



## OJAI VALLEY SANITARY DISTRICT

A Public Agency

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### MINUTES OF SPECIAL MEETING OF BOARD OF DIRECTORS OJAI VALLEY SANITARY DISTRICT

The Special Meeting of the Ojai Valley Sanitary District Board of Directors was held at the District Office, 1072 Tico Road on April 25, 2011. The meeting was called to order by Chairman Baggerly at 2:02 p.m. roll call taken as follows:

**DIRECTORS PRESENT:** George Galgas  
Peter M. Kaiser  
Russ Baggerly  
Stan Greene  
William C. Murphy  
John R. (Randy) Burg

**DIRECTORS ABSENT:** William D. O'Brien

**STAFF PRESENT:** John R. Correa, General Manager  
Brenda Krout, Clerk of The Board  
Ronald E. Sheets, Operations Superintendent

**OTHERS PRESENT:** Mark Zirbel, District Legal Counsel

3. **Pledge of Allegiance**  
Chairman Baggerly lead the pledge of allegiance.
4. **Additions or amendments to the Agenda (Special Meeting None Permitted)**  
None

5. **Public Concerns** (items not on the agenda - three minute limit).

This is an opportunity for members of the public to speak on items not on the agenda.

None

6. **Board Concerns** (Items not on the agenda - three-minute limit)

None

**ACTION ITEMS:**

7. **General Manager Recruitment – Koff & Associates, Inc.**

Georg Krammer from Koff & Associates, Inc. (Koff) addressed the Board discussing the recruitment effort Koff will be conducting for the District's General Manager (GM) position. The type of management style desired in a GM was discussed, along with the level and type of Koff's interaction with the Board and staff.

It was agreed that registration as a professional engineer in the State of California would be included as a desirable qualification for candidates. It was also agreed that business and management experience was just as important as a candidate being an engineer.

The Directors shared their personal opinions of the qualifications and experience they would like to see in the ideal candidate; Chairman Baggerly shared written comments from Director O'Brien. It was agreed that it is important for the candidates to be aware of the pending TMDL issue facing the District over the next few years. Mr. Krammer took note of these opinions and comments to incorporate them into the recruitment efforts.

It was agreed that Brenda Krout, Clerk of the Board, will be the primary contact between the District and Koff.

The GM's compensation package was discussed. It was agreed that the monthly salary will be quoted as approximately \$10,500, depending on qualifications. It was also agreed that the current GM benefits would remain the same as they are for the current GM.

It was agreed that Koff will complete background checks, education verification, etc. on the candidates chosen to be interviewed by the Board; this will be completed prior to the Board interviewing the candidates.

Moira Barron, 273 N. La Luna, addressed the Board. Ms. Barron stated that she had been a District employee for over 7 years and considered her job with the District to be the best job she ever had as far as employee benefits. Ms. Barron noted that she wanted the Board to know that she retired from her District job because of the culture in the workplace, she emphasized that the GM

greatly influences the culture. Ms. Barron stated she felt there was a bullying culture in the District workplace, noting that her reason for speaking to the Board is the fact that they are looking for someone to lead this agency and she feels they need to look for someone who can change the culture. Ms. Barron thanked the Board.

**INFORMATION ITEMS**

8. **Discussion** (items not on the agenda - three-minute limit)
- a. Public - (Public is requested to present completed speaker's card to Clerk of the Board)  
  
None
  - b. Board Members  
  
None
  - c. General Manager  
  
None

9. **Adjournment**

Chairman Baggerly adjourned the meeting at 3:17 p.m.

  
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William C. Murphy, Secretary

**APPROVED:**

  
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Russ Baggerly, Chairman