###### XXXX GM Evaluation Goals and Objectives

###### for the Upcoming Vear (2019-2020) -

Please list Goals and Objectives for the next appraisal year for your GM (2 sheets). Be as specific as you need. These will be discussed by the full Board with those emerging from the meeting going forward for discussion with the GM.

* 1. Continue with your demonstrated style and management path, but assess and avoid burn-out at all costs. Further your efforts to reduce the number of your direct reports without loss of current level of performance. Make the time for "thought time" and walk-around management. Consider engaging a professional coach or mentor to help focus this effort and "force" this effort. We will also consider as much as one-week executive time to support this for you.
  2. Assist the Board in finding committed partners for the Doheny Desal project. Continue to stay focused on this project with the proper amount of delegation of other tasks as needed.
  3. Continue efforts to maintain District workplace morale with increased opportunity for employee training and professional growth.
  4. Within this calendar year initiate a comprehensive District-wide strategic planning process to conclude areas such as succession planning, employee benefits, employee base reporting, a roll-up of strategic technical initiatives, risk analysis and more. The Board will work with you to decide the scope and approach of this effort.