



DISTRICT ENGINEER
Johnson County Special Utility District

Recruitment Services Provided By





The Opportunity

The Johnson County Special Utility District (District) is offering an excellent opportunity for a Professional Engineer (PE) to serve as the next District Engineer. This position is a cornerstone opportunity to lead a team of industry professionals dedicated to providing safe, reliable water to District customers.



About Johnson County Special Utility District

In 1965, the Johnson County Rural Water Supply Corporation was organized and chartered under state statutes as a non-profit corporation. The system began with 305 users and served a genuine need in supplying drinking water to the rural community. In 1972, the West Prairie Water Supply Corporation in the northern portion of the County was merged into the existing system. The merger of these two entities into one was named the Johnson County Rural Water Supply Corporation. In 1977, the Nolan River Water Supply Corporation in the southern portion of the County also merged with the Corporation.

In 2000, the system was serving 10,200 connections. The Board of Directors voted to convert Johnson County Rural Water Supply Corporation to a special utility district (SUD). Converting to a SUD allows water supply corporations to become a political subdivision. The largest cost savings accumulate for governmental entities issuing tax-exempt bonds to fund capital projects. Finally, in 2004, the Texas legislature approved the conversion, and the organization began operating as the Johnson County Special Utility District.

Since 2000, the number of connections has doubled to some 19,661 households which encompasses a service population of approximately 60,000 consumers. In addition to these retail consumer connections, this public water supplier with such humble beginnings is steadily evolving into much more as time and growth continue in and around Johnson County, Texas.

District Governance

The District is a political subdivision of the State of Texas pursuant to the Texas Water Code and Senate Bill 5 as passed by the 78th Texas Legislature's Regular Session. The District was established for the purposes of providing potable water service primarily to Johnson County, but water service also includes portions of Hill, Ellis, and Tarrant Counties.

The management of the District is provided by the seven-member Board of Directors, the governing body responsible for actions including adopting District service policies, establishing rates, purchasing and procurement policies, planning to secure future water supplies, asset management, budgeting, performance monitoring and evaluation, customer relations, and emergency preparedness. The members of the District's Board are elected by the registered voters residing within the District's boundaries.

The daily operation of the District is the responsibility of the General Manager who is directly supported by both legal and auditing staff.

The District's Annual Operating Budget and table of organization may be viewed [here](#).





The District

The District's operation, handled by the General Manager and more than 60 dedicated staff members, is organized into four departments: Administration, Customer Service, Operations, and Engineering.

- **Administration** - Led by the General Manager, is responsible for internal services such as human resources, accounting, and information technologies.
- **Customer Service** - Under the direction of a Deputy General Manager, is responsible for system development, communications/public relations, meter services, and the customer service interface.
- **Operations** - Consists of two divisions, Water and Wastewater, and is each led by a manager.
- **Engineering** - This department is led by the District Engineer who, along with a five-member team, is responsible for maintaining and increasing system capacity to meet regulatory requirements and customer demand; maintaining and updating the system's hydraulic model; and implementing the District's five-year Capital Improvements Program (CIP).

The District provides safe, reliable water for use in residential, commercial, industrial, and public use applications. The District's raw water supply is provided by a variety of sources, including groundwater, lake water, and wholesale water contracts. The District operates 18 water wells which tap into the Trinity and Paluxy Aquifers to provide approximately 30 percent of the total water production. The remaining 70 percent of the District's water purchases are from the Brazos Regional Public Utility Agency on Lake Granbury and lake water from the from Cedar Creek and Richland Chambers Reservoir by way of the City of Mansfield. The District also contracts with the Brazos River Authority for treated water.

The District serves as a regional wholesale water provider. The cities of Alvarado and Keene, as well as the Bethany Special Utility District, the Mountain Peak Special Utility District, and Monarch Utilities have wholesale water contracts with the District for long-term water supply needs. The City of Joshua and the Lillian community also look to the District for water service.

The Position

The Johnson County Special Utility District is seeking a registered professional engineer to serve as District Engineer, a senior manager representing the Engineering Department on the District's Management Team. The District Engineer will be responsible for the administration and supervision of the Engineering Department and the coordination of activities between the Operations and Engineering Departments. Accordingly, this position functions with a significant amount of autonomy and associated responsibility so the highest ethical standards and integrity are essential. Under the nominal supervision of the District's General Manager, this position plans, supervises, and coordinates professional engineering work in support of a wide range of complex projects for the Johnson County Special Utility District.

The duties and responsibilities of the District Engineer include:

- Planning, organizing, and directing designated activities in the Engineering Department; assigning, reviewing, and evaluating the work of staff for accuracy, suitability, and completeness.
- Participating in the development and implementation of District goals, policies, procedures, administrative planning, and problem resolution.
- Planning, coordinating, and supervising the work of Planning and Engineering staff engaged in work on the

District Capital Improvement Program (CIP); managing the design of engineering plans and specifications for the construction of water, wastewater, and other related improvements.

- Recommending District policies and implementing programs and actions to maintain compliance with local, regional, state and federal laws and programs related to water, wastewater, solid waste, and both worker and public health and safety.
- Participating in the development of CIP projects for compliance with District specifications; and resolving disputes between the District and developers, contractors, engineers, and the public relative to District policies, specifications, regulations, procedures, and ordinances.
- Deciding on design procedures and interpreting the application of design criteria; checking plans and specifications for accuracy of design and completeness. Interpreting and applying relevant codes, ordinances, rules, and regulations.
- Providing technical assistance to staff; actively supervising the work of subordinate planning and engineering staff and/or consultants in the preparation of project plans, agreements, specifications, cost estimates, and contract administration for capital projects.



The Position

- Participating in the preparation, coordination, and control of the operating and capital improvement budgets; evaluating the need for and developing plans and schedules for long-range Capital Improvement Program (CIP) projects.
- Coordinating projects with other stakeholders to include departments, external agencies, consultants, developers, and/or property owners; presenting information to elected and appointed officials; responding to and, as appropriate, acting on citizen inquiries and complaints.
- Monitoring the environment for new or pending regulatory requirements affecting the District and providing interactive support to meet those requirements (e.g., non-point and point discharge, drinking water quality, water conservation, air and groundwater contamination).
- Providing professional development opportunities in utility design, construction standards, and other areas as appropriate.
- Serving on and/or providing technical support and staff assistance to various District committees and task forces, as needed.





The Ideal Candidate

The ideal candidate is distinguished by the ability to be proactive in identifying challenges and developing alternative solutions and recommendations; the ability to perform complex planning and engineering duties, as well as carry out broader project management and supervisory responsibilities. The most successful candidate shall be capable of planning, assigning, and managing Engineering Department priorities while effectively leading, supervising, and training professional, technical, and administrative support staff, reviewing and completing staff's and/or consultants' work to a high degree of completion. The successful candidate should be knowledgeable about compliance and regulations with an ability to ensure compliance with relevant safety, environmental, and industry regulations and standards. The preferred candidate will have the ability to make complex calculations and to check, design, and supervise the construction of a wide variety of projects.

The ideal candidate should possess financial knowledge including fiscal planning, budget management, purchasing, cost control, and long-term capital improvement planning. The competitive candidate will have excellent interpersonal communication abilities – both orally and in writing – necessary to build consensus, foster collaborative and cooperative relationships, and represent the District in a wide variety of concerns and interests while being able to communicate technical information clearly and accurately to non-engineering staff, consultants, and the public.

The ideal candidate for the position of District Engineer should possess certain traits and experience that will lead to success including:

- Knowledge of principles, practices, and methods of civil engineering applicable to water supply, water treatment, wastewater, collection

systems, storage, hydraulic model analysis, distribution systems, buildings, utilities, transportation, and land development.

- Understanding of the principles and practices of personnel and contract management and Texas Contract codes.
- Understanding of laws and processes relevant to the establishment of assessment districts.
- Skill in design principles, strength of materials, stress analysis and principles of mechanical, structural, and electrical engineering and surveying as may be applicable to the design and construction of Public Works projects
- Knowledge of applicable laws and regulatory codes relevant to assigned areas of responsibility.
- Skill in the methods of engineering and construction management applicable to complex projects.
- Working knowledge of municipal government, special districts, public utility district issues of concern to developers, property owners, contractors, private engineers, and others when interacting with the District on planning and engineering matters.
- Familiarity with the principles and practices of municipal management, including the supervising and evaluating of personnel, budget planning and preparation, and public relations.
- A present and engaged leader; the nature of this position does not lend itself to remote work.

Qualifications

The successful candidate will possess any combination of education and/or experience that provides the required skills, knowledge, and abilities to perform the essential functions of the position. A typical combination includes:

Education:

- Bachelor's degree in civil engineering, environmental engineering, or closely related field, from an accredited college or university.

Experience:

- Minimum of five (5) years of increasingly responsible professional management and supervisory experience in public works and/or engineering with experience performing duties at least comparable to a Deputy Public Works Director, Public Works Division Manager, or Associate Engineer, including experience as a project manager.
- Experience in municipal professional public works and/or water/wastewater is preferred.

Required Licenses and Certifications:

- Registered Professional Engineer (P.E.) in the State of Texas or the ability to obtain Texas certification within 12 months of hire.
- Possession/Maintenance of a valid Texas Driver's License with acceptable driving record.





Salary & Benefits

The salary offering is up to **\$160,000**, with the final salary determined based on qualifications and experience.

The District offers an excellent benefits package. Key benefits include:

Retirement: The District offers an 11% employer match for employee participation with a minimum of 4% after 90 days of employment.

The District requires payment into the Social Security and Medicare systems.

Health and Wellness: The District provides a comprehensive health benefits package as part of the total compensation package. These benefits support employees and their families through important life events. These benefit offerings include:

- 100% Medical, Dental, and Vision Insurance paid for employees and families
- Employer-funded health Reimbursement Arrangement (HRA) plan
- Life and Long-Term Disability Insurance
- Paid Holidays
- 18 Personal Leave Days accrued in the first year
- Employee Longevity Merit Pay
- Personal Illness Bank
- Employee Sponsored Carelite Membership for Employee

Vehicle: A District vehicle is provided.

Technology: The District provides a monthly cellphone stipend and a laptop or tablet.

Relocation Assistance: In accordance with District policies for qualifying employee.

Application & Selection Process

All qualified candidates are strongly encouraged to **apply immediately** as this recruitment will close once a strong candidate pool is established! Submit a compelling interest letter and comprehensive résumé online at:

www.mosaicpublic.com/careers

Due to the public nature of searches in the State of Texas, confidential inquiries are recommended before submission of materials should you have any questions:

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Jacqueline "Jackie" Seabrooks

jackie@mosaicpublic.com | (916) 550-4100

This recruitment incorporates existing rules and regulations that govern public sector recruitments in the State of Texas. In accordance with public disclosure/open records laws, information submitted for consideration may be made available to the public upon request by interested parties.

The Johnson County Special Utility District is an Equal Opportunity Employer.

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