



# DEPUTY GENERAL MANAGER

## INLAND EMPIRE UTILITIES AGENCY

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# The Agency

The Inland Empire Utilities Agency (IEUA/Agency) is a regional wastewater treatment agency and wholesale distributor of imported water serving approximately 950,000 people, across 242 square miles throughout western San Bernardino County. The Agency is committed to supporting the needs of its service area and safeguarding public health through significant investments in a diverse water supply portfolio, reliable municipal/industrial wastewater collections and treatment services, and other related utility services in a regionally planned and cost-effective manner.

As the only member agency of the Metropolitan Water District of Southern California (Metropolitan) in San Bernardino County, IEUA provides supplemental water supplies to the growing region, primarily via the State Water Project (SWP), for distribution among nine retail agencies.

Water recycling is a critical component of the Agency's water resource management strategy. IEUA receives over 50 million gallons per day (mgd) of wastewater from seven sewerage agencies at its five regional wastewater treatment plants. Wastewater is then treated for Title 22 regulations and distributed to retailers through purple pipe or indirect potable reuse through the groundwater recharge program. In conjunction with these five regional wastewater treatment facilities, IEUA also maintains and operates:

- The Chino Desalter I (located in Chino) on behalf of the Chino Basin Desalter Authority.
- The Inland Empire Regional Composting Facility (located in Rancho Cucamonga) on behalf of the Inland Empire Regional Composting Authority, a Joint Powers Authority with Los Angeles County Sanitation District.
- 46 groundwater recharge basins across 19 recharge sites within the IEUA service area designed to hold stormwater runoff, imported water, and recycled water for aquifer replenishment.

The Agency also prioritizes investments in local water resources, conservation programs, and renewable energy sources, and advocates for environmental stewardship through several free educational resources and outreach programs.



## Culture

At IEUA, the Agency prides itself on fostering a culture that promotes growth, accountability, innovation and collaboration. Its eight organizational attributes are the foundations of its success and guide them in their daily operations.

- **Safety** – The Agency is committed to maintaining a safe and healthy work environment for all employees.
- **Continuous Learning and Improvement** – Its commitment to professional development ensures that its team members are always equipped with the latest knowledge and skills.
- **Efficiency** – The Agency strives to optimize its processes and resources to deliver the highest quality services in the most effective manner.
- **Collaboration** – By leveraging diverse perspectives and expertise, it creates innovative solutions and drive the mission forward.
- **Accountability** – By owning their responsibilities, following through on their commitments, and doing the right thing when no one is looking, the Agency ensures that it meets the goals and uphold the standards of excellence.
- **Coaching for Performance** – The leaders are committed to providing guidance and support to help team members reach their full potential.
- **Respect** – The Agency values each individual's contributions and treats everyone with dignity and consideration.
- **Employee Engagement** – By fostering a sense of belonging and purpose, the Agency ensures that the employees are motivated and invested in the mission.

The Agency is governed by a five-member Board of Directors who are elected to staggered four-year terms by registered voters within their divisions. Total revenues and other funding sources are projected at \$509 million for Fiscal Year 2026/27. The CIP is formalized in the Ten-Year Capital Improvement Plan (TYCIP) and is updated annually and totals \$1.6 billion. For Fiscal Year 2026/27 the agency is budgeted for 387 full-time and limited term staff.



## Agency Goals

The IEUA Board and management have committed to four broad policy goals designed to move the Agency forward in executing its mission and attaining its vision:

- Water Supply Reliability - Provide a reliable and economical water supply that meets the evolving needs of the region.
- Public and Environmental Health - Operate in a safe and responsible manner to support the health and environmental sustainability of our communities.
- Fiscal Responsibility - Responsibly manage public funds and safeguard IEUA's fiscal health to support short-term and long-term needs, while providing cost-effective services to our customers.
- Culture of Excellence - Foster an organizational environment where safe operations, continuous innovation, positive community engagement, and exceptional performance are consistently pursued and celebrated.



## The Opportunity

IEUA is seeking its next Deputy General Manager. This is a perfect time to join a premier agency that thrives at the intersection of technical complexity and a high-performance team culture. In the utility world, IEUA stands apart for the sheer scale and diversity of its operations—from wastewater and recycled water to groundwater augmentation and renewable energy—offering a level of professional challenge that is virtually unmatched.

Reporting to the General Manager, the Deputy General Manager plans, organizes, controls, directs, integrates and evaluates the activities and outputs/services of the Technical Resources Division; directs and participates in the development of short- and long-term goals and objectives consistent with the Agency's strategic plan and annual business plan and ensures their effective execution; ensures all operations, maintenance, engineering, construction, laboratory, regulatory, asset management, and planning functions serve the Agency's needs, while complying with applicable laws and regulations; and performs related duties as assigned.

The Deputy General Manager assists the General Manager in planning, organizing, directing, integrating, administering, reviewing and evaluating the activities, operations and services of the Inland Empire Utilities Agency; provides day-to-day oversight over the implementation of the Agency's strategic direction, long-range wastewater and water resource plans, and plans for the development and construction of treatment facilities for the Agency's regional system; assists the General Manager with execution of short- and long-term goals and objectives consistent with the Agency's strategic plan, vision and values; assists the General Manager in ensuring that Agency operations and functions effectively serve the needs of member agencies and customers, while complying with applicable laws and regulations.



Top areas of focus for the next Deputy General Manager will be:

- **Executive Collaboration:** Serve as a key strategic partner to the General Manager and Assistant General Manager, providing day-to-day oversight of Agency operations with a business-minded approach.
- **Fiscal Stewardship & Rate Studies:** Provide leadership during the Agency's ongoing rate study, ensuring financial strategies and business metrics align with long-term operational needs.
- **Organizational Culture & Succession:** Assist with leadership development and thoughtful succession planning to ensure a high-performance environment and a sustainable talent pipeline.
- **Inter-Agency Representation:** Represent the Agency in high-level negotiations and interactions with member agencies, regulators, and the Board of Directors.
- **Master Plan Update:** Lead the comprehensive update of significant technical master plans across the Technical Resources Division to ensure they reflect current regional needs and long-term goals.
- **Engineering & Resource Optimization:** Apply a "strategic mindset" to engineering operations, accurately sizing staff and resources while effectively selecting and managing outside consultants.
- **Water Resource Integration:** Oversee a complex portfolio including wastewater, recycled water (Title 22 framework), and groundwater augmentation.
- **Operations and Compliance Leadership:** Provide strategic guidance across operations and compliance functions to support safe, reliable, efficient, and accountable service delivery.
- **Contracting Strategy:** Oversee major contracts, negotiations, and vendor partnerships to strengthen accountability, manage risk, and advance high-quality, cost-effective outcomes.
- **Process Improvement:** Implement continual quality management principles to achieve higher efficiency and innovation in Division work processes.

# The Ideal Candidate

The ideal candidate will thrive in a collaborative environment that values open communication, clear direction, and a shared commitment to excellence. IEUA fosters a culture where leaders support one another, take pride in their work, and strive for continuous improvement. This role provides a unique opportunity to work closely with the General Manager to strengthen and grow an already high-performing leadership team. The Agency is seeking a strategic, business-minded leader with a background in engineering and utilities who is energized by innovation and ready to help shape the future of service in the region.

## **Education, Certifications and Experience**

- Graduation from an accredited four-year college or university with a major in business administration, public administration, environmental science, engineering, or closely related field (a master's degree is preferred); AND,

At least fifteen years of progressively responsible experience managing multiple departments and multidisciplined teams, managing large multimillion dollar budgets and schedules, providing leadership in planning, engineering, construction, project management, environmental compliance, operations and maintenance or closely related field. Experience should include at least five years at a senior management level within a public agency or private firm; or an equivalent combination of education, training and experience.

- It is highly desirable that candidates have registration as a Professional Engineer in the State of California.
- Experience in the water and wastewater industry including within a wastewater/water utility is preferred.

The ideal candidate is someone who balances technical expertise, business and utility expertise, and senior level management expertise with a high-performance, communicative, entrepreneurial spirit. This role requires a leader with the political acumen and communication/collaboration capabilities to navigate complex public sector challenges with the confidence to handle tough, high-pressure situations with transparency and poise. The selected person will be someone who values continuous growth and possesses the humility to admit when they do not have the answers, using an inquisitive approach to solve for the unknown.

The ideal candidate will be able to make decisive, well-reasoned choices and decisions that align with the General Manager's and the Board's vision. This person will have exceptional leadership skills, be willing to commit to a close-knit team, mentor staff through change, and champion a culture of honesty and shared success.

# Compensation

The salary for this position is \$288,000 to \$351,000 and will be dependent upon the qualifications and experience of the selected candidate. A 3.0% increase is scheduled for January 1, 2027. In addition, generous benefits are provided which include:

## Retirement & Financial

- **CalPERS Pension:** New members are enrolled in the 2.0% @ 62 formula with a 6.75% employee contribution. "Classic" members or those hired after January 1, 2012, are enrolled in the 2.0% @ 55 formula with a 7% employee contribution.
- **Social Security & Medicare:** The Agency and the employee each contribute 7.65% of eligible earnings.
- **Deferred Compensation:** A 457(b) plan is available through Empower Retirement with an Agency match of up to \$60 per pay period (increasing to \$70 on July 1, 2026). A 401(a) Profit Sharing Plan is also available to new employees.

## Health & Wellness

- **Medical Insurance:** Offered through CalPERS. For 2026, the Agency provides a monthly contribution of \$2,200 for Senior Management employees. Effective July 1, 2026, the Agency monthly contribution will increase to \$2,300.
- **Dental & Vision:** Enrollment in one of two dental plans is mandatory. Voluntary vision insurance is offered through EyeMed.
- **Life and AD&D Insurance:** Senior Management receives 1x annual earnings coverage (up to \$300,000). Other units receive Agency-paid policies ranging from \$50,000 to \$90,000.
- **Disability:** Short-term disability is provided via California SDI. Long-term disability is Agency-paid and provides 60% of the first \$10,000 of monthly salary after a 365-day waiting period.
- **Wellness Stipend:** Employees shall be entitled to a wellness stipend of five hundred dollars (\$500) per calendar year. The wellness stipend shall be paid every twenty fifth (25th) pay period.

## Paid Time Off

- **Holidays:** The Agency provides 12 paid holidays annually. Senior Management receives an additional 6 floating holidays and 8 Senior Management Leave days per fiscal year.
- **Vacation:** Senior Management starts at 120 hours per year (up to 240). Other new employees accrue 80 hours per year (up to 200).
- **Sick & Bereavement:** Employees accrue 96 hours of sick leave annually. Up to 5 days of paid bereavement leave is available for the death of a family member.

## Work-Life & Professional Development

- **Flexible Work:** Most employees participate in a 4/10 work week schedule.
- **Education & Professional Development:** The Agency may reimburse up to \$5,250 per fiscal year for work-related educational expenses. Costs for certifications, licenses, and professional memberships may also be covered.
- **Additional Perks:** Senior Management receive a monthly vehicle allowance. Eligible employees can also access an interest-free computer loan up to \$3,000.



## How to Apply

Please apply **online** by **June 29, 2026** at:

[www.allianceRC.com](http://www.allianceRC.com)

IEUA anticipates holding first round interviews the week of July 27, 2026. For questions, inquiries or candidate recommendations, please contact:

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