

# AGENDA STAFF REPORT

MEETING NAME: BOARD OF DIRECTORS

MEETING DATE(S): JANUARY 11 & 16, 2024

FROM: JOHN PINKNEY, DISTRICT COUNSEL

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



---

## AUTHORIZE GENERAL MANAGER EMPLOYMENT AGREEMENT

---

### STAFF RECOMMENDATION

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

### SUMMARY

On November 20, 2023, MSWD Board of Directors authorized Board President Martin and Vice President Sewell to negotiate a General Manager Employment Agreement (Agreement) between Mission Springs Water District and Brian Macy. With the assistance of District Counsel and direction from the Board of Directors, the Agreement has been negotiated and signed by Brian Macy.

The Agreement would become effective February 8, 2024, and continue for a three-year term though February 8, 2027. The District may extend the Agreement for an additional period of time with the express and signed written consent of the District and Employee. The compensation will be at a rate of \$238,992 annually. Merit increases for acceptable performance shall be granted only as a result of a written evaluation and be no more than five percent (5%), in addition to any cost-of-living increase.

### FISCAL IMPACT

The General Manager Employment Agreement provides for an annual salary of Two Hundred Thirty Eight Thousand Nine Hundred Ninety Two Dollars (\$238,992) per year. The Employment Agreement also details specific terms for other benefits such as time off, retirement contributions, health and wellness benefits, and automobile allowance.

### ATTACHMENTS

General Manager Employment Agreement

FINANCIAL DATA		
Cost Associated with this action:	0	
Current FY cost:	\$130,005	
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:	Operating	
BID/Job#	Salaries	
Current BID/Job balance	\$384,976	
Balance remaining if approved:	\$384,976	