

**EAST BAY DISCHARGERS AUTHORITY  
CLASSIFICATION PLAN**

Last updated: June 20, 2025

## CLASS TITLE: GENERAL MANAGER

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**BASIC FUNCTION:** Under general policy direction, plans, organizes, coordinates and directs the operations and programs of the East Bay Dischargers Authority.

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**DISTINGUISHING CHARACTERISTICS:** This class is responsible for the overall management of the Authority under the policy direction of the Commission.

**REPRESENTATIVE DUTIES:**

*(It is important to note that the duties listed below are “representative only” and are not intended to cover the full range or scope of duties in this class.)*

1. Coordinates member agency implementation of the Joint Powers Agreement.
2. Ensures that the Authority’s wastewater discharge meets prescribed water quality standards and reporting requirements established by the Regional Water Quality Control Board and the Environmental Protection Agency.
3. Prepares monthly, quarterly, and annual National Pollutant Discharge Elimination System (NPDES) reports for the Regional Water Quality Control Board and the Environmental Protection Agency.
4. Plans, coordinates, and directs the work of Authority staff.
5. Prepares agendas and minutes for the Commission committees and regular Commission meetings.
6. Serves as Treasurer for the Authority. Prepares the annual budget and maintains expenditures within allocated limits as approved by the Commission.
7. Reviews and approves all plans, specifications, and contract documents for construction and Authority-wide maintenance projects.
8. Reviews, monitors, and comments on water quality standards, regulations and related information that impacts the Authority and its member agencies.
9. Disseminates information to the Commission and member agency managers on regulatory requirements and other information critical to the effective and efficient operation of the Authority.
10. Serves on various boards and committees of professional organizations and associations, and keeps informed on legal, technical, legislative and administrative trends in the field of wastewater treatment and discharge requirements.

11. Represents the Commission in dealings with the public, member agencies, state and federal regulatory agencies, and professional organizations and associations.
12. Drafts, distributes and reviews responses to RFPs for Authority construction, maintenance, and services, and selects or recommends selection of contractors to the Commission.
13. Enforces all safety regulations and policies.
14. Trains, develops and evaluates subordinate staff.
15. Develops plans for future operation, capital asset replacements, and other projected needs of the Authority.

## **KNOWLEDGE AND ABILITIES:**

### **KNOWLEDGE OF:**

Public administration including supervision, budget preparation and personnel; wastewater sampling techniques and mathematical and statistical analysis; pipeline design, chemical and bacteriological characteristics of industrial and domestic water and wastewater; pertinent health rules, regulations, and laws affecting treatment and discharge of wastewater; wastewater treatment plant operations and the treatment process; safety practices and requirements.

### **ABILITY TO:**

Analyze, evaluate, develop coordinate and direct Authority programs, projects and operations; plan, coordinate, evaluate and direct the work of others; establish and maintain effective working relationships with others; read and interpret construction plans and blueprints; maintain records and prepare reports; communicate effectively both verbally and in writing.

## **EDUCATION AND EXPERIENCE:**

### **Any combination equivalent to:**

- 1) Possession of a baccalaureate degree from an accredited college or university with a major in Science or Engineering.
- 2) A minimum of five years of supervisory experience in the administration, operation and maintenance of wastewater systems.

## **LICENSES:**

- 1) Possession of a valid California Motor Vehicle Operator's License.
- 2) Grade V Operators Certificate or Professional Engineering license a plus.

**WORK DIRECTION, LEAD AND MANAGERIAL RESPONSIBILITIES:** This class reports to and receives policy direction from the East Bay Dischargers Authority Commission. Responsibilities include the management of the operation, maintenance and repair of the Authority's wastewater collection, treatment and discharge systems.

**PHYSICAL EFFORT:** Normal office environment.

**CONTACTS:** Commission and committee members; members of the public; co-workers; member agency managers and staff; other wastewater system agencies managers and staff; contractors, governmental regulatory agencies; environmental interest groups

**WORKING CONDITIONS:** Normal office environment.

NOTE: THIS CLASS IS EXEMPT UNDER FLSA PROVISIONS

## **CLASS TITLE: OPERATIONS AND MAINTENANCE MANAGER**

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**BASIC FUNCTION:** Under general direction, is responsible for the operation and maintenance and asset management of a regional wastewater treatment and discharge system that includes four pump stations, dechlorination facility, radio/computer monitoring and control system, and force main and outfall to San Francisco Bay. Provides administrative support to the General Manager.

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**DISTINGUISHING CHARACTERISTICS:** This position has primary responsibility for the operation and maintenance of EBDA facilities. Provides direct support to the General Manager in various functions. May assume the General Manager's responsibilities in her/his absence. This class is distinguished from member agency Wastewater Treatment Plant Superintendents and related positions by its overall responsibility for the efficient and effective operation of the entire system, and the requirement to be available to monitor the system and respond to emergencies that can occur at any time.

### **REPRESENTATIVE DUTIES:**

*(It is important to note that the duties listed below are "representative only" and are not intended to cover the full range or scope of duties in this class.)*

1. Ensures that the wastewater system meets the standards and regulatory reporting requirements established by the Regional Water Quality Control Board and EPA, and further operates as required under the National Pollutant Discharge Elimination System permit.
2. Develops and implements preventative maintenance programs for wastewater systems. Evaluates performance of pumps, motors, control systems, and chlorination and dechlorination, and schedules operations to minimize power consumption and costs. Tracks and optimizes chemical usage.
3. Oversees and directs maintenance and improvements to EBDA's SCADA, electrical systems, and instrumentation.
4. Develops, tracks, and implements EBDA's asset management program.
5. Plans and coordinates the work on Authority construction and maintenance projects.
6. Enforces all safety regulations and policies.
7. Analyzes data, makes recommendations, and prepares a variety of reports for submission to the General Manager, Commission, Managers, and state and federal regulatory agencies, including Bay Area Air Quality Management District and Alameda County Health Department.

8. Coordinates with EBDA and LAVWMA member agencies to actively manage joint facilities during wet-weather events.
9. In the absence of the General Manager, ensures that the Authority's wastewater discharge meets prescribed water quality standards and reporting requirements established by the Regional Water Quality Control Board and the Environmental Protection Agency.
10. Assists in the preparation of monthly and annual NPDES reports for the Regional Water Quality Control Board and the Environmental Protection Agency. In the General Manager's absence, serves as the Legally Responsible Official to submit these reports to the regulatory agencies.
11. Negotiates contracts with and oversees the work of engineering consultants and contractors.
12. Oversees and coordinates the operations and maintenance activities of member agencies, and meets regularly with their plant superintendents to coordinate EBDA activities.
13. Oversees and coordinates the operational activities of contract dischargers including LAVWMA and brine generators to ensure consistent compliance.
14. Provides operational support at EBDA facilities, including MDF, OLEPS, and HEPS.
15. Conducts force main inspections as necessary.
16. Assists in the preparation of agendas and staff reports for the Commission Committees and regular Commission meetings. Reports status of EBDA system monthly to the EBDA Commission and managers.
17. Assists in the preparation of the annual budget, and monitors capital replacement costs and operations and maintenance costs.
18. Responds to Underground Service Alert notices when EBDA facilities are impacted.
19. Trains, develops, and evaluates subordinate or contractor staff as necessary.
20. Performs related duties as may be assigned.

## **KNOWLEDGE AND ABILITIES:**

**KNOWLEDGE OF:** The methods, materials and equipment used in the installation, maintenance, and repair of wastewater treatment systems, wastewater treatment plant operations and the treatment process; safety practices and requirements; budget preparation and personnel administration; wastewater sampling techniques and statistical analysis; chemical and bacteriological characteristics of wastewater; pertinent rules, regulations, and laws affecting treatment and disposal of wastewater.

**ABILITY TO:** Plan, coordinate and direct the work of others; establish and maintain effective working relationships; maintain good public relations; read and interpret construction plans and blueprints; maintain records and prepare reports; identify and describe material resources required for system repairs; establish and implement effective preventive maintenance programs; oversee the maintenance and repair of electrical control systems, SCADA systems, and mechanical equipment including pumps and motors; and ability to communicate written and oral material for public and technical oversight.

## **EDUCATION AND EXPERIENCE:**

**Any combination equivalent to:** 1) Possession of a baccalaureate degree in Civil or Mechanical Engineering or closely related field and 2) Ten years of experience in the operation and maintenance of water or wastewater treatment facilities (five years supervisory experience desirable), or an acceptable combination of the above education and experience.

**Substitution:** Additional qualifying experience can be substituted for the required education on a year for year basis; a minimum of two years of college is required.

## **LICENSES:**

- 1) Possession of a Valid California Class C Motor Vehicle Operator's License.
- 2) Grade III WTPO Certification from SWRCB (preferred).

**WORK DIRECTION, LEAD AND SUPERVISORY RESPONSIBILITIES:** The Operations and Maintenance Manager reports to and receives work direction from the General Manager. Responsibilities include coordinating and overseeing the work of member agency employees, temporary workers and contractors engaged in the operation, maintenance and repair of the Authority's wastewater treatment systems. May assume the responsibilities of the General Manager in her/his absence.

**PHYSICAL EFFORT:** May perform physically demanding manual work including lifting, pushing or pulling heavy objects; shoveling, climbing, standing and walking for sustained periods of time; and operating, repairing and maintaining water supply and wastewater plant equipment such as pumps, motors and other mechanical equipment.

**CONTACTS:** Commissioners, co-workers, members of the public, member agency staff, contractors and governmental regulatory agencies' staff.

**WORKING CONDITIONS:** Subject to adverse weather conditions, toxic agents, and hazards associated with the operation and maintenance of wastewater plant equipment and chemicals.

NOTE: THIS CLASS IS EXEMPT UNDER FLSA PROVISIONS

## CLASS TITLE: ADMINISTRATION MANAGER

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**BASIC FUNCTION:** Under general direction, performs professional and technical administrative duties and responsibilities in human resources, payroll, records management, purchasing, and accounting, and provides secretarial services to the General Manager and the Authority Commission.

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**DISTINGUISHING CHARACTERISTICS:** This class is distinguished by its responsibility for the office management and related administrative activities of the Authority under policy guidelines established by the General Manager and the Commission.

**REPRESENTATIVE DUTIES:**

*(It is important to note that the duties listed below are "representative only" and are not intended to cover the full range or scope of duties in this class.)*

1. Performs a wide variety of administrative and secretarial duties, and assists the General Manager and Operations and Maintenance Manager in the conduct of the Authority's business operations.
2. As Clerk of the Commission, assists in the preparation of Commission agendas, resolutions, and reports; attends and provides secretarial functions for Commission meetings; and prepares, distributes, and maintains the minutes thereof.
3. Administers personnel programs, including contacts with PERS regarding retirement, health, and related benefit programs; performs salary and benefit surveys; and conducts special studies as directed.
4. Reviews and revises administrative manuals, policies, and records as directed by the General Manager or Commission, and as required by changes in federal and state regulations.
5. Performs confidential secretarial duties and responsibilities for the General Manager and for Commission members as needed, including scheduling of meetings and arranging travel.
6. Assists in the preparation of the budget.
7. Responsible for the preparation of payroll and accounts receivable.
8. Provides administrative and technical support to the Authority's accountant, including generating financial reports and assisting with the annual audit process.
9. Maintains Authority files and records utilizing a specialized computer database system.

10. Maintains the Authority's website.
11. Prepares letters, memoranda, and miscellaneous correspondence.
12. Trains, develops, directs, and evaluates subordinate staff.

**KNOWLEDGE AND ABILITIES:**

**KNOWLEDGE OF:** Principals and practices of public administration; automated office methods including computer-based management and word processing systems; technical accounting and payroll administration.

**ABILITY TO:** Maintain accurate records and prepare reports; establish and maintain effective working relationships with co-workers and the public; communicate effectively both orally and in writing; plan, coordinate, evaluate, and direct the work of subordinate staff; read and interpret governmental laws, regulations, and related materials; maintain complex filing systems; process invoices and maintain accurate records relating thereto; direct the work of others.

**EDUCATION AND EXPERIENCE:**

**Any combination equivalent to:** 1) Possession of a baccalaureate degree from an accredited college or university with a major in business or public administration or a related field; 2) a minimum of three years of experience in local government administration or office management.

**Substitution:** Additional qualifying experience can be substituted for the required education on a year for year basis; a minimum of two years of college is required.

**WORK DIRECTION:** This class reports to and receives policy direction from the General Manager, provides support as needed to the Operations and Maintenance Manager, supervises the Administrative Support Specialist, and closely coordinates financial management with consultants and auditors.

**PHYSICAL EFFORT:** Normal office environment.

**CONTACTS:** Commission members; members of the public; co-workers; member agency staff; vendors; financial consultant and auditors; governmental regulatory agencies.

**WORKING CONDITIONS:** Normal office environment

**NOTE:** THIS CLASS IS EXEMPT UNDER FLSA PROVISIONS

## **CLASS TITLE: ADMINISTRATIVE ASSISTANT**

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**BASIC FUNCTION:** Under the general supervision of the Administration Manager, this position conducts various office support activities, including administrative and accounting tasks, performing related work as needed, and other assigned duties while following established policies and procedures.

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### **REPRESENTATIVE DUTIES:**

The duties listed below are representative and do not cover the entire range of tasks for this class.

1. Records Management: Maintain various electronic and paper records, files, logs, and reports. Periodically review and purge files in accordance with the Authority's Records and Information Management Policy.
2. Proofread materials for accuracy and completeness, ensuring compliance with Authority policies.
3. Ensure adherence to policies and procedures in all administrative functions.
4. Update and maintain website content to ensure accurate and current information is available.
5. Monitor inventory levels of office supplies; order, receive, and maintain inventory of office supplies.
6. Assist with the Clerk of Commission duties, as needed.
7. Support accounting functions, including accounts payable, and accounts receivable.
8. Participate in year-end closing and audit process; assist with preparing the annual audit report.
9. Assist with the payroll process, including reviewing timesheets and entering data.
10. Perform other duties as assigned.

### **KNOWLEDGE AND ABILITIES:**

**KNOWLEDGE OF:** Modern office practices, procedures, and equipment; personal computer operating systems and software applications (e.g., Windows,

Microsoft, and Adobe products); proper usage of English, including spelling, grammar, and punctuation; records management principles and practices; and basic administrative accounting principles, practices, and procedures relating to payroll, accounts payable and accounts receivable.

**SKILL IN:** Learning to provide varied and responsible technical support assistance; operating computer software applications effectively; organizing and maintaining a variety of detailed office files; researching, compiling, and summarizing varied informational materials and preparing periodic and special reports; tracking deadlines and due dates that rely on receiving information and reports from other staff members; making accurate arithmetic calculations; typing accurately at a rate of 40 net words per minute; interacting with individuals in person, through written correspondence, and over the phone.

**ABILITY TO:** Effectively apply the knowledge and skills in the daily performance of assigned duties; prioritize work to accurately complete assignments and meet established deadlines; develop solutions using initiative and sound judgment; read, comprehend, and interpret policies, procedures, laws, and regulations; and communicate clearly and effectively, both verbally and in writing.

#### **EDUCATION AND EXPERIENCE:**

Any combination of experience, education, and training that would provide the best-qualified candidates. A typical way to obtain the knowledge, skills, and abilities includes:

**EDUCATION:** Equivalent to the completion of the twelfth grade; completion of community college or business college courses is preferred, with coursework in business administration, public administration, accounting, or other closely related areas.

**EXPERIENCE:** Two years of progressively responsible administrative experience, including accounting and public sector payroll is preferred.

#### **WORK ENVIRONMENT / PHYSICAL DEMANDS:**

A climate-controlled office environment that involves working around computer monitors. Essential duties require the ability to read fine print and computer screens, as well as the capacity to communicate both in person and online. Employees may need to bend, stoop, stretch, and reach. Occasionally, the employee may be required to lift and/or move up to 50 pounds. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

#### **DISASTER SERVICE WORKER:**

Employees of East Bay Dischargers Authority are, by State and Federal law, Disaster Service Workers. In the event of a declaration of emergency, any employee may be assigned activities that promote the protection of public health and safety or the preservation of lives and property either, at the Authority or within the local, or their own community.