

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

February 12, 2002 Board Meeting

5G

Subject

Appoint Jeffrey Kightlinger as the General Counsel and approve terms of employment.

Description

As recommended by the Legal, Claims and Personnel Committee, Jeffrey Kightlinger, is appointed by the Board as the new General Counsel for the Metropolitan Water District of Southern California. The following compensation and benefits are recommended for the Board's approval. A performance evaluation and review will be provided after six months.

- Base salary of \$165,000 per annum
- One year severance pay
- The following benefits are already provided to Mr. Kightlinger and will continue to be provided in the same manner, along with any other benefits provided to other Metropolitan unrepresented employees: District contributions to PERS; medical, dental and vision plans; sick days, personal leave and holidays; deferred compensation, life insurance and long-term disability; car allowance, etc.

Policy

Administrative Code § 6401a

California Environmental Quality Act (CEQA)

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).

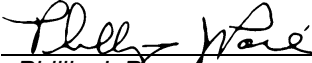
Board Options/Fiscal Impacts

Option #1

Appoint Jeffrey Kightlinger as the General Counsel and approve the terms of his employment as set forth above.

Option #2

Reject recommendation


Phillip J. Pace
Chairman of the Board

2/12/2002
Date