



# GENERAL MANAGER

**This is an excellent opportunity for a leader with a steady hand to join a dedicated staff in managing a charming and peaceful special district community on California's Central Coast.**

## The Organization and Community

Located along California's Central Coast, Oceano Community Services District (OCSD) is a multi-service special district with a five-member Board of Directors and nine staff members who serve approximately 7,600 residents and business utilizing a total budget of five million dollars to provide for the following services:

## Our Services

### WATER

OCSD provides potable water service for approximately 2,200 connections. Water supplies include ground and surface sources, some of these in partnership with other governmental agencies. The District's water supply reliability is relatively high, and water quality is ensured through regular testing.

### WASTEWATER

OCSD provides wastewater collection services through its network of neighborhood pipelines that ultimately flow to another governmental agency for safe treatment (South San Luis Obispo County Sanitation District).

### OTHER

OCSD provides garbage and recycling services through a franchise agreement, street lighting to certain areas of the community, and limited recreational services.





## OCSD OVERVIEW

The Oceano community offers potential candidates a high quality of life, blending desirable aspects of both Southern and Northern California on the Central Coast. The greater San Luis Obispo County area offers engaging cultural events, outstanding recreation, farm-fresh cuisine, and exceptional weather. The area is distinctly unique with a traditional rural character and yet benefits from the comforts and conveniences usually found in larger metropolitan areas.

The District was formed in 1981 through a community election. Its water services reflect the most significant component of the District's work efforts and budget. The District's water portfolio is excellent, with three sources, including groundwater and surface supplies from Lopez Lake and the State Water Project. Numerous water supply projects are underway to improve community infrastructure and the reliability of water supplies.





## General Manager

### The Position and Current Initiatives

The General Manager (GM) works under the direction of the Board of Directors to plan and supervise all functions of the District. The GM is responsible for the following core areas:

**Leadership:** The GM implements policy direction to advance organizational goals. S/he represents OCSD in contacts with other governmental agencies and the public. The GM recruits and retains professional staff and, as needed, contractors for specialized tasks. S/he assists the staff in achieving operational excellence and avoiding unnecessary conflict that may give way to disciplinary issues.

**Financial Management:** The GM prepares and administers the annual budget and regularly monitors fiscal performance throughout the year. S/he also looks to long-term fiscal health and sustainability by staying abreast of external social and economic issues affecting OCSD.

**Capital Projects Management:** The GM prepares and administers the capital improvement projects. The water master plan identifies infrastructure improvements to strengthen the distribution system. The Board adopted the Sanitary Sewer Capital Improvement Plan in 2025.

**Legal Affairs & Risk Management:** The GM ensures that operations comply with applicable laws and regulations. In conjunction with District Counsel, s/he advises the Board on potential pitfalls and maintains compliance with public notice, testing, and reporting requirements.





## General Manager

### The Position and Current Initiatives

#### Capital Improvement Program (CIP)

OCSD's capital improvement plan has received significant grant funds for preliminary engineering, design, and construction. Overall, the District's focus has been on replacing aged and non-standard waterlines. These projects and other tasks include repairs and upgrades to water yard facilities, technology implementation and utilization, and replacement of trash receptacles throughout the community.

#### Why Join The OCSD Team:

- Serene Central Coast location offers the best of both worlds, combining rural living with urban conveniences
- Step into an organization where the foundation for your success has been laid previously
- Join a staff that has a high level of camaraderie





## General Manager

### The Ideal Candidate For General Manager

OCSD is seeking a leader with a steady hand to join their dedicated staff in navigating and balancing the diverse needs of the community's residents. The Board of Directors has identified capital project management and intergovernmental relations as key skills since the successful candidate will be expected to immediately jump into important project work and time-sensitive regional issues.

Desirable traits include someone with grant writing skills, procurement expertise, and general project management knowledge. A Professional engineer's license is not required nor expected. General management experience, especially within the public sector, will be key. The community is generally relaxed and informal, so the GM should fit in with this culture. A congenial personality, visible and honest communication, and a hardworking nature will go a long way towards achieving success in being a supportive and capable leader. Candidates should be patient, even-tempered, and open to questions in support of working out problems. The nature of the job will require a professional who others might describe as a doer and finisher. Lastly, the Board of Directors would look favorably on someone seeking to make a longer-term commitment to the community.

The successful candidate will enjoy a well-positioned organization. The stable staff is also becoming increasingly adept and skilled at completing projects in-house, saving OCSD funds.





## General Manager

### Qualifications and Benefits

#### EDUCATION AND EXPERIENCE QUALIFICATIONS

The ideal candidate will possess at least five years of experience in public agency management, preferably with a special district operating a water system. A bachelor's degree in business, public administration, or a related field is required.

#### COMPETITIVE COMPENSATION AND BENEFITS

The annual salary will be determined on qualifications, which is supplemented by a comprehensive benefits program including coverage for professional development, cellular phone use, vehicle mileage, and the following:

Retirement: 100% employer-paid CalPERS enrollment for employees hired in the public sector before January 1, 2013 (Classic Employees). For employees hired into the public sector after the Public Employees Pension Reform Act (P.E.P.R.A.) took effect on January 1, 2013, who are not Classic employees, the employee contribution to CalPERS is paid by the employee, not by the District. There is also the option for an employee-paid deferred compensation plan.

Health Insurance: The "Benefit Payment Cap" ranges from \$1,100 per month for an employee only, \$1,900 for an employee with a dependent, and \$2,400 for an employee with more than one dependent. Health benefits will increase annually on July 1. The benefit payment cap covers health, dental, vision, and life insurance. Any remaining dollars in the benefit payment cap can be deferred to a flexible spending account to be used for medical expenses on a "use it or lose it basis."

Time-Off: Vacation Leave of three weeks per year and one week of administrative leave with unused leave buyback options. Sick Leave at 12 days per year, 13 standard OCS D holidays, and two floating holidays.





# General Manager

## Application Procedure

The position is open until it is filled.

First review of applications should be submitted by July 17, 2026.

To be considered for this exceptional opportunity, please electronically submit a [District application](#) along with an optional resume and cover letter to:

Carey Casciola  
Business & Accounting Manager  
[carey@oceanocsd.org](mailto:carey@oceanocsd.org)

