



# County of Monterey

**Item No.3**

## Board Report

Board of Supervisors  
Chambers  
168 W. Alisal St., 1st Floor  
Salinas, CA 93901

**Legistar File Number: WRAPL 26-036**

**June 03, 2026**

**Introduced:** 5/26/2026

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** WRA Planning Item

Review and consider receiving the Raftelis Employee Satisfaction Survey Proposal

### RECOMMENDATION:

It is recommended that the Monterey County Water Resources Agency Planning Committee:

Review and consider receiving the Raftelis Employee Satisfaction Survey Proposal.

### SUMMARY/DISCUSSION:

To complement the existing General Manager evaluation process, the Board of Directors has requested development of a staff survey to help bring intra-Agency perspectives to inform the General Manager's annual evaluation. In May, the Planning Committee received a memorandum outlining various considerations and recommendations, including engaging a consultant develop the survey. The Committee agreed with the staff recommendations and further recommended the initial survey, anticipated to be performed in November 2026, be conducted by the consultant. Raftelis is currently engaged by the County of Monterey to perform the annual evaluation of the Agency's General Manager. Given this role, and the consultant's knowledge of the Agency, staff is proposing to engage Raftelis to develop and perform the proposed staff survey. The proposed scope of work is attached for the Committee's review and consideration.

### OTHER AGENCY INVOLVEMENT:

County of Monterey Board of Supervisors  
Board of Directors

### FINANCING:

This proposal will be funded from Agency Fund 111.

Prepared and Approved by: Ara Azhderian, General Manager, (831) 755-4860