



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

DATE: September 9, 2016
 TO: Board of Directors
 FROM: Personnel Committee Chair
 SUBJECT: Personnel Committee Meeting of September 7, 2016

The Personnel Committee met on September 7th at 10:30 a.m., at the District administrative offices. Committee members in attendance were Directors Pendergrass, Downey, and Theis. Staff members in attendance were Tim Flanagan, Peter Skinner, Berta Torres, and Becky Aguilar. Rob Wellington was also in attendance. Kacey Christie the District's new Safety & Risk Manager was introduced to the Committee. The purpose of the meeting was to receive a presentation on proposed District culture change initiative, and preparation of the 2016/17 goals. Discussion of the general manager's evaluation was held in closed session. Discussion is summarized below and followed the attached agenda.

OPEN SESSION AGENDA

1. **Presentation of Culture Change Initiative.** District Consultant Erik Keiser provided the Committee with a PowerPoint presentation on the proposed organizational goals and the Culture Change Initiative, which is intended to improve the overall culture of the District. Mr. Keiser is a communication coach who had been working with District staff over the past three years and also assisted in the development of the District's Strategic Plan – Pillars of Sustainability in 2014. With the onboarding of a new general manager and the creation of a new leadership team, a staff retreat is planned for September 20, 2016. The planned primary focus for Fiscal Year 2016/17 will be under the "people" pillar to "create a high performance, safety-oriented culture". Staff will provide the final goals and objectives to the full Board at their October meeting.
2. **Review Draft 2016/17 District Goals (Pillars of Sustainability).** Most of the discussion for item was held in conjunction with Agenda Item 1. Next year, these goals will be developed in conjunction with the budgeting process for FY 2017/18.
3. **General Manager Comments.**
Staffing Update. General Manager stated that recruitment was underway for two Deputy Weighmasters. Staff is currently also reevaluating the process for the recruitment of the Director of Operations position.
4. **Next Meeting Date: 10:30 a.m., Wednesday, October 5, 2016.**

Closed Session. As listed on the agenda, the Committee met in closed session. The Committee provided guidance to staff and no action was taken.

- 1) **Public Employee Performance Evaluation: General Manager**

Dennis Allion

Attachment

BOARD OF DIRECTORS
DENNIS ALLION
CHAIR
IAN OGLESBY
VICE CHAIR
GARY BALES
DAVID PENDERGRASS
LEO LASKA
LIBBY DOWNEY
JANE PARKER
BRUCE DELGADO
CARRIE THEIS



TIMOTHY S. FLANAGAN
GENERAL MANAGER
GUY PETRABORG, P.E., G.E.
DISTRICT ENGINEER
ROBERT WELLINGTON
COUNSEL

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Home of the Last Chance Mercantile

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT PERSONNEL COMMITTEE MEETING

Wednesday
September 7, 2016
10:30 a.m., *Following the Finance Committee Meeting*

Board Room
MRWMD Offices
14201 Del Monte Blvd., Marina CA 93933

Attending: Chair Allion, and Directors Pendergrass, Downey, and Theis
Rob Wellington, Legal Counsel
Tim Flanagan, General Manager
Peter Skinner, Director of Finance and Administration
Berta Torres, Human Resources Manager
Kacey Christie, Safety & Risk Manager

OPEN SESSION AGENDA

1. Presentation of Culture Change Initiative
2. Review Draft 2016/17 District Goals (Pillars of Sustainability).
3. General Manager Comments.
4. Next Meeting Date: 10:30 a.m., Wednesday, October 5, 2016

CLOSED SESSION AGENDA

As permitted by the Brown Act (California Government Code Sections 54950 and following), the Board may adjourn to closed session to consider the specific items listed below:

- 1) **Public Employee Performance Evaluation: General Manager**