

*SANTA YNEZ COMMUNITY SERVICES DISTRICT*

**MEMORANDUM**

**TO:** Board of Directors  
**FROM:** Michael LeBrun, Interim General Manager  
Richard Battles, District Legal Counsel  
**DATE:** June 15, 2022  
**SUBJECT:** Appointment of General Manager, Approval of Employment Agreement

**Recommendation**

Appoint Loch Dreizler as the SYCSD General Manager and approve the employment agreement.

**Policy Implications**

At the February 16, 2022 meeting, your Board directed the Ad Hoc General Manager Recruitment Committee to begin recruitment for a General Manager. This process concluded with interviews of top candidates by your Board at a special meeting on April 28. Your Board directed the Board's negotiator to present a conditional job offer to your top candidate, Mr. Loch Dreizler, pending the background/reference investigation and successful negotiations of an employment agreement.

Mr. Dreizler's background/reference investigation was positive and did not identify any concerns. District Legal Counsel Rick Battles prepared an employment agreement pursuant to direction from your Board's negotiator. A signed (by Mr. Dreizler) version of the report will be provided at the Board meeting.

The recruitment process is now complete. The Interim General Manager will terminate his work upon Mr. Dreizler's first day of work on July 6, 2022. The Interim General Manager is available to assist during any transition period as needed by the new General Manager. Such assistance can be provided under the Interim General Manager's current employment agreement.

**Fiscal Implications**

The General Manager's starting annual salary is \$135,000 and is reflected in the 2022/2023 proposed budget. This salary level can be amended by your Board in the future. Benefits include the same medical/pension contributions and vacation/sick leave as received by all other SYCSD employees, with some exceptions: The General Manager is not afforded cash payment of health care benefit in-lieu of applying the benefit to District offered care plan(s), and the General Manager will receive five administrative leave days per year, a \$500/month car allowance, and a \$80.00/month cell phone allowance.

**Alternatives Considered**

None.

**Discussion**

The District's General Manager recruitment was a competitive process. Your Board determined that Mr. Loch Dreizler was the best fit for Santa Ynez CSD based on his years of work experience in special district and city utility departments.