

**EMPLOYMENT AGREEMENT BETWEEN FALLBROOK PUBLIC UTILITY
DISTRICT AND JACK BEBEE**

This Employment Agreement (Agreement) is made the 27th of August, 2018, between Fallbrook Public Utility District (hereinafter referred to as "DISTRICT" and Jack Bebee (hereinafter referred to as "EMPLOYEE").

RECITALS

- A. DISTRICT is a governmental agency existing pursuant to the California Public Utility Act, Division 7 of the Public Utility Code.
- B. DISTRICT desires to employ EMPLOYEE to serve as its General Manager, pursuant to the terms and conditions specified in this Agreement.
- C. Upon execution by all parties to this Agreement, the EMPLOYEE shall commence serving as the General Manager pursuant to the terms and conditions of this Agreement effective [DATE].

AGREEMENT

1. EMPLOYMENT.

DISTRICT hereby employs EMPLOYEE who accepts employment to serve as its General Manager, under the terms and conditions stated herein, beginning on August 27, 2018.

2. ANNUAL COMPENSATION.

- a. EMPLOYEE shall be paid an annual salary of \$220,147.00, subject to adjustment as set forth in Paragraph 2.a.i., payable in biweekly installments at the same time as salary is paid to other DISTRICT employees. This compensation may not be reduced during the term of this Agreement except that if the Board finds it necessary to reduce salaries of all executive management employees, in which case EMPLOYEE'S salary may be reduced by no more than the average salary reduction of executive management, or except as specified below in Paragraph 2.a.i.
 - i. When EMPLOYEE serves as DISTRICT representative to the San Diego County Water Authority (CWA), EMPLOYEE'S annual salary will be automatically reduced by \$1,800 to an annual salary of \$218,347.00 to reflect the per diem compensation EMPLOYEE will receive from CWA. In no event shall EMPLOYEE serve on any CWA committees (or serve on any committees or boards of other agencies or entities related to the business of DISTRICT) without prior approval of DISTRICT Board.

- b. DISTRICT agrees to annually evaluate EMPLOYEE'S compensation, taking into consideration changes in the cost of living, the EMPLOYEE'S performance, and other economic and responsibility matters relevant to a fair and proper rate of compensation, and to make reasonable adjustments in accordance with such annual evaluation, if any. See Paragraph 6 below. DISTRICT will meet with EMPLOYEE in regard to such evaluation. Unless otherwise agreed by DISTRICT and EMPLOYEE, any adjustments would be effective on July 1 of each year.

3. **BENEFITS.**

EMPLOYEE shall be entitled to receive the following fringe benefits, which shall be administered consistent with DISTRICT policies unless otherwise provided herein. In the event any of the following fringe benefits is eliminated by DISTRICT for other DISTRICT employees, EMPLOYEE shall no longer receive the benefit:

- a. PERS: EMPLOYEE'S contributions to the Classic CalPERS retirement plan (2.5% at 55 with survivor benefit) shall be 8% (the contribution applicable to Classic CalPERS retirement plan members), or such percentage as may otherwise be required by the then applicable law.
- b. Deferred Compensation Plan Contribution (401(a) Plan Contribution): DISTRICT will match up to 2.5% of EMPLOYEE'S salary to a DISTRICT 401(a) plan as long as EMPLOYEE is contributing at least that percentage to EMPLOYEE'S individual deferred compensation 457(b) plan.
- c. Social Security: DISTRICT and EMPLOYEE share the Federal Social Security Tax equally.
- d. Health, Vision, Dental, Life and Long Term Disability Insurance:
 - i. Health Insurance: EMPLOYEE shall have the choice of medical plans provided by DISTRICT for DISTRICT employees.

DISTRICT will pay 100% of the cost Kaiser plus Chiropractic plan (or lowest cost DISTRICT provided medical plan) for employee, employee +1, or employee + family. The amount paid for each of those coverages shall be known as the "threshold amounts." If EMPLOYEE chooses a health plan with a cost that exceeds the threshold amounts, EMPLOYEE shall pay the difference between the threshold amount and the plan chosen. In such a case, the monthly cost difference will be multiplied by 12 (months) and divided by the number of paydays in that calendar year, which amount shall be reimbursed to DISTRICT through payroll deduction.
 - ii. Vision Insurance: DISTRICT shall pay 100% of the vision insurance premium for EMPLOYEE and EMPLOYEE'S dependents.

- iii. Dental Insurance: DISTRICT shall pay 100% of the dental insurance premium for EMPLOYEE and EMPLOYEE'S dependents.
 - iv. Life Insurance and AD&D Insurance: DISTRICT shall pay for an Accidental Death & Dismemberment Insurance policy and for a Life Insurance policy up to a total maximum benefit of \$300,000.
 - v. LONG TERM DISABILITY INSURANCE: EMPLOYEE shall be covered by a Long Term Disability Insurance plan offered to other DISTRICT employees as follows: the plan provides 66.67% (or \$10,000 per month, whichever is less), of EMPLOYEE'S monthly salary to Social Security Normal Retirement Age in the event of a disabling accident or illness. Payment commences six (6) months after date of disability or illness.
- e. Sick, Vacation, Holiday Leave and Bereavement Leave:
- i. Sick Leave: EMPLOYEE'S sick leave shall accrue at a rate of 3.69 hours per pay period. EMPLOYEE'S sick leave accrual is capped at 1,000 hours.
 - ii. Vacation Leave: EMPLOYEE'S vacation leave shall accrue at a rate of 7.69 hours per pay period. Beginning four years following the effective date of this Agreement, EMPLOYEE'S vacation leave shall accrue at 8.00 hours per pay period, the rate applicable to employees with 20+ years of service with the DISTRICT. The vacation rate accrual ceases when EMPLOYEE has a balance of over 248 hours on December 31st of each year. EMPLOYEE'S unused vacation may not be sold back to DISTRICT.
 - iii. Holiday Leave: EMPLOYEE is granted DISTRICT observed holidays, as established by DISTRICT from time to time, without reduction in their regular pay. Holiday compensation will be paid at the rate of pay at which EMPLOYEE was being paid on the last working day before the holiday.
 - iv. Bereavement Leave: EMPLOYEE will be allowed 3 days paid leave in event of a death in the immediate blood or married family (spouse, mother, father, brother, sister, son, daughter, step-mother, stepfather, step-son, step-daughter, grandchild, grandparent, mother or father-in-law, domestic partner, or other person in custody where EMPLOYEE has or had guardianship or other person who had guardianship of EMPLOYEE.)

- f. Vehicle Allowance: EMPLOYEE shall receive a car allowance in the amount of \$604.17 per month in lieu of receiving mileage reimbursement. EMPLOYEE shall possess and maintain a valid an appropriate California Driver license, shall maintain automobile insurance at least at the minimum levels required by state law, and shall immediately provide written notice to the Board of any actions taken against EMPLOYEE'S driving privilege, such as a suspension or a revocation due to a DUI or vehicular accident, or a failure to provide proof of financial responsibility.
- g. Cellphone Reimbursement: EMPLOYEE shall receive a cell phone reimbursement payment in the amount of \$75 per month.
- h. Other Business Expense Reimbursement/ Professional Development and Business Expenses: Consistent with DISTRICT policies, all of the EMPLOYEE'S actual expenses (including travel related expenses) reasonably incurred in connection with the duties and responsibilities of EMPLOYEE'S position pursuant to this Agreement shall be paid for by DISTRICT upon presentation of the appropriate receipts or vouchers covering such expenses, including, but not limited to licenses and certifications, (and costs of continuing education to maintain such licenses and certification) listed in Exhibit "A" to this Agreement. Additionally, as is pre-approved by DISTRICT Board of Directors or the Board President (or Vice President in his or her absence) pursuant to Paragraph 4 or Paragraph 6 of this Agreement, DISTRICT will budget and pay for professional dues and subscriptions of EMPLOYEE necessary for EMPLOYEE'S continuation and full participation in national, regional, state and local associations and organizations, and payment for university curriculum, short courses, institutes, seminars, and materials that are necessary or desirable for EMPLOYEE'S continued professional development, participation, growth and advancement for the good of DISTRICT.

4. **DUTIES.**

EMPLOYEE shall perform the duties of General Manager as established from time to time by the Board of Directors of DISTRICT. A job description showing the duties established as of the date of this Agreement is attached as Exhibit "B" and as contained in any of DISTRICT'S standard personnel regulations. EMPLOYEE is responsible directly to the Board of Directors. EMPLOYEE shall give full time to the duties of the office. EMPLOYEE shall also attend or participate in university curriculum, short courses, institutes, seminars, and review materials that are necessary for EMPLOYEE'S professional development and for the good of DISTRICT as established and pre-approved by DISTRICT Board pursuant to Paragraph 6 of this Agreement or as pre-approved by action of the DISTRICT Board. Should an occasion arise that is not pre-approved by the DISTRICT Board pursuant to this Paragraph 4 or Paragraph 6, that would be appropriate for EMPLOYEE to attend, the Board President (or Vice President in the President's absence) may authorize such attendance prior to the event, with notification to the rest of the Board at the next regular meeting.

5. TERM.

This contract shall continue in full force and effect until it is terminated as provided in Paragraph 7 hereof.

6. ANNUAL PERFORMANCE REVIEW.

Annually, and no later than 60 days prior to the end of each fiscal year, EMPLOYEE shall develop a draft strategic plan as part of the annual budget process. After a strategic plan has been approved by the Board, it will be used to ensure board objectives are being addressed in the upcoming fiscal year. The strategic plan objectives will be used to establish the EMPLOYEE'S performance goals for the upcoming fiscal year.

The Board shall endeavor to commence in April of each year, the review and evaluation of EMPLOYEE'S performance, which review and evaluation shall be completed by June 30 of each year. The reviews and evaluations shall be conducted in accordance with the strategic plan as approved by the Board and EMPLOYEE, which may be added to, or deleted from, as the Board may from time to time determine in consultation with the General Manager.

7. TERMINATION.

a. By EMPLOYEE.

EMPLOYEE may terminate this Agreement upon giving three (3) months' written notice of termination to DISTRICT, or sooner by mutual agreement. In the event that EMPLOYEE exercises his right to terminate upon giving three (3) months' notice, or sooner by mutual agreement under this Paragraph 7.a., he shall not be entitled to the severance benefits set forth under Paragraph 8 or to any other similar termination benefits under law or DISTRICT rules and regulations, provided however, that EMPLOYEE shall be entitled to payment for any unused leave balances as set forth in this Agreement or as required by law.

b. By DISTRICT.

DISTRICT may terminate this Agreement at any time, either with or without cause, by a majority vote of the Governing Board. Termination shall be under one of the following paragraphs.

i. At-will.

DISTRICT may terminate this Agreement without cause, and with or without notice. In the event that this Agreement is terminated by DISTRICT pursuant to this Paragraph 7.b.i., EMPLOYEE shall be entitled to severance benefits under this Agreement, consistent with the requirements specified in this Paragraph and Paragraph 8. EMPLOYEE has no right to a hearing or other review of his termination without cause.

ii. For Cause.

DISTRICT may terminate this Agreement for cause. EMPLOYEE will not be entitled to severance if his employment is terminated by DISTRICT at any time for cause. Cause for termination shall be defined for purposes of this Agreement as: (1) malfeasance, (2) gross negligence, (3) fraud, (4) serious misconduct which would constitute a violation of DISTRICT policy, or state or federal law, (5) material misrepresentation to the Board, (6) moral turpitude, (7) conviction of a felony on the part of EMPLOYEE, or (8) notice of unsatisfactory performance and failure to correct performance within three months. Conviction for purposes of this Agreement includes a judgment entered after a trial, plea of guilty or plea of nolo contendere. EMPLOYEE has no right to a hearing or other review of the reason for his termination by DISTRICT and expressly waives any and all such rights as may be otherwise provided by law or which may be applicable to other DISTRICT employees.

iii. By Retirement.

The employment of EMPLOYEE, and this Agreement, shall automatically terminate upon the retirement of EMPLOYEE and upon EMPLOYEE giving ninety (90) days written notice of such retirement to DISTRICT.

iv. By Death or Disability.

The employment of EMPLOYEE, and this Agreement, shall automatically terminate upon the death of EMPLOYEE or upon the separation of his employment because of disability, which prevents EMPLOYEE from performing the essential functions of his job even with reasonable accommodations. As used herein, disability shall be defined as inability to perform essential job functions for a period of over six months. Neither EMPLOYEE nor his heirs, administrators, or assigns shall have any right under this Agreement to salary after such death or disability, but they shall have such rights and benefits as may be provided by law, including, as provided by law, rights to any accrued vacation to which EMPLOYEE was entitled at the time of termination, and shall have such rights to any accrued sick leave accrued by EMPLOYEE at the time of termination, up to the cap established in this Agreement.

8. SEVERANCE PAY.

DISTRICT shall have the right to terminate EMPLOYEE'S employment at any time during the term of this Agreement, with or without cause. In the event that EMPLOYEE'S employment is terminated by DISTRICT, under Paragraph 7.b.i. without cause, EMPLOYEE shall be entitled to the severance benefits stated below upon execution of an agreement with a general waiver of claims, as follows:

a. Computation: Items Included.

Severance benefits under this Paragraph 8 shall be computed based upon EMPLOYEE'S monthly base salary in effect at the time of termination.

b. Amount of Severance.

The amount of severance benefits shall be (1) a lump sum equal to three (3) months' base salary at the time of termination unless otherwise negotiated by the Parties and (2) continued payment by DISTRICT of health and dental benefits for EMPLOYEE and his eligible dependents for the same number of months as are paid for salary severance benefits, or until EMPLOYEE is re-employed, whichever is sooner.

c. Separately Negotiated: Waiver.

The parties expressly acknowledge and agree that these severance pay provisions have been independently negotiated. Acceptance at the time of termination by EMPLOYEE of the severance pay benefits provided by this Paragraph 8 shall operate as a full and complete waiver and release of any and all rights, claims, and/or causes of action which EMPLOYEE may have, or have had, at any time, in the past or in the future, arising out of EMPLOYEE'S employment by DISTRICT including but not limited to claims for wrongful termination. If EMPLOYEE wishes to retain any such rights, EMPLOYEE must decline to accept the severance benefits provided by this Paragraph 8. To receive severance benefits, EMPLOYEE must execute a Severance Agreement and General Release satisfactory to DISTRICT. In the event EMPLOYEE elects not to sign the Severance Agreement and General Release, EMPLOYEE will not be entitled to severance benefits.

Acceptance of the severance benefits under this Paragraph 8 will operate as a general release on the part of EMPLOYEE as to all claims, known or unknown, and EMPLOYEE specifically waives the provisions of California Civil Code Section 1542 which provides:

"A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS WHICH THE CREDITOR DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE, WHICH IF KNOWN BY HIM OR HER MUST HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR."

d. Legal Limitations on Severance.

This Paragraph 8.d. is intended to comply with the provisions of Government Code Section 53260, et seq., and in no event shall EMPLOYEE be entitled to severance benefits greater than provided for therein. This agreement in no way

affects EMPLOYEE'S rights to continue health insurance coverage as required under COBRA for EMPLOYEE and EMPLOYEE'S eligible dependents.

9. **STATUTORY OBLIGATIONS: ABUSE OF OFFICE OR POSITION.**

Pursuant to Government Code Section 53243, et seq. which became effective on January 1, 2012, if EMPLOYEE is convicted of a crime involving an abuse of his office or position, all of the following shall apply: (1) if EMPLOYEE is provided with administrative leave pay pending an investigation, EMPLOYEE shall be required to fully reimburse such amounts paid; (2) if DISTRICT pays for the criminal legal defense of EMPLOYEE (which would be in its sole discretion, as it is generally not obligated to pay for a criminal defense), EMPLOYEE shall be required to fully reimburse such amounts paid; and (3) if this Agreement is terminated, any cash settlement related to the termination that EMPLOYEE may receive from DISTRICT shall be fully reimbursed to DISTRICT. For this Paragraph 9, abuse of office or position means either: (1) an abuse of public authority, including waste, fraud, and violation of the law under color of authority; or (2) a crime against public justice, including a crime described in Title 7 commencing with Section 92 of the Penal Code.

10. **MISCELLANEOUS.**

a. **Governing Law.**

This Agreement shall be interpreted and enforced in conformance with California law.

b. **Entire Agreement.**

This Agreement together with the exhibits represents the entire agreement between the parties and supersedes any prior agreements, written or oral, any and representations, written or oral, not expressly included herein.

c. **Venue.**

The venue for any litigation to interpret or enforce this Agreement shall be San Diego County Superior Court.

d. **Integration Clause.**

If any part, provision, paragraph or subparagraph of this Agreement shall be held to be void or unenforceable by a final judgment of a court of competent jurisdiction, then unless that provision is found in such proceeding to be material to this Agreement, said void or unenforceable provision shall be severed from this Agreement and the balance of this Agreement shall remain in full force and effect. In the event that the void or unenforceable provision is found to be material to this Agreement then the entire Agreement shall be voided.

e. Independent Review: Interpretation.

EMPLOYEE and DISTRICT affirm in signing this Agreement that they have each had an opportunity to review and consider this Agreement, and to have it reviewed and to receive advice from independent advisors of their own choosing, including attorneys, and that each knowingly and voluntarily enters into this Agreement. EMPLOYEE and DISTRICT further affirm that this Agreement was the mutual product of their negotiations, including give and take, and that neither party shall be considered the drafter of this Agreement such that the Agreement is interpreted against that party.

f. Public Record.


EMPLOYEE acknowledges that this Agreement, upon final execution, will become a public record under California law available for public inspection and copying.

g. Counterparts.

This Agreement may be signed in counterparts.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the day and year first above written.


DATED: 8-27-18



Jack Bebee

FALLBROOK PUBLIC UTILITY DISTRICT

DATED: 8-27-18



Al Gebhart, President
Fallbrook Public Utility District

EXHIBIT "A"

List of Pre-Approved Licenses and Certifications

1. California Professional Engineering License
2. California Water Treatment Operator Certification
3. California Water Distribution Operator Certification
4. California Wastewater Treatment Operator Certification

EXHIBIT "B"

General Manager Job Description

GENERAL MANAGER

Definition

Under policy direction of the Board of Directors, the General Manager is responsible for providing overall leadership and direction for all of the Fallbrook Public Utility District (FPUD) activities and for the creation and implementation of the District's Overall Strategic Plan. Duties include implementing policies and directives of the Board and developing detailed long-term strategies to achieve FPUD's mission of providing the community of Fallbrook, now and in the future, a reliable supply and delivery of high-quality retail potable water service and to provide treatment of wastewater, consistent with the optimal use of recycled water in the most efficient and economical means possible.

Class Characteristics

The class of General Manager serves as the Chief Executive Officer, accountable to the Board of Directors, and is responsible for the enforcement of all District ordinances, policies and procedures, and the efficient and economical performance of the District's operations.

Examples of Duties

- Coordinates, evaluates, plans, organizes and administers, either directly or through subordinate management and supervisory staff, the work of the District in accordance with applicable laws, ordinances, regulations, and adopted policies and objectives of the Board of Directors;
- Directs and coordinates the development and implementation of goals, objectives and programs for the Board of Directors and the District;
- Attends internal/external meetings with various government agencies, professional associations, area organizations and Board of directors as required to help achieve District strategic objectives;
- Develops administrative policies, procedures and work standards to ensure that the goals and objectives are met and that programs provide services in an effective, efficient and economical manner;
- Oversees the preparation of the annual capital improvement and operating budgets for the District;
- Prepares and recommends long- and short-range plans for District, capital improvements, and funding; and directs the development of specific proposals for action regarding current and future District needs;
- Oversees the administration, construction, use and maintenance of all District infrastructure, facilities and equipment;
- Ensures that the Board of Directors is kept informed of District functions, activities, and financial status, and of legal, social, and economic issues affecting District activities;
- Monitors changes in laws, regulations, and technology that may affect District operations and implements policy and procedural changes as required;
- Supervises, develops and evaluates the performance of subordinate managers, supervisors and staff;
- Presents for the Board's consideration major goals and policy alternatives and recommendations for the District;

- Oversees development of the District's asset management plan;
- Recommends construction contracts, leases and other legal agreements to the Board for approval;
- Coordinates legal matters concerning the District, and engages counsel and professional consultants for assistance;
- Conducts negotiations for water storage, supply and distribution;
- Analyzes monthly financial statements, engineering reports, labor distribution reports, water sales reports and other operating reports;
- Develops water and sewer rate and fee schedules for Board considerations;
- Reviews work of staff to ensure accuracy;
- Reviews agreements negotiated by staff;
- Represents the District and the Board before citizen and professional groups and other public entities, including State and Federal legislatures;
- Supervises preparation of the agenda of the Board of Directors and staff reports to the Board;
- Attends meetings of the Board of Directors and advises the Board on important District administrative and operating activities and issues;
- Monitors and oversees the following District programs and services: financial, customer service, human resources, community and media relations, engineering, operations and field services;
- Establishes budgetary guidelines for departments and assures operation within Board adopted amounts; and
- Performs related work as required.

Qualifications

Knowledge of:

- Principles of practices of public administration, including administrative analysis, fiscal planning and control, and policy and program development;
- Knowledge of civil engineering, construction and operating principles applicable to the planning design, construction and operation of District facilities;
- Laws, rules, ordinances, and legislative processes controlling district functions, programs and operations;
- Organization, operations and problems of special research and evaluation methodologies;
- Contract administration;
- Principles of budget development and expenditure control, including capital improvement budgets;
- Public personnel and employer-employee relations practices and legislation;
- Public and media relations;
- Principles of supervision, management and general administration; and
- The use of personal computer and applicable software.

Ability to:

- Plan, organize, direct, coordinate and supervise functions and activities of an organization to achieve efficient operations and meet service goals;
- Organize and manage competing priorities;
- Develop long-term goals for the District;
- Exercise leadership, authority, and management tactfully and effectively;
- Prepare and administer a District budgeting and fiscal control process;

- Collect and analyze data on a variety of topics;
- Direct effective public and media relations;
- Coordinate the preparation of Board agendas;
- Direct effective personnel and employer-employee relations programs;
- Oversee the development and improvement of District facilities and services;
- Provide advice and consultation to the Board of Directors on the development of ordinances, regulations, policies and programs;
- Ensure prompt and proper response to public concerns and complaints;
- Prepare comprehensive strategic planning documents, technical reports and recommendations;
- Effectively represent the District policies, programs and services;
- Operate a personnel computer to effectively utilize word processing and spreadsheet applications;
- Operate a vehicle observing legal and defensive driving practices; and
- Establish an overall positive work environment.

Licenses and Certification

Possession of a valid and appropriate California driver's license.

Training and Experience

Any combination of training, education and experience which demonstrates possession of the knowledge and abilities stated above and the ability to perform the duties of the position.

A typical qualifying entrance background is possession of a bachelor's degree in management science, business administration, civil engineering or a closely related field and a minimum of five years of responsible, executive-level experience in water utility or public works management in a municipal or special district setting or at the level of Assistant General Manager in the Fallbrook Public Utility District.

Physical Demands

Sitting: Occupies seated position during majority of workday.

Talking: Expresses ideas and shares information by means of spoken word in person and by telephone.

Walking: Moves about office, warehouse and equipment facilities, and visits outlying District facilities and field crews at work sites.

Hearing: Hears well enough to receive communication in person and by telephone.

Hands/Arms: Operates computer and vehicle.

Vision: Reads written or video messages; operates vehicle.

Reasonable accommodations will be considered.

Board Approved	
Effective Date	
4/90	
Board Approved	
Revision Date	
7/92	5/18
7/96	
2/99	