



WEST DES MOINES WATER WORK BOARD OF TRUSTEES MEETING COMMUNICATION

DATE: April 29, 2019

ITEM:

2. Recommendations from Committees
 - a. Personnel and Compensation
 1. Resolution – Approving the Appointment of Christina Murphy, PE, as General Manager and the General Manager’s Compensation Package

FINANCIAL IMPACT:

\$138,000 salary plus moving expenses

SUMMARY and BACKGROUND:

The Water Works General Manager position has been open since Diana Wilson accepted a position as General Manager of a utility in Florida. Josh Heggen, the Business Relations Manager, has been serving as the Interim General Manager since Diana’s departure.

The Board engaged Francis and Associates to complete a search for a new General Manager. The Personnel and Compensation Committee interviewed a number of potential candidates prior to the entire board interviewing two finalists for the position. Christina Murphy, Assistant Director for Ames Water and Pollution Control, is the top choice for the position. The Personnel and Compensation Committee has been engaged with Christina to finalize the conditions of her employment, noted below and in the resolution.

Rate of Pay: \$138,000/year (Grade 13)

Start Date: June 10, 2019

Vacation: 3 weeks per year to start, 4.62 hrs per pay period

Moving Reimbursement: With three estimates and the approval of the Personnel and Compensation Committee, West Des Moines Water Works will reimburse the new General Manager for moving expenses of standard household goods up to a maximum of \$10,000 within the next 12 months.

RECOMMENDED ACTION BY THE BOARD OF TRUSTEES:

To concur with the recommendation of the Personnel and Compensation Committee and approve the appointment of Christina Murphy as the General Manager.

Prepared by: _____

Approved for Content by: _____

**A RESOLUTION APPROVING THE APPOINTMENT OF CHRISTINA MURPHY, PE,
AS GENERAL MANAGER AND THE GENERAL MANAGER'S
COMPENSATION PACKAGE**

WHEREAS, Josh Heggen, the Business Relations Manager, has been acting as Interim General Manager, in addition to his regular duties, and

WHEREAS, Christina Murphy, the Assistant Director for Ames Water and Pollution Control, interviewed for the General Manager position and is the top candidate, and

WHEREAS, it is the desire of the Board of Trustees to appoint Christina Murphy as the General Manager and provide appropriate compensation, as noted below and as noted in the employee handbook,

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES
OF THE WEST DES MOINES WATER WORKS, AS FOLLOWS:**

1. That beginning June 10, 2019, Christina Murphy will be appointed the Water Works General Manager, and
2. Her starting salary will be \$138,000/year (Grade 13), and
3. Her vacation accrual will begin with 3 weeks per year, 4.62 hrs per pay period, and
4. With three estimates and the approval of the Personnel Committee, West Des Moines Water Works will reimburse her for moving expenses of standard household goods up to a maximum of \$10,000 within the next 12 months, and

PASSED AND APPROVED this 29th day of April, 2019.

BOARD OF TRUSTEES, WEST DES MOINES WATER WORKS

Scott Brennan
Vice Chair

Attest:

Josh Heggen
Secretary