



Requested Action:

Approve the recommendation of the Ad Hoc Compensation Committee to update the consulting agreements with Agents including Forsythe Group, Trappaso Consulting Services and Spesert Consulting and the Executive Director, Waterology Consulting, as follows:

- a) Set the agreement duration to a 3-year term coincident with the Amendment 3 work period and
- b) Adjust the terms for compensation.

Detailed Description/Background:

A performance evaluation was conducted and determined that each of the Agents and the Executive Director are meeting or exceeding expectations. The RC formed an Ad Hoc Compensation Committee to evaluate compensation adjustments and the AB later added participants making this a joint committee. The Committee looked at various factors and determined that the following contract modifications should be implemented:

- Compensation – It is proposed that monthly amounts be adjusted effective January 1, 2022 by 5%. New monthly amounts are as follows for each Agent and the Executive Director:
 - Forsythe Group. \$32,130
 - Trappaso Consulting Services \$31,200
 - Spesert Consulting \$22,834
 - Waterology Consulting \$37,275
- Contract Term – Establish the term of the agreement through the end of Amendment 3 which is December 31, 2024.
- Annual Performance Review – Continue an annual performance review schedule with the possibility of merit and/or inflation compensation adjustments each year of the term.

No other changes are proposed to these agreements at this time.

Prior Action:

October 2020: Approve Updated Consulting Contracts with Agents including Forsythe Group, Trapasso Consulting Services and Spesert Consulting.

Fiscal Impact/Funding Source:

Sufficient funds exist in the approved Amendment 3 work plan to cover the expenditures for these services under the proposed contracts.

Staff Contact:

Jerry Brown

Attachments:

None.