

Compensation and Benefits

Delta Diablo offers an extremely attractive program of compensation and benefits. The salary range for this position is open and negotiable depending on qualifications. The benefits package includes:

- ◆ Retirement: Delta Diablo participates in the CalPERS Retirement System, and in the federal Social Security program.
 - CalPERS Tier II formula of 2% @ 55 - applicable to individuals currently employed with an agency that is part of either the CalPERS or a reciprocal retirement system, or individuals returning to the CalPERS system as a new employee with a break in service of less than 6 months. The employee pays 100% of the employee's contribution, which is currently 7% of base salary.
 - CalPERS Tier III formula of 2% @ 62 - applicable to employees hired on or after 1/1/2013, and who are new to CalPERS or who are returning to the CalPERS system with a new employer with a break in service greater than 6 months. The employee pays 100% of the employee's contribution, which is currently 6.7% of base salary.
- ◆ Deferred Compensation: The District has a unique deferred compensation program that allows employees to simultaneously participate in both the 401(a) (currently allows tax deferred savings up to 25% of salary, with a maximum contribution limit of \$53,000) and the 457(b) (currently allows tax deferred savings up to \$18,000, plus \$5,000 if over age 50) programs. The District will match employee deferrals up to 50% of the employee's PERS contribution rate.
- ◆ Health Insurance: The District pays 100% of the premium for dental and vision care, and 100% of the premium for CalPERS medical coverage, up to the family rate of either the Kaiser or Blue Shield Access+ HMO plan, whichever is greater.
- ◆ Administrative Leave: The District provides 40 hours of paid administrative leave annually.
- ◆ Retiree Medical: Employees, who retire from the District with at least 10 years of CalPERS service credit, will be eligible to receive a 50% employer contribution towards the medical premium. The employer contribution increases 5% for each additional year of service up to 100% at 20 years. Employees contribute 3% of base salary into the District's Other Post-Employment Benefits Trust Fund.
- ◆ Leave Allowance: Vacation accrual begins at no less than 15 days and increases to a maximum of 25 days annually and 96 hours of sick leave annually. 14 paid holidays (11 fixed and 3 floating) per year.
- ◆ Life Insurance: The District provides fully paid basic life and accidental death & dismemberment insurance in the amount of \$250,000. The District also provides Long Term Disability coverage and an Employee Assistance Program.
- ◆ Car Allowance: \$500 monthly.
- ◆ Additional Benefits: Employees can also participate in an IRS Section 125 Flexible Spending Plan, Sick Leave buy-back program, and a comprehensive Wellness Program including gym membership discounts.



The Process

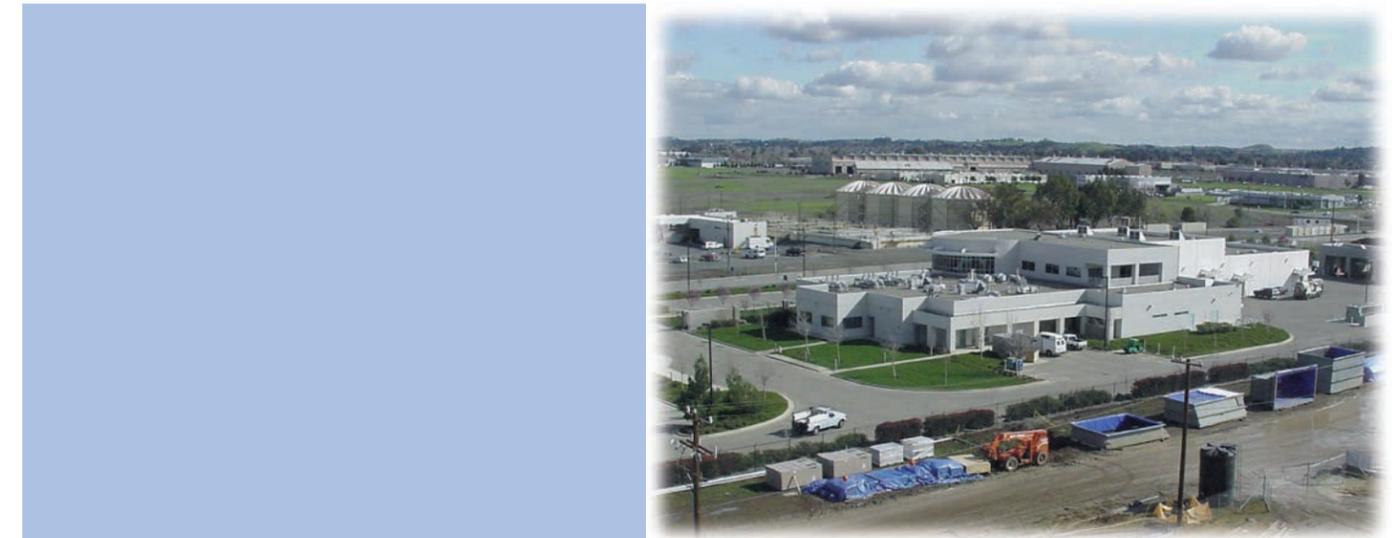
To pursue this exceptional career opportunity, please submit (email preferred) your cover letter, resume, salary history and contact information including email addresses for five work-related references (references will not be contacted until mutual interest is established) to:

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

The final filing date for this position is February 21, 2017.

Preliminary interviews are anticipated to take place with Avery Associates in late February and formal interviews with the District are expected to occur in late March – early April. An appointment is anticipated by early May.

If you have any questions regarding this opportunity, please contact or Paul Kimura at 408.399.4424 or paulk@averyassoc.net.



Delta Diablo

Transforming Wastewater To Resources



*invites your interest
for the position of*

General Manager

Delta Diablo

Delta Diablo is an innovative and award winning wastewater resource recovery agency providing wastewater, recycled water, street sweeping, and household hazardous waste services. The District is located in the heart of the California Delta region, 50 miles east of San Francisco. Formed in 1976, Delta Diablo serves an estimated 200,000 residents and businesses in the communities of Antioch, Bay Point and Pittsburg. The District service area encompasses 54 square miles with over 70 miles of underground pipeline systems. In 2016, the District treated in excess of four billion gallons of wastewater and is permitted for an average dry weather flow of 19.5 million gallons per day.

Delta Diablo also operates a recycled water treatment and distribution system that supplies up to 12 million gallons of tertiary water daily. This recycled water is used for cooling by two power generation plants and landscape irrigation and dust control at multiple golf courses, municipal parks, schools and industrial customers in the service area. The recycled water facility has generated over 31 billion gallons of recycled water to date. The District also oversees street sweeping services in its service area and operates a regional household hazardous waste collection facility for East Contra Costa County.

What distinguishes the District is its willingness to test the conventional way of doing business as a public agency. The District's employees are committed to the vision of making the Agency a national leader in "waste" water resource recovery. They are proactive and more interested in asking, "why not" rather than "why." Delta Diablo, through its Strategic Planning process, is pursuing both internal initiatives as well as developing and expanding regional partnerships that leverage environmental stewardship opportunities, further protect the public health, and explore new ways to recover resources by the taking the "waste" out of wastewater. For example, the District spearheaded two regional partnerships to expand the use of recycled water and to explore biosolids to energy conversion.



The Organization

Delta Diablo is governed by a three-member Board of Directors, which includes the Mayors for the Cities of Antioch and Pittsburg, and a member of the Contra Costa County Board of Supervisors who represents the Bay Point community.

The District's largest asset is its staff of 80 dedicated employees who keep the system running 24 hours a day, 365 days a year. The operational budget is approximately \$27M with a capital budget in excess of \$26M and a five year Capital Improvement Plan (CIP) totaling \$107M. The five core business areas include: Wastewater Treatment, Recycled Water, Regional Household Hazardous Waste Collection, Street Sweeping, and Collection System Operations for Bay Point. The largest program is Wastewater, which provides conveyance and treatment of wastewater for reuse and discharge.

The District is committed to providing exceptional public service to meet the future public health needs of its customers, protect the environment, and address the increasing regulatory standards of the wastewater (resource recovery) industry.



The District has embraced the challenges of an evolving industry, and in doing so, updated its Strategic Business Plan to guide priorities and decision-making consistent with its long-term vision to advance the nation's resource recovery efforts.

The Position of General Manager and Ideal Candidate

The General Manager (GM) will oversee the Delta Diablo operation and provide industry and organizational leadership to this progressive and highly visible agency. The positive evolution of Delta Diablo over the past 10 years has been a testament to its sense of vision, innovation and the commitment to resource recovery. The District aspires to continue and build on the momentum established. In working with the Board, the agency leadership team and the entire operation, the GM

will be an active, involved, and empowering manager that balances the focus of industry wide initiatives with internal operational best practices. Regular and ongoing communications and interaction with the Board and internal stakeholders is an essential aspect to this role.

Delta Diablo is known as an innovative industry leader and participant at the regional and state level. The desire is to continue this active level of agency visibility and involvement, while ensuring the operational and maintenance needs of the organization are proactively addressed. This balance of priorities requires unique approaches to ensure appropriate resources are allocated to the various programs, initiatives and operations of the District. The expectation is for the GM to creatively identify the manner in which all of these priorities are effectively managed.

Organizational leadership is a key component of this position. The connection between industry innovation and operational excellence must be continually reinforced through active communication and ongoing engagement within the plant. The collective vision, input and expertise of the dedicated staff will provide a foundation for the ongoing pursuit of the Agency's core mission. The ideal candidate will offer exceptional interpersonal skills with the proven ability to develop and maintain industry and work relationships and one that utilizes a collaborative and participative leadership style in engaging with the organization. An individual that embodies the values of Delta Diablo and embraces the mission and vision of the Agency is critical in this role.

The new GM is expected to be an expert in the Resource Recovery, Wastewater and/or Water field. This position requires ten (10) or more years of progressively responsible professional experience in civil engineering water or wastewater capital improvement planning, construction and secondary wastewater treatment plant operations and/or maintenance experience with at least five (5) years of executive level management experience. An educational background that includes a Bachelor's degree in Civil Engineering or a closely related field from an accredited college or university public or business administration or a closely related field from an accredited college or university is expected. An MBA, MPA or related Master's degree and public sector experience is highly desirable. Along with other District senior executives, this position is at-will.

