



STAFF REPORT

Meeting Type: Board of Directors

Title: Appointment of General Manager and Approval of New At-Will Employment Agreement, and Amendment of Existing At-Will Employment Agreement

From: Vikkie Garay, Human Resources Manager

Through: Jed Smith, Marin Municipal Water District Board President

Meeting Date: August 18, 2026

TYPE OF ACTION: X Action Information

RECOMMENDATION: Appoint Shaun Horne as the District's General Manager and approve the General Manager's At-Will employment Agreement, and Approve the Fourth Amendment of the At-Will Employment Agreement of Bennett Horenstein

SUMMARY: Following a nationwide recruitment for a new District General Manager, the Board of Directors selected Shaun Horne as their preferred candidate. At the direction of the Board, an Employment Agreement was negotiated with Mr. Horne, which sets forth the key terms of his employment with the District as its new General Manager.

DISCUSSION: The current District General Manager announced his retirement this year. On April 13, 2026, the District opened recruitment for a new General Manager. Following a thorough, nationwide recruitment process, the Board of Directors selected Shaun Horne, the District's current Director of Watershed Resources, as the top candidate. Horne brings more than 18 years of progressive water resource and natural resource management experience to the role, including seven years of leadership at Marin Water. Through his leadership at the District, initiatives such as the Biodiversity, Fire and Fuels Integrated Plan, advancement of the Lagunitas Creek Restoration Project, and the ongoing update to the Mt. Tamalpais Watershed Roads and Trails Plan have been successfully implemented.

The Board authorized negotiation of an employment agreement with Mr. Horne. Approval of this item will appoint Mr. Horne as the new District General Manager with a commencement date of October 1, 2026, and will approve the new At-Will Employment Agreement. The attached At-Will Employment Agreement provides the General Manager with an annual salary of \$350,000, a vehicle allowance, and unless otherwise specified, the same benefits as the Division Directors.

Additionally, for clarity in roles, the District has prepared an amendment to the At-Will Employment Agreement for the current General Manager, Bennett Horenstein. This Fourth Amendment provides

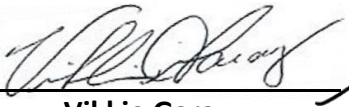
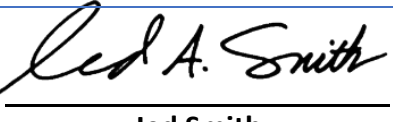
that effective as of the commencement date for the new General Manager, Mr. Horenstein will serve in an advisory capacity through the end of his contract term.

ENVIRONMENTAL REVIEW: Not applicable.

FISCAL IMPACT: The total cost for salary and benefits to backfill the General Manager position is included in the FY26/27 approved budget.

ATTACHMENT(S):

1. Proposed At-Will Employment Agreement of Shaun Horne as General Manager of the Marin Municipal Water District
2. Proposed Fourth Amendment of the At-Will Employment Agreement of Bennett Horenstein

DEPARTMENT OR DIVISION	DEPARTMENT MANAGER	APPROVED
Human Resources Department	 Vikkie Garay Human Resources Manager	 Jed Smith President, Board of Directors