



Re: Share your feedback on Valley Water's next CEO — A Different Perspective

From hello@jmwhite.me <hello@jmwhite.me>

Date Thu 04/23/2026 08:46 AM

To Board of Directors <board@valleywater.org>

Cc CCA List <nagleepark@groups.io>

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Dear Valley Water Board of Directors,

Thank you for the invitation to provide feedback on your CEO search. I'm writing instead of attending Thursday's session — and that choice is actually the point I want to make.

I appreciate that the Board is moving quickly and has committed to a transparent process. Both of those things matter. But I'd encourage you to consider whether public input sessions like Thursday's are genuinely serving the community, or whether they risk becoming performative — a process that creates the appearance of broad participation without actually achieving it.

Here's my concern: the people who show up to a public meeting at 3pm on a Thursday are not a representative sample of your constituents. They are, almost by definition, the most organized and most motivated — advocates, interest groups, and stakeholders with specific agendas. Designing a CEO search around their input means optimizing for a narrow slice of the community, not the whole.

You were elected to exercise judgment on behalf of all of us. That is the mandate voters gave you. The most meaningful accountability you have to the public isn't a comment session — it's the next election. I'd rather you spend your energy finding the most competent, trustworthy leader Valley Water can attract, and then own that decision, than spend it managing a process designed to distribute the appearance of responsibility.

If public input is part of the process, I'd suggest keeping it tightly scoped: focus on the leadership profile and organizational priorities, not on candidate evaluation. And be honest with yourselves about who is actually in the room.

Valley Water deserves excellent leadership. I trust you to go find it.

Respectfully,

Jean-Marie White

450 S 16th St. San Jose CA 95112

Begin forwarded message:

From: Valley Water <valleywaterpr-valleywater.org@shared1.ccsend.com>

Subject: Share your feedback on Valley Water's next CEO

Date: April 20, 2026 at 16:08:42 PDT

To: web@jmwhite.me

Reply-To: valleywaterpr@valleywater.org



Share your feedback on Valley Water's next CEO

Dear Community Members,

Valley Water is beginning the search for our next Chief Executive Officer (CEO), and we are seeking your input as we work to identify a leader who will continue advancing our mission of serving the community.

You are invited to participate in a public input session with the Board of Directors on Thursday, April 23, at 3:00 p.m. in the Boardroom at Valley Water Headquarters, 5700 Almaden Expressway, San Jose. If you are unable to attend in person, you may also join us via [Zoom](#).

The session focusing on Valley Water employees will begin at 3:00 p.m., followed by a break at 5:00 p.m. The session will resume at 5:30 p.m. with a focus on members of the public. All employees and community members are welcome to attend any portion of the session.

Thank you for taking the time to share your feedback. Your participation is greatly appreciated, and we look forward to hearing from you.

Sincerely,
Tony Estremera
Chair, District 6
Valley Water Board of Directors

Valley Water | valleywater.org



Valley Water | 5750 Almaden Expressway | San Jose, CA 95118 US

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