

**AMERICAN RIVER FLOOD CONTROL DISTRICT
GENERAL MANAGER GOALS AND PRIORITIES 2021/22**

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, 2021 – June 30, 2022 fiscal year merit bonus award:

1. **Continue Systemwide Investment Framework (SWIF) Progress.** The Board shall consider the General Manager’s efforts during the applicable period to work with staff, consultants, and the U.S. Army Corps of Engineers to complete the SWIF and address items in the Periodic Inspection.
2. **Continue Attainment of Clean Audits.** The Board shall consider the General Manager’s efforts during the applicable period to oversee good financial tracking practices and work with the District Bookkeeper and auditors to attain exemplary audits of District financial activities and reports.
3. **Continue Progress on Encampments.** The Board shall consider the General Manager’s efforts during the applicable period to fine tune the District Operations & Maintenance standards for the District’s work near encampments and to work with City and County partners to transition the unhoused along the levees into permanent housing.
4. **Expand Opportunities for Public Outreach.** The Board shall consider the General Manager’s efforts during the applicable period to work with the Public Outreach Committee and identify new ways to engage with the public regarding the District’s mission and objectives.
5. **Pursue Efficient Equipment Upgrades.** The Board shall consider the General Manager’s efforts during the applicable period to research and identify new efficient equipment technologies to incorporate as current equipment reaches end of use.
6. **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.

The merit bonus for FY 21/22 may equal an amount up to a maximum of two percent (2%) of the General Manager’s base salary compensation for FY 20/21. 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.