

MINUTES OF THE BOARD OF DIRECTORS
ZONE 7
ALAMEDA COUNTY FLOOD CONTROL AND WATER CONSERVATION DISTRICT
SPECIAL MEETING/BOARD WORKSHOP

February 4, 2015

President John Greci called the Special Board Meeting to order at 4:05 p.m. The following were present:

DIRECTORS: JOHN GRECI
JIM McGRAIL
SARAH PALMER
DICK QUIGLEY
BILL STEVENS

ABSENT: ANGELA RAMIREZ HOLMES
SANDY FIGUERS

ZONE 7 STAFF: JILL DUERIG, GENERAL MANAGER
DAVID ALADJEM, GENERAL COUNSEL

THE MATHIS GROUP: DR. BILL MATHIS, FACILITATOR
JAN MATHIS, RECORDER

Item 1 - Pledge of Allegiance - President Greci led those present in the Pledge.

Item 2 - Citizens Forum - None.

Item 3 - Retreat

There was some discussion about the attendance. With two Board members absent today, those present agreed that there was a need to have the whole team present in order to work with Dr. Bill Mathis. To learn to work together as a team, everyone has to be present. The team-building portion of the meeting is to be continued.

Dr. Bill Mathis said that he has talked with all but one Board member and has feedback from each of them. Dr. Mathis will contact the remaining member of the Board to see if they will provide feedback and also when they are able to attend a retreat so that a full-team retreat can be scheduled. President Greci added that he has established good personal interactions with most Directors, and he promised to continue to work on this.

Those present agreed that there are some things that can be addressed today as part of achieving goals and objectives. Director Quigley said that the focus of the board has to be “vision forwarding” and that the Board has to stop spinning its wheels on the 2014 General Manager’s Performance Evaluation. Director Sarah Palmer then moved and Director Bill Stevens seconded the motion with unanimous consent that the General Manager’s 2014 Performance Evaluation is

complete and that the General Manager will bring back a recommendation for a process for the 2015 evaluation within the next few months.

Next, the Board discussed the existing Guiding Principles for Board Members and whether they adequately captured the original Gentleperson's Agreement. One of the items that seemed to be lacking was a clear statement on the Board President's role in assuring that Directors adhere to the Principles. After some discussion, the Board agreed that it might be appropriate to add the following to the Guiding Principles:

Role of the Board President:

- If the Board President determines that a director is in violation of one or more of these principles, the President can take action up to and including discussion with an Ad Hoc Committee and, if appropriate, introduction of a board action for censure of that director.

Staff was directed to bring forward as an agenda item at the next regular Board meeting so that the Board can formally vote on the proposal.

After these discussions, Dr. Mathis summarized the conversations and input he has received to date from the six Directors to whom he has spoken and some of the topics that could be discussed at a future retreat:

1. "When we don't measure our own effectiveness with the Board, we lose focus as well as interest." Functioning as a team: where are we? We can begin to pin point the problem when we have a scorecard.
2. Learned from staff that Finance Committee team has a problem – how do we manage this micro-involvement?
3. Concerns expressed about the image of the Board – Staff attend meetings to watch the Board fight and undermine management; this tells us that we need to work on our relationships with each other. Maybe we need to do something different. If we don't have the same viewpoint of how we're going to move forward, we may be in trouble.
4. Some say there is too much politics? Guessing the purpose of why an item is on someone's personal agenda – leading to trouble.
5. Want to talk about succession planning at Zone 7; need to discuss where we want staff to be in 2-3 years; what do we do with opportunities we have out there?

Item 6 - Verbal Reports – None.

Item 7 - Adjournment

The meeting was adjourned at 5:25 p.m.