

# The South Texas Water Authority

Seeks a highly qualified, visionary leader  
to serve as its

## Executive Director

### The Organization

The South Texas Water Authority (STWA) provides wholesale treated water to communities in Nueces and Kleberg counties. It is a political subdivision of the State of Texas, created by the Texas Legislature in 1979. Its surface area encompasses about one-half of Nueces County, outside of the incorporated area of Corpus Christi, and major portions of Kleberg County. The Authority's headquarters is located in the City of Kingsville, the county seat of Kleberg County.

STWA receives treated water from the City of Corpus Christi through a 42-inch pipeline and uses a regional water supply system to move water on to the communities it serves.

Cities served include:

Agua Dulce	Bishop
Driscoll	Kingsville

The Authority also serves Nueces County WCID #5 (the unincorporated community of Banquete).

Pump stations are owned by the customer organizations.

In addition to providing wholesale service, STWA provides turn-key operations and management to the 55-square-mile Ricardo Water Supply Corporation (RWSC) and the Nueces Water Supply Corporation (NWSC), each of which provides retail water services to approximately 1,000 customers.

To construct its facilities and begin its operations, the Authority originally issued \$17 million in debt, which has since been repaid from a combination of property taxes and wholesale water rates.

STWA currently has wholesale contracts with six communities, and also sells water to Nueces County WCID #5 (Banquete).

Sales are based on passing through the City of Corpus Christi's water cost plus charging a handling fee.

STWA is governed by a nine-member Board: five members are appointed by the Kleberg County Commissioners Court and four members are appointed by the Nueces County Commissioners Court. The Board of Directors employs an executive director, who supervises a full-time staff of 14. The current Executive

Director has served in this capacity since 1992. In addition, the Executive Director answers to the seven-member RWSC Board and the five-member NWSC Board. Those boards are elected by their water supply corporation members.



*Driscoll Pump Station, which serves City of Driscoll and Nueces WSC customers.*

A November 2012 election resulted in voters approving \$5.2 million in tax-exempt bonds for three STWA projects. TXDOT's upgrades of US 77 to I-69 required the relocation of a section of the 42" water line. The other two projects involved improvements at the Kingsville and Bishop Westside Pump Stations.



*Central Pump Station interior (provides water to NWSC rural customers and also boosts pressure to Agua Dulce, Banquete, and Sablatura Park Pump Stations).*

The current total tax rate associated with the current debt is \$0.086911 per \$100 valuation. STWA can redeem these tax-exempt bonds beginning after August 15, 2022 on any bonds with stated maturities on or after August 15, 2023.

## The Area

The City of Kingsville covers approximately 13.63 square miles and is the county seat of Kleberg County. The community is diverse and serves as a home to the King Ranch, Naval Air Station-Kingsville, Border Patrol, Christus Spohn-Kleberg Hospital, Texas A&M University - Kingsville, and Coastal Bend College-Kingsville. With a population of 26,312 and geographically located on U.S. 77 (Interstate 69) only 45 minutes southwest of Corpus Christi, Kingsville is "a great community to live, work, and enjoy the outdoors." The City of Kingsville has nine parks and recreational



areas that include baseball/softball fields, playground areas, swimming pool, covered picnic tables, volleyball court, soccer field, and a golf course.

People here take quality of life seriously. There is plenty of fishing, hunting, and beach enjoyment to share. Living in Kingsville provides the advantages of a small town, while being in close proximity to a larger city and all of the advantages that offers.



# Position Profile

The individual selected for this position will be responsible for overseeing operations of the South Texas Water Authority, the Ricardo Water Supply Corporation, and the Nueces Water Supply Corporation through strategic, proactive, and innovative service. The new Executive Director will need to have a proven track record of successful governmental budget administration and staff motivation.

## Expectations:

The successful candidate for this position must be a person who:

- ❖ Demonstrates high moral character and integrity; is trustworthy and honest.
- ❖ Demonstrates a positive and enthusiastic outlook toward solving complex problems and has a good sense of humor.
- ❖ Is a self-starter and a leader.
- ❖ Sees the bigger picture and is approachable, fair, and a motivator of people.
- ❖ Has experience in working with governmental budgets.
- ❖ Is goal oriented – Understands and takes action on improvement benchmarks and best practices.
- ❖ Can identify and present to the Boards of Directors the pros and cons of alternative actions and advocate for what s/he thinks is best for the region as a whole.
- ❖ Is conscientious - Dedicated to providing high quality customer service, both internally and externally.
- ❖ Has strong organizational skills – Maintains schedules/deadlines and manages human resources to meet goals.
- ❖ Has strong technical skills related to managing a water authority in Texas.
- ❖ Is a skilled negotiator who seeks win-win results.
- ❖ Demonstrates strong written and oral communication skills in an open and direct manner with the Board, STWA staff, and the public.
- ❖ Is a polished professional with a confident personality that can hold his/her own with other strong personalities.

- ❖ Is committed and willing to being an active part of the communities STWA serves.
- ❖ Respects the individual, without regard to race, color, religion, sex, national origin, age, disability, or any other non-merit factor.
- ❖ Consistently demonstrates loyalty to STWA's purpose, including supporting the Board of Directors, STWA staff, and related organizations and constituents.

## Required Education, Experience, Knowledge, and Skills:

At least a Bachelor's Degree in engineering, physical sciences, planning, public administration, business administration, or a related field, plus at least eight years of experience in a senior management position, with a strong emphasis on experience in the areas of water or municipal administration, finance, and planning. With a Master's Degree in one of the fields listed, only five years of experience is required. Must have a neat and appropriate appearance for dealing with the public.



*Agua Dulce Pump Station, used by both the City of Agua Dulce and Nueces Water Supply Corporation.*

## Compensation

Compensation is negotiable depending upon qualifications and experience, but is expected to begin at \$100,000 - \$125,000, plus a car allowance, with the potential for annual increases. Additional benefits include STWA contributions to a Retirement Thrift Plan, health/dental/prescription insurance for employee and family, paid time off, holidays, and life insurance.



*Main Street, City of Kingsville*

# Current Issues

Several major challenges have been faced by STWA's Board and staff since water was first delivered in December 1986. Most notably, STWA's largest potential customer, the City of Kingsville, continued substantial use of its groundwater wells; this is also the case for the City of Bishop. Kingsville purchases approximately 10% of its needs from STWA. Bishop purchases about 50% of its needs. As a result, STWA's 42" line is significantly oversized. And, in the past, Kingsville has purchased sporadic and small volumes. This resulted in problems maintaining the required TCEQ minimum residual throughout the system and a TCEQ enforcement action, which STWA legally challenged. Ultimately, STWA installed a chloramine booster station feeding directly into the 42" line.

In addition, STWA's C-303 pipe has presented problems with improperly installed mortar and bonding connections at the joints. The mortar connections are referred to as diapers which are intended to be filled surrounding the entire circumference of the pipe. Unfortunately, locations have been found where this did not occur



*On the right is a photo of one of two rectifiers protecting the 42" line with an impressed current. On the left, is a typical installation of sacrificial anodes on the 42" waterline. Currently, there are two Cathodic Protection Techs installing anodes, adding test stations and, in general, upgrading the 42" waterline using remaining 2012 bond funds.*

and the voids in the mortar leave the pipe vulnerable to corrosion. In addition, bonding clips or wire should have been attached from one joint to the next to provide continuity on

the pipe. This continuity is essential for the installation of an impressed cathodic protection system. It is also vital for the installation of a cathodic protection system using sacrificial anodes. After a major waterline rupture in 1994, STWA began an in-house cathodic protection project. Each joint for several miles was excavated and the proper clips/wires added resulting in the installation of two impressed current rectifiers – one north and one south of Bishop. However, corrosion consultants recommended a change in approach using sacrificial anodes. Since then, several rounds of Cathodic Protection projects have occurred. Currently, a crew of two Cathodic Protection Techs are installing anodes, adding wires/clips, installing new test stations and, in general, upgrading the 42" waterline. This is being financed with the remaining funds from a 2012 bond issue.

In Fiscal Year 2021, several major events should occur. The completion of a new Banquete Pump Station is expected by late spring. This project is a joint venture between the Texas Water Development Board, Nueces County, STWA and NWSC. It is in response to an expansion of NWSC's distribution system for two colonias located northwest of Banquete. In addition, it addresses the Banquete Water District's issue of joint ownership. The NWSC will own the new pump station. STWA's existing elevated storage tank will be demolished. Contract negotiations with the Banquete Water District call for that district to own a new hydro-pneumatic tank and accept title to the existing pumps. The Banquete District owns the ground storage tanks.

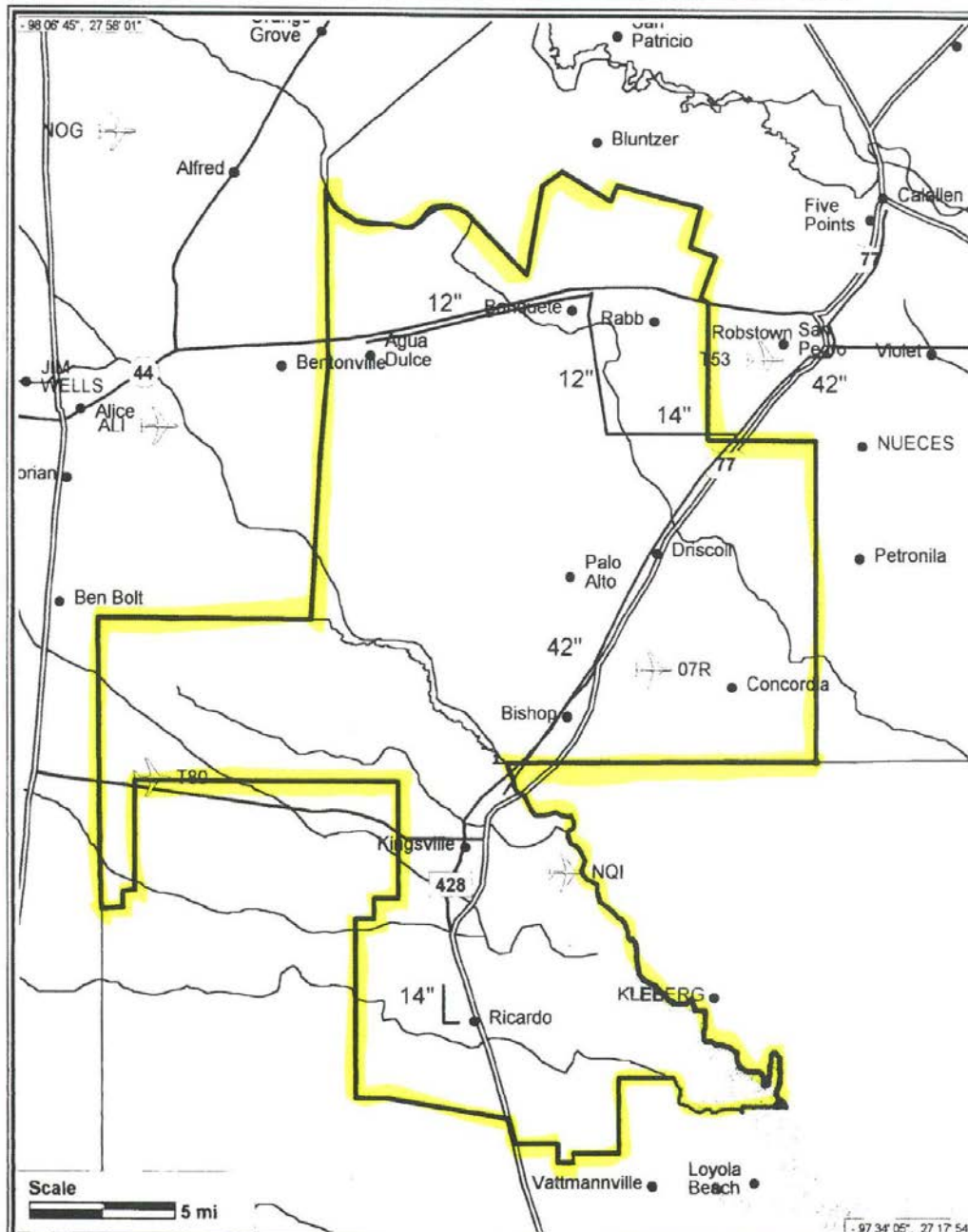
Also occurring in FY 2021, STWA, NWSC and RWSC will begin utilizing a new accounting program and time clock system. The new software should provide additional information and a means of more closely tracking staff time associated with the Special Services Fund. This information will be essential in the true-up and allocations associated with STWA's handling charge once the final wholesale water supply contract is executed.

Finally, STWA recently formed a long-term goals committee. The committee has yet to make any recommendations for the Board's consideration. Several times in the recent past, the Board has considered but not taken action on revising personnel policies. The only exception is that the Executive Director is required to coordinate the organization and development of management positions with the Management Selection Standing Committee.

# Application and Selection Process

This position is open until filled. However, interested applicants are strongly **encouraged to apply not later than April 22, 2021**. Resumes will be screened against criteria outlined in this brochure. Final interviews will be offered to those candidates named as finalists, with reference checks, background checks, and academic verifications conducted after receiving candidates' permission.

SOUTH TEXAS WATER AUTHORITY BOUNDARY MAP



First review of applications is Monday, April 23, 2021. Following the first review date, Ray Associates, Inc. will evaluate all applications against the posted qualifications and may extend invitations for a finalist interview (virtual or in-person) to a select few. This announcement will remain posted, and we will continue to accept applications until the Authority reaches an agreement with a single finalist. Finalists will be required to complete an on-line personality assessment, and to sign a release for criminal history/ credit/ driver's license check and background checks. References will be contacted.

Qualified professionals are invited to submit resume and cover letter electronically to Katherine Ray at [kray@rayassociates.com](mailto:kray@rayassociates.com). For more information please contact Katherine Ray at the email above or call 512/913-0331 (cell).

**STWA is an Equal Opportunity Employer and Values Diversity at all Levels of the Workforce.**