

Santa Margarita Water District



REVISED MEMORANDUM

TO: Board of Directors **DATE:** December 23, 2016

FROM: Finance and Administration Committee
Betty H. Olson, Chair
Charley Wilson, Director

SUBJECT: Consideration and Action on First Amendment to Employment Agreement Between Santa Margarita Water District and Daniel R. Ferons

SUMMARY

Issue: The Finance and Administration Committee negotiated the attached First Amendment to Employment Agreement (“First Amendment”) to further engage Mr. Ferons as the General Manager.

Recommendation: Approve and authorize the Board President to execute the First Amendment to Employment Agreement between Santa Margarita Water District and Daniel R. Ferons.

Committee Status: Item was discussed by the Finance and Administration Committee.

Previous Related Action: The Board of Directors engaged Mr. Ferons as the General Manager and has periodically reviewed his performance.

DISCUSSION:

Mr. Ferons was appointed by the Board of Directors in June 2012 to serve as General Manager. The Board approved an amendment to his contract in January 2014 to extend the employment agreement until December 31, 2014 and approved a second extension on December 19, 2014 to remain in effect until December 31, 2017 unless superseded. Each year the General Manager’s employment agreement is reviewed by the Board of Directors.

On ~~December 7th~~^{November 18th}, the Board met with Mr. Ferons in closed session to evaluate his performance. Subsequently, the Board authorized its negotiators to present to Mr. Ferons the amended terms for his continued employment as set forth in this Amendment. Mr. Ferons has accepted those terms, which are now presented for formal Board approval.

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