

## Compensation and Benefits

The Authority offers an extremely attractive program of compensation and benefits. The salary range and benefits for this position are open & negotiable depending on qualifications. The standard benefits package includes:

- ◆ Health Insurance: The Water Authority maintains three employee health plan options, inclusive of dental and vision. Currently, the "basic" plan is the Kaiser HMO plan and the "premium" plans are the Aetna HMO and PPO Healthcare plans.
- ◆ Retirement: All regular Water Authority employees are members of the California Public Employees' Retirement System (CalPERS). Employees are enrolled in one of the following retirement formulas based on date of hire. Additional benefits are provided in accordance with the Water Authority's CalPERS contract.
  - Classic Members (Hired on or before December 31, 2012)  
2.5% @ 55; 8.0% Employee Contribution; 1 Year Final Compensation Period
  - New Members (Hired on or after January 1, 2013)  
2% @ 62; 6.0% Employee Contribution; 3 Year Final Compensation Period
- ◆ Social Security / Medicare: Employees are covered under the provisions of Federal Social Security (OASDI) and Medicare Hospital Insurance (HI). The total employee contribution is 7.65% of salary.
- ◆ 401(a) Incentive Retirement Plan.
- ◆ Vacation: Water Authority employees accrue vacation leave per year. Accruals increase based on time in service with the Water Authority.
- ◆ Sick Leave: Water Authority employees accrue 96 hours of paid sick leave per year.
- ◆ Holidays: The Water Authority observes 13 paid holidays each year, including two (2) eight-hour floating holidays.
- ◆ Life Insurance: The Water Authority provides \$350,000 Basic Term Life and Personal Accident insurance coverage.
- ◆ Long Term Disability Insurance: The Water Authority provides a long-term disability insurance benefit of up to 66.67% of monthly covered earnings to a maximum of \$7,400 per month. Benefits begin on the 61st day of absence due to illness or injury.
- ◆ Car Allowance: Executive employees are eligible for a monthly automobile allowance.
- ◆ Cell Phone: Executive employees are eligible for a monthly cell phone/data plan allowance.
- ◆ Tuition Reimbursement: The Water Authority may reimburse the actual cost paid for tuition up to a maximum of \$3,000 per fiscal year. Tuition costs of \$3,001 - \$4,500 may be reimbursed at 50% per fiscal year.
- ◆ Wellness Center: Employees have access to an on-site fitness facility at no cost. Employees also have the opportunity to participate in a Wellness Program.
- ◆ Employee Assistance Program: Employees have access to confidential, third-party personal counseling, financial and legal advice, and more. This benefit is available to employees and members of their household.
- ◆ Additional Voluntary Benefits are available including:
  - Flexible Spending Account – Deferred Compensation Plan – Voluntary Life and Personal Accident Insurance.

## The Process

To pursue this compelling 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 contacted until after an interview takes place).

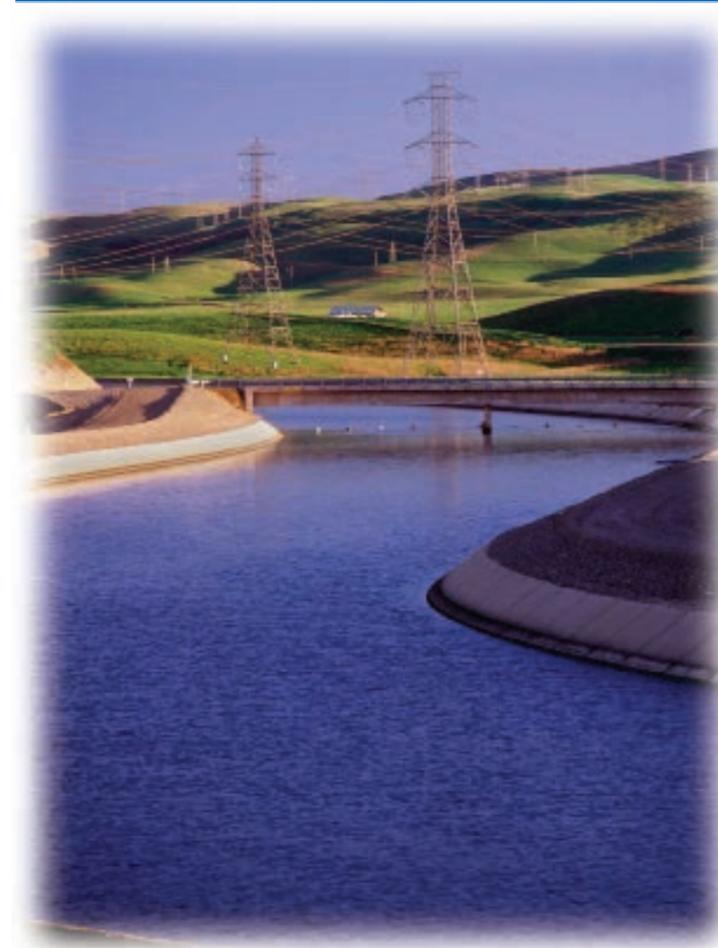
Bill Avery or Bill Lopez  
Avery Associates  
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Final Filing Date: August 30, 2019.

If you have any questions regarding this position, please contact Bill Avery at 408.399.4424 or [bill@averyassoc.net](mailto:bill@averyassoc.net), or Bill Lopez at 408.888.4099 or [williaml@averyassoc.net](mailto:williaml@averyassoc.net).



# San Diego County Water Authority



*invites your interest  
for the position of*

## General Manager

## The San Diego County Water Authority

The San Diego County Water Authority sustains a \$231 billion regional economy and the quality of life for 3.3 million residents through a multi-decade water supply diversification plan, major infrastructure investments and forward-thinking policies that promote fiscal and environmental responsibility. A public agency created in 1944, the Water Authority delivers a safe and reliable wholesale water supply at an affordable cost to 24 retail water agencies, including cities, special districts and a military base.



Historically, the Water Authority depended almost exclusively on water supplies imported from the Colorado River and Northern California by the Metropolitan Water District of Southern California. That changed in 2003 with the start of the largest farm-to-urban water conservation and transfer agreement in the nation with the Imperial Irrigation District, which now accounts for about one-third of San Diego County's water supply. In late 2015, the Water Authority added a historic new water source to its portfolio with the completion of the nation's largest seawater desalination plant in Carlsbad. Today, the Water Authority and its member agencies have identified potable reuse of recycled water as the next major source of local water supply, while continuing to aggressively promote water conservation as a civic responsibility.

The Water Authority is known as one of San Diego region's most reputable and progressive public agencies. Over its history, and in partnership with member agencies, the Water Authority has had to overcome many obstacles to provide a reliable water supply to a thriving, semi-arid San Diego region. The agency has secured new supply sources to power the region's economy and forged a reputation for bold thinking and big initiatives. As a leader on water issues statewide, the Water Authority continues to be a forward-looking agency, striving to identify future challenges, anticipate opportunities, and respond quickly to the changing environment.

To sustain this success, secure a reliable water future, and triumph over tomorrow's challenges, the essential work of the Water Authority is embraced by the vision of the organization. Pioneering – taking calculated risks to try new methods or ideas; Visionary -- seeking out new and innovative methods, welcoming diverse ideas, contributors, and solutions; Agile – looking for ways to improve existing processes and improve efficiencies; and Driven – demonstrating resiliency and commitment to the essential work we do.



### The Organization

The Water Authority is governed by a 36-member Board of Directors representing the 24 member agencies. A member of the San Diego County Board of Supervisors also serves as a non-voting member to the Water Authority Board.

The organization is comprised of ten departments: the General Manager's Office, General Counsel's Office, Administrative Services Department, Colorado River Program, Engineering Department, Finance Department, Metropolitan Water District Program, Operations and Maintenance Department, Public Outreach and Conservation Department,

and Water Resources Department, and has five offices throughout California. For fiscal year 2020, the organization has 256.5 budgeted full-time equivalent positions ranging from clerical support, to technical maintenance operations, to highly skilled water resource specialists, engineers and finance positions. This is a diverse workforce that, through their joint efforts and skillsets, keeps San Diego County's water flowing.

The agency operates under the County Water Authority Act in the California State Water Code. The Water Authority's Administrative Code contains regulations adopted by the Water Authority's Board to govern agency property, contracts, business, operations and other matters.

### The Position of General Manager and Ideal Candidate

The General Manager will oversee the SDCWA operations and provide industry and organizational leadership to this progressive and highly visible agency. The Authority aspires to continue and build on the momentum established. In working with the Board, the agency leadership team and the entire operation, the General Manager 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 are an essential aspect to this role.

SDCWA is known as an innovative industry leader and 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 Water Authority. The expectation is for the General Manager to creatively identify the manner in which all of these priorities are effectively managed. Another key component of this role will be continuing to build strong ties between the Water Authority and all of the Member Agencies. Maintaining a strong line of communication and hearing out concerns while balancing them with those of others will be vital to this position. A high level of political acumen will be required to succeed in this role, including a keen understanding of the politics surrounding water in the San Diego area, throughout the State of California, and at the Federal level.



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 throughout the organization. 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 unquestionable integrity and dependability, as well as exceptional interpersonal and communication skills with the proven ability to develop and maintain industry and work relationships. A collaborative and participative leadership style is expected when engaging with the organization, and the ability to motivate, lead, and support a diverse group of employees is

required. An individual that embodies the values of the San Diego County Water Authority, and embraces the mission and vision of the Agency is critical in this role.

The new General Manager is expected to be an expert in the water field. This position requires ten (10) or more years of progressively responsible professional management-level experience in the operation and maintenance of a large, complex public water agency or public utility, municipality or large corporation. At least five (5) years of executive level management experience is expected. An educational background that includes a Bachelor's degree in Civil Engineering, Public or Business Administration, or a closely related field is required. An MBA, MPA or related Master's degree and public sector experience is highly desirable. The General Manager position is at-will and operates under an employment contract approved by the Board of Directors.