

RESOLUTION NO. OC SAN 26-11

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE
ORANGE COUNTY SANITATION DISTRICT APPROVING SALARY
ADJUSTMENTS FOR THE GENERAL MANAGER FOR FISCAL
YEAR 2026/2027

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 General Manager's At-Will Agreement provides for the OC San Steering Committee to conduct an annual performance evaluation of the General Manager and review of his compensation and benefits. The Steering Committee shall make its recommendation(s) to the Board concerning adjustment to the compensation and/or benefits paid or provided to the General Manager. 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 year of the review; and

WHEREAS, the Steering Committee commenced its review of the General Manager's performance in June 2026, finalized its review and made its recommendation to the Board on July 22, 2026.

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 as determined by the Board of Directors, is hereby approved to be effective retroactively to the first pay period of July 2026;
2. That the Board Chair, or his 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 July 22, 2026.

Christine Marick
Board Vice Chairwoman

ATTEST:

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 26-11 was passed and adopted at a regular meeting of said Board on the 22nd of July 2026, 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 22nd of July 2026.

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