



CITY OF  
BAINBRIDGE ISLAND

Washington

**TREATMENT PLANT SUPERVISOR**

**\$98,603 - \$123,644**

(2023 salary increase to be determined)

*Plus excellent benefits*

*Applications accepted through:*

**November 20, 2022**

This position is open until filled. Applications will be reviewed as submitted.

***P*ROTHMAN**



## THE COMMUNITY



Located 35 minutes by ferry from Seattle and connected to Kitsap County by bridge, Bainbridge Island enjoys a wonderful combination of scenic vistas, urban forests, trails, farms, wineries, and local arts, and more than 25,000 people call Bainbridge Island home today. The City, with input from the community, has managed to preserve its friendly aura, small-town charm, and natural environment. Islanders value the sense of country living and nearby access to Seattle's business and cultural resources.

A community values survey revealed that residents are committed to preserving the sense of community and green spaces - agricultural land, forests, parks, and trails. Cultural sites include the Bainbridge Island Museum of Art, Bainbridge Island Historical Museum, Bloedel Reserve, Islandwood, Japanese American Exclusion Memorial, and Bainbridge Performing Arts. Almost 60 percent of residents hold professional or management positions, resulting in significantly higher median household incomes than the national average. Employment on the island comes from a mixture of retail shops, service and homebased businesses, manufacturing, government, education, and healthcare.

To learn more about the Bainbridge Island community, please visit:

[www.bainbridgewa.gov](http://www.bainbridgewa.gov)

[www.visitbainbridgeisland.org](http://www.visitbainbridgeisland.org)



## THE CITY

The City of Bainbridge Island has comprised the entire island since 1991 when the City of Winslow—then the urban center—annexed the rest of the island to better manage growth from an island-wide perspective. The City Manager reports to and is appointed by the City Council. The City Council's seven members are elected in non-partisan elections for four-year staggered terms. As a non-charter code city, the municipal corporation provides services in the areas of Public Safety, Planning, Public Works, and Municipal Court. Fire and Parks are separate taxing districts. The City operates with 134 FTEs on an annual operating budget of \$35.6 million.

## THE DEPARTMENT & DIVISION

The Public Works Department plans, designs, constructs, operates, and maintains public improvements, facilities, and equipment owned by the City of Bainbridge Island and the public. The Department includes 48 full-time equivalent employees and is comprised of two divisions. The Department manages a 140-mile network of roads, and operates three utilities: water, sewer, and stormwater. The Department operates on a 2022 budget of \$12.4 million.

The Operations and Maintenance Division includes 28 FTEs and oversees the operations of the City's utilities, along with the maintenance and upkeep of City roadways, public facilities, and fleet. The City operates an island-wide stormwater system, and a water and sewer system concentrated in the downtown core, which includes a wastewater treatment facility. The Engineering Division is made up of a capital projects group, a water resource group, and a team of development review engineers.

The Wastewater Treatment Plant is a Class 3 secondary-activated sludge plant, located in Winslow near the ferry terminal, that employs dissolved oxygen for solids treatment and ultraviolet light for disinfection. Each year, the plant treats 150 million gallons of wastewater with typical conventional pollutant removals above 97%. The treated wastewater is discharged east of Wing Point into the Puget Sound. Plant activities are regulated by the State of Washington Department of Ecology, and the plant maintains an accredited water quality laboratory.

**THE POSITION**

Reporting to the Public Works Manager, the Treatment Plant Supervisor oversees the City’s Wastewater Treatment Plant, located in Winslow near the ferry terminal. Along with the supervisor, the plant is run by four operators. This is a new position, added in 2022. The Treatment Plant Supervisor has day-to-day responsibility for supervising the plant staff, operations and regulatory compliance. This position works closely with the Public Works Field Supervisor and Public Works Manager to ensure effective system administration, contract and project work planning, coordination, scheduling, emergency operations and other related duties.

The wastewater treatment team is relatively small, providing employees with opportunities for learning a variety of duties. Helping each other, delivering high quality service, and maintaining a reputation for professionalism all contribute to the success of the team. The Treatment Plant Supervisor will collaborate with staff and outside consultants as a member of the capital project team which will oversee replacement of the aging ultraviolet disinfection system, rebuilding of system pumps, and extension of the plant outfall to Puget Sound.

For a full job description and to view the detailed responsibilities of the position, please view the attachment found [here](#).



**PREFERRED EDUCATION & EXPERIENCE**

A bachelor’s degree in public administration, construction, engineering, or a related field, and five (5) years of progressively responsible experience in public works, with three (3) or more years of supervisory experience; OR any combination of experience, education and training that would provide the level of knowledge and ability is required.



A Washington State Wastewater Treatment Plant Operator III license, or the ability to acquire one within 12 months of employment, is required.

The selected candidate will have a valid Washington State driver’s license, and successfully complete a pre-employment background check.

Additional certifications which may be required after hire, as determined by the supervisor, include OSHA 30-Hour General Industry Safety certification or comparable certification recognized by safety professionals, and OSHA 40-Hour HAZWOPER certification.

The successful candidate will have experience in wastewater treatment, bring an attitude of mentorship, display excellent communication and organization skills, and have the ability to manage a team and create a team-based atmosphere.

## COMPENSATION & BENEFITS

- **\$98,603 - \$123,644 DOQ (2022)**  
**2023 salary increase to be determined.**
- Medical, dental, and vision insurance.
- Life and long-term disability insurance.
- Washington PERS.
- Deferred Compensation with employer match.
- Optional pre-tax programs including FSA and AFLAC.
- Optional guaranteed education tuition.
- Employee Assistance Program
- Commute trip reduction incentive.
- Wellness program.
- Vacation from 8 – 15.33 hours per month. Increases with longevity.
- Vacation bank upon hire and accrual rate commensurate with experience may be offered.
- Sick leave at 8 hours per month.
- 12 paid holidays, plus 1 floating holiday.
- 48 hours per year of exempt leave.



CITY OF  
BAINBRIDGE ISLAND

**For more information on the  
City of Bainbridge Island,  
please visit:**

**[www.bainbridgewa.gov](http://www.bainbridgewa.gov)**

To view the detailed benefits provided, please view the attachment found [here](#).

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The City of Bainbridge Island is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **November 20, 2022**. This position is open until filled. Applications will be reviewed as submitted. Applications, supplemental questions, resumes, and cover letters will only be accepted electronically. To **apply online**, go to **[www.prothman.com](http://www.prothman.com)** and click on "**Open Recruitments**", select "**City of Bainbridge Island, WA – Treatment Plant Supervisor**", and click "**Apply Online**", or click [here](#). Resumes, cover letters, and supplemental questions can be uploaded once you have logged in.



**[www.prothman.com](http://www.prothman.com)**

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