

General Manager Recruitment

Oceano CSD

January 24, 2024



GM Recruitment

- ❑ **Salary Schedule**
- ❑ **District Goals and Objectives**
- ❑ **Capital Project Management**
- ❑ **Professional Recruitment Firms**
- ❑ **Timing**



Salary Schedule

Agency	Salary	
Nipomo CSD	198,658.00	
Los Osos CSD	188,785.00	
Cambria CSD	182,245.00	
Cayucos Sanitary	228,692.00	
SSLOCSD	177,872.00	
San Miguel CSD	118,182.00	
California Valley CSD	47,289.00	
Heritage Ranch CSD	180,628.00	
Templeton CSD	193,808.00	
Mission Hills CSD	126,170.00	
Atascadero Mutual Water	to \$224,295	
Vandenberg Village CSD	187,174.00	
Oceano CSD (Current)	\$ 206,710	
Step #4 (Proposed)		\$ 196,867
Step #3 (Proposed)		\$ 187,492
Step #2 (Proposed)		\$ 178,564
Step #1 (Proposed)		\$ 170,061

Goals and Objectives

- ✓ **Strategic Planning vs. Goals and Objectives**



- ✓ **Involvement of Permanent General Manager**
- ✓ **Committee Goals**
- ✓ **District Goals**
- ✓ **Priorities**



Capital Project Management

CAN GM BE EXPECTED TO DO CIP?

- **Changing nature of OCSD Board.**
 - ❖ *Policy v. Working Boards*
- **CIP Program will be significantly increasing.**
- **The capacity of the General Manager to perform CIP management seems challenging.**
- **Discussion of existing consultant roles**

OPTIONS FOR CIP MANAGEMENT

- **The General Manager**
- **Utilizing the District Engineer.**
- **District Employee.**
 - ❖ *Permanent Employee*
 - ❖ *Contract Employee*
- **Local Engineering Firms.**
- **Involving the new GM in decision-making**



Other Topics

- ✓ **Utilizing a professional recruiting firm.**
- ✓ **Timing**