

C A R E E R O P P O R T U N I T Y



WATER OPERATIONS DIVISION | MODESTO IRRIGATION DISTRICT

ASSISTANT GENERAL MANAGER OF WATER OPERATIONS

ANNUAL SALARY: \$202,259–\$262,954 DOE/DOQ

Relocation assistance and an excellent benefits package available!

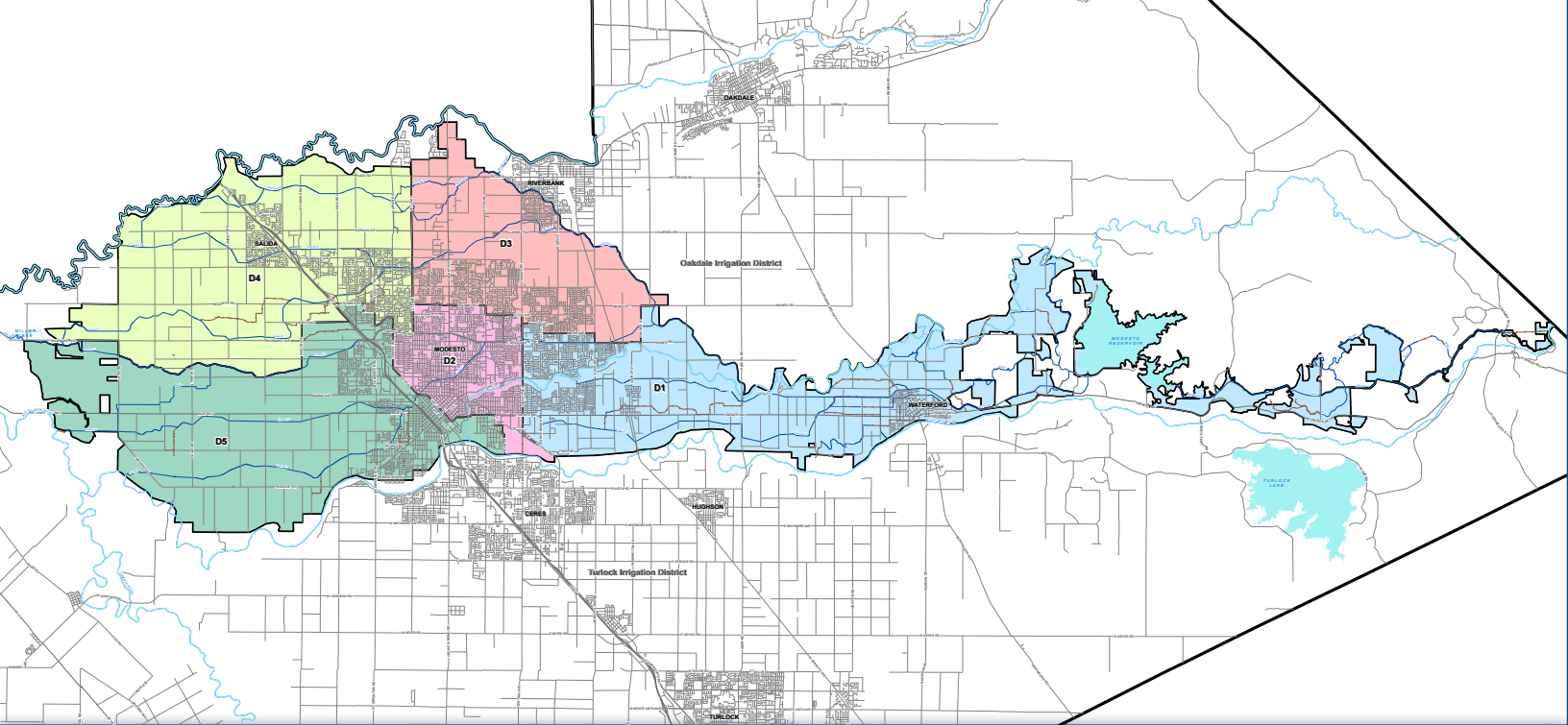
MAKE AN IMPACT IN WATER RESOURCE MANAGEMENT! The Modesto Irrigation District (MID) is seeking an Assistant General Manager, Water Operations to oversee civil engineering, water use, irrigation services, domestic water operations and planning, and conservation efforts. They will drive the efficient and professional operation of the Division and will have oversight of four direct reports, 90 staff, and budgets of approximately \$31 million for operations plus \$8 million for capital improvements. This position requires an individual who possesses a deep understanding of water management complexities, with the communication skills, emotional intelligence, and political acumen necessary for navigating public and board meetings effectively. The ideal candidate for this role will have experience managing and administering complex budgets, inspiring staff and encouraging positive team culture, and building collaborative relationships with stakeholders. The Assistant General Manager will lead a team of dedicated professionals and collaborate with elected officials, executive leadership, and the agricultural community, to ensure the seamless delivery of water services to our community. Join a leading organization dedicated to ensuring the efficient and sustainable use of water resources in Modesto and surrounding areas—***apply today!***



THE COMMUNITY

LIVING AND WORKING IN MODESTO, California offers a unique blend of urban convenience and small-town charm. Modesto boasts a warm Mediterranean climate, making outdoor activities enjoyable year-round! Residents often find themselves drawn to the city's vibrant cultural scene, with numerous art galleries, theaters, and music venues showcasing local talent. Additionally, the City's diverse culinary landscape reflects its multicultural population, offering an array of delicious dining options ranging from farm-to-table eateries to authentic international cuisine. Agriculture remains a prominent industry in the region, which is a major center for almond, walnut, and milk production.

With its affordable cost of living and strong sense of community, Modesto presents an appealing choice for those seeking a balanced lifestyle. The nearby Stanislaus National Forest provides endless opportunities for adventure, including hiking, camping, and fishing, attracting nature enthusiasts from far and wide.



THE MODESTO IRRIGATION DISTRICT

THE MODESTO IRRIGATION DISTRICT, located in California's Central Valley, provides electric and irrigation and treats surface water for drinking. MID is an independent, publicly owned utility. It provides benefits that include community ownership, control by a locally elected Board of Directors, and business operation on a not-for-profit basis. MID is committed to providing reliable service at the lowest cost possible. MID employs 450 dedicated staff members and operates with a total budget of approximately \$589 million.

The MID electric service area includes the greater Modesto area (north of the Tuolumne River, Waterford, Salida, Mountain House (Northwest of Tracy) and parts of Ripon, Escalon, Oakdale, and Riverbank. MID provides irrigation water to 58,000 acres of land, electric service to over 132,000 accounts, and treats, delivers, and wholesales drinking water to the City of Modesto.

THE VISION

MID will be the preferred electric and water utility for existing and potential customers by exceeding their expectations.

THE JOB / IDEAL CANDIDATE

THE ASSISTANT GENERAL MANAGER OF WATER OPERATIONS will be a capable and confident administrator for the Water Operations Division's 90 staff, and budgets of approximately \$31 million for operations plus \$8 million for capital improvements. This role is ideal for a proven water leader who demonstrates passion for water management, thrives on complex challenges, and has an aptitude for leadership. Proficiency in civil engineering and water resources management will allow them to navigate regulatory frameworks and ensure compliance with local, state, and federal regulations. They will collaborate with the General Manager in strategic planning, policy development, fiscal management, and staff motivation and development, all in the pursuit of ensuring the reliable delivery of water to our customers.

The ideal candidate embodies a unique blend of technical expertise and vision. Moreover, they demonstrate a keen ability to analyze data, identify trends, and make data-driven decisions to optimize the efficiency and effectiveness of operations. They will also build positive relationships with diverse stakeholders, from government officials to industry partners. Their effective communication skills will enable them to articulate complex ideas clearly and influentially, whether in board meetings, negotiations, or public forums. The MID is seeking an engaging, professional, and detailed administrator for their next Assistant General Manager!



CORE COMPETENCIES *for this position include...*

Communication. Possess strong presentation and public speaking skills; demonstrates excellent verbal and written communication while guiding staff and collaborating with other executives.

Technical Knowledge. Understand the complexities of California water.

Project Management. Balance independent administrative work, field work, and staff mentorship; manage project timelines and budgets effectively.

Integrity. Act at a high level of ethical standards, uses transparency and open communication.

Business Thinking. Possess strategic thinking and exceptional problem-solving skills.

Influential Leadership. Inspire trust and foster a positive work environment where team members feel valued and motivated to contribute their best efforts towards the shared goal of delivering high-quality water services to the community!

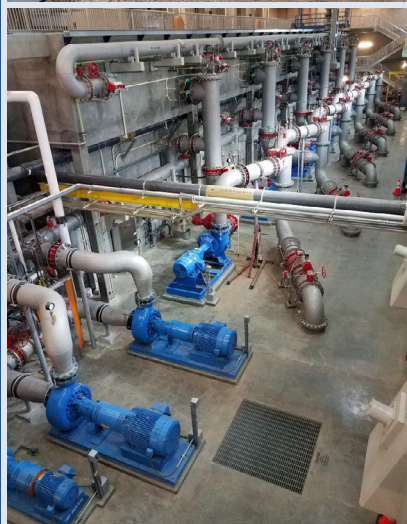
MINIMUM QUALIFICATIONS

Any combination of experience and training that would provide the required knowledge and abilities is qualifying. A typical way to obtain the required knowledge and abilities would be:

- ▶ **Education:** Equivalent to a Bachelor's degree from an accredited college or university with major course work in civil or agricultural engineering, biology, or a related field.
- ▶ **Experience:** Ten years of increasingly responsible experience in water operations including domestic water system operation and maintenance and irrigation water delivery systems, including three years of administrative and management responsibility.
- ▶ *Possession of a valid California Class C Driver License required at the time of appointment.*

DESIRABLE

Registration as a Professional Civil Engineer in the State of California.



EXCITING PROJECTS & OPPORTUNITIES

SALMON HABITAT RESTORATION.

Partnering with the Turlock Irrigation District (TID) and San Francisco Public Utilities Commission (SFPUC) to design and implement a collaborative, holistic habitat restoration program along the lower Tuolumne River to improve the health and long-term recovery of the fishery and local communities it serves. MID, TID and the SFPUC are self-funding the \$80 million program.

TUOLUMNE RIVER VOLUNTARY AGREEMENT.

This agreement maintains water supply reliability for Tuolumne River agricultural and municipal users, and promotes the long-term prosperity of the communities served. Identifies measures to protect and expand the fall-run Chinook salmon and *O. mykiss* populations.

GROUNDWATER REPLENISHMENT PROGRAM.

A 20-year program open to all water users in the Modesto Subbasin. In wet years where MID irrigators and the City of Modesto have received full uncapped allocations, MID will make surface water available to applicants. This program is part of a series of groundwater management actions spurred by the Sustainable Groundwater Management Act (SGMA). This program is aimed at reducing reliance on pumping, promoting groundwater storage programs, improving both the availability and quality of water to disadvantaged communities, providing flood control, and protecting our treasured groundwater for generations.

CLICK
TITLES

SALARY & BENEFITS

Annual salary of **\$202,259 – \$262,954 DOE/DOQ**, plus an attractive benefits package that includes:

Health Insurance: The District pays 90% of the monthly premiums for the employee and their eligible dependents. Choice of plans from United Healthcare PPO, United Healthcare HMO, and Kaiser Permanente HMO. Chiropractic coverage included.

Dental Insurance: The District pays 100% of the monthly premium cost for employees and their eligible dependents. Max \$2,000 through Stanislaus Foundation.

Vision Insurance: The District pays 100% of the monthly premium for employees and their eligible dependents. Vision care is provided through The Standard.

Life Insurance: The District pays 100% of the monthly premium. The amount of life insurance is 2 times basic annual salary.

Long Term Disability Benefit: The District pays 100% of the monthly premium. The plan pays 2/3 of gross salary up to a maximum of \$17,000, whichever is less.

Short Term Disability Benefit: The District pays 100% of the monthly premium. The plan pays 2/3 of gross salary up to a maximum of \$4,000 weekly, whichever is less.

Defined Benefit Retirement Plan: As established by the California Public Employees' Pension Reform Act of 2013 (PEPRA), the defined benefit for employees hired on or after January 1, 2013 is 1.8% at age 60, with an early retirement age of 52 and maximum benefit factor of 2.5% at age 67. The PEPRA contribution rate is currently 8% of base pay.

Supplemental Retirement Plan: MID does not participate in Social Security. In lieu of Social Security, MID has a mandatory defined contribution supplemental retirement plan. Each pay period an employee contributes 5% on a pre-tax basis MID makes a matching contribution.

Voluntary Benefits: Deferred compensation, portable term life, short-term disability, and flexible spending account options.

Vacation: 10 days per year for years 0–4, 15 days per year for years 4–9; continual entitlement increases for years of service.

Administrative Leave: Provided on an extra hour worked, for hour taken basis (120 hour maximum accumulation).

Holidays: 13 paid holidays per year.

Sick Leave: 10 days per year. No limit on maximum.

Employee Assistance & Wellness Program: The District pays a maximum of 5 visits per year, per eligible person to Sierra Vista Family Counseling Services for confidential counseling for employees and their eligible dependents. The wellness program also offers periodic health screening and health educational sessions.

Relocation assistance available!

HOW TO APPLY

This position will remain open until filled. Qualified candidates will be contacted as they are identified. First round interviews will take place in **LATE MAY**. Second round interviews, if needed, will take place in **JUNE**.

For consideration, apply **ASAP** at:



WBCP JOB BOARD

Please contact your recruiter, Josette Reina-Luken, with any questions:

josette@wbcpinc.com

Office Phone:
541.664.0376

