



**SPECIAL MEETING AND STRATEGIC PLANNING WORKSHOP
OF THE BOARD OF DIRECTORS
AGENDA**

TUESDAY, MARCH 3, 2026, 4:00 PM

In Person Only

The public may attend the meeting in person. Public participation is encouraged.

President- Seth Capron
Vice President- Timothy Powers
Director- Wayne Norton
Director- Vicki Morris
Director- Wayne Holman
General Manager- Robert Johnson

I. CALL TO ORDER

II. ROLL CALL OF THE DIRECTORS

President Seth Capron and Vice-President Timothy Powers, Directors Wayne Norton, Vicki Morris, and Wayne Holman.

III. PLEDGE OF ALLEGIANCE

IV. ACTION ITEM

A. Consider and Approve Agreement with “Responsible Entity” for the “Chipper” Program

(CEQA: Exempt from CEQA under Section 15378)

p. 3-9

Clarifying Questions

Public Comment

Motion/Second

Discussion

Vote

STRATEGIC PLANNING WORKSHOP

V. DISCUSSION ITEM

A. Review the 2019-2024 District Strategic Plan, then Initiate Development of the 2025-2030 Strategic Plan, and provide direction to staff

p.10-19

(CEQA: Exempt from CEQA under Section 15378)

Clarifying Questions

Public Comment

Discussion

Direction

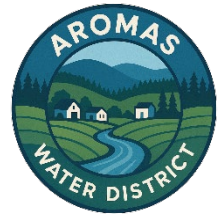
VI. ADJOURNMENT

The complete Board packet including subsequently distributed materials and presentations is available at the Board Meeting, in the Administrative Offices of the District, and posted on the District’s website at www.aromaswaterdistrict.org. All items appearing on the agenda are subject to action by the Board. Staff recommendations are subject to change by the Board.

Any public record distributed to the Board less than 72 hours prior to this meeting in connection with any agenda item shall be made available for public inspection at the District office. Public records distributed during the meeting, if prepared by the District, will be available for public inspection at the meeting. If the public record is prepared by a third party and distributed at the meeting, it will be made available for public inspection following the meeting at the District office.

Notes: Requests for a disability-related modification or accommodation, including auxiliary aids or services, to attend or participate in a meeting should be made to District Administration during regular business hours at 831-726-3155. Notification received 48 hours before the meeting will enable the District to make reasonable accommodations.

This Page is left blank intentionally



Staff Report

To: Board of Directors
Re: Item IV.A – Consider and Approve Agreement with “Responsible Entity” for the “Chipper” Program
Date: February 27, 2026

Summary / Discussion

The annual “Chipper” Program (Program) is ramping up again. There have been emails discussing the particulars regarding the Program, including the proposed start date. Based on the gist of the emails, compliance with the grant received for the Program would require the Program to start in March 2026, to provide the stated 10 months of Program availability.

When this matter was discussed at the February Board of Directors meeting, it was determined that the License Agreement (allowing the Program to use District land) needed to be with a legal entity, as compared to the Rancho Aromitas Firewise Community. Since no entity has stepped forward at the time of this writing, the words “Responsible Entity” were used in the Action Item title to bring the DRAFT Agreement forward at this time.

The attached agreement was reviewed at the February Board of Directors meeting, and considered acceptable; so what is need to complete this effort is a “Responsible Entity”.

Due to the projected start month, this matter is coming before the Board again at the March 3, 2026 Special Meeting.

Staff Recommendation

Staff recommends that, if a “Responsible Entity” steps forward, that the Board approve the Agreement.

Submitted by:

Robert Johnson
General Manager

LICENSE AND USE AGREEMENT

THIS LICENSE AND USE AGREEMENT (“**Agreement**”) is entered into effective as of _____, 2026 (the “**Effective Date**”), by and between AROMAS WATER DISTRICT, a County Water District (“**Licensor**”), and RANCHO AROMITAS FIREWISE COMMUNITY, an unincorporated association (“**Licensee**”), on the following recitals:

Recitals

A. Licensor is the owner of that certain real property in Monterey County, California, commonly known as the Carpenteria Well Site, Aromas, CA 95004, designated as Monterey County Assessor’s Parcel Numbers 011-210-134-000, as shown on Exhibit A attached hereto and incorporated herein by reference (“**Property**”).

B. Licensee desires to utilize the Property for an on-site wood chipping program (“**Chipper Program**”) for the benefit of the Aromas community by providing support for defensible space around dwellings, reducing fuels around structures and roadways, and providing better and safer access to structures for first responders.

C. Commencing on the Effective Date, the parties desire to allow Licensee to use the Property on a temporary and limited basis for its Chipper Program and other related purposes.

D. Licensee desires to obtain from Licensor a license to enter upon and use the Property and Licensor desires to grant Licensee such license pursuant to the terms and conditions of this Agreement.

NOW, THEREFORE, in consideration of the mutual promises and conditions herein contained, Licensor and Licensee agree as follows:

1. LICENSE. Licensor hereby grants to Licensee and its agents, officers, directors, employees, guests, invitees and sublicensees (each a “**Licensee Party**”), upon and subject to the terms, covenants, and conditions of this Agreement, a non-exclusive, revocable license to access and use the Property for Licensee’s Chipper Program, and other related purposes.

2. TERM. The term of this Agreement shall commence upon the Effective Date and shall continue for a period of one (1) year following the Effective Date, unless terminated sooner in accordance with the provisions of this Agreement (“**Term**”). This Agreement may be terminated without further liability as follows: (i) by either party upon a default of any obligations by the other party, which default is not cured within ten (10) days of receipt of written notice of default, or (ii) by either party for any reason or for no reason, upon not less than thirty (30) days’ prior written notice to the other party. Licensor has the right to immediately terminate the Agreement for health and safety reasons, including but not limited to issues involving water infrastructure or public safety.

3. MAINTENANCE. During the Term, Licensee shall continuously keep and maintain the Property in substantially the same condition as it was in on the Effective Date. Notwithstanding the previous sentence, in no instance shall Licensee be required to make any

capital repairs, improvements, or alterations, which shall be defined as significant, long-term investments that improve, restore, or upgrade the Property or any structure or improvement thereon, extending its useful life by more than the duration of the Term, unless necessitated as a result of any Licensee Party's grossly negligent or willful misuse of or damage to the Property.

4. HAZARDOUS MATERIALS. Hazardous materials are prohibited.

5. INSURANCE. Licensee shall, at its sole cost and expense, maintain during the Term insurance as set forth in Exhibit B.

6. INDEMNITY. To the extent permitted by law, Licensee shall indemnify and hold harmless and defend Licensor, its directors, officers, employees, and authorized volunteers, from and against any and all liability, loss, damage, expense, costs (including without limitation costs and fees of litigation), of every kind or nature arising out of or in connection with Licensee's use of the Property or its failure to comply with any of its obligations contained in the Agreement, except such loss or damage which was caused by the sole negligence or willful misconduct of Licensor or its directors, officers, employees, or authorized volunteers. Licensee's indemnification obligations shall continue after expiration or termination for liabilities arising from activities during the Term of the License.

7. DISPUTE RESOLUTION. In the event of any claim, controversy, or dispute arising out of or relating to this Agreement or the breach, termination, enforcement, interpretation, or validity thereof ("**Dispute**"), the parties shall promptly meet and confer in good faith to attempt to resolve the Dispute. Such conference shall occur within ten (10) days after written notice of the Dispute is delivered by one party to the other, unless the parties agree in writing to a different schedule. If the parties are unable to resolve the Dispute through good faith negotiations within thirty (30) days after the initial meet-and-confer, the parties shall participate in non-binding mediation before a mutually agreed mediator in Monterey County, California. The parties shall share the mediator's fees and expenses equally and otherwise bear their own costs and attorneys' fees for the mediation.

8. NOTICES. All notices required or permitted to be given under this Agreement shall be in writing and shall be personally delivered or sent by United States certified mail, postage prepaid, return receipt requested, or by electronic mail, addressed to the addresses set forth in the signature block below, or to such other address(es) as either party may from time-to-time designate by notice to the other given in accordance with this section. Notice shall be deemed effective on the date personally served or sent by electronic mail or, if mailed, three (3) business days from the date such notice is deposited in the United States mail.

9. BINDING EFFECT; ASSIGNMENT. This Agreement shall bind and benefit Licensee and Licensor and their respective successors in interest and assigns. Licensee's rights and obligations under this Agreement are personal to Licensee, and Licensee shall not sell, transfer, assign, or hypothecate this Agreement or any interest herein, voluntarily or by operation of law.

10. FURTHER ACTIONS. Each of the parties agree to execute and deliver to the other such documents and instruments, and to take such actions, as may reasonably be required to give effect to the terms and conditions of this Agreement.

11. TIME. Time is and shall be of the essence of each term and provision of this Agreement.

12. GOVERNING LAW; INTERPRETATION. This Agreement shall be governed in all respects by the laws of the State of California. This Agreement has been negotiated by and between the representatives of the parties and their attorneys. Accordingly, any rule of law (including Civil Code § 1654) or legal decision that would require interpretation of any ambiguities in this Agreement against the party that has drafted it is not applicable and is waived. The provisions of this Agreement shall be interpreted in a reasonable manner to affect the purpose of the parties and this Agreement. If any of the provisions of this Agreement are determined to be invalid or unenforceable, those provisions shall be deemed severable from the remainder of this Agreement and shall not cause the invalidity or unenforceability of the remainder of this Agreement, unless this Agreement without the severed provision would frustrate a material purpose of any of the parties in entering into this Agreement.

13. COUNTERPARTS. This Agreement may be executed in two or more counterparts, each of which shall be deemed to be an original, but all of which together shall constitute one and the same instrument. The signature page of each counterpart may be detached from such counterpart and attached to a single document which shall for all purposes be treated as an original. To facilitate execution and delivery of this Agreement, the parties may execute and exchange by facsimile or electronic image (i.e., as a “.pdf” file) counterparts of the signature pages and/or sign by electronic means (i.e., with DocuSign).

The parties hereby execute this Agreement effective the Effective Date.

LICENSOR

AROMAS WATER DISTRICT, a County
Water District

By: _____

Name: _____

Title: _____

Licensee

**RANCHO AROMITAS FIREWISE
COMMUNITY**, an unincorporated
association

By: _____

Name: _____

Title: _____

EXHIBIT A

Property

The Property is identified in red ink.

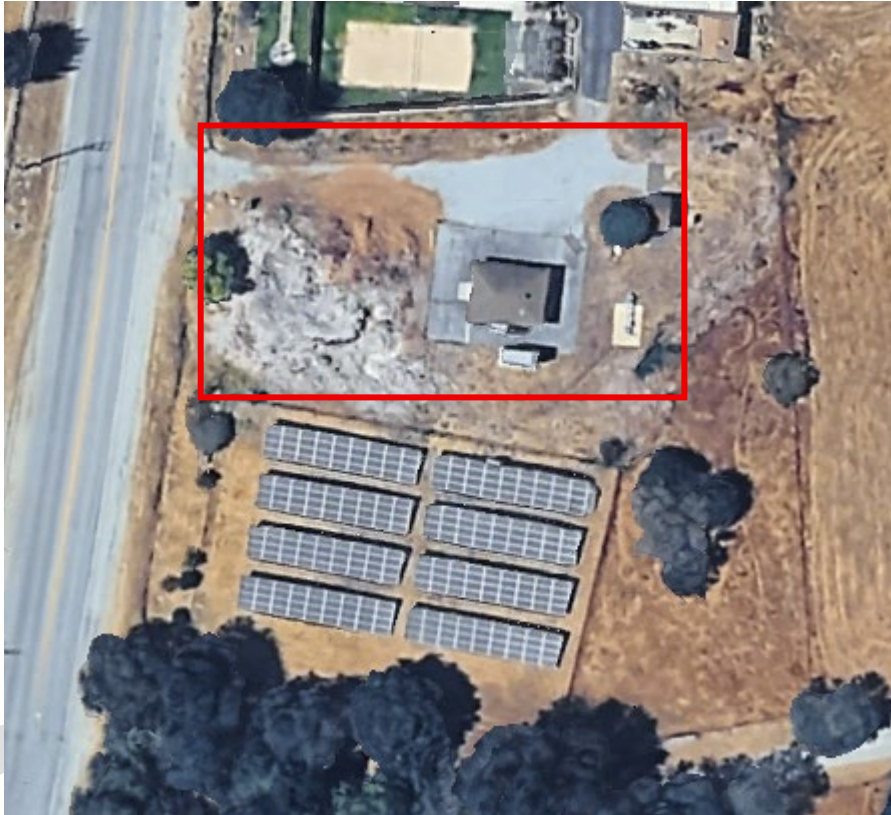


EXHIBIT B
Insurance

Licensee shall procure and maintain for the duration of the use of the Property, insurance against claims for injuries or death to persons or damages to property which may arise from or in connection with the use of the Property and the activities of the Licensee, guests, agents, representatives, employees or subcontractors. Licensee shall provide and maintain the following commercial general liability, automobile liability, and workers' compensation insurance:

Coverage - Coverage shall be at least as broad as the following:

1. **General Liability** – Insurance Services Office (ISO) Commercial General Liability Coverage (Occurrence Form CG 00 01) including property damage, bodily injury and personal & advertising injury with limits of at least two million dollars (\$2,000,000) per occurrence or the full per occurrence limits of the policies available, whichever is greater. If Commercial General Liability Insurance or other form with a general aggregate limit, either the general aggregate limit shall apply separately to the project/location (with the ISO CG 25 03, or ISO CG 25 04, or insurer's equivalent endorsement provided to District) or the general aggregate limit shall be twice the required occurrence limit.
2. **Automobile Liability** – Insurance Services Office (ISO) Business Auto Coverage (Form CA 00 01), covering Symbol 1 (any auto) with limit of one million dollars (\$1,000,000) for bodily injury and property damage each accident.
3. **Workers' Compensation Insurance** – The Licensee shall provide workers' compensation coverage as required by the State of California, with Statutory Limits, and Employer's Liability Insurance with limit of no less than \$1,000,000 per accident for bodily injury or disease.

Waiver of Subrogation: The insurer(s) named above agree to waive all rights of subrogation against the District, its directors, officers, employees, and authorized volunteers for losses paid under the terms of this policy which arise from work performed by the Named Insured for the Agency, but this provision applies regardless of whether or not the District has received a waiver of subrogation from the insurer.

If Licensee maintains broader coverage and/or higher limits than the minimums shown above, Licensor requires and shall be entitled to the broader coverage and/or higher limits maintained by the Licensee. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to Licensor.

Required Provisions - The Commercial General Liability policy is to contain, or be endorsed to contain, the following provisions:

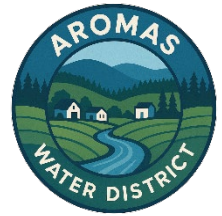
1. **Additional Insured Status:** Licensor, its directors, officers, employees, and authorized volunteers are to be given insured status (at least as broad as ISO Form CG 20 12), as respects: liability arising out of the use of the Property, work or activities performed by or on behalf of the Licensee including materials, parts, or equipment furnished in connection with such work or operations, and automobiles owned, leased, hired or borrowed by Licensee. The coverage shall contain no special limitations on the scope of protection afforded to Licensor, its directors, officers, employees, and authorized volunteers.
2. **Primary Coverage:** For any claims related to use of the Property, Licensee's insurance coverage shall be primary at least as broad as ISO CG 20 01 04 13 as respects to Licensor, its directors, officers, employees, and authorized volunteers. Any insurance or self-insurance maintained by Licensor, its directors, officers, employees, and authorized volunteers; shall be excess of Licensee's insurance and shall not contribute with it.

Notice of Cancellation: Each insurance policy required above shall provide that coverage shall not be canceled, except with notice to Licensor.

Acceptability of Insurers - Insurance is to be placed with insurers having a current A.M. Best rating of no less than A:VII or as otherwise approved by Licensor.

The Licensee agrees and they will comply with such provisions before commencing the event. All of the insurance shall be provided on policy forms and through companies satisfactory to Licensor. Licensor reserves the right to require complete, certified copies of all required insurance policies, including policy Declaration pages and Endorsement pages. Failure to continually satisfy the Insurance requirements is a material breach of contract.

Verification of Coverage – Licensee shall furnish Licensor with certificates and amendatory endorsements effecting coverage required by the above provisions. All certificates and endorsements are to be received and approved by Licensor *at least five days* before the Licensee use of the Property commences.



Staff Report

To: Board of Directors
Re: Item V.A – Review the 2019-2024 District Strategic Plan, then Initiate Development of the 2025-2023 Strategic Plan, and provide direction to staff
Date: February 27, 2026

Summary / Discussion

A Strategic Plan (Plan) creates a road map of projects, actions to be taken, on-going activities, and possible scenarios that support and complement the mission and vision of the entity the Plan is developed for. The Plan should have a time component associated with it to determine priorities and evaluate effectiveness of Plan implementation. The current Plan for the Aromas Water District (District) has a horizon of the 2023-24 Fiscal Year.

The District's Plan was approved in May 2018, and contains the Mission, Vision and Core Value Statements, as well as providing goals and objectives for six areas of focus: 1) Finance; 2) Environmental and Resource Stewardship; 3) Community and Communication; 4) Facilities and Infrastructure; 5) Operations, Personnel and Management Objectives, and 6) Board. The Plan contains three levels of implementation priorities: 1) Immediate; 2) Short-Term, and 3) Long-Term.

This is being brought forth in a Workshop-type environment to allow discussion and presentation of ideas. Currently it is not known how many other meetings (if necessary) are going to be needed to bring the new Plan to fruition, or if an Ad-Hoc Committee will be initiated tonight.

Staff Recommendation

Staff recommends the Board initiate development of the 2025-2030 Strategic Plan.

Submitted by:

Robert Johnson
General Manager



STRATEGIC PLAN

Directing the way forward...

Fiscal Years 2019 - 2024

www.aromaswaterdistrict.org

**AROMAS WATER DISTRICT
STRATEGIC PLAN**

Fiscal Years 2019 - 2024

MISSION STATEMENT 3

VISION 3

CORE VALUE STATEMENTS: 4

STRATEGIC WORK PLAN 5

1) FINANCE 5

2) ENVIRONMENTAL AND RESOURCE STEWARDSHIP 5

3) COMMUNITY AND COMMUNICATION..... 5

4) FACILITIES AND INFRASTRUCTURE 6

5) DISTRICT OPERATIONS, PERSONNEL AND MANAGEMENT 6

6) BOARD OF DIRECTORS 7

APPENDIX A..... 8

Aromas Water District Strategic Plan 2019 - 2024



Mission Statement:

"The Aromas Water District is dedicated to providing a reliable supply of high quality water."

Vision:

The Vision should motivate and depict an ideal future. In 20 years AWD will say:

- We remain a strong, independent and locally controlled District.
- There is good stewardship and environmentally sound use of local resources.
- We value the needs and views of our customers.
- We remain financially sound.
- If the need arises, we will consider being a Community Services District.
- We maintain a professional and highly trained workforce which fosters a positive work environment.
- We continue to meet all regulatory requirements for water quality and quantity.
- We maintain strong and up to date policies and procedures.
- Evidence of good planning is demonstrated.
- Our capital facilities and assets continue to be in excellent condition.
- We continue to meet the water needs of our current and future customers.

In support of that long-term Vision, in 5 years AWD will say:

- We are a good partner with regional agencies.
- There is evidence of good stewardship of local resources.
- We meet all regulatory requirements for water.
- We continue to make customer service a priority.
- We are financially sound and have reserves to reach an adequate level.
- We are effectively managing our infrastructure maintenance.
- We actively explore and assess renewable energy sources.
- Our board is committed to a high level of staff development.
- We are actively exploring and assessing potential new water sources.
- Our capital facilities and assets are in excellent condition and cost-effectively maintained.
- We are regularly reviewing and updating our emergency response plan.
- We continue to enhance our GIS based mapping system.
- We are improving the corporation yard.
- We are maintaining effective communication with customers and the community while utilizing new technology.
- We have achieved our incremental goal toward conserving water in-line with the 20% 2020 reduction goal in accordance with AB32.
- We continue to innovate and progress as opportunities have arisen.

Core Value Statements:

- Provide safe and reliable high-quality water to our customers.
- Promote local control.
- Support our commitment to maintenance of our infrastructure and assets.
- Provide cost effective and practical services.
- Promote environmentally responsible water use and conservation.
- Promote honesty and integrity.
- Be responsive, open and clear in our relationship with our customers.
- Support regional cooperation and partnerships.
- Be proactive and seek opportunities.
- Attain excellence.
- Support employees to be safe, productive and motivated.

STRATEGIC WORK PLAN

1) Finance

- **Maintain and enhance the District's Financial Health**
 - **Maintain a balanced Budget**
 - Maintain a balanced annual Expense Budget
 - Develop and implement an annual Capital Budget
 - Maintain 60 days cash reserve for operating expenses – estimated at \$200,000 (2018)
 - **Enhance Financial Health with additional funding opportunities**
 - Execute and implement a new rate study for 2019 – 2024 in FY 2018-19
 - Build Reserves and bonding ability
 - Capital Emergency Reserve – Approx 2% of total assets – estimated to be \$300,000 (2018)
 - Capital Funding Reserve- TBD according to planned capital replacement
 - Research and evaluate alternative funding opportunities
 - Research and evaluate grant opportunities

2) Environmental and Resource Stewardship

- **Maintain, enhance and increase understanding of the District's water resources**
- **Encourage infill of existing infrastructure**
 - Increase number of connections to pipeline ratio
 - Encourage growth opportunities within current annexed boundaries
- **Research and evaluate opportunities for developing new water sources**
- **Maintain local independent jurisdictional control**
 - Maintain and Develop regional relationships with SBCWD, PVWMA, LAFCO's, etc
 - Expand Board member involvement w/ outside agencies
 - Maintain and preserve current Sphere of influence boundaries
 - Observe, monitor and report on SGMA issues that could affect the District

3) Community and Communication

- **Maintain, enhance and increase Community Awareness of the District**
 - *District Transparency Certificate of Excellence (achieved 2014, renewed 2016 and 2018)*
 - *Achieve District of Distinction status by 2021*
 - *Achieve Special District Administrator Certification (General Manager) by 2021*
- **Maintain and improve Public outreach and education efforts**
 - Develop a social media presence strategy
 - Participate in appropriate community events

4) Facilities and Infrastructure

- **Maintain, enhance and improve District's Facilities and Infrastructure**
 - **Immediate (One to Two years):**
 - Upgrade water meters to radio-read – replace up to 10% per year
 - Remodel apartment (paint, linoleum, bathroom)
 - Design and implement the District Facility Alternative Energy Project
 - Investigate security options for the current Marshall shop area
 - Add baserock to and around the Carr Tank driveway
 - Install transfer switches at Carr and Oakridge Booster Stations for auxiliary power
 - Replace the 2004 Operator Vehicle
 - Incorporate District infrastructure into the Rock Road Bridge Project (SBC)
 - Incorporate District infrastructure into the Carr Avenue Bridge Project (SBC)
 - **Short Term (Three to Five years):**
 - Design and implement the School Road Tank Replacement Project
 - Upgrade District storage shed
 - Design and implement the Marshall Facility Improvement Project
 - Fencing, new well, Water Treatment Plant, Maintenance Shop, Solar
 - **Long Term (Five-plus years):**
 - Design and implement the Ballantree Tank Replacement Project
 - Develop, design and implement Main Looping Program
 - Design and implement the Pleasant Acres Mainline Replacement Project

5) District Operations, Personnel and Management

- **Maintain and improve delivered water quality to meet and exceed current standards**
- **Maintain and enhance District Customer Service**
- **Maintain and enhance District Technology to increase efficiency and effectiveness**
 - Develop District Technology Utilization Plan
 - Update, replace and augment hardware and software
 - Provide Technology training opportunities
 - Research and replace (if necessary) utility billing software
- **Maintain and enhance District's preparedness for emergencies**
- **Maintain and enhance District employee training opportunities**
- **Maintain and improve District policies for operations and office personnel**
- **Continue to utilize internships to facilitate learning opportunities**

6) Board of Directors

- **Maintain and enhance District Board of Directors culture**
 - Develop new Board of Director member training materials
 - Complete required Board of Director training
 - Ethics (every two years)
 - Prevention of Sexual Harassment (every two years)
 - Research and evaluate opportunities for Board of Director professional development
 - Attend Board professional development opportunities
- **Provide clear guidance to management**
 - Review and update District Policy and Procedures as necessary
 - Continue to provide oversight of District activities
 - Continue to provide an annual evaluation of the General Manager

APPENDIX A

This Appendix was added to track the completion of projects that are identified in the Strategic Plan from FY 2013 forward.

The District’s Strategic Plan is a living document, and that includes this Appendix. As the Plan is updated through the years, this section will also be updated, memorializing the projects that are completed within the life of the Plan.

COMPLETED TASKS	
Develop Solar Energy System at Carpenteria Well	6/2015
Oakridge / Via del Sol Water System	7/2015
Rancho Larios Water Tank – sandblast and repaint	8/2015
Security fencing at Carpenteria / front and landscape on street side	8/2015
Fencing around Pleasant Acres Well – replaced after SCADA, VFD, and PG&E upgrade	11/2015
Fencing and rolling gate at San Juan Well	11/2015
Reseal asphalt at Rancho Larias and Cole Tank roads	11/2015
Fog seal asphalt at District office, Carpenteria Well and San Juan Well	11/2015
Marshall Well study – pump test, video, study replacement and treatment costs	7/2016
Upgrades to SCADA, as needed at Pleasant Acres Well	8/2016
Rebuilt Carpenteria Well	7/2016
Rebuilt San Juan Well	4/2017

AWD Strategic Plan for FY 2019 - 2024

#	Category / Goal / Project	Immediate (1 - 2 years)	Short Term (3 - 5 years)	Long Term (5 + years)
1	Finance			
2	Maintain a balanced annual Expense Budget	X	X	X
3	Enhance Financial Health with additional funding opportunities	X	X	X
4	Execute and implement Rate Study - FY 2019 - 2024	X		X
5				
6	Environmental and Resource Stewardship			
7	Maintain, enhance and increase understanding of District's water resources	X	X	X
8	Encourage infill of existing infrastructure	X	X	X
9	Research and evaluate opportunities for developing new water sources	X	X	X
10	Maintain local independent jurisdictional control	X	X	X
11				
12	Community and Communication			
13	Achieve District of Distinction by 2021	X	X	
14	Achieve Special District Administrator (GM) by 2021	X	X	
15	Develop a social media presence strategy	X		
16	Participate in appropriate community events	X	X	X
17				
18	Facilities and Infrastructure			
19	Purchase RR meters annually (2018 - up to 10% of system)	X	X	X
20	Remodel apartment	X		
21	Design and implement the District Facility Alternative Energy Project	X		
22	Investigate security options for Marshall Shop area	X		
23	Add baserock to and around Carr Tank driveway	X		
24	Install transfer switches at Carr and Oakridge Booster Stations	X		
25	Replace 2004 Operator Vehicle	X		
26	Incorporate AWD infrastructure into Rocks Road Bridge Project (SBC)	X		
27	Incorporate AWD infrastructure info Carr Avenue Bridge Project (SBC)	X		
28	Design and implement the School Road Tank Replacement Project		X	
29	Upgrade District Storage Shed		X	
30	Design and implement the Marshall Facility Improvement Project	X	X	X
31	Security Fencing, new well, WTP, Maintenance Shop, Solar power			
32	Design and implement Ballantree Tank Replacement Project			X
33	Develop, design and implement Water Main Looping Program			X
34	Design and implement Pleasant Acres Mainline Replacement Project			X
35				
36	District Operations, Personnel and Management			
37	Maintain and improve delivered water quality to meet and exceed current standards	X	X	X
38	Maintain and enhance District Customer Service	X	X	X
39	Maintain and enhance District Technology	X	X	X
40	Develop District Technology Utilization Plan	X		
41	Maintain and enhance District's preparedness for emergencies	X	X	X
42	Maintain and enhance District employee training opportunities	X	X	X
43	Maintain and improve District policies for operations and office personnel	X	X	X
44	Continue to utilize internships ot facilitate learning opportunities	X	X	X
45				
46	Board of Directors			
47	Maintain and enhance District Board of Directors culture	X	X	X
48	Provide clear guidance to management	X	X	X