

GOLETA WATER DISTRICT



GENERAL MANAGER



THE COMMUNITY

Goleta is located approximately ten miles west of Santa Barbara and 100 miles northwest of Los Angeles in Santa Barbara County. The City itself was incorporated in 2002, but the area is rich with history. The community has seen a great deal of growth from its rural beginnings but has maintained the ambiance of a small town. Goleta is a safe and active community which prides itself on the high quality of life and water resources available to its residents. In fact, in 2008, *CNN Money* listed Goleta as one of the “Best Places to Live.”

The Goleta community includes residential, commercial, industrial and agricultural areas. Quiet neighborhoods include a balance of single-family homes and multi-family apartments. The principal industrial sector of Santa Barbara County is located in Goleta, and is home to approximately 80 research and development firms in the hi-tech field. These include specialization in electronics, telecommunications, medical research, defense, national security and remote sensing manufacturing that contribute to the local economy. A busy Old Town commercial area is home to long-established businesses as well as new start-ups.

Goleta Union School District has earned its reputation as a high achieving district. Several of its schools have been honored with the State's Distinguished School Award.

There are also a number of private primary and secondary schools in the area. The University of California, Santa Barbara is located within the District's service area and offers countless academic and cultural resources.

The region has a year-round mild and sunny climate, with a daytime average temperature between 60-70 degrees. An inviting climate makes it easy for residents to

enjoy the many recreational facilities located in the region. Parks, playgrounds and open spaces provide access to hiking, golf, biking, boating, fishing, surfing and numerous other activities. The area has several noteworthy parks including the newly created Ellwood Open Space on the bluffs overlooking the Pacific Ocean which provides hiking and equestrian trails and beach access.

The Goleta community is within easy driving distance of numerous other recreational possibilities. Neighboring beaches along the Central Coast provide full campground facilities offering the unspoiled beauty of the Pacific Ocean.

Also a short drive away is Santa Barbara County's wine country, perfect for a day trip or a long weekend.

GOLETA WATER DISTRICT

Formed in 1944, the Goleta Water District (GWD) today provides water to over 80,000 customers (residential, business and agricultural) throughout Goleta and selected parts of Santa Barbara. District operations are supported by 60 full-time staff and an annual operating budget of

approximately \$25 million. GWD serves more than 15,000 water accounts using roughly 230 miles of pipeline to deliver water to its customers. The District's mission is to provide an adequate supply of quality water at the most reasonable cost to the present and future customers within the Goleta Water District.

The District is governed by a five-member Board of Directors who are elected at-large to serve four-year staggered terms. The Board meets monthly on the second Tuesday of each month. Collectively, Directors employ a General Manager to oversee the various functions of the District which include meter installation and repair, water quality testing, infrastructure development and maintenance, as well as long range planning. The Board is also responsible for determining water rates. GWD rates have consistently remained among the lowest on the South Coast for both urban and agricultural customers.

The GWD service area spans 29,000 acres and extends along the Santa Barbara South Coast area from Santa Barbara's city limits west to El Capitan. It is bound on the south by the ocean and on the north by the foothills of the Santa Ynez Mountains.



Since 1956, the majority of the District's water supply has come from the Cachuma Project located in the mountains just north and west of the GWD's service boundary. Water from Lake Cachuma is shared among five water purveyors. GWD is entitled to 36.25% of the Lake's supply – the equivalent of roughly 9,300 acre-feet per year.

In July 1997, Goleta and its surrounding communities along the South Coast were connected to the State Water Project by a 143-mile pipeline, treatment plant and other facilities. State Water will help to ensure an adequate water supply to the Goleta community for reliability during dry periods and for future needs. The District is entitled to receive up to 4,500 acre-feet of water per year from the State Water Project.

GWD also has the capability to produce about 4,500 acre-feet of water annually from six District-owned wells in the Goleta groundwater basin. In addition, the District can use other wells for injection of treated water for storage and to recharge the groundwater basin.

The agency supports several conservation initiatives. In partnership with the Goleta Sanitary District, construction of a three million gallon per-day wastewater reclamation plant was completed in 1995. The reclamation facility currently produces 1,000 acre-feet of recycled water for sites such as golf courses, school yards, UC Santa Barbara and commercial property landscapes.

The Carneros Pump/Generator produces electricity as water moves from a higher to lower elevation. GWD sells the resulting electrical power to Southern California Edison. The District also has a water filtration plant (Corona Del Mar) that treats the agency's Lake Cachuma surface water and State Water to ensure it meets and exceeds all current drinking water standards. About 24 million gallons of water pass through the filtration plant each day with a plant capacity of 36 million gallons per day during peak conditions.

GENERAL MANAGER

Under the direction of the Board of Directors, the General Manager serves as the chief executive of the District responsible for implementing policy, strategic plans and goals established by the Board. The General Manager is responsible for the operations and staffing of the organization, including the planning and designing of facilities, construction, operation and maintenance of facilities, and the administration of the District's business affairs.

The General Manager is accountable for managing the District in accordance with State and Federal water laws, rules and regulations. He/she is expected to be active and accessible in the community as well as to develop and maintain effective working relationships with industry partners, other government agencies and community stakeholders. The General Manager is also responsible for staying abreast of water industry issues, trends and best practices and keeping current with local and regional civic issues.

This recruitment has been initiated in response to the retirement of the former General Manager in 2008 following nine (9) years of service.

IDEAL CANDIDATE

Knowledge, Experience & Education

The ideal candidate will be an exceptionally strong manager who exhibits sophisticated knowledge concerning local, regional and statewide water issues and displays a global appreciation for water-related matters. A sound understanding of the technical aspects of water acquisition, conservation, treatment and distribution, along with water



reclamation operations and water infrastructure is expected.

GWD's next General Manager will possess impressive financial acumen coupled with experience in the development and management of complex budgets. The ideal candidate will have a reputation for exercising sound judgment, along with a proven history of ensuring quality and thorough staff work that facilitates informed and thoughtful decision making among policy makers.

The candidate selected will have a resilient personality and be accustomed to dealing with sensitive public policy issues while not taking things personally. He/she will be familiar with effective outreach strategies that foster transparency, trust and credibility among internal and external stakeholders. The new General Manager will also share the District's commitment to customer care and outstanding service.

The wide range of knowledge and skills associated with a minimum of five (5) years of senior level management experience in a comparable government agency, special district or similar organization are needed to succeed in this role. Prior or current experience working directly with elected or appointed officials will help to ensure a smooth transition. A Bachelor's degree is required. An advanced degree will be considered favorably.

Management Style & Strengths

The ideal candidate will be a supportive and encouraging manager of people who takes pride in mentoring subordinates and promotes continuous professional growth and development. He/she will convey ambitious expectations and place a high degree of importance on organizational and individual accountability. The individual chosen to fulfill the role of General Manager will display a strong team orientation and have the ability to create and maintain high morale.

The General Manager will be a gifted facilitator and consensus builder who can bring common interests to the forefront in the best interest of the agency. The ideal candidate is expected to be an exceptional written and verbal communicator who understands the value of communicating frequently, honestly and generously with the organization as well as with external audiences. Although not a micromanager, he/she stays actively engaged in work associated with district priorities as identified by the Board.

In addition to the previously articulated qualifications and attributes, the following qualities are also strongly preferred:

- Flexible
- Open-minded
- Inspiring
- Innovative problem solver
- Uncompromising integrity

- Calm, even-keeled demeanor
- Collaborative
- Accessible
- Politically astute without being political
- Resourceful

COMPENSATION & BENEFITS

Annual salary is negotiable and will be competitive in accordance with experience and qualifications. Salary is supplemented by an attractive benefits package that includes but is not limited to:

Retirement: CalPERS 2.7% @ 55 plan – District pays 100% of employee contribution

Health Insurance: Medical, dental and vision coverage is provided for employee and family

Auto: Auto allowance or provision of district vehicle negotiable

Life Insurance: Two times annual salary

Long-term Disability Insurance: Currently 66.66% of monthly salary up to \$10,000

Additional Benefits: Deferred compensation, administrative leave and vacation can be negotiated with selected candidate



final stages of the selection process. For additional information, contact:



Teri Black-Brann • 310.377.2612
Carolyn Seeley • 714.974.2284
TERI BLACK & COMPANY, LLC
www.tbcrecruiting.com

Following the recruitment closing date, candidates with the most relevant experience and qualifications will be granted screening interviews with the consultants. Those individuals determined to be best suited for the opportunity will be invited to follow-up interviews with the General Manager Selection subcommittee of the Board and/or the entire Board of Directors.

RECRUITMENT & SELECTION PROCESS

To be considered for this opportunity, please upload cover letter, resume and list of six professional references online using the "Apply Now" feature at www.tbcrecruiting.com by **Friday, April 10, 2009**. Please note that references will not be contacted without sufficient notification to candidate(s) at the

