Director of Water Operations
THE DISTRICT

Eastern Municipal Water District (EMWD) is the water, wastewater service and recycled water provider to more than 825,000 people living and working within a 555-square mile service area in western Riverside County. It is California’s sixth-largest retail water agency and its mission is “To deliver value to our customers and the communities we serve by providing safe, reliable, economical and environmentally sustainable water, wastewater and recycled water services.”

EMWD provides service to retail customers located within the cities of Hemet, Moreno Valley, Menifee, Murrieta, Perris, San Jacinto, and Temecula and unincorporated portions of western Riverside County.

EMWD also supplies water on a wholesale basis to the cities of Hemet, San Jacinto and Perris, as well as, Lake Hemet Municipal Water District, Nuevo Water Company, Elsinore Valley Municipal Water District, Western Municipal Water District and Rancho California Water District.

With more than 50 years of experience, the board members and staff of approximately 615, are proud, confident and ready for the future.

The District’s services include:

**Water Supply:** The District’s water supply portfolio consists of the following: imported water from the State Water Project and the Colorado River Aqueduct through the Metropolitan Water District of Southern California, groundwater wells, brackish groundwater desalination facilities, two water filtration treatment plants, and recycled water. Eastern Municipal Water District sells approximately 86,700 acre-feet of fresh water annually which is distributed through over 2,000 miles of distribution system piping.

**Water Storage:** The District maintains 82 tanks that hold more than 194 million gallons of water. These tanks serve 70 different pressure zones.

**Sewer:** Field crews maintain 1,869 miles of existing pipelines and 63 active lift stations. Four treatment plants typically reclaim 45 million gallons per day from an estimated 224,000 connections, including those served by local utility agencies and municipalities.

**Water Recycling:** An industry leader in recycled water, EMWD typically utilizes 100 percent of its recycled water supply for beneficial use throughout its service area. With four regional water
reclamation facilities, the District delivers only the highest level of tertiary quality recycled water to its customers and is one of the largest recycled water providers in California.

**Maximizing Resources:** The District utilizes alternative sources of electrical power supply including use of solar, digester gas, fuel cell technology, and microturbines. The District installed solar power generation systems at its Perris, Moreno Valley, Temecula, San Jacinto and Sun City facilities. The systems produce over 5.5 megawatts of power for the various facilities. Most recently, the District awarded a project to construct an additional 15 megawatts of solar arrays.

For more information, visit [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 Director of Water Operations will be expected to manage and direct the development, implementation and evaluation of short and long-term plans, policies, systems and procedures, analyze proposed state and federal laws, regulations and court decisions for their impact on District practices and operations, recommend policy and procedure changes or appropriate actions, and implement programs. This person must also be able to provide day-to-day leadership and work with staff to ensure a high performance, customer service-oriented work environment that supports the District’s mission and strategic plan as well as objectives and values, and review engineering design plans for the production and distribution systems and facilities to ensure conformance with District standards and policies. The ideal candidate will work cooperatively with District engineering staff and design consultants to provide optimal water treatment and desalination facilities; select, train, motivate, and direct department staff, including establishing performance requirements and personal development targets, as well as
evaluating and reviewing work for acceptability and conformance with department standards. Finally, this individual must exercise sound, expert independent judgment within general policy guidelines, establish and maintain effective working relationships with all levels of District management, other governmental officials, consultants, vendors, employees and the public; and exercise tact and diplomacy in dealing with sensitive, complex and confidential issues and situations.

The Director of Water Operations leads a team of approximately 60 professionals and the work of the department is accomplished through four subordinate water operations managers that oversee the following divisions: Water Operations IOC (e.g. Central Control), Distribution, Recycled Water, and –Production (e.g. Treatment).

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.

**Education & 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 and at least 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, Certificates & Special Requirements:**

- A valid California driver’s license and the ability to maintain insurability under the District’s Vehicle Insurance Policy is required.
- 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 desirable.

**COMPENSATION & BENEFITS**

The annual salary range for this position is $151,028 - $188,052. In recognition of the value its employees deliver to the organization, EMWD offers a generous compensation and benefits package which includes:

- **Health Insurance** - Several health plans are offered, with the District contributing up to $22,932 annually towards the premiums for employee and family. Medical in-lieu program is available with required proof of coverage.
- **Health Care and Child/Dependent Care Flexible Spending Account** available through payroll deductions.
- **Supplemental accident, cancer, and short-term disability insurance** available through payroll deductions.
- **Dental Plan** - Full coverage for family in the base plan at no cost with the District 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.
- **Vision Plan** - Full coverage for family at no cost.
- **Paid Time Off (PTO)** - 176 hours per year.
• Holidays - 10 paid holidays and 2 floating holidays per year.

• Retirement - Classic Members: CalPERS; 2% at 55 benefit formula. The employee pays the 7% contribution. New Members: CalPERS; 2% at 62 benefit formula. The employee contribution is 6.25%. The District does not participate in Social Security.

• Deferred Compensation - Two programs are offered to employees:
  401(a) - District provides annual contribution of $1,180
  457 Plan - Voluntary program for employees; District provides match to the 401(a) equal to 4.0% of employee’s annual salary and 5.0% for new hires who do not qualify under the PERS Classic tier.

• Retiree Medical Coverage - provided through CalPERS with the District providing the PEMHCA minimum.

• 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 the District paying 50% of the premium.

• Employee Assistance Program - Available to employees and their families.

• Tuition reimbursement up to $5,250 annually.

**HOW TO APPLY**

Position open until filled, first resume review begins **June 1, 2020**. Please submit a cover letter and resume via email to Shawn@emwd.org.

For questions and inquiries, please contact:
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