

RESOLUTION NO. 2026-05

**APPOINTING TAMMY RUDOCK AS GENERAL MANAGER OF  
THE PURISSIMA HILLS WATER DISTRICT AND  
AUTHORIZING THE BOARD PRESIDENT TO EXECUTE AN EMPLOYMENT AGREEMENT**

**PURISSIMA HILLS WATER DISTRICT**

**WHEREAS**, in early 2025 then Board President Glassman convened an Ad Hoc GM Recruitment Committee, consisting of Directors Stone and Ranganathan, to find a new General Manager (“Ad Hoc Committee”); and

**WHEREAS**, the Ad Hoc Committee interviewed, negotiated with, and recommended Tammy Rudock as Interim General Manager of the District, which appointment was approved by the Board of Directors via Resolution 2025-26, effective April 21, 2025; and

**WHEREAS**, the Purissima Hills Water District (“District”) issued a Request for Proposals on May 9, 2025, to hire an executive recruitment firm, and ultimately selected and awarded a contract to CPS HR Consulting to conduct a nationwide executive search for a new General Manager; and

**WHEREAS**, over fifty (50) applicants submitted complete applications and twenty-four (24) of the most qualified candidates were identified by the Ad Hoc Committee to participate in pre-screening interviews by CPS HR Consulting in December 2025, which resulted in six (6) semi-finalist candidate interviews by the Ad Hoc Committee on January 22, 2026; and

**WHEREAS**, several of the twenty-four (24) most qualified candidates, including two (2) of the six (6) semi-finalists, withdrew from the interview process due to other offers of employment or for personal reasons, and the Ad Hoc Committee desired further direction from the Board of Directors; and

**WHEREAS**, the Board of Directors met in Closed Session on February 11, 2026, to determine next steps in the General Manager recruitment process, and authorized the Ad Hoc Committee to negotiate with Interim General Manager Tammy Rudock about the permanent position, given her interim leadership role at the District since April 21, 2025, and extensive public sector water utility management experience and advanced educational background; and

**WHEREAS**, the Ad Hoc Committee successfully negotiated acceptable compensation provisions and employment terms and conditions, for an Employment Agreement with Tammy Rudock, which form was reviewed and approved by District Counsel.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Directors of the Purissima Hills Water District hereby:

1. Appoints Tammy Rudock to serve as the General Manager, beginning April 6, 2026; and
2. Approves the District's revised publicly available salary schedule to reflect the updated General Manager's salary range, effective April 6, 2026.

**BE IT FURTHER RESOLVED** that the Board President is authorized to execute on behalf of the District an Employment Agreement with Tammy Rudock in a form approved by District Counsel, and to take any necessary actions to effectuate this Resolution.

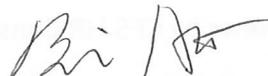
**PASSED AND ADOPTED** this 11<sup>th</sup> day of March 2026 by the following votes:

AYES: Directors Holtz, Jordan, Stone, Ranganthan, and Glassman.

NOES:

ABSTENTIONS:

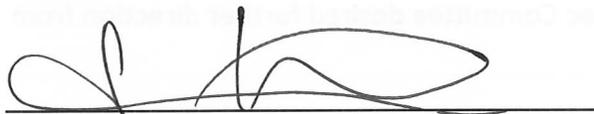
ABSENCES:



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President, Board of Directors  
Purissima Hills Water District

ATTEST:



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Secretary of the District