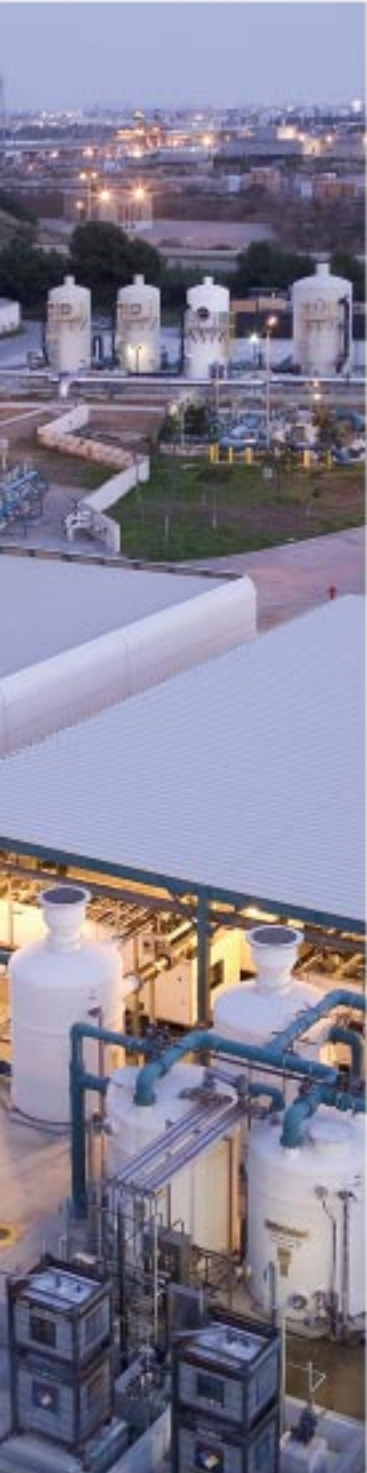




# WEST BASIN MUNICIPAL WATER DISTRICT

*An innovative leader in California's dynamic water industry*



*Assistant*  
***General Manager***



## WEST BASIN MUNICIPAL WATER DISTRICT

Headquartered in Carson, California, the West Basin Municipal Water District (West Basin) provides drinking and recycled water to customers within 17 cities and various unincorporated areas along the coastal and inland areas from Malibu to Rancho Palos Verdes. Recognized as an innovative industry leader in water recycling, conservation, education and water resource management, West Basin serves nearly one million customers and is the sixth largest water district in the state. West Basin is a member agency of the Metropolitan Water District of Southern California (MWD).

The District is a recognized international leader in the production of recycled water and has won several awards for its leadership, water recycling and water resource management. West Basin provides more than 30 million gallons of recycled water throughout the South Bay region each day, replacing enough drinking water to supply 60,000 households annually.

The District wholesales imported drinking water to Cal American Water Company, California Water Service Company, Golden State Water Company, Los Angeles County Water Works District No. 29, Water Replenishment District of Southern California and the Cities of El Segundo, Inglewood, Lomita and Manhattan Beach.

Approximately 220,000 acre-feet of water is used annually in West Basin's service area. Its diverse water supply includes imported water from the Colorado River and Northern California, locally produced recycled water, remediated groundwater, conserved water and, in the near future, desalted ocean water.

In 1995, the District completed the construction of the Edward C. Little Water Recycling Facility, a state-of-the-art recycling facility in El Segundo. The Edward C. Little Water Recycling Facility has its own Visitor's Center, exhibits, tours and classroom. The largest facility of its type in the nation, it has reduced the region's dependence on imported water by 10 percent and supplies recycled water to more than 300 industrial, commercial and public facilities. The District has invested \$500 million in its water recycling program of which \$164 million was generated through grants and outside investments to keep the cost of recycled water low. West Basin's recycling and conservation programs have saved its customers more than \$93 million in imported water costs over the past 10 years.

West Basin became a pioneer in the field of ocean desalination in 2002 with the operation of an ocean-water desalination pilot plant and has started construction of a demonstration-scale ocean-water desalination facility. Collaborating with other large water agencies in 2003, the District brought nationwide attention to desalination efforts with the formation of the New Water Supply Coalition which works cooperatively to encourage federal support and funding for ocean-water and brackish water desalination projects across the country.

Water conservation is an important part of West Basin's overall strategy to reduce dependence on imported water. West Basin customers receive four dollars worth of conservation value for every dollar invested. The District's Conservation Master Plan provides a guide for regional investments and translates ambitious and achievable conservation goals into tangible initiatives for residents, businesses and various government agencies. The Plan is adaptable to changing technologies and environmental



conditions and provides a wide array of conservation choices for homes and businesses.

To further its commitment to supply reliability and environmental stewardship, West Basin recently introduced its *Water Reliability 2020* – a visionary program dedicated to reducing the agency’s dependence on imported water from 66 percent today to 33 percent by the year 2020. The program will double West Basin’s water recycling and conservation programs, expand education outreach and add 20 million gallons a day of desalinated ocean-water to reduce the impacts of future water shortages.



*West Basin is committed to water reliability; water quality; sound financial and resource management, customer service and environmental stewardship.*

### DISTRICT LEADERSHIP

West Basin is governed by a five-member elected Board of Directors elected by geographic area. The Board appoints the General Manager, establishes policy and the strategic direction of the District. The Board also appoints two representatives to the MWD Board of Directors who represent the interests of the West Basin service area on policy issues. West Basin Board meetings are held monthly and are supplemented by committee meetings and topic specific workshops.

Rich Nagel serves as West Basin’s General Manager. Mr. Nagel is a water industry veteran with more than 23 years of experience in the water supply and wastewater sectors. He was recently honored as ‘Recycled Water Advocate of the Year’ by the California Section of the WaterReuse Association for his significant contributions to the advancement of water recycling.

The District is currently staffed by 34 employees and partners with outside consultants and contractors to maximize staff utilization. Known for its minimal bureaucracy and results oriented culture, the organization operates under the guidance of a Strategic Business Plan developed by the Board of Directors.

### THE IDEAL CANDIDATE

The Assistant General Manager (AGM) will focus on the majority of the day-to-day operations of the District and provide critical support to the General Manager with respect to addressing Board priorities and activities. The position directly oversees the Engineering, Operations, Water Policy and Resources Development, and Business Development and Regulatory Affairs functions.

The individual chosen for this rare opportunity will be well versed in the water industry including water operations, recycled water and ocean-water desalination. The ideal candidate will be a strong manager of people and projects who is committed to developing and maintaining a strong team orientation within the organization. In addition to being an effective mentor, he/she will be a sophisticated problem solver who anticipates challenges and opportunities, and responds proactively.

The AGM will be accountable for the District’s aggressive capital program (10-year \$900+ million CIP). He/she should be able to demonstrate extensive success in overseeing major capital projects and shall be able to demonstrate a sophisticated understanding of all aspects of project management from conception through completion. While the ideal candidate is not required to be a licensed engineer, he/she will display knowledge of civil engineering principles and practices as they apply to a large public water utility. He/she must also exhibit a strong financial acumen and have the ability to carry out complex and comprehensive analyses applicable to a variety of scenarios.

West Basin’s AGM must be an outstanding communicator who can effectively address a wide variety of audiences. An adept facilitator, he/she will also be an effective



consensus builder who welcomes creative thought and healthy debate in the best interest of the District. The individual selected will have a track record of enforcing high standards and expectations consistent with West Basin's reputation for innovation and quality. He/she will be an impressive strategic thinker who serves as an invaluable asset to the General Manager and the organization.

The ideal candidate will have a minimum of ten years of experience in the water industry with at least six years of highly responsible management experience, including engineering or related experience overseeing contractors/consultants. Previous or current experience in the public sector and experience working with elected or appointed officials would also be strongly preferred. A Bachelor's degree in Engineering or other relevant discipline is required. A Master's degree in Business or Public Administration would be highly desirable.

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### COMPENSATION

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The starting salary range for the Assistant General Manager is \$150,504 to \$188,131 and is supplemented by a generous benefits package that includes:

- **Retirement:** CalPERS 3% at 60 with Employer Paid Member Contribution (EPMC). The District also participates in Social Security.
- **Health Insurance:** Medical/dental insurance with family coverage and expense reimbursement paid by the District.
- **Disability Insurance:** Short/long-term disability insurance plans paid by the District.

- **Life Insurance:** \$150,000 paid term life.
- **Leave:** Vacation (10 -20 days with credit for prior public service); 12 days of Sick Leave accrued annually.
- **Holidays:** 14 paid holidays per year.
- **Tuition Reimbursement:** 90% tuition and fees paid for job-related coursework.
- **Deferred Compensation:** CalPERS 457 plan available.
- **Employee Assistance Program:** EAP paid by the District.

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### SELECTION PROCESS & SCHEDULE

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To be considered for this opportunity, upload a cover letter, resume and a list of six professional references using the "APPLY NOW" feature at [www.tbcrecruiting.com](http://www.tbcrecruiting.com) by no later than **Monday, November 23, 2009**. Please upload documents only rather than folders or compressed files.



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Teri Black & Company, LLC  
[www.tbcrecruiting.com](http://www.tbcrecruiting.com)

Following the closing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be granted preliminary interviews by the consultants immediately following the closing date. Candidates deemed to be the best qualified will be invited to participate in interviews with representatives of West Basin shortly thereafter. Following completion of all interviews, negotiations, and thorough background and reference checks, the General Manager desires to make an appointment by early January 2010. Please note that references will not be contacted until the final stages of the process and will be done so in close coordination with the top candidate.