

AGENDA
UPPER YAMPA WATER CONSERVANCY DISTRICT
SEARCH COMMITTEE MEETING
WEDNESDAY, APRIL 22, 2020 (2:00 PM)
ONLINE MEETING: [HTTPS://BLUEJEANS.COM/911122415](https://bluejeans.com/911122415)

- (1) Review data gathered from external stakeholders
- (2) Review text for job documents
- (3) Approve advertising plan
- (4) Review initial candidate outreach plan
- (5) Other items

**Upper Yampa Water Conservancy District
Summary of External Stakeholder Feedback**

Revised: 22 April 2020

Strategic Priorities

<p>Lead on Behalf of Basin</p>	<ul style="list-style-type: none"> • Fulfill goals outlined in strategic plan; really good, thoughtful plan; appreciate that the District wants to be more of a leader • Maintain and increase active presence with local, regional, statewide water groups; use opportunity to play larger leadership role in these groups and to represent local interests more effectively • Take lead on broader community issues; be a convener of different groups • Represent all users of Basin water; be more proactive with different groups to understand their needs and realities • Continue to provide dependable operations and maintain infrastructure effectively • Continue to undertake long-term planning; could do more advance planning with water flows; must focus plans on how to support all constituents and not be tied to only building more hard infrastructure; be a leader in setting long term direction for water usage in the Valley • Embrace fact of Yampa River being a wild river with limited storage options
<p>Increase Openness & Transparency</p>	<ul style="list-style-type: none"> • As taxing entity, recognize obligation to be as transparent as possible • Increase knowledge about mini grant programs for agricultural diversions and for nonprofits • Help residents understand what the District does, how it adds value, and why these funds are worth the investment; only way to protect funding from taxpayers is to showcase the District's services and contributions • Undertake more outreach to Basin groups about timing and subjects of meetings to encourage more participation • Ensure fiscal accountability and appropriate use of funds internally
<p>Partner Well</p>	<ul style="list-style-type: none"> • Rebuild some relationships and image that have been badly damaged in recent years • Empower and equip staff to deliver with their skills and expertise; build a strong, effective culture that fosters skill development, teamwork, accountability, mutual respect • Be more customer focused; see customers in more consistently positive way, focus on all customer groups

**Upper Yampa Water Conservancy District
Summary of External Stakeholder Feedback**

Characteristics Needed in New General Manager

<p>Water Knowledge</p>	<ul style="list-style-type: none"> • Must understand how water industry, players work; really should understand water in Colorado and ideally in the Basin; this knowledge is a starting point, not the ending point in terms of qualifications needed • Has good statewide network and is committed to staying active with statewide groups/task forces, etc. • Mission-driven; understands what working on behalf of the public means • Some background in water policy would be helpful • Can bring back knowledge of what is happening in progressive water districts elsewhere and apply it appropriately; not tied to past but wants to make good, healthy change for the future • Can advocate for the ecological value of the river and can push back on Front Range challenges
<p>Proven Executive</p>	<ul style="list-style-type: none"> • Committed to District’s strategic goals and knows how to implement/track strategic plans; can take good ideas and turn them into effective actions • Knows how to manage change effectively and thoughtfully • Brings out the best in staff; empowers and holds accountable for results • Knows how to partner with and leverage the Board; knows how to help the board be successful in its role and have a meaningful experience in serving on the board • Can manage budgets, operations, projects, staff to full effectiveness • More of a good executive than an engineer; District already has staff with good engineering expertise
<p>Relationship Builder</p>	<ul style="list-style-type: none"> • Wants to partner; knows how to build and maintain strong relationships for the long term with myriad stakeholders • Excellent communicator • Wants the District to participate in all discussions about the future of the Valley, not just direct water use issues • Can continue to foster good, productive discussions between Board members and between Board and staff • Strong bridge builder, not condescending or dismissive • Can represent the District well in groups that include the Roundtable, Inter-Basin Compact Committee, etc. • Can adapt communication style to fit audience • Likes engaging personally with people directly

**Upper Yampa Water Conservancy District
Summary of External Stakeholder Feedback**

Characteristics Needed in New General Manager (continued)

Visionary	<ul style="list-style-type: none"> • Knows how to look holistically at issues and opportunities; can be a leading edge thinker about water • Can plan for the long term • Out of the box thinker who is not tied to the past • Outgoing, likes being with people, wants to be out of the office and around the Valley, very personable
Cultural Fit Locally	<ul style="list-style-type: none"> • Must embrace and understand what it means to be part of the local culture: honest, plain spoken, open hearted, open minded
Personal Qualities	<ul style="list-style-type: none"> • Proactive • Holds him/herself accountable for results • Good listener; open to learning • Action-oriented, follows through • Pragmatic, reasonable • Good sense of humor • Well-respected and can build trust • Could be helpful to live in different part of Valley, not in Steamboat



**Upper Yampa Water Conservancy District
Summary of External Stakeholder Feedback**

External Stakeholders Contacted to date (4/22)

Name	Role	Data Gathered (Y/N)
Alfone, Frank	General Manager, Mount Werner Water & Sanitation District	Scheduled
Blakeslee, Geoff	Former Chair, Colorado Water Conservation Board	
Brown, Jackie	Board member, Colorado Water Conservation Board	Y
Fetcher, Jay	Community leader	Y
Gallagher, Jay	Former member, Colorado Water Conservation Board	Scheduled
George, Russell	Chair, Inter-Basin Compact Committee	Y
Golten, Ryan	Consensus Building Institute	Y
Gray, Tom	Board member, Colorado River District	
Kemper, Doug	Executive Director, Colorado Water Congress	Scheduled
Light, Erin	Division Engineer, Colorado Division of Water Resources	Y
Mitchell, Becky	Executive Director, Colorado Water Conservation Board	Scheduled
Mueller, Andy	General Manager, Colorado River District	
Romero-Heaney, Kelly	Water Resources Manager, City of Steamboat	Scheduled
Schaffner, Andi		Y
Seltzer, Nicole	Science & Policy Manager, River Network	Y
Snyder, Al	Park Country Outfitters	
Vertrees, Kent	President, Friends of the Yampa	Y

Also scheduled: Lyn Halliday, Andy Rossi

Working to speak with other staff members during the week of April 27

Upper Yampa Water Conservancy District – General Manager Advertising Plan

UYWCD Network

<u>Source</u>	<u>Posting/Distribution Date</u>	<u>End Date</u>	<u>Comments</u>
UYWCD Website	May 1, 2020	July 1, 2020	No cost
UYWCD Board	May 1, 2020	n/a	No cost
UYWCD Partner orgs	May 4, 2020	n/a	Organizations to be identified

National Water & Other Industry Websites

<u>Source</u>	<u>Posting/Distribution Date</u>	<u>End Date</u>	<u>Cost</u>
Am Water Resources Assn	May 1, 2020	June 1, 2020	\$295 for 30 day posting for members; \$495 for nonmembers
Am Water Works Assn	May 1, 2020	June 1, 2020	\$399 for 30 day posting for members
Water Strategies	May 1, 2020	n/a	Send press release
Assn Metropolitan Water Agencies	May 1, 2020	July 1, 2020	No cost for 60 day posting
CEO Update	May 1, 2020	Until filled	No cost; only nonprofit jobs; national reach

Local/Regional Websites

<u>Source</u>	<u>Posting/Distribution Date</u>	<u>End Date</u>	<u>Cost</u>
Colo Nonprofit Assn	May 1, 2020	June 1, 2020	No cost if UYWCD is member; \$110 if not
A. Hudson Jobs List	May 1, 2020	June 1, 2020	\$150 for 30 day posting
RMWEA	May 1, 2020	August 1 2020	No cost; 3month posting
Colo Water Congress	May 4, 2020	June 15, 2020	No cost to members

Regional Newspapers

<u>Source</u>	<u>Posting/Distribution Date</u>	<u>End Date</u>	<u>Cost</u>
Steamboat Pilot	May 1, 2020	Dates to be confirmed	~ \$200 for print and online for 30 days
High Country News	June 1, 2020	July 1, 2020	~ \$150 for print and online

Upper Yampa Water Conservancy District – General Manager Advertising Plan

Total Costs

National Websites

Am Water Works Assn \$ 399 (member rate)

Am Water Resources \$ 295

Subtotal \$ 694

Local Websites

Andrew Hudson \$ 150

Colo Nonprofit \$ 110 (may not be needed)

Subtotal \$ 260

Regional Newspapers

High Country News \$ 150

Steamboat Pilot \$ 200

Subtotal \$ 350

Total \$1,304

**Upper Yampa Water Conservancy District
General Manager**

People to Contact for Candidate Suggestions

Name	Role/Location	Contact Info	Disposition
Alfone, Frank	General Manager, Mount Werner Water & Sanitation District	falfone@mwwater.com	
Blakeslee, Geoff	Former Chair, Colorado Water Conservation Board	gblakeslee@tnc.org	
Castillian, Chris	Ex Director, Great Outdoors Colorado	ccastilian@goco.org	
Binney, Peter	VP, Merrick & Co.	720-834-4256	
Davis, Alexandra	Deputy Mgr, Aurora Water	ADAVISDFACO@HOTMAIL.COM	
Fetcher, Jay	Community Leader	jfetcher@zirkel.us	
Gallagher, Jay	Former member, Colorado Water Conservation Board	jaygalla@comcast.net	
George, Russ	Chair, Inter-Basin Compact Committee	russellgeorge54@gmail.com	
Gimbel, Jennifer	CSU, Colorado Water Institute	(303) 817-3955 jennifer.gimbel@colostate.edu	
Golten, Ryan	Consensus Building Institute	rgolten@cbi.org	
Gray, Tom	Board member, Colorado River District	trgray7@gmail.com	
Kemper, Doug	Ex Dir, Colorado Water Congress	dkemper@cowatercongress.org	
LaFrance, David	CEO, Am Waterworks Assn	dlafrance@awwa.org	
Light, Erin	Division Engineer, Colorado Division of Water Resources	Erin.Light@state.co.us	
Lochhead, Jim	Manager/CEO Denver Water	Jim.lochhead@denverwater.org	
Madden, Alice	Ex Dir, CU Center for Natural Resources	alice.madden@colorado.edu	
Mitchell, Becky	Colorado Water Congress Board	rebecca.mitchell@state.co.us	
Montano, Peggy	Attorney, Trout Raley	pmontano@troutlaw.com	
Mueller, Andrew	General Manager, Colorado River District	amueller@crwcd.org	
Pifher, Mark	Formerly of Aurora Water	markpifher@gmail.com	
Randall, Bob	Former Ex Dir, Dept Natural Resources	brandall@kaplankirsch.com	
Schaffner, Andi		hayschaffner@gmail.com	
Schultheiss, Andy	Ex Dir, Colorado Water Trust	aschultheiss@coloradowatertrust.org	
Seltzer, Nicole	River Network	nseltzer@rivernetnetwork.org	

**Upper Yampa Water Conservancy District
General Manager**

People to Contact for Candidate Suggestions (continued)

Name	Role/Location	Contact Info	Disposition
Snyder, Al	Pack Country Outfitters	al_snyder@packcountryoutfitters.com	
Vertrees, Kent	President, Friends of the Yampa	kent@friendsoftheyampa.com kent.vertrees@gmail.com	
Wind, Brad	Gen Mgr, Northern Colo Water	bwind@ncwcd.org	
Wohlgenant, Tim	Ex Dir, Yampa Valley Community Foundation	303-324-6881 timwohlgenant@gmail.com	