

# Olivehurst Public Utility District



## Agenda Item Staff Report

Meeting Date: October 15, 2020

### Item description/summary:

**Discuss Karl Cozad's succession plan for his retirement next year.** This item was discussed in committee. Karl's position, Operations Manager, is a management position. The Board may recall that it approved an update to OPUD's lateral transfer policy that would allow for the inclusion of management positions for lateral transfer both hourly to management and management to management. However, one distinct difference in the policy between management and hourly is that the Board retains the right to select lateral transfer or recruitment per OPUD policies which would include candidates from outside the District. We do have at least one candidate in the District that meets the position requirements that would like to apply. I am therefore asking the Board for their input as to which selection method they would prefer. I do support the lateral transfer option to promote OPUD's strategic plan 6.0. Either way, Karl plans to work half time at the start of the new year to help train his replacement.

### Fiscal Analysis:

None

### Employee Feedback

None

### Sample Motion:

Move to fill the Operations Manager position through lateral transfer.

OR

Move to fill the Operations Manager position through recruitment per OPUD procedures.

Prepared by:

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