



GENERAL MANAGER

This is an excellent opportunity for a leader with a steady hand to join an experienced staff in running a special district within a unique and diverse community on California’s Central Coast.

Who We Are

Located along California’s Central Coast, Oceano Community Services District (OCSD) is a multi-service special district with a five-member Board of Directors and nine staff members who serve approximately 7,600 residents and businesses utilizing a total budget of more than six million dollars to provide for the water, wastewater collection, refuse collection and recycling, street lighting, and parks and recreation.

Why Choose Us



LOCATION

Serene Central Coast location offers the best of both worlds, combining rural living with urban conveniences.



ESTABLISHED

Step into an organization where the foundation for your success has been previously established.



TEAM

Join a staff that has a prominent level of competencies and camaraderie.

Our Services

WATER

OCSD provides potable water service to approximately 2,200 connections. The District’s water supplies include groundwater, Lopez water, and State water. The District’s water supply reliability is relatively high and the district was increasing water in storage during the recent drought.

WASTEWATER

OCSD provides wastewater collection services through its network of neighborhood pipelines that ultimately flow to another governmental agency for safe treatment (South San Luis Obispo County Sanitation District).

REFUSE AND RECYCLING

OCSD provides waste collection and recycling through a franchise agreement with South County Sanitary Service, Inc. The District also has a “clean and green” program that promotes recycling and community clean-up efforts.

STREETLIGHTING

The District funds streetlights in certain community areas from general property taxes it receives from the County.

PARKS AND RECREATION

OCSD provides limited recreation services from grant revenues and is seeking to expand these efforts.





OCSD OVERVIEW

The Oceano community offers potential candidates a high quality of life, blending desirable aspects of both Southern and Northern California on the Central Coast. The greater San Luis Obispo County region offers engaging cultural events, outstanding recreation, farm-fresh cuisine, and exceptional weather. The area is distinctly unique with a traditional rural character and yet benefits from the comforts and conveniences usually found in larger metropolitan areas.

The District was formed in 1981 as a result of a community election. Its water services reflect the most significant component of the District's work efforts and budget. The District's water portfolio is excellent, with three sources, including groundwater and surface supplies from Lopez Lake and the State Water Project. Numerous water supply work efforts are ongoing to improve community infrastructure and the reliability of supplies.

The District's management has been solid over the past ten years, contrasting with the seven-year period that included seven general managers. Since 2014, the District has hired two department heads away from the County of San Luis Obispo – the County Director of Public Works served as the District General Manager from 2014-2019, and the County Director of Central Services served as the District General Manager from 2019-2023. As a result, the District has recruited and retained a well-trained, professional, and highly competent staff.

The District Board has decided to transition relations between management and the Board. As a result, they are currently looking for experienced candidates to facilitate Board initiatives. With a solid foundation underlying much of the District's operational, administrative, and fiscal efforts, the opportunity to pursue other community initiatives has become a higher priority for the Board of Directors. The successful candidate will require excellent communication, organizational management, inter-agency, and community outreach skills while demonstrating successful experience in core functions relating to human resources, budgets, and capital projects.





General Manager

The Position and Current Initiatives

Leadership

As a small district, coordinating the roles and responsibilities of board members and staff, and particularly the roles of board committees, is considered essential. The District's Board of Directors, Interim General Manager, and Business and Accounting Manager completed the Special District Leadership Academy (SDLA) conference on February 7, 2024, to promote leadership and to help ensure coordination between elected officials and professional staff.

Active Board committees include traditional committees, such as those for water resources to grassroots efforts for Parks and Recreation. The successful General Manager candidate must demonstrate high competencies in coordinating with committees, facilitating their activities, and developing recommendations for consideration by the entire Board of Directors. Existing committees are currently working on their goals and objectives. Additionally, the candidate will be expected to work with the Board of Directors to build District goals and objectives from those developed at the committee level, establish priorities, and lead their implementation.

Parks and Recreation

Starting from the current fiscal year, the District has initiated a grassroots effort that has already proven to be successful. Despite having limited funding, the Oceano Parks and Recreation Committee (OPARC) was able to secure grant funding to provide transportation for Oceano Elementary School students to visit local State Parks and participate in their programs. The committee continuously works hard to raise awareness of the community's needs and acquire funds to implement various programs and projects that will be assets to the community, including constructing a physical fitness track at the local elementary school.





General Manager

The Position and Current Initiatives

Capital Improvement Program (CIP)

OCSD's capital improvement plan has received significant grant funds for preliminary engineering, design, and construction. The District has created its CIP with three levels of priorities to replace aged and non-standard waterlines.

The District's engineer is employed by a local multi-disciplinary engineering firm. The General Manager should demonstrate experience in CIP management. The General Manager will be expected to develop recommendations on additional resources that the District anticipates will be needed to assist with the implementation of a significant upcoming implementation program.

Human Resources, Financial Management, and Risk Management

The General Manager will be primarily responsible for the core functions and must demonstrate experience in prior positions. District staff are members of the Service Employees International Union (SEIU 620) and are under a contract with terms covering July 1, 2023, through June 30, 2028. The District's operating budgets are all in a good financial position, including the ability to move forward with capital improvement programs. The Business and Accounting Manager has been with the District for over eight years and is a valuable resource for related activities, including the lead on many.





General Manager

Ideal Candidate

OCSD is seeking a leader with a steady hand to join their dedicated staff in navigating and balancing the diverse needs of the community's residents. The Board of Directors has identified leadership, facilitating Board committees, establishing goals and objectives, and resource management for upcoming CIP efforts as crucial traits of a general manager who can meet the needs of the District.

Additional desirable traits include someone with grant writing skills, procurement expertise, and construction contracting knowledge. A Professional engineer's license is not required or expected. General management experience, especially within the public sector, will be key. The community is generally warm and casual, so the GM should blend in with the local culture. A congenial personality, candor, and a strong work ethic are key for a successful and supportive leader. Candidates should be patient, level-headed, and willing to address questions and resolve issues in a timely manner. The position requires a professional who is known for completing tasks and projects. Lastly, the Board of Directors would look favorably to someone seeking to make a longer-term commitment to the community.

Overall, the organization's staff has become more skilled at completing projects in-house, resulting in time efficiency and cost savings for OCSD.





CURRENT PROJECTS

Divesting Fire and Emergency Services

The District is currently in the process of divesting from its fire and emergency services through the Local Agency Formation Commission (LAFCo).

Oceano first established a volunteer fire department in 1947, which continued to operate under the District when it was formed in 1981. In 2010, the District entered into a joint powers authority agreement with Arroyo Grande and Grover Beach cities to form the Five Cities Fire Authority (FCFA). The FCFA brought greater efficiencies for the three communities and improved services that reflect the public's increasing expectations of fire and emergency services. By 2020, increasing costs for FCFA services exceeded the property tax allocation to the District. Despite the support of more than a majority of Oceano voters, two attempts to secure voter-approved funding failed to pass the 2/3rds requirement established by Proposition 13. In 2023, the District applied divestiture with the Local Agency Formation Commission (LAFCo) and has been working with the County of San Luis Obispo to transition services, tax revenues, and related properties to the County, as the identified "successor agency."





General Manager

Qualifications, Benefits and Application Procedure

EDUCATION AND EXPERIENCE QUALIFICATIONS

The ideal candidate will possess at least five years of experience in public agency management, preferably with a special district operating a water system. A bachelor's degree in business, public administration, or a related field is preferred.

COMPETITIVE COMPENSATION AND BENEFITS

The annual salary will be determined on qualifications, which are supplemented by a comprehensive benefits program, including CalPERS Retirement, health insurance, coverage for professional development, and other benefits. The current adopted salary range is \$161,866 to \$206,710 annually. For a summary of the benefit package, please visit the "Employment" tab on our website www.oceanocsd.org.

APPLICATION PROCEDURE

The position is open until filled. To be considered for this exceptional opportunity, please submit an electronic version of your resume and cover letter to Carey Casciola, Business & Accounting Manager: carey@oceanocsd.org.

To be considered with the first set of applicants, resumes and cover letters must be received no later than April 22, 2024.

