

RESOLUTION NO. 2022-05

**APPROVING THE TEMPORARY APPOINTMENT OF
RETIRED ANNUITANT ALLEYNE LaBOSSIERE, CPA, AS
CHIEF FINANCIAL OFFICER
IN ACCORDANCE WITH
GOVERNMENT CODE SECTIONS 7522.56 AND 21224**

* * *

MID-PENINSULA WATER DISTRICT

WHEREAS, the Mid-Peninsula Water District is a Water District duly organized and operating pursuant to the County Water District Law, California Water Code sections 30000 to 33901 et seq.; and

WHEREAS, the Board of Directors of the Mid-Peninsula Water District ("District") may take all actions necessary for the proper administration of the District; and

WHEREAS, the General Manager and Board of Directors may contract for or employ any professional service required by the District or for the performance of work or services that cannot satisfactorily or economically be performed by the regular employees of the District; and

WHEREAS, Alleyne LaBossiere [CalPERS ID # redacted] retired from the Cambria Community Services District, effective 03/14/2014; and

WHEREAS, due to the retirement of the previous Administrative Services Manager effective December 6, 2021, the General Manager of the District proposed a reorganization for the District and determined that the Appointee has the skills needed to perform the responsibilities of the temporary Chief Financial Officer position, and wishes to appoint the Appointee as an extra help retired annuitant on a temporary part-time basis to perform such duties; and

WHEREAS, the employment shall be limited to 960 hours per fiscal year; and

WHEREAS, the Board of Directors intends that the appointment of Alleyne LaBossiere as an extra help retired annuitant meet all applicable requirements of sections 7522.56 and 21224 of the Government Code; and

WHEREAS, the General Manager and Board of Directors, and Alleyne LaBossiere, certify that Alleyne LaBossiere has not and will not receive a Golden Handshake or any other retirement-related incentive; and

WHEREAS, the District's Conditional Employment Offer dated February 17, 2022, between Alleyne LaBossiere and the District has been reviewed by the Board of Directors and is attached hereto; and

WHEREAS, no matters, issues, terms or conditions related to this employment and appointment have been or will be placed on a consent calendar; and

WHEREAS, the compensation paid to retirees cannot be less than the minimum nor exceed the maximum monthly base salary paid to other employees performing comparable duties, divided by 173.333 to equal the hourly rate; and

WHEREAS, the maximum hourly rate for employees performing comparable duties to those the Appointee will perform is \$78.56 and the minimum hourly rate is \$60.43, and

WHEREAS, the hourly rate paid to the Appointee will be between \$60.43 the minimum hourly rate and \$78.56 the maximum hourly rate, to be determined by the General Manager as authorized by the Board of Directors; and

WHEREAS, the Appointee has not and will not receive any other benefit, incentive, compensation in lieu of benefit or other form of compensation in addition to the hourly pay rate.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors hereby certifies the nature of the appointment of Alleyne LaBossiere, CPA, as described herein and the attached offer of employment document, and that this appointment is necessary to perform the critically needed duties described herein for the Mid-Peninsula Water District, because Alleyne LaBossiere possesses extensive, highly specialized skills and experience needed to attend to financial and accounting management work, in order to ensure adequate staffing to perform such work, and approves the temporary appointment of Alleyne LaBossiere as described herein.

REGULARLY PASSED AND ADOPTED this 24th day of February 2022.

AYES: Vella, Jordan, Zucca, Schmidt, Wheeler

NOES:

ABSTENTIONS:

ABSENCES:

DocuSigned by:
Kirk Wheeler
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BOARD PRESIDENT

ATTEST:

DocuSigned by:
Monique Madrid
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BOARD SECRETARY



February 17, 2022

Via Email

Alleyne LaBossiere, CPA

Re: Offer of Flexible Temporary Employment at the MPWD
as Chief Financial Officer, subject to CalPERS Retired Annuitant Laws

Dear Al:

We are looking forward to you joining our team after your retirement from the Cambria Community Services District, effective

As we discussed your employment is subject to the CalPERS retired annuitant laws (Government Code Sections 7522.56 and 21224) and a formal resolution is required, which is attached for your review (Resolution 2022-05). The Board of Directors will consider it on February 24, 2022.

As you know as a retired annuitant, there is a 180-day break-in-service requirement (which you have satisfied) and 960 work hour limitation (per fiscal year) for retired annuitants as set forth in Government Code Sections 7522.56 and 21224.

Finally, as discussed, we offer you this position on the following terms and conditions:

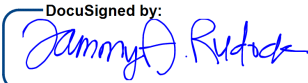
1. Your position title will be Chief Financial Officer, an "at will" Management exempt position, including the duties and responsibilities outlined in the attached proposed position description (which will also be considered for approval by the Board on February 24th). You will report to me as General Manager.
2. An MPWD employee application is required for employment, and conditions of employment include a criminal background check, financial credit check, DMV report, and verification of identity and right to work in the United States (I-9 form). We will provide the necessary background check forms after your acceptance.
3. Your personal vehicle insurance (e.g., copy of the declarations page) will be required, along with a valid California driver's license.
4. Your start date is planned for Monday, March 7, 2022, after all pre-employment requirements are satisfied.
5. Your work schedule will be flexible and temporary based upon the workload assigned by the General Manager. Your travel expenses will be reimbursed by the MPWD.
6. Your compensation will be \$62 per hour, payable every other Friday.

7. No other benefit, incentive, compensation in lieu of benefit, or other form of compensation will be paid in accordance with law related to retired annuitants.
8. All new employees of the MPWD are required to be fully vaccinated against COVID-19. Boosters are strongly encouraged. As a result of the COVID-19 pandemic, the MPWD is committed to working safely as an essential service and critical infrastructure water supplier. Each employee must adhere to added safety procedures as outlined in the attachment. Please review carefully to ensure your commitment and sign/date the acknowledgement form.

Since this is a formal confirmation of our job offer, please signify your formal acceptance by countersigning and returning a signed copy to me.


We are looking forward to having you join our team!

Sincerely,

DocuSigned by:

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Tammy A. Rudock
General Manager

Attachments: Resolution 2022-05
Proposed MPWD Chief Financial Officer Position Description
MPWD Employee Workplace Safety Procedures During COVID-19 Pandemic

I hereby affirm my understanding and acceptance of the foregoing job offer and agree that it contains the terms of employment with the MPWD, and that there are no other terms expressed or implied.

DocuSigned by:

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2/18/2022

Alleyne LaBossiere, CPA

Date