Delta Diablo

GENERAL MANAGER

Bob Murray & Associates
Experts In Executive Search

Delta Diablo

Mission

Delta Diablo protects public health and the environment for our communities by safely providing exceptional wastewater conveyance, treatment, and resource recovery services in a sustainable and fiscally-responsible manner.

218,000 customers

76 miles of sewer pipes, force mains, 5 pump stations

Wastewater Treatment Plant

Recycled Water Facility

Renewable Energy Production

Biosolids Beneficial Use

Transforming Wastewater to Resources

www.deltadiablo.org

ABOUT DELTA DIABLO

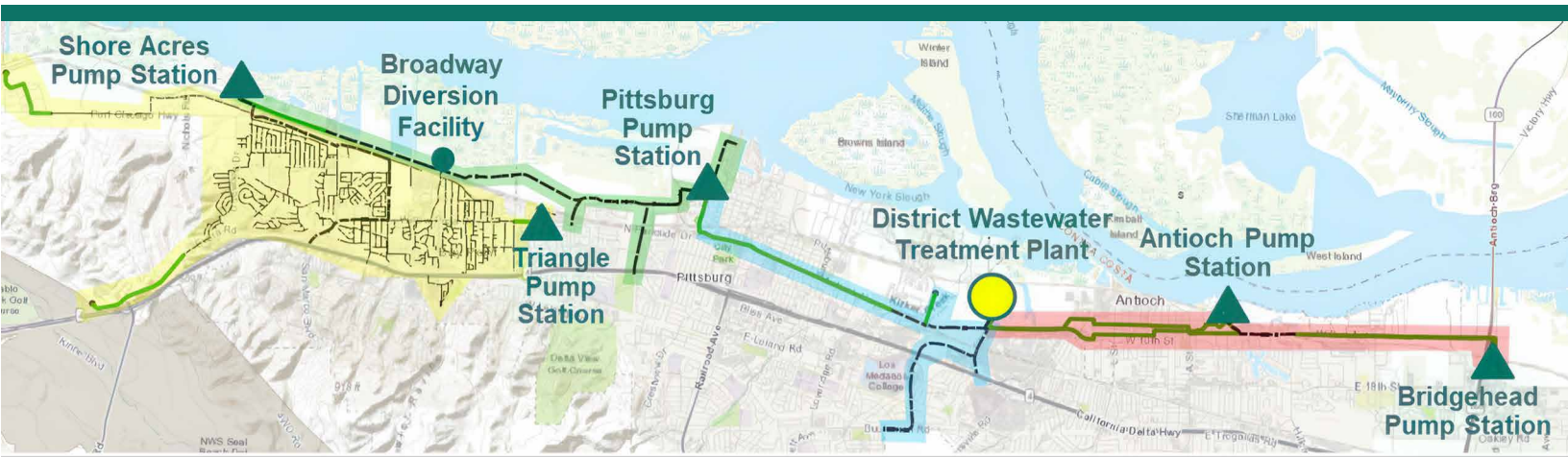
As a California special district, Delta Diablo (District) provides wastewater conveyance and treatment services for over 218,000 customers in Antioch, Pittsburg, and Bay Point. The District's Wastewater Treatment Plant (WWTP), which processes an average of 14 million gallons per day (MGD) of wastewater, has been transformed into a "wastewater resource recovery facility" by producing an average of 7 MGD of recycled water via the Recycled Water Facility for use at two power plants and irrigation sites, generating onsite renewable electricity via biogas utilization that meets 50 percent of WWTP power demand, applying residual biosolids as fertilizer through land application at farm sites, and providing household hazardous waste collection and recycling services.

As a nationally-recognized leader and progressive "Utility of the Future," the District is firmly committed to organizational excellence, exemplary regulatory compliance, resource recovery, innovative approaches, sustainable solutions, and community engagement. In achieving our mission, we are focused on providing effective and reliable services, maintaining reasonable rates, and continuing to serve as responsible stewards of the public's resources and trust. The District is governed by a three-member Board of Directors that includes a City of Pittsburg councilmember, a City of Antioch councilmember, and the Contra Costa County Board of Supervisors Member representing the Bay Point community.

The District's FY25/26-FY26/27 Biennial Budget totals $143.7 million, which includes $85.5 million in FY26/27 ($37.2 million for operating, $46.4 million for capital, $1.9 million for debt service) and 79.0 full-time equivalent positions. The 5-year Capital Improvement Program is currently projected at $310 million to address aging infrastructure, meet nutrient removal regulatory compliance requirements, and expand treatment capacity.

Following extensive staff engagement, the District adopted a Strategic Plan (dated August 2021), which includes new Mission, Vision, and Behavioral Value Statements, as well as targeted strategies and objectives to support the six Strategic Goals highlighted below.

Infrastructure Investment	Ensure the long-term effectiveness and reliability of critical District infrastructure through prioritized, cost-effective capital investment and maintenance
Environmental Stewardship	Meet or surpass environmental and public health requirements to maintain public trust
Fiscal Responsibility	Manage financial resources effectively to meet funding needs and maintain fair and reasonable rates
Organizational Change	Embrace innovation, engagement, and change to enhance service delivery, work processes, and use of technology to drive sustained improvement in organizational effectiveness and efficiency
Workforce Development	Support development of an engaged, skilled workforce that is dedicated to organizational excellence and exceptional service delivery
Customer Services and Engagement	Deliver an exceptional customer service experience and embrace opportunities to enhance service value through engagement and collaboration



THE POSITION

The General Manager leads the District's Executive Team, which includes the Deputy General Manager, three department directors (Resource Recovery Services Director, Business Services Director, and Engineering Services Director), and the Office Manager/Secretary to the Board. This at-will position reports directly to the Board of Directors. The District is focused on ensuring this position directly addresses key strategic and operational focus areas to continue driving organizational excellence and improvement over time. Specific key responsibilities for this position include:

- Effectively engage with and direct Executive Team members to address significant policy, strategic, financial, technical, legal, regulatory, legislative, operational, administrative, human resources, and public affairs issues
- Ensure strategic, cost-effective, proactive, and timely implementation of complex capital improvement projects to address aging infrastructure, regulatory compliance, and capacity needs
- Manage development, implementation, and administration of the District's operating budget with a focus on financial sustainability and responsible stewardship of limited customer resources
- Advance sustained implementation of key goals, strategies, and objectives in the District's Strategic Plan, including identification, prioritization, and completion of Strategic Initiatives each fiscal year, and prepare periodic updates to the Strategic Plan with engagement with the Board and staff
- Ensure a strategic, prioritized, and cost-effective approach to development and implementation of information technology, process automation, and innovative business processes to drive organizational effectiveness and efficiency
- Develop labor contract negotiation strategies and manage negotiations of memoranda of understanding (MOUs) with three collective bargaining units (three existing labor MOUs expire in successive years in June 2029, June 2030, June 2031)
- Effectively address and resolve labor relations and personnel matters in coordination with the Executive Team and the District's Human Resources and Risk Manager
- Focus efforts to enhance positive organizational culture attributes, employee engagement and communications, workforce development, performance measurement, and succession planning
- Prioritize development of new and revised Board and District policies and procedures, while ensuring compliance with current legal, regulatory, and code requirements
- Represent the District in various industry association and regional collaboration capacities
- Identify and secure external funding sources (e.g., grants, low-interest loans) to support the District's long-term financial sustainability goals
- Lead the District's public outreach and communications efforts to support specific District initiatives, response actions, and issue resolution

QUALIFYING EDUCATION & EXPERIENCE

This position requires a bachelor's degree in civil engineering (or closely related field), business administration, public administration, or a related field from an accredited college or university. A master's degree in these areas and/or a Professional Engineering license from the State of California is highly desirable. A valid California Class C driver's license must be maintained at all times.

This position requires a minimum of ten years of progressively more responsible technical, managerial, and administrative experience in the wastewater or water sector, including a minimum of seven years of supervisory experience that includes at least five years of senior management (e.g., Executive Team) level experience. Public sector experience is highly desirable.

THE IDEAL CANDIDATE

The ideal candidate for the General Manager position will utilize excellent critical thinking skills, judgment, initiative, and situational decision-making abilities based on relevant work experience to effectively lead and manage a broad range of organizational responsibilities and initiatives. The Board is seeking a forward-thinking leader who will prioritize succession planning, develop internal talent, and build a strong pipeline of future leaders to ensure organizational continuity and long-term success. This position requires the ability to thrive in a fast-paced, dynamic work environment with multiple competing priorities, while ensuring excellent collaboration, coordination, and communication with the Deputy General Manager, Executive Team members, and key stakeholders from diverse work groups across the District. The ideal candidate will leverage strong interpersonal, oral, and written communication skills, transparency, and credibility to directly support the District's efforts to strengthen labor relations with the three bargaining units and employee engagement, recognition, and communication.

Success in this position will require a strategic perspective, an understanding of business processes, and a continuous improvement focus to drive sustained organizational excellence, while effectively adapting to and managing new challenges and unforeseen issues. The ideal candidate will serve as an exemplary model for building a positive culture that embraces change and organizational improvement, while exhibiting the key characteristics and traits described in the District's Behavioral Value Statements (refer to Strategic Plan).

COMPENSATION AND BENEFITS

The District offers a competitive salary and benefits package relative to peer agencies in the San Francisco Bay Area. The estimated monthly salary range for this position is **$28,991-$30,371 ($347,887-$364,453 per year)**. A summary of employee benefits for this position is provided below:

CALPERS RETIREMENT – "Classic" Members: 2.0% @ 55 plan; PEPRA/New Members: 2.0% @ 62

MEDICAL, DENTAL, VISION COVERAGE – District pays up to 100% of Region 1 CalPERS Kaiser Plan; full dental and vision plans are provided

VACATION LEAVE – Minimum of 15 days per year

SICK LEAVE – 96 hours annually, with annual sell back up to 40 hours

HOLIDAYS – 11 paid, 3 floating annually

ADMINISTRATIVE LEAVE – 56 hours annually

VEHICLE ALLOWANCE – $500 per month

LIFE INSURANCE – $250,000

RETIREE MEDICAL – For new employees, District provides PEMHCA minimum with no employee contribution to OPEB Trust Fund; and $100.00 per pay period to employee's Retiree Health Savings Account (MissionSquare)

457/401a DEFERRED COMPENSATION – District matching contribution up to 4.0%

WORKERS' COMPENSATION – Covered by District's self-insured program

SOCIAL SECURITY AND MEDICARE – District and employee contribution

STATE DISABILITY INSURANCE – Employee contribution

In addition, the District offers a Flexible Spending Account, an Employee Assistance Program, a Tuition Reimbursement benefit, and gym membership subsidy under the Wellness Program.

TO APPLY

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

www.bobmurrayassoc.com

Filing Deadline:
November 8, 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 Delta Diablo.

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