

Lake Don Pedro Community Services District

Special Meeting of January 18, 2017

AGENDA SUPPORTING DATA

5. DISCUSSION AND ACTION ITEMS:

- b. Discussion/action regarding the development of management (performance) objectives for the General Manager

Background

The Board's only employee is the General Manager. To ensure the successful performance of the District, the Board should routinely and regularly review the performance of the General Manager. In order to ensure that the General Manager is performing to the expectations of the Board, a set of performance expectations, or "objectives" should be developed by the General Manager for approval by the Board. Measurement of the success of these objectives is then used in conjunction with other Board evaluation criteria to determine on a regular basis if the General Manager is meeting the expectation of the Board.

The Board has conducted a series of planning meetings and adopted a five-year strategic business plan. The General Manager has been directed to prepare a slate of management objectives that support the strategic plan and are measurable by the Board.

Draft Management Objectives, Exhibit A are attached to this staff report for your consideration. The objectives are developed using the SMART Principle, or Specific, Measurable, Attainable and Realistic within the timeframe of the plan. Also attached for reference is the most recent status update the the Strategic Plan action items.

Once approved, the Management Objectives should be evaluated in conjunction with the quarterly strategic plan update report.

Recommended Motion

Review, amend and approve the Management Objectives.