

COASTSIDE COUNTY WATER DISTRICT

766 MAIN STREET

HALF MOON BAY, CA 94019

SPECIAL MEETING OF THE BOARD OF DIRECTORS

Tuesday, March 12, 2019

**Immediately Following the Regular Board Meeting, However
the Special Board Meeting Will Start No Earlier than 7:30 p.m.**

AGENDA

1) ROLL CALL

2) PLEDGE OF ALLEGIANCE

3) PUBLIC COMMENT

Members of the public may address the Board of Directors on the items on the agenda for this special meeting. The Chair requests that each person addressing the Board complete and submit a speaker slip and limit their comments to three (3) minutes.

4) SPECIAL ORDER OF BUSINESS

**A. Interviews of Candidates to Fill Vacancy on the Board of Directors
and Potential Appointment to Fill Vacancy ([attachment](#))**

5) ADJOURNMENT

STAFF REPORT

To: Coastside County Water District Board of Directors

From: David Dickson, General Manager

Agenda: March 12, 2019

Report

Date: March 7, 2019

Subject: Interviews of Candidates to Fill Vacancy on the Board of Directors and Potential Appointment to Fill Vacancy

Recommendation:

None.

Background:

The purpose of this March 12, 2019 special meeting of the Board of Directors is to interview candidates to fill the vacancy on the Board left by Director Arnie Glasberg's departure. The Board will conduct interviews and make a selection in accordance with the procedure outlined in Attachment A, subject to Board approval at the March 12, 2019 regular meeting.

Following the Board's decision on January 8, 2019 to fill the vacancy by appointment, nine candidates responded to the District's notice requesting statements of interest and qualifications for the director position. One candidate, Robert Pelikan, subsequently withdrew. Attachment B includes submittals of the remaining candidates. Candidate Les Deman, who spoke to the Board at the February 12 meeting, could not be present for the interview due to previously scheduled travel. Candidates to be interviewed are :

1. Jim Larimer
2. John Mallen
3. Matthew des Tombe
4. Peter Smith
5. John Muller
6. Abe Jimenez
7. Brian Glazebrook

After selecting a candidate, the Board may make the appointment by approving the resolution presented in Attachment C.

Fiscal Impact:

None.

Board Candidate Interview and Selection Procedure
DRAFT, SUBJECT TO BOARD APPROVAL
March 12, 2019

1. The Board will interview all candidates at a special board meeting on March 12, 2019, beginning at 7:30 pm.
2. Interviews will be individual, with remaining candidates requested to remain out of the room.
3. Order of the interviews will be random.
4. Each director will come to the interview session with a question and at least one additional backup question. Directors will not reveal or share their questions in advance. To avoid duplication of questions, questioning in the first interview will proceed by director seniority, with each director asking one question. Each director will ask the same question in all subsequent interviews. Directors will not ask follow-up questions.
5. Interview time will be 15 minutes per candidate, allowing a 3 minute candidate opening statement and 3 minutes per question.
6. Following the interviews, staff will poll the directors to rank their top 3 candidates. [Note - all applicants may be present for the polling and subsequent discussion.]
7. Board discussion and selection of a candidate will follow the poll, with additional polling to be conducted as the Board may direct.

JoAnne Whelen

From: David Dickson
Sent: Friday, January 11, 2019 11:30 AM
To: JoAnne Whelen
Subject: Fwd: Board Vacancy

Hi, JoAnne -

We'll consider this Jim Larimer's statement of interest and qualifications.

Dave

Begin forwarded message:

From: Jim Larimer <jim@imagemetrics.com>
Date: January 10, 2019 at 4:39:48 PM PST
To: 'David Dickson' <DDickson@coastsidewater.org>
Subject: Board Vacancy

Dave-

I see that starting in February there will be a vacancy on the CCWD Board. It has been several years since I served on the Board or paid close attention to CCWD's current issues and policies. It would undoubtedly take me a few months to catch up, but I believe that the three terms I previously served on the Board would enable me to catch up more rapidly than someone who has not been a Board member. I would be willing and pleased to serve out the term of Director Glassberg should the Board be willing to appoint me.

Please inform the Board that I am available should they choose to appoint me. If there is any additional information regarding my availability that you or the Board requires, I will be happy to provide it.

Jim

Jim Larimer
569 Alto Avenue
Half Moon Bay, CA 94019
jim@imagemetrics.com
(650) 678-0658

JoAnne Whelen

From: John Mallen <jmallenjr@gmail.com>
Sent: Tuesday, January 15, 2019 10:08 AM
To: JoAnne Whelen
Subject: Coastside County Water District
Attachments: JM.pdf; ATT00001.htm; Recommendations.pdf; ATT00002.htm

Hi JoAnne,

My name is John Mallen. My wife (Teresa) shared an email that indicated there's a need for someone to fill a position on the Coastside Water District due to resignation. I'm currently unemployed, but actively looking. My background is mainly Customer Service/Human Resource oriented, specifically supporting Consulting organizations for large IT corporations (SAP & Oracle) in Resource Management. Since leaving SAP in July of 2017, I've managed a home renovation, did a 6 month consulting stint at Deloitte Services, LLP., and took care of health issues for both my mother and mother in law (who lives with us). I've also helped one of our local farmers, the Repetto's, through the holiday seasons, and I am on the Board for the Coastside Tennis Association, focusing on Youth Tennis development. I'm continuing my personal education, becoming fluent in Spanish, as well as rounding out my HR & Project Management experience by attaining certifications in 2019.

My wife and I do live in Half Moon Bay. We are also raising our niece, Avery, who is currently attending College of San Mateo.

Feel free to take a look at my LinkedIn url www.linkedin.com/in/jfmjr.

Please let me know if you are interested in chatting with me about this position.

Best,

John

John Mallen
Half Moon Bay, California, 94019
www.linkedin.com/in/jfmjr2

408-859-9399
jmallenjr@gmail.com

SUMMARY

Human Resource and Customer Service professional with 25+ years experience, primarily in Resource Management supporting Professional Services organizations, advocating on behalf of and deploying Consultants as well as sub Contractors for Computer Software and Information Technology corporations. Heavily involved in large transaction oriented Staffing, as well as Strategic Workforce Planning, including developing process, policy and procedure to improve efficiencies. Excellent collaborator and independent contributor with strong listening skills. Strongest attributes are responsiveness, composure, accountability, sense of urgency, prioritization, and diplomacy. I am looking for a Customer Service oriented position which would include an opportunity to have an impact on the growth and success of the company, as well as its employees.

- Industries: Financial Services (Banking & Insurance), Utilities, Retail, Healthcare/Lifesciences, Government (Federal, Civilian, State & Local, Education), Transportation
- Software apps, HR/Program Mgt/others: Oracle Purchasing, Business Intelligence, multiple SAP product, including SuccessFactors, Workday, Salesforce, BambooHR, Agile, Excel, Outlook, Sharepoint, Outlook 365
- Scheduling & Workforce Planning Tools: RM@FS (SAP), Retain & Crystal Reports (Business Objects), PJR/Project Accounting (Oracle)
- Languages: English, Spanish (becoming fluent)

PROFESSIONAL EXPERIENCE

SAP Americas, Inc. Palo Alto, Ca.
Sr. Resource Manager: 2012 – 2017

2008 – 2017

Resource Management Single Point of Contact (SPOC) to the Regulated Industries Services & SuccessFactors Sales & Delivery Organizations, for all Resource Management Issues, including Escalation & Conflict Resolution, as well as Project Management Staffing.

- Reported directly to the North America Resource Management Director, and serve as the interim North America RM Lead when required.
- People managed 8 Industry-aligned Resource Managers, Senior Resource Analysts and Resource Analysts. Responsible and accountable for Recruiting, On Boarding, Development, and Exiting.
- Designed and drove initiatives that enabled the NA Resource Management, the Global RM team, and internal customer teams to reach the ultimate business goals of SAP. These Initiatives included: Lead for the Services Support Partner GRM Training, Lead & Participant for two People Survey Committee's, European Union Protection Committee (to comply with Global SAP Legal standards), Creator of the Employee Feedback Form (specific for Resource Management).
- Defined and optimized operational business processes, to deliver 100% commitment in terms of quality support, in a quick time frame, to enable repeatable processes/best practices, specifically for the acquired & integrated SuccessFactors organization.
- Represented the Regulated Industry delivery organization in all cross organizational escalations, working with senior management members to preclude formal escalations (on average 20 per year) by early recognition, to maximize revenue (Consulting hours) and

minimize manpower cost, and ultimately mitigate risk to all of SAP's customers worldwide.

Sr. Resource Analyst: 2010 – 2012

Responsible for Utilization/Revenue targets in support of Business Analytics Sales & Delivery organizations, including workforce capacity transitioning to HANA.

- As a Liaison between SAP Consulting and Product Development, staffed, utilizing North American Business Analytics Consultants, one of the most important Product Development projects for SAP's Sapphire in 2011, which introduced HANA to Customers, and resulted in HANA License and Services Sales (multi millions).
- As a Liaison between SAP Consulting and Product Development, enabled the Business Analytics Consultants to acquire HANA expertise, which enabled the HANA Consulting organization to meet the Customer demand in terms of Services Sales.
- Negotiated and Renegotiated Partner rates to abide by SAP's increased Margin per Partner engagement, resulting in increased Revenue (\$15,000 per year).
- Trained and mentored 10 future and existing Resource Analysts, to ensure Resource Management maintained highest level of Service.
- Exceeded Expectations as Sr. Resource Analyst, promoted to Sr. Resource Manager in 2012, became People Manager

Resource Analyst: 2008 – 2010

Continued as SAP Resource Analyst, after SAP acquired Business Objects, with main responsibility of ensuring Customer stability from a Staffing perspective during the transition.

- Learned the RM_FS (Staffing/Forecasting) and SPS (Partner Management) SAP systems, to ensure continuity in support of the Business Objects Sales & Delivery organizations.
- Learned SAP Partner Program Policy and Processes, to maintain existing Contractor engagements, and ensure Customer success.
- Applied Resource on Demand policy for US Public Sector Customers, in support of Client Partners, resulting in Direct interaction with Customer, alleviating Client Partners to focus on larger sized deals (+50k).
- Learned SAP Global Mobility Policies on H1B, Immigration, and Visa documentation, resulting in assisting Consultants with International assignments.
- Achieved Outstanding Rating as SAP Resource Analyst in 2009 and 2010, promoted to Sr. Resource Analyst.

Business Objects, Inc. San Jose, California

2005 – 2008

Global Services Resource & Partner Manager: 2006 – 2008

Responsible for Revenue/Utilization/Margin in support of the Business Objects Consulting Services organization, Partner Management and Global Resource Management Process/Policy/Efficiency.

- Successfully managed 80 Consultants, in terms of Staffing/Sourcing project engagements for North America Verticals and Government, Education and Healthcare.
- Exceeded Utilization/Revenue/Margin targets by 5% for three quarters in 2007 in support of Americas East, Americas Verticals, and Americas GEH.
- Qualified over 100 3rd party contractors who temporarily worked on Business Objects accounts, and consistently delivered on at least 35% gross margin percentage per contractor.
- Worked with Business Objects Recruiting, Education, and Human Resources to augment the Consulting organization with qualified 3rd party contractors for permanent placement,

coordinate Educational Training plans for Consultants, and transitioned Apprentice Program candidates in to Consulting.

Practice Manager: 2005 to 2006

Responsible for Selling Consulting Services Nationwide to Customers requesting Small Sized Deals (25K or less).

- Generated over 500k in revenue for PSO (Professional Services Organization).
- Created the framework and foundation for the ASG (Advanced Services Group), a more efficient and profitable version of the Small Deals Desk.

Oracle Corporation, Redwood Shores, California

1996 – 2005

Resource & Partner Manager

Supported the Strategic & West Region Consulting Sales team, as a Resource & Partner Manager, responsible for Staffing to Revenue & Utilization Targets, along with 3rd Party contracting to achieve Margin Targets.

- Virtually managed & mentored team of 5 employees across the nation, including Performance Reviews and Training demos.
- Led ORS (Oracle Resource Services) in support of West Region Consulting Sales, responsible for Partner Management and nationwide on-site placement of Contractors.
- Consolidated National Consulting Partner list to create more manageable Primary and Secondary tiered lists, to facilitate 3rd Party Contractor Staffing, negotiated rates to achieve required 45% margins. Resolved payroll, performance, extension and other Partner/Contractor issues and marketed Contractors within Oracle as projects ended, and worked with Oracle Contracts & Legal to create Service Provider Agreements and T&M Statements of Work in place with Partners.

DHL Airways, Sunnyvale, California

1990 – 1995

Driver & Account Representative

Account Representative for Apple Computer, responsible for all Shipping/Receiving to/from Apple Headquarters (Cupertino). Customer Service Driver for multiple cities and corporations in the bay area, including responsibility for on time delivery of packages to SFO airport.

Safeway Inc., Los Angeles/Santa Clara, California

1985 - 1990

Customer Service Representative

Responsibilities included Courtesy Clerk, Product Stocking, Bookkeeping, and Liquor Department Manager.

EDUCATION

San Jose State University, San Jose, California
Bachelor of Arts, History

Recommendations

Allan Weiss

Retail / Fashion Services Account Manager at SAP

October 18, 2017, Allan was senior to John but didn't manage directly. John supported my Consulting Services Delivery organization as our Senior Resource Manager while I was Vice President of Retail Delivery at SAP Americas, Inc. * He provided excellent Escalation and Mediation support & guidance, to minimize Revenue and Utilization disruption. * He was extremely responsive, thoughtful, and methodical in his approach to resolution. He has the sense of urgency in terms of Customer support, but very calm and composed in his approach and delivery towards People Management and problem solving. He will be a great value to the Company who chooses to hire!!!

Giselle Ri, PMP

Program Manager - Services Partner Alliance at SAP

June 19, 2017, Giselle reported directly to John. I have had the pleasure of working with John as my team lead at SAP. John's many years of experience in the IT Consulting space have made him not just a great leader, but also a coach and mentor. I can always count on John's advice on how to handle difficult situations and tough clients. He also has the uncanny ability of anticipating project roadblocks and proactively finding solutions that will keep the customer happy. I truly admire John's professionalism and I would welcome the opportunity to work with him again.

Andrew Allan

Sr. Manager - Americas Resource Management

June 11, 2017, Andrew managed John directly

I have been John's Manager for the past 5 years, and worked with John prior to that for several years as a colleague. John has made great contributions during his time with the team. He is dedicated and willing to take on new challenges, doing whatever is asked of him to contribute to the success of the team. During his time with our team, John has been asked to take on some challenging assignments, and he has succeeded each time in assessing the issue, working with other stakeholders to develop a solution that addresses the problem(s). John has demonstrated that he is a 'Hands-on' Leader, eager to roll-up his sleeves and dive into the work, as well as lead, as the situation requires. I have very much enjoyed working with John as a part of the leadership team for the past 5+ years, and

highly recommend John as an employee who is willing to do whatever is needed for the team success. See less

JoAnne Whelen

From: les.deman@coastside.net
Sent: Wednesday, January 16, 2019 10:41 AM
To: JoAnne Whelen
Subject: Vacancy on the Board of Directors
Attachments: Coastside Water District Statement of Interest.docx

Ms. Whelen,

Please find my letter of interest for the vacancy on the CCWD Board of Directors. If you need additional information to be considered for this position, please let me know.

Les Deman

les.deman@coastside.net

(650) 490-0340

Les Deman

517 Ruisseau Francais Ave., Half Moon Bay CA 94019, (650) 490-0340

January 16, 2019

Board of Directors
Coastside County Water District
766 Main Street
Half Moon Bay, CA 94019

Re: Statement of Interest, Coastside County Water District Board of Directors

I believe that I have experience, education and analytical capabilities that may be of value to the Coastside County Water District Board of Directors. My experience includes working in utility-related industries, both in the private and public sector. I also have local public service experience, having served as a member of the Half Moon Bay Planning Commission between 2008 and 2018. A summary of my professional experience and education is as follows:

PROFESSIONAL EXPERIENCE

PRESIDENT, Les Deman Energy Consulting Co., Half Moon Bay, CA
Providing economic consulting on energy and commodity markets to corporations and government.

DIRECTOR, FUNDAMENTAL RESEARCH & ANALYSIS, Shell Energy NA, Houston, Texas
Developed fundamental analysis of gas, electric power, oil and pipeline markets.

SENIOR MARKET ANALYST, TransCanada Energy USA, Houston, Texas
Provided market and economic analysis for the acquisition of gas, oil, NGL and midstream assets.

ASSISTANT DEPUTY DIRECTOR, Texas Railroad Commission, Austin, Texas
Responsible for gas-related regulatory and policy analysis for the state of Texas.

MANAGER, STRATEGIC PLANNING, Tenneco Energy, Houston, Texas
Developed business strategies to enhance the profitability of both regulated and unregulated businesses.

DIRECTOR, MARKET PLANNING AND ANALYSIS, Panhandle Eastern Co., Houston.
Responsible for price and service strategies for the natural gas pipeline business.

MANAGER, CORPORATE ECONOMICS, Texas Eastern Co., Houston.
Developed forecasts and scenarios for M&A analysis, and strategic planning.

PETROLEUM ECONOMIST, W.J. Levy Consultants Corp., New York, New York.
Analyzed and forecast markets for clients involved in crude purchasing, shipping, refining, and marketing.

ASSISTANT PROFESSOR, Missouri Southern College, Joplin, Missouri.
Taught courses in economics, statistics, money and banking, operations research, and computer science.

EDUCATION

M.A., Economics - University of Oklahoma.

B.B.A., Statistics - University of Oklahoma.

Management Program for Executives - University of Pittsburgh

Please let me know if you have additional questions or need additional information.

Sincerely,

Les Deman

JoAnne Whelen

From: Matthew des Tombe <mdestombe@gmail.com>
Sent: Wednesday, January 16, 2019 9:33 PM
To: JoAnne Whelen
Subject: Board of Directors, Coastside County Water District

Dear JoAnne,

My name is Matthew des Tombe. I am a Half Moon Bay Resident that lives on 307 Magnolia St, Half Moon Bay CA 94019. I have called Half Moon Bay my home since the summer of 2010.

I am interested in being considered for the Coastside County Water District Board of Directors.

I own two houses here in Half Moon Bay and my mother and sister live here. We are all "imports" that have moved here from other parts of the country-- starting with my sister and her family, then me and my family and finally my mother moved here in 2012. We plan on making this our new home base. As such I am deeply motivated in helping to preserve Half Moon Bay's charm and character through responsible management of our most precious resource, water and its runoff.

Today, I work for American Express as the Director of Business Development, Merchant Financing, in the Global Commercial Services division. I have had this job for five years and held various other jobs at Amex for five years prior to that.

Please accept this email as my statement of interest and qualifications for the role.

As I know little of the role or responsibilities, I would like to come in and meet with someone to understand the scope of the duties that come with this seat.

With Regards,

Matthew des Tombe
307 Magnolia St,
Half Moon Bay, CA 94109
H: 650 726 4431
C: 415 933 7366

JoAnne Whelen

From: Peter C. Smith <pcsmith10@comcast.net>
Sent: Monday, January 21, 2019 10:04 AM
To: JoAnne Whelen
Cc: Peter C. Smith
Subject: Expression of Interest in open Board Seat
Attachments: img20190121_09475777_0076.pdf

Dear JoAnne;

Attached please find my statement of interest in your open board seat. After your review, feel free to contact me for additional information or discussions. By phone I can be reached at 650-868-6147.

Regards,

Pete

Peter C Smith
2411 Cabvriilo Hwy S
Half Moon Bay, CA 94019

January 21, 2019

2411 Cabrillo Hwy S

Half Moon Bay, CA 94019

JoAnne Whelen, Coastside County Water District

766 MAIN St.

Half Moon Bay, CA 94019

Dear JoAnne;

I write to express my interest in filling the vacancy on the District's BOD seat vacated by director Glassberg. I meet the specified age, residence, and voter requirements.

As to my interest and qualifications for the position I can offer the following summary that will supplement the detail displayed in my LinkedIn career summary;

1. Education - BS and MS in Materials Engineering
2. Career Summary –
 - a. Worked in engineering driven companies my entire career. Technically competent
 - b. Successfully led companies with P+L responsibility to \$27M/ year. Filled roles as VP and President of several companies. Founded 2 companies.
 - c. Sat on numerous corporate boards including GE Silicon Carbide Products Operation, Morgan Crucible's Wesgo Division, Xoft Microtube Inc., Oasis Materials, Absorbtek LLC, and Elcon Precision LLC.
 - d. Responsible for major capital acquisition projects including company purchases, relocations, and capacity expansions.
 - e. Creative and remain an active inventor with over 20 US patents
3. Personal Profile –
 - a. Lived in bay area 44 years
 - b. Lived in HMB 21 years
 - c. Married 44 years with grown area children and grandchildren
 - d. Retired from full time employment in March of 2018
 - e. Avid interest in service that may affect the quality of life in Half Moon Bay

I may be contacted at the address above or by E mail at pcsmith10@comcast.net.

Thanks in advance for your consideration.

Best regards,

Pete Smith



John H. Muller • P O Box 218 • Half Moon Bay, CA 94019
Res. 650.726.2886 • E-mail: farmerjohnmuller@gmail.com

January 23, 2019

David Dickson, General Manager
Coastside County Water District
766 Main Street
Half Moon Bay, CA 94019

Dear Mr. Dickson,

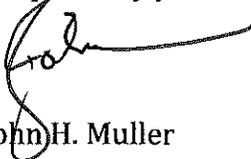
I am very interested to be appointed to fill the important CCWD Director position presently open, and willing to give my time and forty years of leadership experience to ensure this district continues to move forward in a positive direction.

I believe myself to be an honest, fair, ethical hardworking person with a genuine concern for Coastside water users, past, present and future.

My goals and objectives would be to provide an adequate supply of safe, high-quality drinking water at the best possible rate, delivered efficiently; to ensure ample water is available for the entire Coastside in emergency situations; to be committed to listen to the facts of issues at hand in an unbiased manner; and to see water as life--to be conserved and respected, not to be exploited. I would like to continue to restore/maintain/balance and efficiently govern the water needs of entire community.

My resume speaks of my qualifications. My love of the Coastside comes from my heart. Thank you for this opportunity to serve again.

Respectfully yours,



John H. Muller

John H. Muller

P.O. Box 218, Half Moon Bay, California 94019 · (650) 464-8226 · FarmerJohnMuller@gmail.com

Occupation: Third Generation Small Urban Family FARMER

OWNER: Daylight Farms: Farmer John's Pumpkin Farm, The Heirloom Seed Store

Military Service: United States Navy - Viet Nam 1963-1966 Enlisted to Serve

Organizational and Service Experience:

Regional Water Quality Control Board San Francisco Bay Region	Appointed by four CA Governors 1995-2016 Member 1999-2001 Vice Chair 2001-2012 Chair 2005-2016 City Council Member 2009 & 2014 Mayor 2008 & 2013 Vice Mayor 2012-Present Board Member
City of Half Moon Bay City Council	2017-Present Member
San Francisco Produce Market Board	2008 Recipient
Citizens Emergency Response Team Training (CERT)	2008 Recipient
US EPA Presidential Volunteerism Award	2007 Recipient
US EPA External Award for Stewardship	2007 Participant
Monterey Bay Sanctuary Sustainability Award	2007-Present Member
FBI Citizens Academy	2002-2005 Director
FBI Citizens Academy Alumni Group	2002-2004 President
Coastside County Water District (CCWD)	2002-2008 Member
Local Government Agency Committee (LGAC) US EPA Advisory Committee	2003-2011 Member 2003-2005 Board Member
Association of California Water Agencies (ACWA), Region 5,	1990-1999 Member
USDA Agricultural Technical Advisory Com (ATAC)	1975-1985 Chair three terms 1989-1995 County Committee 1985 Extra Mile Award
USDA Farm Service Agency	1977-1979 Class VIII Fellow 1989-1998 Director 1997 Profiles in Leadership Award
California Agricultural Leadership Fellowship Agricultural Education Foundation (AEF)	1979-Present Member/1986-88 President
California Agricultural Leadership Alumni (ALA)	1995-1997 Director
USDA National Promo-Flor Council	1985 Member
Secretary of Agriculture Special Committee to Streamline Management of the USDA	1980-2016 Member 1986-1998 Member/1988-1992 Chair
Society of American Florists (SAF) Governmental Affairs Committee	1966-Present Various Committees 1966-Present Past President 1987 Farmer of the Year
California Farm Bureau Federation San Mateo County Farm Bureau	1983-1984 Advisory Committee
San Francisco City and County Southeast Community Facility	1972-Present Member 1995 Citizenship Award 2002 Farmer of the Year
Coastside Chamber of Commerce	Rev. 2/18

JoAnne Whelen

From: Abe Jimenez <jimenez301@gmail.com>
Sent: Wednesday, January 23, 2019 8:44 PM
To: JoAnne Whelen
Subject: Vacancy - Board of Directors - Coastside County Water District
Attachments: Statement of Interest-Coastside County Water-01-23-19.pdf; Resume-Abe Jimenez.pdf

Dear JoAnne,

Please find the attached statement of interest and resume for the vacancy on the Board of Directors for the Coastside County Water District.

Let me know if you are able to view the documents.

Thank you and look forward to hearing from you.

Best,

Abe

Abe Jimenez
PO Box 1781
El Granada, CA 94018
832-754-8284
jimenez301@gmail.com

January 23, 2019

Coastside County Water District
Half Moon Bay, CA

Dear Coastside County Water District Board of Directors:

I am extremely interested in being considered for the vacancy in the Board of Directors for the Coastside County Water District. I am a business and finance professional working in Silicon Valley in information technology. I currently reside on the coast in El Granada and I am registered to vote in San Mateo County. I am very interested in learning more about our communities' water supply and usage and ways in which we can effectively allocate resources to meet our communities' needs.

My experience in corporate financial planning & analysis (FP&A) at Visa has allowed me to analyze various projects and their financial feasibility. I have led and created processes, models and FP&A analysis that have created value at Visa. While in the Financial Leadership Program for AT&T, I developed scenario analysis to compare different business alternatives and determined \$5MM in annual cost savings for capital budgeting decisions. Recently, I have partnered and collaborated within specific fintech partnership teams at Visa to develop a thorough 5-year revenue analysis for FY19. Consistent communication was an integral component to achieving results.

Given California's conservation efforts to preserve and use water more effectively, I am confident I can bring my business experience to leverage resources and continue to provide solutions so that our community can continue to have clean and reliable water.

With my leadership, communication and problem-solving abilities, I am eager to help meet the water needs of our coastside community. Thank you for your time and consideration. I look forward to hearing from you.

Best Regards,

Abe Jimenez

ABE JIMENEZ

832.754.8284 • jimenez301@gmail.com • www.linkedin.com/in/abejimenez01

PROFESSIONAL PROFILE

Corporate finance professional with 13+ years of experience in driving results, helping to solve business challenges and collaborating with business partners. Accomplishments include developing the asset impairment process and model and identifying expense savings, modeling 5-year revenue growth plan for the *Fintech Partnership* team at Visa, developing an analysis that produced \$5MM in annual cost savings at AT&T and underwriting new transactions at Regions Bank that increased revenues by \$8.2MM over a twelve-month period.

- Financial & Strategic Planning & Analysis
- Collaboration & Communication
- Presenting & Communicating with Senior Management
- Problem Solving and Developing Business Alternatives
- Developing Financial Models
- Applying Quantitative & Data Analysis Skills

EXPERIENCE

VISA

Finance Manager
Senior Financial Analyst

Foster City, CA
November 2015-Present
October 2012-October 2015

- Developed and led the asset impairment process for *Visa Checkout* (VCO) and *Visa Token Services* (VTS) in FY18, resulting in increased financial accuracy and identifying 1% in VCO net book value asset impairment
- Partner and collaborate with the *Visa Business Solutions* team to develop and model 5-year payment volume and revenue plan and modeling a proposed 30% CAGR in revenue growth presented to the executive team
- Lead and present the month-end close and variance analysis cycle, semi-annual forecasting and annual budgeting process for *Digital Products* and *Fintech Partnership* teams
- Achieved 30% in cost savings in FY18 professional fees budget for the *Digital Products* team by identifying projects and resources not in line with strategic objectives
- Realized 20% in client incentive expense savings for the *Fintech Partnership* team as a result of identifying a discrepancy in forecasted payment volumes
- Received a *Go Beyond Visa* award in July 2018 in the category of *Deepen Partnerships* for continuing to collaborate, communicate and seamlessly transition the asset impairment process & model to the new *Product FP&A* team
- Coach and mentor for *Marketing FP&A* and *Product* interns Summer 2018
- Co-captain of the *Visa Waves* dragon boat racing team. Built a cohesive team and motivated the team to perform and achieved 2nd fastest time at the *Bay Area Dragon Boat Novice Race 2017*
- Increased efficiency for financial management by introducing the mass data load process to the *Digital Products & Visa Business Solutions* FP&A teams and redesigning the financial reporting model
- Improved the *Digital Products* P&L by reducing network expenses by 48% in FY17 by evaluating growth spend
- Improved the overall Visa P&L in FY16 by identifying \$665k capital purchase tied to *Visa Checkout* program incorrectly invoiced

REGIONS BANK

Credit Underwriter

Houston, TX
June 2011-August 2012

- Underwrote \$335MM in new syndicated and direct single-bank credit memos increasing revenues by \$8.2MM for the middle market commercial & industrial group across a variety of industries including restaurant, waste, healthcare, forging, heating/cooling, oilfield services, and retail
- Managed \$610MM loan portfolio to continuously monitor repayment risk, financial condition, financial performance, operating performance and covenant compliance of a borrower
- Conducted extensive financial statement analysis to determine existing and prospective borrowers credit quality, including sensitivity analysis, stress testing, risk analysis, and profitability analysis

AT&T

Financial Analyst - Financial Leadership Program Internship

Bedminster, NJ
June 2010-September 2010

- Developed and analyzed business alternatives through a scenario analysis to determine optimal coverage for business expansion decisions and recommended optimal solutions to senior management
- Managed project focused on business expansion decisions designed to increase coverage with telecommunication carriers

- Created profitability model to determine the cost of contracts using present value and calculated \$5MM in annual cost savings used in capital budgeting decisions

FIRST REPUBLIC BANK

Unique Assets Officer

San Francisco, CA

November 2005-April 2009

- Provided financial analysis to the Trust Company with \$4.2 billion in assets under management, including developing financial models and providing monthly financial reports to executive management to analyze market position of department
- Led and managed project to capture and measure trust company's risk exposure by identifying project needs, developing requirements, testing the outputs to meet requirements, instructing trust officers to code their accounts and analyzing results to report to management
- Directed and coordinated acquisition of alternative assets, including real estate, private equity, hedge funds and limited liability companies with \$265MM in market value and \$45MM in real estate for the fiduciary department

JPMORGAN PRIVATE BANK

Portfolio Associate

Houston, TX

September 2003-October 2005

- Assisted senior leadership in building risk management platform to oversee discretionary assets for the Private Bank, minimizing multiple levels of risk by communicating firm's risk policy to over 110 portfolio managers. Assisted in the development of proprietary software IMG Analytics
- Mitigated risk inherent in multi-million-dollar portfolios by ensuring portfolios were in compliance with risk policy and risk tolerance by analyzing equity and fixed income allocations, comparing it against investment objective and instructing portfolio managers to re-allocate their portfolios
- Provided investment oversight and risk management to over \$145 billion in assets under management including hedge funds and private equity funds, ensuring concentrations, asset allocation imbalances, and non-approved securities were being appropriately addressed

EDUCATION

MBA, Boston College, Carroll Graduate School of Management. September 2009-May 2011.

- Competed in the ACG Mergers & Acquisitions Private Equity Case Competition 2011 covering different aspects of investment banking including valuation, deal structuring, & advisory
- Financial Valuation and Modeling Workshop: March 2010
- Financial Econometrics
 - Developed econometric models based on business cases
 - Tested for statistical significance
- Research Associate in Finance
 - Conducted cross-sectional multiple regression analysis of state income tax effect on state population

BBA, Magna cum Laude, Finance. Cumulative GPA: 3.61. Finance GPA: 3.87/4.00

Charles T. Bauer College of Business, University of Houston. Graduated December 2002. Minor: European Studies
Collegian of the Year: Eta Psi Chapter of Delta Sigma Pi and South Central Region 2002

TECHNICAL & LANGUAGE

Proficient in Microsoft Excel (regression analysis, net present value and internal rate of return, data tables, scenario, solver, goal seek, correlation, vlookup, pivot tables). Microsoft Office (Word, PowerPoint). Hyperion Essbase. SPSS statistical software, Moody's Risk Analytics, Bloomberg, Compass Asset Management System. Global Business Intelligence. Oracle Enterprise Performance Management System. Oracle Primavera Portfolio Management System. Fluent in Spanish.

AFFILIATIONS & AWARDS

Visa Waves Dragon Boat Racing: Team Co-captain: June 2017

Pi Kappa Alpha Boston Area Alumni Association: Founding Member, Treasurer and Secretary: January 2010-May 2011

Delta Sigma Pi: Vice President of Chapter Operations: Fall 2001

Rice University: Negotiation and Influence: Persuasion One on One. School of Continuing Studies. Fall 2005.

I Have a Dream Foundation – Houston Mentor: August 2003 – August 2005

Glazebrook, Brian

728 Vasques Drive, Half Moon Bay, CA 94019
(650) 560-9420 / brian.glazebrook@gmail.com



January 25, 2019

Coastside County Water District
Attn: JoAnne Whelen
766 Main Street
Half Moon Bay, CA 94019

VIA EMAIL

Dear Ms. Whelen,

A couple of weeks ago I received an email from the Coastside County Water District stating that Director Arnie Glassberg had retired and that you were looking for someone to finish out his term. I'd like to submit my interest and qualifications to fill this position. My family and I have lived in Half Moon Bay for twelve years and my kids have grown up here and love the coast. I see this opening as an opportunity for me to do something good for my community that aligns with my background and experience and will make my kids proud.

For the past twenty years, I've worked on environmental issues for companies and government agencies throughout North America. Currently, I'm leading compliance and sustainability initiatives for a growing tech company in San Jose. Prior to that, I was with a Fortune 500 tech company in Sunnyvale, and water conservation was been a big focus of my work. I understand the challenges around getting stakeholders to use water more efficiently and I was able to drive some significant reductions over the past few years. At the same time, I was appointed to be a Commissioner on the City of Sunnyvale's Sustainability Commission to represent the business perspective. In this position I provided guidance to the City Council on a variety of issues, including on their implementation of the State's drought plan in 2016, the expansion of the purple pipe program and the design of the City's plans for a multi-million dollar WWTP upgrade. I think this experience with the municipal and business challenges to water management would be very relevant to this role.

I've attached a resume which outlines my career and experience. I believe I can provide a business and sustainability perspective on the Board that will add value to the CCWD. Please let me know if you have any questions for me about my background.

Regards,

A handwritten signature in black ink that reads "B. Glazebrook".

Glazebrook, Brian



Leader with 20 years' experience crafting strategies to help organizations become more responsible and resilient.

- *Strategic Thinker: experience designing and managing programs to address environmental, social and ethical issues.*
- *Thought Leader: involved in the development of key global standards - SASB, GHG Protocol, EcoDistricts, GRI, etc.*
- *Skilled Communicator: comfortable engaging with employees, sales teams, and customers on a variety of issues.*

Professional Experience

- NUTANIX – San Jose, CA** 2018 to Present
Senior Environmental Compliance Engineer
- Leading environmental compliance, social responsibility, conflict minerals, business continuity and supply chain cybersecurity activities for a cloud software company. Created policies and programs from scratch to encompass all these activities. Working with management to link these programs to corporate-wide activities.
- ACCLIMATIV – Half Moon Bay, CA** 2016 to 2018
Owner and Principal
- Consulting firm focused on corporate responsibility/sustainability services and technology: corporate strategy, sustainable procurement, circular economy, and climate change resilience.
- NETAPP, INC. – Sunnyvale, CA** 2012 to 2017
Senior Global Sustainability Manager
- Led the global sustainability activities for a Fortune 500 technology company – responsible for developing global programs around energy, water, philanthropy, human rights, sustainable procurement and employee engagement.
 - Drove the company's GhG and energy management program, including identifying corporate targets and energy efficiency projects for NetApp's real estate portfolio of 115 locations covering 4 million sq. feet. Deployed a SaaS Sustainability Data Management platform, to track global energy, water, waste, occupancy and square footage metrics and identify opportunities for cost savings and performance improvements.
 - Worked directly with the CFO and other executives to design and implement an enterprise-wide Corporate Responsibility program - defined the scope and goals, conducted a detailed Materiality Assessment, engaged with Marketing on messaging, identified a corporate governance structure and defined the overall strategy.
 - Launched employee engagement programs, such as Earth Day activities, an environmental awards program and an award-winning corporate Electric Vehicle (EV) charging program.
 - Managed global waste and e-waste reduction initiatives and drove corporate compliance programs for WEEE and EU Battery Takeback. Founding member of the corporate compliance steering committee.
 - Launched a corporate-wide sustainable sourcing program focused on setting sustainable procurement standards for indirect spend categories, including air travel, building services, food service, IT, and furniture.
- CISCO SYSTEMS, INC. – San Jose, CA** 2006 to 2011
Senior Manager, Social and Environmental Responsibility
- Launched the company's first program to manage the social and environmental risks associated with its supply chain. Crafted a three-year strategy for the program, covering processes and procedures, marketing, internal communication, stakeholder engagement, implementation and measurement/reporting.
 - Adviser to Sales and Marketing on sustainability issues, which has helped improve Cisco's vendor rating with key customers and also resulted in new high dollar Enterprise contracts.
 - Pivotal role in crafting the company's annual citizenship report, including the first standalone report focusing on supply chain CSR management. Point person for engagements with SRI funds, NGOs and customers on a variety of issues.

Professional Experience

- FIRST ENVIRONMENT, INC.** – Washington, DC 2003 to 2006
Senior Associate (reporting to President)
- Led the creation of the firm’s sustainability consulting practice and opened its Washington, DC office. Led a team of consultants working on CSR, LCA, GHG management, and emerging tech projects for a range of clients.
 - Notable projects included: evaluating the environmental and financial tradeoffs associated with refillable ink cartridges (HP); determining the viability of Emerging Clean Technologies prior to government investment (Natural Resources Canada); and modeling data for the B.E.E.S. green building design tool (NIST).
- PRICEWATERHOUSECOOPERS/ECOBALANCE**– Washington, DC 1996 to 2003
Manager
- Manager in PwC’s newly created sustainability Practice - led domestic and international assignments focusing on GHG management, financial audit support and LCA. Joined PwC in 2000 when they acquired Ecobalance.
 - Notable projects included: developing a model to evaluate the full ROI of development projects and their social/environmental impacts (World Bank/IFC); evaluating the environmental impact of producing biofuels from agricultural waste (NREL); and helping a utility evaluate fuel cell technology alternatives.

Education

- Master of Science (M.S.) in Environmental Science – 1996** – Indiana University, Bloomington, IN
- Master of Public Affairs (MPA) – 1996** – Indiana University, Bloomington, IN
- Certificate in Public Law/Urban Planning Law – 1995** – Université de Paris XI, Sceaux, France
- Bachelor of Arts (B.A.) in Liberal Arts - 1992** – University of Illinois, Champaign-Urbana, IL

Leadership Activities

- CITY OF SUNNYVALE, CA – Commissioner** 2014 to 2016
- Appointed to a three-year term to the city’s Sustainability Commission to advise the City Council on a range of sustainability issues - Community Choice Energy, water management, and the city’s Climate Action Plan (CAP).
- ECODISTRICTS ADVISORY COMMITTEE – Lead, Environmental Impacts Working Group** 2014 to 2015
- Led the expert working group tasked with identifying and developing the environmental metrics for the EcoDistricts Protocol, a standard for a collaborative, neighborhood-scale approach to community design.
- CITY OF HILLSBORO, OR – Member, Hillsboro Sustainability Task Force** 2013 to 2014
- Appointed to a task force focused on developing social and environmental sustainability metrics that the city can integrate into its 2050 development plan.
- ELECTRONIC INDUSTRY CITIZENSHIP COALITION (EICC) – Board Director** 2007 to 2010
- Represented Cisco on the Board of the leading industry association focused on developing standards for managing the social and environmental performance of electronics manufacturers and suppliers.

Skills

- Languages** - French (fluent), Spanish (fair)
- Technical Skills** - Tableau, MS Access/Excel, Outlook, SQL Server, Unix
- Standards/Guidelines** - GRESB, SASB, CDP, GRI, DJSI, ISO 14000, ISO 18000, ISO 26000, EU EED, EU GPP, EcoDistricts, Dodd-Frank Conflict Minerals, FCPA and UK Bribery Act.

RESOLUTION NO. 2019-02

**APPOINTING _____
TO THE BOARD OF DIRECTORS**

COASTSIDE COUNTY WATER DISTRICT

WHEREAS, a vacancy has been created on the Board of Directors by reason of the resignation of Arnie Glassberg;

WHEREAS, Section 30504 of the California Water Code and Section 1780 of the California Government Code authorize the Board of Directors to fill by appointment a vacancy occurring on the Board of Directors;

WHEREAS, on January 8, 2019 the Board took action to fill the vacancy through an appointment process;

WHEREAS, the District notified the County elections officer and posted a Notice of Vacancy in three conspicuous places within the District boundaries seeking statements of interest and qualifications from interested and eligible members of the public to fill the Board vacancy;

WHEREAS, the District received nine statements of interest; and

WHEREAS, the Board of Directors has complied with all of the applicable statutory procedures for filling the vacancy by appointment.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Coastside County Water District hereby appoints _____ to serve as a member of the Board of Directors of the Coastside County Water District to fill the vacancy created by the resignation of Arnie Glassberg.

PASSED AND ADOPTED THIS 12th day of March 2019 by the following votes:

AYES:

NOES:

ABSENT:

Ken Coverdell, President
Board of Directors

ATTEST:

David R. Dickson, General Manager
Secretary of the District