

From: [Lauren Younger](#)
To: [BoardComment](#)
Subject: selection of manager
Date: Tuesday, March 28, 2023 10:27:42 AM

Our new general manager should have some skin in the game by living here: They should be faced with all the ramifications of water use needs by being dependent on the quality and amount of water available to us all, and that includes the wildlife and our creeks.
Lauren Younger

From: [Christine Heinrichs](#)
To: [BoardComment](#)
Subject: Public Comment Item 2
Date: Thursday, March 30, 2023 8:41:46 AM

I am unable to attend this meeting, but please read and retain as Written Comment. Thank you.

March 30, 2023 Special Meeting

Item 2 Public Comment

Thank you for Mr. Hirsch's presentation on the Brown Act yesterday. He explained that the district's notice for today's, and other days', Closed Session is called Safe Harbor. It's a catch-all legal term intended to meet the legal minimum for holding a Closed Session.

It doesn't provide any indication of exactly how the board's discussion is exempt from an open meeting, but it does give the board legal cover.

It's unfortunate that the board has decided unanimously to evade its Strategic Plan goal of Improving Public Communication by concealing even general discussions of what it is seeking in a general manager from the public under this legal umbrella. I add my voice to those who spoke up yesterday to ask the board to make decisions as to what should be discussed in Closed Sessions based on what can be public, rather than what can be concealed.

That said, I will add my suggestions for points the board may wish to consider in its deliberations:

I must disagree with Steve Kniffen's forecast, that Cambria hated the previous general managers and will hate the next one. I can't accept that. I am confident that this board can hire a general manager who can lead Cambria's district staff effectively and be, if not a hero, respected by all Cambrians.

This person needs to understand Cambria's assets -- its natural setting, coastline, Monterey Pine forest, educated population, and attraction as the gateway to Big Sur and Hearst Castle. This person also needs to appreciate that Cambria has limited water to serve its human and wildlife needs, and a responsibility to protect the landscape and watershed for current residents and visitors and those to come in the future.

This person cannot be beholden to the loudest and most influential Cambrians. This person needs to place Cambria's well-being as a community above individual desires.

This person would be deeply invested in this community. This general manager would value staff but also hold them accountable, be fiscally responsible, understand all CCSD departments but not overly focus on one department.

Please consider succession planning in the selection of a general manager. Cambria has several highly qualified staff members who could be excellent general managers in years to come. They are already making the district work and know the players. They have demonstrated their loyalty. Require a general manager to support development of staff members, so that future general manager transitions can be smooth and obvious.

Support for career advancement also helps the district attract qualified staff members. Staff

members who move on to other agencies are a valuable legacy of which Cambria can be proud.

I don't agree that Cambria must stagnate in dissension and dysfunctional government. If the board hasn't seen the right candidate, one who can lead Cambria into the future, then re-open recruitment and look again. Don't settle. Cambria deserves the best and I am confident that person is looking for Cambria.

Thanks for your willingness to be part of the solution.

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Christine Heinrichs