



DIRECTOR OF ENGINEERING SERVICES  
EASTERN MUNICIPAL WATER DISTRICT  
PERRIS, CA  
[www.emwd.org](http://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](http://www.emwd.org).

## THE POSITION

Reporting to the Senior Director of Engineering, the Director of Engineering Services plans, organizes, directs, and implements comprehensive strategies and programs for engineering service support of a large potable water, wastewater, and reclaimed water collection and distribution system. The incumbent will manage functions, activities, programs and projects related to mapping, property rights/acquisition, project controls (budgeting and scheduling), grant pursuits and administration, facility locations, and stand-by property tax. The Director of Engineering Services has five direct reports and leads a department of approximately 30 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 Engineering Services will have a broad-based knowledge of the theory, principles, public codes, practices, and techniques of civil engineering design and construction as they apply to large, complex water and wastewater 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 Engineering Services must be a visionary, inspirational leader who develops strategies for improving the effectiveness and efficiencies of the District's Engineering Services 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 Engineering Services Department work both in the field and in the District's Headquarters. 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 Director of Engineering Services must be able to successfully manage the staff and operations of comprehensive engineering support functions which include mapping, property rights/acquisition, project control, grant administration, facility locations and property tax.

Given the availability of funding opportunities available, the Director of Engineering Services has a unique opportunity to leverage their skillsets in aligning funding pursuits with current and future capital projects and programs.

## EDUCATION AND EXPERIENCE

- Equivalent to a bachelor's degree from an accredited college or university with major coursework in civil, electrical, or mechanical engineering, or a related field.
- Ten (10) years of progressively responsible experience in the engineering activities related to a large, complex water and wastewater 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 certificate of registration as a Professional Engineer issued by the State of California is desired.

## COMPENSATION AND BENEFITS

The annual salary range for this position is \$165,963.20 - \$206,668.80, DOQ. 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 \$2,128/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

This recruitment is open until filled; however, the first resume review will begin on May 20, 2022, with interviews scheduled shortly thereafter. Please submit a cover letter and resume via email to [shawn@emwd.org](mailto:shawn@emwd.org).

For questions and inquiries, please contact:

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

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