

AGENDA
UPPER YAMPA WATER CONSERVANCY DISTRICT
EXECUTIVE COMMITTEE MEETING
WEDNESDAY, MARCH 18, 2020 (11:00 AM)
ONLINE MEETING: [HTTPS://BLUEJEANS.COM/411279117](https://bluejeans.com/411279117)

- (1) Call to Order;
- (2) Approval of Meeting Agenda;
- (3) Discussion of process and timeline for the recruitment of a new GM
- (4) Scheduling of emergency BOD meeting for bylaw amendment Re: emeetings
- (5) Adjournment.

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1 as oversight responsibilities for the 2perational activities of the District"
Works closely with the District's General Counsel' who reports directly to the board'
and coordinates the legal activities of the District"
2ther Duties as assigned

& \$ \$,
*nsure that board meeting minutes are properly recorded"
/n conjunction with the board)resident' is responsible for the development of the
board meeting agendas"
)perform other duties as appropriate and assigned !y the board"

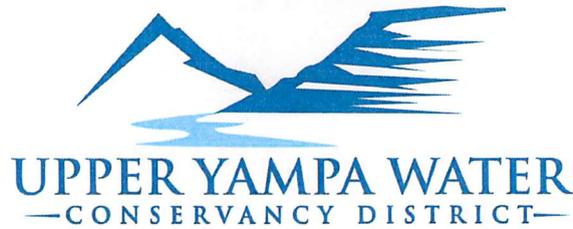
" (\$ " ") \$ *
Masters or bachelors degree in engineering' administration' management or a related
technical field' and at least five years of direct' progressive e+perience in managing a
local governmental or similar entity' or an e4ivalent combination of education' training
and e+perience which provides the .no\$ledge' s.ills and a!ilities re4uired for the
position"

" \$! "
5alid Colorado Driver&s (icense"

& " +
Must possess strong organizational leadership a!ilities and demonstrated s.ill in
administration' personnel' team !uilding and finance"
Must !e an e+cellent communicator \$ho .no\$s ho\$ to set and accomplish goals and
priorities"
Must \$or. \$ell \$ith people in a variety of settings' including individuals
representing federal and state agencies"
Must understand \$ater la\$' \$ater rights and \$ater policy"

\$ " , " " \$ " &
#eport to the board Directors" %upervise the District employees"

" "\$ \$ "
The top of the hiring range \$ill !e the midpoint of the salary range" The District provides
a medical plan and retirement !enefits to full time employees"



Date, March 3, 2020

Board of Directors
Upper Yampa Water Conservancy District
2220 Curve Plaza Suite 201
POB 772592
Steamboat Springs, CO 80477
Hand and email delivered

RE: Retirement

Dear Board of Directors,

I am writing to let you know of my decision to retire from the full time General Manager position, effective May 31 of this year. I would be willing to work through a transition with the new General Manager over the following three months. For example, $\frac{3}{4}$ time in June, $\frac{1}{2}$ in July, and $\frac{1}{4}$ in August could work for me, should that help. I am flexible on this schedule, at a current pay rate, if health care is included through September.

It is an excellent time for a transition for both me and the District. Should your search include someone with a family, early summer is a good time to consider a move. The District will hopefully be finished with most of the current contract negotiations and there will be a new strategic plan and board manual to implement. My plan to is stay involved in water after a short sabbatical, however as some have joked, it's too late to retire early. For me this decision is based solely on the desire for some additional free time with family and friends.

Over the last nearly fourteen years working at the District we have accomplished many things. Completed the enlargement of Stagecoach Reservoir, freed the District from cumbersome past agreements with landowners, and created a master plan that explores the scientific, legal, and engineering realities of the District. We obtained diligence of the Districts portfolio of water rights and used those water rights to benefit customers, both consumptive and non-consumptive. We continue to be involved in discussions at the local and State level on the future water in Colorado, and importantly our District. We eliminated debt, gave and received grants, explored enterprise

Mailing Address
P.O. Box 775529
Steamboat Springs, CO 80477-5529

Location
Fish Creek Filtration Plant
3310 Clear Water Trail

Telephone
(970) 871-1035
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business planning and use of tax revenues, and made great headway in renegotiating many of the District's water allotment contracts. Internally we improved Board reporting from "scrap paper" agendas to electronic packets and notifications to the public, all while developing a staff with the expertise to take the District into the next decade of challenges.

It is in the spirit of the new strategic plan that I inform you of my decision to retire. The Board will need some time to discuss a job description, advertise, interview and hire a new GM. Again, my offer is to help with this succession should you want. I plan to be out of the full-time position by June 1 of this year and would be willing to help in some agreed upon capacity, if necessary, beyond that time.

Being your General Manager has been the job of a lifetime and a spectacular experience for me personally.

Regards,

Kevin

Kevin McBride, P.E.
General Manager
Upper Yampa Water Conservancy District
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Steamboat Springs, CO 80477
kmcbride@upperyampawater.com
970-871-1035