

CASITAS MUNICIPAL WATER DISTRICT
PERSONNEL COMMITTEE
Brennan/Word
February 12, 2019 - 4:30 p.m.
District Office
Board Room
1055 Ventura Ave.
Oak View, CA 93022

1. Roll Call
2. Public comments
3. Board/Manager comments
4. Initial Discussion regarding Staffing and Organizational Changes.

Right to be heard: Members of the public have a right to address the Board directly on any item of interest to the public which is within the subject matter jurisdiction of the Board. The request to be heard should be made immediately before the Board's consideration of the item. No action shall be taken on any item not appearing on the agenda unless the action is otherwise authorized by subdivision (b) of §54954.2 of the Government Code.

If you require special accommodations for attendance at or participation in this meeting, please notify our office in advance (805) 649-2251 ext. 113. (Govt. Code Section 65954.1 and 54954.2(a)). Please be advised that members of the Board of Directors of Casitas who are not members of this standing committee may attend the committee meeting referred to above only in the capacity of observers, and may not otherwise take part in the meeting. (Govt. Code Sections 54952.2(c)(6))

MEMORANDUM

TO: Personnel Committee
From: Michael L. Flood, General Manager
RE: **Initial Discussion Regarding Staffing and Organizational Changes**
Date: February 8, 2019

RECOMMENDATION:

The Personnel Committee consider this information and bring back questions to a future Committee meeting.

BACKGROUND:

The Casitas Municipal Water District underwent changes in its organizational and staffing levels in response to the acquisition of the Ojai Water System eighteen months ago with staffing increases in the Operations and Maintenance Department as well as in the Engineering Department.

There is currently a need to review staffing levels to where the District is now in response to not only the staffing demands of the Ojai Water System but also issues of foreman job responsibilities, District finance, drought-related customer service needs, and tree-maintenance liability concerns raised by the Board in 2018.

DISCUSSION:

The General Manager will provide a PowerPoint presentation during the Committee meeting that will provide the overall details.

More specific information in regard to this (job descriptions, budget impacts, etc.) will be provided at a future Committee meeting prior to any consideration by the full Board of Directors.