



August 6, 2026

TO: Los Osos Community Services District Board

FROM: Greg Kwolek, General Manager

SUBJECT: **Agenda Item 11G – 08/06/2026 LOCSD Board Meeting**
Approve Amendment 4 of Ron Munds Employment Agreement

RECOMMENDATION

President
Matthew D. Fourcroy

Vice President
Charles L. Cesena

Directors
Tom Cross
Richard Hubbard
Christine M. Womack

General Manager
Greg Kwolek

District Accountant
Robert Stilts, CPA

Unit Chief
John Owens

Battalion Chief
Josh Lorenzo

This item will be approved along with the Consent Calendar unless it is pulled by a Director for separate consideration. If so, staff recommends that the Board adopt the following motion:

Motion: I move that the Board approve Amendment 4 of the Employment Agreement with Ron Munds for a transitional period.

BACKGROUND

Ron Munds' current employment agreement expires on August 12, 2026. Since the appointment of the District's new General Manager, Mr. Munds has continued to perform executive management duties, including, but not limited to, those typically assigned to the Assistant General Manager.

The District has successfully recruited an Assistant General Manager/District Engineer who is scheduled to begin employment on August 17, 2026. To facilitate an orderly transition of responsibilities and provide the new employee with the opportunity to receive knowledge transfer and mentoring from Mr. Munds, staff recommends extending Mr. Munds' employment agreement through August 28, 2026.

The proposed two-week extension will help ensure continuity of operations during the transition while allowing sufficient time for the transfer of institutional knowledge, ongoing projects, and key operational responsibilities.

ATTACHMENT

Amendment 4 of General Manager Agreement with Ron Munds

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FOURTH AMENDMENT TO GENERAL MANAGER EMPLOYMENT AGREEMENT

This FOURTH AMENDMENT TO GENERAL MANAGER EMPLOYMENT AGREEMENT ("Amendment") is made by and between the Los Osos Community Services District ("District") and Ron Munds ("General Manager") with reference to the following recitals:

RECITALS

A. On July 11, 2019, the District hired Ron Munds as its General Manager and executed an Employment Agreement with Mr. Munds.

B. On September 4, 2025, Mr. Munds, after receiving a favorable performance evaluation by the District Board of Directors, announced his retirement at the end of his contract term which is August 12, 2026.

C. With the recent recruitment of a new Assistant General Manager/ District Engineer, there is a desire to retain Mr. Munds until August 28, 2026, to assist during the transition period.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

1. Unless as specifically identified herein, all other provisions of the Employment Agreement, as previously modified, shall remain in full force and effect.

2. Section 1.2 of the Employment Agreement shall be amended as follows:

1.2 Term. Subject to earlier termination as provided in this Agreement, the General Manager shall be employed as General Manager ending August 28, 2026.

IN WITNESS WHEREOF, the parties hereto have executed this Second Amendment on the below identified dates.

GENERAL MANAGER

Ron Munds

DATE: _____

DISTRICT

Matthew Fourcroy, President

DATE: _____

Approved as to Form:

Craig A. Steele