

President's Report

Special Board Meeting of January 30th, 2019

The District Board held a special meeting on the 30th to receive input from the community on the hiring of a new General Manager. Although we were all somewhat disappointed in the turnout, we had an excellent dialog on several key issues.

The main point made by most community members was a call for transparency in the hiring process. The speakers also brought up some key points for discussion.

- Broader advertising for the position to include the Tribune and Cambrian.
- Looking at candidates with more diverse backgrounds
- Candidates should have a deep regard for the environment
- Candidates should be willing to look at new technologies and ways of getting things done

Everyone agreed that the new General Manager needed to have the highest sense of integrity and honesty. The new person would need to communicate well with all the community and do so with respect.

Everyone also agreed that we should take time to find the right candidate and not be in a rush to fill the position. This generated questions on the length of the current agreement with the Acting General Manager. The term of the agreement with the Acting General Manager, Monique Madrid, will expire sometime in mid-April. The agreement with the Strategic and Operational Consultant, Paavo Ogren, will expire in June. This does not mean we have to fill the position by April but that we do need to be aware that some new accommodation may be needed if we do not.

There was agreement that preliminary interviews could be held in closed session and should include members of the staff. Final interviews with the candidates will be held in open session once they are identified.

We discussed next steps and the Board has some work to do even before we can begin preliminary interviews. The Board needs to complete its work on a job description, work on a preliminary contract, and get a list of interview questions to be used. The contract will need to include the basis for reviewing the performance of the General Manager on at least an annual basis. The Board will meet on February XX at XX to complete these tasks.