

## Compensation and Benefits

Delta Diablo offers a competitive package of compensation and benefits. The salary for this position is \$130,121 - \$162,504 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 10 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.



TRANSFORMING WASTEWATER TO RESOURCES

## The Process

If you are interested in pursuing this exciting career opportunity, please visit the Avery Associates Career Portal on our website at [www.averyassoc.net/current-searches/](http://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 called until after an interview takes place).

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The final filing date for this recruitment is: May 28, 2019.

If you have any questions regarding this position, please contact Paul Kimura at (408) 399-4424 or [paulk@averyassoc.net](mailto:paulk@averyassoc.net) or Bill Lopez at (408) 888-4099 or [williaml@averyassoc.net](mailto:williaml@averyassoc.net).



*Delta Diablo*  
*Transforming Wastewater To Resources*



*invites your interest  
for the position of*

**Finance  
Manager**

## About Delta Diablo

Delta Diablo (formerly Delta Diablo Sanitation District) is an innovative California special district that provides wastewater resource recovery services for over 212,000 customers in the cities of Antioch and Pittsburg, and the unincorporated community of Bay Point. Delta Diablo is located in the heart of the California Delta region, 50 miles east of San Francisco and provides services that 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, a golf course, and several city parks and school sites within a service area encompassing 54 square miles.



In addition to meeting its core mission of protecting public health and the environment, exemplified by 14 consecutive years of outstanding National Pollutant Discharge Elimination System (NPDES) permit compliance through November 2018, 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 adopted 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 initiatives for each year to continue progress toward meeting these goals.

Delta Diablo has 81 full-time positions with operating and capital budgets of \$29.3 million and \$22 million, respectively, for fiscal year 2018-19 (FY18/19). The five-year capital improvement program (CIP) for FY18/19-FY22/23 is estimated at \$83 million and includes a diverse range of projects focused on wastewater collection and treatment system infrastructure renewal and rehabilitation.



## The Position

The Finance Manager reports to the Business Services Director and is responsible for the management of the Finance Division including all accounting, finance, budget, payroll and purchasing functions. The Finance Manager oversees a Senior Accountant, three Accounting Technicians and a Buyer. Key focus areas for this position include:

- ◆ Public fund accounting in a special district environment
- ◆ Bonds and grants as well as the various reporting requirements for each grant
- ◆ Enterprise Resource Planning (ERP) System management (specifically Munis, a Tyler Technology platform)
- ◆ Organizational analytics

## The Ideal Candidate

The role of the Finance Manager is highly technical and requires in-depth knowledge of public fund accounting, especially enterprise funds, as well as familiarity with Special District budgeting, finance, payroll and purchasing. Specific knowledge of the special district's revenue streams as well as bond and grant funding are also important in this role. Delta Diablo is striving to meet best practices across the board from budgeting to comprehensive financial reporting and this individual would be expected to meet the standard of excellence that exists not only in finance, but throughout the Delta Diablo organization.

Delta Diablo prides itself on a culture of collaboration, team building and mentorship. The Finance Manager will be expected to have a management style and philosophy that fits in with this culture and helps advance the division. The ideal candidate will have a strong leadership style that is also coupled with soft touch people skills and a tactful communications style. A belief in staff development and building cross functionality would also be helpful. Given the collaborative nature of this role as well as the need to present technical financial information to non-technical audiences, the Finance Manager will also need to have excellent written and verbal communications skills.

A minimum of five years of experience in professional level public agency accounting and financial reporting and analysis work is required for this role. Previous supervisory/ management experience along with experience in the development of a CAFR, an annual operating budget, and exposure to debt issuance are highly desirable. A Bachelor's degree (or equivalent combination of work experience, training and education) from an accredited college or university with major course work in accounting, economics, business administration, or a related field. A Master's degree in finance or a related field is preferred.

