

● **Board of Directors**  
**Executive Committee**

December 13, 2005 Board Meeting

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**5D**

**Subject**

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Terms of Employment for Interim Chief Executive Officer/General Manager Debra Man

**Description**

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Pursuant to the Board's action on November 8, 2005, appointing Debra Man as Interim Chief Executive Officer/General Manager and authorizing the Chairman to negotiate the terms of employment, Debra and I are recommending the following compensation:

- Base salary \$235,000 per annum, effective November 8, 2005
- Use of a District vehicle
- One (1) year salary plus benefits for involuntary severance or demotion below her current position as Chief Operating Officer
- All other compensation and benefits as provided to other unrepresented Metropolitan employees.

This compensation package shall be effective for as long as Ms. Man serves as the Interim Chief Executive Officer/General Manager.

**Policy**

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Metropolitan Water District Administrative Code Section 6401: Method of Appointment and Removal

**California Environmental Quality Act (CEQA)**

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CEQA determination for Options #1 and #2:

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).

The CEQA determination is: Determine that the proposed action is not subject to CEQA pursuant to Section 15378(b)(2) of the State CEQA Guidelines.

**Board Options/Fiscal Impacts**

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**Option #1**

Adopt the CEQA determination and approve the terms of employment for Interim Chief Executive Officer/General Manager set forth above.


**Option #2**

Reject recommendation and direct Chairman to renegotiate proposed contract.

**Recommendation**

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Option #1

  
Wes Bannister 11/21/2005  
Chairman of the Board Date