COON CREEK WATERSHED DISTRICT
Request for Board Action

MEETING DATE: February 26, 2018
AGENDA NUMBER: 13
ITEM: Manager Orientation Survey & Discussion

AGENDA: Discussion

ACTION REQUESTED
Review and discuss the four questions under Issues and Concerns

BACKGROUND
At the February 12 meeting it was noted that with Westlund retiring from the Board the end of May, that the District would have acquired 4 new managers in the past three years. In addition, three of the remaining members will have served only 2 years or less.

While turnover can be beneficial for an organization, it can also be highly disruptive or counterproductive in pursuing established goals and mandates.

This remains a critical time for the watershed. The line the district is asked to walk in providing services that are increasing in demand with the growth of central Anoka County is getting thinner:

- Statutory mandates are increasing and are increasingly complex
- The desire to keep costs down, or not grow.
- The increasing scarcity of the beneficial uses of water the District is uniquely qualified to provide.
- The highly technical nature of the subject and the complexity of its management
Orientation of new Managers to the Mission and operation of the District has gone through several evolutions over the years. Most often it involves a verbal presentation by the Administrator with a focus on the Comprehensive Plan. In recent years there has been increased interest in various parts of the District’s duties.

District staff has done a review of orientation methods and approaches by various organizations (cities, non-profits, for-profits). Some are very short. Some approaches are excessively long and involved. Any way it is done there are some basic facts that should be considered before the orientation begins.

**ISSUES/CONCERNS**
1. After you were appointed, what information would have helped you?

2. What types of information would you find useful in an orientation?

3. Provide one topic of training that you would most like to see?

4. Feedback: Likes and dislikes about your orientation to Coon Creek WD?

**PRIOR DECISIONS**
na

**OPTIONS**
na

**RECOMMENDATION**
na