

Addendum 1C

CAMBRIA COMMUNITY SERVICES DISTRICT

TO: Board of Directors

AGENDA NO. **5.A.**

FROM: Monique Madrid, Administrative Services Officer/District Clerk

Meeting Date: June 20, 2019

Subject: CONSIDERATION OF APPROVAL OF AN EMPLOYMENT AGREEMENT WITH PAAVO OGREN FOR UTILITIES MANAGER SERVICES

**RECOMMENDATIONS:**

Staff recommends that the Board of Directors approve an Employment Agreement ("Agreement") with Paavo Ogren for Utilities Manager services and authorize the Board President to execute it.

**FISCAL IMPACT:**

Mr. Ogren would make the same salary of \$99 per hour, plus limited benefits, that he did as the Interim General Manager.

**DISCUSSION:**

Paavo Ogren was designated Interim General Manager at the April 11, 2019 regular Board meeting, and his contract was scheduled to terminate on December 21, 2019 or upon the hire of a permanent General Manager. As the District is in the process of retaining a new General Manager, but is currently without a District Engineer or Utilities Manager, it is recommended that the Board approve a contract with Mr. Ogren to serve out what would have been the remainder of his contract term as the Utilities Manager. All other provisions of the Agreement, including salary and benefits, are the same as in his current agreement. This action would allow the District to retain Mr. Ogren's valuable services while the new General Manager becomes acclimated and a recruitment for District Engineer/Utilities Manager can be conducted. The Agreement will only take effect when the new General Manager begins employment with the District, and can be terminated upon ten days' notice.

Attachments: Employment Agreement with Paavo Ogren  
Exhibit A Utilities Manager Position Description

BOARD ACTION: Date \_\_\_\_\_ Approved: \_\_\_\_\_ Denied: \_\_\_\_\_

UNANIMOUS: \_\_\_PIERSON\_\_\_FARMER\_\_\_RICE\_\_\_STEIDEL\_\_\_HOWELL\_\_\_