



● **Board of Directors**

6/8/2021 Board Meeting

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**10-3**

**Subject**

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Approve New General Manager Employment Contract; the General Manager has determined that 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 General Manager, Mr. Adel Hagekhalil.

**Details**

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Pursuant to the action taken at the Special Board meeting of May 8, 2021, the Chairwoman of the Board has negotiated terms and conditions of an employment contract with Mr. Adel Hagekhalil as the selected General Manager. The following compensation and benefits are recommended for the Board's authorization for Mr. Hagekhalil:

- Annual salary of \$400,000.
- Car allowance of \$700 per month as authorized by Metropolitan's policy.
- Accrual of four weeks of annual leave per year as permitted by Administrative Code Section 6226.
- 120 hours of annual leave added to accrual bank effective the pay period following hire date.
- 96 hours of sick leave added to accrual bank effective the pay period following hire date.
- All Unrepresented health insurance benefits will be effective the first of the month following hire date.
- For involuntary severance unrelated to misconduct, twelve months compensation, and benefits to be received, at Mr. Hagekhalil option, as paid leave or lump sum payment.
- Executive outplacement services shall be made available to Mr. Hagekhalil 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(s) 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 administrative, personnel, fiscal, and organizational activities (Sections 15378(b)(2), 15378(b)(4) and 15378(b)(5) of the State CEQA Guidelines). Additionally, 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. Adel Hagekhalil as General Manager, containing the terms and conditions set forth above.

**Fiscal Impact:** \$424,478, not including other Unrepresented benefits costs

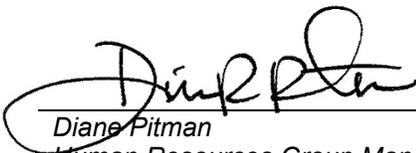
**Option #2**

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

**Staff Recommendation**

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Option #1

  
\_\_\_\_\_  
Diane Pitman  
Human Resources Group Manager

6/7/2021

Date

  
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Gloria D. Gray  
Chairwoman of the Board

6/7/2021

Date