

● **Board of Directors**  
**Legal, Claims and Personnel Committee**

February 12, 2002 Board Meeting

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**5F**

**Subject**

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Ratify pay-for-performance for Roderick Walston, General Counsel.

**Description**

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On February 11, 2002, the Legal, Claims and Personnel Committee reviewed and has recommended a final evaluation rating and incentive pay schedule for the General Counsel (see attached).

The Legal, Claims and Personnel Committee recommended for the Executive Committee's review a performance rating and compensation recommendation and has determined that the General Counsel performed at an "above expectations" level and earned the full support of the Board. It is the recommendation of the Legal, Claims and Personnel Committee to award the General Counsel a pay-for-performance payment (see Attachment 1).

Last July the General Counsel received a \$5,000 pay-for-performance payment from the Board. When the General Counsel was reviewed by the Board last July, it was proposed to provide an additional performance evaluation after six months to allow further time for the initial evaluation. Even though the General Counsel has accepted another position, this review covers previous performance (from July 1, 2001 through December 31, 2001) and a payment is warranted based on this performance.

**Policy**

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Department Head Evaluation and Compensation

**California Environmental Quality Act (CEQA)**

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The proposed action is not defined as a project under CEQA, because it involves continuing administrative activities, such as procedure making (Section 15378(b)(2) of the State CEQA Guidelines).

**Board Options/Fiscal Impacts**

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**Option #1**

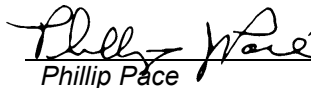
Approve as recommended by Legal, Claims and Personnel Committee

**Fiscal Impact:** \$15,000 pay-for-performance for the General Counsel

**Option #2**

Reject recommendation

**Fiscal Impact:** None

  
Phillip Pace  
Chairman of the Board

2/12/2002  
Date

**PERFORMANCE RATING AND COMPENSATION RECOMMENDATION**

**Department Head Name:** Roderick E. Walston

**Title:** General Counsel


**Recommended Evaluation Rating:** Above Expectations

**Recommended Pay-for-Performance Pay:** \$15,000 pay-for-performance payment

**Committee's Findings:**

The Legal, Claims and Personnel Committee recommended for the Board's review a performance rating and compensation recommendation. The Legal, Claims and Personnel Committee reviewed and discussed the recommendation and has determined that the General Counsel has performed at an "above expectations" level and has earned the full support of the Board. It is also the recommendation of the Legal, Claims and Personnel Committee to award the General Counsel a pay-for-performance payment of \$15,000.

**Recommendation approved by:**

  
Phillip J. Pace  
Chairman of the Board

2/12/2002  
Date