



Notice of Special Meeting
Oceano Community Services District - Board of Directors Agenda
WEDNESDAY, APRIL 29th, 2026 –10:00AM
Oceano Community Services District Board Room
1655 Front Street, Oceano, CA

All items on the agenda, including information items, may be deliberated. Any member of the public with an interest in one of these items should review the background material and request information on the possible action that could be taken.

The Oceano Community Services District strongly encourages your active participation in the public process, which is the cornerstone of democracy. All persons desiring to speak during any Public Comment period are asked to fill out a "Board Appearance Form" to submit to the Board Secretary prior to the start of the meeting. If you wish to speak to an item NOT on the agenda, you may do so during the "Public Comment On Matters Not on the Agenda" period. Each individual speaker is limited to a presentation time of THREE (3) minutes per item. The time limits allocated to speakers may change to facilitate the Board meeting better. Time limits may not be yielded to or shared with other speakers.

The purpose of the Board meeting is to conduct the business of the community in an effective and efficient manner. For the benefit of the community, the Oceano Community Services District asks that you follow the Board meeting guidelines while attending Board meetings and treat everyone with respect and dignity. This is done by following meeting guidelines set forth in State law and Board policy. Disruptive conduct is not tolerated, including but not limited to addressing the Board without first being recognized; interrupting speakers, Board members, or staff; continuing to speak after the allotted time has expired; failing to relinquish the podium when directed to do so; and repetitiously addressing the same subject.

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. FLAG SALUTE**
- 4. AGENDA REVIEW**
- 5. PUBLIC COMMENT FOR ITEMS ON THE AGENDA**

This public comment period provides an opportunity for members of the public to address the Board on matters of interest within the jurisdiction of the District that are listed on the agenda. If a member of the public wishes to speak at this time, Public comment is limited to three (3) minutes.

6. BUSINESS ITEMS:

- A.** Discussion and consideration of efforts to recruit a permanent General Manager with Board direction as deemed appropriate
- B.** Consideration of a recommendation to adopt a Resolution approving and adopting a Banner/Decoration Policy and approving a request from the Vitality Advisory Council of Oceano to place community banners on District-owned light poles along HWY

7. ADJOURNMENT:

This agenda was prepared and posted pursuant to Government Code Section 54954.2. The agenda is posted at the Oceano Community Services District, 1655 Front Street, Oceano, CA. Agenda and reports can be accessed and downloaded from the Oceano Community Services District website at www.oceanocsd.org

ASSISTANCE FOR THE DISABLED If you are disabled in any way and need accommodation to participate in the Board meeting, please call the Clerk of the Board at (805) 481-6730 for assistance at least three (3) working days prior to the meeting so necessary arrangements can be made.



Oceano Community Services District

1655 Front Street, P.O. Box 599, Oceano, CA 93475

(805) 481-6730 FAX (805) 481-6836

Date: April 29, 2026

To: Board of Directors

From: Carey Casciola, Business and Accounting Manager

Subject: **Agenda Item #6(A):** Discussion and consideration of efforts to recruit a permanent General Manager with Board direction as deemed appropriate

Recommendation

It is recommended that your Board discuss and consider efforts to recruit a permanent General Manager with Board direction as deemed appropriate.

Discussion

With the Board's previous authorization to recruit a permanent General Manager and ongoing discussions relating thereto in closed session, certain efforts require Board consideration in open session. Currently, the following are included for Board review and consideration:

- A. Discussion of the [advertisement and brochure](#).
- B. Anticipated timing for recruitment efforts.

Other Agency Involvement

N/A

Financial Considerations

N/A

Results

Reviewing, discussing, and providing direction on general manager recruitment efforts promotes an effective and well-governed organization.

Attachment: GM Brochure



GENERAL MANAGER

This is an excellent opportunity for a leader with a steady hand to join a dedicated staff in managing a charming and peaceful special district community on California's Central Coast.

The Organization and Community

Located along California's Central Coast, Oceano Community Services District (OCSD) is a multi-service special district with a five-member Board of Directors and nine staff members who serve approximately 7,600 residents and business utilizing a total budget of five million dollars to provide for the following services:

Our Services

WATER

OCSD provides potable water service for approximately 2,200 connections. Water supplies include ground and surface sources, some of these in partnership with other governmental agencies. The District's water supply reliability is relatively high, and water quality is ensured through regular testing.

WASTEWATER

OCSD provides wastewater collection services through its network of neighborhood pipelines that ultimately flow to another governmental agency for safe treatment (South San Luis Obispo County Sanitation District).

OTHER

OCSD provides garbage and recycling services through a franchise agreement, street lighting to certain areas of the community, and limited recreational services.





OCSD OVERVIEW

The Oceano community offers potential candidates a high quality of life, blending desirable aspects of both Southern and Northern California on the Central Coast. The greater San Luis Obispo County area offers engaging cultural events, outstanding recreation, farm-fresh cuisine, and exceptional weather. The area is distinctly unique with a traditional rural character and yet benefits from the comforts and conveniences usually found in larger metropolitan areas.

The District was formed in 1981 through a community election. Its water services reflect the most significant component of the District's work efforts and budget. The District's water portfolio is excellent, with three sources, including groundwater and surface supplies from Lopez Lake and the State Water Project. Numerous water supply projects are underway to improve community infrastructure and the reliability of water supplies.





General Manager

The Position and Current Initiatives

The General Manager (GM) works under the direction of the Board of Directors to plan and supervise all functions of the District. The GM is responsible for the following core areas:

Leadership: The GM implements policy direction to advance organizational goals. S/he represents OCSD in contacts with other governmental agencies and the public. The GM recruits and retains professional staff and, as needed, contractors for specialized tasks. S/he assists the staff in achieving operational excellence and avoiding unnecessary conflict that may give way to disciplinary issues.

Financial Management: The GM prepares and administers the annual budget and regularly monitors fiscal performance throughout the year. S/he also looks to long-term fiscal health and sustainability by staying abreast of external social and economic issues affecting OCSD.

Capital Projects Management: The GM prepares and administers the capital improvement projects. The water master plan identifies infrastructure improvements to strengthen the distribution system. The Board adopted the Sanitary Sewer Capital Improvement Plan in 2025.

Legal Affairs & Risk Management: The GM ensures that operations comply with applicable laws and regulations. In conjunction with District Counsel, s/he advises the Board on potential pitfalls and maintains compliance with public notice, testing, and reporting requirements.





General Manager

The Position and Current Initiatives

Capital Improvement Program (CIP)

OCSD's capital improvement plan has received significant grant funds for preliminary engineering, design, and construction. Overall, the District's focus has been on replacing aged and non-standard waterlines. These projects and other tasks include repairs and upgrades to water yard facilities, technology implementation and utilization, and replacement of trash receptacles throughout the community.

Why Join The OCSD Team:

- Serene Central Coast location offers the best of both worlds, combining rural living with urban conveniences
- Step into an organization where the foundation for your success has been laid previously
- Join a staff that has a high level of camaraderie





General Manager

The Ideal Candidate For General Manager

OCSD is seeking a leader with a steady hand to join their dedicated staff in navigating and balancing the diverse needs of the community's residents. The Board of Directors has identified capital project management and intergovernmental relations as key skills since the successful candidate will be expected to immediately jump into important project work and time-sensitive regional issues.

Desirable traits include someone with grant writing skills, procurement expertise, and general project management knowledge. A Professional engineer's license is not required nor expected. General management experience, especially within the public sector, will be key. The community is generally relaxed and informal, so the GM should fit in with this culture. A congenial personality, visible and honest communication, and a hardworking nature will go a long way towards achieving success in being a supportive and capable leader. Candidates should be patient, even-tempered, and open to questions in support of working out problems. The nature of the job will require a professional who others might describe as a doer and finisher. Lastly, the Board of Directors would look favorably on someone seeking to make a longer-term commitment to the community.

The successful candidate will enjoy a well-positioned organization. The stable staff is also becoming increasingly adept and skilled at completing projects in-house, saving OCSD funds.





General Manager

Qualifications and Benefits

EDUCATION AND EXPERIENCE QUALIFICATIONS

The ideal candidate will possess at least five years of experience in public agency management, preferably with a special district operating a water system. A bachelor's degree in business, public administration, or a related field is required.

COMPETITIVE COMPENSATION AND BENEFITS

The annual salary will be determined on qualifications, which is supplemented by a comprehensive benefits program including coverage for professional development, cellular phone use, vehicle mileage, and the following:

Retirement: 100% employer-paid CalPERS enrollment for employees hired in the public sector before January 1, 2013 (Classic Employees). For employees hired into the public sector after the Public Employees Pension Reform Act (P.E.P.R.A.) took effect on January 1, 2013, who are not Classic employees, the employee contribution to CalPERS is paid by the employee, not by the District. There is also the option for an employee-paid deferred compensation plan.

Health Insurance: The "Benefit Payment Cap" ranges from \$1,100 per month for an employee only, \$1,900 for an employee with a dependent, and \$2,400 for an employee with more than one dependent. Health benefits will increase annually on July 1. The benefit payment cap covers health, dental, vision, and life insurance. Any remaining dollars in the benefit payment cap can be deferred to a flexible spending account to be used for medical expenses on a "use it or lose it basis."

Time-Off: Vacation Leave of three weeks per year and one week of administrative leave with unused leave buyback options. Sick Leave at 12 days per year, 13 standard OCSD holidays, and two floating holidays.





General Manager

Application Procedure

The position is open until it is filled.

First review of applications should be submitted by July 17, 2026.

To be considered for this exceptional opportunity, please electronically submit a District application along with an optional resume and cover letter to:

Carey Casciola
Business & Accounting Manager
carey@oceanocsd.org





Oceano Community Services District

1655 Front Street | P.O. Box 599 | Oceano, CA 93475

PHONE (805) 481-6730 | FAX (805) 481-6836

Date: April 29, 2026

To: Board of Directors

From: Carey Casciola, Business and Accounting Manager

Subject: **Agenda Item #6(B): Consideration of a recommendation to adopt a Resolution approving and adopting a Banner/Decoration Policy and approving a request from the Vitality Advisory Council of Oceano to place community banners on District-owned light poles along HWY 1.**

Recommendation

It is recommended that your Board:

- 1) Adopt the attached Resolution Approving and Adopting a Banner/Decoration Policy.
- 2) Approve a request from the Vitality Advisory Council of Oceano to place community banners on the District-owned light poles along HWY 1, consistent with that policy.

Discussion

At your April 8, 2026, meeting, the Board directed staff to return with a proposed policy for placing banners and decorations on District-owned facilities. The attached Resolution and Policy are presented for consideration.

The District owns 13 decorative concrete light poles along HWY One. The District's Lighting Fund pays the costs of the light poles along with 226 other poles throughout the service area. The current practice is for District staff to hang flags during the summer months for Memorial Day and the Fourth of July, and to place wreaths during the winter months. The Vitality Advisory Council of Oceano (VACO) has obtained new banners (Attachment 3) from the Oceano Nipomo Tourism Board and has provided a draft agreement (Attachment 3) to hang them on District-owned light poles. Based on the District's Insurance Policy, the District's Utility System Operators would hang the banners, and VACO would provide the banners and brackets to be hung.

Other Agency Involvement

Vitality Advisory Council of Oceano and Oceano Nipomo Tourism Board.

Other Financial Considerations

The District's Lighting Fund includes \$2,050 in staff time to cover the cost of hanging the decorative items from the poles. The new Banner/Decoration Policy would require VACO to pay for banner installation in addition to the cost of the banners.



Results

Considering the policy and request promotes the beautification of the community.

Attachment:

1. Resolution
2. Request from VACO
3. Banner Examples

OCEANO COMMUNITY SERVICES DISTRICT

RESOLUTION NO. 2026-__

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE
OCEANO COMMUNITY SERVICES DISTRICT APPROVING
AND ADOPTING A BANNER/DECORATION POLICY**

WHEREAS, the Oceano Community Services District (“District”) was formed and approved by San Luis Obispo Local Agency Formation Commission (“LAFCO”) Resolution 80-6 effective January 1, 1981; and

WHEREAS, the current active powers authorized for the District are Water, Sewer, Solid Waste, Street Lighting, and Parks & Recreation; and

WHEREAS, the District has a practice of only decorating District property with American flags and wreaths; and

WHEREAS, the District does not have a practice of placing banners on District facilities; and

WHEREAS, the Board wishes to formalize the past practices of the District and allow for limited additional decoration and banners; and

WHEREAS, the Board wishes to ensure that no individual or group is discriminated against by allowing banners/decorations for one individual or group over other individuals or groups; and

WHEREAS, the Board wishes to ensure that District tax and fee revenues are expended for the purposes collected and on active powers of the District; and

WHEREAS, the Board hereby finds and determines that adoption of the attached Banner/Decoration Policy will help ensure that no individual or group is discriminated against and that District tax and fee revenues are expended for the purpose collected and on active powers of the District.

NOW, THEREFORE BE IT RESOLVED AND ORDERED by the Board of Directors of the Oceano Community Services District, as follows:

Section 1. Recitals and Findings. The Board hereby specifically finds and declares that all the facts in the Recitals of this Resolution are true and correct.

Section 2. Adoption of Banner/Decoration Policy. The Board hereby finds and declares that the proposed Banner/Decoration Policy attached as Exhibit “A” hereto, is hereby approved as the official Oceano Community Services District Banner/Decoration Policy to be effective April 29, 2026.

Section 3. Effective Date. This Resolution shall take effect from and after the date of its passage and adoption.

PASSED AND ADOPTED by the Board of Directors of the Oceano Community Services District on April 29, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

President, Board of Directors of the
Oceano Community Services District

ATTEST:

Board Secretary of the
Oceano Community Services District

RESOLUTION 2026-____

EXHIBIT A

BANNER/DECORATION POLICY

OCEANO COMMUNITY SERVICES DISTRICT

1. PURPOSE

The purpose of this Policy is to provide guidance for banners and decorations affixed to District facilities and infrastructure.

2. SCOPE

This Policy applies to all properties, infrastructure, and facilities owned, leased, or controlled by the District.

3. OBJECTIVES

The primary objective is to ensure that no individual or group is discriminated against by allowing the banners/decorations for one individual or group over other individuals or groups. Other objectives include formalizing the past practices of the District and ensuring that District tax and fee revenues are expended for the purposes collected and on active powers of the District.

4. POLICY

Overview

Banners and decorations provide enhancement to the community through their artwork and/or promotion of events, holidays, seasons, and other similar celebrations. These items enrich the atmosphere of the community through tasteful, festive, and decorative graphics, and celebrate the community in a manner that inspires citizens, attracts visitors, and promotes the community.

A clear policy and process is intended to encourage community organizations to consider banners and decorations on public buildings, light poles, and other District facilities and infrastructure.

Application Process for Banners and Decorations

Application Process

The General Manager or their designee shall accept applications for banners and decorations based on the criteria below:

1. The General Manager has the authority to approve all banners and decorations, including the number, placement, and duration of the items being displayed.
2. Applications will be accepted on an ongoing basis. Applications must be received at least thirty days prior to the requested display date.
3. Applications are considered on a first-come, first-served basis.
4. Applicants must complete the application provided by the District.
5. No less than thirty days prior to the scheduled installation, the applicant must provide the General Manager with drawings and item specifications that include dimensions, weight, mounting requirements, and any other information pertinent to the installation and display of the item(s). Displays must be designed to use the existing infrastructure, including mounting hardware, as is.
6. The General Manager has the right to revoke approval for an application at any time if the terms of the application or this Policy are not met.
7. The applicant will pay a non-refundable application fee at the time of application submittal.
8. Once the application has been approved and is scheduled for installation, an estimate will be provided for the cost of installation and removal of the banners and/or decorations based on the current fully loaded labor rates in effect. Payment of these estimated costs are due in full prior to installation. If actual costs significantly exceed the estimated cost, an additional payment may be necessary.
9. The District is not responsible for the storage of any non-District-owned banners or decorations.

Banner Criterion

1. Banners may be approved for: A District event; the promotion of the work or program of any District Board or Committee; community beautification, public art, or economic vitality program; and/or a community event or program that is open to the public.
2. Approved banner size, material, and placement is dependent upon the location and facility.
3. The banner design must comply with the following and be approved by the General Manager no less than thirty days prior to installation:
 - a. The banner is predominantly artwork, yet the name and date(s) of an event or program may also appear.
 - b. The banner will not pose a traffic or safety hazard because of its location, color, or design, and may not include any mechanical, programmed, or intentionally designed movement, lights, or noise.
 - c. Any organization's name associated with the banner sponsor or corporate logo may not occupy more than 15 percent of the banner area or appear more than once on each side of the banner.
 - d. Banners may not be for the sole purpose of commercial or product advertisements.

Decoration Criterion

1. Seasonal decorations (American Flags and wreaths) are approved for District-owned light poles and take priority over any other decorations. Cost of installation and removal will be covered by the District.
2. Applicants may apply for other decorations to be placed on the District's facilities, given hardware or equipment used to affix the decoration(s) does not damage the facilities.
3. Decorations must comply with the following and be approved by the General Manager no less than thirty days prior to installation:
 - a. The decorations will not pose a traffic or safety hazard either because of their location, color, or design, and may not include any mechanical, programmed, or intentionally designed movement, lights, or noise.
 - b. Decorations may not contain any organization's name or corporate logo.



VITALITY ADVISORY COUNCIL OF OCEANO

Email: council@vaco805.org | Website: www.vaco.org

Date: March 17, 2006 ²⁶ *AP*

To Whom It May Concern,

On behalf of the Vitality Advisory Council of Oceano (VACO), I am writing to formally request written permission from the Oceano Community Services District (OCSD) to utilize OCSD-owned poles for the placement of community banners.

These banners are intended to support community enhancement efforts by promoting Oceano, local events, and civic pride. The attached photos are provided as examples for reference.

By signing below, you are granting permission for VACO to use OCSD-owned poles for the placement of community banners.

Thank you for your consideration.

Sincerely,

April Paz

Co-Chair for Vitality Advisory Council of Oceano
559-347-5403



By signing below, I hereby grant permission to the Vitality Advisory Council of Oceano (VACO) to utilize the Oceano Community Services District (OCSD)-owned poles referenced above for the placement of community banners, in accordance with applicable guidelines and requirements.

Name: _____

Title: _____

Contact Information: _____

Signature: _____

Date: _____

OCEANO

CELEBRATING
AMERICA

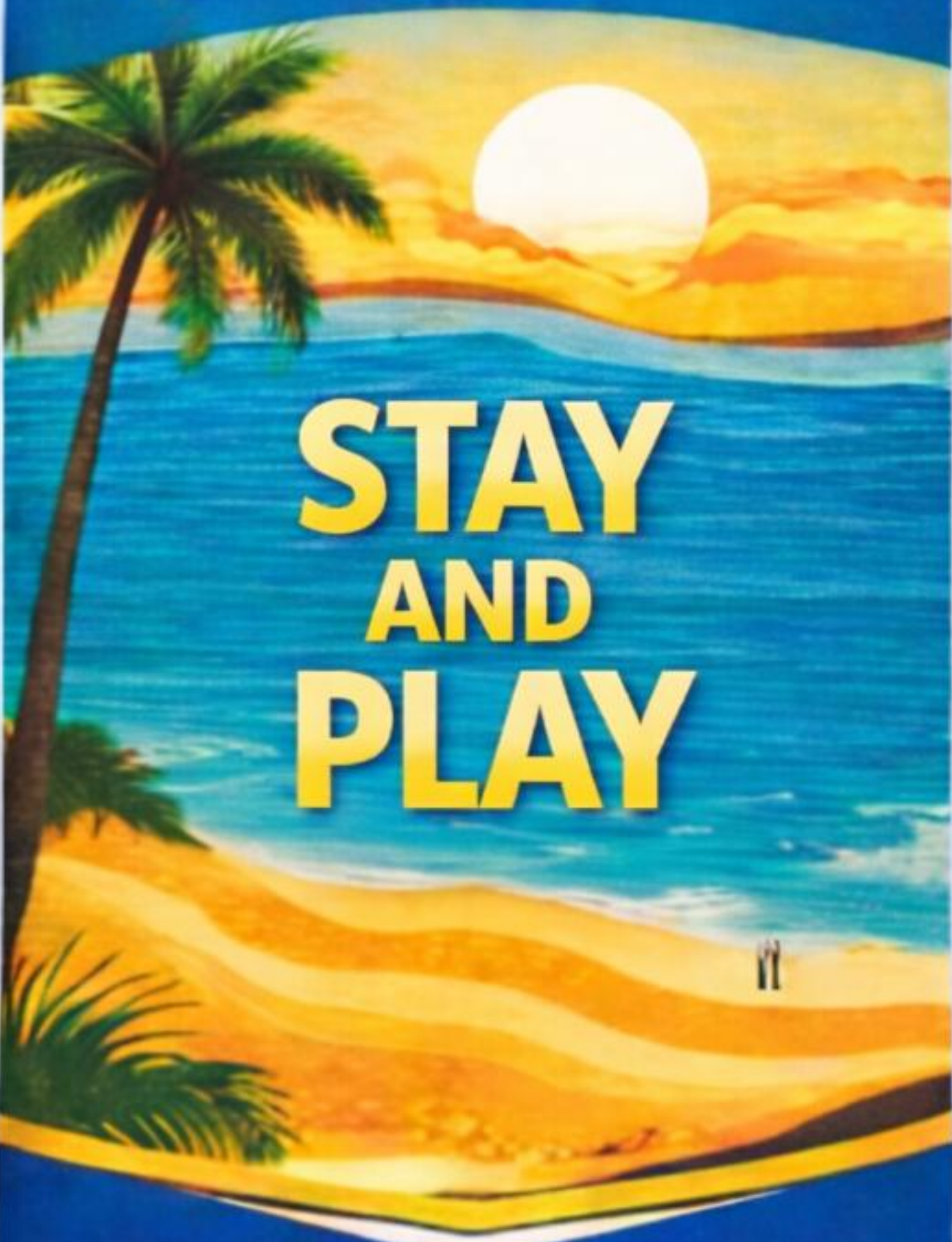
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★ 1776 — 2026 ★



Gateway to the Oceano Dunes

VISIT
OCEANO



**STAY
AND
PLAY**

Gateway to the Oceano Dunes