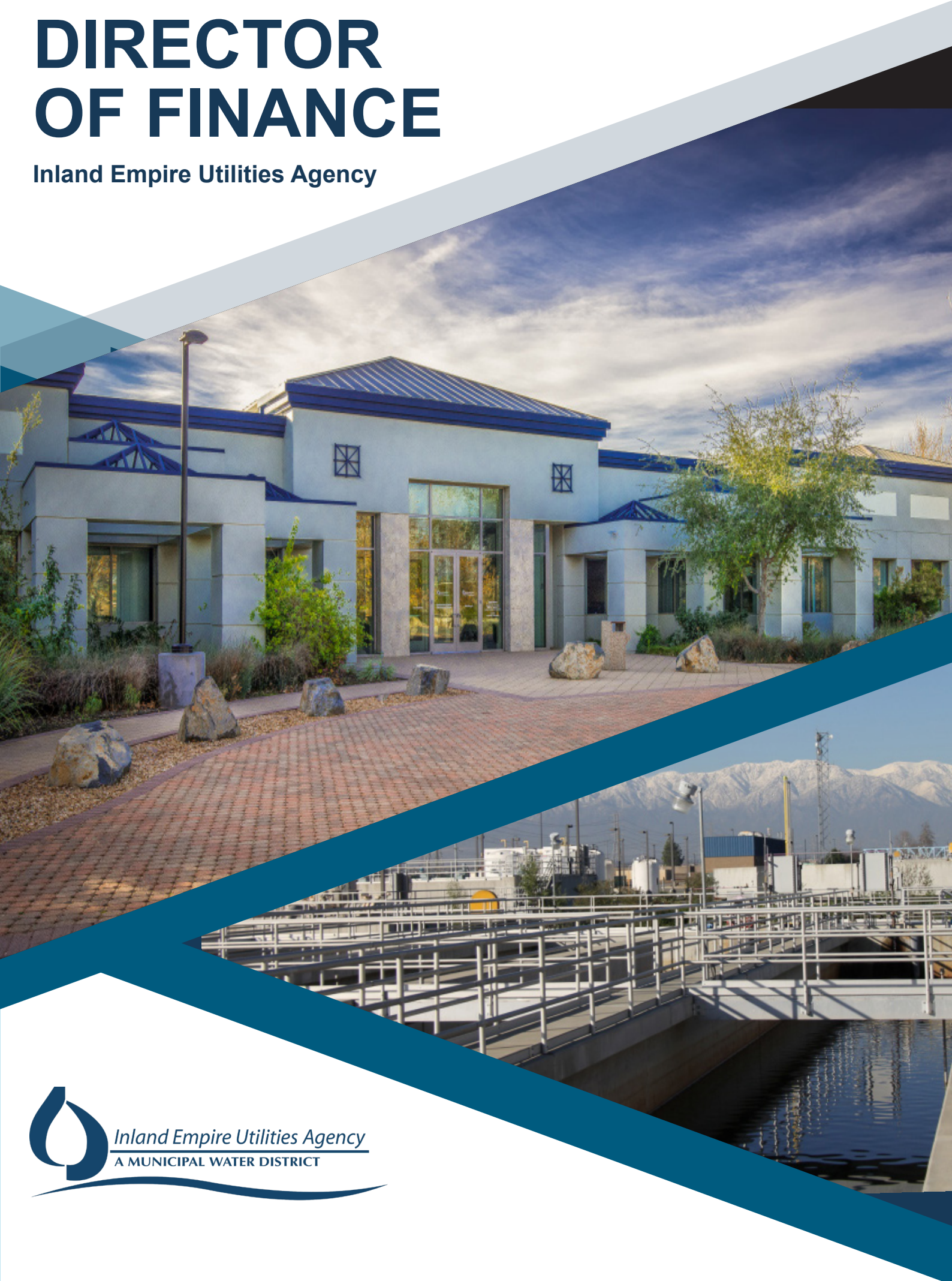
DIRECTOR OF FINANCE

Inland Empire Utilities Agency



Inland Empire Utilities Agency
A MUNICIPAL WATER DISTRICT

THE AGENCY

The Inland Empire Utilities Agency (IEUA/Agency) is a regional wastewater treatment agency and wholesale distributor of imported water serving approximately 950,000 people across 242 square miles throughout western San Bernardino County. The Agency is committed to supporting the needs of its service area and safeguarding public health through significant investments in a diverse water supply portfolio, reliable municipal/industrial wastewater collections and treatment services, and other related utility services in a regionally planned and cost-effective manner.

As the only member agency of the Metropolitan Water District of Southern California (Metropolitan) in San Bernardino County, IEUA provides supplemental water supplies to the growing region, primarily via the State Water Project (SWP), for distribution among nine retail agencies.

Water recycling is a critical component of the Agency's water resource management strategy. IEUA receives over 50 million gallons per day of wastewater from seven sewering agencies at its five regional wastewater treatment plants. Wastewater is then treated in accordance with Title 22 regulations and distributed to retailers through purple pipe or indirect potable reuse through the groundwater recharge program. In conjunction with these five regional wastewater treatment facilities, IEUA also maintains and operates:

- The Chino Desalter I (located in Chino) on behalf of the Chino Basin Desalter Authority.
- The Inland Empire Regional Composting Facility (located in Rancho Cucamonga) on behalf of the Inland Empire Regional Composting Authority, a Joint Powers Authority with Los Angeles County Sanitation District.
- 46 groundwater recharge basins across 19 recharge sites within the IEUA service area designed to hold stormwater run-off, imported water, and recycled water for aquifer replenishment.

The Agency also prioritizes investments in local water resources, conservation programs, and renewable energy sources, and advocates for environmental stewardship through several free educational resources and outreach programs.

GOVERNANCE STRUCTURE/LEADERSHIP

IEUA is governed by a five-member Board of Directors elected by registered voters within their respective divisions to staggered four-year terms. For Fiscal Year 2026/27, the Agency is supported by 386 full-time employees, with projected revenues and other funding sources totaling approximately $509 million.

The Agency also oversees a substantial capital program designed to support the region's long-term infrastructure and water resource needs. Its Capital Improvement Program is formalized through a Ten-Year Capital Improvement Plan (TYCIP), which is updated annually and currently totals approximately $1.6 billion.

IEUA takes pride in a workplace culture centered on growth, accountability, innovation, and collaboration. Eight organizational attributes guide how employees and leaders work together and deliver services:

- Safety – Maintaining a safe and healthy work environment for all employees.
- Continuous Learning and Improvement – Investing in professional development and encouraging employees to continually strengthen their knowledge and skills.
- Efficiency – Optimizing processes and resources to deliver high-quality services effectively.
- Collaboration – Bringing together diverse perspectives and expertise to develop innovative solutions and advance the Agency's mission.
- Accountability – Taking ownership, honoring commitments, and maintaining high standards of integrity and performance.
- Coaching for Performance – Providing employees with the guidance, feedback, and support needed to grow and succeed.
- Respect – Valuing individual contributions and treating others with dignity and consideration.
- Employee Engagement – Creating a sense of belonging and purpose that connects employees to the Agency's mission and success.

FINANCE

The Finance Department provides financial management, accounting, procurement, and risk management services supporting IEUA's operations and long-term financial sustainability. Comprised of three units — Finance, Accounting, and Contracts & Procurement — the Department safeguards Agency resources, ensures fiscal accountability and regulatory compliance, and supports sound financial decision-making.

The Finance and Accounting units oversee budgeting, long-range financial planning, financial reporting, payroll, accounts payable, billing and revenue collection, and project and fixed asset accounting. These units also manage investments, cash flow, and debt obligations; evaluate capital financing strategies and funding opportunities; and support rate studies. Responsibilities include preparing the Agency's biennial budget and Annual Comprehensive Financial Report and ensuring compliance with debt covenants and reporting requirements.

Contracts & Procurement administers the acquisition of equipment, materials, supplies, and services in accordance with applicable laws and Board-adopted policies. The unit also oversees risk management and insurance programs, promotes ethical procurement practices, and supports local, small, and disadvantaged businesses through the Agency's Business Outreach Program.

The Department is led by the Director of Finance and supported by 36 full-time employees and a FY 2026/27 budget of $20.6 million.



THE POSITION

Reporting to the Deputy General Manager, the Director of Finance provides strategic leadership and oversight of the Agency's financial operations. As a key member of the executive leadership team, the Director maintains the Agency's strong financial position, develops financial policies and strategies, and advises executive management and the Board of Directors on complex financial matters. The Director of Finance provides leadership and oversight to the Manager of Contracts and Procurement, Manager of Rates and Revenue, Controller, and Treasurer.

The Director oversees operating and capital budgets, long-range financial planning, financial reporting, treasury operations, investments, debt management, and financial systems. A significant responsibility involves developing financial strategies to support approximately $1.7 billion in planned capital investments over the next five-plus years. This includes evaluating financing alternatives, managing cash flow and investments, pursuing grants and low-interest loans, and ensuring regulatory and debt compliance.

Key priorities include financial forecasting, rate and fee development, maintaining strong credit and bond ratings, evaluating rate-setting and revenue collection methodologies, including potential collection of certain charges through the property tax roll, coordinating timely and compliant grant and loan reporting, and supporting the Agency's financial planning and analysis throughout upcoming labor negotiations. The Director also represents IEUA in financial matters involving member agencies, financial institutions, regulators, and other external partners.

The Director will play a key role in selecting and implementing a new enterprise resource planning (ERP) system, collaborating with the Information Technology Director and other departments to ensure the system supports the Agency's financial and operational needs.

In addition to these responsibilities, the Director leads and develops a multidisciplinary team, promotes operational efficiencies, and fosters a collaborative, service-oriented culture of accountability and continuous improvement.

THE IDEAL CANDIDATE

IEUA seeks an accomplished, forward-thinking financial executive combining technical expertise, strategic vision, and sound judgment with the ability to translate complex financial challenges into practical solutions. The ideal candidate will build on the Department's strengths, identify opportunities, and implement strategies supporting long-term financial sustainability.

The successful candidate will bring extensive experience in financial planning, cash flow analysis, debt management, and capital financing, preferably in a public agency or utility environment. A sophisticated understanding of rate-setting methodologies, including California Propositions 218 and 26, is essential. Experience developing complex rate structures and funding strategies for major capital investments is highly desirable. The ideal candidate will understand



diverse funding sources, including pay-as-you-go financing, grants, and low-interest loans such as federal Water Infrastructure Finance and Innovation Act (WIFIA) and State Revolving Fund (SRF) programs. Experience with long-range financial forecasting, investment strategies, and maintaining strong credit ratings will be valuable.

Equally important is the ability to move from strategy to execution. The next Director will establish priorities, evaluate alternatives, make well-supported recommendations, and deliver results. Experience with financial systems modernization, particularly ERP selection and implementation, will be valuable, along with the ability to lead complex, cross-departmental initiatives. This individual will confidently advise executive leadership and the Board of Directors, communicating complex financial matters clearly and persuasively.

A collaborative, relationship-oriented leader will thrive in this role. The ideal candidate will build strong internal partnerships and promote responsive, solution-oriented customer service. Externally, the Director will be a credible representative of IEUA, cultivating productive relationships with member agencies, particularly their finance directors and managers. Political acumen, diplomacy, and the ability to navigate competing interests will be essential.

The successful candidate will be an approachable, supportive leader who values the expertise of an established team, empowers staff, encourages professional growth, and fosters accountability, collaboration, and continuous improvement.

The position requires graduation from an accredited four-year college or university with a major in finance, accounting, business or public administration, or a closely related field, and at least ten (10) years of progressively responsible financial experience demonstrating strategic leadership and comprehensive knowledge of financial operations, including three years at the management or supervisory level; or an equivalent combination of education, training, and experience. A master's degree in business or public administration and public agency experience are preferred. A Certified Public Accountant license and Certified Public Finance Officer certification from GFOA are highly desirable.



APPLICATION & SELECTION PROCESS
The closing date for this recruitment is Sunday, **December 20, 2026, at 11:59 p.m.** To be considered for this opportunity, upload a cover letter, resume, and a list of six (6) professional references using the "Apply Now" feature at www.tbcrecruiting.com.

COMPENSATION & BENEFITS

The annual salary range is $238,482 - $290,567; placement within the range will be DOQE. Salary is supplemented by competitive benefits that include, but are not limited to:

CalPERS Retirement:
Classic Member – An employee who is a "classic" member of CalPERS, or a current member of another California public retirement system, who is hired on or after January 1, 2012, will be enrolled in the CalPERS 2.0% @ 55 benefit formula with a three-year final compensation. Classic members shall contribute 7% of eligible earnings toward the employee contribution.

New Member – "New" members are enrolled in the 2.0% @ 62 benefit formula with a 6.75% employee contribution.

Social Security – Along with CalPERS retirement, the Agency also participates in Social Security and Medicare. The Agency and the employee each contribute 7.65% of eligible earnings.

Deferred Compensation – A 457(b) plan is available through Empower Retirement with an Agency match of up to $70 per pay period. A 401(a) Profit Sharing Plan is also available to new employees.

Medical Plan – Health insurance is offered through CalPERS with a monthly Agency contribution of $2,300.

Dental & Vision – Enrollment in one of two dental plans is mandatory. Voluntary vision insurance is offered through EyeMed.

Life & AD&D Insurance – Provided with an Agency-paid $90,000 Term Life and AD&D policy.

Wellness Stipend – $500 per calendar year paid every 25th pay period.

Flexible Spending Account – The Agency offers Flexible Spending Accounts (FSA), allowing employees to make pre-tax deductions for qualifying medical, dental, vision, and dependent care expenses.

Holidays – 12 paid holidays annually plus an additional ten (10) floating holidays per fiscal year.

Vacation Leave – 80 hours of vacation per year, with subsequent increases based on years of Agency service.

Sick Leave – Employees accrue 96 hours of sick leave annually.

Auto Allowance – $400 monthly allowance provided.

Work Schedule – The Agency operates on a 4/10 work schedule, and classifications at this level are expected to be on-site full time.

Education & Professional Development – The Agency may reimburse up to $5,250 per fiscal year for work-related educational expenses. Costs for certifications, licenses, and professional memberships may also be covered.

TB&CO.

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TERI BLACK & COMPANY, LLC
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Following the closing date, resumes will be screened in relation to the criteria articulated in this brochure. Applicants with the most relevant qualifications will immediately be granted preliminary interviews by the consultants.

Tentative Recruitment Schedule
- **Application Deadline:** December 20, 2026
- **Panel Interviews:** Late-January 2027
- **Final Interviews:** Early-February 2027, following panel interviews

Candidates selected to advance will receive additional information regarding interview dates and logistics. **These dates are tentative and subject to change.**

Candidates deemed to be the best qualified will be invited to additional interviews shortly thereafter. The Agency anticipates making a timely selection, following the completion of a thorough background, reference check, and medical exam. Please note that references will not be contacted until the end of the process and, at that time, will be done in close coordination with the candidate.