

## **EXHIBIT A**

### **ISLA VISTA COMMUNITY SERVICES DISTRICT**

#### *Appointment Process Policy*

One category of decision made by the Board is an appointment. This process is used for both appointing members of the public to a vacant seat on the board, as well as to appoint existing members of the Board of Directors to take on the roles of President and Vice President.

It is the District's goal that these decisions are made in a manner that is all of easy, fair, and transparent. To such ends, voting processes which are order-dependent, which do not handle numerous choices, or which are difficult to understand and verify are discouraged.

The chosen voting process--Exhaustive Ballot--begins with a comprehensive list of candidates. For an appointment to a vacant seat, this list shall be provided by staff; for selection of President / Vice President, every current board member shall be considered a candidate.

Before the formal process of voting begins there shall be an informal discussion of the candidates, wherein each board member is expected to provide a summary of their thoughts on the candidates, as well as a preliminary ranking of their top candidates for the position.

Then, voting will take place in rounds. Each round, every board member will choose the one candidate whom they want to appoint and state this for the public and the staff, whom will keep a tally of these choices. (This "choice" is not, formally, a vote, and is outside a motion.)

If a candidate receives a majority of the board during a round, the process concludes and the candidate shall be appointed by a motion to ratify and perform the appointment. (Note: board members may--and likely will--vote for this motion, even if they disagree with the candidate.)

If there is no majority candidate, the board will--by motion and requiring a majority vote--select one or more candidates from the list to remove from consideration. Once this happens, a new round begins, allowing board members a chance to select a new preferred candidate.

If/when there are only two candidates remaining, it shall become necessary for the board to make an actual decision, with a single candidate receiving the support of a majority of the board members. Until such a majority of the Board agrees, the appointment will be left unfilled.

It is the intention of this policy that, other than for the comments and discussion, the actual procedure of these voting rounds can be performed quickly: almost all appointments will take place within three rounds, many on the first round, and a round might not take even a minute.

For explicit clarity: each round of voting is separate from prior rounds, with the only change retained being the set of candidates. Specifically, any board member may, during a subsequent round, select a different candidate, even if their prior choice has not been eliminated.