



DIRECTOR OF WATER RECLAMATION
EASTERN MUNICIPAL WATER DISTRICT

PERRIS, CA

www.emwd.org

ABOUT EMWD

Eastern Municipal Water District (EMWD) is the water, wastewater, and recycled water service provider to nearly one million customers living and working within a 558-square mile service area in western Riverside County. EMWD's main office is located in Perris, California with key operational facilities located throughout its service area including the cities of Moreno Valley on the north, Perris and Menifee on the west, Hemet and San Jacinto on the east, and Murrieta and Temecula on the south. EMWD also serves substantial areas of unincorporated Riverside County and provides service across the residential, commercial, industrial, and agricultural customer sectors. The region is among the fastest growing areas of the state with EMWD providing on average new service to more than 3,000 equivalent dwelling units each year, with the land use jurisdictions in its service area 38 percent built-out. 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; Rancho California Water District; and Western Municipal Water District. EMWD provides wastewater collection and treatment and recycled water service to many of these jurisdictions.

EMWD was organized as a Municipal Water District in 1950 for the primary purpose of importing Colorado River Aqueduct water from the Metropolitan Water District of Southern California (Metropolitan) to its service area, thereby augmenting local water supplies. EMWD currently secures approximately half of its water supply from the Colorado River Aqueduct and the State Water Project through Metropolitan and has made significant local supply investments in groundwater, brackish groundwater desalination and recycled water to provide a balanced and resilient water supply portfolio. EMWD began providing wastewater treatment services to customers within its service area in 1962 and, as a result, has become actively involved as an industry leader 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 620 employees. EMWD's FY 2020-21 budget is \$446 million, of which \$110 million is for capital expenditures. The District benefits from a strong governance model with alignment between the Board and staff on vision, mission and values, and strategic objectives. This collaboration has had a significant influence on EMWD's success.

EMWD is recognized as a leader in the water industry throughout California and nationally. In this regard, EMWD is successfully advancing multiple innovative and industry-leading projects to reduce its reliance on imported water supplies and lower operating costs including implementation of a third phase of its solar technology initiative, brine management research, and development of optimized operational approaches for groundwater desalination and a proposed indirect potable reuse program. As an industry leader in recycled water, EMWD annually uses 100 percent of its recycled water supply for beneficial use. An average of 30 percent of EMWD's energy usage is provided through renewable sources.

EMWD has been very successful in securing federal and state grants and loans totaling \$239 million within the past five years lowering overall costs for critical infrastructure. In addition, EMWD has a highly effective state and federal advocacy program and has successfully sponsored multiple pieces of legislation, secured state and federal funding, and built a credibility with state and federal legislative offices and agencies.

From a financial perspective, EMWD's parity revenue bond debt has been assigned AAA, Aa1 and AA+ ratings and the subordinate revenue bonds have been assigned ratings of AA+, Aa2, and AA+ from Fitch Ratings, Moody's Investors Service, Inc., and S&P Global Rating Services, respectively. These strong credit ratings and overall financial strength enable EMWD to finance infrastructure improvements at the lowest interest rates possible. More information regarding EMWD can be found on the District's website: 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 seven direct reports and leads a department of approximately 100 employees. The incumbent exercises significant authority and independence in managing, implementing, and integrating a broad range of functions, programs, and staff.

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. They 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.

CHALLENGES & OPPORTUNITIES

The employees in the Water Reclamation Department work in the field and at several 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, and guiding principles.

The regulatory environment in California is complex and restrictive. 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 including emerging PFAS/PFOA and digester gas utilization regulations.

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 is studying options for digester gas utilization and implementing potable water reuse projects.

EDUCATION AND EXPERIENCE

- Equivalent to a bachelor's degree from an accredited college or university with major coursework in engineering, chemistry, biology/microbiology, or a related field. An advanced degree is desirable but not required.
- Ten (10) years of progressively responsible experience in the operation and maintenance or design of a Class V complex wastewater treatment and reclamation system, five (5) of which should be in a management capacity.

LICENSES/CERTIFICATIONS

- A valid California driver's license and the ability to maintain insurability under the District's vehicle insurance policy.
- A State of California Wastewater Treatment Plant Operator's Certificate, Grade V is desired.
- Registration as a Professional Civil Engineer in the State of California is desired.

COMPENSATION AND BENEFITS

The annual salary range for this position is \$158,808.00 - \$197,766.40, DOQ. *Effective 12/19/21* Salary range for this position will be \$165,963.20 - \$206,668.80. In recognition of the value its employees deliver to the organization, EMWD offers a generous compensation and benefits package which includes:

- Cal PERS Retirement – Classic Members: 2% at 55 benefit formula, employee pays the 7% contribution. New Members: 2% at 62 benefit formula, employee current contribution is 7.0%. EMWD does not participate in Social Security. Retiree Medical Coverage provided through CalPERS with EMWD providing the PEMHCA minimum.
- Deferred Compensation – Two programs are offered to employees: 401(a) – EMWD provides annual contributions of \$1,180 and a 457 voluntary plan where EMWD provides a match to the 401(a) equal to 4.0% of employee's annual salary or 5.0% for new hires who do not qualify under the PERS Classic tier.
- Dental Plan – Full coverage for family in the base plan at no cost with EMWD 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.
- Health Care and Child/Dependent Care Flexible Spending Account available through payroll deductions.
- 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 EMWD paying 50% of the premium.
- Medical Plans – Several health plans are offered, with EMWD currently contributing up \$2,009/month towards the premiums for employee and family; medical in-lieu program is available with required proof of coverage.
- Supplemental accident, cancer, and short-term disability insurance available through payroll deductions.
- Vision Plan – Full coverage for family at no cost.
- Paid Time Off (PTO) – 176 hours per year, increasing after year 5 completed.
- Holidays – 10 paid holidays and 2 floating holidays per year.
- Bereavement Leave – up to 36 hours.
- Tuition reimbursement up to \$5,250 annually.
- Employee Assistance Program – Available to employees and their families.
- Available telecommute opportunities to qualifying employees on a case-by-case basis when operationally feasible and accordance with District's Telecommute Policy.

HOW TO APPLY

Apply on-line at www.alliancerc.com. Resume review will begin on **January 10, 2022**, interviews will be scheduled shortly thereafter. For questions and inquiries, please contact Cindy Krebs at ckrebs@alliancerc.com or 562-901-0769 x 336.

ALLIANCE RESOURCE CONSULTING LLC

1 Centerpointe Drive, Suite 440
La Palma, CA 90623

[View our Join EMWD video by clicking here](#)

*2270 Trumble Road, Perris, CA 92570 • www.emwd.org
EMWD is an Equal Opportunity / ADA Employer*