



# News Release

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## Delta Diablo General Manager Announces Retirement following 32 Years of Dedicated Public Service

Antioch, CA – Following a successful 32-year career dedicated to protecting public health and the environment, General Manager Vince De Lange has announced plans to retire from Delta Diablo, effective September 21, 2026. During his nine-year tenure, Mr. De Lange catalyzed change by infusing a strategic, risk-based approach into decision-making processes, establishing high quality and performance expectations, and embracing innovation and technology solutions to transform business and operational processes. Under his leadership, the District intensified capital investment to address critical aging infrastructure needs, established a strong financial position to meet future regulatory compliance and infrastructure investment needs, and successfully navigated a workforce transition to ensure continued delivery of exceptional services for its customers.



Mr. De Lange shared, “It has been a tremendous honor to serve at an agency where I started my career as an engineering intern in 1993 and returned 24 years later as General Manager, while also working in the local community where I grew up and attended school during my formative ‘K-12’ years. I have been driven by the ‘relentless pursuit of excellence’ and a ‘question and challenge’ philosophy that has significantly elevated our organization’s strategic, financial, technological, and operational positions. I would like to express my deepest gratitude for the tremendous leadership, vision, and guidance provided by the Board of Directors, which consistently expressed its appreciation and support, and the talented and dedicated staff that drive our success as an agency. Since announcing my retirement, many of our team members have expressed thanks for building a culture that embraces high-quality standards, change, and learning from mistakes, while providing opportunities for professional development and career advancement.”

In response to a new nutrient removal regulatory mandate issued in July 2024, Mr. De Lange led development of the District’s nutrient management strategy, which culminated in upcoming implementation of one of the largest capital projects in the District’s history—the \$210 million Secondary Process Improvements Phase 1 Project. This project will address critical aging infrastructure needs, meet nutrient regulatory mandate limits, and expand treatment capacity, with construction expected to begin later this year. In addition, Mr. De Lange led development of a new Strategic Plan to align goals, strategies, and objectives with key priorities; effectively managed operating costs through critical review despite significant inflationary pressure in major cost centers; enhanced financial planning activities and updated key cost-of-service studies; achieved labor contract outcomes that support both long-term financial sustainability and employee recruitment/retention efforts; and addressed infrastructure failure events in a timely manner without service disruption to customers.

Board Chair Monica Wilson expressed her appreciation for Mr. De Lange, “During his nine years at the District, Vince consistently demonstrated his excellent leadership, strategic, problem-solving, and critical-thinking skills to provide thoughtful Board communications that effectively supported transparency and the Board’s decision-making process. He has significantly elevated our organization to a higher standard for our customers as we continue to navigate the challenges of aging infrastructure, new regulatory requirements, and financial

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**About Delta Diablo** Delta Diablo is a California special district that provides wastewater conveyance and treatment, recycled water production and distribution, renewable energy production, pollution prevention, street sweeping, and household hazardous waste collection services to over 218,000 customers in the Antioch, Pittsburg, and Bay Point. As a progressive “Utility of the Future,” the District embraces innovative approaches, sustainable solutions, and community engagement in achieving its core mission of protecting public health and the environment, while maintaining reasonable rates and serving as responsible stewards of the public’s resources and trust.

constraints. As a small agency, what I have appreciated most is his ability to step in to directly prepare critical work products and address complex issues under high pressure conditions in a timely manner. On a personal level, I have always appreciated his passion, dynamic communication style, and sense of humor, which makes working with him such an enjoyable experience. I wish him all the best during his well-deserved retirement adventures.”

“Although I joined the Board just over a year ago now, I have seen firsthand how Vince’s tremendous skillset as a GM is reflected in the work products he puts forward for Board consideration. As Chair of our Finance Committee, I’ve appreciated his focus on responsible stewardship of public resources and trust, and providing the Board with options that minimize financial impacts to our customers. It has been a pleasure navigating these challenges with him and I wish him continued success on the next part of his life journey,” reflected Board Vice Chair Jelani Killings.

Board Member Shanelle Scales-Preston stated, “As a fellow Pittsburg High graduate, it has been so rewarding to see Vince excel in his role as GM and apply his talents toward providing critical public services to the local community where he grew up. He has made an indelible impact and leaves the organization well positioned to continue performing at a very high level for our customers.”

Following six years of working as a wastewater process engineer at the San Francisco Public Utilities Commission at the start of his career, Mr. De Lange joined the East Bay Municipal Utility District in 2000. During his 17-year tenure at EBMUD, he managed development and implementation of the wastewater capital improvement program, including planning, design, and construction activities, led multiple department-wide programs, managed complex master planning and facilities planning efforts, provided wastewater process engineering support, and gained significant experience and expertise in innovative resource recovery efforts.

Mr. De Lange earned a Master of Science Degree in Environmental Engineering and a Bachelor of Science Degree in Civil Engineering from UC Berkeley, and is a registered Professional Engineer in California. He has been actively involved in key industry associations, including the California Association of Sanitation Agencies, California Sanitation Risk Management Authority, Bay Area Clean Water Agencies, Water Environment Federation, and Water Environment Research Foundation.

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