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FOR IMMEDIATE RELEASE

July 20, 2020

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**Carmichael Water District Reviews Employee Benefits
for Consistent Implementation**

Carmichael, CA – The Board of Directors (Board) of the Carmichael Water District (District) adopted a resolution at its May 18, 2020 meeting to ensure employee benefits are granted and implemented in a manner consistent with District policies reviewed and approved by the Board.

The Board obtained and reviewed benefits packages which appeared to grant certain benefits to specified exempt management and confidential employees. The Board decided to terminate such benefits and disallowed any expenditures from the current and future budgets towards those benefits.

The Board also directed the Ad Hoc Compensation Policy Committee to review the District’s employee benefits programs for clarity and consistency, compare with other water districts in the region, and recommend or propose changes and amendments for Board review and consideration. The Board instructed the General Manager to implement internal control procedures to ensure any modifications or variations to the Policy Manual will be expressly reviewed and approved by the Board.

On July 14, 2020, the Board also authorized a contract with Richardson and Company to independently identify the extent and review any potential costs inconsistent with the adopted Policy Manual. When the audit is complete, the Board will determine what actions are necessary to address the audit findings. The Board is committed to making decisions that are in the best interests of the District and all ratepayers.

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Carmichael Water District provides drinking water to customers in portions of Sacramento County. Visit us on the web at www.carmichaelwd.org.