

# Lake Don Pedro Community Services District

## Regular Meeting of April 19, 2016

### AGENDA SUPPORTING DATA

#### 5. DISCUSSION AND ACTION ITEMS:

- b. Discussion/Action regarding the development of management (performance) objectives for the General Manager for 2016/17

#### Background

The Board's only employee is the General Manager. To ensure the successful performance of the District, the Board should routinely and regularly review the performance of the General Manager. In order to ensure that the General Manager is performing to the expectations of the Board, a set of performance expectations, or "objectives" should be developed by the General Manager for approval by the Board. Measurement of the success of these objectives is then used in conjunction with other Board evaluation criteria to determine on a regular basis if the General Manger is meeting the expectation of the Board.

The Board has conducted a series of planning meetings and adopted a five year strategic business plan. The purpose of this agenda item is to direct the General Manager to prepare a slate of management objectives that are intended to move the strategic plan forward to successful completion. Examples of management objectives that are consistent with, and support our strategic plan are:

1. Coordinate and direct the preparation of a water distribution system maintenance program.
2. Contract for, and coordinate the development of a Capital Improvement Program for the water treatment plant and water distribution system
3. Propose solutions to the water distribution system leakage problems

The General Manager should be expected to develop management objectives addressing each aspect of the adopted strategic plan. Once the objectives are developed by the GM in public meetings and approved by the Board, they become the basis for evaluation of success, or performance measurements against which the manager's performance can be determined.

Consideration of this item was delayed at the Board's March 21, 2016 meeting for discussion and action at this meeting.

#### Recommended Motion

Direct the General Manager to prepare an initial slate of management objectives to be considered by the Board at its May Regular Board meeting.