



STAFF REPORT

Meeting Type: Board of Directors

Title: Third Amendment to the At-Will Employment Agreement of Molly L. MacLean as the General Counsel of the Marin Municipal Water District

From: Vikkie Garay, Human Resources Manager

Through: Paul Sellier for Ben Horenstein, General Manager

Meeting Date: June 17, 2025

TYPE OF ITEM: X Action Information

RECOMMENDATION: Approve the Third Amendment to the At-Will Employment Agreement of Molly L. MacLean as the General Counsel of the Marin Municipal Water District extending the term of the Agreement for three (3) additional years and increasing the General Counsel's existing salary by 5%

SUMMARY: This proposed Third Amendment would extend the General Counsel's at-will employment agreement for an additional three (3) years, through October 12, 2029, and provide a 5% salary increase.

DISCUSSION: The Marin Municipal Water District and Molly L. MacLean entered into an at-will employment agreement of Molly L. MacLean as General Counsel of the Marin Municipal Water District effective as of October 12, 2020 ("Agreement"). On March 21, 2023, the District Board of Directors approved a First Amendment to the Agreement to extend the term for three (3) additional years, through October 12, 2026. On November 7, 2023, the District Board of Directors approved a Second Amendment to the Agreement to align the Consumer Price Index schedule utilized in the Agreement with that applicable to other District employee groups, phase out District payment of any portion of the Employer Paid Member Contribution for the General Counsel, and further clarify the benefits applicable to the General Counsel. The proposed Third Amendment to the Agreement would further extend the term of the Agreement for an additional three (3) years, through October 12, 2029, and provide a 5% salary increase for the General Counsel.



Staff recommends that the Board of Directors approve the Third Amendment to the Agreement. If approved, the Third Amendment would become effective immediately, and the proposed 5% salary increase would become effective the first full pay period following July 1, 2025. 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: The proposed 5% salary increase, which would become effective the first full pay period following July 1, 2025, will have a fiscal impact of approximately \$14,000 during FY25/26.

ATTACHMENT(S):

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

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