



**COACHELLA VALLEY
WATER DISTRICT**

Environmental Services Director

Annual Salary: \$196,704 - \$258,888



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COACHELLA VALLEY

The Coachella Valley has nine diverse cities: Palm Springs, Cathedral City, Palm Desert, Rancho Mirage, Indian Wells, La Quinta, Desert Hot Springs, Indio, and Coachella, as well as portions of unincorporated Riverside County that have their own unique histories and personalities. The Valley is an alluring destination for both residents and tourists alike with year-round sunshine, low cost of living, and a variety of cultural activities. Lush golf courses, sensory spa treatments, excellent dining options, natural beauty, and an exciting nightlife combine to make the ultimate resort experience. The Valley is more than a destination, it has its own distinct vibe and lifestyle. The Valley is a desert in Southern California which extends approximately 45 miles in Riverside County, southeast from the San Bernardino Mountains to the northern shore of the Salton Sea. It is approximately 15 miles wide along most of its length and is surrounded by scenic, rugged mountains. To the north is Mount San Geronio; on the north and the east, the Little San Bernardino Mountains; to the west, the San Jacinto Mountains; to the south, the Santa Rosa Mountains; and to the east in the distance, the Chocolate Mountains. With more than 350 days of sunshine per year and the warmest winters in the western US, the Valley is recognized as the golf, tennis, and polo capital of the West. Recreational hiking and horseback riding are popular in the many accessible canyon and mountain areas. The Valley draws a significant numbers of leisure travelers with its variety of attractions and special events.



THE OPPORTUNITY

CVWD is seeking a confident, dynamic leader to lead the Environmental Services Department. The ideal candidate will need to be comfortable presenting to the Board of Directors, speaking at public hearings and able to respond quickly to questions and challenges that might arise with a sensitive approach. They will need to have a mindful approach to the environmental concerns and the services provided.

Under general direction, plans and directs the Environmental Services Department. Coordinates programs with regulatory agencies to ensure District knowledge of and compliance with applicable regulatory concerns. Reviews new and changing regulations and participates in the development and implementation of procedures and monitoring and reporting programs to ensure operational compliance associated with water, wastewater, stormwater and reclamation systems.



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THE POSITION

- Develops a proactive environmental information program supportive of the District's mission and goals through interpretation of applicable environmental laws and guidelines.
- Plans and directs management assessments relating to environmental regulatory requirements including water quality, recycled water management, biosolids, hazardous waste, storm water management and pre-treatment programs. Performs research and analysis and evaluates alternatives. Discusses findings with District Management and Board of Directors. Makes recommendations regarding policy and practices.
- Coordinates with other agencies at all government levels, with environmental and natural resource agencies, and with the regulatory agencies to address critical environmental issues affecting present or future District projects.
- Manages District programs for compliance with California Environmental Quality Act and National Environmental Policy Act.
- Establishes and maintains relationships with community environmental groups to obtain and discuss ideas and concerns about existing and proposed District projects and advises District staff accordingly.
- Provides leadership and works closely with staff to ensure customer service-oriented work environment, budgets are followed, evaluates job performance and provides objectives and training opportunities.
- Oversees Sustainable Groundwater Management Act compliance and planning activities and Groundwater Sustainability Agency functions, including related groundwater producer monitoring for Replenishment Assessment Charge programs and preparation of Engineer's Report on Water Supply and Replenishment Assessment.
- Oversees water quality sampling and analysis programs to ensure compliance with local, state and federal water quality regulations, including the Clean Water Act, Safe Drinking Water Act, National Pollution Discharge Elimination System, and Porter-Cologne Water Quality Control Act.
- Oversees the inventory of CVWD groundwater and surface water assets including water rights and water usage.
- Oversees the State of California Well Numbering program for the Coachella Valley.
- Oversees the permitting, inspection and compliance monitoring of CVWD commercial sanitation accounts to ensure compliance with CVWD Rules and Regulations for Sanitation Service.
- Oversees the development of appropriate environmental documents to achieve environmental compliance for CVWD capital projects and maintenance activities.
- Coordinates closely with the Director of Engineering and Environmental Assessment Committee (EAC) Chairperson in the preparation of documents, agendas, and schedules for EAC meetings.
- Oversees biological habitat programs to ensure compliance with environmental regulations and multi-species habitat conservation programs.
- Oversees water quality, water resource, environmental and biological research that provides practical scientific information to improve CVWD performance.
- Prepares annual operating and capital budgets for consideration by District Board of Directors.
- Performs related duties as assigned.

MINIMUM QUALIFICATIONS

Education:

- Bachelor's degree or equivalent from an accredited college or university with a major in environmental science, biology, environmental engineering or a closely related field.

Experience:

- Ten (10) years or more of broad and extensive experience in water quality, water resource, source control, environmental and biological management with at least five (5) years of supervisory experience in one or more of these areas.



ATTRACTIVE BENEFITS PROGRAM

\$16,392 - \$21,574 monthly (\$196,704 - \$258,888 Annually)

At the Coachella Valley Water District, we offer the following exceptional benefits to all of our full-time employees:

- **Medical Coverage for the employee and their family:** Employee has the choice of a HSA, PPO or one of two HMO plans. Premiums are partially paid by the District.
- **Dental Plan and Vision Plan:** Both Dental and Vision coverage are provided for District employees and their dependents. Premiums are partially paid by the District.
- **Life Insurance at no cost:** Life insurance is provided for the employee for 1 ½ times their annual salary with a minimum of \$50,000 of coverage and a maximum of \$350,000 in coverage. The employee's spouse and child(ren) are also offered a policy of between \$500 - \$2000 in coverage free of charge.
- **Public Employees Retirement System (PERS):** The Coachella Valley Water District participates in the 2.5% @55 PERS Plan for those who meet the definition of Classic Members in PERS. Classic members currently pay 8% towards PERS retirement on a pre-tax basis. Effective January 1, 2013, new members to PERS participate in the 2% @62 program and new employees pay one half of the normal cost towards PERS retirement on a pre-tax basis.
- **Social Security:** The District participates in Social Security.
- **Deferred Compensation:** Three different deferred compensation plans are offered to District employees.
- **Long Term Disability Insurance:** Paid for by District employees.
- **Holidays:** 13 per year (8 set holidays, 40 hours floating holiday time).
- **Vacation:** 80 hours per year earned for the first five years of service, 120 hours per year earned for year six through year ten, 160 hours per year earned thereafter.
- **Alternative Work Week:** Employees in the Environmental Services Department have the option to work a 9/80 schedule where the employee works 9 hours a day and has every other Friday or Monday.
- **Sick Leave:** District Employees accrue 96 hours of sick leave per year.
- **Safety Shoes and Uniforms:** Both safety shoes and uniforms are provided by the District when required by the hazards of the job.
- **Educational Reimbursement:** District Employees are reimbursed up to \$3,000 per fiscal year for approved courses. \$6,000 per year is reimbursable for upper division courses in an approved degree program.

- **Performance Pay:** a lump sum payment equal to 4.5% of the annual base salary when at the salary range maximum and rated "Exceeds Expectations" on the annual performance evaluation.
- **Executive Leave:** up to 40 hours provided annually.
- **Cash equivalent payment:** up to 80 hours of accrued vacation leave once per calendar year.
- Use of District owned vehicle or a vehicle allowance up to \$500 per month.
- Retiree Medicare Supplemental Insurance premium reimbursement.

APPLICATION & RECRUITMENT PROCESS

Position open until filled and can close at any time, first review of applications is scheduled for April 3rd, 2023.

To be considered, please electronically submit your resume, cover letter, and a list of three (3) professional references (references will not be contacted in the early stages of the recruitment) [here](#).

Resumes should reflect years and months of positions held, as well as projects you have led or overseen. If you have additional questions, please contact the Recruiter:



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