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**PECKHAM
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EXECUTIVE SEARCH

Water Resources Director
CITY OF POMONA, CALIFORNIA

The City

Located 30 miles east of downtown Los Angeles, the City of Pomona is one of Southern California's most diverse, dynamic, and historic communities. Home to over 150,000 residents, Pomona serves as an important educational, cultural, and economic center within the region. Rich in history and tradition, Pomona traces its roots to the Rancho San José land grant of the 1830s and later emerged as one of California's premier agricultural communities, earning its name from Pomona, the Roman goddess of fruit.

Today, Pomona is a city on the move. Its strategic location at the intersection of several major freeways, access to regional rail service, and proximity to major employment centers make it an attractive destination for residents, businesses, and visitors alike. The City is home to nationally recognized institutions including California State Polytechnic University, Pomona (Cal Poly Pomona), the Los Angeles County Fairgrounds, and the Fairplex campus, hosting hundreds of events throughout the year. Pomona also boasts a thriving Arts Colony, a vibrant



downtown, historic neighborhoods, and an expanding mix of dining, entertainment, and cultural amenities.

The Organization

Incorporated in 1888 and operated as a charter city since 1911, Pomona is governed by a seven-member City Council consisting of an elected Mayor and six Councilmembers representing geographic districts. The City Manager serves as the City's chief executive officer overseeing the implementation of Council policies and delivery of municipal services.

City Mission Statement

The City of Pomona is dedicated to improving the quality of life for our diverse community.

The City operates on a 4/10 work schedule, employs approximately 651 full-time staff, operates an annual budget of approximately \$436.9M, and provides a broad range of municipal services to a community of more than 150,000 residents. Services include police protection, planning and development services, housing programs, public works, parks and recreation, library services, and other administrative support functions. The City also owns and operates its municipal water system.

The Department

Pomona's Water Resources Department provides essential water and wastewater services to the community. The Department also operates a community choice aggregator, Pomona Choice Energy (PCE), which provides electrical power to over 41,000 customers. The Department oversees operating budgets of \$68.1M for water, \$10.8M for sewer, \$49.9M for PCE, and \$2M for storm water. The Department is a complex T5/D5 municipal utility operation encompassing water production, treatment and distribution; water quality; wastewater collection; engineering; environmental compliance; water conservation; stormwater programs; and sustainability initiatives.

Pomona's water system serves 31,500 service connections through 421 miles of water pipelines. The system includes 38 water wells and 22 water storage reservoirs and utilizes a combination of groundwater, local surface water, and imported water supplies. The City's ability to utilize local water resources is particularly important to maintaining a reliable and cost-effective water supply while reducing dependence on imported water. The Department completed a Water Master Plan approximately 7 years ago. The Department is preparing for



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its upcoming 218 notification for both water and sewer rates.

The Department also operates and maintains a wastewater collection system consisting of 317 miles of gravity sewer pipes and over 6,000 manholes. Wastewater collected through the City's system is treatment at the Los Angeles County Sanitation District's Pomona Water Reclamation Plant. The Department recently completed and transitioned into its new \$32M office building complex.



The Opportunity

The next Water Resources Director will replace the retiring Director and join the City at an important time for California water agencies. Aging infrastructure, water supply reliability, regulatory requirements, environmental stewardship, conservation, capital investment, fiscal sustainability, and workforce development require both immediate operational attention and thoughtful long-term planning. The Director will play a key role in establishing priorities for the Department and City.

Water Resources is fortunate to have the support of the City Manager, City Council, and peers within the Executive Team. The Team values, collaboration, honesty and integrity. Success in this position will require an innovative and highly engaged leader who can communicate effectively

with City leadership, employees, labor representatives, regulatory agencies, regional water organizations, consultants, contractors, developers, and community. The successful candidate will bring strong strategic and operational leadership, sound fiscal stewardship, an understanding of complex water and wastewater operations, and the ability to translate long-term objectives into measurable results.

The Water Resources Director leads a diverse, multidisciplinary workforce of 91 FTE's responsible for providing essential services to the community. The Department brings together executive and administrative professionals, engineers, technical specialists, certified water professionals, field operations personnel, and skilled trades employees. The successful candidate will be a motivated and resourceful leader, with hands-on experience in the operation of a complex full-service water department.

Leading this loyal and dedicated workforce requires a Director who is equally comfortable providing strategic executive leadership and understanding the day-to-day realities of a complex public utility operation. The Director will be expected to develop and support employees, build leadership capacity throughout the organization, promote a strong culture of comradery and accountability, maintain critical certifications and technical competencies, and ensure employees have the resources, equipment, training, and support necessary to provide reliable service to the community.



For an accomplished water resources professional, this position offers the opportunity to lead one of the City's most essential and technically complex departments, support and develop a highly specialized workforce, advance significant infrastructure investments, and help shape the long-term reliability and sustainability of water resources for the community.

Experience/Education Requirements

This position requires a combination of experience and training that will provide the required knowledge, skills, and abilities, which can typically be achieved through eight years of experience in water and/or wastewater operations including three years of management and supervisory experience and the equivalent to a Bachelor's degree from an accredited college or university with major course work in engineering, public administration, business administration, or related field. A Master's degree, possession of a T5 and/or D5 Certification, or California Professional Engineer license is highly desirable. The successful candidate must possess, or obtain, a valid driver's license.

The Compensation Package

The City is prepared to offer an annual salary in the range of \$192,669.00 - \$258,231.00 DOQ. The City of Pomona offers a generous benefits package for Executive Management Group A & B employees. All employees are at-will. Below is a listing of some of the benefits offered.

CALPERS RETIREMENT BENEFITS: New employees who become a "new" member of CalPERS for the first time on or after January 1, 2013 will be enrolled in the CalPERS 2% @ 62, FAS 3 Plan. New members will be required to pay at least 50% of the normal cost [Govt. Code Section. 7522030(c)]. However, a new employee who is a "classic" member of CalPERS or a current member of another California public retirement system will be enrolled in the CalPERS 2% @ 60, FAS 3 Plan. Currently, new Group A & B employees shall pay the CalPERS member's retirement contribution of 7.5%. City of Pomona employees do not contribute into Social Security.

PAID HOLIDAYS: 13 paid holidays & 1 floating holiday is provided per year.

EXECUTIVE LEAVE:

Accrue 170 hours per year (6.539 per pay period)

VACATION LEAVE: Employees may be placed at a higher vacation accrual rate at the sole discretion of the City Manager.

- 1-3 years = 80 hours
- 4-5 years = 120 hours



Search Schedule

Filing Deadline: October 30, 2026

Preliminary Screening: November 2 - 13, 2026

Recommendation of Candidates: November 19, 2026

Interview Process: December 3 & 4, 2026

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

- 6-8 years = 160 hours
- 9-15 years = 200 hours
- 16 years plus = 240 hours (maximum)

SICK LEAVE: 12 days per year (prorated if on any leave without pay). are available to eligible City employees.

Group Insurance Programs:

HEALTH INSURANCE: \$700 per month; cash-in-lieu program available

DENTAL: \$75 per month

VISION: Voluntary participation by the employee

125 BENEFIT PLAN CONTRIBUTIONS: City paid contributions that goes towards medical, dental, and vision insurance premiums. They are applied in addition to the other contributions listed above.

- Waiving coverage = \$45 per month
- Single coverage = \$205 per month
- Two-party coverage = \$1,075 per month
- Family coverage = \$1,775 per month

LONG TERM DISABILITY INSURANCE: 66 2/3 of base salary for a maximum of 2 years after 60 days

LIFE INSURANCE: times annual salary (400k max)

Note: The provisions of this bulletin do not constitute a contract expressed or implied, and any provisions contained herein may be modified or revoked without notice.



The Recruitment Process

To apply for this key position and exciting career opportunity, please visit our website at:

Peckham & McKenney

www.PeckhamAndMcKenney.com

Resumes are acknowledged within two business days. Contact Tara Schultz at 626-644-1398 or toll-free at 866-912-1919, if you have any questions regarding this position or the recruitment process.



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