



November 19, 2019

Robert DeLoach
[REDACTED]

Dear Mr. DeLoach,

On behalf of the City of Pomona, it is my pleasure to confirm your assignment as an at-will, hourly/part-time Management Consultant (Interim Water Resources Director) with the Water Resources Department. Your assignment as Interim Water Resources Director will commence on November 22, 2019 and is estimated to continue up to six months or until the City completes the recruitment process to fill the Water Resources Director vacancy, whichever occurs first, subject to termination by either party upon notice. During your employment with the City, you are an "at will" employee and serve at the pleasure of the City Manager.

Your salary will be \$91.22 per hour and you will not receive any other benefit, incentive, or compensation in lieu of benefits, or other form of compensation in addition to this hourly pay rate. Your duties will comprise of the following:

- Oversee the activities and operations of the Water Resources Department;
- Manage the development and implementation of the Water Resources Department goals, objectives, policies and priorities;
- Assist the City Manager in the filing of the Water Resources Director position;
- Represent the Water Resources Department to other City departments, elected officials and outside agencies; explain and interpret Water Resources Department programs, policies, and activities; negotiate and resolve sensitive, significant, and controversial issues;
- Provide an evaluation of the strengths and opportunities facing the Water Resources Department;
- Provide highly responsible and complex administrative support to the City Manager; and
- Perform other tasks as assigned.

Although you are invited to begin assignment as the Interim Water Resources Director effective November 22, 2019, employment is contingent on compliance with CalPERS regulations for retired annuitants. You are hired by the City of Pomona as a retired annuitant in a temporary, limited-term assignment not to exceed 960 hours per fiscal year. You must ensure your employment remains in compliance with CalPERS regulations as stated in their Employment After Retirement, Publication 33, provided to you at time of hire. As part of these requirements, you certify that you have not received unemployment insurance compensation within the last 12 months as a result of any work for the subject to the PEPR rules on employing retirees.

This offer is extended with great confidence in your abilities to complete the projects listed above. Your knowledge, expertise, and history of the water resources operations will assist the City in successfully implementing these projects/programs.

Sincerely,

Linda Matthews
Human Resources/ Risk Management Director

I have read and agree to the contents of this job offer. In addition, I understand that this is an offer of at-will employment and that I do not have any recourse or right of appeal should I not successfully meet the established qualification standards.

Print Name

Signature