

The City of Tulare

invites you to apply for the position of

Water Utility Manager

The City of Tulare is searching for its next Water Utility Manager—someone who can bring proven technical skills, required certifications and a steady, practical approach to overseeing vital infrastructure.

This position offers the chance to lead in an organization that values teamwork and trust and embodies a genuine respect for their team. Tulare encourages its employees to grow, share ideas and build a meaningful and lasting career.

Salary Range: \$97,315.56–\$118,288.32 Annually
First Review Date: February 17, 2026



Tulare by the Numbers



73,417
Population



29.5
Median Age



\$71,368
Median
Household Income



\$353,000
Median
Home Value



19
Average Minutes
Spent Commuting
to Work



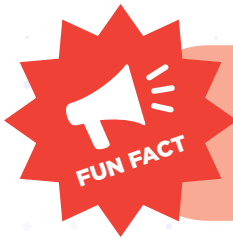
2
National Parks
within 90 minutes



200-300
Dairy Farms



20
Total Public
K-12 Schools



Tulare was founded in 1872 by the Southern Pacific Railroad. Tulare overcame numerous disasters in the 1880's. Following three major fires and the departure of the railroad, the community's saving element was bringing water and farming to the area.

The Public Works Department

Tulare's Public Works Department oversees a wide range of essential services that support the community's infrastructure and quality of life, including: Streets, Solid Waste and Street Sweeping, Sewer Collection, Surface Water Management, Wastewater Treatment and Fleet Maintenance.

The Water Division ensures the delivery of safe, reliable drinking and long-term aquifer sustainability. It oversees water quality compliance, conservation programs, groundwater recharge, hydrant testing, system repairs and meter service. The Sewer Collection Division maintains and repairs the City's sanitary sewer lines and lift stations and inspects new installations to ensure they meet City standards. Together, these divisions form a core part of Tulare's utility operations, protecting public health and supporting future growth.

Infrastructure Snapshot

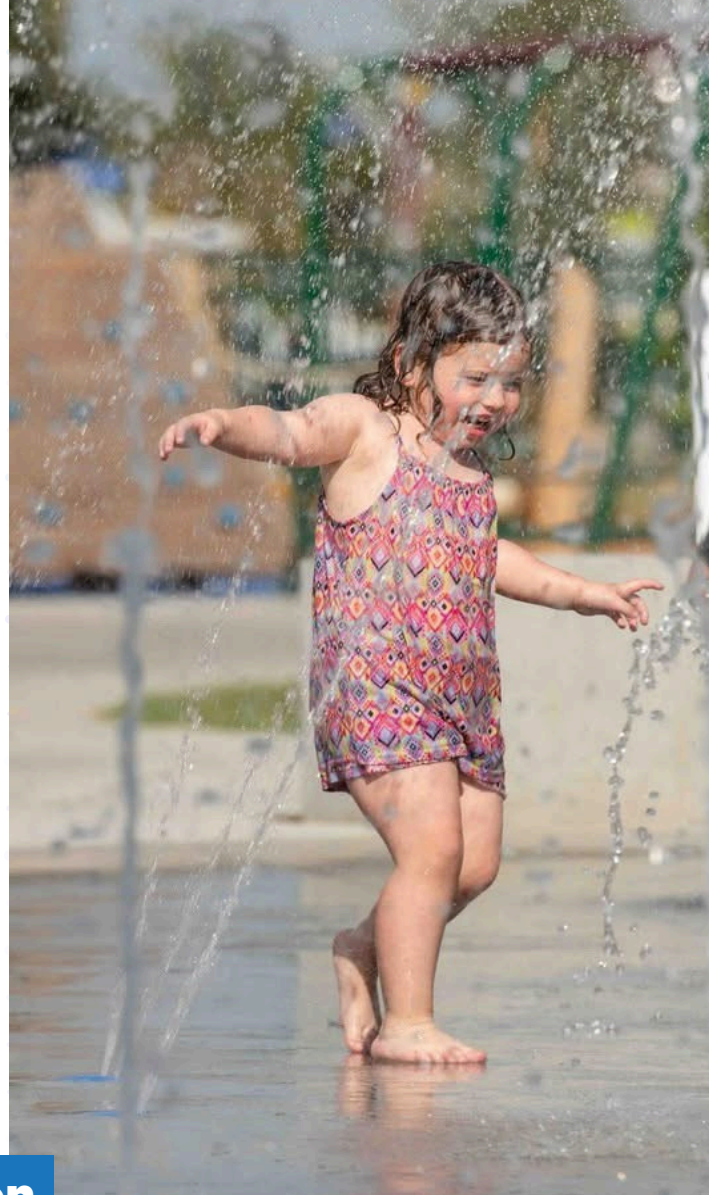
- **23** active wells
- **125,000** gallon water storage tower
- **5.5 million** gallons of total concrete water storage
- **7** GAC treatment sites
- **277** miles of water transmission and distribution mains
- **2,500+** fire hydrants
- **234** miles of sanitary sewer trunk lines
- **15** sewer lift stations

About the City of Tulare

The City of Tulare is a supportive organization where people take pride in their work and in the community they serve. Staff are encouraged to learn, advance and build long-term careers. Tulare is a place where people can grow professionally, a place that values innovation and a place where people can make a positive and lasting change in the community.

Tulare blends small-town charm with the amenities of a steadily expanding community. Neighborhoods are friendly, schools are dedicated to student success and local events bring residents together throughout the year. With convenient access to major highways, the City also serves as a gateway to nearby national parks and regional attractions.

Tulare is a full-service Charter City with approximately 400 full-time employees. The City is governed by a five-member City Council who are elected by district. The City owns and operates its own water, sewer/pollution control, and solid waste municipal utility enterprises. The City has a total budget of approximately \$177.9M with a general fund of \$69.8 million, and \$55.7 million for the municipal utilities enterprise funds, i.e. water, solid waste, and wastewater funds. The budget includes Capital Improvement Plan (CIP) appropriations for fiscal year 2026 of \$3.2 million in general CIP and \$13.9 million between water and wastewater CIP.



Our Mission

To promote a quality of life making Tulare the most desirable community in which to live, learn, play, work, worship and prosper.



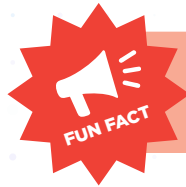
The Position

As our next Water Utility Manager, you'll take on a leadership role that blends technical expertise with thoughtful, people-centered supervision. Both the Water Division and the Sewer Collection Division are supported by experienced staff and well-established operating practices, giving you a foundation for success. Your focus will be on maintaining system reliability, enhancing operational efficiency and guiding your team through ongoing growth, regulatory demands and major infrastructure initiatives.

Reporting to the Assistant Public Works Director, you will:

- Oversee daily functions of the Water and Wastewater Collections Divisions, ensuring safe, compliant and efficient service delivery.
- Develop goals, policies and procedures that support reliable utility operations and continuous improvements.
- Manage and evaluate staff, provide training and coaching and foster a culture of accountability and teamwork.
- Monitor service levels, workflow, maintenance activities and data to identify opportunities for improvement.
- Coordinate system maintenance, repairs, backflow prevention, cross-connection control and regulatory reporting.
- Lead budget development and administration for the divisions, ensuring resources align with operational priorities.
- Prepare reports and presentations for the Board of Public Utilities, City leadership and other stakeholders.

This position is ideal for a results-driven leader with a strong foundation in public infrastructure and a passion for shaping efficient, forward-thinking city operations.



Tulare is the hometown of three Olympians (Bob Mathias, Sim Ness and Richard Torress Jr.)

Our Ideal Candidate

We are looking for a highly motivated, experienced, and dynamic utility management professional with extensive experience in water distribution and wastewater collection systems. The ideal candidate will have strong administrative and leadership skills, a deep understanding of federal and state regulations, and a proven ability to manage staff, budgets, and complex projects effectively. The next Water Utility Manager will be a steady, approachable leader who blends technical expertise with genuine respect for the people doing the work and values Tulare's "Opportunity Grows Here" philosophy.

You're an excellent fit if you are:

- Able to demonstrate a track record of successfully managing people, projects, and division-level operations.
- Skilled in administrative principles, including goal setting, policy implementation, project management, and budget administration.
- Someone who possesses extensive knowledge of the maintenance and operations of water wells, lift stations, distribution pipes, and related appurtenances.
- Well-versed in applicable Federal, State, and local laws, codes, and regulations governing water and wastewater utilities
- Skilled at building a positive, team-oriented work environment where people feel respected and empowered to do their best



Qualifications

Education & Experience

Any combination of education and experience that provides the needed knowledge and skills is acceptable.

Education:

- Completion of the twelfth (12th) grade

Experience:

- Five (5) years of responsible experience in the water distribution or water quality field, including two (2) years of supervisory or lead experience

Licenses & Certifications

- Possession of, or ability to obtain, a valid Class C California driver's license.
- Possession of a Grade III Water Distribution Operator Certificate issued by the State of California Department of Health Services (DHS).
- Possession of a Grade II Water Treatment Operator Certificate issued by the State of California Department of Health Services (DHS).
- Possession of, or ability to obtain within twelve months of hire, a valid Backflow Prevention Assembly Tester certificate issued by the American Water Works Association.
- Possession of, or ability to obtain within eighteen months of hire, a Grade IV Water Distribution Operator Certificate issued by the State of California Department of Health Services (DHS)

Employee Benefits

- In accordance with the California Public Employees' Pension Reform Act of 2013 (PEPRA), the City of Tulare will offer the following retirement benefit (2.0% at 62) to new PERS members beginning January 1, 2013, with three (3) year's final compensation. Classic PERS members with no break in service will receive the 2.5% at 55 formula with single highest year.
- City pays a portion of the employee and dependent coverage costs of group medical, dental and vision insurance. An opt-out plan is also available.
- Life insurance - Based on annual salary.
- Short- and long-term disability insurance.
- 10 working days' vacation per year. Additional days based on years of service.
- 12 days sick leave per year.
- 15 holidays annually: 12 city observed holidays, plus birthday credit and 2 in-lieu holidays.
- Management leave - 64 hours per year.
- Flexible benefit program - IRS Section 125 Plan.
- Deferred compensation - 457 Plans available. Effective July 1, 2026, a 457 Tax-Advantaged Retirement Savings plan will be introduced, including an employer match of up to \$50 per pay period.
- Tuition Reimbursement Program - Up to \$2,500 per fiscal year.
- City-sponsored Employee Healthcare Center. Services include general medical care and health and wellness coaching. No deductibles, co-pays, or out-of-pocket expenses.





How to Apply

To be considered for this position, apply through the [City of Tulare's website](#).

