



- Board of Directors
Organization, Personnel and Technology Committee

11/5/2012 Board Meeting

5G

Subject

Approve employment contract for General Auditor

Executive Summary

Approve employment contract for Gerald C. Riss

Details

Of the four Officers who report directly to the Board of Directors, only the General Auditor does not have an individual employment contract. It is therefore recommended that a contract, with terms and conditions similar to the other three Officers, be executed with General Auditor Gerald C. Riss. The Chairman of the Board has negotiated terms and conditions of an employment contract with Mr. Riss. The following compensation and benefits are recommended for the Board's authorization for Mr. Riss:

- Annual base salary \$196,812
- Car allowance of \$600 per month as authorized by Metropolitan's policy
- For involuntary severance unrelated to misconduct, one year's compensation (and benefits) to be received, at Mr. Riss' option, as paid leave or lump sum payment
- Executive outplacement services shall be made available to Mr. Riss 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 Mr. Riss as General Auditor, containing the terms and conditions set forth above.

Option #2

Reject recommendation and direct Chairman to renegotiate an employment contract with Mr. Riss.

Recommendation

Option #1



John V. Foley
Chairman of the Board

10/31/2012

Date

Ref# hr12621507