



Moses Lake Irrigation & Rehabilitation District
Washington

DISTRICT MANAGER
\$140,000 - \$175,000

Plus Excellent Benefits

Apply by
July 7, 2024
(First review, open until filled.)



MOSES LAKE, WASHINGTON

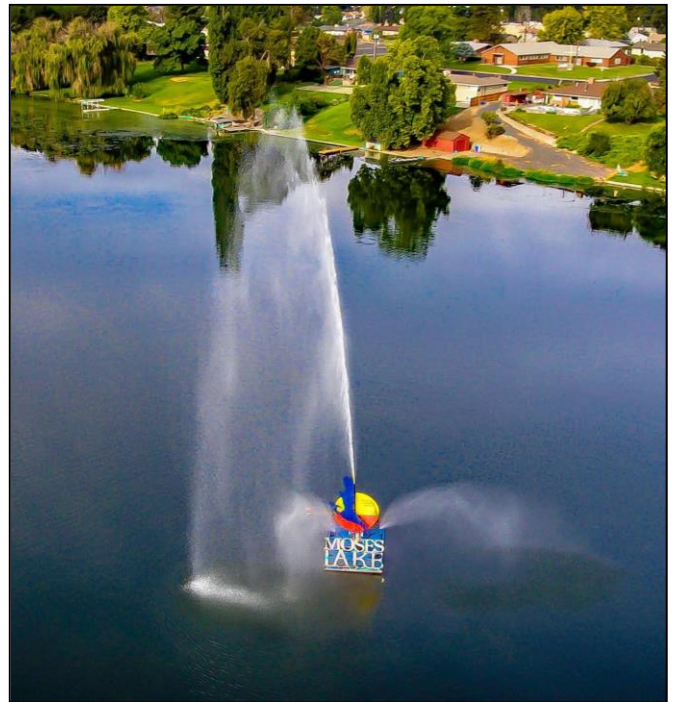


Moses Lake, Washington, is situated on the shores of the lake that inspired its name and it is centrally located between Seattle and Spokane among fields of agriculture, freshwater lakes and popular recreational destinations.

The area enjoys on average 300 sunny days a year and recreational opportunities abound with world-class fishing, hunting, biking, hiking, camping, golfing, boating, ballooning, and hydro races. Moses Lake is situated in central Washington State in an outdoor recreation mecca. Moses Lake is the lake that shares the City's name and many visitors come to enjoy water sports and activities on Moses Lake. The lake has 120 miles of shoreline, covering 6,500 acres, and is one of the largest natural freshwater lakes in the state.

The Surf 'n Slide Water Park is also a top attraction for Moses Lake and it is considered the state's premier outdoor aquatic center. The water park is open from Memorial Day through Labor Day, and the main features are the 200-foot water slides, the lazy river, the surfing simulator, the beach and bay swimming area, and sand volleyball courts.

Moses Lake is host to several festivals and other community events throughout the year, such as tournament league baseball, Moses Lake Rodeo Roundup, and the Moses Lake Spring Festival. Held over Memorial Day weekend, this festival kicks off the summer tourist season. Entertainment includes live music performances, a Kiddie Parade, a Grand Moonlight Parade, carnival-style rides and games, a car show and a basketball tournament. Moses Lake is also home to the Grant County Fairgrounds which hosts an annual fair, as well as other events throughout the year.



The region's history is rooted in its place in aviation history as the city grew up around the former Larson Air Force Base which is now the Grant County International Airport. The region also has a backbone economic base in agriculture, and it is still known for its fresh tree fruit and a variety of crops associated with the food processing industry. Manufacturing and technology have become important to the local economy as several companies have moved to the area, including AeroTEC, REC, Chemi-con, Group 14, and Sila, complementing the Boeing presence at the Port of Moses Lake/Grant County International Airport.

The Moses Lake School District has ten elementary schools, three middle schools, and three secondary schools: Moses Lake High School, Vanguard Academy and Columbia Basin Technical Center (CB Tech). These offer a wide-range of learning opportunities. Moses Lake is also home to Big Bend Community College, which provides higher education opportunities for the region and enrolls over 4,000 students a year. Recent investments in the BBCC campus and its programs make it one of the top community colleges in the state.

Moses Lake has a growing arts and culture scene fueled by Columbia Basin Allied Arts based at Big Bend Community College, the Moses Lake Museum and Arts Center, and designs on a revitalized downtown/creative district.

THE DISTRICT

The Moses Lake Irrigation and Rehabilitation District (MLIRD) is devoted to operating and maintaining Moses Lake as an irrigation impoundment, and to improving the water quality of Moses Lake. MLIRD’s goal is to enhance the recreational aspects of the lake and to rehabilitate the lake to further the health, welfare, and quality of life of the citizens that surround it

Operating with a 5-member Board of Directors elected to three-year staggered terms, MLIRD revitalizes and rehabilitates Moses Lake through various operations and projects including:

- Dredging
- Weed Harvester Operations
- Aquatic Weed Treatment Program
- Parker Horn Pump Station
- Moses Lake North Dam
- Connelly Park Recreation Facility



MLIRD also co-manages the lake level with the Bureau of Reclamation, coordinates the irrigation water flows through Moses Lake, and has oversight of the Drumheller Retention Pond & Carp Barrier Site. The District operates with a Rehabilitation Budget of \$1,500,000 and an Irrigation Budget of \$500,000.

There are approximately 11,300 parcels of land within the MLIRD boundaries, and parcel assessments go toward the health and vitality of Moses Lake through ongoing efforts to rehabilitate the lake and keep it from reverting to what it once was. MLIRD ratepayers are also invited to share in the use of the MLIRD water right, where they might not otherwise have legal access to irrigation water for their land.

To learn more about the Moses Lake Irrigation and Rehabilitation District operations, please visit: www.mlird.org

THE POSITION

Under the direction of the Board of Directors, the District Manager is responsible for managing the executive, administrative and operational functions of the District. General responsibilities include implementing policies as directed by the Board in compliance with all applicable Federal, Washington State, and local laws; acquiring, supervising and developing necessary staff; developing an annual budget for Board approval; and assisting the Board in developing and implementing long-range strategic plans.

The District Manager will ensure the preparation and collection of accurate assessment rolls, review all contracts and other agreements entered into by the District prior to their award or approval by the Board, the administration of contracts between MLIRD and third parties, and develop excellent relations with MLIRD ratepayers, Moses Lake citizens, and all interfacing government agencies.

This position will assist the Board with MLIRD legal activities by suggesting legal needs and providing recommendations, assistance and information to legal counsel and the Board; plan, maintain and direct a quality assurance and safety program; plan, maintain and direct an aquatic weed control program, dredging operation and ensure compliance with all environmental regulations; and assure MLIRD compliance with all applicable Federal, Washington State and local laws.

Important partners for the new District Manager to be aware of include the Bureau of Reclamation, the Moses Lake Watershed Council, the Columbia Basin Conservation District, the City of Moses Lake, and the Port of Moses Lake.

For a full job description, please view the attachment found [here](#).



PRIORITIES & OPPORTUNITIES

- The District has transitioned to primarily being a rehabilitation district, however it still does have irrigation users. There is a high priority to work with and support the City of Moses Lake with their need for irrigation water. Residents of the shoreline, who utilize the lake for irrigation, have done so at their own cost for infrastructure and maintenance. The continuity of water rights will continue to be an important topic for MLIRD.
- The District has begun to collect revenue after three years. Litigation was required as a result of a dispute over taxation and a subsequent transition to an assessment-based methodology based on benefit, which has begun prospectively.
- When the District was formed in 1928 it was awarded a 50,000-acre feet water right. Today, the Department of Ecology and the District are in disagreement about what MLIRD has a right to with a declining irrigation need for residential landowners. However, MLIRD has a shared/significant interest in partnering with the City of Moses Lake for their irrigation needs and the new District Manager will need to pursue this important issue, partnering with the City for a successful outcome.
- The District has had to utilize reserves to cover expenses for the last three (3) years. Staff numbers were reduced, projects were placed on hold, and the primary focuses have been maintaining Connelly Park, rehabilitation work on the lake, and partnering with the Bureau of Reclamation.

- The District is benefiting from a \$500,000 grant secured by their local federal representatives to address phosphorus levels in one of the feeder tributaries to Moses Lake. The District was also awarded a \$75,000 CERB grant to complete a lake hydrology study to evaluate water supply and water right options. A key partnership to address the rehabilitation of Moses Lake has been the Bureau of Reclamation, which has increased the flows to the lake to dilute phosphorus and nitrate levels that contribute to algae blooms and improves the lake conditions for recreation.
- There is a need for some long-term planning for the District. This includes a strategy to support the City of Moses Lake, enhance lake rehabilitation, develop a long-term capital plan to include physical assets and infrastructure, and policy development to include long-term water rights continuity.
- The new District Manager is inheriting a solid team that has worked hard to meet the mission without a full-time Manager for approximately three years. Taking the time to learn about current issues, culture, history and build on current successes will go a long way prior to making any substantive changes. The new District Manager is expected to be firm, fair and consistent in the application of programs and standard operating procedures and will see being flexible and supportive as a key to success. The ideal candidate will capitalize on ‘teachable moments’ in lieu of discipline whenever possible; and accountability without being overbearing.



IDEAL CANDIDATE PROFILE

Education & Experience:

- A minimum of ten (10) years of experience in irrigation and/or water quality.
- Experience in administrative duties, including budget, capital planning, grants, strategic planning, professional development, and labor relations.
- Experience in special districts in Washington, or the ability to become familiar with RCW Chapter 87.84 and RCW Chapter 87.03, which governs both irrigation and rehabilitation districts.
- It is preferred that candidates have a bachelor’s degree in a related field. However, candidates with a combination of relevant experience, training, and education will be considered.

Necessary Knowledge, Skills & Abilities:

- The ability to be an engaged and visible leader in the organization and community that places an emphasis on both internal and external communications.
- Experience working with elected officials, and preferred exposure working in a special district with a Board of Directors.
- Skill as an honest broker of information during both good and bad times and the confidence and ability to build strong relationships inside and outside MLIRD.
- The ability to place a high value on the people in the organization, being invested their success and supportive of the work they do, and the skill to see delegation and empowerment as a key to the professional growth of the staff.
- The selected candidate will continually promote a respectful, welcoming, inclusive work environment that values all its members, and demonstrate flexibility and support for members “to do the right thing” when a situation isn’t specifically addressed in policy or procedures.
- Experience working diligently to keep the Board of Directors informed on issues affecting the agency while advocating for the members, their safety and the betterment of the entire District.
- The ability to work closely with the Board of Directors regarding the needs and future needs while seeking clear lines of authority related to policy and day-to-day operations.
- A willingness to engage in the community and with staff, while demonstrating good character and a high level of emotional intelligence.



- Set the pace for accountability by role modeling good behavior and holding themselves to agency standards and expectations of performance and customer service.
- The ideal candidate will take the time to get to know the Board of Directors, the staff and the community and use the information to create a vision for the organization with teamwork being a foundation for the same.
- The ability to make timely decisions, own the same and have the confidence to change course when needed.
- Exceptional oral and written communication skills, including the ability to take careful consideration of information, and know when to take appropriate action.
- Proven skills with proactive transparency by sharing the right amount of information to keep agency members informed and maintain confidentiality when required.
- The ability to be open-minded about new ideas or innovations and include those closest to the work as stakeholders in the decision-making process.
- The ideal candidate will be fiscally responsible, an advocate for accountability of community assets and work closely with the Board to advocate for a level of service that meets the needs of the community and within the District’s authorized budget.
- Experience in the collective bargaining process and a history of positive labor relations, including negotiations and contract implementation.
- The ideal candidate will have excellent interpersonal skills, including the ability to actively listen for understanding, and a good sense of humor.

COMPENSATION & BENEFITS

- **\$140,000 - \$175,000 DOQ**
- PEBB Healthcare Coverage.
- Basic Life Insurance with Supplemental Life Insurance is available.
- Basic LTD Coverage with optional LTD coverage available.
- Washington PERS.
- Accrued Vacation and Paid Leave.
- 10 Paid Holidays.

To learn more about the community of Moses Lake and MLIRD, please visit:

www.mlird.org

www.tourmoseslake.com

www.cityofml.com

The Moses Lake Irrigation and Rehabilitation District is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **July 7, 2024** (first review, open until filled). Applications, supplemental questions, resumes, and cover letters will only be accepted electronically, and can be uploaded once logged in. To apply go to www.prothman.com, click on “Open Recruitments” select “Moses Lake Irrigation and Rehabilitation District, WA – District Manager” and click “Apply Online” or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



www.prothman.com

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