



- Board of Directors

7/9/2019 Board Meeting

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**10-1**

## **Subject**

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Approve employment contract for new Ethics Officer; the General Manager has determined the proposed action is exempt or otherwise not subject to CEQA

## **Executive Summary**

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Approval is requested to enter into an employment agreement with the selected Ethics Officer, Mr. Abel Salinas.

## **Details**

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Pursuant to the action taken at the Board meeting of June 11, 2019, the Chairwoman of the Board has negotiated terms and conditions of an employment contract with Abel Salinas as the selected Ethics Officer. The following compensation and benefits are recommended for the Board's authorization for Mr. Salinas:

- Annual salary of \$218,000
- Car allowance of \$700 per month as authorized by Metropolitan's policy
- Accrual of 4 weeks of vacation per year as permitted by Administrative Code Section 6226
- For involuntary severance unrelated to misconduct, twelve months compensation, and benefits to be received, at Mr. Salinas' option, as paid leave or lump sum payment
- Executive outplacement services shall be made available to Mr. Salinas for 180 days following an involuntary separation

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

## **Policy**

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

Metropolitan Water District Administrative Code, Division VI, Chapter 5, Management and Confidential Employees – General, Article 2 – Benefits

Metropolitan Water District Administrative Code Section 11104: Delegation of Responsibilities.

## **California Environmental Quality Act (CEQA)**

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### **CEQA determination for Option #1:**

The proposed action is not defined as a project under CEQA (Public Resources Code Section 21065, State CEQA Guidelines Section 15378) because the proposed action will not cause either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment and involves organizational or continuing administrative activities (Sections 15378(b)(2) and 15378(b)(5) of the State CEQA Guidelines). In addition, the proposed action is not defined as a project under CEQA because it involves other government activities, which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment (Section 15378(b)(4) of the State CEQA Guidelines). Finally, where it can be seen with certainty that there is no possibility that the proposed action in question may have a significant effect on the environment, the proposed action is not subject to CEQA (Section 15061(b)(3) of the State CEQA Guidelines).

**CEQA determination for Option #2:**

None required

**Board Options**

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**Option #1**

Approve an employment contract with Mr. Abel Salinas as Ethics Officer, containing the terms and conditions set forth above.

**Fiscal Impact:** \$226,400 not including other Unrepresented benefits costs

**Option #2**

Reject recommendation and direct the Chairwoman to renegotiate an employment contract with Mr. Salinas.

**Staff Recommendation**

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Option #1

  
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Diane Pittman  
Human Resources Group Manager

7/2/2019  
Date

  
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Gloria D. Gray  
Chairwoman of the Board

7/2/2019  
Date