

● **Board of Directors**

February 14, 2006 Board Meeting

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**5F**

**Subject**

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Terms of Employment for General Manager Jeffrey Kightlinger

**Description**

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As a result of meetings between Jeffrey Kightlinger, the new General Manager for The Metropolitan Water District of Southern California, and Chairman Bannister, Directors Phillip Pace, Jack Foley and James Rez, the following compensation and benefits are recommended for the Board's authorization for Mr. Kightlinger:

- Base salary \$260,000 per annum, effective February 14, 2006;
- Car allowance or appropriate District vehicle at Mr. Kightlinger's option;
- One (1) year compensation for involuntary severance plus benefits;
- All other compensation and benefits as provided to other unrepresented Metropolitan employees.

The proposed salary was set from a survey of CEO compensation at comparable agencies conducted by Metropolitan's Human Resources staff, which indicated that this salary represented the mid-point of the 75 percentile for CEO compensation at agencies similar to Metropolitan.

**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 involved 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 affirm Jeffrey Kightlinger as General Manager and the terms of his employment as set forth above.

**Option #2**

Reject recommendation and direct Chairman to renegotiate proposed contract.

**Recommendation**

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Option #1

  
Wes Bannister  
Chairman of the Board

2/13/2006  
Date