

## Compensation and Benefits

Silicon Valley Clean Water offers a highly competitive compensation and benefits programs. The base salary range for this position is \$153,000 - \$187,000 annually, DOQ. The excellent benefits package includes:

- ◆ Retirement: CalPERS with a retirement formula of 2% @ 62 for new CalPERS members, existing or "classic" members, per CalPERS regulations, will receive appropriate classification. Employee pays the employee share of approximately 7% (subject to change according to Commission direction and CalPERS policy).
- ◆ Deferred Compensation Program – The Agency will match up to \$5,000/yr.
- ◆ Medical: Choice Health Care Plans offered through CalPERS
- ◆ Dental: A comprehensive program, employee coverage fully paid by SBSA, dependent coverage partially paid by SBSA.
- ◆ Vision Care - paid by the Agency
- ◆ Vacation: Three (3) weeks accrual after one year of service -- the accrual rate increases with years of service to a maximum of five (5) weeks after 20 years of service.
- ◆ Holidays: Eight (8) fixed and four (4) floating holidays each year.
- ◆ Administrative Leave - 56 hours per year.
- ◆ Sick Leave: An income protection plan and an insured disability program.
- ◆ Life Insurance/AD&D - \$150,000.
- ◆ Fully paid long term disability insurance.
- ◆ Employee Assistance Program - fully paid for by the Authority.



## The Process

To pursue this unique and exceptional career opportunity, please forward a letter of interest, your resume, including your current salary, and five work- related references (who will not be contacted until mutual interest is established) to:

Paul Kimura  
Avery Associates  
3½ N. Santa Cruz Ave, Suite A  
Los Gatos, CA 95030  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)



The final filing date for this position is March 24, 2014.

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424.



# Silicon Valley Clean Water



*invites your interest  
for the position of*

**Chief  
Financial  
Officer**

## Silicon Valley Clean Water

Silicon Valley Clean Water (SVCW) formerly known as the South Bayside System Authority (SBSA) is a Joint Powers Authority (JPA) providing wastewater transmission, treatment, and recycled water production services to more than 215,000 people and businesses in the southern San Mateo County region. The Authority was established in 1975 and the wastewater treatment plant became operational in 1982. SVCW takes great pride in keeping San Francisco Bay environmentally clean and safe by effectively treating wastewater at an advanced, two-stage biological treatment facility.

SVCW operates as a regional wastewater treatment facility for the cities of Belmont, Redwood City, San Carlos and the West Bay Sanitary District. Today, the SVCW system is valued at more than \$1 billion with the overall system having a permitted capacity to treat 29 million gallons of wastewater per day (MGD). The plant has the capacity to nearly triple that amount during the wet weather season. In 2006, Redwood City completed construction of an adjoining recycled water facility including a production and storage facility to accommodate the Redwood City recycled water project.

The Authority is based in Redwood City and governed by a four person Commission comprised of a Council Member from each of the city member agencies and a Board Member of the West Bay Sanitary District. SVCW has long been recognized by the wastewater industry as having an excellent operation. They've received numerous awards including the "Wastewater Treatment Plant of the Year" award in both 1996 and 2001 by the California Water Environment Association (CWEA). The current organization, under the stewardship of the General Manager, is organized into three departments: Wastewater Operations including operations, maintenance, laboratory and industrial pre-treatment; Engineering & Administration and Finance. SVCW currently employs a staff of 83.

During the past six years and for the next five years, SVCW has and will continue to experience major renovation and upgrades for the entire facility. This \$529 million Capital Improvement Program (CIP) will result in the total refurbishment of the treatment plant, conveyance pipelines and pump stations. This aggressive CIP will be funded

by bond revenue and California State Water Resources Control Board Revolving Fund (SRF) loan proceeds and is necessitating the newly established role of Chief Financial Officer for the Authority.

### The Position and Ideal Candidate

The Chief Financial Officer (CFO) will report to the General Manager and lead the Finance Department consisting of one financial analyst/accountant and one and one-half accounting clerks. The Department is responsible for development of the annual budget, completion of the annual audit, tracking of the CIP effort and processing



and entering financial transactions. The City of Redwood City and its finance department provide "back room" finance services for SVCW's payroll, retirement tracking, tax records, check issuance and bank reconciliation.

During the next several years, SVCW will continue to access the financial market to secure bond and SRF loan financing for the CIP. The CFO is expected to provide the expertise and knowledge in securing capital, maximizing return on investments, managing the debt load and keeping abreast of the Authority's overall financial condition. This will require extensive knowledge of debt financing and management, bond issuance, financing of major infrastructure and capital projects and the public sector investment market. It's also expected the CFO will evaluate the current departmental and divisional structure and operating model for financial functions within SVCW. The CFO will also provide overall leadership in the development and implementation of financial and business strategies and programs as identified by the Commission or General Manager.

This position will require strong interpersonal and communication skills as the CFO must develop and maintain positive and collaborative relationships with Authority Commissioners, management team, employees, staff and external stakeholders and partners. The ability to present technical financial data in a timely, clear and concise fashion is essential as is the need to present solid financial recommendations and effective management and reporting systems solutions.

An experience base of 10 or more years as a finance manager including the supervision of staff within the public or private sector is required. An educational background including a minimum of a Bachelor's degree in finance or business administration with finance emphasis or experience is required. An MBA or MA in finance, economics or a related field is highly desirable.

