



- Board of Directors

10/9/2012 Board Meeting

5E

Subject

Approve employment contract for new Ethics Officer

Executive Summary

Approval is requested to enter into an employment agreement with the new Ethics Officer, Ms. Deena Ghaly.

Details

Pursuant to the action taken at the Board meeting of September 11, 2012, the Chairman of the Board has negotiated terms and conditions of an employment contract with Deena Ghaly as the new Ethics Officer. The following compensation and benefits are recommended for the Board's authorization for Ms. Ghaly:

- Annual base salary \$145,000
- Car allowance of \$600 per month as authorized by Metropolitan's policy
- For involuntary severance unrelated to misconduct, nine months compensation and benefits to be received, at Ms. Ghaly's option, as paid leave or lump sum payment
- Executive outplacement services shall be made available to Ms. Ghaly for 180 days following an involuntary separation

All other compensation and benefits as provided to other unrepresented Metropolitan employees.

Policy

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

California Environmental Quality Act (CEQA)

CEQA determination for Option #1:

The proposed action is not defined as a project under CEQA, because it involves continuing administrative activities, such as personnel-related actions (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.

CEQA determination for Option #2:

None required

Board Options

Option #1

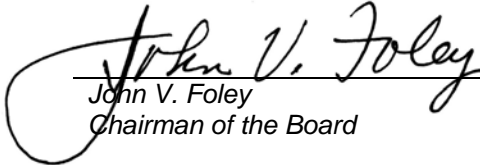
Adopt the CEQA determination and approve an employment contract with Ms. Ghaly as Ethics Officer, containing the terms and conditions set forth above.

Option #2

Reject recommendation and direct Chairman to renegotiate an employment contract with Ms. Ghaly.

Recommendation

Option #1



John V. Foley
Chairman of the Board

9/26/2012

Date

Ref# hr126209220