



Classification: Water Resource Control Engineer  
Position Number: 880-157-3846-021

## DUTY STATEMENT

☐ CURRENT

☒ PROPOSED

<b>RPA Number:</b> 25-157-013	<b>Classification Title:</b> Water Resource Control Engineer	<b>Position Number:</b> 880-157-3846-021
<b>Incumbent Name:</b> Vacant	<b>Working Title:</b> Water Resource Control Engineer	<b>Effective Date:</b> TBD
<b>Tenure:</b> Permanent	<b>Time Base:</b> Full-time	<b>CBID:</b> R09
<b>Division/Office:</b> Central Valley Regional Water Quality Control Board/Redding		<b>Section/Unit:</b> Cannabis Regulation and Enforcement
<b>Supervisor's Name:</b> Kelly Hickcox		<b>Supervisor's Classification:</b> Senior Engineering Geologist (Supervisory)

### Human Resources Use Only:

**HR Analyst Approval:** *Jeff Fiedler-Luna*

**Date:** 11/17/2025

### General Statement

Under the close supervision of a Senior Engineering Geologist (Supervisory) and consistent with good customer service practices and the goals of the State and Regional Board's Strategic Plan, the incumbent is expected to be courteous and provide timely responses to internal/external customers, follow through on commitments, and to solicit and consider internal/external customer input when completing work assignments.

### Position Description

The Water Resource Control Engineer (WRCE) will perform staff-level activities associated with the engineering analyses of cannabis cultivation activities on private lands and in targeted partnerships on high conservation value state public lands while upholding the values of the Redding office.

**Essential Functions (Including percentage of time):**

25%	Work closely with and be responsive to the California Department of Fish and Wildlife and other Federal, State, local government agencies, and law enforcement officials in coordinating regulatory and enforcement activities associated with cannabis cultivation sites. Work collaboratively with those agencies to identify inspection targets, develop preliminary inspection plans, and conduct multi-agency inspections with law enforcement officials. Review applications for regulatory coverage, investigate proposed cannabis cultivation sites, and make recommendations to provide necessary protections to water quality related to engineering aspects, including slope stability, rural road construction, and watercourse crossing design and construction.
25%	Use scientific knowledge and technical engineering expertise to investigate complaints of alleged and/or actual pollution or other conditions contributing to water quality degradation; make appropriate recommendations for abatement and/or prevention. Conduct field investigations jointly with California Department of Fish and Wildlife staff and law enforcement officials at sites where wastes, including toxic or hazardous materials, are discharged, or stored. Since the above work may involve toxic and hazardous materials, additional duties will include completing and updating hazard evaluation plans, prior to field investigations; properly caring and maintaining of personal health and safety equipment; participating in appropriate training to perform required work assignments safely; and performing only those duties for which proper training, equipment, medical approval, and authorization have been granted.
15%	Work cooperatively with, and be responsive to, Federal, State, and local government agencies, and the public in coordinating oversight of investigations for rehabilitation activities at cannabis cultivation sites. Use sound scientific/engineering knowledge and judgment to conduct inspections, ensuring site conditions and activities are suitable from a slope stability and soil movement perspective. Develop site-specific mitigation to prevent cannabis cultivation impacts on beneficial uses. Advise and consult with local implementing agencies for sampling and testing procedures, laboratory analysis requirements, interpreting test results, and technical review of site and receiving water quality assessments proposed and completed.
15%	Collaborate with the State Water Board's Office of Enforcement, the District Attorney's office, or Attorney General's office in the development of administrative enforcement and/or other formal enforcement actions associated with cannabis cultivation. Provide expert testimony in court or to the Central Valley Water Board.
15%	Participate in meetings with other state agencies, local governments, dischargers, consultants, the public and others. Use communication skills and scientific/engineering knowledge and judgment to clarify and/or interpret Board policy, water quality standards, and Board objectives. Present staff oral reports to the Board or other governing or regulatory boards and the public as directed. Prepare maps, graphs, and other visual aids for presentations as appropriate.



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**Marginal Functions (Including percentage of time):**

5%	Perform other duties as required.
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**Typical Physical Conditions/Demands:**

The job requires extensive use of a personal computer and the ability to sit/stand at desk, utilize a phone, and type on a keyboard for extended periods of time. Ability to lift 15 pounds, bend and reach above shoulders to retrieve files and/or documents. This position may require workdays in excess of eight (8) hours, extensive driving; navigating uneven, rugged terrain under all weather conditions for extended periods of time, in extreme temperatures, throughout the workday; carrying more than 50 lbs.; standing/sitting for long periods of time, etc.

**Typical Working Conditions:**

The incumbent works on the 2<sup>nd</sup> floor of an office building located in Redding, in an enclosed office cubicle in a smoke-free environment. The work schedule is Monday through Friday, 40 hours per week. Staff may be required to work longer days if working out of the immediate Redding vicinity for fieldwork or when the department is mission tasked. Travel may be required locally and within the state.

**Supervisor Statement**

I certify this duty statement represents an accurate description of the essential functions of this position. I have discussed the duties of this position with the employee and provided the employee a copy of this duty statement.

Supervisor Name	Supervisor Signature	Date
Employee Name	Employee Signature	Date