

## Debbie Gehret

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**From:** John Moren  
**Sent:** Wednesday, October 16, 2019 3:27 PM  
**To:** Debbie Gehret  
**Subject:** FW: PROCESS OF HIRING A NEW GENERAL MANAGER

**From:** April Vargas <tunnelista@gmail.com>  
**Sent:** Wednesday, October 16, 2019 2:13 PM  
**To:** Virginia Chang Kiraly <vchang-kiraly@smharbor.com>; Nancy Reyering <NReyering@smharbor.com>; Tom Mattusch <tmattusch@smharbor.com>; Sabrina Brennan <sbrennan@smharbor.com>; Edmundo Larenas <ELarenas@smharbor.com>; John Moren <jmoren@smharbor.com>; Julie van Hoff <jvanhoff@smharbor.com>  
**Subject:** PROCESS OF HIRING A NEW GENERAL MANAGER

Hello Harbor Commissioners and Staff: I've attended countless Harbor Commission meetings over the past 20+ years and acknowledge the scope and variety of the issues and proposals that this body is tasked with developing, deliberating upon and implementing. Hiring a new General Manager is the latest major decision that you will make. While I understand your goal of filling the position before there are any legal or financial consequences of your failure to act, conducting interviews with only 4 Commissioners present and in the absence of stake holder input lacks the transparency that so many of us have hoped to see from the current board.

If you're committed to proceeding with the October 18 special meeting, which is closed to the public, I suggest that you schedule a subsequent meeting and invite your top 2 or 3 candidates to meet with all five Commissioners and active stakeholders like Surf Rider, the fishing community and other prominently interested parties. There is precedent for such inclusion of stake holder groups.

The subsequent meeting would be public and would include a tour of the facilities so that the candidates could better familiarize themselves with the district, its recent improvements, upcoming projects and ongoing challenges. This meeting could be scheduled in enough time to allow for the hiring of a new General Manager by December 14 to avoid any fines that might be levied for leaving an interim GM in place for a period of over 12 months, if such fines would be applicable in this case.

Prioritizing the participation of all five Commissioners in the final interviews will go a long way toward encouraging greater respect, cooperation, accountability and transparency among the Commissioners themselves, the staff, the stake holders and the public. How you decide must be as important as what you decide on behalf of the residents of San Mateo Co.

Thank you for seriously considering my input,

April Vargas  
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