

Compensation and Benefits

The District offers an extremely attractive program of compensation and benefits. The salary for the position is open and negotiable dependent upon qualifications. The current annual salary range is \$186,192 - \$232,516. The benefits package includes:

- ◆ Health Benefits - The District's employee benefit package includes participation in the Public Employees' Retirement System (PERS) Health medical program, Guardian dental insurance, and Vision Service Providers (VSP) vision insurance, which the District pays for the employee portion of the premiums.
- ◆ Pension Benefits - "New member" employees hired on or after January 1, 2013, will be enrolled in PERS at 2%@62; the District pays for the employer contributions (currently 6.75%), and employees are responsible for employee contributions (currently 6.75%). New hires either subject to reciprocity or not considered "new members" will be enrolled in the PERS at 2.5%@55; the District currently pays for the employee contributions (8.0%).
- ◆ Other Benefits - The District provides vision, dental, life insurance coverage, and paid vacation, holidays and sick leave.

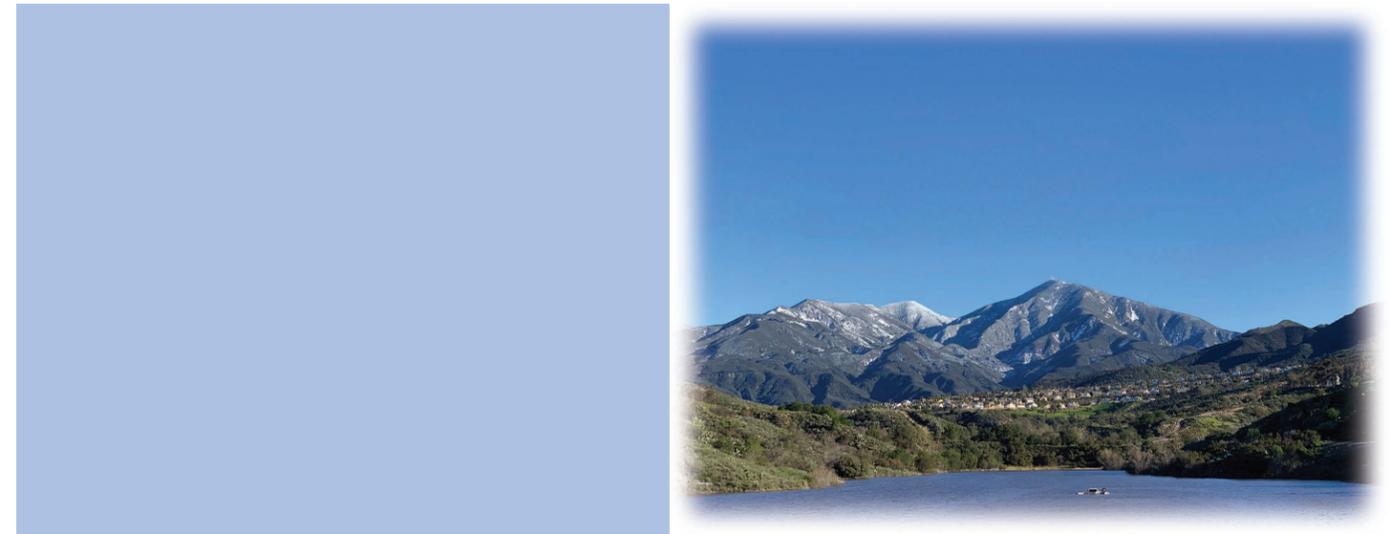
The Process

If you are interested in pursuing this unique and 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 initial interview takes place).

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The final filing date for this recruitment is April 19, 2019.

If you have any questions, please contact Bill Avery at 408.399.4424 or bill@averyassoc.net or Bill Lopez at 408.888.4099 or williaml@averyassoc.net.



Trabuco Canyon Water District



*invites your interest
for the position of*

General Manager

The Water District

Formed in 1961, the Trabuco Canyon Water District is a county water district located in the foothills of the Santa Ana Mountains in the eastern portion of Orange County. The District serves the communities of Trabuco Canyon, Robinson Ranch, Trabuco Highlands, Walden, Rancho Cielo, Portola Hills, Santiago Canyon Estates, and Dove Canyon. The population is around 12,616, but is anticipated to grow to over 17,300.

In 1984 the District, in conjunction with the Robinson Ranch development, built a wastewater treatment plant with a capacity of 250,000 gpd. Expansion of the plant to 850,000 gpd was completed by 1992. The District purchased an additional 125,000 gpd of capacity in the Chiquita Wastewater treatment facility.

Completion of the Trabuco Canyon Water District's Master Plan in 1999 has aided in the District's planning for the future. Additional treatment facilities, reclaimed water storage and domestic water sources are planned and will be developed to ensure the District's capability to service its customers through build out, projected for 2030.

The District obtains water from a variety of sources including the Colorado River Aqueduct, District-owned wells, the State River Water Project and inter-ties with other water districts.



Government

The Water District is governed by a five member publicly elected Board of Directors who are responsible for District policies and decisions on a wide range of water-related issues. Board Members participate in monthly Board Meetings and Committee Meetings where they evaluate and provide guidance on District water reliability and

operational efficiency projects, which include water recycling and reclamation, dry season water runoff recovery, groundwater management, and water use efficiency programs. The approval authority on critical TCWD projects ultimately rests with the Board of Directors. The Water District has an operating budget for FY 2018-19 of approximately \$11.3 million.

The Position and Ideal Candidate

The General Manager is appointed by the Board of Directors and is expected to provide positive and progressive leadership and direction through active and regular communication with the Board and the District organization. The General Manager must reflect a value system that embodies integrity, ethics, honesty and respect in modeling the necessary organizational behavior to move the District forward. The ideal candidate will operate with a collaborative, participative and engaging management style and will establish a foundation of trust, credibility and open communication within the District.

The General Manager must balance the need to address immediate District priorities, while continuing to improve and lead the organization over the long-term. This will require a management style that is focused on action and results, yet fosters a long-term vision and a strong understanding of the District's culture. A proactive and ongoing communication with the Board and an active engagement and interaction with the executive management team and the broader District organization will be important to success as well as a strong political acumen. The General Manager will also have to work collaboratively with local municipalities, neighboring districts as well as State and County authorities. A strong knack for relationship building and diplomacy will be very important in this role along with strong intergovernmental knowledge and skills

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. The collective vision, input and expertise of the dedicated staff will provide a foundation for the ongoing pursuit of the District's core mission. The ideal candidate will offer exceptional interpersonal skills with the proven ability to develop and maintain work relationships and one that utilizes a collaborative and participative leadership style in engaging with District staff. The individual must also have the strong command and project management skills to ensure that projects are completed in a timely manner. The ideal candidate will need to have a good overall knowledge of public entities, sound business acumen and strong management skills to improve the overall functioning of the District.

Preferred areas of experience will include water and/or wastewater operations, capital improvement/replacement planning and construction with at least five (5) years of executive-level management experience. An educational background that includes a Bachelor's degree from an accredited college or university public or business administration or an equivalent degree in a closely related field from an accredited college or university is desirable. An MBA, MPA or related Master's degree and public sector experience are highly desirable.