



## ALAMEDA COUNTY FLOOD CONTROL AND WATER CONSERVATION DISTRICT, ZONE 7

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**ORIGINATING SECTION:** ADMINISTRATIVE SERVICES

**CONTACT:** OSBORN SOLITEI

**AGENDA DATE:** April 17, 2019

**ITEM NO. 13**

**SUBJECT:** General Manager's Compensation

### **SUMMARY:**

- In accordance with section 7 of the General Manager's contract, *“The Board of Directors and General Manager shall meet no later than the Regular Board meeting of each March to discuss and establish mutually agreeable goals and objectives to be accomplished by General Manager for the ensuing year and to review General Manager’s performance of duties and obligation hereunder. As a result of such evaluation, the Board may, but shall not be obligated to, adjust General Manager’s compensation and/or revise his/her employment benefits as the Board shall determine.”*
- At the March 20, 2019 Regular Board Meeting, the Board performed an Annual Performance Evaluation for the General Manager, and according to the Board, *“the General Manager has met or exceeded expectations in all areas of responsibility.”* The Board also instituted new goals and objectives for the General Manager for the upcoming year. The Board stated that it would consider any modification in compensation at the April Board Meeting.
- In accordance with section 3 of the General Manager’s contract, *“...the General Manager shall be eligible annually for up to an additional 5% of her base salary as a bonus in recognition of outstanding performance as determined by the Board at the General Manager’s annual reviews conducted pursuant to Section 7. The decision to pay a bonus, if any, and the amount thereof, shall be in the sole and absolute discretion of the Board of Directors and, if granted, will be paid over two (2) pay-periods following the Board of Directors’ action.”*
- The current annual base salary for the General Manager is \$280,508.80 with the potential for up to a 5% performance bonus based on extraordinary performance, as determined by the Board of Directors. The base salary includes a vehicle allowance.
- The General Manager receives the same general benefits package (retirement benefits, health care, dental care, etc.) the other unrepresented management employees at Zone 7 receive, and also receives a deferred compensation plan.
- If the Board of Directors wishes to increase the General Manager’s base salary, the Board of Directors must make that decision in open session.

### **RECOMMENDED ACTION:**

None.