

CAMBRIA COMMUNITY SERVICES DISTRICT
BOARD OF DIRECTORS SPECIAL MEETING MINUTES
Friday, February 3, 2023 10:00 AM

1. Opening

A. Call to Order

President Dean called the meeting to order at 10:00 a.m.

B. Pledge of Allegiance

President Dean led the Pledge of Allegiance.

C. Establishment of Quorum

A quorum was established.

Directors present via Zoom: Karen Dean, Harry Farmer, Tom Gray, Debra Scott and Michael Thomas.

Staff present via Zoom: Acting General Manager Ray Dienzo, District Counsel Timothy Carmel and Interim Board Secretary/Administrative Analyst – HR & IT Haley Dodson.

2. PUBLIC COMMENT ON AGENDA ITEMS

President Dean stated she would take public comment on each individual agenda item.

3. ADJOURN TO CLOSED SESSION

President Dean asked for public comment on 3A and 3B.

Public Comment:

Christine Heinrichs, Cambria
Elizabeth Bettenhausen, Cambria (submitted a written comment for the record)

President Dean adjourned the meeting to closed session at 10:09 a.m. with an expected reconvening time of 11:15 a.m.

A. PUBLIC EMPLOYEE PERFORMANCE EVALUATION Pursuant to Government Code Section 54957(b)
Title: Acting General Manager

B. PUBLIC EMPLOYMENT Pursuant to Government Code Section 54957(b) Title: General Manager

The Board of Directors reconvened the meeting at 11:15 a.m.

District Counsel reported that the Board discussed and evaluated Mr. Dienzo's performance and discussed various aspects of the General Manager recruitment, but that no action was taken.

4. REGULAR BUSINESS

A. Discussion and Consideration of General Manager Position Description and Salary Range

District Counsel introduced the item and provided a summary.

Public Comment:

Christine Heinrichs, Cambria (submitted a written comment for the record)

Crosby Swartz, Cambria

Laura Swartz, Cambria (submitted a written comment for the record)

Tina Dickason, Cambria

Elizabeth Bettenhausen, Cambria

The Board of Directors discussed the General Manager position description.

President Dean would like to update the budgeting section of the position description and remove “preparing and overseeing” and add “reviews and oversees.”

Vice President Gray would like to update the “Representation of the District and Cambria Community” section to remove “presence in Cambria” and add “service to Cambria.”

Director Scott would like to update the “Representation of the District and Cambria Community” section to read:

Practices that contribute to this Performance Expectation are:

1. Listening: (requires a commitment to full-time service to Cambria and a willingness to listen to the full range of opinions).
2. Learning: Ability to get up to speed quickly on background material that is crucial to understanding today’s issues.
3. Advocating for Cambria (includes developing collaborative relationships with regulatory agencies and local peers in special district management; being able to articulate the CCSD’s positions accurately and cogently, in media and other public venues).
4. Negotiation (effectively representing the CCSD in bargaining, entering into contracts and other activities that potentially impact taxpayers and ratepayers.)

Vice President Gray moved to adopt the General Manager position description as revised in this discussion.

Director Scott seconded the motion.

Motion Passed Unanimously Ayes – 5 Nays - 0 Absent – 0

The Board of Directors discussed the General Manager salary range.

Mrs. Dodson displayed the General Manager Salary Comparison on the screen.

Public Comment:

Elizabeth Bettenhausen, Cambria

Laura Swartz, Cambria

Tina Dickason, Cambria

Director Thomas moved to accept the \$175,000 to \$195,000 salary range for the General Manager position as presented.

Vice President Gray seconded the motion.

Motion Passed Unanimously Ayes – 5 Nays - 0 Absent – 0

B. Discussion and Consideration to Advertise General Manager Position

District Counsel introduced the item and provided a summary.

President Dean suggests advertising online only with The Tribune for \$550.

Mrs. Dodson displayed the General Manager Recruitment Timeline on the screen.

Public Comment:
Crosby Swartz, Cambria
Tina Dickason, Cambria
Jeff Wilson, Cambria

Vice President Gray moved to initiate the advertising of the General Manager position with the online only option for the Tribune.

Director Scott seconded the motion.

Public Comment:
Laura Swartz, Cambria

Motion Passed Unanimously Ayes – 5 Nays - 0 Absent – 0

C. Discussion and Consideration of Contracting with an Executive Recruiting Agency to Assist in General Manager Recruitment

District Counsel introduced the item and provided a summary.

Public Comment:
Christine Heinrichs, Cambria (the administrative analyst read a written comment into the record)
Tina Dickason, Cambria

The Board of Directors held a discussion regarding the executive recruiting agencies.

Public Comment:
Tina Dickason, Cambria

Director Thomas moved to proceed with working with Avery and Associates for professional recruiting.

Vice President Gray seconded the motion.

Motion Passed Unanimously Ayes – 5 Nays - 0 Absent – 0

4. ADJOURN

President Dean adjourned the meeting at 12:40 p.m.

For further detail on the CCSD meeting, please visit the District's website to review the meeting recording or visit SLO-Span's website: <https://slo-span.org/static/meetings-CCSD.php>. CCSD written comments can be reviewed on the District's meeting webpage.

Attachments: General Manager Salary Comparison
General Manager Recruitment Timeline