

From: [REDACTED]
To: [Ossana Terterian](#)
Subject: Item 6C Resolution 52-2020
Date: Thursday, November 19, 2020 11:41:02 AM

Please read

Increase for Management & Confidential Employees (MCE) group

I do not agree at this time that salary adjustments are warranted

Employees should be grateful they have a job during Covid 19 and most of you work from home.

Please vote NO on this item

thank you

Cheryl McDowell

From: [REDACTED]
To: [BoardComment](#)
Subject: November 19 meeting
Date: Thursday, November 19, 2020 11:19:06 AM

Hello, Ossana --

Here are my comments for today's meeting. I can only stay until 4 pm. I will read comments on any items that come up before that. Otherwise, I shall depend on you to read them for me. Thank you.

Public Comment

Back when the Building Moratorium was established in 2001, the board created the Water Wait List. The theory was that some day, when Cambria had enough water to serve additional water users, the district could begin to approve permit applications. The Water Wait List would be an orderly way to proceed.

Well, it didn't work out. The Water Wait List has become a center of commerce and contention. Positions are bought and sold, traded around. Real estate is sold with the promise of potential construction. It's a confused mess that has caused the district no end of problems.

The central issue is that the possibility of enough water to serve new users never happened. Cambria has done everything it could to make it come to pass, but there simply is no new water. The Coastal Commission continues to deny permits to those who apply, because Cambria still doesn't have enough water even for those who are currently residents. Then there's the issue of the second home owners who only visit Cambria occasionally, but whose homes might some day be occupied full time. And water for the visitors and commercial users.

Cambria put itself into millions of dollars of debt for the Emergency Water Supply Project, but it will never be able to provide water for new users. The district tried to get a permit to allow the project to operate so that it can add new water to the system, but that won't work. While it's not yet clear how much water the plant will produce, it's going to be in the Emergency Use only category, not additional water for new users.

As Coastal Commission vice Chair Donne Brownsey said at the public hearing on the Settini permit, "This is a local jurisdiction not being straight with the parcel owners who want to develop these parcels, that in fact there is no water. And when they go to the Coastal Commission, we cannot approve them, because they are inconsistent with their LCP because there's no water."

I ask the board today to start the process of disbanding the Water Wait List. Please direct

district counsel to prepare a brief report on the steps that need to be taken to dismiss it. Be direct with the public and allow those on the Water Wait List to move on.

Item 6C:

It's very generous of the Finance Committee to recommend raises for Cambria's district staff. In light of the Covid crisis, where local government is being financially affected, I ask the board to hold off until the financial impact of the pandemic is clearer.

I also ask this board to postpone increasing salaries until the new board members take their seats. It seems wrong for a board looking at changing two of its members to make this financial commitment in its last meeting before the new members take their seats.

Cambria pays its staff very well. Indeed, all the positions affected by this pay increase earn over \$65,000 annually, and more than half earn over \$100,000. While I appreciate their hard work, other agencies are imposing pay cuts and mandatory furloughs to save money. Please postpone this pay increase until 2021 and reconsider it then.

Item 6D

Another generous financial award, this one to the General Manager. I appreciate his desire for a comfortable retirement. As he is now earning \$170,000 annually, I hope he will be able to find ways to fund his CalPERS account without the district coughing up another \$20,000. I oppose burdening the district with this additional cost, at a time of belt-tightening due to the pandemic.

I also ask this board, with two members leaving, to allow this decision to be made by the board with the two new members taking their seats in December.

Item 6E:

I ask the board to revise this grant policy to retain its own authority in applying for and accepting grants. This policy effectively shifts the power of pursuing grants from the board to the general manager.

At the recent Special Meeting on grants, the point was made that when a granting agency extends an offer of financial commitment, the pressure is on the board to accept. One member changed the vote cast earlier, against the project, to vote in favor, because the grant had been extended, and turning down grant money is considered a poor precedent.

I would advise that the advisability of the project be judged on its own merits, rather than pressure from the granting agency, but this was the rationalization put forth.

That turns the application process into the step at which the decision is made as to whether to pursue a project, decided by the general manager.

The board may wish to relieve itself of decision making. That's not unreasonable. Some communities turn over management to a professional team, making the elected board advisory rather than decision making. That isn't the way Cambria has been managed. If the board wishes to make that change, the board needs to give the general manager clear direction regarding the community's wishes. Judging from the recent election returns, Cambrians choose environmental and financial responsibility.

Unless this board wants to acquit itself of decision making, and accept the general manager's leadership, the board should require that decisions on which grants to pursue come before the board for consideration before the staff is directed to apply.

Item 7C:

The Hadian permit application is essentially identical to the application, A-3-SLO-19-0199, which was appealed to the Coastal Commission in 2019 by Coastal Commissioners Linda Escalante and Katie Rice and denied by unanimous vote of the commission. This application claims a "grandfathered" water meter, but as the commission ruled in 2019, no grandfathered projects remain unconstructed. Even if any grandfathered project still existed, the purpose of allowing them to continue through the process relied on "equity and fairness" because the projects had gone so far in the process. Since it has been almost 20 years that the applicant has been aware of the building moratorium, those issues have lost their meaning. Please read the entire Staff Report, which I will send to you, on the previous Hadian permit regarding the district's responsibility and the role of the county in issuing this permit.

I ask the board to direct staff to deny approval of this permit. Coastal Commission staff member Brian O'Neill has spoken to the applicant and informed him, and the county, to expect that this permit will also be denied by the commission.

The district's approval of these permits is troublesome for the Coastal Commission. These approvals create work for the commission staff, which is already under mandatory furloughs and has taken a pay cut due to the Covid pandemic. The permits require staff time and effort and the district well knows that they will not be approved.

I ask the board to take action today to stop approving these applications. I hope the board will not require the Coastal Commission to approach our state legislators for relief or to take less formal action, as one commissioner suggested, to put up a billboard saying Don't Believe These People.

Christine Heinrichs

From: [REDACTED]
To: [Ossana Terterian](#)
Subject: 6A Resolution 52-2020 Emergency declaration
Date: Thursday, November 19, 2020 11:33:32 AM

Please read

In today's agenda packet Pam wrote the following:

At this time, the CCSD has adequate resources to meet its cash commitments. Staff will continue to be frugal in purchases, postpone non-critical purchases and carefully monitor their respective budget (s). Staff submitted a reimbursement request for COVID -19 costs to FEMA. The next step in the process is for FEMA to determine the costs submitted are eligible for reimbursement, which is currently under review. Staff will report on the outcome as information becomes available.

For transparency purposes I think the reimbursement request application the district sent to FEMA should be disclosedBased on the third rate increase and the comment about CCSD has adequate resources why would it be necessary to seek FEMA reimbursement?

Thank you

Cheryl McDowell

From: [REDACTED]
To: [Ossana Terterian](#)
Subject: Item 6C Resolution 52-2020
Date: Thursday, November 19, 2020 11:41:02 AM

Please read

Increase for Management & Confidential Employees (MCE) group

I do not agree at this time that salary adjustments are warranted

Employees should be grateful they have a job during Covid 19 and most of you work from home.

Please vote NO on this item

thank you

Cheryl McDowell

From: [REDACTED]
To: [Ossana Terterian](#)
Subject: Item 6D
Date: Thursday, November 19, 2020 11:43:19 AM

Please read

NO NO & NO

can't afford this insane request to fund a retirement account for General Manager Mr. Weigold.

Please vote NO

thank you

Cheryl McDowell

From: [REDACTED]
To: [BoardComment](#)
Subject: November 19th CCSD Board Meeting Agenda Items 6C and 6D
Date: Thursday, November 19, 2020 9:02:13 AM

Members of the Board,

I oppose the consideration and approval of items 6C and 6 D of today's meeting agenda.

As a ratepayer, feeling the sting of the third rate increase, the timing of these "late added" items smacks of another rushed decision that deprives ratepayers of the time and information needed to speak up about another reach into our pocketbooks.

The staff and General Manager are receiving healthy, STEADY salaries. During an unprecedented time of financial loss for many ratepayers, by no fault of their own because of the COVID-19 pandemic, paying more to increase salaries, and especially the GM's \$170,000. salary or to pay for his retirement fund are out of touch with reality.

Ratepayers have paid the price of courting General Managers in the past. I, for one, am not willing to head down that expensive rabbit hole again.

These compensations proposals should be tabled during this period of financial ruin for many ratepayers whose finances have been negatively impacted due to the pandemic. Information about the GM's employment reviews and rationale for staff salary raises should be made available to ratepayers before another vote is taken up on today's agenda items 6 C & D.

Sincerely,
Holly Ludwigson
Homeowner and full-time resident Lodge Hill

Sent from my iPad

Good afternoon CCSD Board of Directors:

We would like to share the following concerns regarding the recent direction of the skatepark project. There has been a considerable amount of individual and community time invested in this project and we wish to seek clarity at this time. A meeting took place on 11/13/2020 with CCSD General Manager, John Weigold, Steve Kniffen, Carlos Mendoza, Shara Tathum, Juli Amodei and Aaron Spohn, with Spohn Ranch Skateparks. It was held at the current site of the skatepark. The meeting was called there because we were all under the impression the efforts of REBUILDING a new skatepark were to be on this property and that was as a result of the direction of PROS COMMISSION AND CCSD. CCSD General Manager, John Weigold proceeded to let us know the property was not available to us and that TESLA desired to use the entire property for charging stations. In addition, there was no money for the project.

John Weigold proceeded to take a strong stand on the skatepark being moved to the East Ranch/ Dog Park and that we would need to consider that site. ... Skate Cambria and the Skate Park Initiative feel very strongly that the best location for the skatepark is at the current location for the following reasons:

- 1) The Main Street location offers the best place for visibility and safety for our children.
- 2) The current location is in the center of town which allows the opportunity to showcase the vitality of Cambria, connecting the elderly residents with the youth of our community.
- 3) This location was a skatepark prior and the residents of Cambria have stepped forward with 2600 signatures endorsing for it to be REBUILT there.
- 4) The skatepark initiative is made up of a board of students which we are teaching how to use their voice for active movement with government. We would like them to see that government can get things done.

We are committed to helping with fundraising efforts as demonstrated by the already successful Pancake Breakfast (raised \$4500.00) on Halloween and private funds that are being currently held by Cambria Community Council as our 501 c3. We have been holding rallies every Friday from 2-3 pm. The kids are there collecting funds and signatures to share community awareness and the desire to have the park back. The children of Cambria need a space that they can relate to and more importantly be proud of. We ask for your thoughtful consideration in securing the property for the skatepark, moving forward with a DESIGN BUILD and working with us to make this possible by April of 2021.

On behalf of Skate Cambria, your time and consideration is greatly appreciated.

WE WANT TO SKATE

Juli Amodei & Shara Tathum

Directors

From: [REDACTED]
To: [BoardComment](#)
Subject: SUBJECT: Skatepark Rebuilding at the current Main Street Location
Date: Wednesday, November 18, 2020 4:47:29 PM
Attachments: [Good afternoon CCSD Board of Directors 11182020.pdf](#)

See attached for the meeting tomorrow, please let me know you received.

Thank you-

Juli Amodei

On behalf of Skate Cambria

Juli Amodei
Creative Agent

[REDACTED]
[REDACTED]

From: [REDACTED]
To: [BoardComment](#)
Subject: FW: SUBJECT: Skatepark Rebuilding at the current Main Street Location / TO BE READ PLEASE
Date: Thursday, November 19, 2020 8:51:46 AM
Attachments: [Good afternoon CCSD Board of Directors 11182020.pdf](#)

Good morning we kindly request this letter to be read first as it frames in other letters and comments be shared on this subject for the board meeting at 2 p.m. today.

Thank you-

Juli Amodei

Skate Cambria

www.skatecambria.com

*Juli Amodei
Creative Agent*

From: [REDACTED]
Sent: Wednesday, November 18, 2020 4:47 PM
To: 'boardcomment@cambridcsd.org' <boardcomment@cambridcsd.org>
Subject: SUBJECT: Skatepark Rebuilding at the current Main Street Location

See attached for the meeting tomorrow, please let me know you received.

Thank you-

Juli Amodei

On behalf of Skate Cambria

*Juli Amodei
Creative Agent*

From: [REDACTED]
To: [BoardComment](#)
Subject: Salary Increase for GM, #6, Regular Business C, D
Date: Thursday, November 19, 2020 2:55:18 PM

Hello, while I am not an expert on salary analysis, I find Mr. WeIgold's salary quite sufficient, already, at \$170,000/year. A teacher makes around half that after several years employed, and they probably work twice as hard, considering the stress, and we cannot compare the responsibility aspect. I would be opposed to an increase, and a retirement package, as he was hired under temporary conditions. Since he has no engineering background, or utility administration background, I wondered why the town awarded him the position, other than his military experience, and that he appears to be a responsible and level headed man, with leadership skills.

Others may contend with what has been accomplished during this short period, I assume a year, to qualify for a raise or retirement package. This town was already fleeced by two other general manager severance and/or packages.

Due to Climate Chaos, none of us are likely to be around by the end of a decade. Let's focus on the job at hand, <Water for the town>. Sorry John.

Jeannine Jacobs

Jeannine Jacobs

From: [REDACTED]
To: [BoardComment](#)
Subject: November 19th CCSD Board Meeting Agenda Items 6C and 6D
Date: Wednesday, November 18, 2020 8:15:50 PM

Dear Members of the Board:

I am writing to express my strong opposition to Agenda Items 6C and 6D on the November 19th Board agenda. For this "lame duck" board to even be considering these "late added" items raising salaries and increasing the compensation of the General Manager is troubling. Could it be that this board is taking its cues from another lame duck, hellbent on rewarding his friends and punishing his enemies (that would appear to be us ratepayers) on his way out the door?

Consideration of granting raises to staff and a GM who have failed to make any discernible progress in addressing any of the District's pressing needs is particularly tone deaf, coming on the heels of the recent rate increase. Business in town is bad, in case you haven't noticed, and demands on local food banks and other organizations assisting residents who, through no fault of their own, are struggling to make ends meet are at an all-time high. These proposed compensation increases in these terrible times are a slap in the face to hardworking Cambrians. Most state workers and many local public agencies have take pay cuts due to the pandemic-caused economic dislocations, yet CCSD is proposing raises? Tone deaf, indeed! Several of the current board members will be finishing up their terms this year, and I am thankful for their service. Don't taint your legacies with this last-minute giveaway to a GM and staff who have failed to advance the needs of the community, while apparently seeking to line their own pockets.

Respectfully,

Jim Townsend

[REDACTED] Cambria

From: [REDACTED]
To: [BoardComment](#)
Subject: CCSD meeting 11/29. # 6 C & D on agenda
Date: Tuesday, November 17, 2020 5:57:17 PM

#C We have just had a huge increase in billing, of which we voted for, to fund the EWS and to fix old infrastructure. We DID NOT vote to use this money for an increase in CCSD staff pay. That money was specified for the above. If you have excess money you should be fixing the old infrastructure, not giving pay raises. Illegal use of our money.

#D The GM knew coming in that he wasn't going to get retirement or a pay raise. End of story. If he is not getting enough money, maybe it's time for him to find another job. That's pretty sneaky trying to scoot all this in before the next board gets in.

Thank you.

Karen Pearson
[REDACTED]

From: [REDACTED]
To: [BoardComment](#)
Subject: Skatepark Rebuilding
Date: Wednesday, November 18, 2020 9:27:41 AM

Good Afternoon CCSD Board of Directors,

We know at the very least you know our names, as we have been on zoom board meetings with our sons, Cyrus Tatham and David Amodei in regards to the Skatepark. Also, we have spoken directly with many of you. We want to remind you, today, that the Tatham and Amodei-Glennon families along with many other families in town, support the rebuilding of the Skatepark at the location where it has been for over 10 years. We have high schoolers at home still and are watching them struggle with the online schooling because of Covid. Struggling with academics, as well as lack of social interaction, and a lack of things for them to do in this community. So it is of utmost importance that we act as fast as possible to get this up and going for the youth of our community. We do believe it is possible to break ground on this project by April of 2021, knowing that Prop 68 money is coming in, along with other private donations, and the fundraising that the Cambria Skatepark Initiative Committee has and continues to do. This is a reasonable goal. This could put us at potentially finishing the project in the summer sometime of 2021. What an exciting idea to have this finished for our youth and our community. Especially during this pandemic.

Building of the skatepark next to the Library, is so important to the vitality of our community and the safety of our children to keep the skatepark in a visible place. We care deeply about the safety of our youth, and want to see the skatepark in a visible location. The skatepark being at the location across the street from the vets hall will allow for tourists and locals alike to witness the vitality of our community. They will see a beautiful park that is for people of all ages to enjoy. They will see a picture of community togetherness and involvement of the entire process of building a community park.

Lastly, we request that the board choose a design/build process, NOT a design bid build process. This is completely doable as California has had many different skatepark projects that come in under a million dollars and used a design/build process. The Cambria Skatepark Initiative Committee has this information available to you if you so desire to see it. Aaron Spohn, of Spohn Ranch Skateboard Designs, has also done incredible research on this, and has built skateparks both under and over a million dollars in the state of California. He has explained how the design build process can be done in the state of California for projects under a million dollars. Also, the building of a skatepark is so specific in detail that in order for it to be done properly, it needs a skatepark designer/builder to complete it. We (the members of the Cambria Skatepark Initiative Committee) have done our due diligence on this project and ask that now your board help us push this process along quickly. Please help us encourage CCSD GM, John Weigold, to move in the right direction, and move quickly on this project.

Thank you for your time and energy, we look forward to working with your board on this,

Shara Tatham & Juli Amodei
Cambria Residents
Cambria Business Owners
Cambria Parents of youth

From: [Haley Dodson](#)
Cc: [Ossana Terterian](#)
Subject: RE: Public Comment for Today.
Date: Thursday, November 19, 2020 1:02:14 PM

Hey Paul,

It's good to hear from you! I hope all is well with you. We hired Ossana Terterian and she's our new Board Secretary. I've cc'd her in my response and will read your comment during today's meeting.

Take care!

Haley

-----Original Message-----

From: Paul Nugent
Sent: Thursday, November 19, 2020 12:47 PM
To: Haley Dodson <hdodson@cambriaacd.org>
Subject: Public Comment for Today.

Haley,
Hope you are well. Sorry this is so long...

Thanks for all that you do!

Best,

Paul

Members of the Board,

To those moving on from service, I thank you for your time and dedication to our community. Now that said. What the heck are you guys talking about? Agenda item 6 C, "added late". Just come on! We are in the middle of a pandemic. This GM has nothing, and I sincerely mean, NOTHING to show for himself, in his history of performance here, that would justify an increase in compensation. To the contrary, I suggest that the board send a clear message to our GM.

His job performance is not just short of warranting additional compensation. Mr Weigold's performance has been lacking in many ways. He has taken liberties to drive organizational outcomes that are not in line with the board elect's consensus, and not at the direction of the current board. This request seems to me, more a way for him to be "paid off" for his this discrepancy in past boards lack of direction or consensus and the elects' obvious referendum. Mr Weigold is not working for this community or its rate payers or even the District as an entity. He is working for himself and so far has yet to produce mentionable results for our community beyond filling the position.

That being said, I welcome the day that we have a GM perform at a level this sort of compensation would be fitting. I do sincerely believe the role of GM is demanding and requires a competitive compensation package. I just don't think that our current GM has filled these shoes. I will also share that I would like to see our District be able to offer a working wage that would promote more local employees. The way that is done is by hiring great. Not mediocre. I have unfortunately not come to see Mr Weigold as great in his role at GM. I have noted the instances specifically as they happened and provided feedback accordingly.

Something that I have asked our GM for over a year now is a cost per acre foot analysis of the water supplies his water district utilizes to provide water. Its information he should have readily available as well as it should be weighted heavily into the decision making process of this communities leadership. His decision to not focus on this

key metric of success as it pertains to the incomplete submittal of our EWS permit application will cost this district more money than any retirement package could ever offset. Rather it will disjoint the district's organizational objectives, by fragmenting and redirect the process even further, as the permits/plants utility and economics change, Due to a lack of clear objectives or criteria for success. As someone with a modest level of business experience in program and project management, I find his ability to work with projects that require prioritization lacking. One key question I ask you to consider today. When you review a CIP list how do you know what order the workflow of each of these projects arrange in? How do you map out a timeline for projects to budget? As a member of the R and I committee and someone who pays attention. I have not seen our district go this far into the planning phase of any project management. Mr Weigold seems overwhelmed and compensating him more is not going to solve that problem. This board needs to provide him clear objectives and expectations and hold him accountable for the outcome. I hope that we see a day soon that our community can feel great about providing additional compensation to the water District's employees. The sooner the district's leadership can find that balance the better off we all will be.

Best,

Paul Nugent

From: [REDACTED]
To: [BoardComment](#)
Subject: Raises During COVID
Date: Thursday, November 19, 2020 10:35:50 AM

I assume that CCSD personnel salaries are paid from our Water Bills. The Board should consider the impact of increasing the water rates at this time to pay for salary increases. Any raise should be postponed until after the COVID crisis is solved and people are back to work.

From: [REDACTED]
To: [BoardComment](#)
Subject: Retirement Pay for General Manager?
Date: Thursday, November 19, 2020 10:46:48 AM

Unless the General Manager's contract at the time of hiring included a retirement plan, he should not now be given a Retirement Plan. This would entail a continuing payment from ratepayers to the retiree plus a salary for his replacement. This is an ever increasing spiral of increases of water rates we must pay. This presents an undue hardship to those of us on fixed income.