



**ASSISTANT GENERAL MANAGER
OPERATIONS AND MAINTENANCE BRANCH
EASTERN MUNICIPAL WATER DISTRICT
PERRIS, CA**

www.emwd.org

ASSISTANT GENERAL MANAGER

EASTERN MUNICIPAL WATER DISTRICT

ABOUT EMWD

Eastern Municipal Water District (EMWD) is the water, wastewater, and recycled water service provider to more than 850,000 people living and working within a 555-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. EMWD 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 EMWD's website: www.emwd.org.



THE POSITION

Reporting to the Deputy General Manager, the Assistant General Manager of Operations and Maintenance plans, organizes, manages and implements comprehensive strategies in support of the services, activities, projects, and programs of Operations and Maintenance Branch; encompassing multiple departments including Water Operations, Water Reclamation, the Integration Operation Center, Maintenance Services, Asset and Facilities Management, Mechanical and Electrical Services, Field Services Construction, Reclamation Plant Maintenance, Wastewater Collection Services, and Five Regional Water Reclamation Facilities. The incumbent exercises significant discretion and independence to achieve effective utilization of EMWD resources for the implementation of its strategic priorities and programs. The Assistant General Manager exercises direct supervision over management, professional, technical, and administrative staff through subordinate levels of department management.



Key Strategic Plan Goals and Priorities related to the Assistant General Manager - Operations and Maintenance position:

- Implement industry-leading programs and procedures to ensure EMWD is operating at optimal efficiency to minimize costs, manage risks, and ensure the best value to customers.
- Implement and manage preventative and predictive maintenance programs that provide for the highly reliable operation of EMWD's facilities and extend the useful life of assets.

- Develop and direct assigned branch operational and capital improvement budgets through implementation

Water and Wastewater System Operations and Maintenance

- Responsible for water and wastewater system operations of four potable water treatment plants producing up to 48 million gallons per day of drinking water, four wastewater treatment plants treating a total of 48 million gallons daily, and a recycled water system which produces 50,000 acre-feet of water for municipal, industrial, agricultural, and other non-potable uses.

- Responsible for the operation and maintenance of water and wastewater infrastructure.



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THE IDEAL CANDIDATE

The ideal candidate for the position of Assistant General Manager will be:

A Leader with outstanding mentoring, team building, and conflict resolution skills, who builds trust, motivates, and moves the organization forward by being inclusive yet decisive.

A Critical Thinker who is strategic and forward-thinking, with the vision and commitment to seek continuous improvement in the effectiveness and efficiency of EMWD operations.

An Excellent Communicator and accomplished presenter who has an outgoing and personable communication style, exceptional listening skills, a well-honed sense of diplomacy, the ability to drive change and influence people, and the flexibility to work with a variety of individuals at all levels of the organization.

A Collaborator who is an active listener and expresses opinions candidly on all issues, while engaging in a collaborative, team-spirited work environment with the executive management team, the Board of Directors, department directors, managers, and staff throughout the organization for the purpose of contributing to EMWD's overall success.

Results-Oriented with a sense of urgency and timeliness that benefit a fast-paced and dynamic environment.

Confident and self-assured with the ability to exercise a high degree of professionalism, common sense, and sound judgment.

Creative with an entrepreneurial spirit, advanced problem-solving skills, and a passion for encouraging creativity in others.

Ethical with impeccable integrity, a commitment to organizational values as a basis for decision making, and an unwavering commitment to assist in leading and managing within a top-tier organization.



EDUCATION AND EXPERIENCE

- Equivalent to a bachelor's degree from an accredited college or university with major coursework in engineering, life sciences, business or public administration, or a related field. An advanced degree is desirable but not required.
- Ten (10) years of progressively responsible management experience in the operation and maintenance of a large, complex public water utility, five (5) of which should be in an executive management capacity.

COMPENSATION AND BENEFITS

The annual salary range for this position is \$223,496 - \$278,283, 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 \$2,009/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.
- Vehicle Allowance - \$800/month.
- Employee Assistance Program – Available to employees and their families.

HOW TO APPLY

This recruitment is open until July 29, 2021; however, first consideration and resume review will begin on July 22, 2021, and interviews will be scheduled shortly thereafter. Please submit a cover letter and resume via email to pachasd@emwd.org. For questions and inquiries, please contact:

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