

## **ADDENDUM TO AGENDA ITEM A**

### **Appointment of New General Manager and Approval of Employment Agreement - Automobile Allowance (Section 7.3 of the Employment Agreement)**

#### **Staff Recommendation**

Staff and the District consultant recommend approval of the Employment Agreement as presented, including the \$500 monthly automobile allowance. This maintains continuity with current compensation and supports the recruitment and retention of high-quality leadership, which Alexandra Griffith will provide.

The proposed **\$500 monthly automobile allowance** is not for driving to and from work, but is standard language in the General Manager's employment agreement for many public agencies and special districts. It provides a simple, predictable method to support travel, such as going to Santa Barbara County Sanitation Agency Managers Association (SAMA) luncheons, California Special District Association (CSDA) dinners, site visits within the District, collaborating with other agencies, emergency responses, all required for effective District operations, and consistent with the current General Manager's compensation package and next year's budget.

#### **Alternatives:**

Should the Board decide to modify the automobile allowance provision, the following alternatives could be considered:

1. **Defer with the recommended motion:** Approve the Employment Agreement as presented but defer the final decision on the monthly automobile allowance until the new General Manager's first performance evaluation and compensation review at the December 2026 Board meeting. In the interim, reimburse actual District-related travel at the IRS rate of 72.5 cents per mile upon submission of mileage logs.
2. **Reduced monthly allowance with the recommended motion:** Approve the Employment Agreement with the automobile allowance reduced to a different fixed monthly dollar amount. This amount is to be reviewed and, if the Board approves, adjusted up to the original \$500 or higher, as part of the new General Manager's first performance evaluation and compensation review at the December 2026 Board meeting.