



## ● Board of Directors

8/20/2024 Board Meeting

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8-4

### Subject

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Approve salary increase of 8.25 percent effective June 13, 2024 for Deven Upadhyay as Interim General Manager to reflect the added responsibilities and duties; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

### Executive Summary

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On June 13, 2024, the Board of Directors appointed Deven Upadhyay Interim General Manager.

Presented for consideration is an increase to Mr. Upadhyay's salary to recognize the additional duties and responsibilities of the position. The proposed 8.25 percent salary increase aligns with the increase Represented Staff receive for long-term temporary promotions as governed by their specific Memorandum of Understanding (MOU) provisions.

### Proposed Action(s)/Recommendation(s) and Options

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#### Staff Recommendation: Option #1

##### Option #1

Approve salary increase of 8.25 percent effective June 13, 2024 for Deven Upadhyay as Interim General Manager to reflect the added responsibilities and duties.

**Fiscal Impact:** None, additional costs will be absorbed by current budget.

**Business Analysis:** The administrative leave of the current General Manager necessitates appointment of an Interim General Manager.

##### Option #2

Do not approve salary increase of 8.25 percent effective June 13, 2024 for Deven Upadhyay as Interim General Manager.

**Fiscal Impact:** None

**Business Analysis:** Additional compensation will not be provided to the Interim General Manager.

### Applicable Policy

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Metropolitan Water District Administrative Code Section 6208: Pay Rate Administration

Metropolitan Water District Administrative Code Section 11104: Delegation of Responsibilities

### Related Board Action(s)/Future Action(s)

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Board of Directors appointed Mr. Upadhyay Interim General Manager on June 13, 2024

## California Environmental Quality Act (CEQA)

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### CEQA determination for Option #1:

The proposed action is not defined as a project under CEQA because it involves organizational, maintenance, or administrative activities; personnel-related actions; and/or general policy and procedure making that will not result in direct or indirect physical changes in the environment. (Public Resources Code Section 21065; State CEQA Guidelines Section 15378(b)(2) and (5).)

### CEQA determination for Option #2:

None required

## Details and Background

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The General Manager position is Unrepresented and the salary for the position is set by the Board of Directors upon hire and evaluated annually per Administrative Code Section 6208:

“(b) Pay rates for Department Heads shall be individually fixed by the Board.”

As such, any adjustment to the Interim General Manager’s compensation must be approved by the Board of Directors.

The proposed 8.25 percent salary increase aligns with the increase Represented Staff receive for long-term temporary promotions as governed by their specific MOU provisions.

The temporary salary increase will end at the conclusion of Mr. Upadhyay’s Interim appointment at which time he would return to his previous position of Executive Officer and Assistant General Manager / Water and Technical Resources.

  
Adán Ortega, Jr.  
Board Chair

08/12/2024

Date