

General Manager Recruitment Correspondence Received List

Ref No.	Date & Time Received	Name	Organization	Email	Date Sent to BOD
1	4/27/2021 @ 10:35 AM	Caty Wagner	Sierra Club of California	Caty Wagner <caty.wagner@sierraclub.org>	4/27/2021
2	4/27/2021 @ 11:24 AM	Karen Jacques	Resident of Sacramento CA	Karen Jacques <threegables1819@gmail.com>	4/27/2021
3	4/27/2021 @ 11:59 AM	J. Watson	No affiliation given	j.watson <john650@earthlink.net>	4/27/2021
4	4/27/2021 @ 12:04 PM	MaryAnn Reynolds	Sierra Club member	maryann.rev7@gmail.com	4/27/2021
5	4/27/2021 @ 12:33 PM	Penelope LePome	No affiliation given	wetlands100 <wetlands100@zoho.com>	4/27/2021
6	4/27/2021 @ 1:11 PM	Michelle Paster	Sierra Club of California member	Mich Pa <michellepaster0@gmail.com>	4/27/2021
7	4/27/2021 @ 1:34 PM	Elizabeth Harsch	Resident of Hermosa Beach, CA	Liz Harsch <Liz@adteamla.com>	4/27/2021

From: [Karen Jacques](#)
To: [DL-Board Support Team](#)
Subject: Selection of New Executive Director
Date: Tuesday, April 27, 2021 11:24:05 AM

The Metropolitan Water District is very large and the actions it takes impact not only rate payers in Southern California who get their water through the water districts it serves, but also residents of Northern California like me whose water is transported south and who are impacted by the ongoing collapse of ecosystems in the Delta.

The new Executive Director of the District will have a huge impact for better or for worse. So far, the selection process has not been transparent and this has added to the distrust which members of the public already feel toward the District, caused in large part by the behavior of the departing Director who seemed to place construction of a new Delta tunnel above all else, regardless of its cost, efficacy or environmental impact.

Metropolitan Water District needs someone who comes in from outside and is not compromised by connections to the departing director or to senior Metropolitan Water District staff. We need someone who recognizes the impact that the climate crisis is already having and will continue to have in terms of increasing heat and drought and what that will mean for both northern and southern California. We need someone who recognizes the need to prioritize local water sustainability, rather than continuing to rely heavily on importing water from the north which will itself be facing more and more water shortages. We also need someone who will prioritize public outreach and transparency and rebuild the public trust that the Metropolitan Water District has lost.

Thank-you for this opportunity to comment.

Karen Jacques, Sacramento CA

From: [j.watson](#)
To: [DL-Board Support Team](#)
Subject: MWD General Manager Hire
Date: Tuesday, April 27, 2021 11:59:02 AM

- Dear MWD Executive Committee,

The MWD needs a general manager who is going to bring in a fresh perspective and build healthy relationships with the community. MWD needs someone who will prioritize local, sustainable water sourcing and rely less on imported water. The candidate needs to prioritize outreach with community groups and the Tribes when deciding major projects and policies.

JW

From: maryann.rey7@gmail.com
To: [DL-Board Support Team](#)
Subject: The selection of MWD general manager
Date: Tuesday, April 27, 2021 12:04:06 PM

MWD,

I'm a member of the Sierra Club and through it have been told the MWD is in the process of selecting a new general manager.

I do hope you are looking for someone who would prefer the District to get its water from local sources. I live in Modesto and fear the negative impact of diverting water from our northern rivers to meet the needs of your District. We have our own water shortages here.

Your selected general manager should (1) be able to make objective decisions based on the water needs of all of California and (2) avoid the public perception of being influenced by your executive management.

Yours sincerely,

MaryAnn Reynolds

Sierra Club member

Sent from my iPhone

From: [wetlands100](#)
To: [DL-Board Support Team](#)
Subject: Delta Tunnel Metro Water Dist of So Cal (MWD)
Date: Tuesday, April 27, 2021 12:33:12 PM

Hello,

I would like to make a comment regarding the hiring of a General Manager. The MWD needs a General manager who will build relationships with community and statewide stakeholders, and bring a fresh perspective to water issues. The Manager must prioritize local sustainable water sourcing and rely less on imported water.

The Board needs to be more transparent regarding the hiring process with more engagement with the public. Where are you in the hiring process? What criteria are you using? What is your timeline? How many candidates do you have? Have you eliminated anyone? The MWD needs to avoid the appearance of manipulation by executive management. That is why someone from outside the MWD should be hired in the position of General Manager.

Thank you for considering my comments.
Penelope LePome

From a four year old: "I know what drawing is. You think something then you draw a line around your think."

"I walk around like everything is fine, but deep down, inside my shoe, my sock is sliding off." Rebel Circus

From: [Mich Pa](#)
To: [DL-Board Support Team](#)
Subject: Hiring practices, sierra club
Date: Tuesday, April 27, 2021 1:11:32 PM

**Sierra Club California Talking Points for
Metropolitan Water District Executive Committee
4.27.21**

- The public has no idea where the board is in the search for a new general manager. Sierra Club has had communications with the board since last July about the need for transparency and engagement with the public about the hiring process, and aside from seeing that there have been many executive committee meetings, we do not know where you are in the process. How many candidates are there? Have you eliminated anyone? When do you expect to pick the final candidate? Will any names ever be public? What is the process for eliminating candidates?
- Given comments at the last executive committee meeting, it sounds like there is confusion on every level. The deliberation moving from closed to public sessions, and within different committees, and how votes are counted, is not clear. Are there any rules about conflicts of interest, including personal relationships or contracts?
- MWD needs a general manager who is going to bring in a fresh perspective and build healthy relationships with the community. MWD needs someone who will prioritize local, sustainable water sourcing and rely less on imported water. The candidate needs to prioritize outreach with community groups and the Tribes when deciding major projects and policies.
- Given everything that MWD has gone through recently, it is most appropriate to select someone who is not only an external hire, but who does not have personal relationships with MWD management. MWD needs to avoid the public perception of manipulation by executive management. The culture of “looking the other way” as employees face various abuses is unacceptable. The next GM needs to bring about reform.

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In solidarity,

From: [Liz Harsch](#)
To: [DL-Board Support Team](#)
Subject: Regarding board
Date: Tuesday, April 27, 2021 1:34:34 PM

You must be more transparent on hiring and board leadership. We are not getting the information we need on your selection and hiring process. We do not need more corrupt leadership.

Elizabeth Harsch
1105 2nd Street
Hermosa Beach, CA 90254

Sent from my iPhone