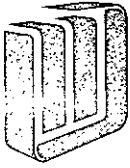


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**MWD**

METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

February 3, 1992

*To* Board of Directors (Executive Committee--Information)  
*From* A. Macneil Stelle, Chairman Organization & Personnel Committee  
*Subject* Establishment of District-wide Goals of the Organization and Personnel Committee

Attached are two District-wide goals developed by the Organization and Personnel Committee at its meetings of January 13 and January 30, 1992. These goals were developed from drafts submitted by Directors of the Organization and Personnel Committee at a goal-setting workshop held on December 20, 1991.

These two goals were synthesized from several goals submitted by both Directors and stakeholders. They represent the concerted efforts of members of the Organization and Personnel Committee and the District's consultant, Price Waterhouse.

The Organization and Personnel Committee developed their Committee goals as an initial effort to assist in accomplishing the mission of the District; additional goals will be developed by standing Committees of the Board. Members of the Organization and Personnel Committee have gained significant experience from this goal-setting process; therefore, other Board members are encouraged to discuss and share their thoughts with the Committee.

A. Macneil Stelle

EJA\mdm

Attachment

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APPROVED  
 by the Board of Directors of  
 The Metropolitan Water District  
 of Southern California  
 at its meeting held

FEB 11 1992

EXECUTIVE SECRETARY

# THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

## ORGANIZATION AND PERSONNEL COMMITTEE GOALS

January 30, 1992

### Personnel Goal

MWD will recruit and retain an exemplary staff through equitable personnel policies and practices that train, develop, evaluate, promote, and compensate our people in ways that build expertise, innovation, efficiency, and dedication to high-quality customer service. In developing our staff, we shall seek to reflect the ethnically diverse community of Southern California.

### Organization Goal

MWD will be organized and managed to focus District efforts to improve its ability to accomplish the MWD mission by the efficient use of its resources, augmented by the judicious use of contractors to supplement District capabilities. Our organization will foster open communication and accountability between senior management and the Board of Directors, and through them, between member agencies and the public. Whenever possible, authority and responsibility will be delegated by the Board and top management to minimize managerial/supervisory organizational layers. The organization structure and the use of Metropolitan Water District's human resources in all areas will be reviewed periodically by the Organization and Personnel Committee.

EJA

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