

Arnold Irrigation District
Strategic Planning

October 10, 2023

The strategic planning session was called to order by Bob Schuur at 2:00 pm. Board members present were Bob Schuur, Walt Warchol, and Roger and Rob via conference phone. Office staff present were Steve Johnson, Chris Webb, and Juanita Harvey.

This part of the strategic planning discussion was to determine what the District would do if the manager, office manager, or the field supervisor left. What would the board do?

The idea of COID taking over was discussed but AID would most likely get lost in the shuffle. Possibly a smaller District such as Swalley.

Steve will be moving to $\frac{3}{4}$ time by July next year and working remotely. Juanita will also be working remotely beginning next July. We will be looking for someone to work in the office to answer phones and do the office side of things while Juanita focuses on water issues.

Roger felt this would be feasible and could work. He had more questions but felt it would work.

Bob spoke with Jon earlier and he felt it would work.

Rob had concerns because a lot of what we do (Steve and Juanita) have to do with our patrons. Once we find an administrative assistant and Steve hands off some things to Chris, we may be ok.

A lot of what Steve will be doing at this point is mostly political and for funding and project management.

A lot of the communication between Steve, Chris, and Juanita is currently done via phone. Steve and Juanita will be travelling to the office one week a month until they are fully retired. They will be at the office probably from the Wednesday prior to the board meeting until the Tuesday following. Juanita will be able to schedule appointments with patrons while she is there to go over water issues.

Steve feels that the District will not need a District manager with his skills after the completion of the piping project. He will ensure that all the funding is approved, and we have received our funding.

Chris stated that he, Steve, and Juanita have already been working in the manner stated above for quite some time now and we work well together, and it works. He feels it could be done.

Steve asked if the board felt comfortable and if they felt we should move forward with a plan to set this plan in motion.

Bob, Roger, and Jon felt this would work. Rob had questions and would like to know how we are going to present this to the patrons. Walt felt it would work but we need to develop our plan further.

Steve will be working at 75% by July and the \$'s we save from his pay can be allocated to an office person which he felt should only be required from 9:00 to 1:00 pm, with Friday's off and the remaining time phones to be answered remotely by the assistant.

When the project is complete, what will that look like. That has to be included in the plan.

Rob's vision is that more people will want to convert to groundwater. But what will happen and how will it happen. It could be more automated with water all the time and the district would have less expenses.

We should have conversations with Avion about their master plan.

The board decided we needed to have further strategic planning discussions.

The meeting adjourned at 3:10 pm.