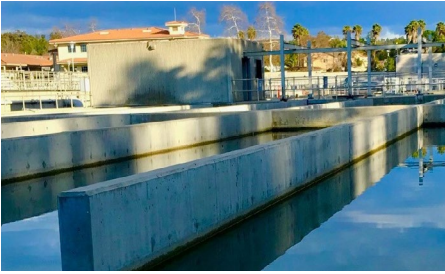




DIRECTOR OF UTILITIES

CITY OF ESCONDIDO





THE COMMUNITY

About 18 miles from the Pacific Ocean, nestled in a long valley in the coastal mountains of Southern California, the City of Escondido lies 30 miles northeast of San Diego and roughly 100 miles south of Los Angeles. Home to a population of 153,000, this vibrant community offers the perfect blend of small-town friendliness and big-city conveniences. Within the 37 square miles that comprise the City, there are many attractive residential communities, a regional mall and hospital, an auto park, various office, industrial, and commercial centers, a cultural center complex, a conference center, plus numerous parks and recreational facilities.

Escondido is a welcoming community where people enjoy an outstanding quality of life. In addition to numerous indoor amenities, the City boasts an abundance of outdoor attractions, including fishing and boating at two lakes, camping at Dixon Lake, 11 parks, hiking at the Daley Ranch nature preserve, mountain biking, fantastic golf courses, and the nearby San Diego Zoo Safari Park. It is a family-friendly community with a wide variety of youth programs.

Escondido's art galleries and museums host educational activities for all ages. The California Center for the Arts is one of Escondido's performing arts, live theatre, and concert venues. Visual art attractions include Queen Calafia's Magical Circle and the sculpture garden in Kit Carson Park, donated by the late, internationally renowned artist Niki de Saint Phalle. The City's downtown historic district showcases vintage buildings, eclectic shops and boutiques, iconic local eateries, innovative culinary destinations, and more. The Old Escondido Historic neighborhood features 900 historically designated homes, including stately

Victorians, Craftsman bungalows, and eclectic Art Deco and post-World War II residences.

Families have access to a broad range of educational options, including public, private, and charter schools, as well as higher education institutions in and around the City. Escondido is committed to supporting learning at every stage of life, making it a place where people can grow and thrive.

Convenient access to public transportation, nearby colleges and universities, and regional airports make Escondido both well-connected and easy to navigate. As the City continues to invest in its infrastructure, economy, and community services, Escondido is becoming not just a place to live but a place to belong.

Escondido offers meaningful work, a welcoming community, and the opportunity to be part of a City on the rise. To learn more, visit <https://www.escondido.gov>

CITY GOVERNMENT

Escondido is a full-service general law City providing a traditional range of municipal services under the Council-Manager form of government. The City is governed by a five-member City Council; Escondido is divided into four districts with each Council member being elected from within a district to serve staggered four-year terms. The Mayor and the City Treasurer are elected at large with the Mayor serving as the presiding officer for the Council. The City Council serves as Successor Agency to the Community Development Commission, Mobile Home Rent Review Board, and Escondido Joint Powers Financing Authority. Additionally, the City Council appoints the City Manager and City Attorney.

The FY 2025-26 operating budget totals \$261.6 million and is comprised of 27 different funds. The FY 2026 General Fund budget totals just over \$139.7 million. Municipal services are administered and delivered with the support of 872 full-time employees. A citizen's initiative was approved on the November 2024 ballot to increase the City's sales tax rate. This one-cent sales tax increase measure is projected to generate approximately \$38.5 million of sales tax revenue, will be in place for 20 years, and the funds will be used to fund general government services.

UTILITIES DEPARTMENT

Reporting to the City Manager, the Director of Utilities oversees the Utilities Department with an annual operating budget of \$72.9 million, a CIP budget of \$15.3 million, and a highly capable team of 167 professionals.

The Utilities Department is comprised of three Divisions - Water, Wastewater and Water Reuse, and Construction and Engineering.

The Water Division supplies approximately 150,000 residential, commercial, and agricultural customers with water through its two primary raw water lake sources: Lake Wohlford and Lake Henshaw. Additional water is purchased from the Colorado River and Northern California via the State Water Project through the Metropolitan Water District and San Diego County Water Authority. It is then stored onsite in Dixon Lake and treated at the 75 MGD Escondido-Vista Water Treatment Plant, built in 1976 and jointly owned by the City of Escondido and Vista Irrigation District, before being delivered to customers.

The Division maintains and operates the water distribution system, which consists of approximately 25,000 service meters, 423 miles of pipelines, 50 pressure-reducing/regulating stations, five pump stations, and 11 reservoirs. Staff also maintains the recycled water distribution system and the joint Escondido-Vista canal, which brings water from Lake Henshaw to Lake Wohlford.

The Wastewater and Water Reuse Division operates the wastewater treatment facility at the Hale Avenue Resource Recovery Facility (HARRF), which features approximately 360 miles of pipelines and 11 pump stations, serving as the community's primary domestic and industrial wastewater collection system. In early 2019, an energy savings project was completed at the HARRF, which uses biogas as fuel to generate enough energy to power the facility.

Within this Division, the Environmental Programs team conducts commercial and industrial business inspections of pretreatment devices to prevent fats, oils, and grease from entering the sewer system and inspects stormwater pollution management practices.

The Utilities Construction and Engineering Division designs and administers the Utilities Capital Improvement Program (CIP), including planning, design, bidding,

and construction of water, wastewater, recycled water, and raw water projects. Additionally, the Division collaborates with Development Services to review private development projects.

Recently completed and exciting planned projects include:

- The City recently completed a \$65 million facility that uses membrane filtration (MF) and reverse osmosis (RO) technologies to treat a portion of the City's existing recycled water supply from the HARRF. With a maximum production capacity of 2 MGD, the MFRO facility provides high-quality water that is low in total dissolved solids and chlorides to high-water-demand agricultural growers who are vital to the City's economy.
- Lake Wohlford Dam Replacement Project – the Lake Wohlford Dam was first constructed with earth and rock in 1895 and later raised using a slurry hydraulic fill process. The City is starting construction of a new dam downstream of the existing dam. The project estimate is more than \$100 million, with expected completion in 2027.
- Recognizing its agricultural roots and developing tech landscape, the City supports agriculture and AgTech through emerging policies and programs. The Director of Utilities will play a leadership role in positioning Escondido as an ideal incubator for AgTech innovation, supporting those at the forefront of agriculture, food production, and technology. The City recently entered into a lease agreement for the creation and operation of the Escondido AGX Regional Innovation Hub and a public service agreement for startup funding for the Hub.



THE IDEAL CANDIDATE

The City of Escondido is seeking a seasoned and strategic water or wastewater professional who brings both operational depth and strong leadership capabilities. As the City advances its utility goals and addresses complex infrastructure, regulatory, and community needs, the next Director must demonstrate a high level of professional credibility, emotional intelligence, and a clear commitment to public service.

The ideal candidate will be a resilient and grounded leader who understands the importance of stability, team development, and long-term vision. This individual will be a thoughtful, hands-on problem solver who brings innovative approaches while respecting the organization's history and staff culture. They will lead with integrity, accountability, and a service-oriented mindset, and will work proactively to create an environment where employees are supported and empowered to succeed.

Experience navigating the dynamics of municipal utility operations in a comparably sized organization is ideal. The successful candidate will have the political acumen to build trust with elected officials, executive leadership, regional agencies, and the broader community. The ability to align people, systems, and strategies in service of shared goals will be key to success.

This role offers an opportunity to shape the future of water and wastewater services in Escondido. The ideal candidate will be passionate about innovation in the areas of water conservation, reuse, system modernization, and workforce development, and will play a key role in ensuring long-term service reliability and regulatory compliance.

Key Competencies:

- **Leadership:** A steady, collaborative, and empowering leader who sets clear expectations, celebrates progress, and guides the team through change with purpose and clarity. Fosters a culture of accountability and professional growth.
- **Communication:** An active listener and skilled communicator who brings transparency and diplomacy to all interactions. Demonstrates tact, builds trust, and conveys complex information clearly to varied audiences.
- **Strategic and Solution-Oriented Thinking:** Anticipates challenges and proactively develops creative, data-informed solutions. Brings systems thinking and adaptability to complex organizational or regulatory issues.
- **Political and Community Savvy:** Builds productive, respectful relationships with stakeholders at all levels. Represents the City and the department with professionalism and credibility and works collaboratively across jurisdictional lines.

Highly qualified candidates will have a minimum of ten (10) years of increasingly responsible experience in water or wastewater utility administration, including three years of management and administrative responsibility. A Bachelor's degree with major coursework in business or public administration, engineering, chemistry, or a related field is required. A Master's degree, a valid California Certificate of Registration as a Professional Civil Engineer, and/or possession of certification in water treatment, water distribution, or wastewater treatment is desirable.

COMPENSATION & BENEFITS

The salary range is \$171,860 - \$255,780. Placement within the range will be dependent on qualifications and experience. The Director of Utilities salary is supplemented by an attractive benefits package that includes, but is not limited to:

CalPERS Retirement:

Tier 1 Classic: 3% @ 60 (employee contribution rate = 8%); Single highest year

Tier 2 Classic: 2% @ 60 (employee contribution rate = 7%); 3-year average

Tier 3 PEPRA: 2% @ 62 (employee contribution rate = 7.75%); 3-year average

Medical Insurance: Kaiser HMO and Kaiser High Deductible Health Plan (HDHP) with a Health Savings Account (HSA)

Dental Insurance: Delta Dental PPO and DMO

Vision Insurance: Anthem BlueView Vision

Supplemental Plans: The Hartford Personal Accident, Hospital, and Critical Illness

Cafeteria Plan: \$125 per month + 4% of monthly salary

Auto Allowance: \$425 per month

Life Insurance: City-paid Basic Life and AD&D calculated at one-half (1/2) base annual salary + \$25,000

Vacation: Accrual rate negotiable and dependent on years of service ranging from 100 to 220 hours per year. Prior years of service may be considered in determining accrual rate

Holidays: 10 holidays annually

Floating Holiday: 27 hours deposited annually on July 1

Management Leave: 72 hours per year

Sick Leave: 9 hours per month; no maximum accrual

Bereavement Leave (City paid): 27 hours annually

Employee Discounts: Employee discount hub, Dell computers, Apple products, cell phone, gym memberships, plus education and entertainment discounts

Application & Selection Process

This recruitment will close at midnight on **Sunday, September 14, 2025**. To be considered for this opportunity, upload your cover letter, resume, and list of six professional references using the "Apply Now" feature at www.tbcrecruiting.com.

TB & CO.

Tina White • 619.948.1786

Teri Black • 424.296.3111

TERI BLACK & COMPANY, LLC

www.tbcrecruiting.com

This will be a confidential process.

Following the closing date, resumes will be screened in relation to the criteria articulated in this brochure. Applicants with the most relevant qualifications will be immediately granted preliminary interviews by the consultants. Candidates deemed the best qualified will be invited to interview with the City. The City Manager anticipates making a selection in a timely manner, following the completion of the process and the background and reference checks. Please note that references will not be contacted until the end of the process, which will be done in close coordination with the selected candidate.

