



## METROPOLITAN WATER DISTRICT

# Safety, Security, and Protection Group Manager

## About The Metropolitan Water District

The Metropolitan Water District of Southern California (MWD) is a first class, state established cooperative of 26 member agencies – cities and public water agencies – that serve nearly 19 million people in six counties. As an innovative industry leader, Metropolitan imports water from the Colorado River and Northern California to supplement local supplies and helps its members develop increased water conservation, recycling, storage and other resource management programs. MWD maintains an annual operating budget of nearly \$2 billion, ensuring the vast water system runs smoothly, and it meets Southern California's water demands for generations to come.





## Governance

MWD is governed by a 38-member board of directors, representing each of the district's 26 member agencies. Each member agency is represented by one or more directors based on the assessed property valuation of its jurisdiction. Mission Statement: "The mission of the Metropolitan Water District of Southern California is to provide its service area with adequate and reliable supplies of high-quality water to meet present and future needs in an environmentally and economically responsible way."

- 26 Member Agencies
- 19 million people in service area
- 1.5 billion gallons of water delivered daily
- 5 water treatment plants
- 830 miles of pipeline infrastructure
- 240 mile Colorado River Aqueduct

To learn more about MWD, go to: <https://www.mwdh2o.com/>

## Metropolitan's Strategic Priorities

Five strategic priorities shape the General Manager's Business Plan to drive new initiatives toward organizational improvements and overall resilience:

- Empower the Workforce and Promote Diversity, Equity, and Inclusion
- Sustain Metropolitan's Mission with a Strengthened Business Model
- Adapt to Changing Climate and Water Resources
- Protect Public Health, Regional Economy, and Metropolitan's Assets
- Partner with Interested Parties and the Communities We Serve

Metropolitan's biennial budget for FY 2023/24 and FY 2024/25 reflects 1,929 regular full-time employees, including 22 regular full-time positions to support Board initiatives of Diversity, Equity & Inclusion (DEI) and Equal Employment Opportunity (EEO), as well as other critical District needs.

The District's headquarters are in downtown Los Angeles and about half of Metropolitan's employees work at headquarters. The other half work at field facilities including pumping plants, reservoirs, and water treatment plants.

Most Metropolitan employees are represented by the American Federation of State, County, and Municipal Employees (AFSCME), Local 1902; the Management and Professional Employees Association (MAPA), Local 1001; the Supervisors Association; and the Association of Confidential Employees (ACE).

## The Position

The Safety, Security, and Protection Group Manager directs and manages the Office of Safety, Security, and Protection. This position develops, implements, and maintains all related policies and procedures to ensure the safety, security, and protection of Metropolitan's personnel, infrastructures, and assets. This includes identifying and controlling of Environmental, Health, and Safety risks and determining effective and efficient practices to protect Metropolitan employees, the public, and the environment are in compliance with related statutes and regulations. In addition,

this Group Manager oversees Metropolitan's apprenticeship and technical training programs, emergency response efforts, and supports the implementation of plans and initiatives to achieve the General Manager's goals and objectives.

The Safety, Security, and Protection Group Manager serves as the primary point of contact for all public safety matters in the district to safeguard people and assets. This position oversees an approximate staff of 55 employees, with two direct reports. A background working with represented staff and an understanding of collective bargaining arrangements is required.

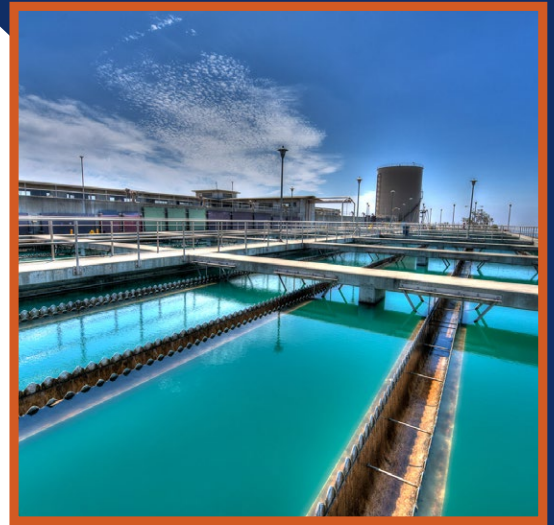
### **Other key Elements of this position include, but may not be limited to the following:**

- Ensure the security and safety of critical infrastructure and employees.
- Foster positive labor relations, enhance employee wellbeing, and address grievances and conflicts.
- Oversee the Apprenticeship Program and ensure effective recruiting, teaching, and graduation of a skilled trades technician workforce.
- Direct the preparation of Board letters and make presentations to the Board of Directors to keep them apprised of business related programs, projects, studies, and activities.
- Administration and oversight of the Group's budget to ensure the most efficient use of resources, adherence to established guidelines, and accurate and timely reporting of budgetary information.
- Plan, develop, and implement, through subordinate managers, workforce development initiatives including Metropolitan's Apprenticeship Program for skilled-craft employees.
- Represent Metropolitan before external organizations including member agencies, governmental and regulatory agencies, professional and community organizations, and the general public.
- Direct the preparation of technical and administrative reports, documents, and other related correspondence to ensure that applicable laws, regulations, policies, and procedures are adhered to.

# The Ideal Candidate

The ideal candidate will be an experienced manager and leader, a collaborative and strategic colleague who partners with Metropolitan's executive leadership team, and has the ability to influence and lead people who do not necessarily report to them. Excellent communication and interpersonal skills are required to work with various departments and have the ability to articulate ideas and concepts to different audiences including field operations and line staff, interdepartmental managers, elected officials, and the general public. The selected candidate will be proactive and solutions-oriented with the ability to create a collaborative team oriented working culture. Experience working with diverse and matrixed teams and having an encouraging and motivational style of leadership is ideal.

The chosen candidate will have general knowledge in one or all key areas including workplace safety, emergency response, environmental health, infrastructure security, and apprenticeship programs as well as demonstrated experience with interdisciplinary group leadership, public sector personnel practices and regulations, financial and budgeting practices and procedures and knowledge of relevant federal, state, and local laws.



## Minimum Qualifications

Bachelor's degree from an accredited college or university majoring in one or more of the following Environmental & Occupational Science, Public Health, Public Safety Management, Criminal Justice, or a related field and fourteen (14) years of increasingly responsible relevant experience, of which five (5) years must have been in a management or supervisory position.

### OR

An advanced degree from an accredited college or university majoring in one or more of the following Environmental & Occupational Science, Public Health, Public Safety Management, Criminal Justice, or a related field and twelve (12) years of increasingly responsible relevant experience, of which five (5) years must have been in a management or supervisory position.

### Relevant Experience is defined as:

- Facility Security Management – private, public, or federal including FBI field offices or DHS Federal Protective Service with increasing management responsibility in administration and oversight.
- Emergency Services Management – demonstrated experience with emergency preparedness programs and/or crisis and emergency management.
- Environmental Health and Safety– demonstrated experience with hazardous environments and associated regulations; OSHA regulations; and incident investigations.

### LICENSE REQUIREMENT

- Valid California Class C Driver license or equivalent that allows you to drive in the course of your employment is required at time of application.

### DESIRABLE QUALIFICATIONS

- Peace Officer Standards Training (POST) Certificate
- Registered Environmental Health Specialist
- Experience working with local and federal law enforcement and the California Office of Emergency Services.
- Current or previous certification with the State Emergency Management System/National Incident Management System.





# Salary Range And Benefits

The salary range for this position is \$230,506 - \$314,870.

Salary is supplemented by a generous benefit package that includes:

- **Retirement:** CalPERS Classic member: 7% for classic members paid by MWD upon date of hire, formula is 2% @ 55. New member formula is 2% @ 62 (8% employee contribution).
- **Medical Insurance:** Maximum of eleven (11) medical plans provided through CalPERS (two PPO and nine HMO) available for employee and qualified family members depending on location. MWD's contribution to premium is 100% of the highest HMO in either Region 2 or 3.
- **Dental Insurance:** PPO coverage provided through Delta Dental at no cost to employee and qualified family members.
- **Vision Insurance:** PPO coverage provided through VSP at no cost to employee. Family coverage available at a monthly flat rate of \$12.18.
- **Deferred Compensation:** MWD provides 401(k) plan matching contribution of \$1 to \$1 up to 4.5% of earnings. A voluntary 457(b) plan with no match is also available to employees. Employees can elect to defer monies on a pre-tax or after-tax basis for both 401(k) and 457(b) accounts.
- **Retirement Medical Insurance:** Retiree medical coverage is provided by CalPERS to retirees based on the 10/20 vesting schedule. Employees must have 10 years of CalPERS service with 5 of the 10 years at MWD to earn 50% of the employer contribution, earning 5% for each year of service thereafter.
- **Annual Leave:** 10-25 days per year based on years of service.
- **Holidays:** 15 paid holidays per year.
- **Sick Leave:** Up to 12 sick days per year.
- **Personal Leave:** 24 hours of personal leave.
- **Life Insurance:** Basic coverage provided by MWD for 1 times annual salary. Employees may purchase additional coverage up to a combined max of \$400,000.
- **Long Term Disability:** Basic coverage provided by District, with an option to upgrade at the employee's cost.
- **Wellness:** Annual reimbursement of up to \$400 for wellness purchases including gym membership, equipment, weight loss programs and annual screenings.
- **Other Benefits Include:** Pre-tax Health and Dependent Care Flexible Spending Accounts offered, access to employer provided credit union, and EAP.



## Application Process and Recruitment Schedule

The final filing date is Friday, March 7, 2025.

To be considered, please electronically submit your resume, cover letter and a list of five professional references (references will not be contacted in the early stages of the recruitment) to: <https://koffassociates.com/mwd-ssp/gm/>

Resumes should reflect years and months of positions held, as well as size of staff and budgets you have managed. For additional information, please contact:



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Resumes will be screened based on the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultant. Koff & Associates will report the results to the District. The District will then select candidates to participate in District interviews. Extensive reference and background checks will be completed on the selected candidate.