

RESOLUTION NO. OC SAN 25-14

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE  
ORANGE COUNTY SANITATION DISTRICT APPROVING SALARY  
AND BENEFIT ADJUSTMENTS FOR THE GENERAL MANAGER  
FOR FISCAL YEAR 2025/2026

WHEREAS, the General Manager provides organizational leadership, strategic direction, and agency oversight for Orange County Sanitation District (OC San); and

WHEREAS, the General Manager serves in an at-will employment capacity, which may be terminated at any time by OC San's Board of Directors with or without cause; and

WHEREAS, it is OC San's philosophy to compensate employee classifications competitively, which currently can be achieved through alignment with the salary market; and

WHEREAS, the July 1, 2024, At-Will Agreement with the General Manager provides that, "OC San's Steering Committee shall meet with General Manager in August of each year during the term of this Agreement to review and evaluate his performance over the prior year. The Steering Committee shall make its recommendation(s) to the Board concerning adjustment to the compensation and/or benefits paid or provided to General Manager, to be effective in July of the year of review. After consideration of the recommendation(s) of the Steering Committee, the Board shall determine and approve the compensation, including benefits, payable to General Manager, which generally becomes effective July of the fiscal year of the review"; and

WHEREAS, the Steering Committee commenced its review of the General Manager's performance in June 2025, finalized its review and made its recommendation to the Board on August 27, 2025.

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

1. That the At-Will Agreement with the General Manager (Attached hereto as Exhibit 1) setting forth the terms and conditions of his employment, including changes consisting of a 4.5% salary increase and corresponding salary range adjustment and benefit changes as determined by the Board of Directors, is hereby approved to be effective retroactively to the first pay period of July 2025;
2. Increase the OC San-paid 457(b) deferred compensation contribution to an amount of \$12,000 annually, allocated semimonthly;
3. Increase Administrative Leave to 60 hours annually;
4. Provide extended trip mileage reimbursement for business-related trips in a personal vehicle in excess of seventy-five (75) miles one-way;
5. That the Board Chairperson, or their designee, is authorized to implement the changes to salary and benefit items approved herein.

PASSED AND ADOPTED at a regular meeting of the Board of Directors held August 27, 2025.

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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 25-14 was passed and adopted at a regular meeting of said Board on the 27<sup>th</sup> of August 2025, 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 27<sup>th</sup> of August 2025.

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