

LEUCADIA WASTEWATER DISTRICT
 Minutes of a Special Board Meeting
 Thursday, March 7, 2024

A special meeting of the Board of Directors of the Leucadia Wastewater District was held Thursday, March 7, 2024 at 8:00 a.m., at the District Administration Office at 1960 La Costa Avenue, Carlsbad, California.

1. Call to Order

President Roesink called the meeting to order at 8:15 a.m.

2. Roll Call and Pledge of Allegiance

DIRECTORS PRESENT: Roesink, Saldana, Omsted, Pacilio, Sullivan
 DIRECTORS ABSENT:
 OTHERS PRESENT: General Manager Paul Bushee, District Counsel Wayne Brechtel, Director of Finance and Administration Ryan Green, Superintendent Marvin Gonzalez, Executive Assistant Tianne Baity, Administrative Services Supervisor Trisha Hill, Field Services Supervisor Mauricio Avalos, Field Services Supervisor Gabe Mendez, Project Coordinator Ian Riffel and Jeff Bills of Confidence Consulting

Director Omsted led the Pledge of Allegiance.

3. Approval of Agenda

Upon a motion duly made by Director Sullivan, seconded by Director Omsted, and unanimously carried, the Board of Directors approved the agenda by the following vote:

Director	Vote
President Roesink	Yes
Vice President Saldana	Yes
Director Omsted	Yes
Director Pacilio	Yes
Director Sullivan	Yes

4. Public Comment

No public comment was received.

5. Strategic Planning Workshop

GM Bushee thanked everyone for attending the strategic planning session.

A. Welcome/Introductions

GM Bushee thanked everyone for attending today's Strategic Planning Workshop. He then introduced Mr. Jeff Bills of Confidence Consulting to facilitate the meeting.

B. Continued Changes in Strategic Thinking

Mr. Bills reviewed how the changes in the strategic planning thinking business model continue to occur. He also reviewed traditional strategic thinking versus responsive strategic planning models and the limitations of each.

Mr. Bills called for a break at 9:32 a.m.

C. Results of Board and Staff Interviews

Mr. Bills provided a brief summary of the results of the Board and Staff interviews noting Board consensus on the following items:

- Strong Commitment to mission / values;
- Strong commitment to leadership / staff;
- Strong perception of governance improvement;
- Recognition of “We Can Improve”;
- Tactical plan support; and
- High awareness of personal accountability

D. Focus on Key Strategies

Mr. Bills reviewed and discussed the following key strategic matters:

- Shared strategy at all levels;
- Stronger succession planning at all levels; and
- Building a shared strategy and better relationship with Encina

The Board discussed the key strategic matters at length. Staff explored how the strategic focus areas are explained throughout the organization and provided an overview of staff’s succession planning approach. The Board also discussed various approaches to communicating LWD’s financial strategic goals to Encina and other key partners.

Mr. Bills called for a lunch break at 12:11 p.m.

Mr. Bills and staff agreed to re-write LWD’s strategic focus areas to include a communication strategy for its key partners, and present a draft for the Board’s review at a future LWD Board meeting. The Board concurred with this approach.

The Board and Staff thanked Mr. Bills for a great Strategic Planning workshop.

E. Closed Session

The Board met in Closed Session with General Manager Paul Bushee to discuss potential salaries and compensation related to organization

changes and related items as authorized under Government Code Section 54957.6.

There was no reportable action.

The meeting was adjourned at 2:15 p.m.



Paul J. Bushee
Secretary/General Manager
(SEAL)



Chris Roesink, President