



**Director of Water Operations  
Eastern Municipal Water District  
(Perris, CA)**

# The District

Recognized as a leader in the water industry throughout California and nationally, the Eastern Municipal Water District (EMWD) is the water, wastewater, and recycled water service provider to nearly one million customers living and working within a 600-square mile service area in Western Riverside County. EMWD is governed by a five-member Board of Directors and conducts its business with the support of a highly trained workforce of approximately 607 employees. EMWD's FY 2024-2025 budget is \$547 million, of which \$150 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 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](http://www.emwd.org).

# The Department

The mission of the Water Operations Department is to provide safe and reliable water and recycled water services in an efficient and responsible manner.

The Department is comprised of five departments: Water Operations Administration; Integrated Operations Center and Support Services; Water Production, Water Distribution; and Recycled Water Operations. Combined, they are responsible for the treatment and delivery of potable water, the operation of three brackish groundwater desalination plants, two filtration plants, the distribution and delivery of recycled water, and the operation of EMWD's brine disposal pipeline. The Department's FY 2023-2024 operating budget is \$41 million.

# Goals And Objectives

EMWD is a high performing agency that sets clear objectives to its employees. As such the following have been identified as the Fiscal Year 2024-25 Goals and Objectives:

- ▶ Increase production of local water resources to maximize the District's water supply portfolio.
- ▶ Initiate sulfuric acid pilot at HWFP.
- ▶ Rebuild and exercise numerous pressure and flow control valves throughout the District.
- ▶ Start-up of Perris North Wells 65 and 66.
- ▶ Start-up of Wells 201 through 205.
- ▶ Complete Valley Boulevard brackish transmission pipeline.
- ▶ Replace Dunlap Drive 36-inch recycled water pipeline.
- ▶ Start-up of Matthews Booster Pump Station.
- ▶ Replace HWFP Boll filter.
- ▶ Start-up of Hewitt and Evans groundwater treatment facility.
- ▶ Start-up EM-25 service connection.
- ▶ Improve Mead Valley Cajalco corridor water system.
- ▶ Start-up new Mead Valley I Booster Pump Station.
- ▶ Start-up of Murrieta Road Booster Pump Station.
- ▶ Increase PWFP capacity to 28 MGD.

# The Position

Under the policy direction of the Assistant General Manager of Operations and Maintenance, the Director of Water Operations plans, organizes, directs, and implements comprehensive strategies and programs for the operation of a large potable and reclaimed water production and distribution system; evaluates water filtration treatment systems to optimize treatment processes and reduce operating costs; develops operating plans and programs; ensures effective and efficient high-quality work in the managed programs; and performs related duties as assigned. The Director oversees 67 FTEs and has five direct reports.

For a more detailed job description, please visit: [https://www.emwd.org/sites/main/files/file-attachments/job\\_class\\_-\\_director\\_of\\_water\\_operations.pdf](https://www.emwd.org/sites/main/files/file-attachments/job_class_-_director_of_water_operations.pdf)

# The Ideal Candidate

The ideal candidate for this position will have a strong background in water distribution and treatment plant operations. As part of the Executive Management Team, this person will be a strong leader who sets clear directions and expectations to staff. Since many staff are relatively new to the organization, the incumbent will assure training materials and programs are adequate to produce a highly skilled work force and continuity of operations. The ideal candidate will be skilled in managing multiple departmental budgets and have a strong track record in solving technical problems. 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.

## Education, Experience, and Certifications

*Any combination of experience and education that provides the required knowledge and abilities is qualifying, along with the specific licenses/certifications as outlined below:*

### Experience:

- ▶ Ten (10) years of progressively responsible experience in the operation and maintenance of a large, complex water production and distribution system, five (5) of which should be in a management capacity.

### Education:

- ▶ Equivalent to a bachelor's degree from an accredited college or university with major coursework in civil or mechanical engineering, chemistry, microbiology, public or business administration, or a related field.

### Licenses/Certifications:

- ▶ A valid California driver's license and the ability to maintain insurability under the District's vehicle insurance policy.
- ▶ State of California Water Grade V Distribution Operator Certificate or Grade V Water Treatment Operator Certificate is desirable, with preference for those holding both.
- ▶ Registration as a Professional Civil Engineer in California is desirable.



# Compensation and Benefits

The annual salary range for this position is **\$190,320 – \$236,974**. In recognition of the value its employees deliver to the organization, EMWD offers a generous compensation and benefits package which includes:

- ▶ **CalPERS 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
- ▶ **Medical Plans** – Several health plans are offered, with EMWD currently contributing up to \$2,535.00/month towards the premiums for employee and family; medical in-lieu program is available with required proof of coverage
- ▶ **Dental Plan** – Full coverage for employee and 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
- ▶ **Vision Plan** – Full coverage for employee and family at no cost
- ▶ **Voluntary Plans** – Health Care and Child/Dependent Care Flexible Spending Account, supplemental accident, cancer, and short-term disability insurance 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
- ▶ **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 (EAP)** – Available to employees and their families
- ▶ **Telecommute Opportunities** – Available to qualifying employees on a case-by-case basis when operationally feasible and accordance with District’s Telecommute Policy
- ▶ **Alternative Work Schedule** – Employees are provided opportunity to work a 4/10 or 9/80 work schedule dependent on position and operational needs.

## How to Apply

Please apply **on-line** as soon as possible at [www.allianceRC.com](http://www.allianceRC.com). EMWD anticipates having the first round of final interviews during the second week of June 2024. For questions, inquiries or candidate recommendations, please contact:

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**Alliance Resource Consulting LLC**

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