

*083024 BPMC Meeting*  
*Handout A-4.4*  
*Public Comment re: Item 4.4*  
*D. Muirhead*  
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**From:** Doug Muirhead  
**Sent:** Wednesday, August 28, 2024 7:07 PM  
**To:** Clerk of the Board <[clerkoftheboard@valleywater.org](mailto:clerkoftheboard@valleywater.org)>  
**Subject:** comment Board Policy and Monitoring Committee August 30 Item 4.4 EL-3 Succession Planning

Greetings Board Policy and Monitoring Committee,

I wish to comment for your meeting on August 30, 2024 Agenda Item 4.4 Changes to Board Governance Policies Policy No. EL-3 Human Resources Executive Limitations Succession Planning.

In previous years I have complained that there is not rigorous pursuit of institutional knowledge capture by all employees. In a previous life, as I inherited computer server rooms without documentation on what was there and changes that had been made, I experienced job stress and crashed servers when I made "improvements" which conflicted with other undocumented changes.

The last time I remember hearing of knowledge capture, the District was asking retirees to come back part time to provide some of that knowledge to the remaining staff.

So I find the following to be at best aspirational and lacking specificity:

3.15. Assure there are capable employees with knowledge and expertise in subject matter integral to the future of water resource management in Santa Clara County.

3.16. Have no fewer than two other unclassified employees familiar with Board and BAO issues and processes in order to protect the Board from sudden loss of BAO services.

How will you measure adequacy of knowledge and expertise? Will the "at least two other unclassified employees" be different for each BAO office? Will they be formally identified?

I applaud the goal of these Executive Limitations. But how will you verify that these objectives are being met?

Thank you for your consideration,  
Doug Muirhead, Morgan Hill