



San Joaquin County  
 Human Resources  
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Phone: 209-468-3370

San Joaquin County is an Equal  
 Opportunity Employer



Recruitment Announcement  
 0519-EC2155-01

## Come Join Our Nationally Recognized Award-Winning San Joaquin County Public Works Team

### Apply Now: Position Open for Water Resources Manager

#### Why It's a Valued Position

- The San Joaquin County Public Works Department is progressive, highly innovative and team-oriented. We think outside-the-box and members of our staff are always encouraged to offer fresh new ideas and engage in a dynamic, fast-paced atmosphere.
- Fulfillment of this role will result in incredible job satisfaction through the close connections the manager will form on a daily basis with members of the community, knowing that when projects are completed or problems are resolved, your leadership made a positive difference in people's lives throughout the region and Statewide.
- Days are often spent with community leaders and stakeholders where decisions are informed by the work you do. Your input based on your expertise and the relationships you foster will make a difference.
- You will have the unique opportunity to work with world-leading agricultural production amid a strengthening economy fueled by smart residential and commercial development and home to one of the most unique natural resources in the world, the Sacramento-San Joaquin Delta. The new manager will help navigate policies and programs that address and balance the challenges of sustaining a socially, economically, and environmentally thriving community.

#### The Ideal Candidate

- A proven leader with highly organized and collaborative managerial skills and is attentive and responsive to the needs of diverse interest groups at the local, regional, statewide, and national levels.
- A problem solver who is able to understand differing viewpoints and negotiate compromises among stakeholders.
- An advocate who is passionate about successful outcomes for the community and the region.
- A politically savvy professional with both policy and legislative experience.
- A strong communicator with excellent verbal and writing skills in order to interact effectively with County, State and federal officials and staff, as well as the general public.

#### A Department of Award-Winning Innovators

- The Public Works Department provides quality service to protect the health and welfare of the public and preserve the County's many infrastructure investments.
- Our staff of 400 plans, designs, constructs, operates and maintains public County roads, bridges, water, wastewater systems, flood control and solid waste systems. Many of our award-winning infrastructure projects have been recognized on the state and national levels.
- Our mission is to create a strategic outlook in which we always strive to innovate in processes and technology, enhance fiscal transparency and accountability, and invest in staff development and partnerships with members of our community and industry.

**Note:** The last person to hold this position was named the 2018 Water Resources Manager of the Year by the 24-county Sacramento Chapter of the American Public Works Association (APWA).



# WATER RESOURCES MANAGER TYPICAL DUTIES

- Coordinates the development of water resource and flood control plans, programs and projects; coordinates staff and consultants as necessary for complex studies of water resource and flood control needs, engineering feasibility studies, preparation of engineering plans and specifications, or other documents as required; monitors consultant contract provisions; recommends and develops changes as appropriate.
- Represents the County's interests in federal, state, regional and local governing boards, committees and task forces; testifies when necessary at federal, state, regional and local governing boards to describe and defend the County's interests; provides staff services as necessary.
- Manages efforts to obtain a supplemental surface water supply by maintaining liaison among public jurisdictions, private entities, and the public to encourage cooperation on all water issues and to resolve potential conflicts; manages the formulation of coalitions with other agencies
- Supervises the development of comprehensive and long-range engineering plans for surface water supply and flood control; directs engineering and administrative services provided to county-operated water agencies and recommends action to be taken; provides technical program management on hydrologic and hydraulic analyses; directs the monitoring of groundwater levels and quality; maintains mandated records and prepares special reports and/or correspondence pertaining to water resources and flood control.
- Reviews and analyzes the local effect of legislation or federal, state, other county or local water plans, facilities and programs; manages efforts to monitor, establish position, modify and support or oppose legislation related to water matters.
- Assigns, trains, supervises and evaluates the work of subordinate staff; resolves personnel and staffing problems; performs related work as required.

## *Challenges & Opportunities*

- Coordinating the Department's water management activities and programs with other agencies and stakeholders;
- Serving as the Department's lead on various policy and regulatory issues regarding water supply and floodplain management, and providing technical assistance in these areas; and
- Managing a team of both seasoned and newly hired professionals to maximize their effectiveness, along with fostering leadership and technical development to help ensure employee success.

# IMPORTANT WORK PLAN ELEMENTS FOR THE UPCOMING YEAR

- Coordinating the efforts of the 15-agency Eastern San Joaquin Groundwater Authority to develop a Groundwater Sustainability Plan (GSP) for the Eastern San Joaquin sub-basin and initiate implementation of the plan; establishing governance and coordinating development of a GSP for the Tracy sub-basin.
- Supporting the San Joaquin Area Flood Control Agency's effort to establish multi-jurisdictional funding mechanisms for nearly \$200 million in flood risk reduction measures for the Mossdale Tract (Lathrop / Manteca / South Stockton) area.
- Updating the Integrated Regional Water Management Plan for the Eastern San Joaquin region.
- Developing a Storm Water Resources Plan for San Joaquin County.
- Coordinating on-going planning, legislative, outreach, coalition-building, and advocacy activities related to County interests and adopted policies for the Sacramento—San Joaquin Delta.

# WATER RESOURCES MANAGER

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## COMPENSATION PACKAGE

**Annual Base Salary: \$108,638-\$132,038†**

In addition to base salary, the County offers a Cafeteria Plan in the annual amount of \$24,023 which is considered the employer's benefit contribution and may be used to purchase medical, dental, and vision coverage. Depending on a candidate's health plan selection, premiums not paid by the Cafeteria Plan allowance will be the employee's responsibility through a pre-tax deduction. Unused monies are paid as additional salary.

- ◆ 457 Deferred Compensation Plan with a 2% employer contribution
- ◆ Vacation cash-out up to 8 days annually
- ◆ 1937 Act retirement plan with reciprocity with CalPERS
- ◆ 125 Flex Benefits Plan
- ◆ 15 days of vacation leave a year (20 days after 10 years, and 23 days after 20 years)
- ◆ 12 days of sick leave annually with unlimited accumulation
- ◆ 14 paid holidays per year
- ◆ 10 days of administrative leave year
- ◆ Life Insurance

For further information regarding benefits, please access the County's benefits website at: [www.sjgov.org/department/hr/benefits](http://www.sjgov.org/department/hr/benefits)

†Compensation is under review for possible revision.

### Potential Cashable Compensation

	Step 1	Step 5
Annual Base Salary	\$108,638	\$132,038
2% Deferred Comp	\$2,173	\$2,641
Vacation Cash Out - 8 days annually	\$3,343	\$4,063
Cafeteria Plan	\$24,023	\$24,023
<b>Total</b>	<b>\$138,177</b>	<b>\$162,765</b>

### RECRUITMENT INCENTIVES\*

- ◆ Reimbursement of qualifying moving expenses up to \$2,000
- ◆ Vacation accrual rate consistent with candidate's total years of Public Service
- ◆ Sick leave credit up to 160 hours of unreimbursed sick leave from prior employer

\*Examples of recruitment incentives may be available. Incentives must first be approved by the San Joaquin County Administrator.

## DESIRABLE QUALIFICATIONS:

**Experience:** Six years of responsible administrative, analytical, or engineering work on water resource and related issues.

*This position is exempt from the San Joaquin County Civil Service system.*

*Appointments to exempt positions in San Joaquin County are at-will and not governed by the Civil Service Rules.*

## APPLICATION AND SELECTION

Completed application package **must include the completion of the supplemental questionnaire** and is to be submitted to the Human Resources Division.

**Final Filing Date: June 14, 2019**

Please submit your application along with the supplemental questionnaire to:

San Joaquin County Human Resources  
44 N. San Joaquin Street, Suite 330  
Stockton, CA 95202  
Tel: 209.468.3370 Fax: 209.468.0508

OR

online at: [www.sjgov.org/department/hr](http://www.sjgov.org/department/hr)



All applications will be reviewed for qualifications. If warranted by the number of applicants, applications may be reviewed by a screening panel. If utilized, the screening panel will select those most qualified to be considered for participation in the selection processes.

Final appointment will be conditional upon successfully passing a pre-employment drug screening test as well as DOJ Live Scan fingerprinting.

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# Water Resources Manager

## SUPPLEMENTAL QUESTIONS

Please submit responses to the following questions along with your employment application to the San Joaquin County Human Resources Division. Please number your responses and address each question separately and limit one page per question. When answering the questions below related to your experience, please provide a detailed description that includes **the name of your employer, your dates of employment, and your job title.**

**If you have no experience in the following areas, please annotate “none”.**

1. Describe your professional experience in a supervisory, management and/or administrative capacity. Include in your description the organization, its size and your role and responsibilities.
2. Describe your experience developing and managing projects, work programs, and their associated budgets.
3. Describe your experience working to build consensus on policies, projects and/or programs involving multiple stakeholders.
4. Describe your experience presenting before a board, council, or commission, and describe your role.
5. Describe your experience developing long-range water resource and/or flood control plans and feasibility studies.
6. Describe your experience developing policy and advocacy positions on local, state and/or federal legislation, regulations or policies.