

Las Gallinas Valley Sanitary District

Invites your interest for the position of



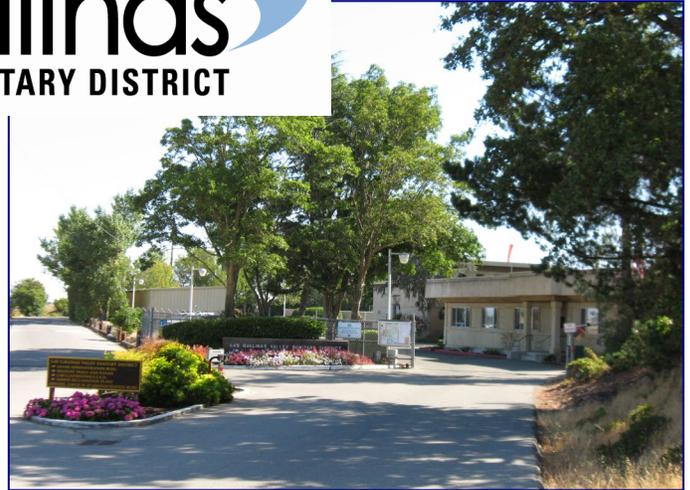
**Wastewater Treatment Plant Operator
Grade III**



The Position

Located in beautiful Northern California, between the cities of San Rafael and Novato, the Las Gallinas Valley Sanitary District has a career opportunity to fill a full-time position of Wastewater Treatment Plant Operator Grade III.

The candidates for the Wastewater Treatment Plant Operator position will possess a high school diploma or equivalent, along with a minimum of one year of increasingly responsible experience in wastewater treatment plant operations and maintenance. Additional compensation may be available upon satisfactory completion/substantiation of higher certification pay requirements. The successful candidate must maintain a valid California Driver's License and hold a minimum of a California State Water Resources Control Board (CASWRCB) Grade III Wastewater Treatment Plant Operator Certificate. The position also requires that the successful candidate reside within a forty-five-minute driving radius of the District office, during non-commute hours, to be able to respond to the treatment plant during emergencies.



Under the direction of the Plant Manager and the Plant Operations Supervisor, the Wastewater Treatment Plant Operator position will perform operational and maintenance duties related to the District's wastewater treatment plant, reclamation area disposal system, and ultrafiltration membrane recycled water facility. The District's Operators perform a variety of operational, mechanical, and electrical tasks to ensure the wastewater treatment plant and other District facilities are being operated and maintained at their peak performance. Work includes rotational weekend assignments, on-call duties and occasional after hour work assignments typically associated with wet weather events. The District is seeking motivated individuals who possess a strong work ethic. Ideal candidates holding CASWRCB Grade III Certification with strong mechanical and/or electrical/instrumentation abilities are highly desired. Sharing a passion and awareness for protecting public health and improving our environment for people and wildlife will be considered carefully.

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The District

We understand and embrace our Mission to protect public health by effectively handling the sanitation needs of the community and our role in protecting the environment. Discharging directly to the San Pablo Bay presents significant and obvious challenges to do our job correctly. The District has a strong commitment to the environment in all that we do, as demonstrated with our photovoltaic power generation project, biogas power generation and vehicle fuel project, recycled water facility and multi-faceted reclamation area project that includes a freshwater marsh, effluent storage ponds and irrigated pastures. The District has recently completed a \$50+ million secondary treatment plant improvement project that includes activated sludge and increased recycled water production capacity. The District has received recognition and many awards for environmental and educational programs. We are known for being innovative, proactive, and successful at what we do. Our approach is to combine effective Pollution Prevention, Educational Programs, and state-of-the-art technologies with a strong and positive relationship with our community.

We are a team dedicated to making our world a cleaner and safer place to live. In support of our dedication to protecting public health, continuing our progressive approach to innovative technologies and environmental education, we seek a Wastewater Treatment Plant Operator who thrives in and can contribute to this efficiently run and challenging work environment.

General Information

Founded In: 1955

Location of Service Area: San Rafael, California

NUMBER OF FULL TIME EMPLOYEES: 32

NUMBER OF CUSTOMERS SERVED: 30,000

Residential 90%
Commercial 10%

COLLECTION SYSTEM:

Sewer Gravity Pipelines: 105 Miles
Sewage Pumping Stations: 28

PLANT/TREATMENT:

Dry Weather Flow Design Capacity 2.92 MGD
(Up to 18 MGD with full Secondary Treatment)



The Compensation

The Wastewater Treatment Plant Operator salary will be dependent on qualifications, background, and successful experience.

The monthly base salary scale range is **\$9,074 - \$11,581**

Additional compensation is available in the form of a monthly stipend in the amount of \$450.00 (max of 2) for additional certifications. Typical certifications held by Operators have been in the disciplines of CWEA Mechanical Technologist, CWEA Electrical/Instrumentation Technologist, and CWEA Lab Analyst.

The District has implemented an emergency response stipend. The stipend is an incentive that compensates employees at a rate of \$300 per each eligible month.

The very competitive benefits package includes:

- ◆ **Certification Stipend**— \$450.00 per month for qualified certifications up to a max of 2.
- ◆ **Social Security** — The District participates in the Social Security System and matches the employee's contribution.
- ◆ **Retirement Medical** – Benefits are available after ten years of District service upon retirement from the District.
- ◆ **Long Term Disability Insurance** — The District provides LTD.
- ◆ **Deferred Compensation** — A 457 Plan and a Roth 457 are available.
- ◆ **Health Insurance** — The District participates in PERS/Medical, which offers a wide range of health provider selections. The District pays the premium up to the Kaiser Family Rate.
- ◆ **Vacation**- Employees receive 14 vacation days per year for the first 3 years, 19 days from years 4-10, 22 days from years 11-15, 24 days for 16+ and a one- time vacation bonus after 20 years of service.
- ◆ **Sick Leave**- Employees receive 12 days of annual sick leave.
- ◆ **Life Insurance** — The District provides fully paid term life insurance in the amount of \$50,000.
- ◆ **Dental Insurance** — The District provides a self-insured program for employees and eligible dependents, and pays dental expenses up to \$3,000 per year per person.
- ◆ **Holidays**— Employees receive 12 holidays per year and 1 Floating holiday *.
- ◆ **Vision Insurance**- The District provides a comprehensive program for employees and eligible dependents and pays 50% of the premium.
- ◆ **Retirement**- The District participates in the California Public Employees Retirement System (PERS); fully vested after 5 years of service. Classic members may be eligible for 2.7% at age 55; new members are eligible for 2% at age 62. Employees pay 8% of salary toward the cost of PERS retirement benefits.



The Recruitment Schedule

Initial Filing Date 12/5/2025
Application Review 12/9/2025
Initial Interviews (in Person)TBD

The Recruitment Process

To apply for this outstanding career opportunity, Applicants need to fill out a Las Gallinas Valley Sanitary District Job Application. A resume may be included but is not an acceptable substitute for an application.

Instructions: The "Internet Job Application" is available at <https://www.lgvsd.org/internet-job-application>. **Applicants must complete the job application.**

https://www.lgvsd.org/files/7ac539d40/application_form_fillable2022-Ver2.pdf

Resumes submitted without the application will be rejected.

Please submit copies of Operator certification with your application. When you've completed the form, please print it as a pdf and save it to your computer. You can then either attach it to an e-mail as a pdf document, or mail/fax it to us. **Please email completed application to jobs@lgvsd.org**. If you wish to have a paper application mailed to you instead, please call 415-472-1734, and provide your name, address and phone number.

Pre-employment requirements include passing a background check, physical examination and drug screen.

For further information please contact the District office at 415-472-1734 or see the District's web site at www.lgvsd.org.