



# Santa Clara Valley Water District

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**File No.:** 20-0610

**Agenda Date:** 7/28/2020

**Item No.:** 4.2.

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## BOARD AGENDA MEMORANDUM

### **SUBJECT:**

Adopt Resolution Providing for the Compensation of the Chief Executive Officer, a Board Appointed Officer of the Santa Clara Valley Water District.

### **RECOMMENDATION:**

- A. Consider and determine compensation adjustments, if any, for the Chief Executive Officer; and
- B. Adopt the Resolution PROVIDING FOR THE COMPENSATION OF THE CHIEF EXECUTIVE OFFICER, A BOARD APPOINTED OFFICER OF THE SANTA CLARA VALLEY WATER DISTRICT, and approve the Amendment to the Employment Agreement Between the Santa Clara Valley Water District and Enrico Callender, consistent with Board-approved compensation adjustments.

### **SUMMARY:**

The compensation negotiated between the new Chief Executive Officer (CEO) and the Board for the appointment effective July 11, 2020, was in accordance with the FY20 Salary Schedule. The Board approved the FY21 Salary Schedule on July 9, 2020, which reflected a 4% increase across the board for all classifications including the CEO. This proposed compensation adjustment (to \$341,411.20) places the compensation at the minimum of the salary range for the CEO classification to be in alignment with the salary schedule.

Attachment 1 is a Resolution and Employment Agreement Amendment approving the proposed compensation adjustment. An updated Unclassified Benefit Summary is included as an attachment to the Employment Agreement Amendment.

### **FINANCIAL IMPACT:**

The FY21 budget includes a 4% salary increase for Board Appointed Officers.

### **CEQA:**

The recommended action does not constitute a project under CEQA because it does not have potential for resulting in direct or reasonably foreseeable indirect physical changes in the environment.

**ATTACHMENTS:**

Attachment 1: Resolution and Employment Agreement Amendment

**UNCLASSIFIED MANAGER:**

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