

Mendocino County

Russian River Flood Control & Water Conservation Improvement District

151 Laws Avenue Suite D, Ukiah, CA 95482 707.462.5278 rrfc@pacific.net

A G E N D A

Board of Trustees-Special Meeting

Wednesday August 19th, 2015 5:00 pm @ the District Office

1. Roll Call
2. Public Expression- See End of Agenda for Information on Public Expression
3. Discussion and Possible Action: General Manager Recruitment
4. Discussion and Possible Action: Strategic Plan Draft
5. Adjournment

PUBLIC EXPRESSION-The Board welcomes participation in the Board meetings. Comments shall include any item not on the agenda that is within the subject matter jurisdiction and authority of the District. No action may be taken on any item not appearing on the agenda; however, the Board may direct such items to be placed on the agenda of a future meeting or may request additional information on any such item. The Board may limit testimony to three (3) minutes per person and not more than ten (10) minutes for a particular subject. All items are considered action items unless otherwise noted. All times and the order of business are approximate and subject to change. (Posted 8/17/15)



**A PROPOSAL TO CONDUCT AN EXECUTIVE
RECRUITMENT FOR A
General Manager
ON BEHALF OF THE
Mendocino County Russian River Flood Control & Water
Conservation Improvement District**

1677 Eureka Road, Suite 202
Roseville, CA 95661
(916) 784-9080
(916) 784-1985 fax

August 10, 2015

Mr. Richard Shoemaker
Board President
Mendocino County Russian River Flood Control
& Water Conservation Improvement District
151 Laws Avenue, Ste. D
Ukiah, CA 95482

BY EMAIL ONLY TO: Richard Shoemaker, greenlion@sbcglobal.net

Dear Mr. Shoemaker and Members of the Board of Trustees:

Thank you for inviting Bob Murray & Associates to submit a proposal to conduct the General Manager recruitment for the Mendocino County Russian River Flood Control & Water Conservation Improvement District. The following proposal details our qualifications and describes our process of identifying, recruiting and screening outstanding candidates on your behalf. It also includes a proposed budget, timeline, guarantee, and sample recruitment brochure.

At Bob Murray & Associates, we pride ourselves on providing quality service to local governments. We have created a recruitment process that combines our ability to help you to determine the direction of the search and the types of candidates you seek with our experience recruiting outstanding candidates who are not necessarily looking for a job. Our proven expertise ensures that the candidates we present for your consideration will match the criteria you have established and will be outstanding in their field.

With respect to the General Manager recruitment, Bob Murray & Associates offers the following expertise:

- Bob Murray & Associates has an unmatched record of success in recruiting local government professionals. We have conducted numerous General Manager/District Manager searches on behalf of large and small cities and special districts throughout the Western United States. We most recently completed the General Manager recruitments on behalf of the Monterey Regional Waste Management District, the Big Bear City Community Services District, South Placer Municipal Utility District, and United Water Conservation District, CA and the District Manager recruitment for the San Lorenzo Valley Water District, CA. I have attached a Client List, which may be referenced for a complete account of our previous General Manager recruitments. This experience will be valuable in both the candidate search and evaluation, as will our contacts in the water resources industry.
- Our firm is familiar with Mendocino County and the surrounding region, having recently completed the Police Chief search on behalf of the City of Fort Bragg. Our knowledge

of the region, its issues, and its outstanding quality of life will be an asset in presenting this opportunity to prospective candidates.

- We recognize that we work at the pleasure of the Board of Trustees, so our job is to facilitate the Board's General Manager search. From the outset of the search, we work to establish a strong partnership with the Board in order to ensure the placement of a General Manager who is ideally suited to its needs. In order to develop an effective search, we hope that Board members make themselves available as we seek the opportunity to meet with them individually and corporately to discuss their expectations for the District's new General Manager. We hope they will speak candidly with us regarding the traits they are looking for in candidates. The insight garnered as a result of these meetings will be invaluable as we recruit and screen candidates for the position.

A significant portion of our process focuses on conducting thorough and confidential background investigations of the top 2-3 candidates to ensure that nothing about them is left undiscovered. We have candid discussions with references who have insight into the candidate's experience, style and ethics; conduct a search of newspaper articles; and run credit, criminal and civil records reports. This ensures that the chosen candidate will not only be an excellent fit with the Mendocino County Russian River Flood Control & Water Conservation Improvement District, but also that the selected candidate will reflect positively upon your organization.

To learn first hand of the quality of our service and our recruitment successes, we invite you to contact the references listed on page 10 of the attached proposal.

We look forward to your favorable consideration of our qualifications. Please do not hesitate to contact us at (916) 784-9080 should you have any questions.

Sincerely,

Valerie Gaeta Phillips

Valerie Gaeta Phillips
President
Bob Murray & Associates

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THE RECRUITMENT PROCESS

Bob Murray & Associates' unique and client oriented approach to executive search will ensure that the Mendocino County Russian River Flood Control & Water Conservation Improvement District (the District) has quality candidates from which to select the new General Manager. Outlined below are the key steps in our recruitment process.

STEP 1 DEVELOPING THE CANDIDATE PROFILE

Our understanding of the Mendocino County Russian River Flood Control & Water Conservation Improvement District's needs will be key to a successful search. We will work with the Board of Trustees to learn as much as possible about the organization's expectations for a new General Manager. We want to learn the values and culture of the organization, as well as understand the current issues, challenges and opportunities that face the District. We also want to know the Board of Trustees' expectations regarding the knowledge, skills and abilities sought in the ideal candidate and will work with the District to identify expectations regarding education and experience. Additionally, we want to discuss expectations regarding compensation and other items necessary to complete the successful appointment of the ideal candidate. The profile we develop together at this stage will drive subsequent recruitment efforts.

STEP 2 ADVERTISING CAMPAIGN AND RECRUITMENT BROCHURE

After gaining an understanding of the Mendocino County Russian River Flood Control & Water Conservation Improvement District's needs, we will design an effective advertising campaign appropriate for the General Manager recruitment. We will focus on professional journals that are specifically suited to the General Manager search. We will also develop a professional recruitment brochure on the Board of Trustees' behalf that will discuss the community, organization, position and compensation in detail. Once completed, we will mail the profile to an extensive audience, making potential candidates aware of the exciting opportunity with the District.

STEP 3 RECRUITING CANDIDATES

After cross-referencing the profile of the ideal candidate with our database and contacts in the field, we will conduct an aggressive outreach effort, including making personal calls to prospective applicants, designed to identify and recruit outstanding candidates. We recognize that the best candidate is often not looking for a new job and this is the person we actively seek to convince to become a candidate. Aggressively marketing the General Manager position to prospective candidates will be essential to the success of the search.

STEP 4 SCREENING CANDIDATES

Following the closing date for the recruitment, we will screen the resumes we have received. We will use the criteria established in our initial meetings as a basis upon which to narrow the field of candidates.

STEP 5 PERSONAL INTERVIEWS

We will conduct personal interviews with the top 10 to 12 candidates with the goal of determining which candidates have the greatest potential to succeed in your organization. During the interviews we will explore each candidate's background and experience as it relates to the General Manager position. In addition, we will discuss the candidate's motivation for applying for the position and make an assessment of his/her knowledge, skills and abilities. We will devote specific attention to establishing the likelihood of the candidate's acceptance of the position if an offer of employment is made.

STEP 6 PUBLIC RECORD SEARCH

Following the interviews, we will conduct a review of published articles for each recommended candidate. Various sources will be consulted including Lexis-Nexis™, a newspaper/magazine search engine, Google, and local papers for the communities in which the candidates have worked. This alerts us to any further detailed inquiries we may need to make at this time.

STEP 7 RECOMMENDATION

Based on the information gathered through meetings with your organization and personal interviews with candidates, we will recommend a limited number of candidates for your further consideration. We will prepare a detailed written report on each candidate that focuses on the results of our interviews and public record searches. We will make specific recommendations, but the final determination of those to be considered will be up to you.

STEP 8 FINAL INTERVIEWS

Our years of experience will be invaluable as we help you develop an interview process that objectively assesses the qualifications of each candidate. We will adopt an approach that fits your needs, whether it is a traditional interview, multiple interview panel or assessment center process. We will provide you with suggested interview questions and rating forms and will be present at the interview/assessment center to facilitate the process. Our expertise lies in facilitating the discussion that can bring about a consensus regarding the final candidates.

We will work closely with your staff to coordinate and schedule interviews and candidate travel. Our goal is to ensure that each candidate has a very positive experience, as the manner in which the entire process is conducted will have an effect on the candidates' perception of your organization.

STEP 9 BACKGROUND CHECKS /DETAILED REFERENCE CHECKS

Based on final interviews we will conduct credit, criminal, civil litigation and motor vehicle record checks for the top one to three candidates. In addition, those candidates will be the subjects of detailed, confidential reference checks. In order to gain an accurate and honest appraisal of the candidates' strengths and weaknesses, we will talk candidly with people who have direct knowledge of their work and management style. We will ask candidates to forward the names of their supervisors, subordinates and peers for the past several years. Additionally, we make a point of speaking confidentially to individuals who we know have insight into a candidate's abilities, but who may not be on their preferred list of contacts. At this stage in the recruitment we will also verify candidates' degrees.

STEP 10 NEGOTIATIONS

We recognize the critical importance of successful negotiations and can serve as your representative during this process. We know what other organizations have done to put deals together with great candidates and will be available to advise you regarding current approaches to difficult issues such as housing and relocation. We will represent your interests and advise you regarding salary, benefits and employment agreements with the goal of putting together a deal that results in the appointment of your chosen candidate. Most often we can turn a very difficult aspect of the recruitment into one that is viewed positively by both you and the candidate.

STEP 11 COMPLETE ADMINISTRATIVE ASSISTANCE

Throughout the recruitment we will provide the Board of Trustees with updates on the status of the search. We will also take care of all administrative details on your behalf. Candidates will receive personal letters advising them of their status at each critical point in the recruitment. In addition, we will respond to inquiries about the status of their candidacy within twenty-four hours. Every administrative detail will receive our attention. Often, candidates judge our clients based on how well these details are handled.

BUDGET AND TIMING

PROFESSIONAL FEE AND EXPENSES

The consulting fee for conducting the General Manager recruitment on behalf of the Mendocino County Russian River Flood Control & Water Conservation Improvement District is \$17,500 plus expenses. Services provided for in the fee consist of all steps outlined in this proposal including three (3) days of meetings on site. The District will be responsible for reimbursing expenses Bob Murray & Associates incurs on your behalf. We estimate expenses for this project to not exceed \$6,900. Reimbursable expenses include such items as the cost of recruiter travel; clerical support; brochure development; placement of ads; express mail delivery; credit, criminal and civil background checks; education verification; and public records searches. Postage, printing, photocopying, and telephone charges are allocated costs and included in the expense estimate.

TIMING

We are prepared to start work on this assignment immediately and anticipate that we will be prepared to make our recommendation regarding finalists within seventy five to ninety days from the start of the search.

GUARANTEE

We guarantee that should a recommended candidate selected for the position be terminated within the first year of employment we will conduct the search again at no cost (with the exception of expenses) to the Mendocino County Russian River Flood Control & Water Conservation Improvement District. We are confident in our ability to recruit outstanding candidates and do not expect the District to find it necessary to exercise this provision of our proposal.

PROFESSIONAL QUALIFICATIONS

BOB MURRAY, FOUNDER

Mr. Murray brings over 25 years experience as a recruiter. Mr. Murray is recognized as one of the nation's leading recruiters. He has conducted hundreds of searches for cities, counties, and special districts. He has been called on to conduct searches for some of the largest most complex organizations in the country and some of the smallest. Mr. Murray has conducted searches for chief executives, department heads, professional and technical positions. Mr. Murray has taken the lead on the firm's most difficult assignments with great success. His clients have retained him again and again given the quality of his work and success in finding candidates for difficult to fill positions.

Prior to creating Bob Murray & Associates, Mr. Murray directed the search practice for the largest search company serving local government in the country. Mr. Murray has worked in local government and benefits from the knowledge of having led an organization. Prior to his career in executive search he served as the City Manager for the City of Olympia, Washington. He has also served as an Assistant City Manager and held positions in law enforcement.

Mr. Murray received his Bachelor of Science Degree in Criminology from the University of California at Berkeley with graduate studies in Public Administration at California State University at Hayward.

VALERIE GAETA PHILLIPS, PRESIDENT

Ms. Gaeta Phillips has over 15 years of recruiting experience, including more than a decade of recent experience in executive search for public, private, and startup companies nationwide. Ms. Gaeta Phillips has expertise in the full recruiting cycle, from process design and outreach through candidate assessment and selection. She has placed senior-level candidates in a variety of industries and fields, including Finance, Information Technology, and Engineering. Ms. Gaeta Phillips is valued for her passion for finding and retaining the most outstanding candidates for even the most difficult or untraditional assignments and for her commitment to her clients' success. Ms. Gaeta Phillips has a passion for helping people, evidenced by her fundraising and efforts to raise awareness for organizations such as Autism Speaks and the M.I.N.D. Institute.

GARY PHILLIPS, EXECUTIVE VICE PRESIDENT

Mr. Phillips started his career with a New York based Fortune 100 company and quickly became a Senior Manager building and running a large customer service organization in New York and eventually in thirteen countries in Europe. He also served as a Director with a large Fortune 500 company and was responsible for developing and maintaining new and existing clients in Europe, Asia, and Australia. He then became Senior Vice President with a public enterprise software company. Some of his successes include building an organization from 2 to 250 people worldwide; acquiring 5 companies in two years; and growing a company from 800 to 1200 employees.

Mr. Phillips was part of an executive acquisition and recruiting team where he helped build a start-up enterprise software company in San Francisco. He recruited top notch talent, and built a world class organization. The company was eventually sold to a Fortune 500 software company.

Mr. Phillips has maintained customer relationships in the public sector, private sector, as well as medical, and financial institutions. He prides himself on finding key talent and offering the best customer service to his clients.

Mr. Phillips is involved in his community as a soccer coach and as an organizer of fundraisers for Autism Speaks in Sacramento. Mr. Phillips received his Associate of Science degree, as well as completed coursework at Rochester Institute of Technology, NY.

REGAN WILLIAMS, SENIOR VICE PRESIDENT

Mr. Williams brings 30 years of local government experience to Bob Murray & Associates. Most recently, he worked as a private consultant with Deloitte and Touche on various public sector assignments. Prior to that, he served as Director of Public Safety with the City of Sunnyvale, CA.

Mr. Williams was involved in the development of some of Sunnyvale's most innovative programs and has a national reputation for excellence in law enforcement. He has been responsible for numerous recruitments throughout his career. Clients find his insight and expertise in recruitment and selection a valuable asset.

Mr. Williams received his Bachelor of Science Degree in Administration of Justice from San Jose State University. He is also a graduate of the FBI National Academy.

JOEL BRYDEN, VICE PRESIDENT

Mr. Bryden has over 30 years of local government experience that he brings to the firm, having recently retired as the Chief of Police in Walnut Creek, CA.

Throughout his career, Mr. Bryden has been involved in public sector consulting. He has vast experience in hiring and promotional processes, as well as interviewing candidates for advancement in all aspects of local government.

Mr. Bryden has a solid reputation as a leader in the public sector, and clients find his ability to find and evaluate outstanding applicants invaluable.

Mr. Bryden is a graduate of the FBI National Academy and obtained his Bachelor of Arts degree in Communication from San Diego State University.

FRED FREEMAN, VICE PRESIDENT

Mr. Freeman brings over 24 years of local government experience to Bob Murray & Associates, with 11 years in the recruitment field. Mr. Freeman is a retired Chief of Police and has served as an elected official in local government. He has vetted hundreds of local governmental officials in the pre-employment process and conducted recruitments for positions in all sectors of public agency employment.

In addition to his career in the law enforcement field, Mr. Freeman served as the Mayor and the Mayor Pro-Tem for the Los Alamitos City Council. Mr. Freeman has been a member of the Public Safety Policy Committee - California League of Cities; the Orange County Fire Authority Board of Directors; and the Orange Line Development Authority as the Vice-Chair. His unique perspective and experience, as both a member of executive city staff and as an elected official, provides exceptional results for our clients.

Mr. Freeman is a graduate of the FBI National Academy and received his Teaching Credential from the University of California Los Angeles.

AMANDA URRUTIA-SANDERS, PRINCIPAL CONSULTANT

As a consultant with Bob Murray & Associates, Ms. Urrutia-Sanders is responsible for research, candidate recruitment and screening, as well as reference checks and background verifications. She focuses on client communication and works closely with clients to coordinate candidate outreach and ensure a successful search.

Ms. Urrutia-Sanders brings several years of industry experience as she worked for one of the nation's largest recruitment firms. Her insight into the recruitment process is a valuable asset to Bob Murray & Associates.

Ms. Urrutia-Sanders received her Bachelor's of Arts degree in Communications from the University of Wyoming.

AMBER SMITH, SENIOR CONSULTANT

As Senior Consultant with Bob Murray & Associates, Ms. Smith acts as a liaison between clients and candidates from beginning to end of each recruitment process. She is responsible for the development and distribution of position recruitment and advertising materials, client research, reference and background checks, responding to requests for proposals, and providing a broad range of support services for the recruiting team.

Ms. Smith brings over 5 years of client-oriented customer service, administrative, and management experience to Bob Murray & Associates. She is committed to working as a partner with clients and candidates in order to provide a quality service and experience.

Ms. Smith received her Bachelor of Arts degree in Business Administration from La Sierra University, Riverside, California.

ROSA GOMEZ, ADMINISTRATIVE MANAGER

Ms. Rosa Gomez is the Administrative Manager at Bob Murray & Associates. Ms. Gomez is the first point of contact at Bob Murray & Associates and has extensive administrative experience.

Ms. Gomez is known for her personal approach as she works closely with clients and candidates alike to ensure a successful search. As the first point of contact for Bob Murray & Associates Ms. Gomez's professional approach is of the highest caliber.

REFERENCES

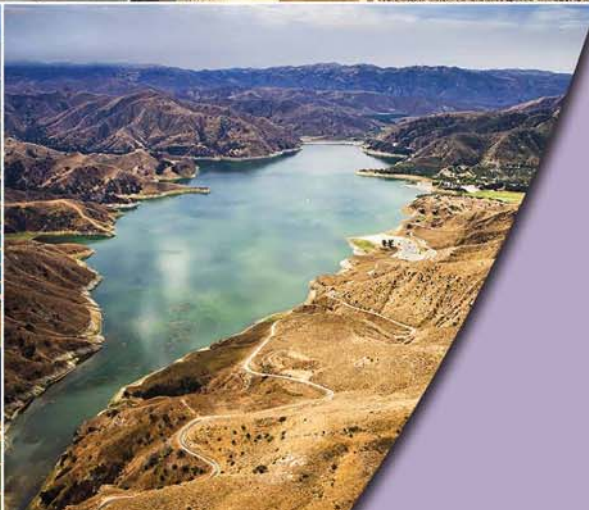
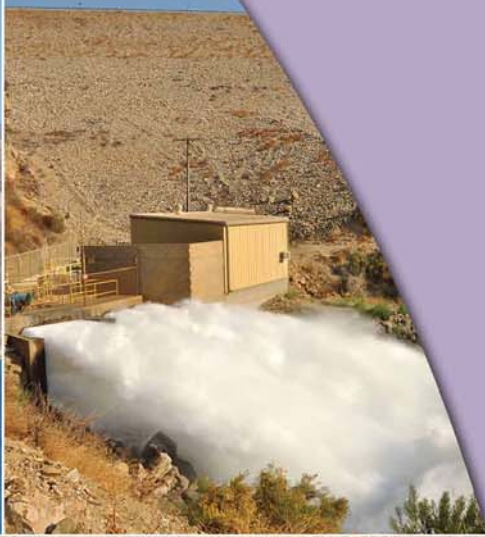
Clients and candidates are the best testament to our ability to conduct quality searches. Clients for whom Bob Murray & Associates has recently conducted searches are listed below.

CLIENT: East Valley Water District, CA
POSITION: Assistant General Manager
YEAR: Currently Recruiting
REFERENCE: John Mura, General Manager, (909) 885-4900

CLIENT: United Water Conservation District, CA
POSITION: General Manager and Engineering Manager
YEAR: 2015
REFERENCE: Mr. Lynn Maulhardt, President of the Board, (805) 525-4431

CLIENT: San Lorenzo Valley Water District, CA
POSITION: District Manager
YEAR: 2014
REFERENCE: Ms. Margaret Bruce, Chair of the Board, (408) 605-2761

CLIENT: Mid Peninsula Water District, CA
POSITION: General Manager
YEAR: 2012
REFERENCE: Mr. Albert Stuebing, former Board Vice President and current Director, (650) 591-8941



UNITED WATER CONSERVATION DISTRICT, CA

INVITES YOUR
INTEREST IN
THE POSITION OF

GENERAL MANAGER

THE ORGANIZATION

Headquartered in Santa Paula, California, United Water Conservation District (United) encompasses 214,000 acres of the Santa Clara River Valley and the Oxnard Plain. This area receives

12-20 inches of rainfall each year, and year-round agriculture flourishes in the Mediterranean climate — with pleasant, sunny days tempered by nearby coastal waters. United provides groundwater recharge and management for the cities of Fillmore, Oxnard, Port Hueneme, Santa Paula, and Ventura, as well as several municipal water districts, numerous farms, and individual pumpers. It also provides drinking water to the cities of Oxnard and Port Hueneme.

United's mission is to manage, protect, conserve, and enhance the region's water supply. Through careful monitoring and management, the District maintains the water resources of the Santa Clara River, its tributaries, and associated aquifers in an environmentally balanced manner. Over the past 20 years, United has been able to annually recharge area aquifers with nearly 75,000 acre-feet of water.

United Water Conservation District consists of a 55-member team of professionals, including four civil engineers, four hydrogeologists, and two surface water hydrologists; the District also employs temporary, extra help, and seasonal positions as needed. An elected, seven-member Board of Directors governs the agency's policy-making activities dedicated to water conservation and protection and provides vision for the District, while the General Manager implements policy and has responsibility for day-to-day management. United's operations are divided among the Departments of Administration, Engineering, Environmental Planning & Conservation, Groundwater, Operations & Maintenance, and Recreation.

FACILITIES AND FUNDING

United's facilities include the Freeman Diversion Dam, Santa Felicia Dam and Hydroelectric Facility; spreading grounds in Saticoy, El Rio, and Piru; the Oxnard-Port Hueneme Pipeline and drinking water system; and two agricultural water pipeline systems. United provides potable water to the City of Oxnard; the Port Hueneme Water Agency (which includes the City of Port Hueneme and two Naval bases); and several

Headquartered in Santa Paula, California, United Water Conservation District (United) encompasses 214,000 acres of the Santa Clara River Valley and the Oxnard Plain.

small mutual water companies. The District's agricultural system provides surface water to growers on the Oxnard Plain in lieu of groundwater pumping in that area to reduce seawater intrusion along the coast.

The United Water Conservation District is funded primarily through groundwater pumping charges, property taxes, and water delivery charges. With capital improvements, as well as maintenance and operational expenses, United manages an annual budget of \$18-21 million. Cooperative programs with other agencies help maximize the use of District resources and promote mutually beneficial projects. United is an active participant in the community it serves and has a strong commitment to county, state, and national water issues.

COMMITMENT TO COMMUNITY

United Water Conservation District is committed to regional support and cooperation in dealing with local water supply and quality issues. The District, along with the Fox Canyon Groundwater Management Agency and others, takes strong positions to protect the groundwater aquifers for future generations.

The District values its charge to assist in the conservation of local water resources for those who depend upon groundwater to sustain a healthy environment and meet their water needs. Planning for generations to come, United has several options under consideration to meet the future water needs of the District.



They include:

- Enhancing conservation of existing resources;
- Searching for additional resources within the District;
- Increasing the current level of water importation from Northern California; and
- Developing additional groundwater storage and recharge projects.



ISSUES, CHALLENGES, & OPPORTUNITIES

Groundwater is a major source of fresh water in general and the largest source of fresh water available in California. For this reason, United Water Conservation District is 100% committed to protecting this vital resource. One serious threat to local groundwater contamination is seawater intrusion, and United recharges a significant amount of Santa Clara River water to underground aquifers during normal and wet years to replenish supplies for use during drier seasons; however, even though the region receives 12-20 inches of rainfall each year, this is often not enough to replenish the 165,000 acre-feet of water pumped from area wells annually. Because of this imbalance, upper and lower aquifer systems along the coast have been subjected to seawater intrusion.

To help prevent seawater from contaminating local groundwater sources, United has taken a proactive approach. Early identification of overdrafting and intrusion indicated a need to develop effective methods and facilities to supplement inadequate natural recharge of the existing aquifers. In the 1950's, the District issued bonds for construction of the Santa Felicia Dam, three spreading grounds, and distribution facilities. Over the past 30 years, United has invested more than \$60 million to help stem the tide of seawater intrusion through the development of the Freeman Diversion Facility, Pumping Trough Pipeline System, Groundwater Storage Management Project, importation of state water, and additional spreading grounds. The District also faces the challenges inherent in an aging infrastructure and is projecting the need for \$200-\$400 million in capital projects, including required environmental compliance projects, over the next ten years.

The new General Manager will be expected to work with the Board to develop a Master Plan for funding and construction of the necessary improvements.

United Water Conservation District benefits from stable management and professional staff members (with an MOU in place until 2019 with the employee union), as well as a collaborative, knowledgeable, and long-term Board of Directors.

THE IDEAL CANDIDATE

The United Water Conservation District seeks an engaging, articulate, and motivational leader for the General Manager position, replacing the current General Manager who will be retiring after 17 years with United. A candidate skilled in collaboration and relationship-building will be valued, and the District seeks an individual who will be able to work positively with not only the District staff, Board, and legal counsel but also with local, regional, state, and federal public-sector entities, non-profit agencies, and municipal water agencies within United's coverage area. The ideal candidate will demonstrate a regional perspective and the strength of character to deftly manage political, legal, and regulatory challenges.

The ideal candidate will demonstrate a regional perspective and the strength of character to deftly manage political, legal, and regulatory challenges.

United's staff and Board enjoy a supportive, team atmosphere, and the District is seeking a candidate who will embrace this environment. An honest

and direct, yet diplomatic, individual who is committed to transparency would do well in this position, as would someone skilled in public speaking and outreach. The ideal candidate will also embrace an open communicative relationship with the stable, consistent Board of Directors.

The ideal candidate will have experience in navigating complex water use and rate litigation while working with internal and external legal counsel, including subject matter experts. The new General Manager will be expected to understand and brief the Board on new legislation and how it relates to the District and its operations. The new General Manager will need to immediately focus on regional implementation of the Sustainable Groundwater Act of 2014 and establish United's roles and responsibilities. Candidates should be skilled in strategic planning and financial management, have experience with the Endangered Species Act, and possess a background in a regulatory environment. Candidates must possess a bachelor's degree and a combination of management and leadership experience in an organization of comparable size and complexity; a master's degree is desirable.

THE COMPENSATION

The current salary range for the General Manager is \$185,556.80-\$225,534.40 annually, with a 2.5 – 4.0 percent annual COLA through 2019. The United Water Conservation District also offers an attractive benefits package, including:

Retirement – PERS 2.5%@55 for Classic members and 2%@62 for New members; District pays employee contribution of 8%.

Deferred Compensation Program – Two optional 457(b) programs; no District contribution.

Health Insurance – CalPERS plan coverage; District contributes an amount based on 100% of employee and 60% of dependent premium for a mid-priced CalPERS HMO.

Dental & Vision Insurance – Premiums paid by District for employee and dependents.

Flexible Benefit Plan (WageWorks) –

Allows pre-tax dollars to be withheld for reimbursement to pay for selected benefits such as dependent care and unreimbursed medical expenses not covered by the District.

Holidays – 10½ paid holidays annually.

Annual Leave – Accrues at rate of eight hours biweekly for first five years of service, and 11.08 hours biweekly thereafter.

Automobile provided

5% Merit Pay Based on Performance

Flexible Work Plan

TO APPLY

If you are interested in this outstanding opportunity, please visit our website at www.bobmurrayassoc.com to apply online.

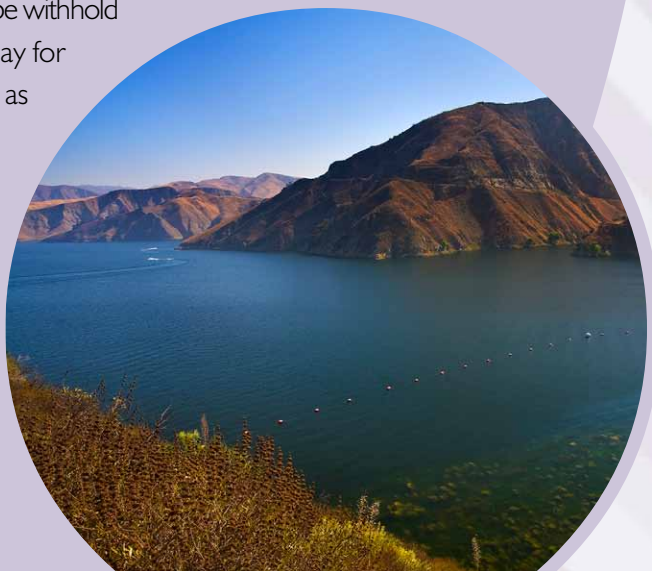
Filing Deadline:

January 15, 2015

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray and Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the United Water Conservation District. Candidates will be advised of the status of the recruitment following selection of the General Manager.

If you have any questions, please do not hesitate to call Mr. Fred Freeman at:

(916) 784-9080



BOB MURRAY & ASSOCIATES
CLIENT LIST

CITY MANAGER

Airway Heights, WA
Albany, CA
Albany, OR
Antioch, CA
Apple Valley, CA (Town Manager)
Arcadia, CA
Arcata, CA
Arvada, CO
Arvin, CA
Barstow, CA
Bell, CA
Benicia, CA
Campbell, CA
Capitola, CA
Carmel, CA
Castle Rock, CO (Town Manager)
Cathedral City, CA
Centennial, CO
Chandler, AZ
Chico, CA
Chino, CA
Chino Hills, CA
Chowchilla, CA (City Administrator)
Chula Vista, CA
Claremont, CA
Concord, CA
Coos Bay, OR
Corcoran, CA
Corona, CA
Coronado, CA
Corte Madera, CA (Town Manager)
Cotati, CA
Dallas, TX
Dinuba, CA
Dixon, CA
Dublin, CA
El Monte, CA
Elk Grove, CA
Escalon, CA
Eugene, OR
Fairfield, CA
Fort Lauderdale, FL
Fortuna, CA
Fremont, CA
Glendale, AZ
Goleta, CA
Grover Beach, CA
Half Moon Bay, CA
Hemet, CA
Hollister, CA
Imperial, CA
Ione, CA
Irwindale, CA
Kirkland, WA
La Mesa, CA
La Palma, CA
Laguna Beach, CA
Lake Elsinore, CA
Lakeport, CA
Lancaster, CA
Lathrop, CA
Lemon Grove, CA
Loomis, CA (Town Manager)
Los Alamitos, CA
Manteca, CA
Marina, CA
Martinez, CA
Menifee, CA
Menlo Park, CA
Merced, CA
Miami Beach, FL
Millbrae, CA
Mill Valley, CA
Milwaukie, OR
Modesto, CA
Monrovia, CA
Montebello, CA (City Administrator)
Monterey Park, CA
Mountain View, CA
Needles, CA
Newberg, OR
Newcastle, WA
Novato, CA
Oak Creek, WI (City Administrator)
Oakdale, CA
Oakley, CA
Oceanside, CA
Ojai, CA
Orinda, CA
Oxnard, CA
Pacifica, CA
Palo Alto, CA

Pasadena, CA
Patterson, CA
Phoenix, AZ
Pittsburg, CA
Pico Rivera, CA
Pismo Beach, CA
Pittsburg, CA
Poway, CA
Rancho Cordova, CA
Rancho Palos Verdes, CA
Red Bluff, CA
Redondo Beach, CA
Rio Vista, CA
Roseville, CA
Salem, OR
Salinas, CA
San Antonio, TX
San Carlos, CA
San Clemente, CA
San Fernando, CA
San Jose, CA
San Marcos, CA
San Pablo, CA
San Rafael, CA
San Ramon, CA
Santa Ana, CA
Santa Paula, CA
Santa Rosa, CA
Shoreline, WA
Sonoma, CA
South Lake Tahoe, CA
South Pasadena, CA
Springfield, OR
St. Helena, CA
Stanton, CA
Sterling, CO
Stockton, CA
Temple City, CA
Thousand Oaks, CA
Topeka, KS
Truckee, CA (Town Manager)
Tualatin, OR
Tucson, AZ
Turlock, CA
Vallejo, CA
Ventura, CA
Walnut Creek, CA
Westminster, CA
Woodland, CA
Yuba City, CA

**ASSISTANT/DEPUTY CITY
MANAGER**

Alameda, CA
Arlington, TX
Arvada, CO
Barstow, CA
Beverly Hills, CA
Brighton, CO
Carlsbad, CA
Dublin, CA
Lancaster, CA
Monterey, CA
North Las Vegas, NV
Orange, CA
Pasadena, CA
Peoria, AZ
Petaluma, CA
Pomona, CA
Rancho Cordova, CA
Reno, NV
Rocklin, CA
Sanger, CA
Signal Hill, CA
Stockton, CA
Virginia Beach, VA
Ventura, CA
Woodland, CA
Yuba City, CA

COUNTY ADMINISTRATOR

Alachua County, FL
Butte County, CA
Clackamas County, OR
Clark County, NV
Deschutes County, OR
Lee County, FL
Marion County, OR
Pasco County, FL
San Benito County, CA
Tehama County, CA
Wake County, NC
Washington County, OR

ADMINISTRATIVE SERVICES

DIRECTOR
Garden Grove, CA
Lincoln, CA
Los Alamitos, CA
Ontario, CA
Placer County Water Agency, CA

Pleasanton, CA
San Carlos, CA
Stockton, CA
Union City, CA
Yucca Valley, CA

ANIMAL SERVICES DIRECTOR

Contract Costa County, CA
Franklin County, Ohio
Irvine, CA
Oakland, CA
Rancho Cucamonga, CA
Sacramento County, CA

AVIATION/AIRPORT

Big Bear Airport, CA
Bob Hope Airport, CA
Clark County, NV-McCarran
International Airport
Dallas/Fort Worth, TX
Fresno, CA
Los Angeles World Airports, CA
San Francisco International
Airport, CA
San Jose, CA

BUILDING

OFFICIALS/INSPECTION

Arroyo Grande, CA
Bakersfield, CA
Centre City Development
Corporation, CA
El Segundo, CA
Grants Pass, OR
Marin County, CA
Modesto, CA
Palo Alto, CA
Sacramento, CA
San Francisco, CA
San Luis Obispo County, CA
Stockton, CA
Tehama County, CA
Yuba City, CA

CITY CLERK

Central Contra Costa Sanitation
District, CA (Secretary to the
District)
Chino Hills, CA
Commerce, CA

Dublin, CA
Fremont, CA
Hollister, CA
Menlo Park, CA
Monterey County, CA (Clerk to the
Board)
Napa, CA
Rio Vista, CA
Santa Clara Valley Transportation
Authority, CA (Board Secretary)
Sunnyvale, CA

**COMMUNITY DEVELOPMENT
DIRECTOR**

Benicia, CA
Beverly Hills, CA
Capitola, CA
Chino Hills, CA
Concord, CA
Cotati, CA
Daly City, CA
Dublin, CA
Fremont, CA
Fullerton, CA
Hollister, CA (Development
Services Director)
Inglewood, CA
Irvine, CA
Lincoln, CA
Los Banos, CA
Maple Valley, WA
Marin County, CA
Modesto, CA
Moreno Valley, CA
Morgan Hill, CA
Newark, CA
Newcastle, WA
Oakland, CA
Oceanside, CA
Palo Alto, CA
Pleasanton, CA
Redlands, CA
Salem, OR
Salinas, CA
San Antonio Housing Authority,
TX
San Carlos, CA
Santa Cruz, CA
Sausalito, CA
Stockton, CA

Sumter County, FL
Vacaville, CA
Vallejo, CA
Walnut Creek, CA
Yuba City, CA
Yucca Valley, CA

**CONVENTION AND VISITOR'S
BUREAU DIRECTOR**

Las Vegas Convention and
Visitors' Authority, NV
Los Angeles, CA
North Lake Tahoe Visitors Bureau,
CA
Mammoth Lakes, CA
San Antonio, TX
Steamboat Springs, CO

ECONOMIC DEVELOPMENT

Broward County, FL
Chula Vista, CA
Concord, CA
Daly City, CA
Fullerton, CA
Milpitas, CA
Modesto, CA
Morgan Hill, CA
New Orleans Redevelopment
Authority, OR
Oakland, CA
Peoria, AZ
Phoenix, AZ
Port of Los Angeles, CA
Port of San Diego, CA
Redlands, CA
Sacramento, CA
Salinas, CA
San Antonio Housing Authority,
TX
Scottsdale, AZ
Stockton, CA
Taft, CA
Tracy, CA
Upland, CA
Vancouver, WA
Visalia, CA

ENGINEERING

Bakersfield, CA
Barstow, CA

Bob Hope Airport, CA
Central Contra Costa Sanitary
District, CA
Chino Hills, CA
Clark County, NV – McCarran
Airport
Corona, CA
Damascus, OR
Dublin San Ramon Services
District, CA
Elk Grove, CA
Imperial Irrigation District, CA
Long Beach, CA
Los Banos, CA
Monterey County Water Resources
Agency, CA
Needles, CA
Nevada County, NV
Nye County, NV
Oceanside, CA
Omnitrans, CA
Peoria, AZ
Pico Rivera, CA
Pismo Beach, CA
Pomona, CA
Richmond, CA
Reno, NV
San Luis Obispo County,
Nacimiento Project, CA
School District of Hillsborough
County, FL (General Manager of
Transportation)
Sewer Authority Mid-Coastside,
CA
South Pasadena, CA
Stockton, CA
Tiburon, CA
Tracy, CA
United Water Conservation
District, CA
Vallejo, CA
Visalia, CA

EXECUTIVE DIRECTOR

Association of Monterey Bay Area
Governments, CA
Arizona Municipal Water Users
Association, AZ
Bay Area Air Quality Management
District, CA

Broward County, FL (Port
Everglades Chief Executive/Port
Director)
California Fire and Rescue Training
Authority, CA
California Peace Officers
Association, CA
California State Association of
Counties, CA
California School Boards
Association, CA
Central Contra Costa Solid Waste
Authority, CA
Chula Vista Redevelopment
Agency, CA
Cooperative Agricultural Support
Services Authority (CASS), CA
Early Learning Coalition of
Broward County, Inc (CEO)
Elk Grove-Rancho Cordova-El
Dorado Connector JPA, CA
El Paso Water Utilities-Public
Service Board, TX
(President/CEO)
Florida Public Transportation
Association (FPTA), FL
Hillsborough County, FL-Head
Start Division (Division Director)
Home Forward, OR
Housing Authority of the City of
Austin, TX (President/CEO)
Housing Authority of the City of
Los Angeles, CA
Housing Authority of the County
of Butte, CA
Housing Authority of the County
of Santa Cruz, CA
Hub Cities Consortium, CA
Kings Community Action
Organization, CA
Mammoth Lakes Visitors Bureau,
CA
March Joint Powers Authority, CA
Metro, Portland, OR
Oakland Housing Authority, CA
(CEO)
Oregon Cascades West Council of
Governments, OR
Palos Verdes Library District, CA
PATH Ventures, CA

Pima Association of Governments
and Regional Transit Association,
AZ
Recreation Centers of Sun City
West, AZ
Sacramento Area Flood Control
Agency, CA (Executive & Deputy)
San Bernardino Associated
Governments, CA
San Diego Association of
Governments, CA
Children's Board of Hillsborough
County (Executive Director)
Louisiana Housing Corporation
(Executive Director)
San Francisco Estuary Institute, CA
San Joaquin Council of
Governments, CA
Santa Clara Valley Water District,
CA (CEO)
SOS Children's Villages – Florida
(CEO)
South Bayside Waste Management
Authority, CA
Southern California Association of
Governments (Deputy)
Vancouver Housing Authority, WA
(Executive & Deputy)
West Contra Costa Integrated
Waste Management District, CA
West Contra Costa Transportation
Advisory Committee, CA
Yolo Emergency Communications
Agency, CA

FINANCIAL

Alameda, CA
Alameda County Congestion
Management Agency, CA
Aurora, CO
Baldwin Park, CA
Barstow, CA
Boulder, CO
Boulder City, NV
Calaveras County Water District,
CA
Campbell, CA
Chino Hills, CA
Clark County, NV
Corona, CA

Cotati, CA
Damascus, OR
D.C. Government, DC
East Bay Municipal Utility District,
CA
El Dorado Hills Community
Services District, CA
Elk Grove, CA
Fairfield, CA
Grants Pass, OR
Half Moon Bay, CA
Hallandale Beach, FL
Healdsburg, CA
Hercules, CA
Housing Authority of the City of
Los Angeles, CA
Imperial Beach, CA
Imperial Irrigation District, CA
Inglewood, CA
Ione, CA
Lancaster, CA
Las Vegas Valley Water District,
NV
Lincoln, CA
Los Altos, CA
McCarran International Airport-
Clark County, NV
Menlo Park Fire Protection
District, CA
Modesto, CA
Monterey Park, CA
Norfolk, VA (Assistant Director)
Oakland, CA
Oceanside, CA
Palmdale Water District, CA
People Assisting the Homeless, CA
Pinellas Suncoast Transit
Authority, FL
Pleasanton, CA
Quincy, FL
Recreation Centers of Sun City
West, AZ
Roseville, CA
Sacramento County, CA
San Bernardino International
Airport, CA
San Carlos, CA
San Diego, CA
San Francisco, CA
San Leandro, CA

San Jose, CA
San Mateo, CA
Santa Monica, CA
Sparks, NV
Stockton, CA
Thornton, CO
Topeka, KS
Union City, CA
Washoe County, NV
Wayne County, MI
West Covina, CA
West Hollywood, CA
West Wendover, NV
White Pine County, NV
Yolo County, CA

FIRE CHIEF

Alameda, CA
Arroyo Grande (Director of
Building & Fire)
Aurora, CO
Cathedral City, CA
Chino Valley Independent Fire
District, CA
Chula Vista, CA
Contra Costa County Fire
Protection District, CA
Encinitas, Del Mar, and Solana
Beach, CA
Eugene, OR
Fremont, CA
Folsom, CA
Fullerton, CA
Garden Grove, CA
Glendale, CO
Hillsboro, OR
Hollister, CA
Lodi, CA
Livermore – Pleasanton Fire
District, CA
Marina, CA
Milpitas, CA
Monrovia, CA
Montebello, CA
Mountain View, CA
Newark, CA (Assistant & Chief)
Oceanside, CA
Palm Springs, CA
Peoria, AZ
Petaluma, CA

Piedmont, CA
Poudre Fire Authority, CO
Rancho Cucamonga, CA (Deputy
& Chief)
Rancho Santa Fe Fire Protection
District, CA
Roseville, CA
Sacramento County, CA
Salinas, CA
San Mateo, CA
San Miguel Fire Protection District,
CA
Santa Cruz, CA
Sonoma Valley Fire & Rescue
Authority, CA
Spokane Valley Fire Department,
WA (Deputy)
Sumter County, FL
Sunnyvale, CA (Public Safety
Director)
University of California, Davis
Union City, CA (Assistant & Chief)
Upland, CA
Vacaville, CA
Walla Walla, WA

GENERAL MANAGER

Big Bear City Community Services
District, CA
Calaveras County Water District,
CA
Central Contra Costa Sanitation
District, CA
Central Marin Sanitation Agency,
CA
Coachella Valley Mosquito Vector
Control District, CA
Cordova Recreation and Park
District, CA (District
Administrator)
East Bay Dischargers Authority,
CA
Fallbrook Public Utilities District,
CA
Hilton, Famkopf, and Hobson
LLC, CA
Joshua Basin Water District, CA
Jurupa Community Services
District, CA

Kennewick Irrigation District, WA
(District Manager)
Los Angeles Convention Center,
CA
Monterey Peninsula Regional Park
District, CA
Monterey Regional Waste
Management District, CA
Monterey Regional Water Pollution
Control Agency, CA (Assistant)
Oro Loma Sanitary District, CA
Public Agency Risk Sharing
Authority of California, CA
Pleasant Valley Recreation & Park
District, CA
Reclamation District 1000, CA
(District Engineer)
Ross Valley Sanitary District, CA
Salinas Valley Solid Waste
Authority, CA
Sanitary District No. 5 of Marin
County, CA
San Lorenzo Valley Water District,
CA
Santa Cruz Consolidated
Emergency Communications
Center, CA
Sewer Authority Mid-Coastside,
CA
South Placer Municipal Utility
District, CA
Sweetwater Springs Water District,
CA
Union Sanitary District, CA
United Water Conservation
District, CA
Valley of the Moon Water District,
CA
Walnut Valley Water District, CA

HOUSING

City of West Hollywood, CA (Rent
Stabilization and Housing Manager)
Housing Authority of the City of
Austin, TX
Housing Authority for the City of
Brownsville, TX
Housing Authority for the City of
Los Angeles, CA

Housing Authority for the County
of Butte, CA
Housing Authority of the County
of San Joaquin, CA
Fort Worth, TX Housing Authority
Housing Authority for the County
of Santa Cruz, CA
Louisiana Housing Corporation
Milpitas, CA
Oakland Housing Authority, CA
San Antonio Housing Authority,
TX
Housing Authority the City of
Vancouver Housing Authority, WA

LEGAL COUNSEL

Aurora, CO
Broward County, FL
Coconut Creek, FL
Cupertino, CA
Fremont, CA
Gainesville, FL
Hayward, CA
Inglewood, CA
Lathrop, CA
Lee County, FL
Merced, CA
Monterey, CA
Morgan Hill, CA
Newport Beach, CA
North Las Vegas, NV
North Port, FL
Oceanside, CA
Orange, CA
Palo Alto, CA
Port of San Diego, CA
Sacramento Area Flood Control
Agency, CA
Sacramento County, CA
Salinas, CA
San Benito County, CA
San Bernardino Associated
Governments, CA
San Mateo, CA
Santa Ana, CA
Stockton, CA
Sunnyvale, CA
Thousand Oaks, CA
Ventura, CA
Walnut Creek, CA

Yolo County, CA

LIBRARY

Corona, CA
Folsom, CA
Monterey Park, CA
Palos Verdes Library District, CA
Salinas, CA
Stockton-San Joaquin County
Public Library, CA

PARKS/RECREATION/ COMMUNITY SERVICES

Anaheim, CA
Arlington, TX
Bakersfield, CA
Commerce, CA
El Segundo, CA
Emeryville, CA
Half Moon Bay, CA
Lemoore, CA
Long Beach, CA
Lynwood, CA
Maple Valley, WA
Midpeninsula Regional Open Space
District, CA
Milpitas, CA
Monterey County, CA
Peoria, AZ
Pleasanton, CA
Pleasant Valley Recreation and
Park District, CA
Pomona, CA
Sacramento County, CA
Sacramento, CA
San Carlos, CA
San Jose, CA
Santa Clarita, CA
Stockton, CA
Ventura, CA
Whittier, CA

PERSONNEL/HUMAN RESOURCES

Alameda County, CA
Anaheim, CA
Apple Valley, CA
Arcadia, CA
Azusa, CA
Barstow, CA

Bellevue, WA
Benicia, CA
Colusa County, CA
Commerce, CA
Corona, CA
Desert Water Agency, CA
Fremont, CA
Inglewood, CA
Inland Empire Utilities Agency, CA
Glendale, AZ
Grants Pass, OR
Hollister, CA
Judicial Council of California –
Administrative Office of the
Courts, CA
Las Virgenes Municipal Water
District, CA
Moreno Valley, CA
Monterey Park, CA
Napa, CA
Newark, CA
Norfolk, VA
North Las Vegas, NV
Oceanside, CA
Ontario, CA
Patterson, CA
Palmdale Water District, CA
Petaluma, CA
Pico Rivera, CA
Pomona, CA
Rancho Cordova, CA
Redlands, CA
Rocklin, CA
Roseville, CA
San Antonio Housing Authority,
TX
San Bernardino County, CA
San Carlos, CA
San Francisco International Airport
(SFO), CA
Scottsdale, AZ
Sedgwick County, KS
Stockton, CA
Tehama County, CA
Wayne County, MI
White Pine County, NV
Yucca Valley, CA

PLANNING

Alameda, CA

Beverly Hills, CA
Centre City Development
Corporation, CA
Corona, CA
Chula Vista, CA
Damascus, OR
El Segundo, CA
Elk Grove, CA
Healdsburg, CA
Los Angeles, CA
Los Banos, CA
Madera, CA
Milpitas, CA
Modesto, CA
Needles, CA
Oceanside, CA
Pacifica, CA
Palo Alto, CA
Palm Springs, CA
Pleasanton, CA
Reno, NV
Riverside, CA
Robson Homes, CA
Roseville, CA
Sacramento, CA
Santa Ana, CA
Santa Clara County, CA
San Benito County, CA
San Luis Obispo County, CA
Santa Cruz, CA
Santa Monica, CA
Stockton, CA
Sumter County, FL
Tracy Unified School District, CA
Washington County, OR

POLICE CHIEF/SAFETY

Arroyo Grande, CA
Ashland, OR
Aurora, CO
Bay Area Rapid Transit, CA
Bellevue, WA
Benicia, CA
Berkeley, CA
California State Polytechnic
University, Pomona, CA
California State University, East
Bay, CA
California State University,
Sacramento, CA

California State University, San Bernardino, CA
California State University, San Francisco, CA
California State University, San Marcos, CA
Capitola, CA
Carlsbad, CA
Cathedral City, CA
Chandler, AZ
Chico, CA
Concord, CA
Corona, CA
Coronado, CA
Culver City, CA
East Bay Regional Park District, CA
East Palo Alto, CA
El Cerrito, CA
Eugene, OR
Fairfield, CA
Folsom, CA
Fort Bragg, CA
Fullerton, CA
Glendale, AZ
Glendora, CA
Half Moon Bay, CA
Hayward, CA
Humboldt State University, CA
Huntington Beach, CA
Irvine, CA
Irwindale, CA
Klamath Falls, OR
La Mesa, CA
Lake Oswego, OR
Littleton, CO
Livingston, CA
Lodi, CA
Los Angeles, CA
Los Angeles World Airports, CA
Los Banos, CA
Mammoth Lakes, CA (Interim)
Manhattan Beach, CA
Maywood, CA
Menlo Park, CA
Merced, CA
Mesa, AZ
Modesto, CA
Monrovia, CA
Montebello, CA

Monterey, CA
Monterey County Sheriff's Department, CA
Morgan Hill, CA
North Las Vegas, NV
Novato, CA
Oakdale, CA
Oakland Unified School District, CA
Orange County, CA
Orange County, FL (Chief of Corrections)
Palm Springs, CA
Palo Alto, CA
Pasadena, CA
Pasadena City College, CA
Peoria, AZ
Petaluma, CA
Piedmont, CA
Pismo Beach, CA
Pittsburg, CA
Placentia, CA
Pleasanton, CA
Port of Long Beach, CA
Port of San Diego, CA
Port of Seattle, WA
Redlands, CA
Redondo Beach, CA
Reno, NV
Rio Vista, CA
Rocklin, CA
Roseville, CA
Sacramento, CA
Salinas, CA
San Bernardino, CA
San Diego State University, CA
San Fernando, CA
San Francisco, CA
San Diego State University, CA
San Jose State University, CA
San Rafael, CA
Santa Rosa Junior College, CA
Sausalito, CA
Seattle, WA
Seaside, CA
Signal Hill, CA
South Gate, CA
Stockton Unified School District, CA
Sunnyvale, CA

Tehachapi, CA
Tulsa, OK
Turlock, CA
University of California at Davis,
CA
University of California at Santa
Barbara, CA
University of Merced, CA (Officer)
University of Oregon, OR
Vacaville, CA
Vallejo, CA
Vancouver, WA
Virginia Commonwealth University
Walla Walla, WA
Walnut Creek, CA
West Sacramento, CA
Whittier, CA

POLICE COMMAND STAFF

Atascadero, CA
Bay Area Rapid Transit, CA
California State University, East
Bay, CA
California State University,
Sacramento, CA
California State University, San
Bernardino, CA
California State University, San
Francisco, CA
Commerce, CA
East Bay Regional Park District,
CA
East Palo Alto, CA
Menlo Park, CA
Monterey County, CA
Pleasanton, CA
Santa Rosa, CA
Port of San Diego, CA
University of California at Merced,
CA
University of Oregon, OR

POLICE OVERSIGHT

Bay Area Rapid Transit, CA
San Francisco, CA
San Jose, CA

PUBLIC AFFAIRS/ INTERGOVERNMENTAL RELATIONS DIRECTOR

Beverly Hills, CA
Rancho Cordova, CA
Thornton, CO
San Diego Regional Airport
Authority, CA
West Basin Municipal Water
District, CA

PUBLIC SAFETY COMMUNICATIONS

Aurora, CO
Clackamas County, OR
Heartland Communications Facility
Authority, CA
San Francisco, CA
San Jose, CA
Santa Cruz Consolidated
Emergency Communications
Center, CA
Scott Emergency Communications
Center
Consolidated Intergovernmental
Dispatch Agency-Tallahassee, FL
Washington County Consolidated
Communications Agency, OR
Yolo Emergency Communications
Agency, CA

PUBLIC WORKS

Belmont, CA
Chandler, AZ
Clark County, NV
Commerce, CA
Dallas, TX
Elk Grove, CA
Fresno, CA
Galt, CA
Grants Pass, OR
Half Moon Bay, CA
Healdsburg, CA
Huntington Beach, CA
Inglewood, CA
Lathrop, CA
Los Banos, CA
Mammoth Lakes, CA
Maple Valley, WA
Monrovia, CA

Morro Bay, CA
Needles, CA
Pico Rivera, CA
Pismo Beach, CA
Pomona, CA
Poway, CA
Provo, UT
Redlands, CA
Roseburg, OR
Roseville, CA
San Benito County, CA
San Carlos, CA
San Diego, CA
San Jose, CA
Santa Cruz, CA
South Pasadena, CA
Stockton, CA
Sumter County, FL
Tehama County, CA
Tiburon, CA
Upland, CA
Vallejo, CA
Woodland, CA
Yuba City, CA

PURCHASING

Central Contra Costa Sanitary
District, CA
Housing Authority of the City of
Los Angeles
Tacoma, WA

RISK MANAGEMENT

Azusa, CA
California State University, San
Marcos, CA
Central Contra Costa Sanitary
District, CA
Central Marin Sanitation Agency,
CA
Riverside Transit Agency, CA

TECHNOLOGY

Clark County, NV
Durham, NC
Fresno, CA
Hayward, CA
Hillsboro, OR
Inland Empire Utilities Agency, CA
Modesto, CA

Peoria, AZ
Port of Los Angeles, CA
San Antonio Housing Authority,
TX
San Francisco, CA
State Bar of California
Tucson, AZ
West Hollywood, CA

TRANSPORTATION

Association of Monterey Bay Area
Governments, CA
Dallas, TX
Elk Grove-Rancho Cordova-El
Dorado County Connector Joint
Powers Authority, CA
Omnitrans, CA
San Diego Association of
Governments, CA
San Joaquin Council of
Governments, CA
Santa Clarita, CA
Washington County, OR
West Contra Costa Transportation
Advisory Committee, CA

WASTE WATER/SANITATION/ SOLID WASTE

Berkeley, CA
Central Contra Costa Sanitation
District, CA
Central Contra Costa Solid Waste
Authority, CA
Central Marin Sanitation Agency,
CA
Dublin San Ramon Services
District, CA
East Bay Dischargers Authority,
CA
Monterey Regional Waste
Management District, CA
Monterey Regional Water Pollution
Control Agency, CA
Oro Loma Sanitary District, CA
Redlands, CA
Richmond, CA
Ross Valley Sanitary District, CA
Salinas Valley Solid Waste
Authority, CA

Sanitary District No. 5 of Marin County, CA
San Jose, CA
Sewer Authority Mid-Coastside, CA
South Bayside Waste Management Authority, CA
South Placer Municipal Utility District, CA
Stockton, CA
Union Sanitary District, CA
Vallejo, CA
West Contra Costa Integrated Waste Management Authority, CA

WATER

Arizona Municipal Water Users Association, AZ
Aurora, CO
Bakersfield, CA
Calaveras County Water District, CA
Joshua Basin Water District, CA
Kennewick Irrigation District, CA
Phoenix, AZ
Reclamation District 1000, CA
Redlands, CA
Sacramento Area Flood Control Agency, CA
San Diego, CA
San Jose, CA
San Lorenzo Valley Water District, CA (District Manager)
San Luis Obispo County, CA
Santa Clara Valley Water District, CA
South Placer Municipal Utility District, CA
Stockton, CA
Sweetwater Springs Water District, CA
Vallejo, CA
Valley of the Moon Water District, CA
United Water Conservation District, CA
Walnut Valley Water District, CA
Yuba City, CA

OTHER

Bay Area Air Quality Management District, CA (Deputy Air Pollution Control Officer)
Benton County, OR (Health Director)
Boise, ID (Community Ombudsman)
Broward County, FL (Port Everglades Director of Business Development)
Bureau Veritas, CA (Vice President – Operations)
Central Contra Costa Sanitary District (Director of Collection System Operations and Director of Plant Operations)
Cooperative Agricultural Support Services Authority, CA (Executive Officer)
Cordova Recreation & Park District (District Administrator and Maintenance Superintendent)
Government Services Group, Inc. (Municipal Services Manager)
Houston Housing Authority (Director Real Estate Investments & Development)
Housing Authority of the City of Los Angeles (Director of General Services)
Imperial Irrigation District (Assistant Manager of Construction Operations and Maintenance)
Hilton, Farnkopf, and Hobson LLC (Manager/Vice President)
Las Vegas Convention and Visitors Authority, NV (Director of Facility Projects)
Metropolitan Washington Airports Authority (Vice President for Public Safety)
Monterey Bay Unified Air Pollution Control District, CA (Air Pollution Control Officer)
Monterey Park, CA (Director of Management Services)
Peoria, AZ (Chief Business Attraction Officer)

Port of Long Beach, CA (Managing Director)
Port of San Diego, CA (Senior Director of Real Estate)
Redlands, CA (8 Mid-Level Managers and Natural Resources Manager)
Robson Homes (Forward Planner and Land Acquisition Manager)
Sacramento, CA (Preservation Director)
Sacramento, CA (Urban Design Manager)
San Jose, CA (Assistant Director of Environmental Services and Environmental Services Director)
San Manuel Band of Tribal Indians, CA (Tribal Manager)
Sedgwick County, Kansas (Health Department Director)
Superior Court of California, County of San Luis Obispo, CA (Assistant Court Executive Officer)
Vallejo, CA (Water Engineering Manager, Water Treatment Superintendent, Water Distribution Superintendent)
Washoe County, NV (Senior Services Director)
Washoe County, NV (Social Services Director)

Russian River Flood Control District

STRATEGIC PLAN 2016 – 2019

Mission Statement

The Mendocino County Russian River Flood Control and Water Conservation Improvement District's mission is to proactively manage the water resources of the upper Russian River for the benefit of the people and environment of Mendocino County.

Vision Statement

Improve the reliability and availability of water resources.

Core Values

**Proactive
Competency**

**Leadership
Reliable**

Russian River Flood Control District

STRATEGIC PLAN 2016 – 2019

Executive Summary

Focus Area	Strategic Focus Statement	Core Goals	Tactics	Timeline / Assigned
Reliable / Available	<i>Ensure a reliable and available sources of water for the community including new and expanded sources</i>	<ul style="list-style-type: none"> Potter Valley Project Dam 	<p>Goal 1</p> <ul style="list-style-type: none"> A. Financial support (5 agencies) B. Continue participation C. Increase board member participation <p>Goal 2</p> <ul style="list-style-type: none"> A. Dam operations – Government lobby / legislation <ul style="list-style-type: none"> i. FIRO program – continue support (Forecast Informed Reservoir Operations) ii. UC Davis reservoir modeling – continued relation iii. Support Forecast Act iv. Form coalitions with other affected regions B. Raise the dam <ul style="list-style-type: none"> i. UC Davis modeling – reimburse costs for studies <p>Goal 3</p> <ul style="list-style-type: none"> A. Continue relations with state to complete B. Lobby as board at state water board <p>Goal 4</p> <ul style="list-style-type: none"> A. Meet with Sonoma County Water Agency directors to negotiate the number of acre feet B. Use this issue to alleviate licensing resolution with Sonoma County Water Agency 	<p>Commission; Paul Zellman & Judy Hatch</p> <p>Government Regulations</p> <p>Board; General Manager</p> <p>Board role and staff role Board to board interaction Staff to staff interaction</p>

Russian River Flood Control District

STRATEGIC PLAN 2016 – 2019

<p>Regional Water Resources</p>	<p><i>Explore new partnerships and programs to expand regional water resources</i></p>	<ul style="list-style-type: none"> • Annexation of Redwood Valley • Define participation in Sustainable Groundwater Management Act? • Consolidation of Ukiah Valley Agencies 	<p>Goal 1</p> <ul style="list-style-type: none"> A. Parallel with 6,000 acre feet B. Solve this issue proactively (peace to the valley) C. What needs to be in place as water resources to move forward? D. Be prepared for what might happen <p>Goal 2</p> <ul style="list-style-type: none"> A. Level of participation <ul style="list-style-type: none"> i. Access who is available and acceptable to participate ii. Meet with Mendocino County about Act iii. Decide if you want to lead <p>Goal 3</p> <ul style="list-style-type: none"> A. Create public awareness <ul style="list-style-type: none"> i. Public forums ii. Dam tours iii. Newspaper articles B. Find cooperative Board members in other agencies 	<p>Board to board interaction Staff to staff interaction</p> <p>Board to Board interaction</p> <p>???</p>
<p>Internal Organization</p>	<p><i>Develop sustainable internal systems to ensure maximum utilization of volunteers, staff and agency resources</i></p>	<ul style="list-style-type: none"> • Organization efficiency / effectiveness • Board Development 	<p>Goal 1</p> <ul style="list-style-type: none"> A. Conversion of electronic records B. Enacting legislation C. Support staff for daily operations as needed D. Evaluate office space needs E. Equipment needs – 4WD pickup to move staff / board to out of area meetings <p>Goal 2</p> <ul style="list-style-type: none"> A. Stronger board meeting minutes (audio or video) B. Training – Brown Act, ethics, sexual harassment, Board Personship, board development, governance fiduciary responsibilities C. Elections – on-boarding D. Board education – WEF (Water Education Foundation) 	<p>???</p> <p>???</p>