



## Board Meeting

# Approve Employment Agreement for Incoming General Manager

Board Meeting

Item 10-2

October 14, 2025

# Item 10-2 Overview

## Subject

Approve Employment Agreement for Incoming General Manager

## Purpose

Overview of the Draft General Manager Employment Agreement

# Process

- Staff worked with the Ad Hoc Committee throughout the negotiation process.
- The Board Letter for this item contained a summary of key agreement terms; a copy of the draft General Manager Employment Agreement is attached thereto.

# Key Terms of the Draft General Manager Employment Agreement

- Start Date: November 3, 2025
- Six Year Agreement: Three Years + Three Additional One-Year Extensions
  - First Three Years: November 3, 2025 – December 31, 2028
  - Extensions: not to extend beyond December 31, 2031
- Extensions automatically renew unless written notice (Mr. Deshmukh or Board) no later than September 1 of the prior year
- Board retains the right to terminate employment at any time

# Key Terms (continued)

## Severance

- No severance is paid if the Board elects to not renew the employment agreement (optional extension).
- If Board terminates employment pursuant to the termination provision (without cause), severance is paid.
- Severance is 100% of annual salary – limited by Government Code.
- Government Code limits severance to the number of months left on the unexpired term of the contract, not to exceed 100% of annual salary.

# Key Terms (continued)

## Salary

- Ad Hoc Recommendation: \$495,040
- Similar to Mr. Upadhyay's salary when appointed General Manager
- Aligns to typical approach used when setting Department Head salaries

|                                   |                  |
|-----------------------------------|------------------|
| 25 <sup>th</sup> Percentile       | \$417,999        |
| 50 <sup>th</sup> Percentile       | \$447,229        |
| Mr. Upadhyay's Starting GM Salary | \$494,998.40     |
| <b>Proposed GM Salary</b>         | <b>\$495,040</b> |
| Mr. Upadhyay's Current Salary     | \$514,800        |
| 75 <sup>th</sup> Percentile       | \$522,525        |
| 99 <sup>th</sup> Percentile       | \$750,010        |

# Key Terms (continued)

## Annual Performance Evaluation

- July 1, 2026: eligible for pay adjustment
  - (COLA + Merit pursuant to Administrative Code Section for Pay Rate Administration)

# Key Terms (continued)

## Benefits are consistent with Unrepresented employees:

- Leave Accumulation: .057472 per hour worked (recognition of overall years of service)
- Transportation Allowance: \$700/mo. per District policy

# Key Terms (continued)

## Benefits

- Retirement Benefits: CalPERS Pension
- Retiree Medical Based Upon Eligibility
- Deferred Compensation: 401(k) match

# Key Terms (continued)

## Benefits

- Medical, Dental and Vision Insurance

# Key Terms (continued)

## Other Benefits Offered to Unrepresented Employees

- Disability Insurance
- Term Life Insurance
- Wellness Benefits
- Professional Development
- Cell Phone Allowance
- Leave Provisions

# Questions?

