

# *General Manager*

## *GROVELAND COMMUNITY SERVICES DISTRICT*



### **The District**

GCSD is located in the beautiful foothills of the Sierra Nevada just a short distance from Yosemite National Park. Recreational and leisure activities abound. Located "above the fog and below the snow" the Groveland area and its Motherlode heritage promote a relaxed lifestyle with many opportunities for personal growth and service to others. The position as General Manager for the Groveland Community Services District is one of those rare opportunities to which public professionals gravitate. The reasons are obvious, great location, great staff, compelling challenges and great District with a rich history of service. Located in the gorgeous California gold country of historic Groveland, this beautiful mountain locale provides the best in outdoor lifestyles anywhere. The GCSD is a team of professionals and decision makers committed to providing a high quality/high functioning community.

*"The beautiful golf course, Pine Mountain Lake as well as Lake Don Pedro, hiking trails, biking, bird watching, fishing, history, hunting, just to name a few of the outdoor activities. I love walking up here and believe it's a beautiful piece of the world." – Maureen Grier*

After a long and colorful history before and through the California gold rush, the great depression, a stop and start relationship with San Francisco's Hetch Hetchy water system and local complaints about sewage in the creek, the County Board of Supervisors passed a resolution establishing the "Groveland Sanitation District" on June 26, 1944.

Downtown  
Groveland, 1947. F.R.  
Stanley Collection,  
courtesy of the  
Groveland Yosemite  
Gateway Collection.



Thomas Reid, Joseph Cassarretto and Frank Ferretti were appointed as the advisory committee to the newly formed District, which eventually became known as the Groveland Sewerage and Water District. In the 1950's the community realized that other services were needed by its growing population, and in 1953 became the Groveland Community Services District. This allowed the provision of services such as fire protection, public recreation, garbage collection and street lighting. In 1964 the District finally formed an agreement with the Hetch Hetchy water system for water from that pristine system.

Subsequent years brought many changes to the once tiny community, not least of which was the development of the Pine Mountain Lake residential subdivision and the construction of the sprawling 202-acre recreational lake by the same name. These changes meant rapid growth for the modest Groveland water and sewer systems. New water distribution and wastewater collection systems were extended northeast of the town into the Boise-Cascade developed Pine Mountain Lake subdivision, and west to meet the needs of the recently annexed community of Big Oak Flat.

When lots in the Pine Mountain Lake subdivision went on the market in 1969, real estate agents from Boise Cascade commenced a vigorous media campaign promoting Groveland as "the ultimate mountain getaway", and prospective buyers flooded to the foothills. Although the subdivision held the promise of increased business for the small community, many locals observed the transformation with an air of nostalgia or even resentment. In addition to the 4,000 home sites, Pine

Mountain Lake offered a private lake, marina, clubhouse, 18-hole golf course, tennis courts, swimming pool, children’s playgrounds, stables, camping and picnic areas, and airport. Boise Cascade transformed the once abandoned schoolhouse and the rundown Groveland Hotel into modern office buildings. The developers also supervised a number of aesthetic renovations to the downtown area. Long abandoned businesses began reopening their doors to crowds of eager tourists, and “no vacancy” signs were once again commonplace along Main Street.

Although many locals were hesitant to accept the changes brought about by the development of the new subdivision, it became clear that the Pine Mountain Lake subdivision could breathe new life into the Groveland economy. The construction of new homes in



*Aerial view of Pine Mountain Lake, 1969. Courtesy of the Groveland Yosemite Gateway Collection.*

Pine Mountain Lake created much needed work for many local contractors and craftsman, and fostered the development of downtown

businesses. As the population of Groveland continued to grow, so did the District’s infrastructure.

Today, the Groveland Community Services District provides pristine Hetch Hetchy water to over 3,000 homes in the Groveland/Big Oak Flat community. The District maintains over 70 miles of water mains, five water tanks, two full-time and one emergency water treatment plant. The District’s wastewater treatment plant and 35 miles of sewer collection pipes also serves over 1,400 homes in the Groveland/Big Oak Flat community.

In addition to providing water distribution and wastewater collection services, the District also provides exemplary fire protection service through the Groveland Fire Department and manages a number of community parks, including Mary Laveroni Community Park and Leon Rose Ball field.

From our general manager, secretaries and engineers in our office to the men and women who work in the District and in the field maintaining GCSD's system and pipelines, efficiency and customer service are our top goals. GCSD employees take pride in their work and are dedicated to helping meet the community's needs of tomorrow.



*Recreation on Pine Mountain Lake (Lake Lodge in the center), 1969. Courtesy of the Groveland Yosemite Gateway Collection.*

*Enter search terms: [mercurynews.com](http://mercurynews.com) and Groveland for a recent article about this amazing place.*

## General Information

GCSD Founded:	1953
Location of Service Area:	Greater Groveland Area
Estimated service Population:	3300
Number of Employees:	16
Adopted (FY)2016-17 Annual Budget:	\$3.2M

## The Position

In preparation for this search, the Board of Directors discussed the overall fit and profile of a General Manager (GM) candidate's qualifications, experience, background, education, skills, knowledge and abilities.

Though not required, strong candidates may possess higher education in a water related field, civil engineering or public administration. He/she will have demonstrable expertise and experience in managing public agencies. A strong understanding of public agency personnel management and financing is a plus as demonstrated by progressively increasing levels of responsibilities. The selected candidate will be able to get out and do the technical work when necessary, manage and supervise a professional team that works well together to implement the Board's vision for the District.

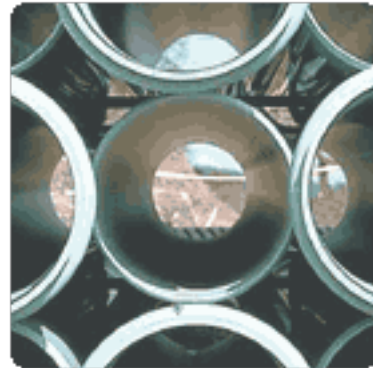
Our GM will be able to deal with the nuances of a public agency that is governed by a publicly elected Board of Directors. He or she will be able to demonstrate a solid grasp of the best practices in operating a public agency. He or she will possess a strong ability to communicate complex principles and reports for the District in a clear and understandable way to other staff, the Board of Directors and to the public.

Our manager will be positive, personable, a good communicator, and not micromanage. He or she will also provide solid leadership to our diverse staff. Our GM will be friendly, self-assured, professional and highly ethical. Our GM will be thorough, ethical and detail oriented in the management of the District, yet flexible and outcome oriented, experienced in planning strategically with a sense of humor. He/she will understand how important it is to be clear and transparent with the public, being a good mediator between the Board and the staff, and properly administrating the District's business. The selected candidate will have demonstrated these attributes with their written submissions, thorough interviews and other selection methods.

*“Our close-knit employee family strives to not only serve, but to be a part of the community. The relatively small staff size assures plenty of opportunity for training, growth and recognition. Offering competitive salaries and benefits, GCSD is recognized as one of the best places to work in the area. Working at GCSD is not just a job, it is a commitment to our small community.” – Bruce Carter*

## The Compensation/Benefits

The salary offer will be dependent on qualifications, background and experience. The annual salary range is \$115,000-\$130,000 depending on qualifications. This position is contracted directly with the Board of Directors and all aspects of the employment are subject to negotiations of that contract. Typical benefits are outlined below; more detailed explanation of employee typical benefits are available through BHI upon request. While other considerations may be made by the Board at the negotiation of the contract, the District anticipates offering the following outstanding benefits package through the contract:



**Retirement** – CalPERS- Classic members 2.7% @ 55. Staff pays full 8% plus 2.5 % of Employer contribution for a total of 10.5%. Employees hired after January 2013 are on PEPR formula 2% at 62. Two 457 plans are also available.

**Health, Dental and Vision Care** – Blue Shield PPO 1000/35, premium for employee and qualifying dependents fully paid by the District. Dental and Vision are also provided and premiums paid for by the District.

**Life insurance** – GCSD provides a basic life insurance plan for eligible employees into which each employee is enrolled.

**Leaves** – Leaves (Vacation and Sick) amounts will be negotiated in a contract with the Board of Directors upon appointment.

**Additional Benefits** - The Board may also provide a variety of other fringe benefits including such items as cell phone, laptop computer and auto allowance. These benefits may be negotiated in a contract with the Board of Directors upon appointment.

## The Recruitment Schedule

Filing Close Date.....	May 1, 2017
Preliminary Interviews (Telephone).....	May 1-May 15
Recommendation of Finalists .....	Late May
Finalists Selection Process (Dates Approximate).....	Week of June 19 (approximated)

Note: Most dates are set, with the dates for final selection activities being approximated. It is recommended that you plan your calendar accordingly, should you be asked to participate in final selection activities. Release for authority to attain a background check will be required of all candidates meeting final qualifications. Please note that any and all publicly accessible on-line profiles may also be reviewed. Constraints regarding your references must be declared at the time of your resume submittal.

## The Recruitment Process

To apply for this outstanding career opportunity, please send your cover letter, resume and references in one digital file (Word preferred) to:

*BHI Management Consulting*

*Attn: Andrew Ives*

*Email information and/or questions to: [andrew@bhiconsulting.com](mailto:andrew@bhiconsulting.com)*