

**CITY OF SIMI VALLEY
STAFF REPORT**

AGENDA ITEM NO.

Consent (6)

January 12, 2026

To: City Council
Board of Directors, Ventura County Waterworks District No. 8

From: Office of the City Manager
Luis Garibay, Assistant City Manager

Subject: Adopt a joint resolution amending the terms and conditions of employment for Management-designated employees

Staff Recommendation

It is recommended that the City Council/Board of Directors adopt Joint Resolution No. 2026-02 and Resolution No. WWD-303 to approve an amendment to the terms and conditions of employment for Management-designated employees.

Background

On December 1, 2025, the City Council and Board of Directors of Ventura County Waterworks District No. 8, adopted Resolution No. 2025-38 and Resolution No. WWD-301 to approve revisions to the terms and conditions of employment for Management-designated employees. After adoption, staff reviewed the approved Resolutions and noted a discrepancy in the draft resolution initially presented to the City Council and Board of Directors on November 17, 2025. The tuition reimbursement amount for Management-designated employees should have remained \$1,600 per fiscal year, not \$1,800 per fiscal year as included in the draft resolution, as this was not part of the agreed-upon package for Management employees. Therefore, staff recommends amending Resolution No. 2025-38 and Resolution No. WWD-301 to change the tuition reimbursement amount from \$1,800 to \$1,600 per fiscal year.

Discussion

To address the Tuition Reimbursement discrepancy, staff recommends that the tuition reimbursement section of Resolution 2025-38 and Resolution No. WWD-301, be amended to read as follows:

12. Tuition Reimbursement

Employees may receive reimbursement for tuition expenses as outlined in Policy 24, Training and Tuition Reimbursement, in the Management Employees' Manual, to a maximum of \$1,600 per fiscal year.

Representatives from the Management-designated were notified via email on December 17, 2025, of the typo, and no comments were received.

Financial Impact

No financial impact.

City Council Priority

This item supports the City Council's Pillars of Excellence for Excellent City Government as outlined in the City Council priorities. The proposed terms and conditions for the unrepresented Management group further address the City's Focus Area Goal to ensure more competitive compensation for City staff.

Suggested Motion

I move to adopt Joint Resolution No. 2026-02 and Resolution No. WWD-303 to approve an amendment to the terms and conditions of employment for Management-designated employees.

Summary

On December 1, 2025, the City Council and Board of Directors of Ventura County Waterworks District No. 8, adopted Resolution No. 2025-38 and Resolution No. WWD-301 to approve revisions to the terms and conditions of employment for Management-designated employees. After adoption, staff reviewed the approved Resolutions and noted a discrepancy in one term of the draft resolution initially presented to the City Council and Board of Directors on November 17, 2025. The tuition reimbursement amount for Management-designated employees should have remained \$1,600 per fiscal year, not \$1,800 per fiscal year as included in the draft resolution, as this was not part of the agreed-upon package for Management employees. Therefore, staff recommends amending Resolution No. 2025-38 and Resolution No. WWD-301 to change the tuition reimbursement amount from \$1,800 to \$1,600 per fiscal year.

Prepared by: Luis Garibay, Assistant City Manager

Attachment:

Attachment A – Resolution No. 2026-02 and Resolution No. WWD-303

RESOLUTION NO. 2026-02
RESOLUTION NO. WWD-303

A JOINT RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SIMI VALLEY AND THE BOARD OF DIRECTORS OF VENTURA COUNTY WATERWORKS DISTRICT NO. 8 AMENDING TERMS AND CONDITIONS OF EMPLOYMENT FOR MANAGEMENT-DESIGNATED EMPLOYEES

WHEREAS, on December 1, 2025, the City Council and the Board of Directors approved Resolution No. 2025-38 and WWD-301, revising the terms and conditions for Management-designated employees; and

WHEREAS, the City Council and the Board of Directors desire to correct a discrepancy with the tuition reimbursement amount for Management-designated employees for Fiscal Years 2025-26 and 2026-27; and

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SIMI VALLEY AND THE BOARD OF DIRECTORS OF VENTURA COUNTY WATERWORKS DISTRICT NO. 8 DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. The tuition reimbursement section in Resolution No. 2025-38 and WWD-301 shall be amended to read as follows:

12. Tuition Reimbursement

Employees may receive reimbursement for tuition expenses as outlined in Policy 24, Training and Tuition Reimbursement, in the Management Employees' Manual to a maximum of \$1,600 per fiscal year.

SECTION 2. The provisions shall be effective as of July 1, 2025, unless otherwise specifically indicated.

SECTION 3. The City Clerk/District Secretary shall certify to the adoption of this resolution and shall cause a certified resolution to be filed in the Office of the City Clerk.

PASSED and ADOPTED this 12th day of January 2026

Attest:

Lucy Blanco, City Clerk/
District Secretary

Dee Dee Cavanaugh, Mayor of the
City of Simi Valley, California / Chair of
Ventura County Waterworks District No. 8

Approved as to Form:

Approved as to Content:

Algeria R. Ford, City Attorney/
District Counsel

Samantha C. Argabrite, City Manager/
District Manager

Luis Garibay
Assistant City Manager