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Public Employee Salaries

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Public Employee Salaries DATABASE San Francisco BAY AREA 2010

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County: All Type: All Entity: All

Last: First: Dept: All Title: All

Gross: Medical: Pension: TCOE:

SEARCH

DNP = Entity refused to provide this data to us despite repeated requests.

Choose an Entity before selecting a Department, and choose a Department before selecting a Title. Hover your cursor over column headers for definitions and explanations.

Entity	Name	Title	Base	Other	Gross	MDV	ER Psn	EPEPsn	DC	Misc.	TCOE
Marin County	Weisz Brown, Dawn	Principal Planner Community Development	\$53,563	\$1,243	\$54,806	\$1,082	\$8,579	\$2,093	\$0	\$1,322	\$67,881

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February 3, 2011

TO: Marin Energy Authority Board

FROM: Greg Stepanicich, General Counsel

RE: Appointment of Executive Officer (Agenda Item #10)

Last year, the Board approved the hiring of the executive recruitment firm of Mycoff, Fry and Prouse to conduct a search for an Executive Officer at a cost of \$50,000 plus reimbursement of out of pocket expenses. Since the inception of the Marin Energy Authority, Dawn Weisz has served as the Interim Director. It was anticipated that Dawn Weisz would apply for the Executive Officer position as part of this search.

In a recent performance evaluation of Ms. Weisz, the Board noted the extraordinary accomplishments and performance of Ms. Weisz as the Interim Director. These accomplishments included the organizational start-up of the Authority, the approval by the CPUC of the Authority's Implementation Plan, the Power Purchase Agreement with SENA, the establishment of the initial financing of the Authority, the Power Purchase Agreements with G2 Energy, the development of the Authority's marketing plan and strategy and the most recent refinancing of the Authority's loans. In addition, Ms. Weisz has been immersed in the complex regulatory issues before the CPUC affecting the operations of the Authority. In performing her extensive duties, Ms. Weisz has established outstanding working relationships with the CPUC staff, lenders and power suppliers. Ms. Weisz not only manages the Authority's internal staff, but also a large number of expert consultants. It is the conclusion of the Chairman and the Board that Ms. Weisz has shown exemplary capacity to manage both operational and executive issues simultaneously.

In conducting this performance evaluation, the Board concluded that the outstanding performance and established track record of Ms. Weisz in her position as Interim Director made it unnecessary to conduct an expensive executive search. The Board directed the Chair, Charles McGlashan, to negotiate compensation terms with Ms. Weisz for the Executive Officer position for consideration by the Board.

Mr. McGlashan sought the assistance of Board Member Lew Tremaine in these negotiations with Ms. Weisz. The negotiating team of Mr. McGlashan and Mr. Tremaine have concluded their negotiations with Ms. Weisz and recommend to the Board that Ms. Weisz be appointed as the Executive Officer with the following compensation terms:

- Annual Base Salary of \$198,000

\$198,000 x .25 =
 \$49,500/ payraise
 \$247,500 Total

- The Annual Base Salary of \$198,000 to be increased by 12% upon the enrollment of the first half of Phase II service to customers.
- The Annual Salary to be increased by 13% of the initial Base Salary upon the enrollment of the second half of Phase II service to customers resulting in an overall 25% increase in the Annual Base Salary of \$198,000 at that time.
- The Authority shall make a contribution of 10% of the Annual Salary then in effect to a Board authorized defined contribution retirement plan when Ms. Weisz converts to a defined contribution retirement plan.
- The payment of \$22,000 as a one time payment for the assumption of duties as Executive Officer when those duties commence.

Initially, Ms. Weisz will be employed as Executive Officer by LGS. She currently is performing her duties as Interim Director as an employee of LGS. Next month, the Board will be requested to transfer Ms. Weisz to RGS at which time she will participate in a defined contribution retirement plan rather than a defined benefit retirement plan. It is the intention of the MEA to move its entire agency to a Defined Contribution system.

As long as Ms. Weisz is employed by either LGS or RGS she will not have a contract with the Authority. If the Authority decides in the future to directly hire its staff as employees of the Authority, at that time the Authority will enter into an employment contract with its Executive Officer.

If the Board appoints Ms. Weisz as Executive Officer, it also should direct that the contract with Mycoff, Fry and Prouse be terminated.

RECOMMENDATION: The Chair of the Board of Directors recommends that the Board appoint Dawn Weisz as the Executive Office of the Marin Energy Authority on the terms described above.