



ENCINA
WASTEWATER
AUTHORITY

"Protecting the Pacific Ocean"

Join our team as an

OPERATOR-IN- TRAINING

\$65,714 - \$85,428 Annually

ABOUT US

Founded in 1961, Encina Wastewater Authority (EWA) is a public agency and recognized environmental leader located in beautiful Carlsbad, California. We provide reliable and fiscally responsible wastewater treatment services to more than 380,000 residents and regulate approximately 650 businesses in our 125-square-mile service area. Six public agencies own EWA through a Joint Powers Agreement that facilitates cost sharing and enables economies of scale that the individual member agencies could not achieve independently. These member agencies are the City of Carlsbad, the City of Vista, the City of Encinitas, the Vallecitos Water District, the Buena Sanitation District, and the Leucadia Wastewater District.



EMPLOYER OF CHOICE

We are committed to excellence, and our employees demonstrate this by delivering high standards of performance.

“Together, we are a model of excellence and innovation” isn’t just a tagline at EWA—it’s the commitment we’ve made to each other and to the communities we serve. We strive to honor these behavioral values to ensure a positive, collaborative, and supportive work environment for all employees.

THE POSITION

The Operator-in-Training is the entry-level position in the Operator series. Under direct supervision of the Operations Supervisor, or Lead Operator, this position will be responsible for the operational activities and limited maintenance of complex secondary and tertiary treatment systems at the Encina Water Pollution Control Facility (EWPCF), Remote Facilities (Agua Hedionda Pump Station, Buena Vista Pump Station, Buena Creek Pump Station, Raceway Basin Pump Station, and Carlsbad Water Recycling Facility (CWRF); or Resource Recovery (biosolids handling and recycling, alternative fuels, and cogeneration), and other Authority operated facilities.

Encina Wastewater Authority is hiring to fill two vacancies. In addition to meeting the minimum requirements, the ideal candidates will also be knowledgeable in the operating principles of complex secondary and tertiary treatment systems, and the types of equipment and tools used in the wastewater treatment process. The most successful candidates will possess a positive attitude and willingness to learn, and demonstrate the ability to be team players by being cooperative, collaborative, supportive, and dependable.

BENEFITS

The compensation for this position is dependent on qualifications and experience. The annual salary range is \$65,714 to \$85,428. In addition, EWA offers an excellent benefits package including:

Salary Increases: All classifications will receive a 5% salary adjustment in fiscal years 2024-25 and 2025-26. Employees may also be eligible for annual merit increases up to 5%.

Retirement: EWA participates in the California Public Employees' Retirement System (CalPERS). Classic PERS members have a 2.7% @ 55 formula. New CalPERS Members participate in the 2% @ 62 formula. EWA participates in Medicare but does not participate in Social Security.

Health Benefits: Employees may choose from several medical plans available through CalPERS. Employees electing a medical plan receive benefit credits to offset healthcare costs. For calendar year 2024, employees receive 90% of the average cost of all medical premiums, based on coverage level. Employees may elect dental, and vision, as well as a wide range of voluntary benefits. An opt-out benefit is also an option.

Leave Benefits: Vacation is accrued in accordance with years of service, ranging from 80 to 160 hours per year. EWA also provides 10 fixed holidays plus 2 Floating Holidays (16 hours) per fiscal year. This position will be eligible to purchase up to 40 hours of administrative leave each calendar year. Employees accrue 96 hours of sick leave per year.

Deferred Compensation: EWA offers an optional 457 deferred compensation plan. EWA will match contributions up to 4% of the employee's annual base salary, up to the Social Security annual salary contribution maximum.

Life Insurance: EWA provides a life insurance policy in the amount equal to 1 times an employee's annual salary up to a maximum of \$500,000.

QUALIFICATIONS

The following are minimum qualifications required for the Operator-in-Training:

Experience: Experience that clearly demonstrates possession of the knowledge and skills stated in the position description.

Education: Graduation from High School or equivalent and six (6) educational points as defined by State of California Water Resources Control Board (SWRCB) education requirements for operator certification.

Certifications: Attainment of an Operator-In-Training certificate from the State of California Water Resources Control Board (SWRCB) within 90 days of employment and maintenance of certificate in an active status. Must successfully complete EWA's Operator-in-Training Performance Qualification Standards (PQS) program within 12 months of hire.

HOW TO APPLY

This position is open until filled.

The first review of applications will take place the week of **February 19**.

To be considered a candidate for this position, please complete and return the application that is available at www.encinajpa.com, along with any other materials you would like us to consider such as a cover letter and/or resume. Resumes without applications will not be considered.

Submit all materials to jobs@encinajpa.com.