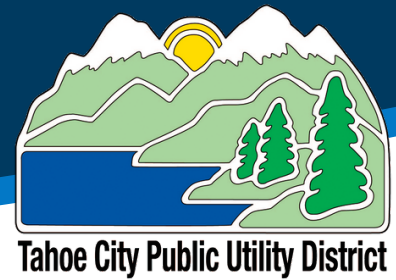


DIRECTOR OF PARKS & RECREATION



Mission

The mission of the Tahoe City Public Utility District is to serve people, our community, and its environment. It is our responsibility to provide safe and reliable water service, sewer service for the protection of public health, and parks and recreation services to enhance quality of life. It is our commitment to accomplish these and other tasks within the scope of the Public Utility District Act, as amended, in a sound fiscal manner.

Vision

Building a healthy mountain community through our passion for public service.

Core Values

The TCPUD's organizational culture is rooted in our Core Values of Service, Professionalism, Teamwork, Initiative, and Communication. These Core Values and related behaviors set the expectation for how we engage with each other, our customers, and all our stakeholders.



An Outstanding Career Opportunity

TCPUD is seeking a highly experienced and visionary individual who is prepared to lead the premier parks and recreation team within the Tahoe Basin.

The Community

Nestled on Lake Tahoe's north shore, the Tahoe City community offers a captivating blend of natural beauty, outdoor adventures, and serene landscapes. Tahoe City is renowned for its small-community charm and offers an array of recreational activities year-round, including hiking, mountain biking, kayaking, paddleboarding, golf, skiing, snowboarding, and ice skating. Residents and visitors enjoy a relaxed pace of life, promoting physical fitness and well-being, fostering a strong sense of community through local events, festivals, and year-round family-friendly activities.

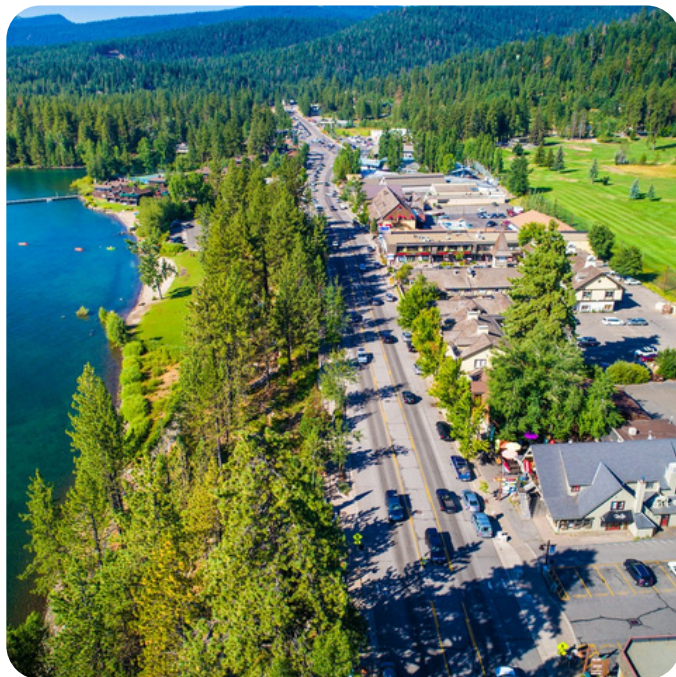
Modern amenities, local shops, restaurants, cafes, art galleries, and cultural events complement the peaceful atmosphere, with larger metropolitan areas such as Reno and Sacramento within convenient reach.

Tahoe City Public Utility District

TCPUD, a special district located on the North Shore of Lake Tahoe in Tahoe City, California, serves a 31-square mile area, lying within both Placer and El Dorado Counties, extending from Emerald Bay to Dollar Hill and along the Truckee River to the Nevada County line. TCPUD provides safe and reliable water supply to 5,740 customers, sewer service to 7,725 customers, and manages numerous parks, beaches, facilities, and recreation programs for residents and an extensive visitor population.

A five-member Board of Directors, elected for four-year terms, governs the TCPUD. The Board of Directors elects a Board President and Vice President from among the five members to serve a one-year term. Board members also serve on one or more of the TCPUD's standing committees (Sewer & Water, Parks & Recreation, and Finance). Board and Committee meetings are held monthly, publicly noticed, and the public is encouraged to attend.

Under direction from the Board of Directors, the General Manager oversees day-to-day operations of the District and directs a staff of 61 full-time employees. The District's total operating budget for Water, Sewer, and Parks & Recreation in 2024 is \$18,842,660 along with a total 2024 capital budget of \$20,225,895.





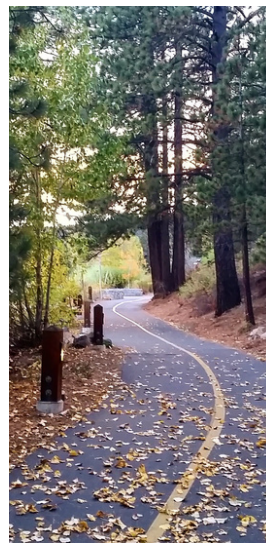
THE PARKS AND RECREATION DEPARTMENT

The TCPUD Parks and Recreation Department is dedicated to enriching lives by providing facilities, programs, activities and special events to residents and visitors throughout the year. The Department provides and manages numerous parks, 23 miles of paved multi-use trails, community centers, sports complexes, a boat launch, a campground, and the Tahoe City Golf Course/Winter Sports Park.

The Department provides numerous recreation programs for residents and visitors of all ages, including after-school programs, day camps, sports leagues, and special events. The Department is actively involved in the community through partnerships with Placer County, Tahoe City Downtown Association, Tahoe Truckee Unified School District, and other local agencies.

Funded through property tax revenue, the Parks and Recreation Department has an operating budget of \$7,373,568, along with a capital budget of \$5,715,363.

The Parks and Recreation Department is staffed by dedicated professionals passionate about promoting healthy lifestyles and fostering community connections. The Parks and Recreation Team is comprised of 16 full-time employees. During the summer months, the team expands to include 80 – 85 additional seasonal staff members who assist in the maintenance of parks, trails, facilities, and the operations of numerous recreation programs.



The Director of Parks and Recreation Position

TCPUD's Director of Parks and Recreation position is a dynamic and multi-faceted role. The Director provides leadership and directs the functions of the Parks and Recreation Department, which includes the entire complement of parks and facilities and recreation programs and services. The Director reports to the Assistant General Manager and serves as a member of the District's senior management team.

The Director mentors and guides a team of dedicated staff who are committed to building a healthy mountain community. The Director provides direct supervision to the Parks Superintendent and Recreation Superintendent. In addition to overall supervision and leadership of the Department, the Director manages and oversees both the Parks and Recreation operating and capital budgets and is tasked with balancing long-term planning with operational oversight. The Director oversees preparation of long and short-range planning and feasibility studies, funding methods, land acquisition, and development of facilities and areas to support current and future department services through staff, consultants, contractors, and extensive public outreach activities.

The Director advises the Assistant General Manager, General Manager, and Board of Directors and collaborates with the entire organization as well as with other public agencies, businesses, non-profit organizations, community, and stakeholder groups.

Complex personnel and operational management are critical aspects of the position. The Director must lead and motivate the team, address interpersonal challenges, and maintain clear communication. The Director prepares complex reports and makes public presentations before the Board of Directors and other civic and community agencies.



The Ideal Candidate

The ideal candidate for the Director of Parks and Recreation is an experienced leader with a strong background in and passion for parks and recreation, experience in and knowledge of the principles and practices of park management and recreation programming, and familiarity with government dynamics. The ideal candidate leads with integrity, shares TCPUD's strong commitment to public service, community engagement and involvement, and connects deeply with the District's Core Values.

The Director of Parks and Recreation will need to collaborate with other District managers and departments, and partner agencies to find solutions to sometimes challenging problems. The ideal candidate will be an excellent communicator, both written and orally, and is an effective and efficient relationship builder who develops long-lasting collaborative partnerships with residents, businesses, employees, peers, elected officials, stakeholders and partners. The Parks and Recreation Director must be assertive, intelligent, and articulate and be able to conceptualize and present ideas to elected officials, community leaders, and citizens. The ideal candidate is routinely recognized for strategic thinking, resourceful problem solving, strong organizational skills, and demonstrating excellent judgment. The Parks and Recreation Director is also a strong supervisor who encourages excellence through empowerment and clear goal-setting and is committed to being a role model for the organization.

The ideal candidate will also possess a sensitivity and appreciation for both political and public processes while displaying a willingness to meet the needs of community leaders, citizens, and interest groups in an open, honest, and constructive manner.



Compensation & Benefits

The annual salary range for Director of Parks and Recreation is \$176,000 - \$229,000. Placement within this range is based on qualifications and experience. In addition, TCPUD offers an attractive benefits package, including:

Retirement: The District participates in the California Public Employees' Retirement System (CalPERS) .

Deferred Compensation: The District participates in the CalPERS 457 Plan with a 2% contribution made by TCPUD.

Medical Insurance: The District currently provides and pays the full premium for employee plus qualified dependents for the CalPERS Gold PPO Plan.

Dental and Vision Insurance: The District currently provides and pays the full premium for a \$1,500 annual dental benefit for employee plus qualified dependents and a \$500 annual vision benefit for employee plus qualified dependents.

Application & Selection Process

Candidates interested in this outstanding opportunity are encouraged to apply as soon as possible, as this position is open until filled. To apply, please email a cover letter and your resume to Caty DeLone at cdelone@tcpud.org. The first review of applications will be **Friday October 16, 2026**. Following this date, resumes will be screened according to the qualifications outlined in the job description. Those candidates most qualified will be invited for in-person interviews and if chosen as a finalist, will be asked to provide at least three professional references. References will be contacted only after receiving candidate approval.

More detailed information regarding this position, such as the job description and job profile can be found at www.tcpud.org/parks-recreation-director or by contacting Caty DeLone, Human Resources Manager at cdelone@tcpud.org.