

From: [Christine Heinrichs](#)
To: [BoardComment](#)
Subject: Public Comment
Date: Wednesday, November 9, 2022 5:54:59 PM

Hello, Leah —

I am out of town but may be able to attend. If I can attend, I will read my own comments. If not, please read them for me. Thank you.

Item 4 Public Comment

At the October 20 meeting, Utilities Manager Dienzo wrote in his update to the Strategic Plan report that he had completed an investigation into “cost-effective options and technologies for reduction/disposal of brine waste,” and made a report to the board. His update said “Investigation complete. Pilot program tentatively scheduled for 2023.” He conceded, in response to my question, that he had not actually done these things. He made reference earlier in the meeting to a third party involved in the issue, but did not specify who this third party is or how this entity is involved. The board did not ask for further explanation for this misleading report. In response to a Public Records Request, the district found no records relating to this issue. I ask the board to pursue this lack of information and report to the public as to the actual situation. What is Mr. Dienzo and his department doing to look into this important issue of brine waste management, as it relates to operating the EWS/SWF/WRF? Who is the third party he has ceded responsibility to? What will this pilot study involve? What is it expected to produce? Thank you.

Item 5 District Salary Schedule Public Comment

Cambrians are always complimentary about the work of our Cambria Fire Department firefighters. The salary schedule indicates that while the Captain and Engineer are well compensated, the firefighters are paid between \$15 and \$25 an hour. They are the lowest paid employees in the district. This is not a living wage. We cannot expect top performance while paying such low wages. I ask the board to defer action on this salary schedule and require review of these positions before approving the salary schedule.

Closed Session

Please review General Manager Weigold’s job performance with consideration as to how he has influenced the relationship between the community and the district, as well as the specific ways in which he is not meeting public expectations.

His poor skills in managing public meetings were on display at the Prop 218 Garbage Rate increase meeting. When many Cambrians showed up at the Vets Hall to protest the rate increases, he was dismissive and high handed when he should have been welcoming and accommodating. More helpful staff members, and members of the public, arranged the technology to allow participation, but only after many Cambrians had been discouraged and left the meeting. Mr. Weigold made no friends for the district that day. He confirmed the public perception that the district is unresponsive to public concerns and the board uncaring.

Last month’s hiring of a Fire Chief was poorly handled. Mr. Weigold presented the board with little background information about this candidate, and the board failed to press him for more, despite legal opinion that reviewing this person’s job performance was within their purview. Some board members had met the candidate, but they did not help the other board members or the community learn more about the person being hired for this important community role.

The Fire Chief is also one of the highest paid staff members, and Mr. Weigold offered no substantive explanation as to why he is being hired at the top of the salary range. Again, the board failed to press for more information, for themselves or the public, and that is on them. However, it's Mr. Weigold who arranged this short-circuit appointment.

The Electric Vehicle Charging Station, on this week's agenda, is a snafu orchestrated by Mr. Weigold. It began when he initiated the project, proposing that the district could earn money from charging cars. He misunderstood the district's role in providing basic services, not making a profit off the public. When patrons complained at the removal of two conveniently located accessible parking spaces, he denied responsibility. As the general manager, he is responsible for the staff, and his denial reveals that he is not adequately supervising projects. It's also unbecoming to attempt to blame lower-level staff members. The buck stops with Mr. Weigold.

In October, Utilities Manager Dienzo, who reports to Mr. Weigold, told the board that despite promises that the Coastal Development Permit application for the EWS/SWF/WRF would be completed by the end of 2022, it will not be done. Perhaps in January. Again, the board did not press him on when or why it is delayed yet again. Mr. Weigold has portrayed the Information Hold placed on the permit application when it was submitted in 2020 as part of a normal process. The permit was required eight years ago. Mr. Weigold owes the public an explanation for why this permit application is still not complete.

Mr. Weigold failed to pursue alternative financing for the PG&E Sustainable Solutions Turnkey Program. The result was that Cambria now carries \$12 million more in 30-year debt. Shorter term and lower principle alternatives to financing these important improvements should have been made available to the board.

Mr. Weigold, without informing the board, took time away from Cambria and the district to give lectures on the East Coast. While rationales can be given for advantages of outside commitments, His failure to discuss the absences that commitment entailed is unacceptable.

Mr. Weigold has floated the possibility of promoting another staff member to a position as Assistant General Manager. During his tenure, he has created another high-level administrative position. Administrative Department Manager, to manage a Special Services District for about 6,000 people. The district is top heavy with administrative staff. His need for more administrators speaks to his inability to manage the district effectively.

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Christine Heinrichs

From: [REDACTED]
To: [BoardComment](#)
Subject: Disabled Parking at Vets Hall
Date: Wednesday, November 9, 2022 7:56:06 PM

Please read at the appropriate time at the Nov 10, 2022 Board Meeting.

I am opposed to putting the Electric Charging Stations in front of the American Legion Club bar. I am a past commander of the American Legion and have been an officer for the Legion post for about 13 years. My wife is totally disabled due to MS and she is unable to walk very much because her disability which includes weakened muscles and poor vision. We go to a lot of Legion functions and meetings and the disabled parking by the bar was very important to us. Now I have to park anywhere I can because it is dangerous for her to walk down hills with her rollator and that is our only legal choice. I am retired CHP but I do what I have to accommodate my disabled spouse. I am not against ECV parking slots but I think they belong in the front of the building, not hidden in the back for the Veterans Memorial Building. Putting them there was a serious error in judgement without any input from the American Legion. There are at least a few other people down there that need a spot close to the post because of their disabilities. As we get older even more need a little more parking help. I think the ECV stations should be moved to the front of the building and two ADA spots should be put in the area in front of the American Legion Club and Bar entrance. I have made my requests for the known to the General Manager since last January and the answer was it would be correct, probably in February. It is now November and we are still waiting. The additional spots in the upper parking lot are fine for upstairs hall functions but do not help and are really bad for those of us going to the downstairs dining room and club bar. Please correct this injustice to Disabled Veterans and Disabled Veteran Families.

Brian Griffin
Cambria property owner since 1975.
Past Commander Cambria American Legion.

From: [REDACTED]
To: [BoardComment](#)
Subject: Electric Vehicle Charging Stations
Date: Saturday, November 5, 2022 10:28:15 AM
Attachments: [Charging Stations Location.docx](#)

Leah – please read and make part of the meeting record my attached comments on the charging stations location.

Thank You

David Pierson

Good afternoon Mr. President and Board members.

Today you have the opportunity to help our veterans and also make the charging stations more accessible to the visitors who will use them. The right place for the chargers is in front of the Vet's Hall where they can be seen and easily accessed. The area in front has plenty of parking spots that will be most appropriate.

The current location of the charging stations takes away much needed parking for our disabled and older veterans. Please make this right by moving the stations to the front of the Hall.

Thank you

David Pierson

Cambria Community Services District
1316 Tamsen Street, Suite 201
Cambria, CA 93428
Board of Directors

November 7, 2022

Honorable Board members,

Hiring John Weigold as Cambria's CSD general manager has proven to be unwise. It was fiscally irresponsible to hire someone without any experience in community services management. Ratepayers should never have paid top dollar for Mr. Weigold's on-the-job training. To further add to the misuse of District funds, he was allowed to work part-time on a full-time salary.

When faced with challenges, Mr. Weigold, in lieu of experience, hired consultants to create reports and perform studies that he should have written or overseen. He has proposed hiring a full-time assistant to do his daily tasks. He attends Policy Committee meetings, but does not participate even though his advice or clarification is often needed.

Most recently, Mr. Weigold has hired a highly paid fire chief without consulting the Board or district council. His management practices have not been exemplary nor deserving of the "District Transparency Certificate of Excellence", awarded by the CSDA (CA Special Districts Assoc.) last year.

The time has come to replace John Weigold with a team player who is competent and experienced in community services management.

Thank you.



Claudia Harmon Worthen

From: [REDACTED]
To: [BoardComment](#)
Subject: PLEASE REPLACE MY PRIOR SUBMITTED COMMENT WITH THIS REVISED VERSION
Date: Thursday, November 10, 2022 7:36:17 AM

President Howell and members of the board,

I will be unable to attend this meeting but wish, nevertheless, to submit my comments and observations on this important issue concerning the evaluation of the General Manager, Mr. John Weigold.

I believe Mr. Weigold has not been actively involved with or committed to working for the best interests of our community.

He currently draws a \$173,400 yearly salary and is compensated as a full-time employee of the district but his interests as well as his presence are too often elsewhere. He has frequently traveled out of town attending to a lecturing position and other responsibilities non-CCSD related.

He has not been readily available and, until relatively recently, neither has his staff because he had closed the District offices to public access. It was only after public complaints that he opened the office with extremely limited hours.

We need a general manager whose priority is on the needs of this community and not simply on his own interests. And we need a general manager who is very familiar with and experienced in working with the dynamics of a small, active, publicly engaged community.

Mr. Weingold's impetuous decision to call the sheriff on a lawful, peaceful gathering of Cambrians at the Vets Hall who had been misinformed of the meeting place, not to mention his ill-advised placement of an EV fueling station replacing designated handicapped parking spots at the Vets Hall, are examples of his being out-of-touch with this community and illustrate his inappropriate, autocratic administrative style.

Mr. Weigold's management of the CCSD has not been a good fit for Cambria.

I believe that in the interests of this community, his employment as the District's general manager should be terminated.

Thank you for your attention to this matter.

Donald Archer
a 30-year resident of Cambria

Please include my comments in the public record.

From: [REDACTED]
To: [BoardComment](#)
Subject: Fwd: Agenda 10 Nov. 2022, Item 9.A.
Date: Thursday, November 10, 2022 12:47:34 PM

Haley,

I am going to read this aloud at the meeting this afternoon of the CCSD Board of Directors.

Please forward it to the appropriate person, so that it is included in the written, public record of the meeting.

Thank you!

Elizabeth

Elizabeth Bettenhausen
full time Cambria resident

[REDACTED]

----- Forwarded message -----

From: Elizabeth Bettenhausen <[REDACTED]>
Date: Thu, Nov 10, 2022 at 9:57 AM
Subject: Agenda 10 Nov. 2022, Item 9.A.
To: Donn Howell [REDACTED], Karen Dean [REDACTED], Harry Farmer [REDACTED], Cindy Steidel [REDACTED], Tom Gray [REDACTED]
[REDACTED]

MEMO

TO: CCSD Board of Directors

FROM: Elizabeth Bettenhausen

DATE: 10 November 2022

SUBJECT: 9.A. Closed Session: PUBLIC EMPLOYEE PERFORMANCE
EVALUATION, Pursuant to Government

Code Section 54957(b)(2)

Title: General Manager

Re: Evaluation

Action requested: Terminate the contract

Dear CCSD Directors:

Since 2019 I have written to you repeatedly regarding the performance of retired Rear Admiral John Weigold IV as CCSD General Manager. For example, my memo of 17 July 2022* (included below in its entirety) conveys major problems in how Mr. Weigold construes general management.

....

All budget decisions entail evaluating the need for the expenditure. In the Agenda for 21 July 2022 the General Manager's Report states, "Assistant General Manager - I am reestablishing the role of Assistant General Manager to more effectively balance the administration duties" (p. 8).

What does this mean? What duties need to be balanced? When the budget adjustment item comes before you to specify the amount the Assistant General Manager will be paid and how that affects the FY 2022-23 Budget, I ask that you require the General Manager to provide a more specific description of the position of Assistant General Manager, how that affects the work of the General Manager, and why it is needed now. I request that you require the budget amendment to stipulate also how the positions Ms. Bland has held to date will be affected. In addition, are these positions now to be filled by a new staff person? I assume the Final approval of the FY 2022-23 Budget at your meeting on 18 August 2022 is the latest this can be done.

Several meetings ago I made a public comment asking for information on what exactly General Manager Weigold does. His reports to you each month list minimally what departments, supervisors, and managers with their staff have done. But what exactly does this General Manager do? I have received no response.

....

Mr. Weigold understands the authority of the CCSD general manager and the oversight of the Board of Directors in ways that permit, indeed encourage him to use his personal preference as the main criterion for his decisions about the District.

When his own interests are served, beginning with his understanding of the general manager's authority.

- He accepts and occupies the position of CCSD general manager, even though he has had no experience whatsoever in management of public utilities.
- He takes action without careful study of its financial effects for the district (see the memo just cited).
- He takes action without regard to its effect on staff performance and reaction. In the memo just cited and other assignments of administrative staff over the years, Mr. Weigold believes that the staff are there to serve his interests first, and one of those interests is to do as little CCSD work as possible himself.
- He recommends to the Board hiring consultants whose work never seems to end. A good example of this is the Strategic Planning program, now a constant component of the Board's work, without much evidence that it produces good effects or even efficient use of the time you Directors have to give to public service.
- He instructs the staff to take actions without acknowledging that community interests take priority over his personal preference. The electric vehicle charging station is a prime example.
- He appoints all manner of teams to evaluate candidates for an open position (or appoints none at all), interprets their participation as

public engagement and administrative transparency, and then chooses among candidates without giving the rationale for his decision. See the Agenda and Meeting concerning the recent hiring of a Fire Chief.

- He believes the public should be submissive to his claimed expertise and authority. I experienced it personally and watched it happen in several additional ways at the very first Standing Committee on Resources and Infrastructure meeting Mr. Weigold attended after you hired him. This was also grossly obvious at the Prop. 218 hearing in the Vets Hall several months ago to consider the proposed rate hike.

This superiority complex is very obvious in an article published in New Times today: "Permit to reopen Cambria's Water Reclamation Facility remains continually delayed" by *Shwetha Sundarrajan* Nov 10, 2022 4:00 AM. <https://www.newtimeslo.com/sanluisobispo/permit-to-reopen-cambrias-water-reclamation-facility-remains-continually-delayed/Content?oid=13141250&media=AMP+HTML>

I am proud to be a "private individual," now a member of Weigold's newly named "Malarkey" group.

I could continue this list, but I have sent my documented concerns to you many times.

Please exercise your oversight of the General Manager's performance and your responsibility to serve the needs of this community. Terminate the contract of retired Rear Admiral John Weigold IV as CCSD General Manager.

Sincerely yours,

Elizabeth Bettenhausen, B.A., Ph.D.

*regular participant in public meetings of CCSD for nearly 20 years
full time resident of Cambria and tax and rate payer here since March
2002*

[REDACTED]

*** MEMO**

DATE: 17 July 2022

TO: CCSD Board of Directors

FROM: Elizabeth Bettenhausen

SUBJECT: CCSD Organizational Chart

I was surprised to hear the General Manager report to you on 14 July

2022 that he had appointed Melissa Bland to the position of Assistant General Manager. In public comment I asked for your serious oversight of such actions, because the Organizational Chart at your meeting on 23 June 2022 did not include this position.

Mr. Carmel made it clear that you have fiscal authority and responsibility to evaluate these actions by the General Manager and decide their fiscal feasibility and merits.

All budget decisions entail evaluating the need for the expenditure. In the Agenda for 21 July 2022 the General Manager's Report states, "Assistant General Manager - I am reestablishing the role of Assistant General Manager to more effectively balance the administration duties" (p. 8).

What does this mean? What duties need to be balanced? When the budget adjustment item comes before you to specify the amount the Assistant General Manager will be paid and how that affects the FY 2022-23 Budget, I ask that you require the General Manager to provide a more specific description of the position of Assistant General Manager, how that affects the work of the General Manager, and why it is needed now. I request that you require the budget amendment to stipulate also how the positions Ms. Bland has held to date will be affected. In addition, are these positions now to be filled by a new staff person? I assume the Final approval of the FY 2022-23 Budget at your meeting on 18 August 2022 is the latest this can be done.

Several meetings ago I made a public comment asking for information on what exactly General Manager Weigold does. His reports to you each month list minimally what departments, supervisors, and managers with their staff have done. But what exactly does this General Manager do? I have received no response.

In the past some General Managers have done careful analytical work to pose major questions about needs and resources to the Board of Directors. I see none of this now. What specifically does this general manager do?

Thank you for your public service and your serious consideration of major fiscal issues and staff appointments.

From: [REDACTED]
To: [BoardComment](#)
Cc: [Gail Stevens](#)
Subject: Public Comment for Nov 10, 2022 Agenda Item #9A, Evaluation of the General Manager
Date: Thursday, November 10, 2022 12:26:02 PM

Dear Board Secretary,

Please read the following public comment during today's Board meeting (Nov 10, 2022). Please include these comments into the public record.

Regarding the Closed Session Item #9A, "Evaluation of the General Manager":

We have grave concerns over the management approach of the CCSD's General Manager, Mr. John Weigold. We believe that his overall performance is lacking in many areas, and that the Board of Directors should consider terminating his contract with CCSD.

Mr. Weigold has a dismal record of communicating successfully with the Board, his staff, and the general public, who are his employers. He was ill prepared to handle the public meeting at the Vets Hall during the Prop 218 Garbage Rate increase, where we observed chaos and an unwelcome feeling toward the public.

Mr. Weigold is often very late in providing needed and timely information to both the Board and the public, in order for them to assess and determine the proper approach for the CCSD. The absence of proper information for the evaluation and hiring of the new Fire Chief was shameful, and an indication of his poor communication and management skills with both the Board and the public. Hiring a candidate in a high level position like Fire Chief without proper vetting is unprofessional at any level.

Mr. Weigold's approach to working with the County Planning Department and the California Coastal Commission is highly combative. Rather than working cooperatively with those agencies toward the Coastal Development Permit application for the EWS/SWF/WRF, Mr. Weigold consistently showed a lack of cooperation. Required environmental studies have been routinely put on the back burner for years, despite that such studies often take a year or more to complete. The CCSD's approach to submitting Intent to Serve letters to the County and Coastal Commission, despite the Commission direction to cease, is an indication of his lack of cooperation and teamwork across agencies, at the expense of dollars and time to the ratepayers.

For these and many other reasons, we believe that the Board of Directors should consider Mr. Weigold's termination as CCSD General Manager.

Respectfully,

Robert Fountain and Gail Stevens

Fallbrook Street

Cambria

From: [REDACTED]
To: [BoardComment](#)
Subject: Board Comment Nov 10
Date: Thursday, November 10, 2022 12:11:01 PM

To the Board Secretary:

Please read aloud at the Nov 10 Board meeting during closed-session Public Comment and submit to the public record of the meeting

Thanks

Honorable members of the CCSD Board of Directors,

It sometimes happens that, despite good intentions and due diligence on everyone's part, an employment decision turns out to be a mismatch. It happens all the time across all fields of endeavor. In the best of cases both parties agree to a separation and move on. I hope this is the case today.

You will hear or have heard many instances in which the general manager fell short of community expectations. I have been disappointed in his leadership of the Board's first strategic goal of improving communication with the community. I believe the rancor and ill-will felt by many ratepayers toward CCSD would dissipate with more open and better outbound communication. It's not a complicated thing to do, but it does take intention and follow-through. I haven't observed much of either from the general manager.

In CCSD, I see a group whose essential service and good deeds go under-appreciated because leadership has repeatedly fallen short in full public view. Confidence in his leadership of CCSD has eroded to the point it was an election issue in the recent CCSD election. The results speak for themselves.

Without ill-will toward the general manager and with best wishes to him for a productive future, I hope you, the Board, will consider correcting this employment mismatch and seek a replacement as soon as possible.

Thank you for your consideration of this opinion in a public forum.

Scott Anderson
[REDACTED]
Cambria