



Delta Diablo

*invites your interest
for the position of*

**Engineering
Services Director/
District
Engineer**



About Delta Diablo

Delta Diablo (formerly Delta Diablo Sanitation District) is an innovative California special district that provides wastewater resource recovery services for over 205,000 customers in the cities of Antioch and Pittsburg, and the unincorporated community of Bay Point. These services include secondary treatment of wastewater; production and distribution of recycled water; pollution prevention activities; beneficial use of biosolids as a soil amendment at land application sites; street sweeping; and household hazardous waste collection. Delta Diablo owns and operates a water resource recovery facility (WRRF) that provides secondary treatment for an average wastewater flow of 12 million gallons per day (MGD) and tertiary treatment for approximately 6 MGD to produce recycled water for use at two local power plants, golf courses, and schools.

In addition to meeting its core mission of protecting public health and the environment, exemplified by 14 years without a violation of its WRRF discharge permit, Delta Diablo has established a vision of becoming a national leader in wastewater resource recovery by embracing innovative technologies, pursuing leading-edge initiatives that add value to ratepayers while benefitting the environment, challenging traditional approaches, and fostering a strong organizational commitment to its core values of Integrity, Teamwork, and Trust.

Delta Diablo is governed by a three-member Board of Directors that includes the Mayor of Pittsburg, the Mayor of Antioch, and the Contra Costa County Board of Supervisors Member representing the Bay Point community. Under the Board's guidance, Delta Diablo has established a Strategic Business Plan that includes goals in five key areas—Financial Sustainability, Leadership, Operational Excellence, Workplace Innovation, and Stakeholder Engagement—as well as specific objectives for each year to continue progress toward meeting these goals.



Delta Diablo has 79 full-time positions with operating and capital budgets of \$29.3 million and \$22 million, respectively, for fiscal year 2017-18 (FY17/18). The five-year capital improvement program (CIP) for FY17/18-FY21/22 is estimated at \$95 million and includes a diverse range of projects focused on wastewater collection and treatment system infrastructure renewal and rehabilitation.

The Position

The Engineering Services Director reports to the Deputy General Manager and is responsible for overseeing all planning, environmental review, permitting, design, bidding, construction, and startup activities. The department has ten staff members, including three direct reports (Senior Engineer, Environmental Programs Manager, and Government Affairs Manager). Key focus areas for this position include:

- ◆ CIP Development and Implementation: Ensuring development of a targeted, prioritized CIP and guiding effective execution of complex projects during the planning, design, and construction phases.
- ◆ Infrastructure Inspection and Condition Assessment: Developing and managing an asset management-based program to ensure timely and robust inspection of wastewater collection and treatment system infrastructure elements.

- ◆ Master Planning: Overseeing preparation of a “Resource Recovery Master Plan” to guide major decision making in the near term, while positioning Delta Diablo to cost effectively address regulatory compliance issues and infrastructure upgrade considerations in the long term.
- ◆ Resource Recovery: Managing development and implementation of an innovative public-private partnership with a local waste hauler and technology provider that would result in receiving over 100 tons per day of organics derived from municipal solid waste for anaerobic digestion at the Delta Diablo WRRF, tripling biogas production, and generating 2.5 megawatts (280% of plant power demand) of on-site electricity. This key initiative, called the East County Bioenergy Project, is in the early planning and design stages with near-term activities that include negotiating a feedstock supply agreement with the waste hauler and a design-build contract with the technology provider.
- ◆ Nutrient Management: Maintaining strong engagement in regional efforts to assess the need for future nutrient removal requirements, while leading assessments of innovative technologies that may support future, cost-effective plant upgrades to meet this need.
- ◆ Organizational Improvement: Identifying opportunities to improve workflow and department-wide capital project delivery, use of technology (e.g., GIS), internal and external communications, contractor oversight, and team-based approaches to project implementation.



The Ideal Candidate

Delta Diablo is seeking an individual with high technical competency, significant experience in the wastewater or water treatment industry, excellent critical and strategic thinking skills, strong leadership and vision, exceptional written and oral communication skills, and outstanding supervisory abilities. A fundamental understanding of wastewater treatment process engineering is highly desired to ensure sound project decision making, effectively assess current and future infrastructure needs, and anticipate and mitigate potential unintended process impacts. Success in this position will require a team-based, leadership style that builds and maintains trust and a strong sense of integrity with various stakeholders and customers, including operations, maintenance, laboratory, and finance/administrative staff, as well as the Board of Directors and the public. A supervisory style that seeks to cultivate and develop staff through sharing of knowledge and experience in a mentoring and coaching mode is strongly preferred.

The selected candidate is required to be a registered Professional Engineer in the State of California with an educational background equivalent to a Bachelor’s degree from an accredited college or university in Civil or Environmental Engineering (or a closely related field). A Master’s degree in Civil or Environmental Engineering would be preferred. A professional background of 10 years of progressively responsible management or supervisory experience in the Civil or Environmental Engineering field with at least five of those years at a management level is required.



Compensation and Benefits

Delta Diablo offers a competitive package of compensation and benefits. The salary for this position is \$173,240 - \$216,354 annually, depending on qualifications. The Delta Diablo benefits package includes:

- ◆ Retirement:
 - CalPERS Tier II formula of 2% @ 55 (applicable to employees who are currently part of either the CalPERS retirement system or a reciprocal retirement system, or who are 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 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 the California Public Employees Retirement System or who return to the CalPERS system with a new employer after a break in service of more than 6 months). The employee pays 100% of the employee's contribution, which is currently 6.5% of base salary.
- ◆ Delta Diablo participates in Social Security and the State Disability Insurance (SDI) Program.
- ◆ Retiree medical benefits: Delta Diablo has adopted the State of California Vesting Schedule for retiree medical benefits. Delta Diablo will provide a 50% medical premium subsidy with ten (10) years of CalPERS service credit including a minimum of five (5) years of service accrued at Delta Diablo. The subsidy increases by 5% for each year of service until reaching 100% at 20 years. Employees also contribute 3% of base salary into Delta Diablo's Other Post-Employment Benefits Trust Fund.
- ◆ Deferred Compensation: Delta Diablo will match employee contributions into a deferred compensation plan up to 50% of the employee's PERS retirement contribution rate.
- ◆ Health Insurance: Dental and Vision – 100% of the premiums are paid by Delta Diablo. CalPERS Medical – Delta Diablo pays 100% of the premium.
- ◆ Life Insurance: Delta Diablo provides fully paid basic life and accidental death & dismemberment insurance in the amount of \$125,000. Delta Diablo also provides a Long-term Disability program and an Employee Assistance Program.
- ◆ Leave: Vacation accrual – begins with a minimum of 15 days and increases to a maximum of 25 days annually; Sick Leave – 96 hours annually.
- ◆ Holidays: 14 annually (11 fixed, 3 floating).
- ◆ Administrative Leave: Delta Diablo provides 40 hours of paid administrative leave annually.
- ◆ Car Allowance: \$500 per month.

The Process

To pursue this exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place).

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The final filing date has been extended to **February 19, 2018**.

If you have any questions regarding this position, please contact Paul Kimura at 408-399-4424.