

## AMERICAN RIVER FLOOD CONTROL DISTRICT GENERAL MANAGER GOALS AND PRIORITIES 2026/2027

The Board of Trustees (the “Board”) of American River Flood Control District (the “District”) directs the General Manager to prioritize certain activities to best achieve the goals of the District. The General Manager shall be eligible for an annual merit bonus consistent with this list of activities comprising an Incentive Compensation Plan (“Plan”). This Plan is subject to modification or termination by the Board of Trustees of the District at any time.

The Board has agreed to consider the following factors for the July 1, 2026 – June 30, 2027 fiscal year merit bonus award:

1. **Engagement with Other Agencies.** The Board shall consider the General Manager’s efforts during the applicable period to continue to engage with City and County partners on service coordination and encampment response.
2. **Community Engagement.** The Board shall consider the General Manager’s efforts during the applicable period have a presence at community events and/or develop community events approximately three times in the applicable period (e.g., participation with regional partners on events, groundbreaking, award ceremonies, inviting media to tour the District’s work, Trustee tours on some Corps and SAFCA construction projects, visiting with neighborhood associations, particularly where projects are occurring, at least one or two times per year). In addition to community events and participation in such events, the General Manager shall ensure updated materials are prepared and disseminated to the community for emergency preparedness (e.g., who to call for flood emergencies).
3. **Newsletter.** The General Manager should develop a community newsletter for residents with a district calendar of deadlines and events to be distributed annually, prior to flood fight season.
4. **Budgeting.** The Board shall consider the General Manager’s efforts during the applicable period to continue maintaining a strong financial position.
5. **Continue Focus on Regulatory Compliance and Safety.** The Board shall consider the General Manager’s efforts during the applicable period to continue compliance with all current and planned regulatory changes for the workforce, fleet, and headquarters facility including, without limitation, safety and training obligations.
6. **Continue Focus on Training, Leadership Development, and Recruitment.** The Board shall consider the General Manager’s efforts during the applicable period to recruit, train, and promote a diverse workforce, with a particular focus on succession planning for anticipated retirements.
7. **Regular Reporting to Trustees.** The Board would like to see the General Manager continue the regular status update emails to the Trustees on at least a biweekly basis and in advance of each

Board meeting. For more significant updates, more frequent emails would be appreciated.  
Ensure there is focus on bringing more information from Board Committees to the entire Board.

The merit bonus for FY 26/27 may equal an amount up to a maximum of two percent (2%) of the General Manager's base salary compensation for FY 26/27. Any bonus that may be made to the General Manager pursuant to this Plan shall be in the sole discretion of the Board. The Board may, in its sole discretion, consider factors in addition to those listed above regarding the General Manager's performance, including but not limited to the specific performance goals identified in the General Manager's most recent performance evaluation, to determine whether merit bonus may be awarded in any given year.