

Zoomerang Survey Results
Water Utility Board Process Self-Evaluation

Group Expectations

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

1. Is the board future-oriented? BP-2A							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer		5 71%	2 29%				
Please Explain	Policy development and monitoring has really helped the board to focus on the future instead of dwelling on the past.						

2. Is the board proactive rather than reactive? BP-2A							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer		4 57%	3 43%				
Please Explain	<p>Closely related to question #1.</p> <p>We are getting there but I think we have past or current issues to deal with. Those will help us "think ahead" to achieve a future orientation.</p> <p>Prior to implementation of PG, the board exclusively reacted to water utility staff initiatives or to concerns of vocal citizens. The annual calendar has started to move the board away from this reactive mode and more toward proactive mode.</p>						

3. Does the board emphasize strategic leadership more than administrative detail? BP-2A							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer		5 71%	1 14%			1 14%	
Please Explain	The discussions that were used to develop policy have helped, but there is still some work to do. Policies that tell the GM how to do his/her job are not strategic or empowering.						

4. Does the board encourage diversity in viewpoints? BP-2A							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer		6 86%		1 14%			
Please Explain	Sometimes there is a reluctance on the part of some members to explain the reasons behind their dissent. Some members ask for explanations, which is positive because the body benefits from a full understanding of everyone's thought processes.						

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5. Is there a clear distinction between board and General Manager roles? BP-2A							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	1 14%	5 71%	1 14%				
Please Explain	One board member requested information from the Water Research Foundation directly without copying the GM. This is typically a staff responsibility, since we maintain the relationship with WRF, not the board. The request required considerable WRF staff time.						

6. Does the board hold to the highest standards of ethical conduct in all aspects of its guidance and leadership of the MWU? BP-2A.1							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	2 29%	5 71%					
Please Explain	Sometimes information that the GM has shared with the board has been passed on to citizens and then the Mayor's office without a courtesy copy to the GM. (Radium at Well 19 for example).						

7. Does the board cultivate a sense of group responsibility? BP-2A.2							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer		4 57%	2 29%			1 14%	
Please Explain	Getting there as we get more familiar with governance and people get on board fully to stop acting independently outside the board. When making public remarks about the water utility, board members need to ensure that they indicate that they are members of the board, acknowledge board decisions appropriately, and acknowledge the process used to reach those decisions was a reasonable process.						

8. Does the board act as an initiator of policy, not merely a reactor to staff initiatives? BP-2A.2							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer		4 57%	3 43%				
Please Explain	Improving with time.						

9. Does the board use expertise of individual members to enhance understanding of the board as a body, without substituting individual judgments for the board's collective decisions? BP-2A.2 & Guide 1.4							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	1 14%	5 71%	1 14%				
Please Explain	Board members need to provide input on all subjects, not just the items they are comfortable with.						

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10. Is the board's major policy focus on intended long-term benefits, not on administrative or programmatic means of attaining those effects? BP-2A.3							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer		5 71%	2 29%				
Please Explain	See response to Question 3.						

11. Does the board hold itself accountable to govern with excellence? BP-2A.4							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	1 14%	3 43%	1 14%			1 14%	1 14%
Please Explain	Continually improving. We'll see how the September meeting goes. Monthly self-evaluations suggest it will.						

12. Does the board allow any officer, individual or committee to hinder the fulfillment of board commitments? BP-2A.5							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer			1 14%	4 57%	2 29%		

13. Is ongoing education provided for existing and new board members regarding governance process? BP-2A.6							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	1 14%	3 43%	1 14%	1 14%		1 14%	
Please Explain	Just beginning. Can't speak for the new people in the future.						

14. Does the board periodically discuss and evaluate its process to assure continuous improvement? BP-2A.6							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	3 43%		2 29%			2 29%	
Please Explain	This survey is the first example, besides the routine meeting evaluation. The September and January meetings will clarify this some more.						

15. Does the board monitor its performance by comparing actual activity and discipline to its BP and BED policies? BP-2A.7							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	2 29%	2 29%				3 43%	
Please Explain	Annually may not be frequently enough. We'll see how September and January go.						

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16. Does the board establish and maintain a credible linkage between the ownership and MWU? BP-2B.1							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer		3 43%				4 57%	
Please Explain	The linkage policy has only been in place for 1.5 months.						

17. Does the board produce written Outcomes policies reflecting the ownership's values and perspectives?BP-2B.2 & BP-2A.3							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	1 17%	5 83%					
Please Explain	Need to ensure that any new outcomes policies are value-centered, rather than management-centered.						

18. Do the board's Outcomes policies focus on long-term benefits?BP-2B.2 & BP-2A.3							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	1 17%	5 83%					

19. Does the board assure successful performance of the MWU on Outcomes and Executive Limitations? BP-2B.3							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	2 29%	3 43%				2 29%	
Please Explain	We often ask to be sure. Haven't yet had a full year of monitoring these, but the board is off to a good start.						

20. Does the board follow an annual agenda while still allowing the Board President to make adjustments to each agenda as needed? BP-2C, BP-2C.1							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	5 71%	2 29%					
Please Explain	So far anyways, this seems to me to be achieved.						

21. Does the board re-explore Outcomes policies and update Executive Limitations policies as needed to ensure sufficient protection from risk? BP-2C				
	Yes	No	Too soon to tell	N/A
Enter an answer	4 57%		3 43%	
Please Explain	Protection from risk': I'm not sure anyone on the Board has ever said that? Have we ever considered that?			

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22. Does the board have a governance capacity budget established? BP-2C.2							
	Yes	No	Too soon to tell	N/A			
Enter an answer	4 57%	1 14%	1 14%	1 14%			
Please Explain	Probably not sufficient at \$2000.						
23. Does the board attend to consent agenda items as expeditiously as possible? BP-2C.3							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	1 14%	6 86%					
Please Explain	In the cases where items have been removed from the consent agenda, it is entirely appropriate. This ensures that board members are satisfied by the discussion prior to voting.						
24. Does the board regularly plan and participate in self-education, outreach, and other activities associated with governance? BP-2C & BP-2J							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	4 57%		1 14%	2 29%			
Please Explain	I've noticed that board members are motivated to inform themselves of the issues, and we generally seem well-prepared for meetings. The outreach piece also seems to be coming along nicely. Could improve on outreach. Need to do a better job with this when discussing future agenda items.						

25. Is an annual review of the General Manager conducted during the first quarter of the year and forwarded to the Mayor's Office for consideration? BP-2C.5				
	Yes	No	Too soon to tell	N/A
Enter an answer			5 71%	2 29%
Please Explain	Respondent has not experienced this.			

26. Does the board invest sufficient resources in leadership development, and fulfillment of its governance charge? BP-2J							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	1 14%	2 29%	1 14%	3 43%			
Please Explain	See #22.						

27. Does the board pursue input from Madison residents on an affirmative basis, not waiting for input to be initiated by owners? BP-2K							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	1 14%	1 14%	1 14%	1 14%	3 43%		
Please Explain	Rarely now, but the Board is discussing this and working to improve in this area. CAPs are good at this, but for the sort of not-yet-engaged resident, probably not enough.						

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28. Does the board administer a survey every three years to determine the values of the ownership with respect to utility outcomes? BP-2K.1				
	Yes	No	Too soon to tell	N/A
Enter an answer			6 86%	1 14%
Please Explain	Respondent is not familiar with this process.			

29. Has the board established "board-to-board" communication with the City Council, Public Health board, Board of Public Works, or any other boards? BP-2K.3				
	Yes	No	Too soon to tell	N/A
Enter an answer	3 43%	3 43%	1 14%	
Please Explain	We have two city council members and their attendance at board meetings is good, as is the representative from the Health Dept. We should work on communication with Public Works board.			

30. Has the board submitted an annual report, per MGO 13.01(3), to the Mayor and City Council and posted it online? BP-2K.4				
	Yes	No	Too soon to tell	N/A
Enter an answer	2 29%	1 14%	4 57%	
Please Explain	in another form.			

31. Does the board incorporate CAP discussions as an opportunity for owner input? BP-2K.5							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	3 43%	4 57%					
Please Explain	Prime example is East Side CAP.						

32. Does the board think upward and outward more than downward and inward? Guide-1.1							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer		5 71%	2 29%				
Please Explain	<p>We are showing improvement in this area.</p> <p>This remains a challenge since it is not a natural orientation for most people.</p> <p>There are some examples of thinking inward that will hopefully become less frequent, but the board mostly thinks upward and outward.</p>						

33. Does the board keep the conversation about benefits, beneficiaries, and costs of the benefits alive at all times? Guide-1.2							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer		5 71%	2 29%				
Please Explain	The board needs to adopt this in its future agenda discussions and, in general, has some room for improvement in focusing on the big picture.						

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34. Does the board evaluate GM performance based only on board-adopted criteria? Guide-1.12							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer		3				3	1
		43%				43%	14%
Please Explain	We will!						

Individual Expectations

35. Do you maintain attendance consistent with governance excellence? BP-2A.4							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself	3	2	1				1
	43%	29%	14%				14%
Please Explain	GM						
Other board members		5					
		100%					

36. Do you come to meetings prepared to participate responsibly? BP-2A.4 & BP-2D.5 & Guide-1.7							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself	3	2	1				1
	43%	29%	14%				14%
Please Explain	GM						
Other board members	2	3					
	40%	60%					
Please Explain	Varies among members.						

37. Do you demonstrate unconflicted loyalty to the MWU's ownership? BP-2D.1 & Guide-1							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself	4	2					1
	57%	29%					14%
Please Explain	GM						
Other board members	3	1	1				
	60%	20%	20%				
Please Explain	Sometimes a member advocates for a subset of the residents, rather than the whole. For example, an article was written by a member for the East Side News advocating not running Well 8, which would've caused a greater reliance on other wells (7,11) which have their own issues.						

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38. Do you avoid any conflict of interest with respect to fiduciary responsibility? BP-2D.1 & BP-2D.2 & Guide-1							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself	5 71%				1 14%		1 14%
Please Explain	GM						
Other board members	5 100%						

39. Do you avoid exercising individual authority over the MWU with respect to the GM, staff, public, and the press? BP-2D.3							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself	4 57%	1 14%					2 29%
Please Explain	GM						
Other board members	2 40%	1 20%	1 20%		1 20%		
Please Explain	No known attempt to explicitly exercise authority over MWU. Seems to be getting less frequent, but there are still occasional demands from board members on staff. These board members appear to ignore board decisions when this happens.						

40. Do you publicly make or express individual judgments about GM or MWU performance (outside of board deliberations)? BP-2D.3							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself			1 14%	1 14%	4 57%		1 14%
Please Explain	GM Yes-- and I believe I handle this consistently with board policy by stating that I am not speaking for the board.						
Other board members			3 60%	1 20%	1 20%		
Please Explain	At about the time of the end of the GM's probationary period, a board member met individually with Mayoral Aide Ray Harmon to express concerns about the GM's performance.						

41. Do you maintain appropriate confidentiality? BP-2D.4							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself	6 86%						1 14%
Please Explain	GM						
Other board members	2 40%	1 20%				1 20%	1 20%
Please Explain	There have been no closed board sessions yet during the current GM's tenure.						

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42. Do you support the legitimacy and authority of the board's final determination on any matter, regardless of your personal position on the result? BP-2D.6 & Guide-1.11							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself	5 71%	1 14%					1 14%
Please Explain	GM Public safety trumps the Board's determination in any matter.						
Other board members	2 33%	4 67%					
Please Explain	This is critical. I think it's fine to note disagreement during discussion and voting, but then get on board or get off. There is an example of an article published in the East Side News that ignored the board's determination on Unit Well 8.						

43. In the past year, have you attended at least one meeting of a service organization or neighborhood association outside your own neighborhood to educate owners on how the board functions and the responsibilities of ownership? BP-2K.2				
	Yes	No	Too soon to tell	N/A
Yourself	1 14%	4 57%	1 14%	1 14%
Please Explain	GM			
Other board members	1 17%		4 67%	1 17%

44. Do you serve the broad public purpose, avoiding exclusive representation of the constituency (or constituencies) you are from? Guide-1.3							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself	3 43%	3 43%					1 14%
Please Explain	GM Sometimes I have to as an alder, but I should note that per policy.						
Other board members	2 33%	2 33%	2 33%				
Please Explain	Reference the East Side News/Well 8 article.						

45. Do you expect agendas to be built around your own areas of expertise or comfort instead of on the board's job of governing? Guide-1.5							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself	1 14%				5 71%		1 14%
Please Explain	GM						
Other board members		1 17%	1 17%		3 50%	1 17%	

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46. Do you offer individual expertise to the GM or staff when he or she has not requested it? BP-2D.3a & Guide-1.6							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself		1 14%	2 29%	2 29%			2 29%
Please Explain	GM I guess this is one to remind myself of...						
Other board members				4 67%		1 17%	1 17%

47. Do you assume the role of a volunteer, not a board member, when offering your individual expertise to the GM or staff? Guide-1.6							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself	1 14%	2 29%	1 14%				3 43%
Please Explain	GM I typically interact with the GM and staff during professional activities, and I believe that this enhances my understanding of Utility concerns in board-related issues.						
Other board members	1 17%	2 33%		1 17%			2 33%

48. Do you register your honest opinion on issues that the board takes up at meetings? Guide-1.8							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself	3 43%	2 29%	1 14%				1 14%
Please Explain	GM It seems to me that members are willing to dissent from the group.						
Other board members	1 17%	4 67%	1 17%				
Please Explain	On a few occasions a board member has had to ask a dissenting member to explain his position and the response has been, "No, that's okay."						

49. Do you listen with resilience to other perspectives? Guide-1.8							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself	1 14%	5 71%					1 14%
Please Explain	GM Trying to be better - at WUB and elsewhere!						
Other board members	1 17%	5 83%					

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50. Do you encourage your colleagues to express their opinions? Guide-1.8							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself	1 14%	3 43%					3 43%
Please Explain	GM						
Other board members	2 33%	1 17%	3 50%				
Please Explain	I appreciate the board president's active encouragement of discussion from all members.						

51. Do you take responsibility for the board's performance? Guide-1.9							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself	2 33%	2 33%					2 33%
Please Explain	GM						
Other board members	3 50%	2 33%				1 17%	

52. Do you support the chair in board discipline? Guide-1.10							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself	4 57%						3 43%
Please Explain	GM						
Other board members	4 67%	2 33%					

53. When the GM is presenting a monitoring report, do you share opinions on his performance that are unrelated to board-adopted criteria? Guide 1.12							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself			1 14%	2 29%	2 29%		2 29%
Please Explain	GM						
Other board members		1 17%	2 33%	1 17%	2 33%		

54. During GM monitoring, do you turn the discussion toward amending policies in a way that interferes with the monitoring process? Guide 1.12							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Yourself			2 29%		2 29%		3 43%
Please Explain	GM						
Other board members			2 33%	2 33%	1 17%		1 17%

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Board President

55. Does the President ensure that the board behaves consistently within the Board Process, Board-Executive Delegation policies, and those rules legitimately imposed from outside the organization? BP-2E.1							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	4	2					1
	57%	29%					14%

56. Does the President ensure that meeting discussions consist solely of issues that, according to board policy, clearly belong to the board (not the GM) to decide or monitor? BP-2E.2.a							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	3	3					1
	43%	43%					14%

57. Does the President ensure that deliberations are fair, open, and thorough but also timely, orderly, and kept to the point? BP-2E.2.b							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	4	2					1
	57%	29%					14%

58. Does the President ensure that there is an opportunity for input from individuals and organizations that have expertise and interests specifically related to board decisions and board policies? BP-2E.2.c							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	4	1	1				1
	57%	14%	14%				14%
Please Explain	Greg has done a great job of bringing in folks to speak about specific topics. I'd like to see more of it in the future						

59. Does the President represent the board as needed to outside parties by announcing board-stated decisions and stating the President's decisions and interpretations in the area delegated to him or her? BP-2E.3							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	3					3	1
	43%					43%	14%
Please Explain	Not sure; I am not at those venues.						

60. Does the president avoid exercising individual authority to supervise or direct the GM? BP-2E.4							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	4						3
	57%						43%

61. Does the President remain accountable for any part of his or her authority that has been delegated to others? BP-2E.6							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	2					1	4
	29%					14%	57%

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Board Vice-President

62. Does the Vice-President comply with Board Process policies when serving in the absence of the President or performing duties assigned to him or her by the President or the board? BP-2F							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	1					1	5
	14%					14%	71%

Board Secretary

63. Does the Secretary ensure the integrity of the board's documents by seeing to it that documents and filings are accurate and timely? BP-2G, BP-2G.1							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	1					3	3
	14%					43%	43%
Please Explain	I don't know. I've never thought to ask or check. Seems that the GM assumes responsibility for this by assigning very capable staff.						

64. Does the Secretary ensure that policies rigorously follow Policy Governance principles? BP-2G.1b							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	1	1				3	2
	14%	14%				43%	29%

65. Does the Secretary make known to the board all Madison General Ordinances and other elements necessary for legal compliance and for consistency with the principles of Policy Governance? BP-2G.1C							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	1					3	3
	14%					43%	43%

66. Does the Secretary remain accountable for any part of his or her authority that has been delegated to others? BP-2G.2							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	1					2	4
	14%					29%	57%

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Board Committees

67. Do board committees interfere with the delegation from board to General Manager? BP-2H.1							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer					1	1	5
					14%	14%	71%
Please Explain	we haven't any committees at this point in time.						

68. Do board committees exist to help the board do its job, not to help or advise staff? BP-2H.1							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	1					1	5
	14%					14%	71%

69. Do board committees speak or act for the board without being given such authority formally? BP-2H.2							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer							7
							100%

70. Do any board committees exercise authority over staff?BP-2H.3							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer					1		6
					14%		86%

71. Is the GM ever required to obtain approval of a board committee before taking an executive action? BP-2H.3							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer						2	5
						29%	71%

72. Are board committees ever used to monitor organizational performance? BP-2H.4							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer					1		6
					14%		86%

73. Are board committees used sparingly and in an ad hoc capacity? BP-2H.5							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	1	1					5
	14%	14%					71%
Please Explain	sparingly to the point of none						

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74. Are board committee principles applied to any group that is formed by board action, even if it is not called a committee and/or does not include board members? BP-2H.6							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer						1	6
						14%	86%

75. Has the board created policies for each committee it has created, specifying the product(s) each committee is to produce and the authority each committee is granted? BP-2I							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer							7
							100%

Alders on the Board

76. Do Alders on the board assume the role of a board member first, and then alert the board when changing roles during board deliberations? BP-2D.1 & Guide-1.13							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	2	3				1	
	33%	50%				17%	

77. Are Alders on the board clear about their role during staff interactions? BP-2D.1 & Guide-1.14							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	4	1					1
	67%	17%					17%

78. Are Alders on the board clear about their role when interacting with the media about a board issue or action? BP-2D.1 & Guide-1.15							
	Always	Most of the time	Sometimes	Rarely	Never	Too soon to tell	N/A
Enter an answer	3	1					2
	50%	17%					33%