and implementation of new processes developed as a result of the plant upgrade. Excellent communication and interpersonal skills are essential for the success of this individual.

Other characteristics and attributes that the new Deputy Director will be expected to possess include:

- Understanding pertinent regulatory issues and developing strong working relationships with regulatory agencies, non-governmental organizations, and community groups to develop and update regulations related to the utility;
- Demonstrating leadership complemented by a high level of initiative, interpersonal and cultural sensitivity, creative and flexible problem solving skills, and excellent internal and external communication skills;
- Possessing a sensitivity to and understanding of financial matters relating to municipal utility services;
- A consensus builder, and a facilitator;
- Possess a high level of integrity, honesty and credibility;
- Reputation as a leader who creates a working environment that is supportive of staff, allows employees to grow and flourish in their positions, and develops teamwork among staff; and
- Demonstrated knowledgeable of sanitary, civil, and related engineering fields as applied to planning, design, construction, and operation of wastewater treatment and disposal facilities.

In summary, the City of Stockton is seeking a highly qualified and experienced wastewater administrator who incorporates a professional, open, collaborative, and friendly approach to the overall operations of the Utility. The Deputy Director must be a leader capable of addressing the vast array of challenges and opportunities present in a multi-faceted organization.

The Compensation

The Deputy Director position has an annual salary up to $137,695; if a candidate is registered as a Professional Engineer in the State of California, the salary is up to $149,345. The City also offers an excellent benefit package that includes:

- Retirement: CalPERS with a 2% @ 62 formula for employees new to CalPERS. Employees considered “classic” members receive 2% @ 60 benefit formula;
- Vacation: 120 hours of vacation per year;
- Health Benefits: The City pays a significant portion of the premium for medical/hospitalization, dental/orthodontia, vision, and prescription coverage for employees and dependents, and offers a choice of two plans;
- Holidays: 12 fixed and 1 floating per year;
- Sick Leave: 96 hours per year;
- Deferred Compensation: A deferred compensation plan is available at the employee’s option;
- Section 125 (Flexible Spending Account): Employees may participate on a pre-tax basis for day care and medical expense reimbursement;
- Life Insurance: Policy value of $50,000.

The Compensation

To Be Considered

This is a confidential recruitment and will be handled accordingly throughout the various stages of the process. Candidates should be aware that references will not be contacted until mutual interest has been established. Candidates are encouraged to apply immediately, with the first review of resumes to begin following the application deadline of October 28, 2016. Electronic submittals are strongly preferred to Ralph Andersen & Associates at apply@ralphandersen.com and should include a compelling cover letter, comprehensive resume, salary history, and five professional references.

Ralph Andersen & Associates will conduct preliminary interviews as applications are received. Only the most highly qualified candidates will be invited for an on-site interview. Confidential inquiries are welcomed. Those interested are encouraged to contact Gary Peterson at (916) 630-4900.
The City of Stockton

Located in the heart of the Central Valley along the San Joaquin Delta waterway, Stockton is the 13th largest city in California with a diverse population exceeding 300,000. With its central location, affordable housing, and emerging economy, Stockton has become one of the premier communities in the San Joaquin Valley and a very desirable place to live, work, and raise a family. During the 2008 economic downturn, Stockton was one of three California cities that sought and received bankruptcy protection. Since that time, the City has demonstrated fiscal discipline, restored its fiscal health, and emerged from bankruptcy in less than three years. In 2015, Stockton regained its All-America City status for the third time, and has been named by U.S. News and World Report as one of the top 100 places to live in the country. The City is a stronger, more fiscally conservative organization focused on sustaining long-term financial health and best practices.

As a revitalized downtown, Stockton has reestablished itself as a key destination for sports, entertainment, and meetings. The historic Bob Hope (Fox) Theatre is one of only two movie palaces in the Central Valley and hosts live performances. The Stockton Symphony is the third oldest continuously performing orchestra in California. The Stockton Arena seats over 10,000 fans and is home to the Calgary Flames professional ice hockey affiliate, the Stockton Heat. The Arena also hosts concerts and other events and is part of a downtown waterfront entertainment center that includes Banner Island Ballpark, the home of the Stockton Ports minor league baseball team, and the University Plaza Waterfront Hotel. The Stockton Arena will host the NCAA Women’s Basketball Regional, Sweet 16, and Elite Eight in 2017. Stockton is a popular recreational destination where residents and visitors have an opportunity to participate in a wide range of activities across the City’s 66 parks. From picnic areas, assorted sports fields and courts, skate parks, ball diamonds, football and soccer fields, tot lots, fountains, tennis courts, and more, the City offers a variety of affordable, high-quality recreation activities and programs for all ages. Additionally, the Delta provides miles of waterways for water skiing, boating, fishing, and other water activities. There are also many opportunities to enjoy music, theater, dance, literary events, and other cultural and entertainment activities throughout the year.

The community offers numerous higher education options including the University of the Pacific, California State University Stanislaus (Stockton campus), San Joaquin Delta Community College, Humphreys College and School of Law as well as a variety of other private and vocational schools.

The City Organization

The City of Stockton is a Charter City with a City Council/City Manager form of government. The City Council includes a directly elected Mayor and six council members elected to 4-year terms. The City Council appoints the City Manager, City Attorney, City Auditor, and City Clerk. This full-service City has a combined annual operating and capital budget of approximately $584 million and 1,647 budgeted positions across various departments including: Administrative Services, Community Development, Community Services, Economic Development, Fire, Human Resources, Information Technology, Municipal Utilities, Police, and Public Works. The City’s mission is to foster and maintain the City of Stockton as a great place to live and to raise a family.

The Municipal Utilities Department

The Municipal Utilities Department (MUD) is comprised of Water, Wastewater, and Stormwater Enterprises regulated and supported by user fees restricted to the specific utility:

- **The Water Utility** provides drinking water service to more than 55% of the Stockton Metropolitan area. The state of the art Delta Water Supply Treatment Plant began operation in May 2012, providing up to 30 million gallons per day of treated surface water from the Sacramento/San Joaquin Delta and Mokelumne Rivers. The Water Utility maintains a water transmission and distribution system, which includes 7 reservoirs, 590 miles of pipeline, 48,000 meters, and 7,000 fire hydrants. A recently completed Proposition 218, completed in June, established water rates that position the utility well for the next five years.

- **The Wastewater Utility** provides wastewater services to several San Joaquin County service areas and special districts outside the city limits. The Utility operates and maintains a wastewater collection system of approximately 900 miles of gravity sewer main and 554 miles of lower lateral pipe that flow to 27 pump stations and 30 miles of pressurized force mains from many connections. The pump stations send the wastewater to the Regional Wastewater Control Facility (RWCF), a 55-million gallon per day advanced treatment facility to remove regulated pollutants prior to discharge into the San Joaquin River. The RWCF was constructed over 60 years ago, with some processes reconstructed within the last 20 years. A $150 million plant upgrade has been authorized to modernize and improve the treatment process. The Capital Improvement Plan and Energy Management Plan will help the Utility meet regulatory requirements and implement energy generation and energy savings measures.

- **The Stormwater Utility** consists of 74 pump stations, over 600 miles of pipeline and 22,500 drain inlets to route stormwater from city streets, into local basins and waterways. The utility is responsible for oversight and compliance with the City’s National Pollutant Discharge Elimination System (NPDES) permit. The Municipal Utilities Department has 218 approved full-time positions spread across the following areas: Administration, Business Services; Collections; Engineering; Environmental Compliance; Laboratory; Maintenance; Stormwater; Wastewater; Water; and Water Resources. MUD has an annual budget $121 million including $10.5 million in capital projects. All three utilities remained solvent throughout Stockton’s bankruptcy, and even completed favorable debt refinancing while the City put the General Fund back in order.

In summary, MUD is responsible for furnishing water, wastewater, and stormwater services for residential, commercial, and industrial customers within the city limits of Stockton and beyond. In the delivery of these services, the Department is responsible for the City’s compliance with state and federal agencies; reviews and makes recommendations concerning proposed revisions to state and federal regulations. The Department is also responsible for utility planning, utility capital improvements, utility financial management, and water resources management.

The Position

The Deputy Municipal Utilities Director / Wastewater (Deputy Director) is an at-will position, reporting directly to the Director of Municipal Utilities and is responsible for providing leadership and oversight to a staff of 38 in the Wastewater Utility. This position is a key member of the MUD’s Executive Team with responsibilities of planning and coordinating, through the subordinate managers, the operations of the wastewater treatment plant and regulatory compliance of the Division. The Wastewater Utility has a $64.9 million budget that includes a $7.2 million Capital Improvement Program for fiscal year 2016 and 2017. With a plant upgrade underway and significant capital improvement projects on the horizon, the Deputy Director must have a solid understanding of wastewater operations and have a strong regulatory background. The Deputy Director must also exercise substantial latitude and discretion to achieve effective and efficient utilization of resources to manage this organizational unit. The ideal candidate will possess knowledge of municipal wastewater plant and processes and experience with plant upgrades as well as with energy management, including alternative energy sources (i.e. solar).

**Principle duties of this position include:**
- Plans, organizes, coordinates, administers, and reviews the work of supervisors responsible for technical services and wastewater treatment.
- Develops and directs the implementation of goals and objectives, policies, procedures, and work standards for the Division; provides for staff training and development.
- Prepares estimates of staffing, materials, and equipment required for projected activities.
- Reviews and approves engineering plans and specifications for proposed plant modifications or additions.
- Supervises and coordinates the implementation of new or revised plant operation programs and processes; closely monitors the performance of such operations during start-up and initial operation.
- Researches technical wastewater treatment issues; prepares reports and recommendations for improvement in plant operations and maintenance as well as related issues.
- Prepares reports for submission to state and federal regulatory agencies; reviews and makes recommendations concerning proposed revisions to state and federal regulations.
- Develops and administers the Division’s operating and capital improvement program budgets.
- Provides for the development and implementation of the Division’s training and safety programs.
- Maintains liaison with and represents the City in meetings with state and federal regulatory agencies and consultants.

The Ideal Candidate

With significant and relevant experience in the wastewater field, the ideal candidate must possess a thorough working knowledge of wastewater operations and regulatory issues as well as the skills necessary to effectively manage a complex wastewater agency. In addition, the candidate must be able to articulate in public relations and outreach programs to further MUD’s mission is necessary. Top candidates will have strong technical skills in this highly regulated setting, ensuring that all services and operations are in compliance with all licenses and regulations. The successful candidate will be a confident, creative, and innovative leader who is comfortable discussing and debating issues and ideas in an open forum. The successful candidate will bring a strong record of promoting and achieving a work setting that is safe for employees and prevents damage to property and the environment. The Deputy Director will apply professional and operational standards to the development of
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In summary, MUD is responsible for furnishing water, wastewater, and stormwater services for residential, commercial, and industrial customers within the city limits of Stockton and beyond. In the delivery of these services, the Department is responsible for the City’s water and wastewater plant compliance activities, including compliance with mandated State and Federal regulations regarding the quality of water delivered as well as wastewater and stormwater discharged and its impact on the environment. The Department is also responsible for utility planning, utility capital improvements, utility financial management, and water resources management.

The Position

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Principle duties of this position include:

• Plans, organizes, coordinates, and administers, and reviews the work of supervisors responsible for technical services and wastewater treatment.

• Develops and directs the implementation of goals and objectives, policies, procedures, and work standards for the Division; provides for staff training and development.

• Prepares estimates of staffing, materials, and equipment required for projected activities.

• Reviews and approves engineering plans and specifications for proposed plant modifications or additions.

• Supervises and coordinates the implementation of new or revised plant operation programs and processes; closely monitors the performance of such operations during start-up and initial operation.

• Researches technical wastewater treatment issues; prepares reports and recommendations for improvement in plant operations and maintenance as well as related issues.

• Prepares reports for submission to state and federal regulatory agencies; reviews and makes recommendations concerning proposed revisions to state and federal regulations.

• Develops and administers the Division’s operating and capital improvement program budgets.

• Provides for the development and implementation of the Division’s training and safety programs.

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The Ideal Candidate

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Other characteristics and attributes that the new Deputy Director will be expected to possess include:

- Understanding pertinent regulatory issues and developing strong working relationships with regulatory agencies, non-governmental organizations, and community groups to develop and update regulations related to the utility;
- Demonstrating leadership complemented by a high level of initiative, interpersonal and cultural sensitivity, creative and flexible problem solving skills, and excellent internal and external communication skills;
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In summary, the City of Stockton is seeking a highly qualified and experienced wastewater administrator who incorporates a professional, open, collaborative, and friendly approach to the overall operations of the Utility. The Deputy Director must be a leader capable of addressing the vast array of challenges and opportunities present in a multi-faceted organization.

Minimum Qualifications

Candidates must possess a Bachelor’s degree from an accredited four-year college or university with major coursework in engineering or a closely related field and three years of supervisory experience in a major water or wastewater utility. Additional lead or operational level experience may be substituted for education on a year-for-year basis to a maximum of two years.

Possession of a valid California Registration as a Professional Engineer in the State of California is highly desired, as is possession of a California Grade V Wastewater Treatment Plant Operator’s Certificate.

The Compensation

The Deputy Director position has an annual salary up to $137,695; if a candidate is registered as a Professional Engineer in the State of California, the salary is up to $149,345. The City also offers an excellent benefit package that includes:

- Retirement: CalPERS with a 2% @ 62 formula for employees new to CalPERS. Employees considered “classic” members receive 2% @ 60 benefit formula;
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- Work Schedule: 9/80 with alternating Fridays off.

To Be Considered

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