

TO: GCSB Board of Directors

FROM: Jennifer Flores, Administrative Services Manager

DATE: June 8, 2021

SUBJECT: Agenda Item 5C. Consideration of Establishing the Compensation Level for the General Manager for the 2021/22 Fiscal Year

RECOMMENDED ACTION:

A Board motion is necessary to establish the level of compensation for the General Manager for the 2021/22 fiscal year.

BACKGROUND:

The District entered into agreement with Peter Kampa as General Manager on May 14, 2019. The term of this Agreement is for five (5) years commencing on May 14, 2019 and continuing to May 14, 2024, subject to the termination, severance and resignation provisions set forth in the Agreement. Mr. Kampa is provided the same employment benefits as all other employees.

The Agreement establishes the compensation for the General Manager as follows: District agrees to pay the General Manager for his services an annual base salary of One Hundred Fifty Thousand Dollars (\$150,000.00) payable in installments as the same time and manner as other employees of the District (currently bi-weekly).

The Agreement provides for annual performance evaluations and potential adjustments in compensation as follows:

Annual Performance Review. The Board of Directors of the District shall annually review the performance of the General Manager. As part of the General Manager's annual review, the District shall also review and set the level compensation and benefits payable to the General Manager, based on performance, and establish new goals and objectives as appropriate.

The Board completed a performance evaluation on March 30, 2021, Per the Agreement, the 2021 performance evaluation could serve as the basis for the manager's compensation in 2021/22.

FINANCIAL IMPACT:

Determined by Board action, if any.