

# AGENDA STAFF REPORT

**MEETING NAME:** REGULAR BOARD MEETING

**MEETING DATE(S):** MARCH 16, 2026

**FROM:** JOHN PINKNEY, DISTRICT COUNSEL

**FOR:** ACTION  X  DIRECTION \_\_\_\_\_ INFORMATION \_\_\_\_\_



## SECOND AMENDED AND RESTATED GENERAL MANAGER/CHIEF ENGINEER EMPLOYMENT AGREEMENT

**STAFF RECOMMENDATION**

Authorize the Board President to execute the Second Amended and Restated General Manager Employment Agreement between Mission Springs Water District and Brian Macy.

**SUMMARY**

On February 17, 2026, Board President Duff and Brian Macy, with the assistance of District Counsel and under the Board's direction, negotiated an amended and restated employment Agreement. This updated Agreement clarifies the terms regarding salary advancement and cost-of-living adjustments, and extends the contract by one year, setting the new end date to February 8, 2029.

**FISCAL IMPACT & STRATEGIC PLAN**

**IMPLEMENTATION**

The second amended and restated General Manager/Chief Engineer employment agreement sets the General Manager’s annual salary at \$264,056.00. The term of the second amended and restated employment agreement will end on February 8, 2029. The 401(a) retirement contribution is set at \$410.40 per pay period. The automobile allowance is set at \$810.00 per month. All other terms of the General Manager's employment agreement remain unchanged from its prior version.

FINANCIAL DATA		
Cost Associated with this action:	\$0	
Current FY cost:	\$158,434	
Future FY cost:	\$0	
Is it covered in current year budget:	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
Budget adjustment needed:	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
If yes, year needed:	N/A	
All previous contracts including dates, amounts and board approvals are attached or have been made available.		
FUNDING SOURCES		
Source of funds:	Administration	
BID/Job#	Salaries	
Current BID/Job balance	\$552,028.00	
Balance remaining if approved:	\$26,525.97	

This action aligns with Strategic Plan Smart Goal 7.3 - Recruit and retain employees.

**ATTACHMENTS**

Second Amended and Restated General Manager Employment Agreement