

DIRECTOR OF ENGINEERING SUPPORT SERVICES

Eastern Municipal Water District

(Perris, CA)





THE DISTRICT

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. The District is the 6th largest water purveyor in California. 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 600 employees. EMWD's FY 2022-2023 budget is \$465 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.

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THE OPPORTUNITY

EMWD is seeking a new Director of Engineering Support Services. This is a unique opportunity to not only focus on capital project implementation, but also to manage the team and lead prioritization and administrative management.

Reporting to the Senior Director of Engineering, the Director of Engineering Support Services plans, organizes, directs, and implements comprehensive strategies and programs for engineering services and administrative 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. **As shown in the list of duties, this is a non-design position that supports the overall goals of implementing the District's Capital and other programs.**

The Director of Engineering Support Services has five direct reports and leads a department of approximately 25 employees. The incumbent exercises significant authority and independence in managing, implementing, and integrating a broad range of functions, programs, and staff.

The position is open due to the retirement of the Director of Engineering Services.

CHALLENGES AND OPPORTUNITIES

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

THE IDEAL CANDIDATE

The ideal candidate for the position of Director of Engineering Support Services will have a broad-based knowledge of the theory, principles, public codes, practices, and techniques needed to cover the wide variety of services the Department provides particularly Project controls and Capital Program Budgeting, Grant and Loan Administration, and Real Property. In addition to being approachable, the successful candidate will be an exceptional listener, strong communicator, and an accomplished presenter to multiple levels of government – local, State, and Federal. This person will be a team-player who is not afraid to have difficult conversations with staff or supervisors when needed.

Management Style

As head of a large department in a fast-paced, customer service focused organization, the Director of Engineering Support Services must be a visionary, inspirational leader who develops strategies for improving the effectiveness and efficiencies of the District's Engineering Support Services Department, gains support for them, and ensures that they are implemented. This person embraces an "open-door" communication policy and can be seen out and about in the organization. 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.

Education and Experience

The ideal candidate will have:

- 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. AND
- Ten (10) years of progressively responsible experience in engineering support related to a large, complex water and wastewater system, five (5) of which should be in a management capacity.
- In addition, the ideal candidate will have a strong understanding and experience in working with Real Property and Contracts/ Grants Administration. This position, is central in managing the support services to the Engineering Department.

Certifications/Licenses

- 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 but not required.

For more detailed job description on the position, please visit alliancerc.com.

COMPENSATION AND BENEFITS

The salary for this position is within an established annual range of \$165,963.20 - \$206,668.80 and will be dependent upon the qualifications and experience of the selected candidate.

In recognition of the value its employees deliver to the organization, EMWD offers a generous compensation and benefits package which includes:

- CalPERS Retirement – Classic Members: 2% at 55 benefit formula, employee pays the 7% contribution. New Members (PEPRA): 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 for PERS Classic members or 5.0% for PERS PEPRA members.
- Dental Plan – Full coverage for employee and 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 to \$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 offered through Aflac and available through payroll deductions.
- Vision Plan – Full coverage for employee and family at no cost.
- Long Term Disability insurance provided to employees 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 in accordance with the District's Telecommute Policy.

HOW TO APPLY

Please apply **on-line** by **November 18, 2022** at www.allianceRC.com. For questions, inquiries or candidate recommendations, please contact:

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