



Dedicated to  
Satisfying our Community's  
Water Needs

MEMORANDUM

Action Item 9A

TO: Board of Directors  
FROM: Denise Garcia, Chief Administrative Officer  
DATE: January 10, 2024  
SUBJECT: Employee Retirement Events

RECOMMENDATION

Adopt Resolution No. 1586 Establishing Guidelines for Employee Retirement Events Superseding Resolution No. 1400.

STRATEGIC PLAN

- Goal #3: Be financially responsible and transparent.
- Goal #4: Increase favorable opinion of Mesa Water.
- Goal #5: Attract, develop and retain skilled employees.
- Goal #6: Provide excellent customer service.

PRIOR BOARD ACTION/DISCUSSION

At its August 24, 2010 meeting, the Board of Directors (Board) adopted Resolution No. 1400 Establishing Guidelines for Employee Retirement Events Superseding Resolution No. 1326.

DISCUSSION

This item has been agendized at the request of the Board; the Employee Retirement Events policy was last reviewed in 2010 and establishes guidelines to acknowledge retiring employees with a District-sponsored event tailored to their preference and length of service to Mesa Water District.

Staff recommends updating the District's Employee Retirement Events' policy by consolidating the six current recognition categories into three, and increasing the monetary recognition to keep pace with standard inflation over the past 13 years. The District recognition categories are listed below and shall be reviewed biennially:

10 – 24 years of service	\$550
25 – 34 years of service	\$900
35 + years of service	Board Direction

Minor revisions and grammatical changes were made throughout the resolution.

FINANCIAL IMPACT

None.

ATTACHMENTS

- Attachment A: Draft Resolution No. 1586
- Attachment B: Resolution No. 1400, Redline