

RESOLUTION NO. OCSD 19-13

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE ORANGE COUNTY SANITATION DISTRICT APPROVING SALARY INCREASES, SALARY RANGE ADJUSTMENTS, AND A MINOR INCREASE TO 457(B) MATCHING CONTRIBUTIONS FOR AT-WILL EXECUTIVE MANAGEMENT TEAM EMPLOYEES FOR FISCAL YEAR 2019/2020, FISCAL YEAR 2020/2021, AND FISCAL YEAR 2021/2022

WHEREAS, there are five (5) executive management team employees at the Orange County Sanitation District ("OCSD") who provide executive leadership, strategic direction, and department oversight for OCSD; and

WHEREAS, executive management team employees serve in at-will employment status, which may be terminated at any time by either the General Manager or an executive management team employee with or without cause with no liability; and

WHEREAS, in 2016 the Board authorized the General Manager to administer the Board approved Executive Management pay plan through a pay for performance system with pay range steps; and

WHEREAS, the General Manager entered into discussions with executive management employees, which resulted in agreed upon proposed salary increases, salary range adjustments, performance-based merit increases, and minor benefit adjustments; and

WHEREAS, the parties agreed that the salary changes would take effect retroactively to the first pay period in July 2019 and the start of the new fiscal year in alignment with the other employee unit increases.

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 salaries and benefits for Executive Management Team members, which shall become effective the first pay period of July 2019:

- A salary increase in the first pay period of July 2019, consisting of a 3.0% salary range adjustment and corresponding salary increases and up to 5.0% merit increase as determined by the General Manager, not to exceed 8.0% total and not to exceed Step 5 of the corresponding pay range, is hereby approved to be effective retroactively to the first pay period of July 2019;
- A salary increase in the first pay period of July 2020, consisting of a 3.0% salary range adjustment and corresponding salary increases and up to 5.0% merit

increase as determined by the General Manager, not to exceed 8.0% total and not to exceed Step 5 of the corresponding pay range;

- A salary increase in the first pay period of July 2021, consisting of a 3.0% salary range adjustment and corresponding salary increases and up to 5.0% merit increase as determined by the General Manager, not to exceed 8.0% total and not to exceed Step 5 of the corresponding pay range;
- An increase in the amount of the matching 457(b) contribution to provide up to \$300 a month for Executive Management Team employees who do not receive IIS or are assigned to the classic open or PEPRA plans.

That the General Manager, or his designee, is authorized to implement the changes to salary ranges, salaries, benefits, and performance increases approved herein.

PASSED AND ADOPTED at a regular meeting of the Board of Directors held September 25, 2019.

David John Shawver
Board Chairman

ATTEST:

Kelly A. Lore, MMC
Clerk of the Board

[illegible]

I, Kelly A. Lore, Clerk of the Board of Directors of the Orange County Sanitation District, do hereby certify that the foregoing Resolution No. OCSD 19-13 was passed and adopted at a regular meeting of said Board on the 25th day of September 2019, 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 25th day of September 2019.

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