

**RESOLUTION NO. 25-841**

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE  
GOLETA WEST SANITARY DISTRICT REVISING APPENDIX A  
TO THE PERSONNEL POLICIES/EMPLOYEE HANDBOOK  
TO ADD MANAGEMENT INCENTIVE PAY**

**WHEREAS**, the Board desires to compensate the current General Manager for duties related to the training of his successor in compliance with the Employees' Retirement System Regulations found at Title 2 of the California Code of Regulations, Sections 570.5, 571 and 571.1;

**WHEREAS**, on June 23, 2025, the Personnel Committee met with District Counsel to discuss such proposed "Management Incentive Pay" and the legal requirements for granting it;

**WHEREAS**, the Personnel Committee hereby recommends adding Management Incentive Pay to Appendix A of the District's Personnel Policies/Employee Handbook – Classification Plan/Compensation Plan.

**NOW THEREFORE**, the Board of Directors of the Goleta West Sanitary District resolves as follows:

**SECTION 1. Amendment to Appendix A of the Personnel Policies/Employee Handbook - Classification Plan/Compensation Plan.** The District hereby amends Appendix A of the Personnel Policies/Employee Handbook - Classification Plan/ Compensation Plan to add Management Incentive pay, as shown in the attached Exhibit A, incorporated herein by reference (underlined text indicates additions).

**PASSED AND ADOPTED** by the Board of Directors of the Goleta West Sanitary District, Santa Barbara County, California at a regular meeting duly held on the 15<sup>th</sup> day of July 2025.

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I HEREBY CERTIFY that the forgoing Resolution was adopted by the Board of Directors of the Goleta West Sanitary District, Santa Barbara County, California at a meeting thereof held on the 15<sup>th</sup> day of July, 2025, by the following vote of the members thereof:

AYES: Geyer, Lewis, Turenchalk, Thomas, Zhu

NOES:

ABSTAIN:

ABSENT:

ATTEST:

  
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Brian McCarthy, Secretary

  
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Craig Geyer, Board President