



San Joaquin County Employment Opportunity

Utility District Superintendent

Public Works Department

About the position

San Joaquin County Department of Public Works is recruiting for a Utility District Superintendent to oversee the operations and maintenance of water, wastewater, and storm drainage systems within the County's Utility Maintenance Districts. This management-level position is responsible for ensuring the effective utilization of staff, equipment, and technical procedures to maintain and improve utility services.

The incumbent will lead operational planning, policy development, and compliance efforts while supervising system maintenance, performance evaluation, and laboratory testing in accordance with state and local regulations. Additionally, this role requires budget preparation, expenditure control, and coordination with County officials, public agencies, and community stakeholders.

This is an exciting opportunity for a skilled professional to contribute to improving the quality of life in San Joaquin County and ensure the continued reliability of essential public services.

The Ideal Candidate

The ideal candidate will possess strong leadership skills, technical expertise in water and wastewater treatment, and the ability to manage complex utility operations efficiently. Required certifications include a Grade 3 Wastewater Treatment Plant Operator certificate, a Grade T2 Water Treatment Operator certificate, and a Grade D2 Water Distribution Operator certificate.

About the Department

The Department has over 450 employees who are responsible for planning, designing, constructing, operating, and maintaining the County's public roads and bridges, public utility systems (water, wastewater, storm drainage, and streetlights), flood control facilities, solid waste facilities, and fleet vehicles. The Department provides quality service to the community to protect the health and welfare of the public and preserve the County's infrastructure investments. The Department's vision is being a leader in identifying and adopting processes that result in efficient and effective service to County constituents. The Department continues its mission to create a strategic outlook that leverages innovation in processes and technology; enhances fiscal transparency and accountability; invests in staff development; and fosters partnership with the community.

Make San Joaquin County your new home!

A land of beauty, recreation and natural riches-from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts seven cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

Arts, Culture, and Recreation

The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and Stockton Children's Museum are popular spots.

The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures.

San Joaquin County government provides nine community parks for boating, camping, and picnicking, swimming and organized sports. Annual family events include the Asparagus Festival, attended by thousands of fun-seekers from the County and beyond.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The County-owned and operated Micke Grove Park offers a zoo, rides and a historical museum to delight both children and adults. The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor to north of Sacramento and offering access to the San Francisco Bay.



Recruitment Announcement
0125-RM0340-01
Equal Opportunity Employer

Human Resources
44 N. San Joaquin Street
Third Floor, Suite 330
Stockton, California 95202
Phone: (209) 468-3370

Education

From preschool to higher education, the County has it covered with an abundant array of public or private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus-Stockton Center, Humphreys College and Law School, National University, and the San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The County's 17 school districts provide families with a wide choice for children's educational development.



Agriculture

The county is one of the most agriculturally rich regions in California. Almonds are the leading commodity with over 104,000 bearing acres. Milk, grapes, walnuts, and cherries round out the top crops, with an abundance of other produce. Grapes make up 91,000 bearing acres, much of which are wine grapes. There are over 85 wineries within the Lodi Appellation offer opportunities for tasting and special events.

Weekly farmers markets throughout the county offer a cornucopia of fresh fruit and vegetables. Fruit stands and pick-your-own produce farms dot the countryside.

Housing

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.

Housing ranges from new developments to historic homes found mostly in central Stockton and downtown Lodi. San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational that the area provides.

SAN JOAQUIN
—COUNTY—
Greatness grows here.

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Typical Duties

- Oversees the operations and maintenance of water, wastewater, distribution, and collections of the County's Utility District.
- Initiates, develops, and implements policies and procedures.
- Supervises maintenance and repair of utilities systems.
- Evaluates performance of division personnel.
- Analyzes and evaluates the operating efficiency of sewage digestion and oxidation processes, the service and repair of water and sewage mains, and the maintenance of storm drains and pumps.
- Recommends necessary changes or improvements.
- Consults with and informs appropriate officials of the fiscal engineering, and other needs of the utility systems and facilities.
- Supervises and reviews laboratory testing procedures required by local and state health departments, State Division of Water Resources, or other agencies.
- May perform analyses of water, wastewater, sludge, and other materials.
- Prepares and submits the preliminary budget for the Utility Districts and administers control of expenditures.
- Represents the department on matters relating to Utility Districts operations with other County departments, public agencies, technical organizations, and the general public.
- Supervises and participates in maintenance of records.
- Prepares correspondence and reports.

Minimum Qualifications

Certificate: Possession of a valid Grade 3 Wastewater Treatment Plant Operator certificate issued by the State of California, State Water Resources Control Board; a valid Grade T2 Water Treatment Operator Certificate issued by the State of California Department of Health; and a valid Grade D2 Water Distributions Operator certificate.

Special Requirement: If newly hired incumbents do not hold the valid certification of level Grade 3 Wastewater Treatment Plant Operator, they shall have one (1) year from the date the first state examination is offered to obtain the required certification. Failure to successfully pass the exam and obtain the required certification may result in release from the position.

License: Possession of a valid California driver's license if required by the nature of the position.

NOTE: A copy of all required certificates must be attached to your application when submitted, or may be e-mailed to Austin Wagers at awagers@sjgov.org

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Compensation and Benefits

Approximate Annual Base Salary

\$108,168-\$131,479

3% increase effective July 2025

In addition to the base salary, the County offers an excellent benefits plan which includes a county contribution to health insurance, dental and vision insurance plans. Other benefits also offered by the County include:

- A 1% employer contribution to the County's 457 Deferred Compensation Plan
- 1937 Act defined benefit retirement plan with reciprocity with CalPERS
- 10 days of vacation leave a year (15 days after three years, 20 days after 10 years, 23 days after 20 years)
- 12 days of sick leave annually with unlimited accumulation
- 10 days of administrative leave per year
- 14 paid holidays per year
- 125 Flex Benefits Plan
- Educational Reimbursement Program

Recruitment Incentives

- **Vacation Accrual Rate:** San Joaquin County vacation accrual rate consistent with the candidate's total years of public service.
- **Sick Leave:** Candidates leaving other employment may receive credit for actual non-reimbursable sick leave hours (up to 160 hours).
- **New Hire Retention Bonus:** \$2,000 upon completion of first year equivalent employment (2,080 hours); \$1,000 at 6,240 hours; \$3,000 at 12,480 hours.

Application and Selection

The competitive process includes submittal of a completed San Joaquin County Employment application and Supplemental Questionnaire. Resumes will not be accepted in lieu of a complete application package. If a formal exam process is utilized, qualified applicants will be invited to participate in an oral examination interview which may include a practical exercise. The top-scoring candidates will be referred to the department for a hiring interview. To apply, submit a completed application and supplemental questionnaire on or before the final filing date.

Final Filing Date: February 21, 2025

To apply, visit our [webpage](#) or scan this QR code with your smartphone's camera.



Selected candidates must successfully pass a pre-employment drug screen and background as a condition of employment. Final appointment will not be made until these conditions are completed.



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