



BEAUMONT-CHERRY VALLEY WATER DISTRICT
560 Magnolia Avenue, Beaumont, CA 92223

**SPECIAL MEETING OF THE BOARD OF DIRECTORS
NOTICE AND AGENDA**

*This meeting is hereby noticed pursuant to
California Government Code Section 54950 et. seq. and
under the provisions of Assembly Bill 361 and BCVWD Resolution*

Tuesday, November 1, 2022 – 5:30 p.m.
560 Magnolia Avenue, Beaumont, CA 92223

COVID-19 NOTICE

This meeting of the Board of Directors is open to the public who would like to attend in person. COVID-19 safety guidelines are in effect pursuant to the Cal/OSHA COVID-19 Prevention Emergency Temporary Standards and the California Department of Public Health Recommendations

- **Face coverings are recommended for vaccinated and unvaccinated persons and must be properly worn over the nose and mouth at all times**
- **Maintain 6 feet of physical distancing from others in the building who are not in your party**

TELECONFERENCE NOTICE

The BCVWD Board of Directors will attend in person at the BCVWD Administrative Office or via Zoom Video Conference

To access the Zoom conference, use the link below:

<https://us02web.zoom.us/j/84318559070?pwd=SXlzMFZCMGh0YTFIL2tnUGlpU3h0UT09>

*To telephone in, please dial: **(669) 900-9128***

*Enter Meeting ID: **843 1855 9070***

*Enter Passcode: **113552***

*For Public Comment, use the “**Raise Hand**” feature if on the video call when prompted, if dialing in, please **dial *9 to “Raise Hand”** when prompted*

Meeting materials are available on the BCVWD’s website:

<https://bcvwd.org/document-category/regular-board-agendas/>

BCVWD SPECIAL MEETING – NOVEMBER 1, 2022

Call to Order: President Williams

Roll Call

Teleconference Verification

Public Comment

PUBLIC COMMENT: RAISE HAND OR PRESS *9 to request to speak when prompted

At this time, any person may address the Board of Directors on matters within its jurisdiction. However, state law prohibits the Board from discussing or taking action on any item not listed on the agenda. Any non-agenda matters that require action will be referred to Staff for a report and possible action at a subsequent meeting. **Please limit your comments to three minutes.** Sharing or passing time to another speaker is not permitted.

ACTION ITEMS

- 1. Adjustments to the Agenda**
- 2. Workshop: Strategic Planning for District Succession and Workforce Planning Led by representatives from the Mejorando Group:**
 - a. Establish a baseline of service levels and current workload demands
 - b. Create a recommended framework for staffing levels
 - c. Analyze the workforce
 - d. Identify primary focus of succession planning efforts
 - e. Develop near and short-term priorities
- 3. Adjournment**

NOTICES

AVAILABILITY OF AGENDA MATERIALS - Agenda exhibits and other writings that are disclosable public records distributed to all or a majority of the members of the Beaumont-Cherry Valley Water District Board of Directors in connection with a matter subject to discussion or consideration at an open meeting of the Board of Directors are available for public inspection in the District's office, at 560 Magnolia Avenue, Beaumont, California ("District Office"). If such writings are distributed to members of the Board less than 72 hours prior to the meeting, they will be available from the District Office at the same time as they are distributed to Board Members, except that if such writings are distributed one hour prior to, or during the meeting, they can be made available from the District Office in the Board Room. Materials may also be available on the District's website: www.bcvwd.org.

REVISIONS TO THE AGENDA - In accordance with §54954.2(a) of the Government Code (Brown Act), revisions to this Agenda may be made up to 24 hours before the Special Board Meeting, if necessary, after mailings are completed. Interested persons wishing to receive a copy of the set Agenda may pick one up at the District's Main Office, located at 560 Magnolia Avenue, Beaumont, California, up to 24 hours prior to the Board Meeting.

REQUIREMENTS RE: DISABLED ACCESS - In accordance with §54954.2(a), requests for a disability related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting, should be made to the District Office, at least 48 hours in advance of the meeting to ensure availability of the requested service or accommodation. The District Office may be contacted by telephone at (951) 845-9581, email at info@bcvwd.org or in writing at the Beaumont-Cherry Valley Water District, 560 Magnolia Avenue, Beaumont, California 92223.

CERTIFICATION OF POSTING

A copy of the foregoing notice was posted near the regular meeting place of the Board of Directors of Beaumont-Cherry Valley Water District and to its website at least 24 hours in advance of the meeting (Government Code §54954.2(a)).



mejorando group



BOARD OF DIRECTORS STRATEGIC PLANNING MEETING

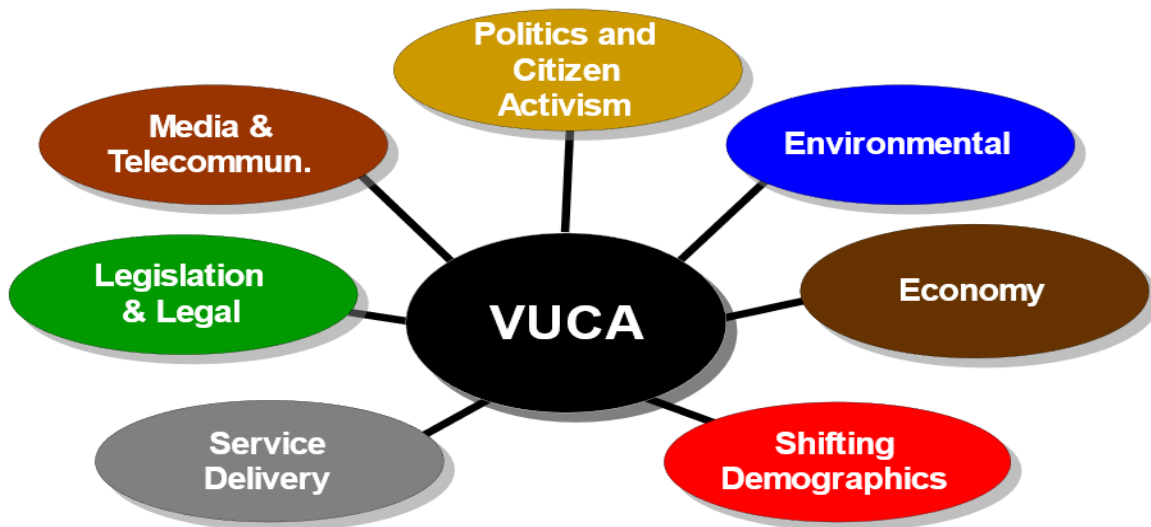
Facilitated by
PATRICK IBARRA

November 1, 2022

FOCUS AND BENEFITS

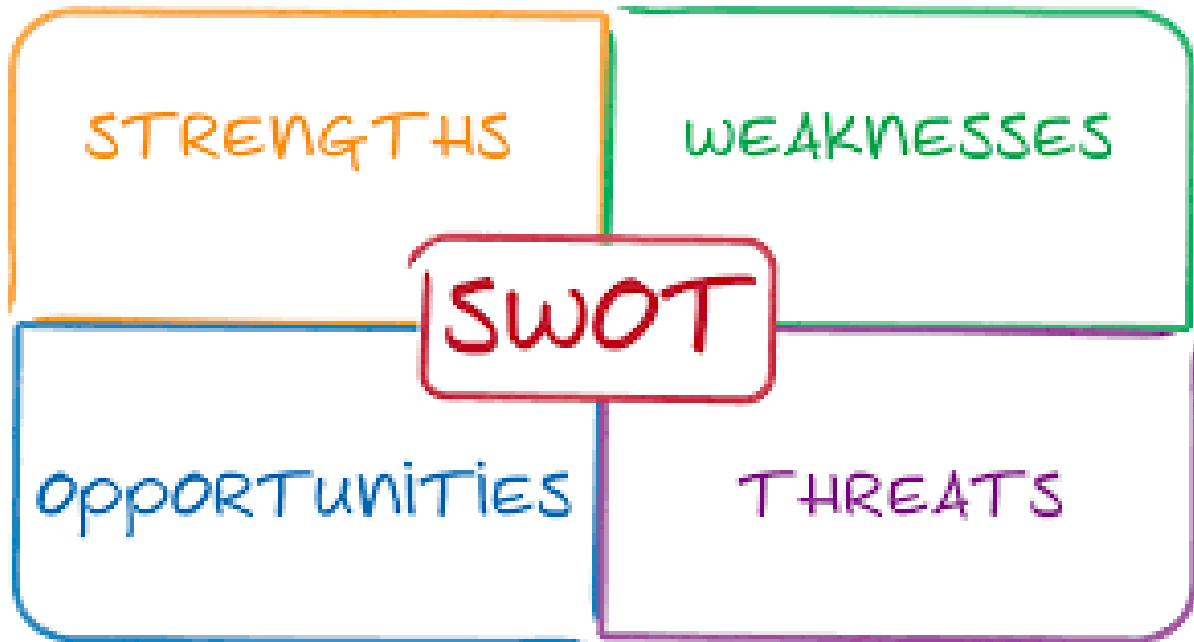
- 1) Session is to complete an abbreviated environmental scan to determine future service needs and sketch out the District's near, short and long-term goals with the major emphasis being placed on the capabilities required by the workforce in the near and short-term.
- 2) Outcome of the session "sets the table" for Workforce (i.e., Staffing levels) and Succession Planning (i.e., Bench strength).
- 3) Use various lenses – microscope, magnifying glass, telescope, and binoculars - to examine issues and explore the future.
- 4) Requires prudent, thoughtful, and imaginative risk-taking.
- 5) Distinguish between problems you can fix and issues you can only address.
- 6) Process provides you opportunity to talk about things you don't always get to talk about, in a way you don't always get.
- 7) Decisions are influenced by Facts, Opinions, Beliefs, Values and Data.
- 8) Strengthen your versatility to be both responsive and proactive.
- 9) Process won't be efficient, but it will be productive.
- 10) Outcome is to create a road map that achieves:
 - Cohesion among Board members and staff
 - Clarity about priorities
 - Commitment to implementation

HEADWINDS EXAMINE THE PRESENT AND THE FUTURE



1. What are the key issues and challenges facing the agency that will affect its mission, strategies or goals?
2. How will the anticipated demand for agency services impact the size, skills and competencies of the future workforce?
3. How are customer expectations changing?
4. How might technology change the way agency employees work?
5. Any pending legislation at federal and state level that might impact agency services?
6. How are employee expectations changing?
7. What changes in skill sets of the potential candidate pool will require re-assessing position duties, roles and responsibilities?
8. How might existing services be enhanced or changed, and what effect will that have on the work being done?
9. Are any new services pending and what skill sets will be needed to provide those?

SWOT ANALYSIS



NEXT STEPS...