



**RESOLUTION NO. 2026-01**

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE  
MONTEREY PENINSULA WATER MANAGEMENT DISTRICT REGARDING  
AUTHORIZING AN EXCEPTION TO THE 180-DAY WAIT  
PERIOD GOVERNMENT CODE SECTIONS 7522.56 & 21224**

The Board of Directors of the Monterey Peninsula Water Management District hereby finds and resolves as follows:

**WHEREAS**, Stephanie Locke, CalPERS ID 4132922376, will retire from the District in the position of Water Demand Manager effective April 27, 2026; and

**WHEREAS**, the District is actively recruiting for a successor; however, due to the specialized nature of the position and the time required to complete recruitment and hiring, a vacancy is anticipated; and

**WHEREAS**, the Water Demand Manager position is a critically needed position responsible for core District functions, including regulatory implementation, water conservation programming, ordinance administration, and public engagement; and

**WHEREAS**, a vacancy in this position will result in disruption to public business, including reduced oversight of regulatory functions and delays in implementation of Board-directed policies and programs; and

**WHEREAS**, Government Code sections 7522.56 and 21224 require a 180-day break in service unless the governing body certifies that the appointment is necessary to fill a critically needed position, that the retiree possesses specialized skills, and that the appointment is necessary to prevent stoppage of public business; and

**WHEREAS**, Ms. Locke's continued service is necessary to support implementation of the Board's Strategic Goal #6: Update and Prioritize District Rules and Regulations, which requires continuity of leadership and specialized institutional knowledge of the District's regulatory framework;

**WHEREAS**, such specialized skills and institutional knowledge are not otherwise available within the District or through recruitment in the timeframe required; and

**WHEREAS**, the appointment of Stephanie Locke is necessary to ensure continuity of operations and to prevent interruption of public services; and

**WHEREAS**, the employment shall be limited to 960 hours per fiscal year; and

**WHEREAS**, Stephanie Locke has not and will not receive any retirement-related incentive, including a Golden Handshake, as defined by Government Code section 7522.56; and

**WHEREAS**, no matters, issues, terms or conditions related to this employment and appointment have been or will be placed on a consent calendar; and

**WHEREAS**, the District certifies that the need for this appointment was not fully known at the time of retirement and that the employment has not been prearranged;


**THEREFORE, BE IT RESOLVED THAT** the Board of Directors of the Monterey Peninsula Water Management District hereby:

1. **Finds** that the Water Demand Manager position is a critically needed position.
2. **Finds** that a vacancy in this position will result in disruption to public business.
3. **Finds** that Stephanie Locke possesses specialized skills and institutional knowledge essential to the performance of the work.
4. **Finds** that such skills are not otherwise available within the District or through recruitment in the timeframe required.
5. **Finds** that this appointment is necessary to support implementation of Strategic Goal #6, which depends on specialized expertise and continuity in the administration and development of District rules and regulations.
6. **Finds** that the appointment is necessary to ensure continuity of operations and to prevent interruption of public services.
7. **Certifies** that the appointment is not the result of any prearranged agreement and is necessary to address a time-sensitive operational need.
8. **Approves** an exception to the 180-day waiting period pursuant to Government Code sections 7522.56 and 21224.
9. **Appoints** Stephanie Locke as a part-time, limited-term retired annuitant effective April 28, 2026.
10. **Authorizes** employment for up to 960 hours per fiscal year.
11. **Authorizes** compensation at an hourly rate of \$91.00, which falls within the publicly adopted salary schedule for the Water Demand Manager classification and is neither less than the minimum nor greater than the maximum salary for comparable positions, converted to an hourly rate.
12. **Confirms** that Stephanie Locke shall not receive any additional compensation, benefits, incentives, or compensation in lieu of benefits, except as permitted by law.

**PASSED AND ADOPTED** on this 20<sup>th</sup> day of April 2026 on motion by Director Gawain, seconded by Director Paull, by the following vote:

**AYES:** Edwards, Daniels, Paull, Oglesby, Riley and Gawain  
**NAYES:** None  
**ABSENT:** Lindor

I, David J. Stoldt, Secretary of the Board of Directors of the Monterey Peninsula Water Management District, hereby certify that the foregoing resolution was duly adopted on the 20<sup>th</sup> day of April 2026.



---

David J. Stoldt,  
Secretary to the Board

Dated: April 21, 2026



April 21, 2026

Stephanie Locke  
Email: [locke@mpwmd.net](mailto:locke@mpwmd.net)

Dear Stephanie:

This letter constitutes the District's offer to you for **temporary, part-time employment as a retired annuitant pursuant to Government Code section 21224**, to assist in training the new Water Demand Manager and to support continuity of operations within the Water Demand Division, including performance of essential functions, transfer of institutional knowledge, and to support implementation of the Board's Strategic Goal #6: Update and Prioritize District Rules and Regulations.

This appointment is for a limited term beginning on April 28, 2026, and ending no later than June 30, 2027. **Total hours worked shall not exceed 960 hours in any fiscal year.** Your employment is temporary and "at will," and may be terminated at any time, with or without cause. You may, with or without cause, at any time, suspend, terminate, or abandon this employment, by service upon the District of at least thirty (30) days prior written notice.

**Compensation:**

You will be compensated on an hourly basis at a rate of \$91.00 per hour. This rate falls within the District's publicly adopted salary schedule for the Water Demand Manager classification and is not less than the minimum nor greater than the maximum salary for the position, converted to an hourly rate. **This rate is not individually negotiated and is tied to the District's adopted salary schedule.**

You are covered under the District's Workers' Compensation Insurance. **You shall not be eligible for any benefits, compensation in lieu of benefits, or other forms of compensation, including but not limited to bonuses or incentives, except as required by state or federal law.**

Federal legislation requires the District to deduct applicable payroll taxes, including Medicare contributions, from your compensation. Federal and state income taxes will be withheld based on the Form W-4 you complete. You will submit bi-weekly time records to the General Manager through the District's timekeeping system.

**The parties acknowledge that this employment was not prearranged prior to your retirement and is necessary to address a time-sensitive operational need of the District.**

**Conflicts of Interest:**

In accepting this offer, you covenant that you have no interests, and shall not acquire any interests, directly or indirectly, which will conflict in any manner or degree with the performance of your services with the District.

**CalPERS Acknowledgement:**

You understand that failure to comply with California Public Employee's Retirement System (CalPERS) rules may result in adverse consequences, including but not limited to the suspension or termination of your retirement benefits, reinstatement to active employment status, and repayment of pension benefits. You acknowledge that the District has advised you to seek legal counsel regarding your rights and obligations under CalPERS regulations and the District makes no guarantee about your compliance with those rules.

To indicate your acceptance of these terms, please sign below and return this letter.

Sincerely,



David Stoldt  
General Manager

C: HR

I hereby accept the position offered under the terms set forth above:

  
\_\_\_\_\_

Stephanie Locke (Signature)

22 April 2026  
Date