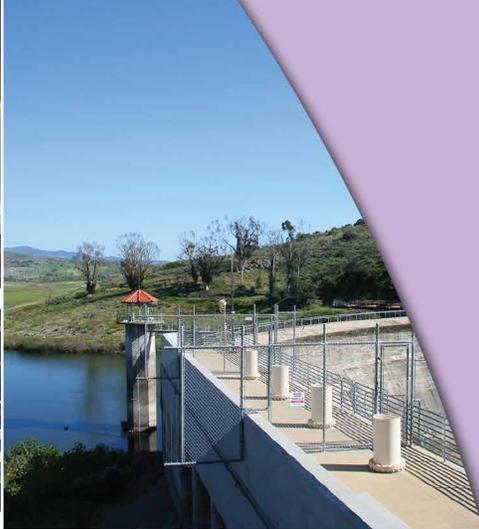


# SWEETWATER AUTHORITY, CA

INVITES YOUR  
INTEREST IN  
THE POSITION OF

# DIRECTOR OF WATER QUALITY



## THE ORGANIZATION

The mission of Sweetwater Authority (Authority) is to provide its current and future customers with a safe and reliable water supply through the use of the best available technology, sound management practices, public participation, and a balanced approach to human and environmental needs. With headquarters in Chula Vista, located in Southern California, the Authority provides water service (since 1977) to approximately 190,000 people in a 32 square-mile service area.

The Authority is a publicly-owned water agency with policies and procedures established by a 7-member Board of Directors. The Authority governing board is composed of five directors elected by division by the citizens of the South Bay Irrigation District and two directors appointed by the Mayor of National City, subject to City Council Confirmation. Delivered to customers via 388 miles of pipeline, water is procured from four (4) sources:

- Deep freshwater wells located in National City
- Capture of local runoff in the Sweetwater River with subsequent storage at Loveland Reservoir in Alpine, and Sweetwater Reservoir in Spring Valley
- San Diego Formation Wells in the lower Sweetwater River basin
- Purchase of imported water delivered by the San Diego County Water Authority and the Metropolitan Water District

## THE COMMUNITY

The Authority's service area covers the cities of National City, portions of the City of Chula Vista, and portions of the unincorporated County of San Diego including Bonita and Lincoln Acres—all part of the South Bay, in southwestern San Diego County. Its boundaries are generally the San Diego Bay and City of Coronado to the west, south San Diego, and Interstate 8 to the east. The region is served by four school districts with approximately fourteen high schools, fourteen middle schools, and numerous elementary schools. Charter and private schools are also available. Located in Chula Vista is Southwestern College, a two-year community college and feeder school to University of California, San Diego and San Diego State University.

Known as the gateway to Baja California, this area offers a number of exciting attractions and recreation including Aquatica SeaWorld's Waterpark, the Chula Vista Elite Athlete Training Center (formerly the US Olympic Training Center), the Sleep Train Amphitheater, the Bayshore Bikeway, silver Strand State Beach, and the San Diego National Wildlife Refuge. South Bay is also home to the CBX Cross Border Xpress, the bi-national connection between San Diego and Tijuana.

South Bay has a strong military presence; its three-mile port area along the San Diego Bay is part of Naval Base San Diego, the largest U.S. Naval base on the west coast.

## THE DEPARTMENT

The Authority's Water Quality Department is responsible for providing high quality water that meets regulatory requirements for the Authority's 190,000 customers in Chula Vista, National City, and Bonita. The Department maintains a complex infrastructure

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comprised of two local reservoirs, two treatment plants, two dams, numerous wells, and a water quality laboratory. In addition, this department assists in watershed management, and manages the Authority's Habitat Maintenance Plan. This department plays a large role in managing the Authority's diverse water supply portfolio, including water local sources; the agency's access to local water supply provide it with a greater degree of local agency control as compared to other water agencies of its size in Southern California. A range of sources contribute to the local supply of water including reservoirs, groundwater, and imported water. As an integral part of the Authority's operations, the Water Quality Department's multifaceted duties are vital to delivering safe, reliable water to Authority customers.

## THE POSITION

Under general administrative direction of the General Manager, the Director of Water Quality oversees, directs, and participates in a broad scope of functions including short- and long-term planning of water treatment facilities, equipment, and infrastructure, water quality laboratory, and habitat management, and providing professional-level support to the General Manager in a variety of areas. Responsibilities include planning, assigning, and supervising the operation and maintenance of water treatment, production, and pumping and storage facilities; a comprehensive water quality program, including the supervision of a state certified laboratory; source water (surface and groundwater) protection activities; lake recreation programs; and a habitat management program involving endangered species issues, riparian habitat operations, California Environmental quality Act(CEQA)/ National Environmental Policy Act(NEPA).

Essential duties of the Director of Water Quality include, but are not limited to:

- Serve as Department Head, referring policy-level decision making to the General Manager.
- Develop and implement section goals, objectives, operating policies and procedures to achieve Authority and departmental priorities.
- Plan, prioritize, assign, schedule and supervise employees in the operation and maintenance



of water treatment, production, and pumping and water storage facilities.

- Ensure compliance with all state and federal water quality and monitoring regulations.
- Maintain a positive, healthy, and safe working environment.
- Establish and maintain effective working relationships with co-workers, customers, vendors, Board members, and the public.
- Maintain surveillance of the operating efficiency of filtration processes, flow rates, and chemical treatment methods and water distribution pump stations/storage tanks.
- Maintain the Authority's State Environmental Laboratory Accreditation.
- Maintain records and prepare reports regarding the operation of water treatment facilities and water quality of source water, treated water, and distribution system.
- Perform administrative activities including preparing and approving reports, special reports, monthly activities, statistics, chemicals received and used, and daily and monthly plant flows; provide written and oral reports as required and conduct periodic reviews and revisions of operations manuals.
- Suggest and implement methods of improving plant efficiency.
- Supervise plant laboratory; use analyses data in maintaining quality control of treated water, groundwater supplies, distribution pipelines, and storage facilities.
- Follow California Environmental Quality Act (CEQA)/National Environmental Policy Act (NEPA) for relevant projects as assigned.
- Develop strategies to continue meeting and exceeding current and proposed federal and state laws related to the Safe Drinking Water and Clean Water Acts.
- Plan, organize and supervise a comprehensive watershed and water storage protection and maintenance program including plans and procedures for controlling balances and run-offs into reservoirs, and spills or releases from reservoirs.
- Coordinate and supervise the work of consultants and contractors.
- Respond to and manage regulatory permit issues and permit negotiations.
- Oversee the Supervisory Control and Data Acquisition (SCADA) system for the Authority.
- Review proposed developments within the watershed and develop conditions of approval through coordination with the County of San Diego.
- Coordinate activities with other departments and divisions of the Authority.
- Represent the Authority concerning issues involving the California Division of Drinking Water, the Regional Water Quality Control Board, and other regulatory agencies as appropriate.
- Respond to requests for information and complaints involving water quality matters.
- Oversee the procurement of supplies and materials; prepare cost estimates, assist in development of equipment specifications.



- Prepare and administer the annual capital and operational plans and budgets.
- Respond to emergencies on an on-call basis and serve as an Incident Commander (IC).
- Management of chemical analyses of water; use analyses data in maintaining quality control of treated water, groundwater supplies, distribution pipelines, and storage facilities.
- Direct the calculation and adjustment of chemical flow rates and other operational parameters.

## THE IDEAL CANDIDATE

The Authority is seeking a Director of Water Quality with a proven track record of leadership and expertise in the field of water treatment and water quality. The position requires an experienced professional with proven integrity, and dedication. The ideal candidate will have excellent judgment and possess effective communication skills. The selected candidate will be a skilled leader capable of motivating employees to accomplish the goals of the Authority. They will mentor and coach staff, improve their skills through constant learning, and ensure that the workforce is well trained. The Authority is seeking a knowledgeable and strategic, big-picture thinker who is flexible and open-minded.

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The incoming Director of Water Quality will have knowledge of operation and maintenance of conventional and advanced water treatment facilities, water treatment processes, chemical and bacteriological water characteristics, and standard methods of sampling and analyzing of water; drinking water and environmental regulations; methods and techniques for the development of presentations, contract negotiations and management, business correspondence, and information distribution; water treatment plant operating policies and procedures; and emergency response policies and procedures. The ability to conduct complex water treatment

research projects and make sound recommendations; prepare clear and concise reports, correspondence, policies, procedures, and other written materials; present information effectively; and train, motivate, and evaluate the work of staff and train staff in work procedures is imperative.

Any combination equivalent to experience and education that could likely provide the required knowledge and abilities would be qualifying. The typical candidate will possess a Bachelor's degree from an accredited four-year college or university with major coursework in chemistry, biology, microbiology, engineering, or a closely related field; and five (5) years of increasingly responsible supervisory/managerial experience in the operation and maintenance of a water treatment plant. Candidates must possess a Water Treatment Plant Operator T5 certification issued by the California State Water Resources Control Board (SWRCB), Department of Drinking Water (DDW) and a Water Distribution System Operator D2 certification issued by the SWRCB. The selected candidate will have maintained an acceptable, safe, and active driving record, together with proof of insurability.

## THE COMPENSATION

The monthly salary range for the Director of Water Quality is \$13,149-\$15,983; placement within this range is dependent upon the qualifications and experience of the selected individual. The Authority offers a competitive benefits package, which includes:

**Health Insurance** – The Authority offers an Aetna HMO and a Kaiser plan for all full-time employees and their dependents. The premium paid by the employee depends on the plan with a maximum of \$35 per pay period.

**Vision, Dental, and Orthodontic Insurance** – Premiums are 100% paid by the Authority for employee and dependents.

**Life Insurance** – Premiums are 100% paid by the Authority for employee. Optional dependent life insurance is offered at the employee's expense.

**Employee Assistance Program (EAP)** – EAP offers counseling services, and work/life resources that include help with family law, financial counseling, and health and wellness issues. An expanded work/life benefit is designed to assist employees with child and elder care responsibilities.

**Retirement** – CalPERS 2.5% @ 55 formula for Classic Members; 2.0% @ 62 formula for members enrolled after 1/1/13. PARS 401(a)—the Authority shall pay the equivalent of 3 days base pay into eligible employee's PARS 401(a) plan per year.

**Deferred Compensation** – The Authority will match employee contributions to a qualified 457 (Lincoln, National, and CalPERS) plan up to \$1,500. The Authority's matching contribution shall be made to the employee's PARS 401(a) plan.

**Retiree Healthcare** – At age 55, with 15 years of service, the Authority pays \$700/month toward retiree health benefits. 10-15 years of service qualify for pro-rated monthly payments.

**Short-Term Disability** – Premiums are 100% paid by the Authority.

**Long-Term Disability** – Premiums are 100% paid by the Authority.



**Flexible Work Schedule** – Flexible work schedule may be available.

**Paid Time Off (PTO)** – PTO is provided in lieu of traditional vacation and sick leave benefits. PTO is accrued starting at 18 work days per year for 0-2 years of service, up to 31 work days per year after 16 years of service. Employees with 17-20 years of service earn one additional day per year to a maximum benefit of 35 work days per year.

**Floating Holidays** – Forty-eight (48) hours annually.

**Tuition Reimbursement** – Reimbursement up to \$4,500 per year based on the degree program.

**Computer Loans** – Interest-free loans up to \$2,500 are available for the purchase of computers, hardware, software, or upgrades of personal computers.

## TO APPLY

If you are interested in this outstanding opportunity, please visit [www.sweetwater.org](http://www.sweetwater.org) to apply online.

**Filing Deadline:  
March 15, 2019**

Following the closing date, applications and resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the Sweetwater Authority. Candidates will be advised of the status of the recruitment following selection of the Director of Water Quality.

If you have any questions, please do not hesitate to call Mr. Gary Phillips at:

(916) 784-9080

