



**Controller
Monterey One Water
(Monterey, CA)**

Monterey One Water

Formed in 1972, Monterey One Water (M1W) is a public wastewater and water recycling agency that represents 10 cities/special districts in northern Monterey County. With the “one water approach” in mind, M1W views all water — drinking water, wastewater, stormwater, greywater, and more — as a resource that must be managed in a sustainable manner. The M1W team is full of environmental superheroes who are driven by the organization’s mission to turn the area’s wastewater into safe, resilient water solutions for the community and the environment.

Core Values	Strategic Goals
Accountability	Compliance: Meet all regulatory compliance
Integrity	Planning: Ensure financial stability and long-term planning
Respect	Resources: Optimize the effectiveness of all water resources
Transparency	Service: Provide exemplary customer service and outreach
Collaboration	Staffing: Attract, develop, and retain a skilled and motivated team

The Position

The Controller position at Monterey One Water is challenging, rewarding, and critical to the organization’s success. Reporting to the Chief Financial Officer (CFO), the Controller leads the Finance Department, which is comprised of five (5) FTEs and encompasses accounting, accounts payable, cash and investment management, budget development and administration, debt administration, payroll, and purchasing. The department also assists other departments in the administration of utility billing, accounts receivable and grant administration. The Controller:

- ▶ Develops and administers the annual audit and budget, including the preparation of the Annual Comprehensive Financial Report (ACFR) and the Operating and Capital budget documents
- ▶ Organizes and oversees daily operations of the accounting, payroll, purchasing, payables, cash flow management, reporting, and record-keeping functions
- ▶ Plans, organizes, oversees, coordinates, and reviews the work of staff performing professional, technical, and administrative duties
- ▶ Supports the CFO in the preparation of monthly financial and investment reports and other financial reports and presentations to the Agency’s Board and Budget and Personnel Committee
- ▶ Maintains financial accounting systems, internal controls, and operations
- ▶ Processes, prepares, and reconciles financial transactions, accounting records, and reports
- ▶ Assists the CFO in developing long-term financial forecasts
- ▶ Oversees debt and grant administration
- ▶ Ensures compliance with governmental accounting standards, agency policies, and regulatory requirements
- ▶ Acts as the lead administrator for the Agency’s financial software



The Ideal Candidate

The ideal candidate is a seasoned finance and accounting professional who embraces innovation and continuous improvement and enjoys working in a mission-focused organization that provides vital services to the community. They have a penchant for streamlining processes, increasing productivity, and driving organizational effectiveness. They have strong collaboration and communication skills and the ability to develop good working relationships with internal and external stakeholders. They are a big picture thinker whose experience with the intricacies of the job ensures accuracy and keeps the organization moving forward.

The best-qualified candidate is a hands-on leader who balances their responsibility for providing highly complex and responsible support to the CFO with a commitment to inspiring, mentoring, and supporting subordinate staff. They have an open-door policy, promote team cohesion, and address issues as they arise. They are devoted to providing exceptional customer service.

The successful candidate will have the opportunity to:

- ▶ Support M1W as it carries out planned improvements to its existing wastewater collection, storage, and treatment facilities; expands its pure water-advanced water purification facility; and explores the possibility of providing renewable energy to the community
- ▶ Work with the CFO and Director of Engineering to develop long-term financial forecasts incorporating the Agency's 10-year capital improvement program
- ▶ Implement a new accounting system, starting from the ground up and involving key staff from throughout the organization to ensure a successful rollout
- ▶ Hire, train, and mentor new finance team members

Qualifying Education and Experience

Any combination of training and experience which would provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required qualifications would be: Equivalent to a bachelor's degree from an accredited college or university with a major in accounting, finance, business administration, public administration, or a closely related field and five (5) years of increasingly responsible work experience in accounting and finance administration including five (5) years of supervisory experience. Preference will be given to candidates with public sector or governmental agency experience.

Desirable Qualifications: Experience in the area of revenue collections; active membership in either the Governmental Finance Officers Association (GFOA) or California Society of Municipal Finance Officers (CSMFO); a Certified Public Accountant (CPA) or Certified Management Accountant (CMA) certificate; certifications in investments issued by the California Municipal Treasurers Association (CMTA) or the Association of Public Treasurers of the United States and Canada (APT US&C).

License and Certificates: Possession of a valid California Motor Vehicle Driver's license and the ability to be insurable with the Agency's insurance at the standard rate will be required at time of appointment and must be maintained throughout employment.



Compensation & Benefits

Monterey One Water is an equal opportunity employer committed to diversity in its hiring practices and the workplace. M1W's employees are a diverse group of professionals who enjoy a fast-paced work environment, competitive salaries and benefits, and advancement opportunities.

Salary: \$152,796 - \$195,000, DOQ. Salary is complemented by an attractive and comprehensive benefits package. Medical, dental, and vision are provided at no cost to the employee for single coverage, with substantially subsidized amounts for dependents.

Retirement: M1W employees are members of the California Public Employee Retirement Systems (CalPERS). The formula for "Classic" employees is 2% @ 55 and for "new" employees is 2% @ 62. Employees pay the full portion of the employee share of contributions to the plan, plus a portion of the employer's contribution. M1W does not participate in Social Security. A voluntary 457 Deferred Compensation plan is also available.

Time Away from Work: M1W offers generous leave benefits, 80 hours of vacation (increases with length of time), 96 hours of sick leave, 13 paid holidays, and one floating holiday per fiscal year. In addition, managers receive 56 hours of administrative leave annually.

Additional Benefits: Life Insurance, Accidental Death and Disability (AD&D) Insurance, and Short-Term Disability and Long-Term Disability Insurance are provided at no cost to employee. Moving allowance (if moving from outside of Monterey County), health savings through a Flexible Spending Account, guidance and support through an Employee Assistance Program, education reimbursement, onsite gyms, and a cell phone stipend.

How to Apply

Apply on-line at www.alliancerc.com by December 11, 2023. Interviews will be schedule in January 2024. For questions and inquiries, please contact:

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About the Area

With the longest coastline of any California county and a mild, Mediterranean climate, Monterey County offers residents ideal living conditions. Its unique combination of small-town community charm, modern urban conveniences, diverse cultures and experiences, abundance of local seafood and produce, and beautiful natural scenery offers something for everyone!

