



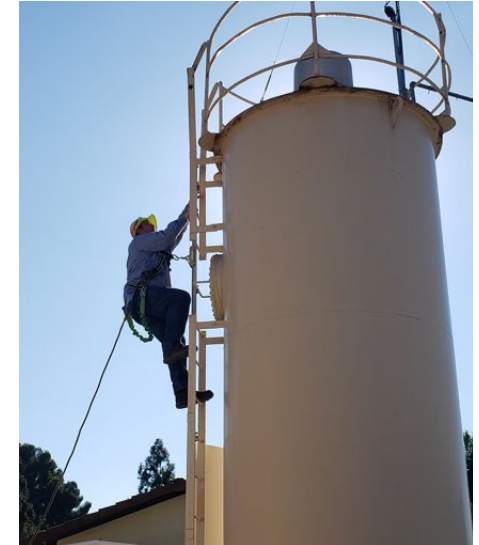
Crescenta Valley Water District

General Manager

Recruitment Services Provided by Ralph Andersen & Associates



The Opportunity

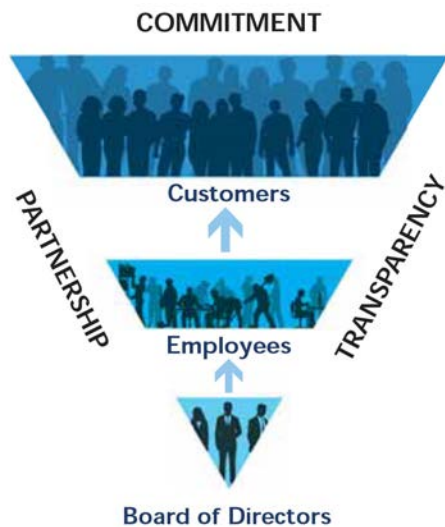


The Crescenta Valley Water District presents an excellent career opportunity to join a forward-thinking organization dedicated to providing the highest quality of service to water and wastewater customers in the Crescenta Valley in Southern California. Ideal candidates must have a proven track record of proactive, participative management experience and possess excellent interpersonal, problem solving, communication, leadership, and financial management skills. The General Manager is responsible for all functions of the District including Water Resources, Engineering, and Operations Departments, and directly responsible for a staff of approximately 30 full-time employees, with an operating budget of over \$15 million.

Our Mission

To provide quality water and wastewater service to the Crescenta Valley community in a dependable and economically responsible manner.

Guiding Principles



Values



Our Vision

Secure sustainable water supplies and ensure infrastructure reliability, while furthering our commitment to accountability, transparency, and cost-effectiveness.

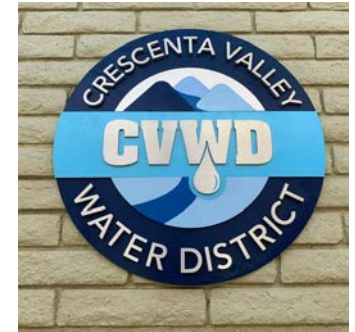
Crescenta Valley Water District

The Crescenta Valley Water District (CVWD) was formed as the Crescenta Valley County Water District on December 14, 1950, by a vote of the local residents. The District is located in the Crescenta Valley area of Los Angeles County in the foothills of the San Gabriel Mountains, between the San Fernando and San Gabriel valleys. The CVWD provides water distribution and sewage collection within its boundaries to the unincorporated communities of La Crescenta, Montrose, and Verdugo City as well as a small portion of the City of La Canada-Flintridge.

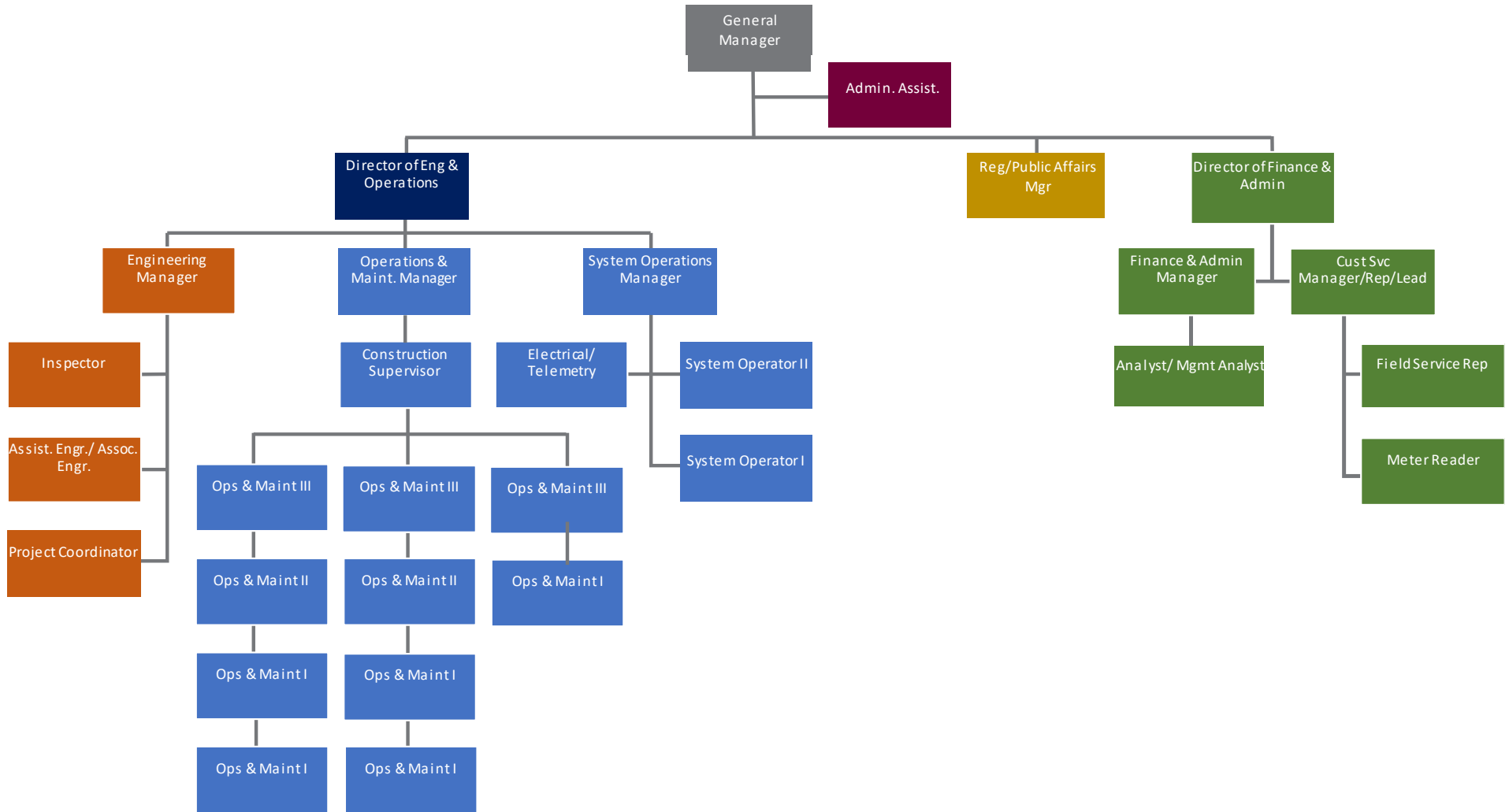
The CVWD serves an area of approximately 4 square miles in relatively steep terrain. The customer base is primarily residential with some light commercial. The CVWD currently provides water to over 8,000 accounts representing a population of approximately 32,000 people. Customer growth is steady and residential growth is occurring through increased housing density in the multiple-unit zoned areas as well as limited in-fill housing development on random parcels in La Crescenta.

The Position

Under direction of the Board of Directors, the General Manager serves as the Chief Executive Officer for the District and provides consultation and recommendations on the development and implementation of District programs and policies; oversees development of the agenda and information for Board meetings; and represents the Board's policies and programs with employees, community representatives, and other government agencies. The General Manager oversees the preparation of annual budgets, submits long-term capital improvement plans for approval and implementation as required; and maintains continuous awareness of industry practices, legislation, and regulations. The General Manager recommends and implements operational improvements to ever increase the efficiency, economy, and the productivity of District operations.



CVWD Organizational Chart



The Ideal Candidate

The Crescenta Valley Water District is seeking a General Manager who will preserve and continue to build upon the legacy of excellence that currently exists in the organization. CVWD seeks a leader with significant and relevant experience managing a water agency with similar scope and complexities.

The ideal candidate will have a verifiable and highly successful career with a record of demonstrated leadership in guiding an organization that embraces best practices while providing a constructive culture to deliver its mission effectively and efficiently. The successful candidate will be a confident, creative, and innovative leader who is comfortable operating in a robust and dynamic environment. The next General Manager must have a proven ability to instill a culture of change that maximizes both staff and advanced technology resources. Candidates must have a proven track record of achieving goals and be comfortable in an active labor environment, and have knowledge of California water issues, regulations, water distribution and wastewater collection systems.

In summary, CVWD is seeking a highly qualified and experienced General Manager who incorporates a professional, open, and friendly approach to the overall operations of the District. Perhaps most importantly, the General Manager must be perceived as a credible leader willing to deal with a vast array of issues in a multi-faceted organization. Maintaining a fair and impartial approach to all communication with staff and the Board of Directors is paramount.



Education and Experience Requirements

Education/Training: Equivalent to a bachelor's degree from an accredited college or university. A master's degree is desirable.

Experience: Seven years of progressively responsible experience in any combination of Engineering, Finance, Operations, Water Resources, and Management.

It is important that applicants have a general knowledge of California water policies, regulations, and issues. Ideally, candidates will have executive level experience at a water district.



Compensation

The salary for the General Manager is dependent upon qualifications and experience (DOQE). In addition to salary, CVWD offers a comprehensive benefit plan including:

Retirement: Retirement is provided under CalPERS, using the 2% at age 55 formula for "Classic" Members. The District pays for the employee contribution portion.

Retirement is provided using the 2% at age 62 formula for "New" Members. The definition of "Classic" or "New" is determined by CalPERS, according to their predetermined criteria.

Health Insurance: The District offers three medical plans: Anthem PPO, Anthem HMO and Kaiser HMO. The District pays for the Employee +1, not to exceed the cost of premium for employee +1 at the Anthem Cal Care HMO plan.

Employees have an option of receiving Vision and Dental, also at employee +1; or option for reimbursement plan at 80%. Additionally, a \$300 wellness stipend is paid annually.

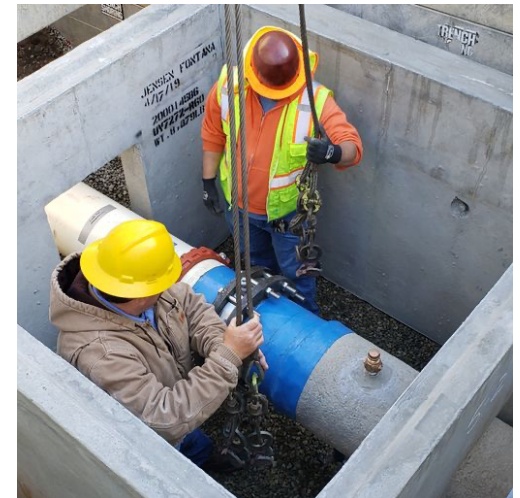
Life Insurance: The District offers up to a \$150k Life and AD&D policy. A dependent life and LTD policy are also paid for by the District.

Deferred Compensation: CVWD has two deferred compensation plans available to employees.

Leaves: Twelve (12) recognized paid holidays per year, eleven (11) sick days, eight (8) administrative days and three (3) floating holidays. Vacation leave is offered at 80 hours for years one to four, 120 hours from five to fifteen, and 120 hours thereafter.

Educational Reimbursement: CVWD provides for an education reimbursement of 50% of eligible expenses up to \$7,000. If the employee leaves within 24 months after receiving the educational benefit, a pro rata share will be deducted from the final paycheck.

Additional benefits available include: The District offers a 9/80 work schedule, direct deposit, an employee assistance program, certification reimbursements, and access to the Glendale Credit Union.



To Be Considered

This is a confidential process and will be handled accordingly. References will not be contacted until mutual interest has been established. Interested candidates should apply immediately. This position is open until filled; however, candidates are encouraged to apply early in the process for optimal consideration. Resumes will be reviewed and evaluated throughout the recruitment process. **This recruitment may close at any time once a strong pool of candidates is received.**

To be considered, candidates must submit a compelling cover letter, comprehensive resume, and four professional references via email to apply@ralphandersen.com.

Ralph Andersen & Associates will conduct the initial evaluation of submitted materials to determine the best overall match. The evaluation and selection process may consist of a supplemental questionnaire and/or written exercise(s) to further evaluate relative experience and overall suitability for this position. Employment history, degrees obtained, and other certifications/accomplishments will also be verified. Should you have any questions regarding this position or the recruitment process, please call Mr. John Rossi at (916) 630-4900. Confidential inquiries are welcomed.

*Crescenta Valley Water District
is an Equal Opportunity Employer*

www.cvwd.com