



GENERAL MANAGER

LiSWA - Lincoln, California

Recruitment Services Provided By





The Opportunity

This is a rare opportunity to lead a newly formed regional wastewater authority at a pivotal moment in its evolution. Serving the growing communities of Lincoln and northwestern Placer County, the General Manager of LiSWA will step into a high-impact leadership role that blends strategic vision, technical oversight, and organizational development. With major capital expansion projects underway, a modern treatment facility poised for increased capacity, and a governance structure that requires thoughtful collaboration between partner agencies, the next General Manager will play a central role in shaping the Authority's long-term success. This position offers the chance to build and lead a young agency from the ground up – establishing systems, guiding critical infrastructure investments, and ensuring reliable, compliant operations – while supporting a region that values both its small-town character and its forward-looking approach to growth and environmental stewardship.



About Lincoln and Western Placer County

Lincoln, California is located at the edge of Northern California's foothills, approximately 27 miles northeast of Sacramento, California. With a population of about 55,000, Lincoln was one of the fastest-growing cities in the country from 2000 to 2007, yet it has managed to maintain the small-town charm that has made it such a desirable place to live, work, and raise a family. Lincoln serves as the primary urban center of northwestern Placer County, California, a largely rural and agricultural region that includes communities such as Sheridan and the developed areas north of Auburn.

Lincoln sprang up as a railroad terminal in the 1800s as the western United States experienced massive growth. Today the community continues its agricultural heritage and is also known for its production of clay, lumber, and building materials. The world-renowned Gladding McBean & Company, located in downtown Lincoln, is the only remaining major manufacturer of decorative architectural terra cotta in the United States. The plant also produces clay sewer pipe and remains one of Lincoln's major employers. Other prominent employers in the area include Sierra Pacific Industries, Rogers Family Company, RobbJack Corporation, and the Western Placer Unified School District.

Lincoln retains a welcoming small-town atmosphere with tree-lined streets, locally owned shops and restaurants, and a historic town square that hosts community events throughout the year. Annual festivities that help contribute

to Lincoln's charm include the summer Farmers Market, a traditional Fourth of July parade and celebration, the Tour de Lincoln bike ride, a Classic Car Show, Lincoln Showcase food and wine event, and a Holiday Parade and Tree Lighting Ceremony each December.

Residents throughout northwestern Placer County value the area's rural character, strong sense of community, and proximity to the Sacramento metropolitan region. At the same time, Lincoln and surrounding communities continue to experience steady growth due to their high quality of life, access to employment centers, and desirable residential neighborhoods.

Lincoln values its small-town nature while encouraging thoughtful, well-planned growth. Residents and local leaders share a forward-looking vision for the region, seeking to foster a progressive business climate while maintaining a balanced mix of employment opportunities, housing, commercial services, and recreational amenities. The City's General Plan provides a framework to guide this growth while preserving the community character that makes Lincoln and northwestern Placer County a desirable place to live and work.

LiSWA

The Lincoln-Sewer Maintenance District 1 Wastewater Authority (LiSWA) is a Joint Powers Authority (Authority or JPA) formed in 2022 between the city of Lincoln, California and Placer County. LiSWA primarily treats wastewater flows from the City of Lincoln and from Placer County Sewer Maintenance District No. 1, which serves the North Auburn area, the community of Sheridan, California, and surrounding unincorporated areas.

The LiSWA Wastewater Treatment and Reclamation Facility, located at 1245 Fiddymment Road in Lincoln, is a tertiary treatment plant with a permitted capacity of approximately 5.9 million gallons per day (MGD), expandable to approximately 12 MGD to accommodate regional growth. The facility produces recycled water for reuse while discharging treated effluent to Auburn Ravine and on-site storage basins.

The Lincoln Wastewater Treatment and Reclamation Facility began operating in October 2004, replacing an earlier aerated pond treatment plant. LiSWA is currently implementing a phased expansion of the facility to increase treatment capacity from approximately 5.9 MGD to up to 8.4 MGD, with environmental review updated in 2025 to advance design, bidding, and construction of the improvements.

LiSWA is governed by a Board of Directors composed of elected officials from the City of Lincoln and Placer County. The Authority oversees regional wastewater treatment and major conveyance facilities serving both jurisdictions. Day-to-day plant operations and maintenance are provided through a contracted professional operator, while LiSWA provides overall policy direction, financial oversight, capital planning, and regulatory compliance. The Authority manages a multi-million-dollar operating and capital budget and is responsible for implementing ongoing system improvements to support continued regional growth and environmental stewardship.



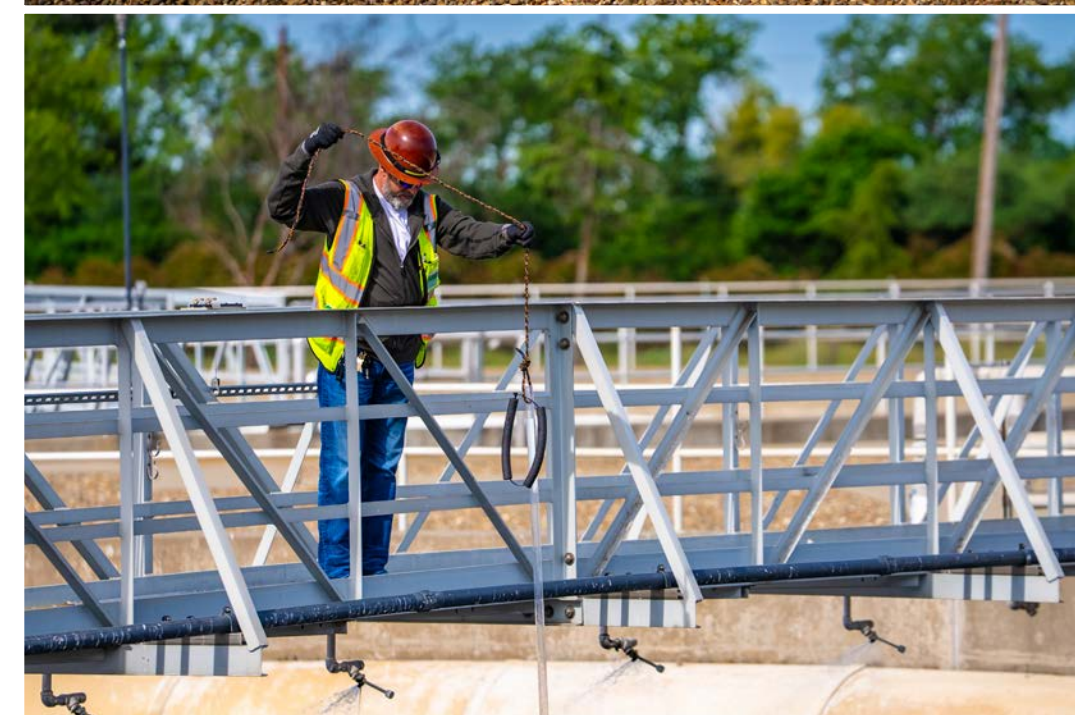
The Position

The General Manager of the Lincoln-Sewer Maintenance District 1 Wastewater Authority (LiSWA) is appointed by and reports directly to the LiSWA Board of Directors. The General Manager serves as the Authority's chief executive and administrative officer and is responsible for implementing Board policy, overseeing the operation of regional wastewater treatment and conveyance facilities, and guiding the organization through a period of continued growth and development.

As the leader of a newly formed regional wastewater authority, the General Manager provides strategic leadership and operational oversight while building the administrative and organizational foundation of the agency. The position requires a collaborative and technically informed executive who can effectively coordinate with member agencies, consultants, regulators, and community stakeholders while ensuring reliable and compliant wastewater treatment operations. Key responsibilities include:

- Implementing the policies and directives of the LiSWA Board of Directors and ensuring effective execution of the Authority's strategic priorities.
- Planning, organizing, directing, and evaluating all LiSWA programs, services, and administrative functions.
- Overseeing the operation, maintenance, and capital improvement planning for regional wastewater treatment and conveyance facilities.

- Managing and coordinating the work of consultants, contractors, and any future LiSWA staff while establishing performance expectations and accountability.
- Preparing and administering the Authority's annual operating and capital budgets and ensuring sound fiscal management.
- Advising the Board of Directors on policy matters, operational issues, regulatory compliance, and strategic initiatives affecting the Authority.
- Developing agendas, staff reports, technical analyses, and recommendations for Board consideration and attending all Board meetings.
- Ensuring compliance with all applicable federal, state, and local environmental regulations, including water quality and wastewater treatment standards.
- Building strong working relationships with member agencies, regulatory bodies, regional partners, and the public.
- Representing LiSWA in regional, professional, and intergovernmental forums related to wastewater management and infrastructure planning.
- Leading capital improvement planning and long-range infrastructure strategies to support regional growth and environmental stewardship.



The Position

The General Manager must be comfortable operating in a multi-agency governance environment and capable of balancing technical infrastructure oversight with policy leadership and organizational management. The ideal candidate will bring sound judgment, strong communication skills, and the ability to translate complex operational and regulatory issues into clear recommendations for the Board.

This position offers a unique opportunity to help shape the future of a young regional agency responsible for critical infrastructure serving Lincoln and surrounding communities. The successful candidate will play a central role in strengthening LiSWA's operational systems, advancing major capital improvements, and building an organization positioned to support the region's long-term growth and environmental sustainability.



Ideal Candidate

In addition to being a highly ethical and well qualified leader, certain traits will be essential for the success of the General Manager:

- Significant experience or exposure to working with a board or council will be valuable. While the LiSWA board is high-functioning and collegial, it has a two-two composition between agencies that might not always agree on issues within LiSWA's purview. This equal footing requires that everyone, the General Manager included, work collaboratively and cooperatively toward identified goals and shared interests.
- LiSWA is fortunate to have a strong and cohesive Technical Advisory Group comprised of representatives from both the City of Lincoln and Placer County who provide operational and technical expertise to the General Manager, the Board and to the agency generally.
- With a significant set of improvements and expansion of the plant ahead, the next General Manager should have a strong skillset in capital project delivery and a solid understanding of wastewater treatment and its surrounding issues.
- The Board seeks a General Manager that is analytical and grounded in facts, continually seeking improvement, and who is interested in best practices and trends. Similarly, the next GM should be a strategic industry professional who can navigate the significant regulatory environment of this industry.
- As a newer JPA that serves a rapidly growing area, and is facing significant capital expansions, it will be very important for the next GM to have a strong financial acumen. LiSWA will need to strategically forecast its finances in a dynamic environment with significant capital investments.
- A background that includes public information and engagement would be helpful, as LiSWA has not yet developed programs in these areas.





Qualifications

Any combination of education and experience that provides the necessary knowledge, skills and abilities is qualifying. A typical way to qualify is listed below.

Education: Equivalent to a Bachelor's degree from an accredited college or university with major course work in engineering, environmental health science, life science, or a related field. Highly desired is experience managing consultants and projects as well as receiving input and take decisive actions.

Experience: Ten years of increasingly responsible experience in a government agency, directing, preparing and coordinating a variety of programs including budget and fiscal control; four years of which must have been in an administrative and management capacity.



Salary & Benefits

The Board of Directors will negotiate a highly competitive salary and benefits package for its General Manager with a salary of **up to \$260,000**. As the first employee of the JPA, LiSWA has flexibility in the design of its benefits package including flexibility to establish CalPERS benefits or to offer a different retirement and benefits vehicle. LiSWA will also offer relocation assistance to the selected candidate, if needed. The flexibility itself is a key benefit of the position, as benefits can be tailored to the selected candidate.

Application & Selection Process

To be considered for this position, interested candidates must submit a cover letter and résumé no later than **Monday, May 18, 2026**, at:

www.mosaicpublic.com/careers

This recruitment will be handled with strict confidentiality until such a time as finalists have been identified. References will not be contacted until mutual interest has been established.

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:
Greg Nelson | greg@mosaicpublic.com | (916) 581-1426

LiSWA is an Equal Opportunity Employer.

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