THE COMMUNITY

Sacramento County covers 984 square miles and is home to the California state capital, 1.6 million residents and seven incorporated cities: Citrus Heights, Elk Grove, Folsom, Galt, Isleton, Rancho Cordova and Sacramento. The population of Sacramento County's unincorporated area is approximately 600,000.

Residents in Sacramento County have a variety of recreational, dining and entertainment options to choose from. The County is home to more than 15,000 acres of park, plus the 23-mile American River Parkway, where more than five million visitors enjoy the unique wildlife and recreation area annually. Fishing, boating and rafting opportunities are available to water enthusiasts, and picnic sites, golfing, guided natural and historic tours are steps away from the multi-use trail. With its close vicinity to local agriculture, County residents also have an extraordinary selection of local food, wines and beers.

Sacramento County is one of the more affordable home-buying metropolitan areas in the state and has a skilled workforce, high graduation rates and college-educated residents. The County is a leader in the 21st-century economy with growing advanced manufacturing, agriculture and food, clean energy technology, information and communications technology and life sciences.

COUNTY GOVERNMENT

The County of Sacramento was incorporated in 1850 in response to the needs of a growing population and was one of the original 27 counties of California. In 1933, the Sacramento County Charter was established, along with the County Executive position.

The County is governed by five members of the Sacramento County Board of Supervisors, elected on a non-partisan basis to serve staggered four-year terms, each representing one of the five districts. The County Executive is responsible to the Board for planning, organizing and directing County activities. Other elected officials include the Assessor, District Attorney, and the Sheriff.

In 1972, an amendment to the County Charter was implemented to organize the County on an agency basis for more effective administration of functions for which the County Executive is responsible to the Board of Supervisors. Approved by the electorate, the amendment established agency heads to groups of County Departments.

In July 2021, the Board of Supervisors started the process to reorganize agencies and departments. The proposed four agencies within the County, which report to the County Executive, are Administrative Services, Community Services, Public Safety & Justice, and Social Services. Sacramento County has more than 30 departments and offices that provide services to County residents.

The County is responsible, pursuant to the County Charter or ordinances, or by state or federal mandate, to provide health and welfare, criminal justice and municipal services (including law enforcement), as well as other services to County residents. Major services include the Airport System, Animal Care and Regulation, Clerk Recorder, Criminal Justice, Health and Welfare, Property Tax System, Regional Parks, Transportation, Waste Management and Recycling, Voter Registration, and Water Resources.

The County's Approved Recommended Fiscal Year (FY) 2023-24 Budget is $8.4 billion, and there are more than 13,600 full-time employees.
The Department of Water Resources is primarily responsible for providing Drainage and Water Supply functions housed in two divisions. Specifically, the Drainage Division provides drainage engineering, planning, and permitting functions for unincorporated Sacramento County. In addition, the department provides drainage engineering, operations and maintenance, stormwater quality and storm response services on behalf of the Sacramento County Stormwater Utility to approximately 161,000 properties, homes and business within the Stormwater Utility service area of unincorporated Sacramento County. The Water Supply Division provides water supply engineering, planning, permitting, and operations and maintenance services as the Sacramento County Water Agency (SCWA) providing potable water to nearly 65,000 residential and business customer connections (retail and wholesale) across in seven service areas. This includes the Laguna-Vineyard/Mather-Sunrise, Arden/Sierra Oaks, Metro Air Park, Hood, Northgate, East Walnut Grove, and Southwest Tract service areas, including the Cities of Rancho Cordova and Elk Grove.

Combined between the two divisions, the Approved Fiscal Year (FY) budget is approximately $233 million with a total of 280.6 full-time equivalent positions.

The Position

Reporting to the Deputy County Executive – Community Services, the Director of Water Resources plans, organizes, evaluates, and directs the operations and activities of the Department of Water Resources. This position functions as the appointing authority of the department and is responsible for all divisions within the department including Water Supply, Drainage, and Administration and Finance. The Director also acts under the title of Agency Engineer when acting on SCWA matters.

The responsibilities of the Director also extend to the Freeport Regional Water Intake Facility, located on the Sacramento River near the town of Freeport which was constructed and is operated by the Freeport Regional Water Authority (a JPA between SCWA and the East Bay Municipal Utility District). The Director also oversees the operation and maintenance of the $200 million SCWA Vineyard Surface Water Treatment Plant. The Vineyard is a T-5 certified surface water treatment facility with the capacity to process up to 50 million gallons of water per day from the Freeport Intake Facility.

The Director’s responsibilities include the design, construction and operation of water supply, drainage and flood control facilities in the County Stormwater Utility and SCWA Water Enterprise service areas, administration of the stormwater quality/NPDES and groundwater programs, and review of new development projects.

Currently, the department is nearly halfway through implementing the $175 million Arden Service Area Water Supply Pipe and Meter Project. The Arden Project is the second largest single Capital Improvement Project undertaken by SCWA, second only to the SCWA/FRWA Freeport and Vineyard projects. Consisting of eight phases, the Arden Project is replacing the aging water supply system for the nearly 3,000 customer connections in the SCWA Arden Service Area. Portions of the existing system range between 60 to 90 years old, most of it was originally built along property lines behind homes, and the Arden Service Area is the last remaining portion of the SCWA system that is unmetered. The Arden Project will replace this older system with new pipes located in the streets and will install water meters for all Arden customers. The project is slated for completion by 2025.
**IDEAL CANDIDATE**

The County is seeking a highly qualified and dynamic leader with a background in and in-depth experience in the provision of water supply, flood control and drainage services. There is currently a Countywide effort to improve the County’s culture and land development-related processes with the goal of making the County the best place to build in the region (see Board resolution for more details). The County is seeking a leader capable of and excited about leading positive changes in the department related to these efforts.

*Ideal candidates will demonstrate high-level experience as well as an ability to:*

- Motivate, engage and direct department leadership in formulating and implementing comprehensive operational programs, budgets, and administrative operations, and related process and culture change initiatives.
- Build positive and collaborative relationships with the Board of Supervisors, County leadership, staff and customers.
- Lead strategic planning, staff development, and organizational effectiveness initiatives.
- Establish and govern a customer service focused work culture, while cultivating an environment of cooperation with customers and mutual respect.
- Review, analyze and interpret legislation and regulations; develop, recommend and oversee the implementation of policies and procedures for compliance.

Additionally, highly qualified candidates will:

- Be an effective leader and change agent who can create lasting cultural change in the Department’s development review functions. The successful candidate will demonstrate an ability to lead processes that assure development projects meet standards in the most timely and cost-effective manner possible.
- Incorporate the County’s strategic goals into the Department’s operations, practices and culture.
- Be able to develop and maintain effective working relationships with customers, Federal, State, and local government agencies, and community groups to ensure service goals/requirements are met and to coordinate for program effectiveness and efficiencies.
- Demonstrate an ability to direct the operations and activities in the areas of water supply, treatment, and distribution systems; the collection, treatment and disposal of storm drainage; and flood control matters.
- Valid registration as a Civil Engineer in California and five or more years in water resources engineering, which should include technical, administrative, and fiscal experience at a management level. This experience would include managing, directing, developing, implementing, coordinating, and evaluating a team of professionals performing work required within a Water Resources environment.
- Be a hands-on, self-driven and results-oriented strategic leader.
- Have exceptional interpersonal and communication skills and communicates with positivity.
- Possess excellent analytical, organizational, and written skills.
- Possess a Bachelor’s degree or higher from an accredited college or university in civil engineering, water resources engineering, business administration, public administration or a closely related field.

**Note:** A master’s degree or higher in water resources engineering, civil engineering, business administration, or public administration may substitute for a total of one year of management experience.
COMPENSATION

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is $233,542.80 – $257,471.28 annually plus an additional 3.35% management incentive for a combined total of $241,366.48 - $266,096.57. The attractive benefits program includes:

- **Retirement** – The County's defined-benefit pension plan is provided by the County Employees' Retirement Law of 1937 and is managed by the Sacramento County Employees' Retirement System (SCERS) Board of Retirement.
- **Auto Allowance** – $550 per month.
- **Medical Insurance** – Choice of HMO and High Deductible Health Plans (HDHP), including Kaiser, Sutter, and Western Health Advantage.
- **Deferred Compensation** – A deferred compensation program is available through the County 457(b) Deferred Compensation Plan. The County will match contributions to the 457(b) Deferred Compensation Plan up to 3% of the monthly gross salary into a 401(a) plan as long as the contributions to the 457(b) for the pay period or at least 1% of the compensation earned year-to-date.
- **Life Insurance** – $50,000 in life insurance coverage for the employee and $2,000 for all eligible dependents. Employees have the option to purchase up to $1,000,000 in additional life insurance coverage.
- **Holidays** – 14.5 paid holidays per year.
- **Vacation** – Two to five weeks (based upon length of service) of paid vacation.
- **Sick Leave** – 15 days per year.
- **Flexible Spending Accounts** – Employees may set aside funds on a pre-tax basis to pay for eligible medical and/or dependent care expenses.
- **Other Benefits** – The County contributes $25.00 per pay period into a Retiree Health Savings Plan. After 10 years of County service, employees are eligible for 2.5% longevity pay.

HOW TO APPLY

If you are interested in pursuing this unique and exceptional career opportunity, please submit your resume, a cover letter, and three professional references via email to DPS-Recruitment@saccounty.gov.

This recruitment will remain open until the position is filled. The next submittal date is Friday, August 25.

Following the first submittal date, submissions will be screened according to the qualifications outlined above. The most qualified candidates will be invited to participate in the interview and selection process. **Interviews are tentatively scheduled for mid to late September 2023.**

If you have questions and for additional information about this position, please contact the Recruitment and Talent Acquisition Team via phone at (916) 874-5593 or via email at DPS-Recruitment@saccounty.gov.

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