



CARMEL AREA WASTEWATER DISTRICT (CAWD)

SPECIAL BOARD MEETING - BOARD RETREAT

September 17, 2024, Tuesday, 9:00 a.m.

3945 Rio Road, Carmel, CA 93923

CALL TO ORDER - ROLL CALL:

The meeting was called to order at 9:05 a.m.

Present: President White, Board President
Suzanne Cole, Director
Mike Rachel, Director
Robert Siegfried, Director
Kevan Urquhart, Director

Absent: None

**Signifies Virtual Attendance*

Other Attendee: Barbara Buikema, General Manager,
Robert Wellington, Legal Counsel
Robert Rathie, Legal Counsel
Annie Mitchell, Facilitator

1. **Appearances/Public Comments:** *None*
2. **Agenda Changes – None**
3. **Information/Discussion Items – discussion of necessity for board support/training in the General Manager evaluation and devising processes that contribute to better board performance:**
 - The first half of the retreat was devoted to a look at each director's one year and 5 year goals. One year goals included People, Projects, Succession, Outreach, and Process. Five year goals included a Review Compensation model, a response to the Union letter that included a written response to the letter, a "all hands" meeting and a notice to ratepayers to discuss goals. A one-on-one meeting with the Union Representative and Labor Stewards to define District goals was suggested.
4. **Closed Session – General Manager Performance Evaluation**
 - The Board adjourned to Closed Session at 12:25 pm to discuss agenda item as it relates to General Manager Performance, they received information and there was no reportable action. The Board returned to Open Session at 12:59 p.m. where legal counsel reported that there was no reportable action taken.

5. ADJOURNMENT :

There being no further business to come before the Board, the meeting concluded at 12:30 p.m. The next Regular Board Meeting will be held Thursday, September 26, 2024 at 9:00 a.m. or an alternate acceptable date, in person and via teleconference webinar. The teleconference webinar is hosted through Zoom and you may receive access by visiting our website homepage, www.cawd.org, calling the District office at 831-624-1248 or via email at downstream@caud.org.

As Reported To:



Barbara Buikema, General Manager

APPROVED:



Ken White, President