

RESOLUTION NO. 2022-23

APPROVING:

- 1. A REORGANIZATION AND REVISED MPWD COMPENSATION PLAN; AND**
- 2. APPOINTMENT OF RENE RAMIREZ AS INTERIM GENERAL MANAGER EFFECTIVE AUGUST 1, 2022; AND**
- 3. EIGHTH AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH TAMMY RUDOCK FOR TRANSITION FROM GENERAL MANAGER TO MANAGEMENT ADVISOR EFFECTIVE AUGUST 1, 2022**

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MID-PENINSULA WATER DISTRICT

WHEREAS, the Mid-Peninsula Water District's (MPWD) Compensation Plan was approved on September 27, 2018, and included the following attachments: Employee Classification Descriptions, Organizational Chart, and Salary Schedules for Represented and Unrepresented Employees – Management and Exempt; and

WHEREAS, on September 24, 2020, a reorganization and revised MPWD Compensation Plan was approved by Resolution 2020-33, together with the corresponding salary schedules and organizational chart, for a total of 20.5 FTEs; and

WHEREAS, on February 24, 2022, per the succession planning strategic objectives of the MPWD, a reorganization was approved by Resolution 2022-03, together with the corresponding salary schedules and organizational chart, for a total of 23.0 FTEs; and

WHEREAS, on July 28, 2022, in preparation for a significant leadership change at the MPWD in early 2023 due to the General Manager's planned retirement, the Board of Directors reviewed and considered a reorganization, including a management transition plan for organizational stability and revised MPWD Compensation Plan, together with the Assistant General Manager and Management Advisor employee position classifications, salary schedules, and organizational chart, for a total of 23.5 FTEs and found them to be consistent with the District's overall policies, goals and economic standards; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Mid-Peninsula Water District that the organizational chart dated August 1, 2022, and related revised Compensation Plan, including the Assistant General Manager and Management Advisor employee position classifications, and corresponding salary schedules effective August 1, 2022, presented on July 28, 2022, are approved.

BE IT FURTHER RESOLVED that Rene Ramirez is appointed as Interim General Manager effective August 1, 2022, for approximately 12 months, at the annual salary of \$205,000, plus negotiated benefits.

BE IT FURTHER RESOLVED that the Eighth Amendment to the Employment Agreement with Tammy Rudock for transition from General Manager to Management Advisor effective August 1, 2022, is approved.

BE IT FINALLY RESOLVED that the General Manager is directed to update the relevant sections of the MPWD Compensation Plan.

REGULARLY PASSED AND ADOPTED this 28th day of July 2022.

AYES: Zucca, Vella, Jordan, Schmidt, and Wheeler

NOES: -0-

ABSTENTIONS: -0-

ABSENCES: -0-

DocuSigned by:
Kirk Wheeler
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BOARD PRESIDENT

ATTEST:

DocuSigned by:
Monique Madrid
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BOARD SECRETARY