

A Time-Limited Proposal for the District Manager

From the CSD Personnel Committee – John Lavine, Frank Schoenfeld, Jayne McAlevey, Lynda Grose, Peter Lambert

Background

You will recall that because the CSD had to meet the legal requirements to complete eight years of audits and a list of other matters at the May meeting the District Manager was given extra hourly pay up to an average of 40 hours per week to take on those projects.

That work is well underway, and we are pleased to report that the District Manager has not needed 40 hours for many of those weeks.

Now, the Committee recommends a new, time-limited plan. It is necessary because, as expected, there is work still underway for the audits. What was not expected, however, is that there are significant water management standards that must be implemented and regularly reported for the CSD to meet its legal and contractual obligations. In addition, the District must develop and execute a Water Management hiring approach that requires exploring alternative ways to meet the community's water and water management needs.

In light of this work the Committee strongly recommends that from July to no later than the November 2nd Board meeting, the CSD should pay the District Manager to work as a 20 hour/week salaried employee, with up to an additional 10 hours/week compensated at \$53/hour. Further, the District Manager should have the flexibility to work an average of no more than 30 hours/week over the stated period. As part of this plan, we also suggest that the Board president should have the authority to end this arrangement before the November Board meeting if he determines that the special issues that need to be addressed have been taken care of and do not require this extra time.