

Central Basin
Municipal Water District

**GENERAL
MANAGER**



**BOB MURRAY
& ASSOCIATES**
Experts In Executive Search

THE DISTRICT & BOARD

Central Basin Municipal Water District (District), established in 1952, is a water wholesaler that provides imported water to 40 retail water providers and one water wholesaler including: cities, mutual water companies, investor-owned utilities and private companies in southeast Los Angeles County. The District purchases imported water from the Metropolitan Water District of Southern California (MWD). With a vision to secure water supplies in southeast Los Angeles, Central Basin also provides the region with recycled water for municipal, commercial and industrial use.

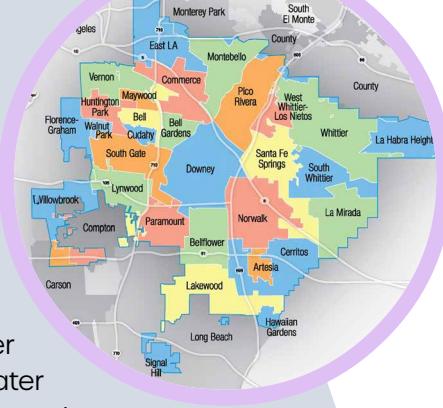
The District was established by a vote of the people to help mitigate the over-pumping of underground water resources in southeast Los Angeles County. District founders realized they would have to curtail the use of relatively inexpensive yet diminishing local groundwater by providing the region with imported water. In 1954, Central Basin became a member agency of MWD, an agency which provides the region with imported water. Through a coordinated effort, the seven Central Basin Directors appoint two representatives to serve on the 38 member MWD Board of Directors. As one of MWD's largest member agencies, Central Basin plays an active and collaborative role in regional water governance.

Today, the District serves 1.6 million people from 24 cities and unincorporated areas in southeast Los Angeles and uses a mixed-governance model for the seven-member Board of Directors. The Board is made up of four members elected individually by the voters to represent each of the four electoral district divisions, and three members are nominated and elected by the cities and water purveyors the District serves.

Central Basin is guided by its strategic plan, which acts as a blueprint for the District's goals and objectives. The Strategic Plan was developed under the guidance of the Board of Directors and senior management and includes feedback from local retail water providers.

THE POSITION

With guidance from the Board of Directors, the General Manager provides strategic leadership and direction for all aspects of District operations. This role involves planning, organizing, directing, and evaluating services to ensure they effectively meet the needs of the public



and customers throughout the service area. With a strong emphasis on fiscal responsibility, regulatory compliance, and long-term vision, the General Manager ensures that organizational goals are achieved efficiently and remain in alignment with the District's mission. Committed to continuous improvement, the General Manager regularly reviews and refines operations to maintain responsiveness, accountability, and alignment with community priorities.

Key responsibilities include overseeing all District departments and functions to ensure compliance with Board policies and applicable laws; participating in the development and execution of the District's strategic plan, goals, and objectives; and managing financial operations and investment policies to ensure all expenditures adhere to Board-approved budgets, legal requirements, administrative policies, and accepted reporting standards. Primary duties include but are not limited to the following:

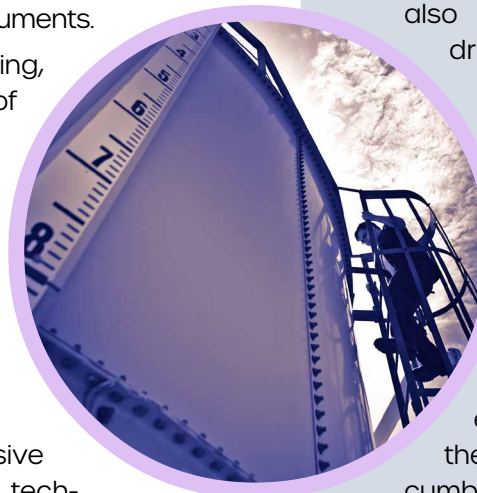
- Forecasting future operating revenues, capital, and operating budget allocations; preparing an annual budget; and managing day-to-day and long-range financial operations to continually achieve proper debt ratio for the District.
- Directing the preparation of analysis and recommendations regarding water supply and reliability policy issues, long-range planning, and contingency plans; and advising and counseling the Board regarding policy issues for meeting the present and future needs of the region.
- Participating in the assessment of regional, industry, and District service area public and customer needs; ensuring objectives and



priorities align with meeting those needs.

- Directing and overseeing the analysis of proposed legislation and regulation; directing and participating in industry and intergovernmental activities to influence legislative and regulatory change consistent with the District's interests and needs.
- Preparing and delivering recommendations to the Board; reviewing and revising board agendas and reports prepared by others.
- Interpreting District code, policies, and applicable laws and regulations; ensuring compliance over assigned areas.
- Directing the development and maintenance of comprehensive, effective human resources programs, administrative policies and systems; developing, maintaining, and revising the District's organization, including but not limited to organizational structure, job descriptions, salary ranges, number of employees, performance reviews (including methodology) and disciplinary policies.
- Maintaining all official employment-related documents, such as employment applications, position descriptions, annual evaluations, commendations, disciplinary actions, and individual personnel files containing all official employment-related documents.
- Submitting rules and regulations for contracting, purchasing, storing, distributing, or disposal of supplies, materials, and equipment to the Board for approval and adoption on an as needed basis.
- Maintaining individual records for District assets reflecting date of purchase, original cost, depreciation term, and method of depreciation.
- Creating an organizational culture conducive to high performance, innovation, integrity, and exceptional customer service.

The General Manager must possess comprehensive knowledge of theory, principles, practices, and techniques of organizational design and development, public administration, financial management, and long-range planning as they apply to a public water agency. This includes a strong understanding of budgeting, purchasing, and public records management, as well as legal and regulatory frameworks such as the Brown Act, applicable ordinances, and state laws governing municipal water



district operations. The role also requires familiarity with federal and state water issues, environmental concerns, and the political processes at all levels that influence water supply, demand, and policy. In addition, the General Manager must understand the organization, function, and authority of a public agency's Board of Directors, and be well-versed in the principles and practices of strategic planning and management.

THE IDEAL CANDIDATE

The Board of Directors is seeking a resilient, dedicated, and adaptable candidate to serve as the next General Manager. The ideal candidate will be an honest and ethical leader with high emotional intelligence. A reliable, humble, and transparent candidate will do well in this role. The successful candidate will be goal-oriented, approachable, and inclusive, with excellent communication skills. The next General Manager must also be mission and vision driven, with experience in culture and workforce resilience along with strategic planning implementation.

The ideal candidate is an effective communicator and strong leader with proven political acumen and extensive experience in the water industry. The incumbent will demonstrate transparency in their approach, excel at building meaningful relationships, and possess strong networking skills. As both a coach and mentor, the General Manager will inspire and develop others, fostering a collaborative and

high-performing environment. A proven, team-oriented frontrunner with a track record of effective partnerships with state and local governments is sought. Top candidates will bring strong fiscal expertise, a solid background in public policy, and will demonstrate success in working closely with a Board of Directors to achieve organizational goals. Strength and experience in cost efficiency and optimization as well as development of core competencies is essential to success.

Qualified candidates possess a Bachelor's Degree in civil engineering, public or business administration, or related field and at least five (5) years of progressively responsible administrative and executive management experience in the operations and management of a public or private water and/or wastewater service provider. Maintaining a valid California Driver's license is required.

THE COMPENSATION

The annual salary range for the General Manager position is \$305,000 to \$350,000. Placement within this range is dependent on experience and qualifications. The District also offers the following benefits:

Health Benefits:

- Medical - Employer pays 100%
- Dental - Employer pays 100%
- Vision - Employer pays 100%

Employee Assistance Program (EAP) - Employer pays 100%

Health Reimbursement Account (HRA)

Life Insurance - Employer pays 100%

CalPERS Retirement

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

**Filing Deadline:
April 5, 2026**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the Central Basin Municipal Water District. Candidates will be advised of the status of the recruitment following selection of the General Manager.

If you have any questions, please do not hesitate to call:

Ms. Valerie Phillips
(916) 784-9080

