

**SOUTHERN SANDOVAL COUNTY ARROYO FLOOD CONTROL AUTHORITY
(SSCAFCA)
MINUTES OF JUNE 15, 2011
BOARD OF DIRECTORS INTERVIEW MEETING**

CALL TO ORDER.

The regular meeting of the SSCAFCA Board of Directors was called to order by Mark Conkling, Chairman, at 8:45 a.m.

ROLL CALL OF DIRECTORS.

Directors in attendance were John Chaney, Mark Conkling, James Fahey, and Donald Rudy. Catherine Conran, Administrative Services Director and Bernard Metzgar, SSCAFCA's attorney, were also present.

PLEDGE OF ALLEGIANCE.

The Board was led in the Pledge of Allegiance by Mark Conkling.

APPROVAL OF AGENDA.

A motion was made by John Chaney to approve the Agenda as presented. It was seconded by Donald Rudy and passed unanimously.

INTERVIEWS.

John Chaney stated that the process would be to interview each candidate one by one. The other candidates are not invited to sit in on the other interviews. All questions will come from the Board. Mr. Conkling stated that he likes the idea of the candidates being responsive to different members of the Board so the questions will be rotated among the Board members.

Mr. Conkling stated that the attributes are prioritized for each candidate. The number one priority is the engineering experience of the person being interviewed. The second priority is management. The third is whether or not the candidate has the ability to handle the political pressures of the job. Mr. Metzgar suggested that the engineering experience be limited to recent experience because he believes they all started out as engineers.

STEVEN HOUSE:

In response to a question from Mr. Chaney, Mr. House stated that he has a background in construction and design. Not only in building roads and business, but flood control structures. He also has great people skills. He has an extensive network of contacts in the area. He is interested in

the position because he has a growing passion for SSCAFCA, as he has been involved with SSCAFCA for a number of years.

In response to a question from Mr. Conkling, he has not done hands-on engineering for a while. His forte is overseeing that process and understanding it, and ensuring that SSCAFCA has the best engineers on staff.

In response to a question from Mr. Rudy, he stated that he is super comfortable in dealing with other entities and contractors with which he would have to deal. The network he has will enable him to comfortably deal with anybody. He is really excited about this aspect of the job.

In response to a question from Mr. Fahey, he stated that his vision for the future for SSCAFCA includes ensuring the right people are hired. He is very good at being a mentor and helping people. He understands the operation more deeply and where everybody fits in it.

In response to a question from Mr. Conkling, he stated that he has taken a lot of time and effort to continue to educate himself on leadership. SSCAFCA is a "top shelf" organization and is one of the reasons he was first interested in the position. The culture and the attitude here is above and beyond other organizations. There is no reason that this organization can't be the leader in flood control.

In response to a question from Mr. Chaney, he stated that a recent engineering project was two and a half years ago when he was the manager of an engineering firm here in town, the company was awarded Phase I of the Railrunner project from Belen to Bernalillo. That project consisted of everything from the environmental end through design and construction. The environmental portion of that project was super intense. The public interaction on that project was beyond any level he's ever experience. The project was extremely fast paced - at the direction of the Governor. The design was not overly complicated, but they had to interface with many entities and organizations and deal with many issues.

In response to a question from Mr. Rudy, he stated that he is excited about getting to know the need and the balance for the right-of-way needs and how to manage the funds for those needs.

In response to a question from Mr. Conkling, he stated that he was the instigator of SSCAFCA's five year plan. Every organization needs a plan. The plan gives management a guidepost and gives staff a vision of how they can grow with SSCAFCA, where the organization is going and where staff can help the most.

In response to a question from Mr. Fahey, he stated that his financial management experience consists of being on the budget committee for SSCAFCA, so he has a good idea of the finances. He does have financial experience at HDR, which is a private entity, and grew while he was with the company. Debbie is one of the best financial managers around. He would not micromanage, but he would be able to work well with her and help her in any aspect of her job.

In response to a question from Mr. Fahey, he stated that he is good at multitasking. One of the keys to that is being able to delegate, knowing what to delegate and when to delegate it.

In response to a question from Mr. Rudy with regard to taking issues to the Board, he stated that the workplace is a dynamic area, especially interfacing at as many levels as SSCAFCA does. He does not think there would be a set criteria of bringing things to the Board, but having a good relationship with the Board would enable him to have the appropriate conversations with the Board members. Communication is a key part of any organization's smooth operation. Of course, he would bring personnel matters to the Board that are beyond run of the mill matters. SSCAFCA has a good criteria and a level of authority given to the Executive Engineer where financial matters don't need to always be brought to the Board, but should at least be brought to the Chairman's attention.

In response to a question from Mr. Conkling, he stated that it has been his experience that staff is micromanaged at the present time and not comfortable with making decisions at the appropriate level. This takes time from the Executive Engineer that could be better spent elsewhere. It stifles staff productivity as well. Executive management could also be more cooperative with other entities in the jurisdiction. This does not, however, mean giving in. It means providing a level of respect and cooperation that is not present right now.

In response to a question from Mr. Conkling regarding a board member applying for an open position such as this, he stated that if he was the Chairman of such a board, he would be super comfortable and encouraged to have the opportunity to hire someone who has such an inside history of the company. His varied background makes him perfect for this job. The transition could be somewhat difficult depending on the time he will be able to spend with the outgoing Executive Engineer.

In response to a question from Mr. Rudy regarding his weaknesses for the position, he stated that he is not a nuts and bolts flood plain manager.

In response to a question from Mr. Fahey regarding direct experience with issuing bonds, he stated that, because of his engineering background, he has been on the bond committee for AMAFCA for several years and for Bernalillo County.

In response to a question from Mr. Chaney regarding his wife being a consultant to SSCAFCA, he stated that she is actually a subcontractor to a firm that has a contract with SSCAFCA. That firm has in house skills that SSCAFCA benefits from, but they are not engineer related. Although that organization has skills from which SSCAFCA can benefit, he would recommend to the Board that the contract not be renewed because of the political issues involved.

In response to a question from Mr. Conkling regarding a direct recommendation from James Jimenez, he stated that he has known him for many years in many different capacities. Mr. Jimenez has a very deep passion for SSCAFCA and knows that he would be really good in the position.

In response to a question from Mr. Fahey regarding an innovative approach to a problem, he stated that five years ago, the City of Albuquerque was contemplating public transportation beyond what it has. The analysis was that the best result would be light rail. He had a gentleman working for him who was very familiar with public transportation and he was brought in to discuss the option. A significant investment was made in the research of all the aspects of that situation. They discovered that a trolley system would work much better because of the cheaper cost, greater flexibility in the infrastructure and the ability to move more people to more intimate locations.

In response to a question from Mr. Chaney regarding problematic personalities, he stated that he has not had any direct confrontations because he is able to determine someone's personality and understand where they are coming from. He's only had one experience where he was unable to get along with someone and actually led to him leaving the company. A situation like the one where Presbyterian threatened to walk on the hospital project should never happen. Those situations should be handled before they get to that point. There is always a solution to a problem. His particular example was related to the Railrunner, Phase I project.

Mr. Conkling stated that Mr. House has been intimately involved in the financial aspect of SSCAFCA. He asked how important the salary for the job was to Mr. House. Mr. House stated that it's not about the paycheck. He has his own successful business. It's about the passion for this organization. He would leave his present position. The Board would be his supervisor.

Mr. Chaney asked him to rank in order the following important items: engineering expertise, management of the office, or political connections. He stated that the most important would be the political connections. He doesn't know of the other two if one is more important than the other.

Mr. House stated that the most important thing that he wants the Board to understand is the importance of the passion that he has for wanting this job and the things it entails.

CHARLES THOMAS:

In response to a question from Mr. Chaney, Mr. Thomas stated that his career has spanned about 20 years now. He was the project engineer for the City of Albuquerque and responsible for overseeing several drainage projects. He stated that beyond being a project manager, he spent a large portion of his time in management positions. Right now he works in Santa Fe and it's a long commute, so one of his interests in the position is to cut down his commute. His background is in water, he has spent many years dealing with sanitary sewer and wastewater and storm water. Having an opportunity to get involved with an entity that primarily deals with water really interests him.

In response to a question from Mr. Conkling, Mr. Thomas stated that geomorphic reclamation is a technique that was pioneered in New Mexico with regard to reclamation techniques. He stated the general concept is to look at the soil structure, the topography, and the level of plant density and use those factors in redesigning your reclamation projects. The idea is to prevent erosion

before it begins. Rather than having an entire storm event go into one channel with its total velocity, you keep it separate and tie it into various small channels so the water does not achieve the erosive velocity. With regard to dealing with other agencies, its best to establish a dialogue on how it will affect development and let others get their input in a progressive manner with regard to what's happening.

In response to a question from Mr. Conkling regard the resources of the staff in his job, Mr. Thomas stated that the idea of taking ideas to the staff and using their input regarding projects can be a tremendous resource.

In response to a question from Mr. Rudy, Mr. Thomas stated that, with regard to bonds, when he was with the City, they dealt with bonds to not only address current projects, but also to look at the capital improvement plan. So he is very experienced with regard to how bonds work. From a financial perspective, he has been dealing with budgets for the past ten years. He went into his background with regard to title programs and mining programs for public safety and environmental work. It is very important that if an entity is asking somebody for more money, it needs to be justified. Having all the financial information for a budget in place is extremely important.

In response to a question from Mr. Fahey, Mr. Thomas stated that new regulations make many people nervous so you need to create new ways of informing the public so they don't get scared. He stated that, with regard to the uranium mining projects he's worked on, they have put together a lot of town hall meetings, working with the companies, and concerned citizens on how to deal with the fallout.

In response to a question from Mr. Fahey, Mr. Thomas stated that the idea is to maximize the use of limited resources. In this case, water is a limited resource. The idea is to not waste an opportunity. Most of what we have in New Mexico is groundwater. Instead of taking all that water to the river, it needs to get back to support the redevelopment of the aquifers. If you keep the water flow low, in a non-erosive environment, you are encouraging it to stay there. This encourages vegetation to grow, thereby slowing the water even more.

In response to a question from Mr. Chaney, Mr. Thomas stated that his most challenging project was the Valley Garden Project. From an engineering perspective, it was a zero drainage subdivision. The first problem was that it had a very narrow corridor. It was in the valley, in the river plain. There was really no place for the water to flow down. The subdivision was originally designed and built with very thick asphalt roads. Now, construction in the middle of the subdivision is being done through concrete. They ended up re-establishing the zero drainage concept. The roadway itself was about 40 feet wide, but the easement was 60 feet. Over the years, as people built, they infringed on the road. There were a number of meetings with the public to discuss what the City was going to do. Instead of doing little drainage ponds in front of everybody's yard, they decided to incorporate the design into people's individual yards. Option A was to keep the project in the right-of-way, but when the elevation was dropped, they gave them a landscaped wall on the back

of their property to detain the drainage on either side. Options B and C allowed the depth to be decreased, but they went into the yards and built ponds. It was all paid for using bonds. Anyone who wanted Option B or C, had to get construction easements.

In response to a question from Catherine Conran, Mr. Thomas stated that his general approach would be to establish a "high ground." Multi-jurisdictional problems can take a long time to resolve, especially ones that concern a homeowner. Since it would be going into SSCAFCA's arroyo, SSCAFCA could be the leader and stay proactive to try to coordinate and monitor the project. Communication is also extremely important. Regular contact is imperative. SSCAFCA would not want to go in and "own" the problem, rather it would want to coordinate everybody involved.

In response to a question from Mr. Rudy, Mr. Thomas stated that he has experience with JPAs and joint venture agreements with other entities. Keeping control of your portion of any project is important, rather than turning it over to another entity.

Mr. Thomas stated that he is able to bring a good mix of a technical background and storm water projects from an engineering perspective. One of the benefits of his background is that you get to see not only how the project is constructed, he's also been there identifying the need for the project, and also to deal with the end product. He has a number of years in the management field.

DAVID STOLIKER:

In response to a question from Mr. Chaney, Mr. Stoliker stated that the three matters that are the most important to the job are coordination, managing the office, and engineering expertise. Right now, SSCAFCA is working with less engineering expertise than it's ever had.

In response to a question from Mr. Conkling, Mr. Stoliker stated that when he first started here, he thought the engineering was critical, but it turns out that it's the least that is needed. He considers himself a senior engineer who can build or design anything. What ended up being the number one issue is SSCAFCA's relationship with everyone else. Having his MBA is critical in this position.

In response to a question from Mr. Conkling, he stated that the position attracts him because he loves the people and he loves the work. He has a desire to finish the work he has started. He wants to get the design engineer, wants to get the operations side up and running, and finish all the planning. This would probably take about another five years.

In response to a question from Mr. Rudy, Mr. Stoliker stated SSCAFCA's business plan sets forth what will be needed in the future. His job has always been to get as much money as he can. You have to live within means. How do you do this? You work really hard, with really good people. You need to treat them well because they work hard. And, you do collaborative projects with other entities. Nobody else does it like it's done at SSCAFCA.

In response to a question from Mr. Fahey, Mr. Stoliker stated that planning is first. There were no plans when he got here and the Board realizes how important plans are. Clear plans need to be established. The funding of the projects are in a lull right now because SSCAFCA's bonding capacity is maxed out. It was right to do this, but a respite needs to be taken now. Now is the time to do the maintenance, get the data asset management stuff together, work on operations, get staff up to speed, the water quality permit, and any other smaller projects. He doesn't expect a tax increase and expects to have to live within SSCAFCA's bonding capacity. As far as projects go, there should be a two year lull because of the bonding capacity.

In response to a question from Mr. Chaney, Mr. Stoliker stated that his job is to push a project and accomplish a goal. At the same time, you have to have the ability to work things in a synergistic way. He establishes contacts by getting out in the community. Engineers are set up to battle.

In response to a question from Mr. Fahey, Mr. Stoliker stated that Gateway Pond is one of his innovative projects. It saved the Department of Transportation \$8 million. SSCAFCA is the leader in water quality issues now. The next step is to get the data asset management stuff in the works. He also started aerial photography here. A lot of the innovation going on in the community was started by SSCAFCA.

In response to a question from Mr. Fahey, he stated that his management style with staff is to try to set the goals, make sure they understand them, and make sure they get the training they need. He makes sure he encourages staff and tries to get them the benefits he feels they deserve and build staff's trust. Managing the Board is more difficult. He tries to insert himself as much as he possibly can without becoming overbearing. He should also be able to argue his point as well as long as its moral, ethical and something that can be accomplished. He always seeks advice. He uses Bernie a tremendous amount.

In response to a question from Mr. Chaney regarding "MOPE," Management of Perspective Economics, and criticism of Mr. Stoliker from the last three Chairmen that he manages their perspective and in subtle ways manipulates their decisions, Mr. Stoliker stated that he doesn't do anything unless he thinks it's right for SSCAFCA. He doesn't do anything for himself. He is very up front with his feelings, his perspectives, and he expects a good discussion with the Chair. He is not consciously trying to manipulate anybody.

In response to a question from Mr. Conkling regarding an incident with the data asset management people, Mr. Stoliker stated that he is not happy with their product. He doesn't think they are abiding by their contract. There is no syllabus, there are no training documents, they are behind schedule significantly, they are going over budget and he doesn't like that. He expressed that to them and they apparently did not like it. He believes that the issue is that they are computer

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people. They are very intelligent, but they are very sensitive and have a hard time communicating with people.

In response to a question from Mr. Chaney regarding having to tear down the house that was built in a flood plain, Mr. Stoliker stated that the reason that happened was that SSCAFCA has way too many facilities and can't really check on them all. Staff was trusting that the City would not issue a permit. SSCAFCA watches over its stuff and the City should watch over its own and not issue permits such as this one. SSCAFCA is putting extra emphasis on the problem and he has met with John Castillo, who is a different person than who was there before. Part of the problem too is that there has been a lot of turnover in the City.

In response to a question from Mr. Rudy, Mr. Stoliker stated that he brings everything to the Board, especially anything having to do with money. Before he delegates something to staff, the staff has to be trained properly, they have to have the desire to want to do more as well. Communication is very important. He controls things because he wants quality. Build it right the first time. That means communication and cooperation and oversight.

Mr. Stoliker stated that the Board should pick him because he's the "bird in the hand" and the known quantity. SSCAFCA is an award winning agency because of his leadership. He wants to finish what he's started. He knows everybody in the community and has all the contacts.

CLOSED SESSION.

A motion was made by Donald Rudy to go into closed session at 12:30 p.m. It was seconded by Jim Fahey. Roll call vote: John Chaney, yes; Mark Conkling, yes; James Fahey, yes; Donald Rudy, yes. The motion passed 4-0.

RESUME OPEN SESSION.

A motion was made by John Chaney to resume the open session at 12:45 p.m. It was seconded by Donald Rudy. Mr. Conkling stated that no action was taken and the only items discussed were personnel matters relating to the candidates for the Executive Engineer position.

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Mr. Rudy stated that the difficulty in this procedure was choosing the best out of exceptional applicants. Mr. Fahey stated that there was never a dull moment in the interview with Mr. Thomas and his vision with what SCAFCA should do tracks with what has been discussed by the Board in the past.

Conversation on Water Quality.

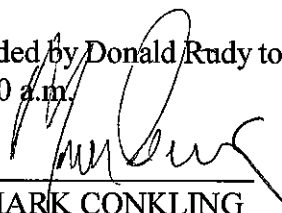
Philip Gasteyer, Mayor of Corrales, thanked the Board for cleaning out under the Corrales Bridge due to the upcoming monsoon season. He is here today because either directly or indirectly, SCAFCA will be involved in a problem that the Village has at this time. The EPA has issued an administrative order and assessed civil penalty against the Village in the amount of either \$28,000.00 (written out) or \$4,000.00 (in parenthesis). He has asked for a hearing to be held in Corrales. When Corrales submitted the material, they asked for guidance. Instead a form letter was sent back telling them where the plan was deficient with no feedback despite their request. Corrales is under the MS4 regulations, but has no storm sewer system or public roadways which meet the river. Corrales has no point source discharges into the river from Village property. Despite this, EPA contends that Corrales is in an urbanized area and must go through the paperwork routines. Part of their response has been that they are blanketed under SCAFCA's jurisdiction.

Mayor Gasteyer stated that several years ago there was a waiver process for small communities of less than 10,000 population. According to the 2010 Census, Corrales has 8,329 population. Mr. Conkling stated that he believes it is appropriate to task Chuck Thomas with getting up to speed on this issue and see what he would recommend to the Board for how to best help the Village.

OTHER BUSINESS. None.

ADJOURNMENT.

A motion was made by John Chaney and seconded by Donald Rudy to adjourn the meeting. It was carried unanimously. Meeting adjourned at 9:30 a.m.



MARK CONKLING
CHAIRMAN



STEVE HOUSE
Secretary

DATE APPROVED: 6/19/11
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