



**NAPA-VALLEJO WASTE
MANAGEMENT AUTHORITY**

Agenda Date: 9/11/2014

Agenda Placement: 7A

Napa-Vallejo Waste Management Authority Board Agenda Letter

TO: Board of Directors

FROM: Richard Luthy - Executive Director
Napa-Vallejo Waste Management Authority

REPORT BY: Richard Luthy, Executive Director, Napa-Vallejo Waste Management - 707-299-1314

SUBJECT: Amend Employment Agreement #2010-14

RECOMMENDATION

AMENDED AGREEMENT 2010-14

REQUESTED ACTION: Approval of and authorization for the Chair to sign Amendment 2 to Employment Agreement 2010-14 for a 3.5% cost of living increase, effective September 13, 2014.

EXECUTIVE SUMMARY

The Board's ad hoc subcommittee reviewing the Executive Director's compensation is recommending a 3.5 percent cost of living increase in the Executive Director's total compensation.

FISCAL IMPACT

Is there a Fiscal Impact? No

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

The Executive Director was employed by the Authority in June 2010. Due to the Authority's tenuous financial position at that time, he did not receive a compensation adjustment until 2013. The CPI has increased approximately 11.5 percent in the intervening four years, and compensation was increased by 5 percent in 2013. The Board's ad hoc subcommittee is recommending an additional 3.5 percent inflationary adjustment for 2014. The subcommittee is also recommending that future compensation adjustments be indexed to the rate of inflation with an upper limit of 5 percent in any year.

SUPPORTING DOCUMENTS

A . 2010-14 2nd Amendment

Executive Director: Approve

Reviewed By: Martha Burdick