

**COASTSIDE COUNTY WATER DISTRICT**

**766 MAIN STREET**

**HALF MOON BAY, CA 94019**

**MINUTES OF THE SPECIAL MEETING OF THE BOARD OF DIRECTORS**

**Tuesday, January 26, 2016**

- 1) **ROLL CALL** - President Arnie Glassberg called the special meeting to order at 3:05 p.m. Present at roll call: Directors Chris Mickelsen, Ken Coverdell, and Vice-President Glenn Reynolds. Director Steve Flint was absent. David Dickson, General Manager, was also present initially, but was not in attendance during the entire closed session portion of the meeting.
  
- 2) **PLEDGE OF ALLEGIANCE**
  
- 3) **PUBLIC COMMENT**  

Clemens Heldmaier - Expressed his appreciation for the opportunity to work with Mr. Dickson and commended Mr. Dickson for his previous work and the legacy that he built at the Sewer Authority Mid-Coastside, as well as his many years of successfully managing the Coastside County Water District.

Bob Feldman - Commented that he felt that the hiring of Mr. Dickson at the Coastside County Water District was one of the best hires of his personal career and that it will be difficult and challenging to replace Mr. Dickson.
  
- 4) **CLOSED SESSION**
  - A. Pursuant to California Government Code Section §54957  
Public Employee Appointment - Title: General Manager
  
- 5) **RECONVENE TO OPEN SESSION**

The Board reconvened into open session at 4:29 p.m. and reported that no action had been taken in closed session. Mr. Dickson, Mary Rogren, Assistant General Manager, and JoAnne Whelen, Administrative Assistant/Recording Secretary, joined the meeting.

  - A. Retirement of General Manager and Transition Planning

The Board discussed the organizational role of the General Manager position. The Board expressed its desire to look to the future for stability and to maintain the current efficient management style and the level of quality staff that currently contribute to the smooth and successful operation of the District. The Board feels that rather than launch a recruitment process, that the best plan at this point is to retain the services of the current General Manager, Mr. Dickson, on a reduced time basis to allow him to continue to focus on some of the ongoing District projects that he has been so intimately involved with and to continue with the positive relationships that he has built for the District over the years.

The Board discussed several tasks the Board would like staff to evaluate and report back to the Board on: (1) obtain all pertinent information that the Board may need from CalPERS in order to retain the General Manager's services on a reduced time basis; (2) draft a transition plan that would provide guidance to the Board regarding how things will proceed for the District over the next two to four years, with a focus on stability; (3) provide an analysis of the budget implications of the transition plan; and (4) as part of the transition plan, evaluate the District's current engineering services to assist in determining whether the current District Engineer position should be reassessed for the future needs of the District.

On behalf of the Board, Director Coverdell thanked Mr. Dickson for considering staying on and continuing to lead such a strong and productive District staff. Vice-President Reynolds added that the reason that the Board is so comfortable with this plan is because Mr. Dickson and the individual staff members that make up the team have done a great job of operating the District in an efficient and successful manner.

Mr. Dickson thanked the Board for their vote of confidence.

6) **ADJOURNMENT** - The Special Board meeting was adjourned at 4:36 p.m.

Respectfully submitted,

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David R. Dickson, General Manager  
Secretary of the District

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Arnie Glassberg, President  
Board of Directors