



DATE: July 24, 2019
TO: Waste Management Authority Board
FROM: Dave Sadoff, WMA Past President
SUBJECT: Executive Director Contract Amendment

SUMMARY

In June, the Board approved the annual review for Executive Director Wendy Sommer conducted by myself, Mike Hannon, Tim Rood and Deborah Cox.

Based on her outstanding performance, we recommend a 5% salary increase (\$12,581), retroactive to the pay period starting July 1, 2019.

RECOMMENDATION

That the Waste Management Authority Board amend the Executive Director Employment Agreement.

Attachment:

Amendment to Agreement for Employment as Executive Director of the Alameda County Waste Management Authority

**AMENDMENT TO
AGREEMENT FOR EMPLOYMENT AS EXECUTIVE DIRECTOR
OF THE ALAMEDA COUNTY WASTE MANAGEMENT AUTHORITY**

This agreement is between the ALAMEDA COUNTY WASTE MANAGEMENT AUTHORITY (“Authority”) and Wendy Sommer (“Employee”) and provides:

WHEREAS, Authority hired Employee as Executive Director of the Authority beginning on January 1, 2016 pursuant to an agreement dated September 16, 2015 which was revised and restated effective July 1, 2018 (“Employment Agreement”); and

WHEREAS, Authority desires to continue to employ Employee as Executive Director and amend the Employment Agreement based on Employee’s positive annual review for 2019 by increasing Employee’s salary by 5% to \$264,194 per year effective July 1, 2019.

NOW THEREFORE, in consideration of the mutual covenants contained herein the parties agree as follows:

1. Section 5 of the Employment Agreement is amended as shown below:

5. SALARY.

Effective July 1, 2019 Authority agrees to pay Employee ~~\$251,613 (Two hundred fifty one thousand and six hundred thirteen dollars)~~ **\$264,194 (Two hundred sixty four thousand and one hundred ninety-four dollars)** per annum (“salary”) for her services, payable in installments at the same time as other employees of the Authority are paid. Authority may increase this base salary annually based on the results of performance evaluation as described in Section 7. In the event the Board does not hold such evaluation prior to the end of the calendar year, the base salary shall be increased on the next anniversary of the Effective Date by the California CPI for Urban Wage Earners and Clerical Workers for the most recent 12 months between June and June as calculated by the Department of Industrial Relations as authorized by Government Code §§ 3511.1 and 3511.2. Payment will be retroactive to the pay period closest to July 1, which is consistent with the time that other employees receive salary increases.

2. All other terms of the Employment Agreement remain in full force and effect.

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3. This Agreement shall be executed simultaneously in three counterparts each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

WASTE MANAGEMENT AUTHORITY:

By: _____ Date: _____
Tim Rood, President
Alameda County Waste Management Authority

APPROVED AS TO FORM:

By: _____ Date: _____
Richard S. Taylor
Authority Counsel

EMPLOYEE:

By: _____ Date: _____
Wendy Sommer

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