



## Legislation Details (With Text)

**File #:** 2020-1393  
**Type:** Regular Calendar Item **Status:** Agenda Ready  
**File created:** 1/8/2021 **In control:** Human Resources  
**On agenda:** 1/26/2021 **Final action:**  
**Title:** Department Head Personal Services Agreement - Water Agency General Manager  
**Sponsors:** Human Resources  
**Indexes:**  
**Attachments:** 1. Summary Report.pdf, 2. Davis First Amendment to PSA 2021.pdf

Date	Ver.	Action By	Action	Result
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**To:** Board of Directors of Sonoma County Water Agency  
**Department or Agency Name(s):** County Administrator, Human Resources  
**Staff Name and Phone Number:** Sheryl Bratton, 565-3578 Christina Cramer, 565-2988  
**Vote Requirement:** Majority  
**Supervisory District(s):** Countywide

**Title:**  
Department Head Personal Services Agreement - Water Agency General Manager

### Recommended Action:

Authorize the Chair of the Board of Directors to execute a First Amendment to the Personal Services Agreement with Grant Davis as Water Agency General Manager, extending the term of the agreement from January 25, 2021 to January 25, 2024, maintaining the current salary at the "I" step and eligibility for other County benefits in accordance with Salary Resolution 95-0926.

### Executive Summary:

Salary and benefits provided to County department and agency heads must be considered by the Board of Directors at a regularly scheduled Board meeting. Further, an oral summary of the salary and benefits recommended action must be presented at the meeting where the final Board action is taken. (California Government code §54953, 54956)

This action will authorize a Personal Services Agreement between Grant Davis and the Sonoma County Water Agency Board of Directors. Mr. Davis served as the Water Agency General Manager from March 2011 through July 2017, and was re-appointed to the position on January 23, 2018 for a three-year term from January 24, 2018 through January 24 2021. The recommended action extends the term of the current agreement for an additional three years, through January 25, 2024, and maintains his current level of pay at the "I" step of the position's salary range and eligibility for other County benefits in accordance with Salary Resolution 95-0926.

### Discussion:

Sonoma County Water Agency's (Sonoma Water) General Manager reports to the Board of Directors and is responsible to deliver water supply and transmission to over 600,000 residents in Sonoma and Marin Counties. Sonoma Water designs and maintains flood protection facilities and operates and maintains eight wastewater treatment and reuse systems. The General Manager oversees three divisions; Water Supply & Transmission, Flood Protection and Wastewater Treatment & Reuse. Sonoma Water has a fiscal year budget of \$273.8 million dollars and has 239.75 total staff.

Following a nationwide recruitment, Mr. Davis was initially appointed to the General Manager position for a three-year term, from March 1, 2011 through March 1, 2015 and served in the position through January 2017. Mr. Davis was re-appointed to the position on January 24, 2018 for a three year term ending on January 24, 2021. The First Amendment to the Personal Services Agreement maintains the salary at the "I" Step of the salary range, which is \$275,270 annually, extends the term from January 25, 2021 to January 25, 2024, and maintains all other benefits and compensation as prescribed in the County's Salary Resolution 95-0926.

**Prior Board Actions:**

None.

**FISCAL SUMMARY**

<b>Expenditures</b>	<b>FY 20-21 Adopted</b>	<b>FY21-22 Projected</b>	<b>FY 22-23 Projected</b>
Budgeted Expenses			
Additional Appropriation Requested			
<b>Total Expenditures</b>			
<b>Funding Sources</b>			
General Fund/WA GF			
State/Federal			
Fees/Other			
Use of Fund Balance			
Contingencies			
<b>Total Sources</b>			

**Narrative Explanation of Fiscal Impacts:**

Ongoing annualized salary and benefit costs associated with this position has been incorporated into Sonoma Water's budget. This action does not increase any budget appropriations.

<b>Staffing Impacts:</b>			
<b>Position Title (Payroll Classification)</b>	<b>Monthly Salary Range (A-I Step)</b>	<b>Additions (Number)</b>	<b>Deletions (Number)</b>

**Narrative Explanation of Staffing Impacts (If Required):**

None.

**Attachments:**

A. First Amendment of the Personal Services Agreement, Water Agency General Manager

**Related Items “On File” with the Clerk of the Board:**

None.