

The City of
MADERA



JOIN OUR TEAM!

Are you...

Interested in municipal government and public service?

Detail oriented and well organized?

Enjoy working with people?

A team player who wants to contribute?

NOW RECRUITING FOR: Wastewater Treatment Plant Manager

Annual Salary: \$87,682.73-\$111,908.06

* 2% COLA effective July 2022, 2023, and 2024 *

* \$1,500 lump sum July 2022, 2023, and 2024 *

*5% pay incentive for Master's Degree *

PRIMARY RESPONSIBILITIES

The City of Madera Wastewater Treatment Plant processes over 5 million gallons per day of sewage for the City of Madera. The plant is currently certified to operate at up to 7.1 MGD and is in the process of converting to a 10 MGD facility. The plant is staffed with 1 Manager, 2 Lead Workers, 1 Mechanic, 1 Lab Analyst, and 5 Operators. The City is in the process of adding a Supervisor classification. The **Wastewater Treatment Plant Manager** is responsible for overall plant management; compliance with State licensing, certification, and discharge requirements; identifying preventative maintenance needs and preparing work plans to address these needs; responding to emergency repair needs; managing the division's budget; working collaboratively with the City's Engineering Department on capital projects; and ensuring plant staff receive proper training, certification opportunities, and supervision.

QUALIFICATIONS

Experience/Education: At least 4 years of supervisory experience in the operation of a wastewater treatment facility and possession of a high school diploma or equivalent.

Licenses: Valid Class C California Drivers License. Possession of a Grade IV or higher as a Wastewater Treatment Plant Operator certification from the California State Water Quality Control Board. A Confined Space Entry Certificate must be obtained within 1 year of hire if not already possessed.

EXAMINATION PROCESS

Only those applicants who meet the qualification standards of this position by the application filing deadline will be allowed to participate in the examination process. Examination scores determine standing on Civil Service eligibility lists. The City Manager, upon recommendation of the department head, will make the final selection and appointment from the established eligibility list.

The examination process may consist of the following parts: *Application Package Review:* Qualifying Only; *Oral Interview:* 100% Weight Value. Candidates must earn a score of 70% or higher to be considered for the eligibility list. Applicants who require special examination accommodations due to a disability should contact the Human Resources Department five (5) business days prior to any scheduled examination at (559) 661-5401.

Applicants may be eligible for Veteran's Preference Points (5 points) and should attach a DD214 to their employment application for consideration of this preference.

learn more



madera.gov/apply

COMPENSATION & BENEFITS



SALARY

Compensation and benefits for the Wastewater Treatment Plant Manager position are defined in the Memorandum of Understanding between the City and the Mid Management Bargaining Unit, as well as the City's Personnel Rules. The City's payroll is on a bi-weekly schedule, with 26 paychecks per year. The bi-weekly steps within the salary range for Wastewater Treatment Plant Manager are shown below.

Step A	\$3,372.41
Step B	\$3,541.03
Step C	\$3,717.80
Step D	\$3,903.75
Step E	\$4,098.86
Step F	\$4,304.16

RETIREMENT

The City participates in the CalPERS defined benefit retirement system. Retirement formulas and contributions are as follows. The terms "Classic Member" and "New Member" are as defined by CalPERS.

Classic Members employed with the City prior to 10/20/2012

- 2.5% at 55 formula, single highest year final compensation
- Employee Contribution paid by the employee pre-tax: 3.375%

Tier I Members employed with the City on or after 10/20/2012

- 2% at 60 formula, average three year final compensation
- Employee Contribution paid by the employee pre-tax: 3.375%

New Members employed with the City on or after 1/1/2013

- 2% at 62 formula, average three year final compensation
- Employee Contribution paid by the employee pre-tax: 7%

HEALTH INSURANCE

The City contributes a monthly amount for the employee to use to purchase health, dental and vision coverage. For medical coverage, the City contracts with Anthem Blue Cross or Kaiser. Dental insurance is through Delta and vision coverage is through Superior.

EMPLOYEE ASSISTANCE PROGRAM

The City of Madera offers an employee assistance program or employees and dependents that provides counseling and other services for dealing with life's challenges at no cost to the employee.

PAID LEAVE

The City of Madera offers a generous paid leave program, including paid holidays, sick leave, vacation, and administrative leave.

GENERAL INFORMATION

Applications may be obtained from the City's website www.madera.gov/ apply or by calling the City's Human Resources Department at (559)661-5401. Applications must be submitted to the City's Human Department prior to the application deadline. Appointment will be contingent upon an extensive background check, pre-employment physical and drug screen.

LIFE INSURANCE

The City provides a \$25,000 life and accidental death and dismemberment policy along with \$5,000 dependent life. The employee may purchase additional supplemental life insurance for him/herself, spouse and/or dependents.

LONG TERM DISABILITY

This city paid benefit provides up to 2/3-income protection.

BILINGUAL INCENTIVE

English/Spanish for qualifying individuals and positions after passing annual bilingual test.

DEFERRED COMPENSATION

The City offers a paid/vested contribution of 4.2% of base pay to one of two 457 plans offered to the employee. In addition, the employee may also contribute, though not required.

EDUCATION INCENTIVE

- 5% of base pay for a job-related Master's Degree
- 7% of base pay for a job-related Doctorate Degree

EDUCATION REIMBURSEMENT

Up to \$2400/fiscal year for college coursework with prior approval from your Department Head.

