

CAMBRIA COMMUNITY SERVICES DISTRICT

TO: Board of Directors

AGENDA NO. **3.E.**

FROM: Paavo Ogren, Interim General Manager

Meeting Date: June 20, 2019

Subject: DISCUSSION AND CONSIDERATION OF ADOPTION OF RESOLUTION 28-2019 APPROVING AN EMPLOYMENT AGREEMENT WITH JOHN F. WEIGOLD, IV FOR GENERAL MANAGER SERVICES AND AMENDING THE CCSD SALARY SCHEDULE AND PAY SCHEDULE FOR GENERAL MANAGER

RECOMMENDATIONS:

Staff recommends that the Board of Directors adopt Resolution 28-2019 approving an Employment Agreement (“Agreement”) with John F. Weigold, IV for General Manager services, and amending the CCSD Salary Schedule and pay schedule for the position of General Manager.

FISCAL IMPACT:

Approval of the Resolution will result in a salary cost of \$155,000 annually for the first six months of the Agreement and \$170,000 annually for the following five years. Additional compensation and benefits in the form of those paid to other management employees could cost the District \$51,194 per year, depending on which benefit options are selected. The Preliminary FY 2019/2020 Budget includes salary & benefits for the General Manager position, so a budget adjustment is not required for this action.

DISCUSSION:

At the May 31, 2019 special meeting, the Board of Directors held a closed session pursuant to Government Code Section 54957 to discuss the interviews with the candidates for the General Manager position. Thereafter, at the June 13, 2019 regular meeting, the Board held a closed session pursuant to Government Code Section 54957.6 to instruct its negotiators, President Pierson and District Counsel Carmel, regarding the prospective General Manager’s salary and benefits.

Based upon the Board’s direction, President Pierson and District Counsel Carmel have negotiated the attached Agreement, which has been executed by Mr. Weigold and is being presented to the Board for its approval.

CalPERS requires that salaries be paid pursuant to publicly available pay schedules, which must also comply with California Code of Regulations Section 570.5. Accordingly, the attached Resolution also amends the CCSD pay schedule to reflect the salary in the Employment Agreement.

Attachments: Resolution 28-2019
Exhibit "A" Employment Agreement
Exhibit "B" Salary Schedule

BOARD ACTION: Date _____ Approved: _____ Denied: _____

UNANIMOUS: ___PIERSON___FARMER___RICE___STEIDEL___HOWELL___