

**EXECUTIVE DIRECTOR  
REGIONAL WATER AUTHORITY AND  
SACRAMENTO GROUNDWATER AUTHORITY**



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SACRAMENTO GROUNDWATER AUTHORITY  
(Citrus Heights, CA)**

*This is a unique opportunity for a visionary and strategic professional to lead two affiliated joint powers agencies that are vital to water resources planning and sustainability in the Sacramento Region. The Agencies have evolved to be effective and highly regarded water management organizations in the region and throughout the State, and are poised for continued and expanded success.*



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## THE AUTHORITIES

**The Regional Water Authority (RWA)** is a joint powers agency that serves the interests of 21 municipal water suppliers in the Sacramento Region. Collectively, RWA members serve the water needs of two million people in five northern California counties. The organization's primary mission is to help the members protect and enhance the reliability, availability, affordability and quality of water. Inaugurated in June 2001, RWA consolidated several regional associations to provide a unifying force on regional water issues. Each of the water supplier Members appoints two individuals to the RWA Board of Directors, generally one member of their governing body and one from executive level staff. The Board of Directors meets bi-monthly. A nine-member Executive Committee is elected each year in January and meets monthly to review and approve routine business decisions, provide ongoing policy direction, and act as a sounding board for ideas on behalf of the full Board. RWA member agencies are diverse, ranging from less than 2,000 to over 140,000 retail connections, and including cities, counties, special districts, mutual water companies, and investor-owned utilities. In addition to providing drinking water, members have varying responsibilities that include agricultural water delivery, wastewater treatment, recycled water, stormwater management, watershed protection, and electrical power generation. RWA also includes five Associate Members, agencies involved in other aspects of water resources management; and is connecting with water users and water industry partners through an Affiliate class of membership.

**The Sacramento Groundwater Authority (SGA)** is a joint powers agency created to manage the groundwater basin underlying Sacramento County north of the American River. A model for the rest of the state through the Sustainable Groundwater Management Act of 2014, SGA became a Groundwater Sustainability Agency (GSA) in 2015 and is preparing a Groundwater Sustainability Plan with its neighboring GSAs for the North American Subbasin. SGA's formation was inspired by the Sacramento Area Water Forum, a nationally recognized collaborative process to reach consensus among 40 local water purveyors, business leaders, municipalities, and environmental groups to achieve the coequal objectives of preserving the lower American River and providing a reliable water supply to the year 2030. At its inception in 1998, SGA employed what was then a unique form of governance, a joint powers agreement between the cities of Sacramento, Folsom and Citrus Heights and Sacramento County to use their police powers to protect the groundwater basin. In turn, the signatory agencies appoint Board representatives from each of 14 local water purveyors, as well as representatives for self-supplied agricultural and industrial groundwater users.

SGA has developed a progressive groundwater management program that supports a regional conjunctive use program to provide local water supply reliability as well as statewide benefits, leading to recovery of a once overdrafted groundwater basin. SGA actively coordinates with water suppliers; local, state and federal regulatory agencies; and parties remediating groundwater contamination to ensure that water quality is protected and improved to meet future needs.



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The RWA and SGA serve many common constituents and perform numerous complementary functions. Given the nature of this relationship, RWA and SGA have entered into an agreement through which the RWA provides administrative and management services to the SGA, and the offices and staff are shared. The combined annual operating budget is approximately \$2.5 million and there are seven employees.

## THE REGION

The RWA offices are in Citrus Heights, a suburb northeast of the City of Sacramento, near the base of the Sierra Foothills. The Sacramento region is one of the fastest growing areas of California, but still boasts a high quality of life and a lower cost of living than other major California metropolitan areas. The Sacramento region and the neighboring Bay Area and Sierra Nevada provide a wealth of cultural and recreational opportunities.

The City of Sacramento is the capital of the State of California, and the region lies at the heart of California's beginnings during the Gold Rush. The area is a long-established center of commerce and has a diverse and vibrant economy. Government, transportation and agriculture are the largest sectors of employment in the region, and the region has diversified with the rise of information technology, leisure and hospitality, education, health services and construction sectors.

Visitors are drawn to the area by the State Capitol and other historical attractions, as well as its natural amenities. The location at the intersection of four major highways brings additional visitors destined for the San Francisco Bay Area, the Gold Country, the Central Valley and the Sierra Nevada Mountains. Food, wine and craft brewing venues abound in the Farm-to-Fork Capital of the World.

Chief among the area's outdoor recreational opportunities is the American River Parkway which welcomes more than five million visitors annually to this unique wildlife and recreation area, offering opportunities for fishing, boating and rafting, picnic sites, golfing, and guided natural and historic tours. The Parkway is inclusive of the Jedediah Smith Memorial Trail, a 32-mile long trail for bicyclists, hikers and equestrians.

Cultural attractions in the region include the Crocker Art Museum, the California State Railroad Museum, the Sacramento Community Center Theatre, the Music Circus at Wells Fargo Pavilion, Sacramento Ballet, Sacramento Opera, Sacramento Philharmonic Orchestra, the Mondavi Center, Harris Center and numerous other performing arts venues and local art galleries. The Sacramento area is also home to the NBA Sacramento Kings professional basketball team; the Sacramento River Cats, the San Francisco Giant's minor league baseball triple-A affiliate; and the Sacramento Republic professional soccer club.

Educational institutions play a major role in the region and primary among those institutions are the University of California, Davis and California State University, Sacramento, along with a number of local branches of private colleges that are headquartered outside the Sacramento area. The region has one of the strongest community college systems in California. The Los Rios Community College District serves the majority of Sacramento County, as well as portions of four other counties. In addition, there are a large number of vocational schools.

Excellent health care is available to Sacramento area residents. The four largest health care systems are Sutter Health, Kaiser Permanente, UC Davis Medical Center and Mercy Hospital.

## CURRENT PRIORITIES

RWA members span an area from the crest of the Sierra Nevada across the Sacramento Valley and encompass the northern end of the Sacramento-San Joaquin Delta. This presents not only diverse water management challenges, but places them at the center of both controversy and opportunity in California water. They strive to be stewards of the state's water resources, protect their water rights and entitlements, and work collaboratively with other water users in the state.

The RWA Strategic Plan identifies key areas of priority including facilitating regional planning to leverage resources and facilities; implementing regional projects and programs, including acquiring and managing state and federal funding, implementing a regional water efficiency program, and establishing a regional groundwater bank; advocating on behalf of the members on statewide legislative and regulatory issues; and educating and informing members, the public, elected officials and others to further the region's water-related interests.



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- \* **Building Relationships** - Member agencies of RWA and SGA have diverse interests and varied expectations, and the Authorities operate within a complex water resources environment in California. Fostering collaboration and facilitating consensus will continue to be a priority for the Executive Director. This will entail regular outreach and proactive communication within the region to the Board of Directors of both Authorities; staff of member agencies; stakeholder groups; elected officials of local jurisdictions; business interests; and local, state and federal representatives. Additionally, the Executive Director will be expected to develop and maintain relationships and explore common interests with water agencies throughout California; organizations including the Northern California Water Association (NCWA), California Municipal Utilities Association (CMUA), California Special Districts Association (CSDA) and others; academic institutions; environmental and environmental justice non-governmental organizations (NGOs) and others. RWA staff and members fill key roles in the leadership of the Association of California Water Agencies (ACWA) and lead on water policy for the Sacramento Metro Chamber through its State Legislative Summit and Cap-to-Cap advocacy programs.
- \* **Protecting and Maintaining Local Authority** - The past decade has seen a trend toward increased State oversight and control of water management decisions. The next Executive Director will be expected to effectively advocate on behalf of the members to maintain water rights and access to water supplies; control local decisions on investments in improved reliability and water efficiency; effectively respond to local and regional drought conditions; and ensure that ratepayer dollars are invested locally. Compliance with the Sustainable Groundwater Management Act (SGMA), to ensure continued local control of groundwater resources will be a priority.
- \* **Staff Management and Succession** - Current Authority staff members are dedicated, talented and extremely competent in their service to the members, and turnover has been almost non-existent. "Our employees are our greatest asset," is the unquestioned reality of the Authorities. The ability to build rapport with staff and form trusting relationships, provide leadership, and be a mentor with a focus on staff development are important qualities for the next Executive Director. The candidate must also be prepared to plan for the future of the organization as the scope of services grows and some employees near retirement.



- \* **Promoting Regional Action** - The Sacramento region, through the work of the Authorities, has improved water supply reliability and drought preparedness, reduced per capita water use, improved groundwater quality and quantity, and benefitted the environment and others in the State through water transfers. Continuing to promote regional actions that leverage facilities and water supplies will be a priority for the next Executive Director. Continuing to promote the coequal objectives of the Sacramento Area Water Forum, to ensure adequate water supplies and the health of the lower American River is a regional priority. The Executive Director will be expected to recruit support and coordinate the activities of member agencies to contribute to regional objectives.
- \* **Financial Opportunities** - The Authorities have been tremendously successful in leveraging state and federal funds, acquiring and managing more than \$80 million over the last 15 years to support member agency projects and the programs of the Authorities. The next Executive Director will be expected to continue the trend by proactively targeting grant and bond funds, as well as other outside sources of funding.

## THE POSITION

Reporting to and working in partnership with the two Boards of Directors, the Executive Director is responsible for planning, organizing, directing and reviewing all activities of the Authorities; promoting projects and programs of interest to the members; advocating on behalf of the interests of members; and implementing the policy direction of the Boards of Directors. These responsibilities include, but are not limited to:

### Regional Activities

- \* Represents the Authorities to outside groups and organizations; participates in outside community, professional and industry groups and committees.
- \* Leads development and implementation of regional water programs including water efficiency, regional conjunctive use and the Integrated Regional Water Management Plan.
- \* Represents regional water interests in the media.
- \* Provides an effective forum for regional networking and Board business interaction.



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- \* Promotes regional outreach for water resource related activities such as grants and partnerships.
- \* Oversees all groundwater management activities of SGA.
- \* Leads development of the groundwater sustainability plan for the North American Subbasin.
- \* Convenes the Water Caucus of the Sacramento Water Forum Successor Effort.

## **Organizational Management**

- \* Ensures the efficient and proper management and administration of RWA and SGA.
- \* Plans, leads, organizes, and directs all RWA and SGA activities, under policy and fiscal direction of the Boards of Directors.
- \* Leads, motivates and develops staff so they are passionate, dedicated, and highly effective in carrying out the missions of the Authorities.
- \* Negotiates, manages, and administers consultant contracts, solicitation processes, grant agreements, and project agreements with member and non-member agencies.
- \* Develops, secures Board approval, and assures periodic review of all policies governing operation of the Authorities.
- \* Develops Board agendas, ensures the timely preparation of minutes, and oversees compliance with the Brown Act.

## **Fiscal Oversight**

- \* Prepares and administers annual budgets and oversees the management of finances for both Authorities.
- \* Assures proper performance of annual audits.
- \* Oversees the efficient and effective expenditure of member funds, and maintains healthy cash flow and adequate reserves.

## **Government Relations**

- \* Promotes the visibility and credibility of the Authorities through public outreach activities and participation in organizations that are aligned with the mission of the Authorities.
- \* Tracks and develops positions on state and federal legislation and regulatory actions affecting the Authorities and members.
- \* Advocates at the state and federal levels on water policy issues consistent with Board adopted principles.
- \* Develops and maintains relationships with local, state and federal elected officials and administration personnel.
- \* Builds coalitions of water agencies and others that share the Authorities' interests to affect the outcome of legislation and regulations.

## **Board Relations**

- \* Builds and maintains working relationships with members of the Boards of Directors of both Authorities and the RWA Executive Committee.



- \* Ensures that the Boards have adequate and timely information to make informed decisions.
- \* Works closely with the Chairperson of each Board to ensure effective and informative meetings.

## **THE CANDIDATE**

The ideal candidate will be an experienced manager who demonstrates sound leadership and visionary qualities, as well as a collaborative focus and approach. This creative, passionate, and strategic professional will be knowledgeable about California water issues and experienced working with federal, state and local officials. The candidate will be politically astute, an effective written and oral communicator, and demonstrate the highest ethical standards. Sensitivity to understanding all viewpoints, building consensus, and keeping an open mind are critical for the next Executive Director.

### **Minimum Training, Experience and Education**

- \* A bachelor's degree from an accredited college or university is required. An advanced degree in a relevant field is desirable.
- \* A strong background in California water is required.
- \* Must have at least ten years in progressively responsible roles, five years of which should be in a senior management role. Experience working with a Board of Directors is highly desirable.

### **Competencies and Personal Characteristics**

In addition to the requirements above, the ideal candidate will be:

- \* Creative and seek innovative ways to bring people together; a skilled facilitator.
- \* Approachable and able to build strong working relationships with the Boards, members, staff and various consultants.
- \* A strong oral and written communicator who is straightforward, honest, attuned to politics and proactive in anticipating information needs.

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- \* A recognized leader in California water with a high level of credibility and strong contacts throughout the industry.
- \* Able to earn staff trust and facilitate teamwork.
- \* Organized and capable of managing multiple priorities; responsive to the needs of the members.
- \* Flexible, unbiased and possessing a high level of integrity.
- \* Diplomatic and tactful, with a good sense of humor.
- \* Willing to assess risks and take action, with the ability to make difficult decisions.
- \* A good administrator and capable of effective fiscal management.
- \* Able to work in a fast-moving and often changing environment while staying focused on the Authorities' priorities and established policies.
- \* Willing to take on any tasks necessary to success, recognizing the limited resources of the Authorities.
- \* A people person with a collaborative management style.

The Executive Director will be expected to routinely travel throughout the region, the State, and sometimes nationally to meet with constituents, make speaking engagements, attend conferences, and conduct other Authority business.

**Please note that an Interim Executive Director has been appointed who will NOT be a candidate for the permanent position.**



## COMPENSATION AND BENEFITS

The annual salary is open and negotiable, and will be dependent on the qualifications of the selected candidate. The Executive Director and staff are employees of the Regional Water Authority and receive a comprehensive benefits package that includes:

- \* **CalPERS Retirement** - 2% at 55 formula for qualifying current CalPERS members (classic). For employees new to CalPERS (after 2013) the formula is 2% at 62 (under PEPR).
- \* **Medical, Dental and Vision Insurance** - Comprehensive medical, dental, and vision insurance for employee and dependents is fully paid by the employer.
- \* **Retirement Health Care** - Retiree health benefits are provided through CalPERS with the amount of employer paid coverage dependent upon length of service to RWA and SGA.
- \* **Holidays, Vacation, and Sick Leave** - The RWA provides eleven paid holidays, two floating holidays, one day per month sick leave, and a generous vacation allowance.
- \* **Deferred Compensation Plan** - Optional employee participation in the CalPERS 457 plan is available.

## HOW TO APPLY

Send resumes (email preferred) by **March 18, 2019** to:

**ROBERTS CONSULTING GROUP INC**  
PO Box 1127  
Rancho Mirage, CA 92270  
Telephone: 424.522.2251  
Email: robertsrcg@msn.com  
Web: www.robertsrcg.com

*An Equal Opportunity/ADA Employer*

Additional information about RWA and SGA can be found on their websites at [www.rwah2o.org](http://www.rwah2o.org) and [www.sgah2o.org](http://www.sgah2o.org)

