



DATE: November 16, 2016
TO: Waste Management Authority Board
FROM: Dan Kalb, WMA President
SUBJECT: Executive Director Contract Amendment

Last month, the Board approved the annual review for Executive Director Wendy Sommer done by myself, Mike Hannon, Dave Sadoff, and Jerry Pentin. The four of us also serve as a negotiating team for the Board.

Based on the annual review, we recommend an increase of 3.5% effective the pay period starting September 25, 2016. This amounts to \$7,700 per year, since her current salary is \$220,000.

Attachment: Proposed Amendment to the Executive Director Employment Agreement

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

This amendment 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 (“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 2016 by increasing Employee’s salary by 3.5% from \$220,000 per year to \$227,700 per year.

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.

~~Beginning on the Effective Date~~ **Effective September 25, 2016**, Authority agrees to pay Employee ~~\$220,000 (Two hundred twenty thousand dollars)~~ **\$227,700** (Two hundred twenty-seven thousand seven hundred 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 October 1st, 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.

Counterpart # _

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

AUTHORITY:

By: _____ Date: _____
Dan Kalb, President
Alameda County Waste Management Authority

APPROVED AS TO FORM:

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

EMPLOYEE:

By: _____ Date: _____
Wendy Sommer