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Subject: New form submission received: Written Public Comment
Date: Wednesday, December 21, 2022 8:28:53 AM



Written Public Comment

First Name:	Linda
Last Name:	Prentiss
Address:	[REDACTED]
Email:	[REDACTED]
Written Public Comment:	Please consider allowing 50 building permits for each of the next 6 years with requiring reconsideration every other year with input from the Water District a foremost consideration.
Written Comment to be read at::	PROS Commission
Written Comment to be read at::	Board Meeting
Written Comment to be read at::	Policy Committee Meeting
Written Comment to be read at::	Resources & Infrastructure Committee Meeting

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From: [Elizabeth Bettenhausen](#)
To: [REDACTED] [BoardComment](#)
Cc: [Haley Dodson](#); [Ray Dienzo](#); [James Green](#); [John Allchin](#); [Carlos Mendoza](#); [Pamela Duffield](#); [Denise Fritz](#); [Justin Vincent](#)
Subject: Agenda Item 5.D., 1/12/22 CCSD Board of Directors: CCSD General Manager
Date: Thursday, January 12, 2023 9:55:56 AM

MEMO

TO: CCSD Board of Directors and copies, all indicated in email's addresses

FROM: Elizabeth Bettenhausen

DATE: 12 January 2022

SUBJECT: Agenda Item 5.D., 1/12/22 CCSD Board of Directors

Major concerns and questions, as I study this item in your agenda, arise. Yellow highlights several for special emphasis.

1. Who is "staff"? In the Agendas of your meetings, staff is a major actor but rarely specified. The DISCUSSION in 5.D. today states,

- "The last general manager recruitment was handled entirely in house by the Board and staff" (p. 30).
- "Staff requests direction regarding how to advertise for the General Manager (GM) position (p. 30).
- "In addition, staff recommends that the Board discuss and consider hiring an executive recruiting agency to assist with the GM search" (30)

I begin with this point because **it is crucial that the CCSD Board of Directors interview all of the CCSD administrative staff and Department Managers in the search for a new General Manager.** The references to "staff" above specify nowhere which positions are implied.

It is crucial to interview all of the staff, each and every one, because major problems that have arisen over the past ten years with CCSD include internal conflict and misunderstandings that a General Manager has caused. The General Manager is supposed to be adept at resolving such, not at creating them.

2. The Board of Directors over the years has mistaken the

amorphous word "leadership" for that capacity in a General Manager. Indeed, again and again the Board falls back into current fads and cover-up language in government and other bureaucracies. This course of action avoids being specific in naming and accepting and/or assigning responsibilities and authority.

The problem is amplified by the amorphous use of "personnel" and "private" or "privacy." Any law that absolutely binds the Board in its actions must be quoted directly by the CCSD Board of Directors, so that the public understands a major component of the rationale supporting the Board's decisions.

As things now stand, the Board of Directors uses the Closed Session to make far too many decisions without any public discussion beforehand. The Board ratifies moves by the General Manager that have resulted in lawsuits, without the public having the vaguest information about what is in fact going on. **The Board has hidden in the protections of bureaucracy by defining them solely in their own interests.** Then the goal of transparency blares out.

I assume the current Board will not continue this tradition in any of its dimensions.

3. In the CCSD Position Specification, beginning on p. 31, near the end, these three section needs clarification and consistency:

REQUIRED QUALIFICATIONS

Minimum of five (5) years supervisory experience in a related field that includes three (3) years in the public sector/local government is expected. Or any combination of education and experience which would likely provide the necessary knowledge and abilities.

EDUCATION/TRAINING

Minimum: Bachelor's degree in public or business administration, management, civil engineering or related field.

Preferred: Master's degree in any of the above

EXPERIENCE

Minimum: Seven years of management level experience in the areas of staff development, finance/budget, capital projects, personnel management, intergovernmental relations/negotiations and

interdepartmental coordination.

Preferred: Extensive management experience reporting to an elected board or commission which has provided a broad knowledge of the operation of local government in California along with water related issues and the operation of a community services district" (pp. 33f).

As currently worded, the Required Qualifications are vaguely optional, whereas the Minimum Experience is more specific. This clash might be one reason the last two CCSD General Managers got chosen.

4. Is p. 35 of the Agenda a possible advertising text?

- What is the meaning of "strategic thinker" (first 2 lines)?
It is popular in the CCSD right now because of the Strategic Plan introduced by the most recent General Manager, who then fell in love and left. Its value toddles, at best.
- Do correct the population number, which in the 2020 US Census was 5,678.
- What might "a strong customer service focus" (lines 3-4) mean to someone reading the ad? What does the Board of Directors mean in using the phrase?

5. Proposal from CPR HS Consulting

- a. Melissa Asher, Senior Practice Leader, Products and Services³⁷, knows how to write a "please hire us" letter!
 - b. The paragraph on p. 39 uses fine wording, not very defined.
- District's Needs
A critical first step in a successful executive search is for the Board to define the professional and personal qualities required of the General Manager. CPS HR has developed a very effective process that will clarify the preferred future direction for the District; the specific challenges the District is likely to face in achieving this future direction; the working style and organizational climate the Board wishes to establish with the General Manager; and ultimately, the professional and personal qualities required of the General Manager.

- Pages 41f. do not actually clarify the nature of this "very effective process."

c. The description of Phase II, Tasks 2 and 3, presents a potentially good option for the CCSD Board of Directors (pp. 42f.).

That is, if the Board and all the others participation in the identifying of District needs in Phase I have been very clear in your analysis, then hiring a consulting firm to do the initial sifting could be quite helpful. The matching of Position Description with 7 or 8 candidates for the Board's consideration could help us all, if Phase I has been specific in all respects.

6. I am not taking the time to do careful analysis of Avery Associates' letter of interest to CCSD and their website. Apparently, they have much experience with city and public utility recruitment.

I would make no recommendation on whether to hire a consulting firm or not at this time. Everything depends on how the CCSD Board of Directors understands the needs of the community of Cambria, the scope of that understanding, and how it is obtained. Do the current directors want and need consultants' help in reaching this understanding? Why?

I ask you to read again points 1 and 2 of my Memo to you today reflecting on how you understand the authority and responsibility of the Board and the General Manager.

I request that this Memobe included in the public record of this meeting.

With best wishes for the New Year of your public service,
Elizabeth Bettenhausen, Ph.D.

full-time resident of Cambria since March 2002

