

**MWD**

METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

January 12, 1993

*To:* Board of Directors  
*From:* Chairman of the Organization and Personnel Committee  
*Subject:* Search Firm Contract for a New General Manager

Report

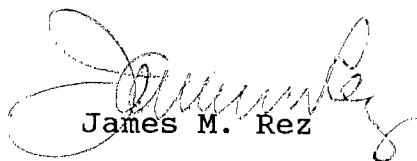
At their meeting of January 11 and 12, (respectively) the Organization and Personnel and the Executive committees considered the matter of the General Manager's announced retirement in March of 1993. Upon review of the situation, these committees considered the recruitment options and decided to retain the services of an executive search firm at the earliest possible date to commence a nation-wide recruitment. This option was determined to be most appropriate in order to attract the best qualified candidates. Current qualified District employees will also be considered along with external candidates.

The Organization and Personnel Committee will meet on January 19, 1993, at 9:30 a.m. to review the qualifications of a select group of executive search firms to determine the firm that is best suited to conduct a nation-wide search. In addition, it is recommended that the Chairman of the Organization and Personnel Committee be authorized to execute a contract with a search firm under the terms and conditions it recommends.

This action is exempt from provisions of the California Environmental Quality Act (CEQA) in that there is no possibility that it may have a significant effect on the environment.

Recommendation

It is recommended that the Board of Directors authorize the Chairman of the Organization and Personnel Committee to enter into a contract with an executive search firm to conduct a search for qualified candidates for the position of General Manager. The terms and conditions of the contract will be determined at the committee meeting on January 19, 1993.

  
James M. Rez