

Marina Coast Water District

District Offices
11 Reservation Road
Marina, California

Special Board Meeting
December 21, 2005
5:00 p.m.

Minutes

1. Call to Order:

President Brown called the meeting to order at 5:00 p.m. on December 21, 2005.

Board Members Present:

David Brown – President
Charles Scholl
Tom Moore

Board Members Absent:

Ken Nishi
Howard Gustafson

Staff Members Present:

Mike Armstrong, General Manager
Marc Lucca, Deputy General Manager/District Engineer
Paula Riso, Executive Assistant/Board Clerk

Audience:

None.

2. Oral Communications:

Mr. Armstrong informed the Board that Mr. Lloyd Lowrey, Legal Counsel, was ill but available by phone if needed.

The Board entered into closed session at 5:02 p.m.

3. Closed Session:

- A. Pursuant to Government Code Section 54957
Public Employee Appointment
Title: General Manager

- B. Pursuant to Government Code Section 54956.9
Conference with Legal Counsel – Anticipated Litigation
Initiation of Litigation Pursuant to Subdivision (c) of Section 54956.9
1 – Case

- C. Pursuant to Government Code Section 54956.8
Conference with Real Property Negotiator
Property: District Desalination Plant
Negotiating Parties: MCWD and Marina Developers
Under Negotiation: Price and Terms

- D. Pursuant to Government Code Section 54956.8
Conference with Real Property Negotiator
Property: Water Rights
Negotiating Parties: MCWD, Clark Colony Water Company
Under Negotiation: Price and Terms of Payment

The Board returned to open session at 5:30 p.m.

President Brown recessed the meeting from 5:32 – 5:37 p.m. and asked staff to try to contact Director Nishi and Vice President Gustafson reminding them of the start time of the meeting.

4. Possible Action on Closed Session Item:

President Brown stated that direction was provided to staff during discussion of each of the closed session items.

5. Action Items:

- B. Consider Adoption of Resolution No. 2005-72 to Approve Modifications to the Job Description and Salary Range for the Deputy General Manager/District Engineer:

Mr. Mike Armstrong, General Manager, introduced this item.

Director Moore inquired what the highlighted sections represented. Mr. Armstrong answered that the highlighted sections were the additions to the job description for the District Engineer position. Director Moore asked if the additions allowed the DGM to function as the GM in the absence of the actual GM. Mr. Armstrong answered they did.

Director Scholl made a motion to adopt Resolution No. 2005-72 approving the modifications to the job description and salary range for the Deputy General Manager/District Engineer position. Director Moore seconded the motion.

Agenda Item 5-B (continued):

The motion was passed.

Director Moore	-	Yes	Vice President Gustafson	-	Absent
Director Scholl	-	Yes	President Brown	-	Yes
Director Nishi	-	Absent			

A. Consider Adoption of Resolution No. 2005-69 to Approve an Employment Contract with Marc A. Lucca as Interim General Manager:

Director Moore made a motion to adopt Resolution No. 2005-69 approving an employment contract with Marc A. Lucca as Interim General Manager. Director Scholl seconded the motion. The motion was passed.

Director Moore	-	Yes	Vice President Gustafson	-	Absent
Director Scholl	-	Yes	President Brown	-	Yes
Director Nishi	-	Absent			

C. Consider the Recruitment Process for the General Manager's Position:

President Brown asked if it was required to go through the recruitment process. Director Moore commented that it was more professional to do a recruitment process. Director Scholl commented that if he were in Mr. Lucca's position, he would like the chance to prove himself. Director Scholl stated he would consider advertising locally for the position but was opposed to spending funds to do a nationwide search. President Brown agreed that spending excessive funds to do a nationwide search would not be wise. Discussion followed.

Director Moore commented the clock is ticking on the timetable of three months which could be extended to six months. He added that he is confident when the Board is ready to make a decision they will make the right one. Director Moore stated that what the Board wants is good leadership. He said the Mr. Armstrong has made things easier for the Board because he has been head and shoulders above any other GM the District has had. Director Scholl stated that he is confident in Mr. Lucca's abilities and he seems to be interested in the job. President Brown agreed.

Director Moore asked Mr. Armstrong how long it would take to do a comprehensive search for a new GM. Mr. Armstrong answered three to six months. He added that staff works well with Mr. Lucca and is very supportive of him. Director Scholl stated that Mr. Lucca also has a great rapport with other agencies, land use jurisdictions, and the developers. Mr. Armstrong suggested that the Board could 1) consider holding off on recruitment for several months to see how Mr. Lucca performs; 2) begin a recruitment process by hiring a headhunter, at a cost of \$15 - \$20,000 to provide several applicants for the position; or 3) appoint a Board/staff committee to look regionally for possible applicants.

Agenda Item 5-C (continued):

[Note: Mr. Lucca received a phone call from Director Nishi who stated he was delayed in a meeting with the developers and was on his way.]

Director Scholl suggested leaving the GM recruitment process question as is for several weeks to see how things go.

Director Moore commented that he was interested in hiring a headhunter firm to look for candidates, but was willing to hold off on that for two months.

There was a consensus of the Board as Director Scholl and President Brown agreed as well. Mr. Armstrong suggested revisiting this issue the first meeting in March 2006. President Brown asked that the issue be brought back to the March 8, 2006 Board meeting for review.

Seeing there was no other business to be discussed, Director Scholl left the meeting at 6:00 p.m. thus leaving no quorum.

6. Adjournment:

The meeting was adjourned at 6:00 p.m.

APPROVED:

David W. Brown, President Date

ATTEST:

Marc A. Lucca, General Manager