

From: [Elizabeth Bettenhausen](#)
To: [REDACTED]; [BoardComment](#)
Cc: [Ray Dienzo](#)
Subject: hiring new General Manager
Date: Friday, February 3, 2023 9:23:42 AM

Good morning, CCSD Directors!

This morning over breakfast I was listening to NPR's Morning News and reading "The Left Was Missing in Action From the McCarthy Spectacle" by D.D. Guttenplan in The Nation, January 20, 2023.

The latter included this phrase, "...Kevin McCarthy—a politician of no discernible principles beyond personal advancement—now sits second in line to the presidency."

This brought to mind your meeting this morning, and I pondered the question. What discernible principles did the last two CCSD General Managers have and show? Please note: this does not ask what principles they claimed to have, both in their interviews for the position and while employed. No, it asks about *discernible* principles, implying that their action over a period of employment evidences certain principles *to others*.

How is their action in previous positions available public information, including to a board of directors of a community services district interviewing and possibly hiring a candidate? With whom does the board converse about this?

In today's agenda, you address the matter by possibly hiring a consulting firm. With whom does the consulting firm converse about the previous action of possible candidates?

I wrote to you last month about characteristics of a qualified general manager. Please give that email (already in the public record) and this one to the consulting firm you hire with our rate payer money. Please include this email in the public record of this meeting too.

Thank you for your public service on this rather chilly February morning on the west coast and deeply freezing and windy day on

the east coast.

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From: [Crosby Swartz](#)
To: [BoardComment](#); [Karen Dean](#); [Tom Gray](#); [Debra Scott](#); [Harry Farmer](#); [Michael Thomas](#)
Subject: Public Comment from Laura 2-3-23 for Agenda Item 4.A. GM Qualifications
Date: Thursday, February 2, 2023 7:32:53 PM

Follow the Staff's Position Specification and requirements where feasible.

Selecting a person with the following qualities is necessary:

- General knowledge of CCSD systems
- Good communication skills
- Fiscal awareness
- Ability to handle emergencies calmly and efficiently
- Earn cooperation and trust from staff
- Treat District Directors and general public respectfully

Also important to me:

- Environmental stewardship mindset
- Aware of grants available
- Knowledge of community service district limitations
- Strong negotiator for Cambria with SLO County, Tourism Board for \$

Respectfully,
Laura Swartz

From: [Christine Heinrichs](#)
To: [BoardComment](#)
Subject: Written Public Comment
Date: Friday, February 3, 2023 12:09:42 PM

I have another commitment, so I will not be able to read my comments on Item 4C. Please read them for me and include all comments in the Written Comments. Thanks.

PUBLIC COMMENT

As you evaluate Mr. Dienzo's performance as Acting General manager, please weigh his performance as utilities manager. He has led the department as it failed to meet important goals. The district still lacks even a proposal for replacement of the damaged San Simeon water line, the district's sole water line, which has been a temporary fix for more than a year, and runs parallel to an effluent line. The potential for catastrophe has not been enough for the utilities department to move this project along.

He promised to complete the EWS/SWF/WRF Coastal Development Permit application by the end of 2022, and that's not done. He now vaguely promises the required studies will be done in the first quarter of 2023. The "high-level timeline" he provided January 19 includes no dates at all for the process. What does the board make of such a dateless timeline? What is the public to make of it?

The department has made no progress on replacing the Stuart Street water tank. Federal funds were approved for that in August 2022.

The \$12 million bond issue was completed in October 2022, making funds available for the Wastewater Treatment Plant upgrades. Those should start any time now, and will require supervision and management.

You may want to support Mr. Dienzo with professional public speaking training. His oral presentations are difficult to follow. Toastmasters is inexpensive and effective. This could be an Action Item for the board's Strategic Plan goal of Improving Public Communication.

Mr. Dienzo needs to be able to give his full attention to the Utilities Department. Please consider that in your deliberations.

PUBLIC COMMENT ITEM 4A

May I read the suggestions I submitted for the description of a general manager?

Consider adding qualifications in technical water and wastewater technology. These are the basic services that the district is providing. Having technical familiarity with the technical requirements gives the general manager better understanding in working with the staff. Strong writing and oral presentation skills.

An attitude of appreciation of the role of the public in managing the district. The public participates actively in this small district. This individual should see the role of general manager as a partner with the community. This person should actively seek, promote, and welcome public engagement.

The general manager should have experience working with local government, at the district, county, and state level. Some federal experience is desirable. The Special Districts work together, with county agencies, and state agencies. Additional experience with nonprofit organizations is also desirable. Experience navigating those specialized avenues requires special skills.

Technology adequate to handle digital tools required for communication and office management. Sufficient finance skills to read and interpret financial documents.

This person should appreciate and advocate for Cambria's location in Environmentally Sensitive Habitat Area and its unusual and rare Monterey Pine forest. All of Cambria's coastline is under some level of protection, including part under federal protection as part of the Monterey Bay National Marine Sanctuary. This person should appreciate this protection as an advantage, not a restriction. These regulations protect the assets, the wildlife and plant communities, that are Cambria's unique attraction to the many tourists who visit, on whom many Cambria businesses depend. Cambria's small size and unique environmental setting position Cambria as a leader in 21st century environmental stewardship. Let Cambria attract a person who loves Cambria and is excited to lead Cambria into a bright future.

PUBLIC COMMENT ITEM 4C

All these companies have submitted professional proposals. One thing drew my attention in the CPS HR Consulting proposal: In the sample brochure for Mid-Peninsula Water District, they show that two former Cambria employees are now employed there.

Both left Cambria under difficult circumstances. Seeing them placed at another district raised the troubling idea that managers that are unsatisfactory in one district get passed along to the next district.

Perhaps they are a better fit in the new district. But Cambria deserves employees who have successful track records. Even in public positions that are potentially contentious, let's get a general manager who can navigate successfully.

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Christine Heinrichs