

GENERAL MANAGER

Rancho California Water District

(Temecula, CA)





OUR BEAUTIFUL COMMUNITY

The Rancho California Water District serves the City of Temecula, portions of the City of Murrieta, and unincorporated areas of southwest Riverside County. With vision, focus, planning, and leadership, the Temecula Valley has evolved into an innovative, dynamic region, all the while retaining its natural beauty and character. The Temecula Valley is arguably the GEM of Riverside County and an ideal family community.

Temecula Valley is conveniently located approximately 60 minutes from San Diego, Orange County, Palm Springs, and 90 minutes from Los Angeles. Adjacent to the I-15 and I-215 corridors, there is affordable housing at all levels, a highly skilled labor force, quality educational facilities, cultural programs, entertainment, and recreational activities for every lifestyle. Riverside County, along with the communities of Temecula, Murrieta, and Menifee enjoy an exceptional quality of life, a mild climate, good air quality, reasonably priced land and building sites.

Temecula Valley is a prominent tourist destination with the Temecula Valley Wine Country, Old Town Temecula/Murrieta, Pechanga Resort and Casino, the annual Temecula Valley Balloon & Wine Festival, Vail Lake, championship golf courses, microbreweries, the Santa Rosa Plateau and resort style accommodations attracting a significant number of tourists, which appreciably contributes to the region's economic profile.

Temecula Valley is known for academic excellence. The Temecula Valley Unified School District (TVUSD) and the Murrieta Valley Unified School District (MVUSD) lead the Inland Empire in student achievement. Temecula Valley USD's test scores rank 10th out of all of the school districts in Riverside, Orange and San Diego Counties. The local high schools were also named as the best in the nation according to the U.S. News and World Report.

Public safety is a key component in maintaining a thriving, sustainable community. The City of Temecula is ranked as one of the safest cities in the United States according to FBI statistics. The City of Murrieta Fire and Rescue recently received its accreditation by the Center for Public Safety Excellence, making it one out of only 20 agencies in California to receive this endorsement. The Valley also adopts a proactive approach to school policing and outreach, providing a team of resource officers throughout the local institutions.

AWARD-WINNING DISTRICT

This is an exciting time to be a part of the Rancho California Water District (Rancho Water). Rancho Water is an outstanding public agency receiving the Municipal Information Systems Association in California's "Excellence in Information Technology Practices Award," the Government Finance Officers Association's "Distinguished Budget Presentation Award" and "Certificate of Achievement for Excellence," and the National Safety Council's "Operational Excellence Award." It provides essential water and wastewater services to nearly 150,000 people and over 9,000 acres of irrigated agriculture. Its customer base includes a mix of residential, commercial, agricultural, and industrial uses, making it a very unique District in Southern California. Additionally, the District's water supply comes from a mix of sources including both treated and raw imported water, significant groundwater quantities, and recycled water both produced and purchased. And with its sound fiscal practices Rancho Water has a AAA rated credit from both Fitch and Standards & Poor.

Company Culture

Rancho Water is passionate, engaged, innovative, and ethical. Its strategy is centered on what is best for its employees and the community it serves. It is dedicated to harnessing the latest technologies that help it operate more efficiently and help its customers take control of their water usage. Rancho Water is passionate about finding new ways to cultivate relationships, share ideas, and leverage talent. It prioritizes safety and wellness at every level of the organization. It does what is right, it makes good decisions and holds each other accountable for their actions and results.

Rancho Water is high-performing, embraces continuous improvement, and is committed to meeting or exceeding its goals each year. Its mission is to deliver reliable, high-quality water, and reclamation services to its customers and communities in a prudent and sustainable manner.

GENERAL MANAGER

Rancho California Water District

The organizational values are reflected in the following **PRIDE** Values Statement:

- **Professionalism:** Reflected in the attitude and abilities displayed in dealing with our employees, customers, vendors, and community
- **Responsibility:** Over financial operating assets through sound business judgement
- **Integrity and Ethics:** Uphold an adherence to moral and ethical principles, and to remain accountable for our actions
- **Dedication:** In providing professional, quality services to our partners, customers, and community
- **Equality and Fairness:** Commit to maintaining a balanced workplace, by utilizing open communication, diversity, skills, and aspirations of all District employees

The District is governed by a seven-member Board of Directors who is responsible for setting policy and ensuring strategic progress. Board members serve alternate four-year terms. The District has 164 employees and an overall budget of \$171 million, including \$76.7 million for operations. For additional information, visit www.ranchowater.com.

OPPORTUNITIES/PROJECTS

Rancho Water is extremely proud that it has been successful at providing a high quality of services to its customers. It is dedicated to the preservation of its precious resources for future generations, utilizing the principles of sustainability and prudent fiscal practices. With a comprehensive Strategic Plan serving as the blueprint for how the District prepares for current challenges and future opportunities, the District has several exciting opportunities for the new General Manager:

- **Leadership** – The District prides itself on being an excellent organization built on teamwork, dedication and collaboration and is managed by a strong, employee-focused management team. In 2019, it received a “Top Work Place” award from the Inland News Group. The Board of Directors have focused on smart fiscal management and ambitious project management. The next General Manager will lead the development of infrastructure maintenance and asset management as the District has transitioned from a developing community to a mature one. The District has an impeccable reputation and is considered a “destination” workplace. The next General Manager will embrace the District’s previous hard work and achievements and thrive in being the face of the District. He/She will be strategic, able to navigate the organization through unpredictable and challenging economic times, and continue to propel the District to the next level respectfully.
- **Project Management** – Rancho Water has an impressive slate of large and expensive projects planned. The General Manager will be instrumental in overseeing partnerships and securing additional funding to ensure the successful launch and completion of projects such as:
 - Vail Dam Rehabilitation Project – Replacing the existing Vail Dam by constructing a new roller compacted dam.
 - Vail Property – The District owns approximately 7,000 acres of raw land surrounding Vail Lake with its environmental preservation and banking potential.
 - External Funding Opportunities – The District is aggressively seeking outside funding for the Vail Dam Rehabilitation Project as well as other projects in the form of Federal Grants, State Grants, and WIFIA Loans.
 - Pechanga Water Rights Settlement – The District has formally settled Indian water rights in its basin with the Pechanga Tribe and the Federal Government. Implementing this settlement over the next few years will be imperative.
 - Potential Annexation of neighboring District service area – The District is currently participating in a Municipal Service Review with Riverside County LAFCO and other agencies to determine the best long term service provider for the Murrieta Service Area of Western Municipal Water District. This could result in 2,000 to 5,000 new connections should this area annex to Rancho Water.
 - Recycled Water Use Expansion – The District is aggressively expanding its recycled water service. This will include the expansion of its purple pipe system as well as an indirect potable reuse project.
 - Potable Water System – Continuing the District’s long-term conjunctive use optimization program. Projects include pump station and groundwater well replacements as well as significant pipeline replacement projects.
- **External Relations** – The General Manager will lead the legislative efforts of the District and foster relationships, maintain a highly effective professional network, and advocate extensively on behalf of the Rancho California Water District. This includes efforts locally, regionally, statewide and federally. Rancho Water also works closely with other agencies. For example, along with the Elsinore Valley Municipal Water District and the Western Municipal Water District, Rancho Water is part of the Santa Rosa Regional Resources Authority for the regional wastewater treatment and collection system. The District also works closely with the Eastern Municipal Water District on recycled water initiatives. Also, not only does it get one-third of its water supply from groundwater, Rancho Water is also the agency to actively monitor and manage the entire groundwater basin, including setting pumping levels, managing groundwater replenishment, and groundwater storage, in line with various water rights settlement agreements with key stakeholders in the Basin.
- **Staff Development** – Rancho Water has a very talented and multi-faceted staff. The General Manager will ensure that the District continues to be a positive, ambitious and goal-oriented workplace. He/She will prepare for succession planning and ensure the development and advancement of the next generation of Rancho Water leaders.

THE IDEAL CANDIDATE

The Rancho California Water District invites dynamic individuals with a track record of success to apply for the General Manager position.

Reporting to the Board of Directors, the General Manager is responsible for developing, implementing and executing short- and long-term plans, policies, budgets, and strategies to accomplish the District's mission, strategic plan and Board of Directors priorities. The General Manager operates within broad general policy guidelines and exercises substantial latitude and discretion to achieve effective and efficient utilization of the District's resources in serving Rancho Water's constituencies and ratepayers.

The ideal candidate will have the appropriate knowledge, skills and abilities to be successful on the job. For example, ten years of progressively responsible executive or management experience in the operation and maintenance of a large, complex public utility and graduation from a four-year college or university with a major in civil engineering, public or business administration, or a closely related field is preferred. The selected candidate will have significant experience working with and maintaining relationships with local, regional, state and federal agencies.

The ideal candidate is a seasoned, energetic, and motivational leader who understands the intricacies of the California water industry and has a positive track record of building consensus and getting things done. This person will see the big picture, have the foresight to identify challenges, and is able to problem solve. The selected candidate will be articulate, respected, politically savvy, and will bring a fresh perspective to the District. He/She will enjoy working in a fast-paced, supportive environment where collegiality, professionalism, teamwork, and an appreciation for fun are valued. Lastly, the selected candidate will be someone who is committed to the long-term success of Rancho Water and who enjoys everything the local community has to offer.

COMPENSATION

The salary for this position will be dependent upon the qualifications and experience of the selected candidate. Rancho Water believes engaged employees make the District safer, operate better, and will help it grow. Its team-based culture focuses on positive work-life balance and employee wellness. Generous benefit include:

- **Medical, Dental and Vision Insurance** - Rancho Water offers high-quality health benefits for employees and their family. The District covers 100% of an employee's medical premiums. The District also covers up to 85% of premiums for qualified dependents, depending on which plan is chosen.
- **Life Insurance** - Lincoln National Life Insurance (2 x annual salary, rounded to nearest \$1,000 Minimum \$15,000 - Maximum \$375,000)
- **Retirement** - The District participates in the California Public Employees Retirement System (CalPERS) to provide employees with the security of a lifetime pension benefit at retirement. Our CalPERS members are eligible to retire with their full pension benefit, at ages 55 (classic members) or 62 (for new members). Benefits will vary, based on an employee's years of service, age, and highest average salary amount.
- **Additional Retirement Savings** - The District offers a deferred compensation plan with options from Lincoln National, Nationwide Retirement Solutions, and CalPERS 457 (w/Voya). Eligible employees may set aside pre-tax dollars using these plans.
- **Education Assistance** - Reimbursement up to 80% of the cost of tuition for degree programs (based on the comparable University of California current tuition for residents of CA) and 100% of additional expenses such as parking and books.
- **Fitness Facility** - On-site fitness facility with weights and exercise equipment.
- **Paid Time Off** - Employees receive 12 days of sick time per year; two of those days can be used for personal time. Vacation time starts at 2 weeks per year, accruing up to 4 weeks per year after 10 years of service. Employees receive 11 District-paid holidays off per year.

HOW TO APPLY

Please apply on-line by **December 4, 2020** at www.allianceRC.com. For questions, inquiries or candidate recommendations, please contact:

Sherrill Uyeda or Cindy Krebs

ALLIANCE RESOURCE CONSULTING LLC

Telephone: (562) 901-0769

Email: suyeda@alliancerc.com or
ckrebs@alliancerc.com

An Equal Opportunity/ADA Employer