Class Code: 4033
Revised: 11/9/2026

REGULATORY COMPLIANCE MANAGER

PURPOSE AND NATURE OF WORK

Position is responsible for all the activities of the Regulatory Compliance Division of the Lafayette Utilities System, overseeing compliance issues for Water/Wastewater and Electric Reliability. This includes industrial wastewater discharge permitting, agricultural application of water/wastewater plant residuals, analytical and testing services of water/wastewater laboratories, compliance with clean air, water, hazardous material and related regulations, as well as the Electric Reliability Compliance program including electric reliability, cyber security, and North American Reliability Corporation (NERC) Critical Infrastructure Protection (CIP) standards. Incumbent works with considerable independence, reports to the Director of the Department, and has supervisory responsibilities for a moderate staff of regulatory compliance, technical and analytical workers and section supervisors.

ILLUSTRATIVE EXAMPLES OF WORK (Note: These examples are intended only to illustrate the various types of work performed by this class, all of the duties may not be listed.)

Monitors environmental legislative publications and activities to ensure a current knowledge of existing and pending regulatory requirements affecting water, wastewater and electric reliability; plans, budgets, implements, supervises and ensures quality of corresponding compliance activities. Participates in analyses of operations, discharge limitations/controls and the cost effectiveness of compliance measures. Oversees the operations of a water/wastewater laboratory. Through section supervisor, provides governance, accountability, and strategic direction for the Electric Reliability Compliance program, including compliance processes, policies, and procedures associated with electric reliability and CIP requirements. Communicates compliance requirements to relevant divisions of the Department; represents the Department at hearings on proposed regulations, compliance problems and on division budgets where compliance costs are at issue. Attends legislative committee hearings, provides testimony and presentations regarding impact of proposed regulations. Develops response to Administrative Orders issued by regulatory agencies, meets with attorneys, compiles records and informs staff of changes in work methods required. Informs operations personnel and regulatory compliance staff of process performance criteria and provides training as necessary. Interviews prospective employees, trains and evaluates employee performance. Performs related work as required.

NECESSARY KNOWLEDGE, ABILITIES, AND SKILLS

Thorough knowledge of local, state and federal regulations pertaining to municipal wastewater treatment, pre-treatment and disposal of water and wastewater plant residuals.

Thorough knowledge of local, state and federal regulations pertaining to hazardous materials in the water/wastewater workplace, notification of workers and of the community.

Knowledge of basic organic and inorganic chemistry, laboratory assays and toxicology related to industrial environmental, safety and health concerns.

Knowledge of processes, policies, and procedures associated with electric reliability, NERC standards, and Critical Infrastructure Protection (CIP) requirements in order to provide oversight and direction to Electric Reliability Compliance staff.

Ability to determine ownership of property.

Ability to use personal and network computers in the work environment.

Ability to establish and maintain effective working relationships with subordinates, elected officials, contractors, other government agencies, and the general public.

Ability to locate, read, interpret environmental ordinances, laws, rules and regulations affecting the utility, analyze their requirements, implement and evaluate cost effective compliance measures.

DESIRABLE TRAINING AND EXPERIENCE

Baccalaureate degree in Chemistry, Microbiology, Engineering or a related natural sciences field and extensive working experience with large water/wastewater utility operations and/or electric utility operations, especially in industrial pre-treatment regulation and sludge disposal and/or electric reliability/NERC compliance, or an equivalent combination of education and experience.