

RESOLUTION NO. 2017-06

APPROVING AN ADJUSTMENT TO THE SALARY OF THE GENERAL MANAGER OF
THE MID-PENINSULA WATER DISTRICT AND THE THIRD AMENDMENT TO THE
GENERAL MANAGER'S EMPLOYMENT AGREEMENT

* * *

MID-PENINSULA WATER DISTRICT

WHEREAS, by Resolution No. 2012-13, the Mid-Peninsula Water District Board of Directors appointed Tammy Rudock as the new General Manager and approved the execution of an Employment Agreement with her that was dated December 21, 2012; and

WHEREAS, the Employment Agreement calls for an annual performance evaluation and salary review around the anniversary date of the General Manager's employment; and

WHEREAS, the District Board commenced this annual review at its regular Board meeting on December 15, 2016; and

WHEREAS, at the Special Board meeting on March 20, 2017, the Board completed the evaluation and proposed a \$6,029 increase to the base salary of the General Manager commencing as of January 1, 2017, directing the District Counsel to place this matter on the Board meeting agenda of March 23, 2017, for final action.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Mid-Peninsula Water District hereby approves an increase in the salary of the General Manager effective January 1, 2017, bringing her total base salary to \$178,279; and

BE IT FURTHER RESOLVED that the Board approves the Third Amendment to the General Manager's Employment Agreement that reflects the aforementioned increase and her current salary level.

REGULARLY passed and adopted this 23rd day of March 2017.

AYES: Vella, Warden, Zucca, Linvill, and Stuebing

NOES: 0

ABSENCES: 0

ATTEST:


DISTRICT SECRETARY


PRESIDENT, BOARD OF DIRECTORS



**THIRD AMENDMENT TO
EMPLOYMENT AGREEMENT**

THIS THIRD AMENDMENT TO EMPLOYMENT AGREEMENT is made as of the 1st day of January 2017, by and between the Mid-Peninsula Water District (hereinafter referred to as "DISTRICT") and Tammy A. Rudock (hereinafter referred to as "EMPLOYEE").

A. The Parties entered into an EMPLOYMENT AGREEMENT ("Agreement") under which EMPLOYEE is employed in the position of General Manager of the DISTRICT;

B. The Board of Directors conducted an annual performance evaluation of EMPLOYEE commencing in October of 2014 and took action to increase EMPLOYEE's salary to \$162,500 pursuant to Resolution No. 2015-01; and

C. The Board of Directors conducted an annual performance evaluation of EMPLOYEE commencing in December of 2015 and took action to increase EMPLOYEE's salary to \$172,250 pursuant to Resolution No. 2016-01;

D. Following an annual performance evaluation, which commenced in December of 2016, the Board of Directors took action to increase EMPLOYEE's salary to \$178,279 pursuant to Resolution No. 2017-06; and

E. The Board of Directors desires to amend the Employment Agreement with the General Manager to reflect the adjustment in EMPLOYEE's salary level.

NOW THEREFORE, the Parties agree to amend the Agreement as follows:

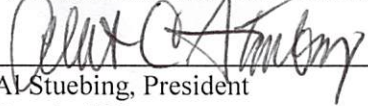
1. Section 3.1, Salary, is hereby amended by deleting the first sentence in its entirety and replacing it with the following:

Effective as of January 1, 2017, the District agrees to pay Employee a salary at the annualized rate of \$178,279 for Employee's faithful and diligent performance of the duties and obligations of General Manager, payable in installments in accordance with the District's customary payroll practices.

2. Except for those changes expressly specified in this Third Amendment, all other provisions, requirements, conditions, and sections of the Agreement, as previously amended, remain in full force and effect.

IN WITNESS WHEREOF, this Third Amendment to the Agreement is entered into as of the date first written above by the duly authorized representatives of the parties.

MID-PENINSULA WATER DISTRICT

By: 
Al Stuebing, President
Board of Directors

TAMMY A. RUDOCK

