

# THE CITY OF SAN LEANDRO



INVITES YOUR INTEREST FOR THE  
POSITION OF

**WATER POLLUTION  
CONTROL MANAGER**

## The Community

San Leandro is located on the eastern shore of the San Francisco Bay, between Oakland and Hayward, only 23 minutes from downtown San Francisco. A friendly and diverse city of almost 90,000 residents, San Leandro is a community of distinctive residential neighborhoods full of charming and unique older homes on tree-lined streets. In recent years, the City has prioritized transit-oriented development around its two BART stations, embarking on a plan for vibrant, walkable urban villages. In terms of the Bay Area, San Leandro is considered an affordable and high-quality community.



San Leandro residents are proud of their neighborhoods and their city, which is reflected by their active involvement in the City's numerous neighborhood and homeowner's associations. Collaboration has been key to their success in keeping neighborhoods clean, safe, and beautiful.

The City has a well-deserved reputation as an excellent place to live, work and do business. San Leandro is also focused on technology and innovation. Lit San Leandro, a unique public-private partnership, led to the creation of a 10-gigabit fiber optic network that currently serves businesses, schools, and City facilities, including public libraries and community centers. The City has also embraced "smart city" concepts as it seeks to leverage technology to maximize the efficiency and effectiveness of municipal operations.

Of particular interest is the City's shoreline recreational area, a destination spot that includes a nationally acclaimed municipal golf course, a 131-room hotel, two restaurants overlooking the bay, and a regional park that includes group picnic areas, playgrounds, work-out equipment/stations, and a portion of the San Francisco Bay Trail. Planning is underway for a significant new development along the shoreline, to include residential units, a second hotel, additional restaurants, a reconstructed public library, and a major expansion of public park land.



## City Government

Incorporated in 1872, the City of San Leandro, a charter city, operates under a Mayor/Council-Manager form of government. The City Council is made up of members nominated from each of the six districts and elected at large. The Mayor is also nominated and elected at large. The Mayor and Council members may serve for two consecutive terms. The Council appoints the City Manager and City Attorney.

The City places a strong emphasis on community participation in the public policy process. This is reflected in the many advisory boards and commissions that

advise the City Council. Among those boards are the Arts Commission, Board of Zoning Adjustments/Planning Commission, Human Services Commission, Library-Historical Commission, Personnel Relations Board, Recreation and Parks Commission, Rent Review Board, Senior Commission, and Youth Advisory Commission. In addition, for the first time a citizen-led Budget Task Force was formed in 2020 to help guide the City in formation of the Fiscal Years 22/23 Biennial Budget.

San Leandro takes pride in its distinction of being an energetic and well-managed city. The City has a total FY2021-22 budget of \$199.9M, including a General Fund budget of \$129M. The City provides a full range of municipal services and is organized into eight departments: City Manager, Community Development, Engineering and Transportation, Finance, Library, Police, Public Works, and Recreation and Human Services. Fire protection is provided by contract with the Alameda County Fire Department.

## **The Position and Ideal Candidate Profile**

The Water Pollution Control Manager plans, organizes, administers, and directs the Water Pollution Control Division of the Public Works Services Department in compliance with federal, state, and local regulations. This individual will receive general direction from the Public Works Services Director and will oversee the contract operation and maintenance services provided by the City to the East Bay Dischargers Authority. In addition, the selected individual will work collaboratively with both internal and external staff/stakeholders, and be responsible for the safe, efficient, cost-effective operation of the Wastewater Plant, laboratory, lift stations, collection system and related facilities.



The Water Pollution Control Manager will understand the practices used in the operation and maintenance of an activated sludge and rotating biological contactor wastewater treatment facility and pumping stations and be familiar with the principles and objectives of laboratory analysis for treatment and process control. The ideal candidate will have the ability to communicate effectively, monitor legislation and regulatory action related to water quality issues and hazardous materials and be an experienced manager who can help with proactive implementation of Best Management Practices to prevent issues before they occur.

There are many exciting and technologically innovative projects currently underway at the Water Pollution Control Plant that the Manager will be expected to manage. These include: a battery-storage and CNG-producing project (in conjunction with the City's energy-efficiency contractor, who also did the recent onsite installation of a 1 megawatt solar array); and construction of a treatment wetland pilot project (for pollution reduction, habitat enhancement and shoreline resiliency) funded in part through the San Francisco Bay Restoration Authority (Measure AA funding).

The ideal candidate will have at least five years of progressively responsible experience in the management of a wastewater treatment facility of similar size and complexity as well as a minimum of three years supervisory experience. The individual must possess an Associate of Arts degree from a community college, with major course work in business administration, biological science, or a closely related field. A Bachelor's degree is highly desired. At the time of appointment, the candidate must possess and maintain a valid Grade IV or Grade V California Wastewater Treatment Plant Operator's Certificate.

## Compensation and Benefits

The annual salary range for this position is between \$138,396 - \$168,228 depending on qualifications. The City offers a competitive benefits package that includes:

- ◆ Retirement: 2% @ 55 for CalPERS Classic Employees with employees paying 7% of employee contribution. 2% @ 62 for PEPRAs employees with employees paying half the normal cost (6.75%);
- ◆ Management Incentive Pay at the rate of 80 hours per calendar year, paid equally at each pay period;
- ◆ 40 hours of Administrative Leave;
- ◆ Twelve days per year of vacation for the first five years of employment, increasing to a maximum of twenty-five days per year; sick leave accrues at a rate of twelve days per year;
- ◆ Twelve holidays plus two floating holidays;
- ◆ Maximum City contribution of \$1,939.22 (2022) per month for family coverage in a cafeteria benefits plan which provides a choice of CalPERS medical options; \$144.90 per month for family coverage in Delta Dental PPO with buy-up options, and voluntary medical and dependent care flexible spending accounts;
- ◆ \$50,000 Life/AD&D and 40% long-term disability insurance with an option to purchase increased coverage;
- ◆ Voluntary deferred compensation (457 Plan) with City matching up to 2% of base salary; and
- ◆ Voluntary vision care, and short-term disability insurance are also available.



## The Process

To be considered for this exceptional career opportunity, please visit the Avery Associates Career Portal on our website at [www.averyassoc.net/current-searches/](http://www.averyassoc.net/current-searches/) to upload your letter of interest, resume and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place).

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The final filing date for this recruitment is December 6, 2021.

If you have any questions regarding this position, please contact Bill Avery at 408.399.4424 or [bill@averyassoc.net](mailto:bill@averyassoc.net) or Bill Lopez at 408.888.4099 or [williaml@averyassoc.net](mailto:williaml@averyassoc.net).

