

ASCWD 2025 / 2026 GOALS AND OBJECTIVES STATEMENT

Per Policy 4.6.0, the Board of Directors and the General Manager are to develop annually a list of goals and objectives for the fiscal year. These goals and objectives can be directed towards staff, the General Manager and/or the Board itself and will be used to measure the overall performance of each. Per the policy, the document or documents establishing the goals and objectives for the fiscal year are to be completed and approved at the July Board of Directors meeting each year. Also, ambiguous and subjective goals or objectives are excluded since the objective of the policy is to provide measurable criteria.

The following list has been created as a collaborative effort between the Administration & Personnel Committee, the General Manager, and the Board of Directors.

Board Goals and Objectives

1. Review the District's Mission Statement and the Goals and Objectives in spring of each year.
2. Review existing policies at the Committee and Board level and make new policies as required for the management and operation of the District at a committee and board level.
3. Review the District Board Goals and Objectives Matrix semi-annually.
4. Budget resources to ensure that money, staff, and facilities are available for the District to operate within all the policies of the Board.
5. Provide the public with information about the District's activities, goals, and objectives through the District website, semi-annual newsletter, annual valley-wide meeting, Board meetings and on-the-street communications.
6. Always communicate with each other, the General Manager, and the public in a polite and respectful manner.

General Manager Goals and Objectives

1. Personnel:
 - a. Provide a work environment for staff that promotes employee retention.
 - b. Provide guidance to the Board regarding the resources necessary for adequate training and continuing education of staff as it pertains to succession planning and future District needs.
2. Budget & Finance:
 - a. Provide guidance to the Board regarding the budgetary needs of the District, both in annual operations and future capital expenditures.
 - b. Provide guidance to the Board regarding the financial condition of the District and manage the District's financial resources in a fiscally efficient way.
3. Planning and Implementation:
 - a. Prepare and carry out the necessary plans and actions to implement the approved operating and capital improvement budgets.
 - b. Carry out the following tasks not specified in the operating or capital budgets.

- i. Implement the recommendations in the water and sewer Master Plan and continue to refine and update the plan to keep relevant.
- ii. Continue to retroactively obtain easements for installed water and sewer facilities, including consultation with Legal regarding lot transfers.
- iii. Take a proactive role with development projects within the valley providing clear and concise steps for District approvals while protecting and enhancing district infrastructure to ensure adequate services.
- iv. Assist in efforts to address valley wide fire risk and defensible space activities.

4. Communications:

- a. Communicate with the Board regarding: Operation and management of the District.
 - i. Follow-up items from Board meetings.
 - ii. Legal, financial, and operational impacts of projects
- b. Communicate to the public District activities including:
 - i. Newsletters
 - ii. Web page
 - iii. If possible, attendance at the annual All-Valley Meeting
 - iv. Other outreach to improve public information.

Evaluation Summary:

Prior to the evaluation, the General Manager will provide the Board with a written summary of ongoing project areas and progress to date on each.

Effective: 7/1/25