



**PADRE DAM**  
Municipal Water District

# Engineering Manager – Development Services

**\$140,004.80 - \$168,396.80 Annually**



**Koff & Associates**

A Gallagher Company



## ABOUT THE AGENCY

Padre Dam Municipal Water District provides water, wastewater, recycled water and recreation services to 112,000 residents in the San Diego communities of Santee, El Cajon, Lakeside, Flinn Springs, Harbison Canyon, Blossom Valley, Alpine, Dehesa and Crest. We import 100 percent of our treated water supply and treat two million gallons per day (MGD) of wastewater at our Water Recycling Facility. Our infrastructure is worth \$700 million, and we have an annual budget of \$70M. Our strategic planning includes a 30-year Integrated Facilities Plan, 10 Year Capital Improvement Plan, 5 Year Urban Water Management Plan, and a 5 Year Business Plan, and Budget (2022-2027).

### MISSION

Our mission is to provide quality water, recycled water, park and recreational facilities and wastewater management services for our customers. We accomplish this mission in the most cost-effective manner possible, earning customer and community respect.

### GOVERNANCE

Padre Dam is a California Special District governed by a five-member Board of Directors, each representing a geographic area within the district.

### OUR WORKFORCE

The Board of Directors, Management and the Padre Dam Employee Association are equal partners in our Workforce Partnership. As equal partners, all parties are involved in strategic planning, collaborative decision-making, employee involvement and empowerment, increasing accountability district-wide and nurturing a positive workplace culture. The result of the Workforce Partnership is that Padre Dam's performance, quality, and service standards are what most people desire in a well-run business, but don't expect to find in government.

### THE POSITION

Reports to the Director of Engineering. Incumbent is responsible for giving general guidance and supervision to staff and for planning and supervising engineering projects and activities. Duties include planning, assigning and supervising work; training staff; working with attorneys, other organizations, management and other departments on an ongoing daily basis and resolving project difficulties and irregularities; oversees, and coordinates with engineers, developers, contractors, other governmental agencies and stakeholders; and prepares and monitors the division's budget. This position oversees the Inspection group, Utility Locator and Engineering Technicians (6 staff members total).



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# THE IDEAL CANDIDATE

Padre Dam Municipal Water District is seeking candidates for an Engineering Manager of Development Services. This position will provide leadership and be responsible for the development services, inspection, and utility locator work groups. The individual shall be detail oriented and self-motivated to oversee project activities with engineers, developers, contractors, and other governmental agencies while enforcing conditions for private development facilities located within Padre Dam's service area. The following is a list of desirable traits and attributes the ideal candidate should be able to demonstrate:

## Engineering Knowledge

- Knowledge of the general rules and regulations governing Public Water/Wastewater agency operations
- Ability to read and interpret engineering drawings
- Understand survey procedures and techniques
- Strong familiarity with:
  - Water and Wastewater Studies and Modeling
  - Subdivision Map Act
  - California Environmental Quality Act (CEQA)
  - Master Planning Documents
  - Surveying Principals
  - Standard specifications, drawings, and materials related to water and wastewater infrastructure
  - Familiarity with Water Agencies' Standards and San Diego Regional Standard Drawings desired
- Knowledge of principles, practices and methods used in water and sewer system construction
- Understanding of a geographic information system (GIS)

## Customer Service

- Strong commitment to both internal and external Customer Service
- Experience in intergovernmental relations and the ability to interact personally with other jurisdictions, public interest groups and constituencies, private sector developers, and government and related agencies in a constructive, cooperative and supportive manner

- Demonstrates creativity and flexibility in solving customers' problems within the capacity of the District's rules.
- Coordinates and collaborates with the Operations department on developer plans and inspection, gathering input throughout project life span for various projects.

## Leadership Qualities

- Strong interpersonal and communication skills with the ability to develop trusting and cooperative relationships between and among peers, staff, elected officials, and the community at large
- Ability to adapt and remain flexible while also prioritizing competing tasks
- Maintains a decisive, even tempered, results-oriented attitude and can effectively develop staff and subordinate personnel through coaching and clear and timely direction
- Ability to interface directly with engineering technicians, locator, and construction inspectors to progress projects toward approval and completion
- Proactive, anticipatory manager who can identify and effectively prevent the escalation of issues

# EXPERIENCE & QUALIFICATIONS

The ideal candidate should be able to demonstrate they meet the following minimum requirements:

- Bachelor of Science in Civil/Environmental Engineering from an ABET accredited program, or a degree in public administration, business, etc.
- 3-5 years of experience in water/wastewater design and construction
- 3 years of supervision and/or management experience
- Valid driver's license



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# COMPENSATION & BENEFITS

## HEALTH AND WELLNESS

- Employees have three plans from which to choose. Two HMO plans are 100% paid by Padre Dam for the employee and 90% for all eligible dependents; one PPO plan is partially paid by Padre Dam. Coverage is effective the first of the month after hire. The Employee has option to waive coverage and receive 50% of Padre Dam's cost savings as cash compensation. In order to waive benefits, you must show proof of other ACA eligible coverage.

## DENTAL INSURANCE

- Padre Dam pays the total premium costs for the employee and all eligible dependents. Coverage is effective the first of the month after hire.

## RETIREMENT

- Membership is compulsory in the California Public Employees' Retirement System (CalPERS). Benefit formula for new CalPERS members is 2% @ age 62. Benefit formula for classic CalPERS members is 2.5@ age 55.

## LEAVES

- **Holiday-** 12 holidays per year (this includes 2 (4) hour-holidays- Christmas Eve and New Year's Eve).
- **Vacation-** 17 days per year for 1 to 4 years of service. Additional days are earned with additional years of service
- **Sick Leave-** 12 days per year; employees can cash out up to 40 hours of unused accrued hours once they hit 240 hours

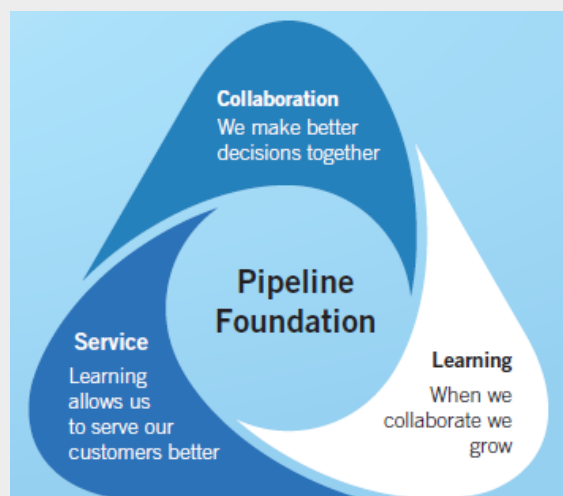
## SALARY ADJUSTMENTS

- Cost of living increases of 3.25% provided on the first pay period of each fiscal year from (2022-2027)

## ADDITIONAL BENEFITS

- Employee Assistance Programs
- Flexible Spending Accounts
- Life Insurance
- Voluntary Benefits
- Deferred Compensation Plan
- Tuition Reimbursement
- Social Security/Medicare

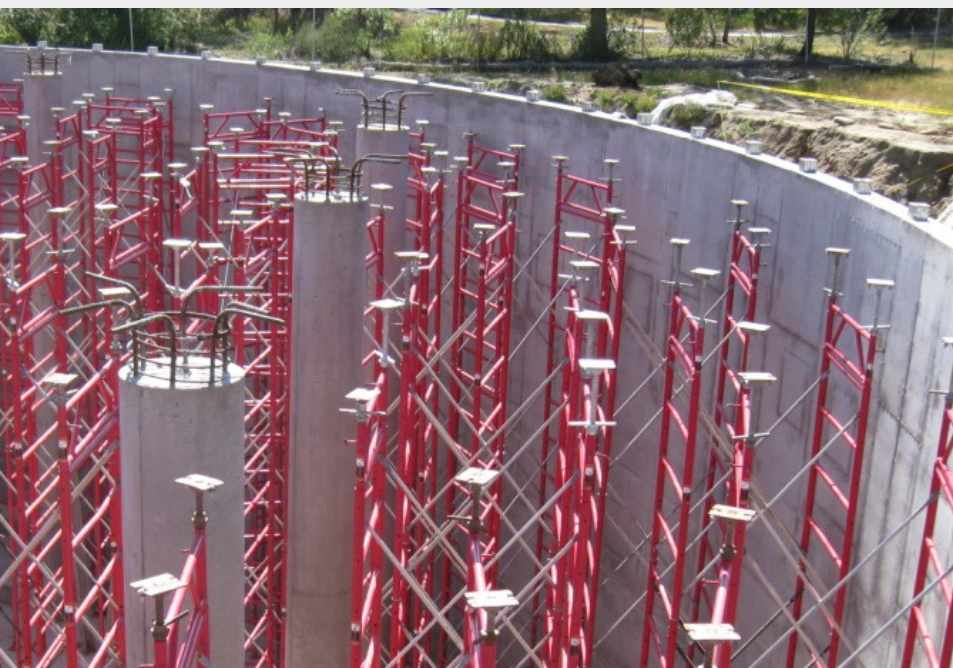
*To view the complete list of benefits, please click [here](#).*



## **HOW TO APPLY**

*Complete an application and supplemental questionnaire on the Padre Dam Municipal Water District career page:*

*[www.governmentjobs.com/careers/padredam](http://www.governmentjobs.com/careers/padredam)  
This position is open until closed.*



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