



DIRECTOR OF WATER OPERATIONS  
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 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 recycled water distribution system. In addition, this individual is responsible for the operation of two water filtration treatment plants and three reverse osmosis desalination plants. The Director strives to optimize treatment processes and reduce operating costs, and develops operating plans and programs, ensuring the effective and efficient high-quality work in the managed programs.

## THE IDEAL CANDIDATE

The ideal candidate will be a strategic leader who shows initiative and manages for results. Strong writing skills, exceptional technical aptitude, and proven experience with budget development and monitoring are key attributes. Individuals with water production and distribution management and/or in-depth water systems engineering experience will be well-suited for this job. Familiarity with Maximo and SCADA will be a plus. Finally, the person selected to be EMWD's next Director of Water Operations will be a team builder who collaborates and communicates with other individuals throughout the District to achieve positive results.

The candidate must have strong leadership and communication skills, and an established background in the operation and maintenance or design and construction of water production and distribution systems, as well as broad based knowledge of related principles, practices, theories, and techniques. The incumbent must also be knowledgeable in organization and management practices as applied to the development, implementation, and administration of comprehensive programs, policies, guidelines, procedures, and operational needs of a large water operations department. Additionally, he/she should be familiar with applicable federal, state, and local laws, regulations, and court decisions that may affect the work of the Water Operations department.

Hands-on experience with the principles and practices of budgeting, purchasing, and maintenance of public records is highly desirable. Demonstrated ability to conduct research and analysis, provide clear and accurate communication, and effectively manage and supervise staff will be required. Although experience working for a public agency is not required, the incumbent should understand the organization and functions of a public board.

## CHALLENGES & OPPORTUNITIES

The employees in the Water Operations 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 Operations must be able to successfully manage the large potable and reclaimed water production and distribution system for EMWD within a challenging and frequently changing regulatory context.

## EDUCATION AND EXPERIENCE

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

## LICENSES/CERTIFICATIONS

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

## HOW TO APPLY

This recruitment is open until filled; however, first consideration and resume review will begin on August 1, 2022, interviews will be scheduled shortly thereafter. Please submit a coverletter and resume via email to [simpsonk@emwd.org](mailto:simpsonk@emwd.org).

For questions and inquiries, please contact:

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