



## NEWS RELEASE

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### **EVWD COMPLETES ANNUAL REVIEW OF GENERAL MANAGER/CEO**

**Highland, Calif., (Feb 18, 2014)** – As part of the effort to operate as a performance- based organization, the Governing Board has completed its annual review of the General Manager on February 12, 2014, with a thorough job performance assessment. Beyond the traditional evaluation from the Governing Board, the process also included a “360 degree” review with feedback from various staff members and external District stakeholders. Completion of this effort resulted in General Manager/CEO John Mura received high marks for recent accomplishments.

With over 15 Capital Improvement Projects underway, ensuring that East Valley Water District stays on track and maintains the established course is essential. In order to make this happen on a day-to-day basis, the Governing Board turns to John Mura. “As a government agency established to provide an essential service, this organization must operate efficiently and effectively at all levels,” said James Morales, Chairman of the EVWD Governing Board. “By providing specific and measurable annual goals that are available to the public, the Board was able to take a good look at Mr. Mura’s leadership and managerial effectiveness.”

The evaluation process reviewed the General Manager/CEO’s performance based upon six goals including: balancing the district’s budget; developing a water supply plan that increases capacity and reliability; working with the board to evaluate the viability of a wastewater treatment plant; and focusing on EVWD staff development through an employee training program, among others. All goals were accompanied by key performance indicators, which detailed specific criteria for success. The uniquely comprehensive format for evaluation was also accompanied by a “360 degree evaluation,” in which staff, board members and other outside partners and stakeholders participated in the review. This approach contributed to a more complete picture of performance, according to Morales.

“When you look at the achievements we have realized over the past two years—the completion of our new headquarters ahead of schedule and under budget, addition of emergency storage upgrades at Plant 143, awards for excellence in financial reporting and budgeting, our new website, remote payment kiosks, and conservation programs—the list clearly exceeded expectations,” Morales said.

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*East Valley Water District was formed in 1954 to provide domestic water service to the unincorporated and agricultural-based community of Highland. Today EVWD provides water and sewer collection services to about 93,500 people in the City of Highland, eastern City of San Bernardino, and sections of unincorporated County of San Bernardino. EVWD operates under the direction of a 5-member elected Board. The Mission of East Valley Water District is to provide its customers with a safe and reliable water supply that is delivered at a fair and cost-effective price. More information is available at [www.eastvalley.org](http://www.eastvalley.org).*