

Deadline Extended to 07/15/2011
Always Looking for a Few More Good Men and Women!

Director of Watershed Management
(Water/Sewer Utility Director)
DeKalb County, Georgia

The Community

DeKalb County is Georgia's third largest county with approximately 700,000 residents calling it home. It consists of a portion of Atlanta and the cities of Avondale Estates, Chamblee, Clarkston, Decatur, Doraville, Dunwoody, Lithonia, Pine Lake, Stone Mountain and Tucker and unincorporated areas.

Four major interstates and MARTA (Metropolitan Atlanta Rapid Transit Authority) public transportation are easily accessible. DeKalb is also the home of Georgia's second busiest airport - DeKalb Peachtree Airport.

DeKalb is the headquarters of some of the county's most prominent businesses and organizations including the Center for Disease Control (CDC), the only federal agency based entirely outside of Washington, DC; the Yerkes Primate Center; and Emory University's Rollins Research Center.

Emory University, considered one of the "Ivy League schools of the South," is located in DeKalb as is Agnes Scott College, one of the top liberal arts colleges in the country.

DeKalb has emerged as one of Georgia's most culturally diverse communities. More than 64 languages representing Asian, Hispanic, European and African cultures are spoken. The County has also become a haven for African, Iraqi and Latino asylum seekers displaced by war or turbulent political circumstances.

One of DeKalb's most well-known attractions is Stone Mountain Park, home to the world's largest free-standing piece of exposed granite and the world's largest relief sculpture. Another natural attraction is Davidson Arabia Mountain Nature Preserve, 2,000 acres of granite outcrop, wetlands, pine and oak forests, streams and a lake.

History

DeKalb was established as Georgia's 56th county and is situated on a natural ridge that runs between Atlanta and Athens, the Continental Divide. The southern boundary is the South River and the northern boundary is the Hightower Trail, a trading path used by Indians. DeKalb was established from parts of Henry, Fayette and Gwinnett Counties and is named after Baron Johann de Kolb, a native of Germany and self proclaimed baron who aided the colonists in their fight for independence.

The early settlers of DeKalb County were of English, Scotch and Irish descent coming from Virginia and the Carolinas. They were subsistence farmers who were not highly educated and usually lived in log cabins. Decatur was named for Stephen Decatur, a naval hero in the

War of 1812, and was incorporated as the county seat in 1823. Its location was a trading post at the intersection of two Indian trails. From its infancy until 1853, the City of Atlanta was entirely in DeKalb County. That changed with the creation of Fulton County.

In July 1864, DeKalb had its first taste of the Civil War and much of the battle of Atlanta actually took place in DeKalb County around the Courthouse and along DeKalb Avenue. The chief industries during the early years were granite quarrying, farming, dairy farming and cotton and grain mills. Land near the South River produced 1000 or more pounds of cotton per acre, and the County was one of the largest milk producers in the southeast. Large truck farms supplied vegetables throughout the region.

Commerce

DeKalb boasts a thriving health care community which is anchored by Emory University Hospital, the U.S. Centers for Disease Control and Prevention, the Veterans Administration Hospital, and four other hospitals, including the new DeKalb Medical Center at Hillandale in Lithonia. As a result, it is attractive to clean, high-dollar industries like bioscience and health supplies. The County has several thousand acres of greenspace and plans to aggressively acquire more. The combination of MARTA (the region's rapid transit system), greenspace and health care puts DeKalb ahead of the Metro Atlanta Area in attracting quality development in the face of rising population.

DeKalb County contains nearly a fifth of the businesses located in Metro Atlanta's 20 counties. In 2005 nearly 25,000 businesses were licensed in the County, employing more than 360,000 people. DeKalb's diverse industry base includes strong presence in manufacturing, retail, construction, trade, finance, engineering, and management. More than half of the FORTUNE 500 companies with a presence in Atlanta have operations in DeKalb.

The County is also home to more than 150 international facilities, or more that 15 percent of the Metro Atlanta total.

County's top employers are Emory University, DeKalb County School System, DeKalb County Government, Internal Revenue Service (Chamblee), Centers for Disease Control and Prevention, and Children's Healthcare of Atlanta.

Geography, Demographics and Weather

The County has a total area of 270.91 square miles. It is crossed by the South River and numerous creeks, including Nancy Creek, Snapfinger Creek and two forks of Peachtree Creek. The latter and Nancy Creek drain into the Chattahoochee River and eventually to the Gulf of Mexico. South River drains into the Ocmulgee River and ultimately into the Atlantic Ocean.

The Census of 2010 placed the County's population at 691,893 with 270,124 households. The population density is 2,580 people per square mile. The racial makeup of the county is 54.3% African American, 33.3% White, 5.1% Asian, 4.9% from other races, and 2.4% from two or more races. 9.8% of the population were Hispanic or Latino of any race. In 2000, the median income for a household in the County was \$50,092, and the median income for a family was \$54,018. The per capita income for the County is \$28,064. According to the 2000 Census, about 7.80% of families and 10.80% of the population were below the poverty line, including 14.10% of those under age 18 and 8.70% of those age 65 or over. DeKalb has the highest population density of any county in the Atlanta Metropolitan Area.

Located in north central Georgia, the County's climate may be characterized as humid subtropical with hot, humid summers and mild winters. Summers bring average high temperatures in the high 80's and lows in the low 70's. The average high temperatures in the winter tend to be in the mid 50's with lows in the low 40's. The County gets an average annual precipitation of 49.6 inches.

The Government

In 1986, the DeKalb County delegation to the Georgia General Assembly proposed a chief executive officer (CEO) position, which is now the County's chief elected official. The local legislation that authorized the position made it unique among Georgia's 159 counties, all of which have a standard county commissioner or a few still with a sole commissioner. As a result of this legislation, County department heads report to the CEO (most through the appointed Chief Operating Officer and two Deputies).

The Board of Commissioners serves as the legislative branch of the DeKalb County government. The Board is comprised of seven part-time commissioners, all elected to a four-year term. DeKalb County is divided into five districts with one commissioner serving each district. There are also two "super districts," one on the east end of the County and the other on the west end, each making up about half of the County population. Each super district is served by one commissioner. As a result, every citizen of DeKalb County is served by two commissioners, one with the district and one with the super district.

DeKalb County provides to virtually all areas of the County the following services: police, fire and emergency medical protection, sewage collection and treatment, water supply and distribution, refuse collection and disposal, recreational facilities, library services, public health services, court services, highway construction and maintenance, building inspection, animal control service, and planning and land use services. In addition, the County owns and operates the DeKalb Peachtree Airport, a 600-acre, general aviation facility which is the second busiest airport in the state. The County's school system (outside of certain incorporated areas) is operated by the DeKalb County Board of Education. Through contractual arrangements, the County provides support to the Fulton-DeKalb Hospital Authority, which operates Grady Memorial Hospital and provides medical care to the indigent citizens of the County.

The County's Tax Fund Budget is approximately \$560 million, with a total annual budget of over \$1 billion, not including capital appropriations. The principal sources of the general fund budget are property taxes (\$355 million) and sales taxes (\$96 million). The latter (Homestead Option Sales Tax) mandates that no less than 80% of the funds collected in the prior year be allocated to provide tax relief for qualified residential property owners in the County. The County's functional areas of expenditure are: public safety, courts and jail (\$331 million); parks and libraries (\$28 million); administration (\$40 million); human services (\$13 million); facilities management (\$15 million); information systems (\$19 million); debt service (\$46 million); capital projects (\$3 million); public works (\$16 million); public hospital (\$22 million); and other services (\$18 million). The County has 7,789 authorized positions, of which 7,167 are classified as full-time.

The Job and Challenges

Reporting to the Deputy Chief Operating Officer-Infrastructure, the Director of Watershed Management oversees the County's water and wastewater operations. The department has a budget of \$188 million and a workforce of 600 employees. Overall, the Department provides service to a population of approximately 700,000. Divisions of the department include Finance and Administration, Watershed Protection and Compliance, Engineering and

Asset Management, and Operations. In addition to the estimated 5,000 miles of pipe in the distribution and collection systems, major facilities operated and maintained by the department include the 140 MGD Scott Candler Water Filter Plant, the 20 MGD Pole Bridge Advanced Wastewater Treatment Plant, the 36 MGD Snapfinger Advanced Wastewater Treatment Plant, and the DeKalb County Raw Water Pumping Station. The County is permitted to withdraw a maximum of 140 million gallons of water per day from the Chattahoochee River, its sole water supply source.

Beginning in 2011, DeKalb's Department of Watershed Management has a consent decree with the EPA and Georgia EPD to eliminate SSOS and to formalize implementation of the County's sewer system assessment, repair, and rehabilitation program.

As a result of a County early retirement program, a total of 102 positions have been eliminated in the department. Given the challenges of implementing a major Water and Sewer Capital Improvement Program and the mandated of federal regulations, a complete review of the overall organization and staffing levels will be required to ensure the highest levels of efficiency and effectiveness. In addition, funding to replace the current water and sewer billing system is included in the 2011 budget. Concurrent with this implementation, the responsibility for water and sewer billing may be transferred from the Finance Department to Watershed Management to provide a better integration of the County's customer service and water billing problem resolution efforts.

The Ideal Candidate

The candidate selected should have the experience required to lead the department with an annual budget of almost \$200 million and over 600 employees that serves a population of 700,000 and that has a \$1.4 billion capital improvement plan for the next five years. In addition, he or she must be able to work closely with the Department of Public Works, particularly with respect to street maintenance and sanitation, and other departments reporting to the Deputy COO. He/she should be a "hands on" manager with well-honed personnel skills and experienced in staff development. The ideal candidate also must possess the flexibility necessary to function as a part of a larger team effort to provide efficient delivery of public services in a challenging economic environment.

The ideal candidate must possess a Bachelor's degree in civil, industrial or a related engineering or environmental science field (Master's degree preferred); fifteen years of progressively responsible experience, including five years as a senior manager in a large scale water and sewer department or in an agency with public works and water and sewer combined; and expertise in regulatory compliance and customer service systems. A Professional Engineers (PE) license or a Class I Water Plant Operator's license is a plus.

Compensation

The salary range for the position is \$93,252 - \$153,360.

How to Apply

Resumes should be e-mailed to RecruitTen@cb-asso.com as soon as possible but not later than July 15, 2011. Printed and mailed resumes, and faxed resumes, will not be accepted. Questions should be addressed to Tom Andrews at (770) 814-0455 or Colin Baenziger at (561) 707-3537.

Confidentiality

Candidates who wish confidentiality should indicate that desire in the heading of their resume. All documents can remain confidential until the five finalists are selected. At that time, the finalists' names (but not the names of other applicants) will be released along with any background material compiled during the search (except comments by references). As an aside, the names will only be released if requested and we do not expect that to occur. It may, but again, we do not expect it.

The Process

It is expected that interviews will be held in late July with the next Director being selected shortly thereafter.

Other Important Information

DeKalb County is an Equal Opportunity Employer and women and minorities are encouraged to apply.