISTRICT

Headquartered in Perris, CA, Eastern Municipal Water District (EMWD) is the water, wastewater service and recycled water provider to more than 825,000 people living and working within a 555-square mile service area in western Riverside County. It is California's sixth-largest retail water agency and its mission is "To deliver value to our customers and the communities we serve by providing safe, reliable, economical and environmentally sustainable water, wastewater and recycled water services."

EMWD provides service to retail customers located within the cities of Moreno Valley, Menifee, Murrieta, and Temecula and the unincorporated communities of Good Hope, Homeland, Lakeview, Nuevo, Mead Valley, Murrieta Hot Springs, Quail Valley, Romoland, Valle Vista and Winchester.

EMWD also supplies water on a wholesale basis to the Cities of Hemet, San Jacinto and Perris, Lake Hemet Municipal Water District, Nuevo Water Company, Elsinore Valley Municipal Water District, Western Municipal Water District and Rancho California Water District.

With more than 50 years of experience, the board members and staff of approximately 610, are proud, confident and ready for the future.

The District's services include:

**Maximizing Resources:** The District is pursuing alternative sources of electrical power supply including use of solar, digester gas, fuel cell technology, and microturbines. The District installed solar power generation systems at its Perris, Moreno Valley, Temecula, San Jacinto and Sun City facilities. The systems produce 1 megawatt (1,000 kilowatts) of power to be used at each of the respective facilities and surrounding supporting infrastructure. Each facility will have an average of 30 percent of its energy usage provided through the solar facilities.

**Water Supply:** The District's water supply portfolio consists of the following: State Water Project, Colorado River Aqueduct, recycled, wells, brackish groundwater desalination facilities, water filtration treatment plants, and raw water supply. EMWD sells approximately 86,700 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 1,869 miles of existing pipelines and 48 active lift stations. Four treatment plants typically reclaim 45 million gallons per day from an estimated 224,000 connections, including those served by local utility agencies and municipalities.

**Water Recycling:** An industry leader in recycled water, EMWD typically utilizes 100 percent of its recycled water supply for beneficial use throughout its service area. 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.

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

## THE POSITION

Reporting to the Assistant General Manager, the Director of Engineering plans, organizes, directs and implements comprehensive strategies in support of District's Capital Improvement Program implementation including engineering design of large potable water, wastewater and recycled water treatment, storage and conveyance systems. In addition, this individual plans, organizes and directs the activities and staff of the District's engineering department and oversees, reviews and coordinates the work of consultants engaged in the engineering design of the District's treatment, storage, distribution and collection systems and facilities.



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The Director of 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 District policy and procedures. This person must also be able to present proposals and recommendations clearly and logically in public meetings; represent the District effectively in 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 District 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.

Directs the preparation of a variety of design projects, studies and reports relating to current and long-range District capital improvement and facilities expansion needs and develops specific proposals to meet them; reviews, evaluates and approves plans for water and wastewater facility projects prepared by District staff and consulting engineers; recommends and coordinates design changes, where appropriate; works with developers, contractors, engineers, architects, and others regarding unusual design and construction challenges.

Leads and participates on District technical committees pertaining to the design and construction of facilities, including electrical, mechanical, structural, civil, architectural, and instrumentation elements.

Within assigned areas of accountability, serves as the District's representative to professional, industry and community groups and customers and to other agencies, organizations, and individuals.

## THE DEPARTMENT

The Director of Engineering will lead a team of approximately 20 professionals. Direct reports will include four senior engineers and an administrative assistant. The Department is responsible for developing preliminary and final design documents for water, wastewater, and recycled water facilities including treatment plants, storage facilities, distribution systems, and sewer collection infrastructure. The Department advances implementation of the District's Capital Improvement Program by coordinating with multiple internal and external stakeholders including Operations and Maintenance staff. The Department is responsible for several key initiatives in support of the District's Strategic Plan including expansion of desalination program and solar power generation facilities.

## THE IDEAL CANDIDATE

The ideal candidate provides strategic technical leadership in planning, establishing and directing all aspects of the District's engineering policies, objectives, and initiatives. This position is responsible for all engineering functions in the pursuit of the District's strategic goals. Provides engineering expertise to other departments where needed. Candidate must be a team player, collaborative in nature, and demonstrate the ability to build strong working relationships.

Must have an established background in managing capital improvement projects, strong communication skills, and a motivation to achieve results in. This position collaborates with operations to achieve optimal results for the District. Must possess 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, the individual 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 Department'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.

### Education & Experience:

Graduation from an accredited college or university with a bachelor's degree in civil or mechanical engineering and at least eight (8) years of progressively responsible post registration experience in the design and/or construction of large, complex water and wastewater systems, at least three (3) 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 the District'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 \$169,915 to \$211,556 per year, DOQ. 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. Employees pay full 7% effective 1/1/19. 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 4.0% of employee's annual salary.

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 **Friday, November 1, 2019**, 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

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