

AGENDA STAFF REPORT

MEETING NAME: REGULAR BOARD MEETING

MEETING DATE(S): APRIL 21, 2025

FROM: JOHN PINKNEY, DISTRICT COUNSEL

FOR: ACTION X DIRECTION _____ INFORMATION _____



AUTHORIZE FIRST AMENDED AND RESTATED GENERAL MANAGER EMPLOYMENT AGREEMENT

STAFF RECOMMENDATION

Authorize Board President to execute first amended and restated General Manager Employment Agreement between Mission Springs Water District and Brian Macy

SUMMARY

On November 20, 2023, the Mission Springs Water District (MSWD) Board of Directors authorized Board President Martin and Vice President Sewell to negotiate a General Manager Employment Agreement between the District and Brian Macy. With the assistance of District Counsel and under the direction of the Board, the Agreement was successfully negotiated and signed by Brian Macy. Subsequently, on January 16, 2024, the MSWD Board of Directors authorized Board President Sewell to execute the Agreement.

On April 17, 2025, Board President Sewell and Brian Macy, again with the assistance of District Counsel and under the Board's direction, negotiated an amended and restated 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, 2028.

FISCAL IMPACT & STRATEGIC PLAN IMPLEMENTATION

The first amended and restated General Manager Employment Agreement provides for an annual salary, details specific terms for other benefits such as time off, retirement contributions, health and wellness benefits, and automobile allowance.

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

ATTACHMENTS

First Amended and Restated General Manager Employment Agreement

FINANCIAL DATA		
Cost Associated with this action:	\$0	
Current FY cost:	\$128,400	
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	\$461,641	
Balance remaining if approved:	\$333,241	