

# DISTRICT ENGINEER

Marina Coast Water District





## THE DISTRICT

The mission of the Marina Coast Water District (MCWD) is to "... provide our customers with high quality water, wastewater collection and conservation services that are safe, affordable, reliable and sustainable, through planning, management and the development of water resources in an environmentally sensitive manner."

MCWD is a special district formed in 1960 under the CA Water Code Division 12 the County Water District Act for the purpose of installing and operating a water supply, water distribution system and wastewater collection system for the City of Marina. The District now serves approximately 37,000 residents through 10,500 connections in its Marina-Ord Community service area which is comprised of the City of Marina and portions of Seaside, Monterey and Del Rey Oaks and a portion of the County of Monterey. The majority of its water supply (approximately 10,000 Acre Feet/year) is pumped from groundwater wells in two Salinas Valley basins. MCWD is a partner in the regional wastewater treatment plant and recycled water plant which provides an additional 1427 AFY of recycled water for the Districts communities. Further, MCWD is in the process of refitting its Desalination plant (.3 MGD), one of the first in California.

The District also serves as the Marina Coast Water District Groundwater Sustainability Agency (MCWDGSA) which serves as the management agency overseeing the Monterey sub-basin of the greater Salinas Valley Basin. The MCWDGSA is in the beginning stages of developing the necessary plans for its operations.

MCWD is governed by a five member independently elected Board of Directors (Board) serving staggered four-year terms elected at-large from within the District's Marina service area. MCWD operates under a Board-Manager form of government. The Board of Directors appoints the General Manager who is responsible for the administration of the District.

The District has an authorized staff of 45 full-time employees providing services to its six service area funds: Marina Water, Marina Wastewater, Ord Community Water, Ord Community Wastewater, Recycled Water Project (Regional Urban Water Augmentation Project or RUWAP) and Regional Desalination Project. MCWD's annual budget is approximately \$40 million with a 5 year CIP of approximately \$200 million.

Additional information about MCWD, including links to key documents, is available online at [www.mcwd.org](http://www.mcwd.org).

## THE OPPORTUNITY

This is an exciting time for the Marina Coast Water District as it embarks on a unique period of growth and development with a diverse array of planned projects. The next District Engineer will play an essential role in ensuring the District's long-term success and will manage a \$200 million Five-Year Capital Improvement Plan with a team of four engineers and staff.

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Reporting to the General Manager and serving as the Chief Engineer, the District Engineer for both the District and the Agency. The position will plan, organize, direct, and review the activities and operations of the Engineering Department including long-range and short-range project planning, environmental planning, design, construction, permitting, right of way; coordinate departmental activities with the other four departments and outside agencies; and provide highly responsible and complex administrative support to the General Manager.

## THE IDEAL CANDIDATE

The Marina Coast Water District is the largest public utility in Monterey County and proudly provides high-end service to the County and all five of its cities. The District seeks bright and energetic engineers looking to continue to build a career towards executive management. The ideal candidate for the District Engineer is someone with significant development experience and a solid understanding of the CIP process. The ideal candidate will be a go-getter, who is dependable with great follow through, politically astute and able to bring people together.

The candidate will have experience working with grants and federal contracting. This person will thrive in an autonomous work environment and be able to foster an inclusive team culture while balancing the diverse personalities and viewpoints. The top areas of focus for the next District Engineer will be:

- **Infrastructure** – As mentioned, the District has a large slate of improvement projects in the pipeline. The District Engineer will be organized and able to manage the multiple development projects while managing two operationally separate CIPs.
- **Groundwater Sustainability** – The District Engineer will spearhead the upcoming Groundwater Sustainability Agency capital program with timely and smooth implementation. The GSA is responsible for an additional \$2-3 million in capital funding.
- **Personnel Management & Succession Planning** – The District Engineer will oversee the building of a strong operational team and address management challenges stemming from the pandemic. Hiring and developing talent will be a key area of focus as well.
- **CSU Monterey Bay** – The District Engineer will assist the General Manager in completing the A1/A2 tank project and provide a conduit of support for CSUMB as the campus continues to develop.

Lastly, the ideal candidate will be outgoing and must have outstanding communication skills. This person will be confident and calm in public presentations to the Board and relish the opportunity to partner with the General Manager and the Chief Financial Officer. The selected candidate will have a can-do attitude and a desire to grow with the District as it continues to grow as a regional leader in Monterey County.

### **Education, Certifications and Experience**

- Bachelor's Degree from an accredited four-year college or university with major coursework in civil engineering or a related engineering field. Master's Degree desirable.
- Seven years of professional engineering in the water/wastewater industry, including five years in a supervisory or management position.
- Must possess and maintain a valid California class C driver's license and satisfactory driving record. Must possess California State Registration as a Professional Civil Engineer.
- Experience working with military facilities is a plus. Experience with IT is also a plus.



## COMPENSATION

The salary for this position is within an established annual range of \$152,598.64 to \$194,758.83, and will be dependent upon the qualifications and experience of the selected candidate. In addition, the District's 2022 Benefit Summary includes:

- Medical/Dental/Vision-The District plays all monthly health insurance premiums for the employee.
- Life Insurance-Lincoln Financial (District provides life insurance for employees twice their annual salary) and Principal Life Insurance (Group voluntary term life insurance up to \$60,000 guaranteed with no medical questions).
- Retirement-CalPERS Defined Benefit Plan with 2% at age 60 and 2% at 62 (PEPRA); 457(b) Deferred Compensation Plan (Mass Mutual-voluntary); 457(b) District match, up to a maximum of \$2,000 annually (2022 annual maximum contribution = \$20,500); Social Security, State Disability Insurance and Medicare.
- Short-Term/Long-Term Disability-Lincoln Financial (District pays 100% of employee premium)
- Education Spending Allowance of \$5,000
- Flexible Spending Accounts-via WageWorks
- Alternative Flex Time Schedule-9/80 Flex Schedule option
- Longevity Pay-The District offers a 5% salary increase after 10, 15 and 20 years. An additional 2.5% increase is offered at 25 and 30 years of service
- Annual Paid Time Off-Vacation, Management Leave, Holidays, Sick Leave
- Supplemental Benefits and Employee Assistance Programs

## HOW TO APPLY

For priority consideration, **apply on-line immediately** at [www.alliancerc.com](http://www.alliancerc.com). Interviews will be scheduled as soon as a sufficient number of well-qualified candidates have applied.

For questions, inquiries or candidate recommendations, please contact:

Cindy Krebs or Sherrill Uyeda

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