

RESOLUTION NO. OC SAN 24-08

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE ORANGE COUNTY SANITATION DISTRICT APPROVING BENEFIT ADJUSTMENTS FOR AT-WILL EXECUTIVE MANAGEMENT TEAM EMPLOYEES COMMENCING ON FISCAL YEAR 2024-2025

WHEREAS, there are seven (7) executive management team at-will employees at the Orange County Sanitation District (“OC San”) who provide executive leadership, strategic direction, and department oversight for OC San; and

WHEREAS, OC San is committed to remaining competitive and an employer of choice in a tight labor market to attract and retain highly qualified talent in these key leadership positions that are critical to the success of the agency; and

WHEREAS, executive management team employees serve at-will under the direction of the General Manager, and based on the nature of their employment status, may be terminated at any time by OC San with or without cause.

NOW, THEREFORE, the Board of Directors of the Orange County Sanitation District, DOES HEREBY RESOLVE, DETERMINE, AND ORDER:

That the Board of Directors hereby authorizes and approves the following changes to benefits for Executive Management Team members, which shall become effective the first pay period of July 2024:

- Increase OC San’s 457(b) Deferred Compensation matching employer contribution to an amount not to exceed \$500 a month.
- Increase auto allowance to \$600 a month.
- A technology allowance in the amount of \$100 a month.
- A wellness stipend in the amount of \$100 a month.

That the General Manager, or his designee, is authorized to implement the changes to benefits approved herein.

PASSED AND ADOPTED at a regular meeting of the Board of Directors held July 24, 2024.

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Ryan P. Gallagher  
Board Chairman

ATTEST:

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Kelly A. Lore, MMC  
Clerk of the Board

STATE OF CALIFORNIA    )  
  )     ss  
COUNTY OF ORANGE    )

I, Kelly A. Lore, Clerk of the Board of Directors of the Orange County Sanitation District, do hereby certify that the foregoing Resolution No. OC SAN 24-08 was passed and adopted at a regular meeting of said Board on the 24<sup>th</sup> of July 2024, by the following vote, to wit:

**AYES:**

**NOES:**

**ABSTENTIONS:**

**ABSENT:**

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of Orange County Sanitation District this 24<sup>th</sup> of July 2024.

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Kelly A. Lore, MMC  
Clerk of the Board of Directors  
Orange County Sanitation District