



STAFF REPORT

Meeting Type: Board of Directors

Title: Third Amendment to the At-Will Employment Agreement of Bennett Horenstein as the General Manager of the Marin Municipal Water District

From: Vikkie Garay, Human Resources Manager

Through: Ben Horenstein, General Manager

Meeting Date: January 20, 2026

TYPE OF ITEM: X Action Information

RECOMMENDATION: Approve the Third Amendment to the At-Will Employment Agreement of Bennett Horenstein as the General Manager of the Marin Municipal Water District extending the term of the Agreement for approximately three (3) additional months

SUMMARY: This proposed Third Amendment would extend the General Managers at-will employment agreement for approximately additional three (3) months, through March 12, 2027, to allow the General Manager to use accrued leave.

DISCUSSION: The Marin Municipal Water District and Bennett Horenstein entered into the At-will Employment Agreement of Bennett Horenstein as General Manager of the Marin Municipal Water District effective as of December 2, 2018 ("Agreement"). On April 5, 2022, the District Board of Directors approved a First Amendment to the Agreement to extend the term for three (3) additional years, through December 2, 2026. On November 7, 2023, the District Board of Directors approved a Second Amendment to the Agreement to revise the conditions of employment. The proposed Third Amendment to the Agreement would further extend the term of the Agreement through March 12, 2027, to allow the General Manager to use accrued leave.

Staff recommends that the Board of Directors approve the Third Amendment to the Agreement. If approved, the Third Amendment would become effective immediately. All other terms and conditions of employment would remain the same as set forth in the original Agreement, as previously amended.

ENVIRONMENTAL REVIEW: Not Applicable.

FISCAL IMPACT: All personnel costs for FY 26/27 are contained in the approved budget.

ATTACHMENT(S):

1. Draft Third Amendment to the General Manager's At-Will Employment Agreement

DEPARTMENT OR DIVISION	DEPARTMENT MANAGER	APPROVED
Human Resources Department	 Vikkie Garay Human Resources Manager	 Ben Horenstein General Manager