



## **MINUTES**

Special Meeting of the KID Board of Directors  
Carl W. Petersen Board Room  
April 24, 2009, 9:00 a.m.

### **Directors Present:**

John Jaksch, President  
John Pringle, Vice President  
David McKenzie  
Patrick McGuire  
Gene Huffman

### **Staff Present:**

Clark Haueter, District Treasurer  
Doris Fiske, Executive Assistant

**Call to Order/Roll Call:** President Jaksch called the meeting to order at 9:00 a.m. and called roll.

### **District Business:**

➤ **Bob Murray of Bob Murray and Associates:** Copies of the District Manager job description were distributed to meeting attendees. Following introductions, discussion ensued regarding desired characteristics and qualifications in a candidate for District Manager and challenges that will be faced by the new District Manager.

Among the qualities of a potential candidate were:

- Experience working with state and governmental agencies in pursuing grants.
- Ability to address the needs of agricultural and urban water users and environmental interests.
- Skill in public relations, outreach, networking and communicating with the press.
- Understanding of change management.
- Experience working with a board of directors.
- Engineering background.
- Good management, team-building and communication skills.
- Proven track record of priority setting, planning and execution.

The new District Manager must

- Address conservation issues.
- Interact effectively and partner with cities, state, the Yakima Nation and agencies including the Department of Ecology and the US Bureau of Reclamation.
- Avoid micro-management and ability to trust the staff.

- Honestly communicate with the Board.
- Manage a union and non-union staff of least 50 people.
- Develop a budget and stay within it.
- Hire an Engineering Manager, define the role of engineering in the District and determine which engineering tasks will be in-house or contracted.
- Be able to delegate, seek input from staff, avoiding retribution for opposition, communicate and own decisions once made, and follow-up.

Challenges facing the District and the new District Manager included:

- Resolving assessment issues
- Securing funding including grants for infrastructure updating and implementation of conservation plan
- Growth within the District in areas including Red Mountain
- Urban growth challenges including public safety
- Addressing the changing balance between urban and agricultural water users

Discussion ensued regarding negotiating employment contract terms. The Board emphasized that this is a long-term position. Mr. Murray described his marketing techniques and expected schedule. Mr. Murray will provide a schedule to the KID.

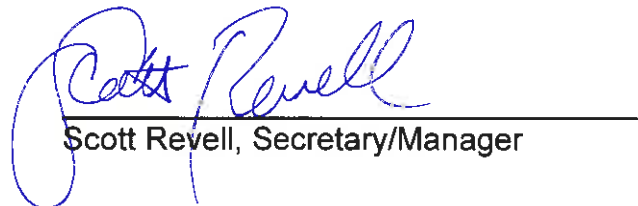
Staff will provide to Mr. Murray a copy of the conservation plan, photographs and the KID organizational chart. (Done) Harry Fox and Clark Haueter will give Mr. Murray a brief tour of District facilities.

**Director Huffman moved to adjourn the meeting at 10:45 a.m. Director McGuire seconded the motion and it carried unanimously.**

Attest:

Witness:

  
John A. Jaksch, Board President

  
Scott Revell, Secretary/Manager

Prepared by Doris Fiske