



Brett Ewart, Chair

Michael Saunders, Vice Chair	Chris Nelson, Director
Bruce Kamilos, Director	Robert Wichert, Director
Ron Greenwood, Director	Sean Bigley, Director
Sean Twilla, Director	Michael Grinstead, Director

REGIONAL WATER AUTHORITY EXECUTIVE COMMITTEE SPECIAL MEETING

**Monday, June 30, 2025
at 9:00 a.m.**

**2295 Gateway Oaks, Suite 100
Sacramento, CA 95833
(916) 967-7692**

IMPORTANT NOTICE REGARDING VIRTUAL PUBLIC PARTICIPATION:

The Regional Water Authority currently provides in person as well as virtual public participation via the Zoom link below until further notice. The public shall have the opportunity to directly address the Committee on any item of interest before or during the Committee's consideration of that item. Public comment on items within the jurisdiction of the Committee is welcomed, subject to reasonable time limitations for each speaker.

Join Zoom Meeting

<https://us06web.zoom.us/j/89328730305>

Meeting ID: 893 2873 0305

Dial by your location

+1 669 444 9171 US or +1 669 900 6833 US (San Jose)

If we experience technical difficulties and the Zoom link drops and you are no longer able to connect to the Board meeting, please dial 1-877-654-0338 – Guest Code 198

Public documents relating to any open session item listed on this agenda that are distributed to all or a majority of the members of the Board of Directors less than 72 hours before the meeting are available for public inspection in the customer service area of the Authority's Administrative Office at the address listed above.

In compliance with the Americans with Disabilities Act, if you have a disability and need a disability related modification or accommodation to participate in this meeting, please contact the Executive Director of the Authority at (916) 967-7692. Requests must be made as early as possible, and at least one full business day before the start of the meeting. The Board of Directors may consider any agenda item at any time during the meeting.

AMENDED AGENDA

1. CALL TO ORDER AND ROLL CALL

2. PUBLIC COMMENT:

Members of the public who wish to address the committee may do so at this time. Please keep your comments to less than three minutes.

3. CONSENT CALENDAR: All items listed under the Consent Calendar are considered and acted upon by one motion. Committee members may request an item be removed for separate consideration.

- 3.1** Approve draft meeting minutes of May 27, 2025 Executive Committee
- 3.2** Approve draft Rules of Procedure related to RWA Program Committee meetings
- 3.3** Recommend approval by the Board of Directors of Agreement between RWA and InCommunications for the Regional Public Outreach and Communications Program

Action: Approve Consent Calendar

4. CLASSIFICATION AND COMPENSATION STUDY

Presenter: Jim Peifer, Executive Director

Actions: (1) Receive supplemental information and provide direction on the RGS Classification and Compensation Report; (2) Recommend approval of the job description for Finance Director; and (3) Direct staff to update Salary Schedule to reflect Board Clerk - Project Manager and Finance Director positions

5. LEGISLATIVE UPDATE

Presenter: Ryan Ojakian, Government Relations Manager

Action: Adopt Positions on Legislation

6. RWA BOARD AGENDA

Discussion/Action: Jim Peifer, Executive Director

Action: Approve RWA Board Agenda for July 10, 2025 Board Meeting

7. EXECUTIVE DIRECTOR'S REPORT

8. DIRECTORS' COMMENT

ADJOURNMENT

Upcoming meetings:

Next RWA Board of Director's Meeting:


Regular RWA Board Meeting, July 10, 2025, 9:00 a.m. at the Carmichael Water District, 7837 Fair Oaks Boulevard, Carmichael, CA 95608. The location is subject to change.

Next RWA Executive Committee Meeting:

The next RWA Executive Committee Meeting is scheduled for July 22, 2025, 1:30 p.m. at the RWA Office located at 2295 Gateway Oaks, Suite 100, Sacramento, CA 95833.

Notification will be emailed when the RWA electronic packet is complete and posted on the RWA website at: <https://www.rwah2o.org/meetings/board-meetings/>.

Amended and Reposted on: June 27, 2025



Ashley Flores, CMC, Clerk of the Board



Topic: Public Comment
Type: New Business
Item For: Information/Discussion
Purpose: [Policy 200.1, Rule 11](#)

SUBMITTED BY:	Ashley Flores, CMC Secretary	PRESENTER:	Brett Ewart Chair
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EXECUTIVE SUMMARY

This is an information item to provide an opportunity for the Regional Water Authority Executive Committee to recognize or hear from visitors that may be attending the meeting or to allow members of the public to address the Executive Committee on matters that are not on the agenda.

As noted on the agenda, members of the public who wish to address the committee may do so at this time. Please keep your comments to less than three minutes.

STAFF RECOMMENDED ACTION

None. This item is for information only.

BACKGROUND

Public agencies are required by law to provide an opportunity for the public to address the RWA Executive Committee matters that are not on the agenda.

3.0 CONSENT CALENDAR



Topic: Meeting Minutes
Type: Consent Calendar
Item For: Action; Motion to Approve
Purpose: [Policy 200.1, Rule 14](#)

SUBMITTED BY:	Ashley Flores, CMC Secretary	PRESENTER:	Ashley Flores, CMC Secretary
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EXECUTIVE SUMMARY

This is an action item for the Regional Water Authority Executive Committee to review and consider approving the draft minutes of the Regional Water Authority Executive Committee Meeting of May 27, 2025.

STAFF RECOMMENDED ACTION

A motion to approve the Minutes, as presented or amended.

BACKGROUND

The draft minutes of the above referenced meetings are included with this Agenda. The minutes reflect the RWA Policy 200.1 to document specific details on items discussed at the meetings.

The Executive Director may list on the agenda a "consent calendar", which will consist of routine matters on which there is generally no opposition or need for discussion. Examples of consent calendar items might include approval of minutes, financial reports and routine resolutions. Any matter may be removed from the consent calendar and placed on the regular calendar at the request of any member of the Board. The entire consent calendar may be approved by a single motion made, seconded and approved by the Board.

FINDING/CONCLUSION

Staff believes the draft of the presented minutes correctly reflect the information shared and actions taken by the Executive Committee.

ATTACHMENTS

Attachment 1- Draft meeting minutes of the Regional Water Authority Executive Committee Meeting of May 27, 2025

1. CALL TO ORDER

Chair Ewart called the meeting of the Executive Committee to order on May 27, 2025, at 1:32 p.m. at the RWA Board Room located at 2295 Gateway Oaks, Suite 100, Sacramento, CA 95833. Seven of the Executive Committee Members were present at roll call; a quorum was established. All Executive Committee Members were present at 1:44 p.m. Individuals in attendance are listed below:

Executive Committee Members

Brett Ewart, City of Sacramento, Chair
Michael Saunders, Georgetown Divide Public Utility District, Vice Chair
Ron Greenwood, Carmichael Water District – Arrived at 1:44 p.m.
Chris Nelson, City of Lincoln
Sean Bigley, City of Roseville - Arrived at 1:33 p.m.
Bruce Kamilos, Elk Grove Water District – Arrived at 1:36 p.m.
Sean Twilla, Golden State Water Company
Robert Wichert, Sacramento Suburban Water District
Michael Grinstead, Sacramento County Water Agency - Exited at 3:03 p.m.

Staff Members

Jim Peifer, Trevor Joseph, Ryan Ojakian, Michelle Banonis, Ashley Flores, Monica Garcia and Josh Horowitz, legal counsel.

Others in Attendance:

Craig Locke, Sacramento Suburban Water District; and Kevin Thomas, Sacramento Suburban Water District.

2. PUBLIC COMMENT

None

3. CONSENT CALENDAR

3.1 Approve draft meeting minutes of the April 30, 2025 Executive Committee Special Meeting.

A motion was made to approve the Consent Calendar as presented.

Motion/Second/Carried Director Wichert moved, with a second by Director Grinstead

Sean Bigley, City of Roseville; Michael Saunders, Georgetown Divide Public Utility; Sean Twilla, Golden State Water Company; Robert Wichert, Sacramento Suburban Water District and Michael Grinstead, Sacramento County Water Agency; voted yes. Brett Ewart, City of Sacramento and Chris Nelson, City of Lincoln; abstained from voting. Motion passed.

Ayes- 5

Noes- 0

Abstained- 2 Ewart, Nelson

Absent- 2 Greenwood, Kamilos

Director Greenwood arrived at 1:44 p.m. and Director Kamilos arrived at 1:36 p.m.

4. CLASSIFICATION AND COMPENSATION STUDY

This was a follow-up to an action item presented at the last Executive Committee meeting by Executive Director Peifer. The Committee provided additional feedback on the Classification and Compensation Report submitted by Regional Government Services related to the job description and salary for the Finance and Administrative Services Manager and Finance Director positions.

Direction was provided to staff.

5. RWA EXECUTIVE COMMITTEE MEETING SCHEDULE

This was an action item presented by Executive Director Peifer for the Committee to provide feedback to staff on their preference of date and time that this meeting body should meet in the future.

Direction was provided to staff.

6. RWA PROGRAM UPDATES

Executive Director Peifer presented this information item for the Executive Committee to receive a report on the various programs and initiatives the RWA and SGA currently have underway. These programs and initiatives included: The Sacramento Regional Water Bank, the North American Subbasin (NASb) Groundwater Sustainability Plan (GSP) update, implementation of the current NASb GSP, the Watershed Resilience Pilot Project, the Water Forum Agreement update, the Healthy Rivers and Landscapes Program, and the Reinitiation of Consultation for the Biological Opinions. The report included key milestones reached to date, the overall status of the programs, upcoming key milestones, and current and future anticipated resources.

Staff was directed to bring back Program Committee Meeting Rules of Procedure to the next scheduled Board Meeting. No action taken.

7. EXECUTIVE DIRECTOR’S REPORT

Executive Director Peifer reported that ECOS would like to work with RWA and the Water Forum for next year’s Earth Day event.

8. DIRECTORS’ COMMENT

Director Greenwood reported that Carmichael Water District, San Juan Water District and the City of Folsom traveled to Washington DC ahead of the Cap to Cap event to lobby for funding. He also reported ongoing litigation related to work done on a water tank in their District. The District is also currently conducting their Executive Director performance evaluation and are exploring the possibility of an inhouse Public Relation position at the District.

Director Bigley reported Brian Craighead was recently promoted to Assistant Environmental Utilities Director, Brian will oversee our Legislative/Regulatory Section, the Compliance, Analysis, & Planning Section, Business Services Division, and the Communications Section. Devin Whittington has also recently promoted to Assistant Environmental Utilities Director

Director Nelson reported that the City of Lincoln and Sacramento Suburban Water District held a regional management meeting, further development of the group is underway.

ADJOURNMENT

Chair Ewart adjourned the meeting at 3:13 p.m.

Approved by:

Brett Ewart, RWA Chair

Attested by:

Ashley Flores, CMC, Clerk of the Board



Topic: Rules of Procedure for RWA Program Committee Meetings
Type: New Business
Item For: Action
Purpose: Policy 200.2 (Authority Delegated to the Executive Committee)

SUBMITTED BY:	Jim Peifer Executive Director	PRESENTER:	Jim Peifer Executive Director
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EXECUTIVE SUMMARY

This is an action item to confirm, and if necessary, recommend a rule of procedure to address the attendance of member agency counsel at Program Committee meetings.

STAFF RECOMMENDED ACTION

Staff recommends the Executive Committee consider and approve rules of procedure addressing attendance of member agency counsel at Program Committee meetings.

BACKGROUND

Recently, a member agency representative invited their agency counsel to attend a Water Bank Program Committee meeting. Another agency representative indicated they could not attend the meeting if another agency brought their counsel, per the rules of their organization. Staff requests the Executive Committee to weigh in on the matter of agency counsel attending and establish rules that allow all members to be able to attend.

Staff recommends that the following rule be applied to future program committee meetings to address agency counsel:

Generally, members of an RWA program or project committee will not bring agency counsel to a program committee meeting without prior notice and agreement of the program or project committee. RWA staff will identify matters on the agenda that require the attendance of member agency counsel. Member agencies will not invite their counsel unless 1) RWA has identified on an agenda the need for member agency counsel to attend, or 2) counsel is attending the meeting as an agency’s primary committee member, or as an alternate under conditions where the primary committee member cannot attend.

The Executive Committee should adopt this rule, or if necessary, recommend this rule to the Board of Directors for adoption.



Topic: Professional Services Agreement for the Regional Public Outreach and Communications Program
Type: Consent Calendar
Item For: Action; Motion to Recommend Approval by Board of Directors
Purpose: [Policy 300.2](#)

SUBMITTED BY:	Amy Talbot Regional Water Efficiency Program Manager	PRESENTER:	Amy Talbot Regional Water Efficiency Program Manager
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EXECUTIVE SUMMARY

This is an action item for the RWA Executive Committee to recommend to the RWA Board of Directors to authorize the Executive Director to enter into a Professional Services Agreement for the Regional Public Outreach and Communications Program.

STAFF RECOMMENDED ACTION

Recommend approval and authorize the Executive Director to enter into a Professional Services Agreement for the Regional Public Outreach and Communications Program with INCommunications.

BACKGROUND

The Regional Water Authority (RWA) is seeking Consultant support for the implementation of a Regional Public Outreach and Communications Program (Program). The Program has two distinct components: 1) Regional public outreach implementation and 2) Communications/Public Relations support. Component 1 includes the research, design and implementation of a regional water efficiency public outreach campaign and school education initiative, development of support tools and materials, ongoing coordination/meetings with participating water suppliers, and ongoing strategic support for relevant RWA staff. Component 2 includes the research, design and implementation of public relations initiatives and related events/meetings, development of tools and materials to support initiatives, and strategic support and advice for relevant RWA staff. Selected Consultant should also ensure coordination between Component 1 and Component 2. RWA is seeking a 1-year timeline for this work (September 2025-September 2026), with the option to renew with selected Consultant on an annual basis for up to an additional 4 years. Annual budgets for Component 1 and Component 2 are on average \$150,000 and \$120,000 respectively.

Selection Process

According to RWA Policy 300.2 Professional Services Selection and Contracting Services, consulting and professional services that cost more than \$75,000 will generally be obtained through a competitive process by issuance of a Request for Proposals (RFP) or a Request for Qualifications, as determined by the Executive Director, and a contract for such services will be subject to the approval of this Committee and if the services cost more than \$150,000, approval of the Board.

RWA staff issued an RFP via email on April 8, 2025, to eight consulting firms with known experience in conducting similar projects and/or professional ability to conduct similar projects (Table 1). RWA reached out to other water suppliers in the state to obtain past outreach lists for similar projects to inform RWA’s outreach list. The RFP was also posted on the RWA website under the Public Notices tab on the home page. Proposals were due on May 22, 2025. The complete RFP document can be viewed at: <https://rwah2o.org/wp-content/uploads/2025/04/Public-Outreach-Communications-RFQ-FINAL-POST-04082025.pdf>

Table 1: Direct Outreach for RFP Response

	Firm Name
1	IN Communications
2	Lucy & Company
3	Sagent Marketing
4	Caporusso Communications
5	Pro시오 Communications
6	RSE
7	3fold Communications
8	Water Systems Consulting

Proposals were received from six firms: IN Communications, WBC/Blue Flamingo, ERG, (matter), Pro시오 Communications and Rise Strategy Group. Full proposals including proposed fees and costs and scope of work to be performed for each firm can be found here:

https://www.dropbox.com/scl/fo/79tp6jcw75mrppv7cvi64/ANDFArv5CrQo_zqH36BJs-8?rlkey=po10d48klq13bln7bk3kcrjh7&st=ditrjts&dl=0

For evaluation purposes, RWA staff developed a guidance framework for reviewing proposals: firm profile (10 points); staff qualifications (20 points); past experience and references (40 points); strategic approach (20 points); fee schedule (10 points) for a total of 100 potential points. The review panel included Linda Higgins, Placer County Water Agency; Anne Sanger, City of Sacramento; Devon Barrett, San Juan Water District and Amy Talbot, Regional Water Authority. Each organization assigned points to the above categories for each responding firm independently before discussing the scores at the panel’s June 12th review meeting to reach a final recommendation.

FINDING/CONCLUSION

After independently reviewing the proposals and meeting to discuss the scoring and proposals, the review panel awarded IN Communications the highest average score using the criteria stated in the RFP (see Table 2 below). IN Communications presented a comprehensive package that reflected a deep understanding of the program scope for both Component 1 and Component 2, new forward thinking creative concepts for successful implementation, knowledge and incorporation of regulatory and legislative priorities, direct experience with similar projects and clients in the Sacramento region, and a competitive fee schedule.

Therefore, the review panel recommends IN Communications to the RWA Executive Committee to recommend to the RWA Board of Directors as the selected consultant to assist RWA staff with the implementation of the Regional Public Outreach and Communications Program.

Table 2: Responding Firms’ Review Panel Scores

Firm Name	Average
WBC/Blue Flamingo	76.8
ERG	88.0
IN Communications	94.5
(matter)	74.5
Prosio Communications	88.0
Rise Strategy Group	74.8

Responding Firms that were not recommended for a professional services agreement were notified via email by the Water Efficiency Program Manager, Amy Talbot on June 26, 2025, and were offered an option to set up a follow up meeting with RWA to receive feedback on their submitted RFP proposal.

FISCAL IMPACT

Component 1 is funded on an annual basis by the Regional Water Efficiency Program, approved by the Program’s Advisory Committee. Component 2 is funded on an annual basis through the General RWA Budget, approved by the RWA Board of Directors. The RFP responses required a consultant staff hourly chart by position/title to secure rates (versus an annual budget approach) so that Component 1 and Component 2 program scopes can increase or decrease over time to match the approved annual budget.

ATTACHMENTS

Attachment 1- Current Professional Services Agreements with IN Communications for Components 1 and 2

* These current agreements will be continued through the initial 1-year timeframe with an option to renew for a maximum of 4 additional years.

**Regional Water Authority PR
 Outreach Scope of Work and Budget (Task Order 41)--Extension
 May-December 2025
 DRAFT—May 29, 2025**

TASK 41-1 RWA MEMBER OUTREACH STRATEGY

Member Communication Tools and Materials

RWA E-Alert: Continue the monthly E-Alert, which has proven to be an effective method of communication with RWA members.

RWA Coffee & Conversation events: Continue quarterly Coffee Chat virtual events for RWA members to learn about key topics and issues important to the region and to reaching RWA member goals.

Deliverables:

- RWA E-Alert (8)
- Support for Coffee & Conversation virtual events (2)

TITLE	ESTIMATE
Project manager/principal(s)	\$6,600
Graphic designer/multimedia	\$1,400
TOTAL TASK AMOUNT	\$8,000

Planning, Strategic Advice and Team Meetings

Provide ongoing strategic advice and participate in additional conference calls and in-person meetings. Task includes bimonthly meetings with the RWA team to discuss plans and action items.

Deliverables

- Monthly strategy and stakeholder meetings
- Up to six monthly meetings (90-minutes each)
- Bimonthly activity summaries

TITLE	ESTIMATE
Project manager/principal(s)	\$8,000
TOTAL TASK AMOUNT	\$8,000

Total Task 41-1: \$16,000

TASK 41-2 EXTERNAL AUDIENCES/LEGISLATIVE OUTREACH

Foundational Materials

Issue-Based Fact sheets and Frequently Asked Questions (for both external and internal use): Develop fact sheets and FAQs on priority issues, as needed, as a tool for members and RWA to use in communicating a consistent message to audiences.

Website Support and E-Blasts: Continue to provide support to RWA and the RWA webmaster by updating the RWA website with fact sheets, press releases and other items and developing/distributing e-blasts, as needed.

Deliverables:

- Issue-based fact sheets and FAQs (3)
- Periodic support for the RWA website and e-blasts

TITLE	ESTIMATE
Project manager/principal(s)	\$4,000
Graphic designer/multimedia	\$3,600
TOTAL TASK AMOUNT	\$7,600

Media Outreach and Social Media

Support RWA’s policy agenda and initiatives through outreach via news media and social media:

- Write news stories and/or op-eds to the media about the region’s climate adaptation plans and strategies and other timely legislative topics. These may be pitched to media, posted to the RWA website and distributed via RWA’s eblast list.
- Seek opportunities to tell the region’s story about its progressive solutions on climate resiliency. This can be both reactive (media statements, letters to the editor, etc.) and proactive outreach.
- Draft and submit stories for industry publications such as AWWA SOURCE magazine, Maven’s Notebook, ACWA News and Brown & Caldwell.
- Develop a regular schedule for social media posts according to the editorial calendar and E-Alert, and seek to build followers among state policymakers and regulators.

Deliverables:

- News stories and op-eds (6)
- Press releases, media statements, letters to the editor (approx. 1/month)
- Social media (approx. 4/month)

TITLE	ESTIMATE
Project manager/principal(s)	\$22,000
TOTAL TASK AMOUNT	\$22,000

Total Task 41-2: \$29,600



TOTAL ALL TASKS:

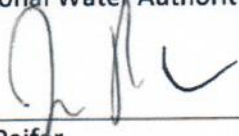
\$45,600

FEE SCHEDULE

TITLE	PERSONNEL	\$/HOUR
Program Manager	Christine Kohn	\$170
Program Leads/Creative and Advertising	Bruce Hartzell	\$170
Program Lead and Strategic Advisor	Michelle Smira	\$170
Strategic Advisor and Writer	Juliet Grable and Debbie Arrington	\$170
Graphic Design and Multimedia	Chris Guzman	\$160
Project Support	Cass Jefferies and Cathy Murnighan	\$145
Graphic Designer	Meredith Carty	\$130

Regional Water Authority

By



Jim Peifer
Executive Director

Date

5/29/2025

IN Communications

By


Christine Kohn
Principal

Date

5/29/25

###

**Regional Water Efficiency Program
2025 Strategic Communications Plan and Scope—TASK ORDER 43
DRAFT—April 18, 2025**

SITUATION OVERVIEW AND APPROACH

The winter of 2024-25 has been marked by extremes, with unseasonably dry and warm conditions interrupted by powerful storms that temporarily boosted the snowpack to near-normal levels. In February, multiple atmospheric rivers brought the statewide snowpack to near average, only for dry conditions to return. Following the storms, the snowpack reached 97% of average, and as of February 28, 2025, the statewide snowpack stands at 85% of the average for this date.

While January and February are typically the wettest months, March can also bring significant rainfall, particularly in Northern California. There remains potential for more precipitation, and even with dry conditions, the Sacramento region is expected to have adequate water supplies, so drought messaging is not anticipated this season.

Given this outlook, the Regional Water Authority’s Regional Water Efficiency Program (RWEPP) will continue its ongoing multi-year outreach campaign, “Summer Strong.” With no immediate drought concerns to drive urgency, the outreach strategy aims to engage the public through more creative, sustained messaging about water efficiency. This approach is designed to keep water efficiency top-of-mind for target audiences, encouraging lasting changes in behavior and water use.

To maximize impact, the 2025 program will maintain three key components from the previous year, while introducing fresh enhancements to increase engagement and effectiveness:

- **Summer Strong:** Promoting water-wise practices for outdoor spaces.
- **Saving Water One Beer at a Time:** A partnership with local craft breweries that emphasizes the critical role of water in brewing and encourages efficient water practices within the industry.
- **Drip Drop, Hip Hop:** Continuing the school outreach program in collaboration with the NorCal Arts, targeting younger generations to foster lifelong water conservation habits.

New components will include:

- **Focused outreach aimed at promoting rebates** to specific audiences identified in research as being most receptive.
- **New research focused on commercial, industrial, and institutional (CII) customers** to provide a solid foundation for a new regional rebate program and public outreach to help local water providers address water conservation regulation requirements.

GOALS

- Empower and motivate audiences to increase water efficiency, especially outdoors where most household water use occurs in the Sacramento region. In particular, motivate audiences to upgrade and maintain their landscapes and irrigation systems to maximize water efficiency and resiliency to Sacramento’s hot, dry summers (short term) and drought/climate change (long-term) while also maintaining landscape health, especially tree health.
- Increase awareness of and participation in rebate programs focused on turf replacement, irrigation efficiency, and weather-based sprinkler timers.
- Help water providers prepare to implement new conservation regulations.

- Provide tools for water providers to use in their own outreach that convey a consistent regional message on water efficiency.
- Uncover insights and develop an outreach approach for CII customers that addresses the best communication messages and methods for driving customers to rebate programs and action.

CALLS TO ACTION

Primary:

- Create a Summer Strong yard for a water-wise, healthy landscape.
- Add low-water and native plants/replace all or some of your lawn with landscaping that uses less water.
- Replace older sprinkler nozzles with more efficient ones.
- Install a weather-based sprinkler or irrigation controller.
- Give extra water to trees during summer.

Secondary:

- Fix leaky toilets and faucets within 48 hours.
- Reduce sprinkler or irrigation times significantly in the fall as the days become shorter and cooler.
- Check soil moisture before turning on sprinklers or irrigation.
- Replace older toilets with a high-efficiency model.

Related information:

- Most household water use and water waste occur outdoors when watering yards.
- Using water wisely promotes healthy landscapes.
- Find information about rebates and connect with your water provider at BeWaterSmart.info/rebates.
- When possible: Saving water saves money.

TARGET AUDIENCES

Overall Messaging (Summer Strong): Residential Water Users

Residential water users are the largest segment of urban water consumers and have the greatest potential to make a difference in overall water use. Because of the research RWA conducted in 2022, the public outreach program can target calls to action (outlined above) to specific demographics most willing to undertake those actions. However, in general, the target audience for most calls to action is:

- Homeowners
- College educated
- Men and women age 18-49
- Household income of \$90,000+
- Both English and Spanish

Targeted Ads for Rebates: Targeting according to RWA’s 2022 public opinion survey:

Lawn Replacement:

- Younger men (age 18-49) and older women (age 65+)
- Four-year college or more

- Household income of \$90,000-\$150,000

Irrigation Efficiencies: Replace older sprinkler nozzles with more efficient ones:

- Younger men and women (age 18-49)
- Four-year college or more
- Household income of \$90,000-\$150,000
- Add: Spanish-language audience

WBIC: Install a weather-based sprinkler or irrigation controller:

- Younger men and women
- Four-year college or more
- Household income of 150,000+
- Add: Spanish-language audience

Children (Pre-K through 6th grade)

- Children are our next generation of water consumers and have the potential to influence adults.

APPROACH/EDUCATIONAL ACTIVITIES

MULTIMEDIA, PAID ADVERTISING AND PUBLIC SERVICE ANNOUNCEMENTS

Creative: Summer Strong Training Tips and Rebates

The Summer Strong Training Tips campaign will extend and enhance the RWEF’s successful *Summer Strong* initiative. This new component will promote water-efficient landscaping practices, raise awareness about rebates from local water providers, and encourage lasting changes in water use behavior.

The campaign will also include targeted digital advertising to promote rebates to specific audiences identified through research as most receptive. The featured rebates include those identified as a priority by the Public Outreach Subcommittee, including rebates for replacing or reducing lawn, upgrading to water-wise irrigation, and adding weather-based sprinkler timers. The new creative will be available to RWEF participants for use in their own outreach materials.

Preliminary Channels for Paid Advertising:

- KOVR CBS 13 News and Good Day Sacramento (May 26-August 17): \$18,000
- Paramount streaming: \$15,000
- Telemundo (Spanish TV): \$5,000
- Outdoor (billboards): \$28,000
- Entravision Sacramento (Spanish radio): \$12,000
- Cap Radio (public radio): \$19,000
- Digital (Facebook and Google): \$15,000

Public Service Announcements: PSAs consistently demonstrate their value. The earned media from the PSAs featuring local children offering water-saving tips provided an estimated advertising value of \$169,790 in 2024. We propose continuing to use this PSA for both English and Spanish television and radio outlets.

TITLE	ESTIMATE
Project Manager/Principal(s)	\$25,330
Graphic/Web Designer	\$11,700
Direct Cost: Advertising	\$112,000***
TOTAL TASK AMOUNT	\$149,030

***To be paid directly by RWA.*

PARTNERSHIPS AND SPONSORSHIPS

Saving Water One Beer at a Time

The RWEPP will continue to build upon its successful partnerships with local craft breweries in 2025. The Sacramento region is home to 88 breweries, and by the end of 2024, the campaign had engaged with 52 breweries, with nearly 20 of those acting as active partners.

For 2025, the goal is to expand these partnerships, aiming to collaborate with 25 breweries. The focus will be on regularly distributing water efficiency messaging through coasters (and other materials, as budget allows), while also establishing a system to automate the restocking of materials. Additionally, the campaign will promote a \$15,000 rebate available to Commercial, Industrial, and Institutional (CII) customers, as well as develop case studies that highlight the success of these partnerships. These case studies will be shared in media outreach efforts and help promote CII rebates.

Strategies for 2025:

- **Target High-Impact Breweries:** Priority will be given to top breweries as ranked by the Sacramento Business Journal, those with which we already have relationships, and breweries located across Sacramento, Placer, El Dorado, and Yolo counties.
- **Use Personal Engagement:** In-person visits will remain a key tactic, as face-to-face interactions are crucial in the craft brewing culture. This approach will help build trust and foster lasting partnerships.
- **Leverage Local Water Providers:** When possible, we will invite RWA member agencies to join brewery visits. This strengthens partnerships, builds trust, and provides additional information on water-wise rebates that may be of interest to breweries.
- **Provide Free Promotional Materials:** Breweries will receive coasters (and other materials as budget allows), including a new coaster design.

To amplify the campaign’s reach and highlight participating breweries, we will also continue:

- **Social Media Engagement:** Feature partners in #ThirstyThursday posts, showcasing their use of campaign materials and celebrating their support for water efficiency.
- **Web Presence:** Update the existing webpage highlighting brewery partnerships (BeWaterSmart.info/beer) with partnering breweries and those implementing water-wise actions. The updated version can include photos from our partners, quotes from brewers, logos of all our participating breweries, and more information on the new rebate program.
- **Sacramento Republic Sponsorship:** We will continue in-stadium and restroom signage at Heart Health Park to support brewery partnerships. The BeWaterSmart team will also participate in

the Sacramento Republic’s Craft Brew Festival in June, an event that offers a great platform for promoting lawn replacement rebates to a younger, beer-loving demographic.

- **Media Outreach.** We can also pitch stories to regional and industry (water and brewery) media about the program, our partners, and their actions to conserve.

TITLE	ESTIMATE
Account Supervisor	\$18,705
Direct Cost: Printing of Coasters	\$6,295
TOTAL TASK AMOUNT	\$25,000

Partnerships with Local Gardening and Tree Care Influencers

Continue RWA’s partnerships with online gardening influencers and continue to develop one new one. These online influencers are already regularly producing content and have a ready-made microphone (existing communication outlet and fan base). Our goal will be to continue to encourage their communication of BWS topics, messages and tips; build the BWS brand with their audience as the go-to place for water efficiency; and amplify their voice among BWS audiences.

- **Garden Tours:** Partner with local garden tours to distribute information about rebates and BWS gardening gloves at garden tours.
- **Debbie Arrington: Sacramento Digs Gardening (Influencer, Strategic Advisor and Writer):** Longtime Home and Garden reporter Debbie Arrington has teamed with writing colleague Kathy Morrison to produce the blog Sacramento Digs Gardening. Debbie will continue to have a triple role with the 2024 program: Be Water Smart will sponsor her blog; and Debbie will serve as a Strategic Advisor and Writer for RWA, producing monthly stories that Water Efficiency Program participants are able to use in their outreach. Sponsored stories/eblasts include a promotional message from Be Water Smart, as well as the BWS logo on her Facebook page and YouTube channel. We will continue to work to enhance this relationship to explore additional mutually beneficial partnership options.
- **Green Acres Garden Podcast (Influencers and Podcast):** The Green Acres Garden Podcast features interviews with GA experts and others from the community. Sponsored podcasts include a promotional message from Be Water Smart. In addition, RWA will pitch topics to be included on the show and explore additional options for exposure.
- **Marlene Simon “The Plant Lady” (Influencer):** Marlene is an existing partner with RWA and local water providers with a substantial social media following, YouTube channel with tips; podcast (“Flower Power Garden Hour” 2,000+ subscribers); “Ask the Plant Lady” feature on KMAX; and a monthly Sacramento Bee article gardening. Sponsored podcasts include a promotional message from Be Water Smart, as well as the BWS logo on her Facebook page and YouTube channel. We will continue to work to enhance this relationship to explore additional mutually beneficial partnership options.
- **Sacramento Tree Foundation:** Continue RWA’s ongoing partnership with the Sacramento Tree Foundation to promote water-wise tree care practices. This may include utilizing media outreach and/or RWA’s advertising buy to co-promote messaging.

- **“Garden Smart” Publication:** In 2021, Be Water Smart created a glossy home and garden magazine distributed for free by nurseries throughout the Sacramento region. The scope includes funding for outreach to and distribution of the magazine to nurseries interested in partnering with RWA to distribute the publication again.

Sacramento Republic Sponsorship/Partnership

Continue the enhanced partnership with the Sacramento Republic FC, Sacramento’s popular minor league soccer team. Partnership items include:

- A 30-second live digital LED advertisement that aired during home games.
- Spotlight signage at the northeast corner of the stadium, near the Craft Beer tent.
- Posters displayed in restroom stalls.
- NEW: Participation in the Sacramento Republic Craft Brew event in June 2025.
- UNLESS SOLD: Summer Strong messaging wrapped around two water refill stations, located on the East and West sides of Heart Health Park

TITLE	ESTIMATE
Project Manager/Principal(s)	\$11,390
Graphic/Web Designer	\$780
Direct Cost: Sacramento Republic Sponsorship	\$47,250**
Direct Cost: Other Sponsorships	\$4,600
Direct Cost: Delivery of H&G Magazine	\$1,200
Direct Cost: Printing of postcards and flyers	\$1,000
TOTAL TASK AMOUNT	\$66,220

***To be paid directly by RWA. FYI: \$22,250 to be paid with grant funding and the remaining \$25,000 to come from the sponsorship budget.*

SCHOOL EDUCATION: DRIP DROP, HIP HOP

The Regional Water Efficiency Program (RWEP) will continue its successful school education initiative, *Drip Drop, Hop Hop: A Journey Through the American River Watershed*, in partnership with NorCal Arts. In 2025, the program will expand to serve 75 to 100 elementary schools in Placer and El Dorado counties. This program teaches students about the source of their water, the importance of conservation, and the most effective ways to save water.

A new addition this year is a hands-on activity developed in collaboration with the nonprofit ReCreate. This activity is designed to deepen student engagement and reinforce water sustainability lessons through creative, interactive experiences. As of March 1, 2025, the program is fully booked and will reach 100 classrooms, with consultant support provided as part of Task Order 42.

Shower Timer Assembly, Packaging and Delivery: This support also includes assembling, packaging and delivering shower timers to schools.

TITLE	ESTIMATE
Project Coordinator	\$2,200
Direct Cost: Delivery of Shower Timers	\$600
TOTAL TASK AMOUNT	\$2,800

CII SECTOR: FOCUS GROUP RESEARCH AND COMMUNICATIONS STRATEGY

The commercial, industrial, and institutional (CII) sector is one of the most diverse groups of water users in urban areas. It includes everything from retail stores and office buildings to schools, hotels, car washes, and manufacturing facilities. Each of these businesses or institutions has distinct water use patterns, shaped by their specific operational needs. This diversity makes the CII sector a complex yet critical focus for water efficiency programs, especially with new conservation regulations coming into play.

One of the primary challenges for water providers is identifying and connecting with the right decision-makers within these organizations. For example, homeowners associations (HOAs), a subset of CII customers, can be particularly hard to engage due to their layered decision-making structures and multiple approval processes. However, the potential for water savings in this group is significant, as HOAs typically use large amounts of water for landscape irrigation.

To address these challenges, a strategic, focused approach is necessary. Understanding the motivations behind businesses' investments in water efficiency, overcoming participation barriers, and tailoring programs to fit the diverse needs of CII customers will be key in driving progress.

Research Needs: This research aims to uncover insights that will inform a regional rebate and education/outreach program aimed at enhancing water efficiency in the CII sector. The objectives are to understand the drivers, obstacles, and strategies that will educate and incentivize CII customers to adopt water-efficient technologies, utilize available rebates, and adhere to the Non-Functional Turf (NFT) watering ban.

Objectives: The study will focus on exploring the following areas and identifying common themes across industries:

Perceptions:

- Customer perceptions of existing rebate programs and watering bans.
- The main challenges businesses face in managing water use, and how water providers can better support these businesses in overcoming these challenges.
- The extent to which businesses recognize common water-waste issues (e.g., leaks, inefficient equipment) as important to address.

Barriers:

- The key barriers preventing businesses from adopting water-efficient technologies and practices (e.g., cost, complexity, lack of information).

Decision-Making Process:

- Who within the business is responsible for making water conservation decisions, and the factors that influence this decision-making process.

Potential Solutions:

- The top two or three water-saving actions businesses are most willing to implement (e.g., equipment upgrades, behavioral changes).
- The role of cost savings as a motivator for adopting water-efficient practices.
- The appeal of potential solutions (e.g., rebates, direct installations, water wise business calls, free items).
- The potential of leak rebates/checks as an entry point for other water-wise actions.
- The value of easy-to-implement solutions (e.g., pre-rinse spray valves, commercial toilets) as cost-effective starting points for water efficiency.
- To what extent educational resources such as flyers, videos, etc. would be helpful.

Messages, Influencers, and Tools:

- The most effective messages for influencing behavior change.
- The role of case studies from similar businesses, endorsements from industry influencers, and recognition programs in encouraging water efficiency.

Characteristics of Past Participants:

- For past rebate program participants: Were they already planning to make changes before seeking rebates, and what support or resources would have helped them in the process?

Approach: Two online focus groups will be conducted with business managers:

- One group will consist of HOA decision-makers.
- The other group will include a mix of representatives from three different CII industries.

These three sectors will be distinct, but much like residential focus groups where participants with varying characteristics are combined, we will look for commonalities across the sectors. By identifying shared motivators, barriers, and preferences, we can develop outreach strategies that resonate across sectors.

Each group will have eight participants, with the expectation that six to eight will attend. Sessions will last approximately 90 minutes, and participants will receive a \$200 incentive for their time. RWA will observe both sessions via live streaming, and all discussions will be video-recorded for later reference.

Recruitment: To ensure the right participants are engaged, we will use the same recruitment strategy that proved successful in RWA's 2021 focus groups with influencers on the Water Bank. It is critical that participants represent the target audience for the rebate program and are decision-makers within their organizations.

The process will involve RWA pre-recruiting individuals from a list of target businesses and reaching out directly to invite them to participate. A list of confirmed participants will then be provided to Elliot Benson staff, who will follow up to confirm participation and schedule the sessions.

To facilitate the exchange of ideas, include one or two participants who are already involved in water efficiency or rebate programs. This will provide insights into the messages that are most effective in persuading participants.

CII Communications Strategy: Based on the research results, a Communications Strategy and template tools will be developed for the RWEP and water providers to support their outreach to businesses. The strategy may include:

- Clear, actionable key messages.
- Promotional materials, such as flyers and informational items.
- Tools for HOAs to communicate effectively with their residents.
- Information on rebate programs, including turf removal rebates.
- Details on Water Wise Business Calls and what they include.
- Window clings for businesses to display their water efficiency efforts.
- Case studies that can be highlighted through videos, social media, media outreach, and other channels.

TITLE	ESTIMATE
Project Manager/Principal(s)	\$5,100
Graphic/Web Designer	\$1,820
Direct Cost: Researcher	\$18,000**
TOTAL TASK AMOUNT	\$24,920

***To be paid directly by RWA.*

MEDIA OUTREACH

Continue both proactive and reactive outreach by developing news releases, media statements and letters to the editor. This task includes creating talking points, pitching and coordinating interviews.

TITLE	ESTIMATE
Project Manager/Principal(s)	\$8,000
TOTAL TASK AMOUNT	\$8,000

FOUNDATIONAL ACTIVITIES

Water Provider Tools and Briefing

Develop and deliver one briefing for water provider communications contacts, as well as template tools, to assist water providers with communicating a consistent regional message. The following template tools will be developed:

- Key messages: Overall talking points on water efficiency (Word doc)
- Editorial Calendar that corresponds to the WaterSense calendar and includes Summer Strong Training Tips (March-November) (Word doc)
- Template newsletter/website text water providers can customize and use (April-November) (Word doc)
- Social media tips with supporting graphics (March-November) (Word doc and images)
- BWS Tool Kit on drop box that includes all materials developed for the year (link to materials on drop box)

TITLE	ESTIMATE
Project Manager/Principal(s)	\$7,480
TOTAL TASK AMOUNT	\$7,480

Strategic Advice, Program Coordination, Team Meetings and Reporting

Provide ongoing strategic advice and participate in conference calls and up to eight in-person meetings or calls. The task also includes developing a 2024 annual recap report that outlines program activities in 2024 and demonstrates results.

TITLE	ESTIMATE
Project Manager/Principal(s)	\$10,880
Account Supervisor	\$2,900
Graphic/Web Designer	\$2,990
TOTAL TASK AMOUNT	\$16,770

Be Water Smart Events Team and Collateral

The Be Water Smart events team will represent RWEPP members at three regional events that reach multiple RWEPP agency customers. For events aimed at residential customers, our team will provide water-wise tips, encourage visitors to sign the pledge banner, collect e-mails for those who wish to sign up for the BWS e-mail list, as well as identify a customer's water provider and connect them with services. Events include:

- ECOS Earth Day (April)
- Sacramento Republic Brew Festival (June)
- Farm to Fork Festival (September)

Collateral Items

Restock Be Water Smart stocks of collateral to support event outreach and mailing. Items may include the following:

- New Summer Strong pledge banner (3)
- Leak kits (1,000)
- Gloves (500)

In addition, coordinate a regional collateral buy to help RWEPP participants obtain a lower per-item cost (bulk pricing).

TITLE	ESTIMATE
Project Manager/Principal(s)	\$3,060
Account Supervisor	\$1,450
Be Water Smart Events Team	\$325
Direct Cost: Collateral	\$1,980
• Pledge banner (3)	
• Gloves (500)	
• Leak kits (1,000)	
TOTAL TASK AMOUNT	\$6,815

Online Support

Website Review and Content: Continue to provide content for the site. Our estimate includes drafting text for up to five new pages to be added to BeWaterSmart.info.

E-blasts to the Be Water Smart E-blast List: Customize template newsletter/website text developed for water provider communications contacts and distribute to the BWS e-blast list. Task assumes nine total eblasts (March-November), each with a different story.

TITLE	ESTIMATE
Project Manager/Principal(s)	\$2,720
TOTAL TASK AMOUNT	\$2,720

Additional Initiatives/Support

Collateral Mailing: Support RWA’s partnerships/sponsorships and digital advertising campaign by facilitating the packaging and mailing of collateral items to partners and/or customers within the RWEP participant area. RWA to provide postage.

Mulch Mayhem: Support RWA Water Efficiency Program participants in their Mulch Mayhem events by updating the regional flyer, online advertising and media outreach, as well as providing coordination support.

TITLE	ESTIMATE
Project Manager/Principal(s)	\$2,720
Graphic/Web Designer/Multimedia	\$390
Project Coordinator	\$550
Direct costs: postage	\$500
TOTAL TASK AMOUNT	\$4,160

TOTAL OUTREACH PROGRAM **\$313,915**

Total direct costs to be paid by RWA *\$177,250*
(advertising, Sac Republic sponsorship, and researcher)

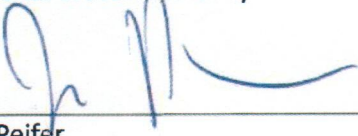
TOTAL IN COMMUNICATIONS TASK ORDER (TO 43): **\$136,665**

Scope and program costs may be modified by mutual agreement of RWA staff and IN COMMUNICATIONS in response to RWA’s Regional Public Outreach and Communications Request for Proposals (RFP) released on April 8, 2025.

FEE SCHEDULE

Title	Personnel	Rate/Hour
Project Manager/Principal(s)	Christine Kohn Bruce Hartzell	\$170
Strategic Advisor/Writer	Debbie Arrington	\$170
Multimedia	Chris Guzman	\$160
Account Supervisor	Max McSlavkin	\$145
Graphic/Web Designer/Photographer	Meredith Carty Kevin Meier	\$130
Project Coordinator	Chris Perry	\$110
Events Team	TBD	\$65

Regional Water Authority

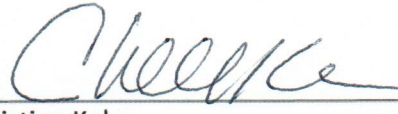
By 

 Jim Peifer
 Executive Director

Date

4/21/2025

IN Communications

By 

 Christine Kohn
 Principal

Date

4/22/25

###



Topic: Compensation and Classification Study
Type: Old Business
Item For: Action
Purpose: Policy 400.2 (Compensation Policy), 400.3 (Job Descriptions),
400.5 (Job Descriptions)

SUBMITTED BY:	Jim Peifer Executive Director	PRESENTER:	Jim Peifer Executive Director
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EXECUTIVE SUMMARY

This is an action item for the Executive Committee to consider and recommend to the Board of Directors approval of Finance Director Classification and associated compensation.

STAFF RECOMMENDED ACTION

Recommend actions: (1) Receive supplemental information and provide direction on the RGS Classification and Compensation Report; (2) Recommend approval of the job description for Finance Director; and (3) Direct staff to update Salary Schedule to reflect Board Clerk - Project Manager and Finance Director positions

BACKGROUND

Last year, at the request of the Executive Director, the Executive Committee directed the staff to have a Human Resources consultant perform a classification and compensation study for the Executive Assistant and Finance and Administrative Services Manager. RGS is the consultant that was hired to perform the study, and they provided a report for Board Clerk – Project Manager in March and Finance Director in April.

At the March 25th Executive Committee meeting, the Committee considered and approved a new classification and salary for Board Clerk – Project Manager. That classification was recommended to the Board of Directors to approve but the Board of Directors has not taken action on approving the proposed classification.

At the April 22nd Executive Committee meeting, the Committee considered and recommended approval of a new classification and compensation for the Finance Director.

At the May 8th Board meeting, the Board of Directors considered a reclassification and associated compensation for two new positions: Board Clerk – Project Manager and Finance Director. The Board of Directors took action to request additional information prior to considering the approval of the item. Specifically, the Board requested compensation data from other organizations before making a decision on compensation.

At the May 27th Executive Committee meeting, the Committee directed the staff to request external compensation data from water agencies. The Committee discussed obtaining comparable data from organizations that have a similar mission or function to the RWA, such as the Association of California Water Agencies, the California Municipal Utilities Association, etc. (“RWA Like” agencies). In addition, data from agencies used in the last salary survey conducted in 2022 was requested.

RGS submitted data on comparable agencies and that data is attached. RGS was not able to find comparable classifications for the “RWA Like” agencies but was successful in obtaining data from nine RWA member agencies. When RGS compare classifications, they employ comparisons such as experience, education, certifications and other differentiators. They were not able to obtain such comparisons from “RWA Like” organizations because they either declined to provide that information, or they did not have a similar position.

Policy 400.2 governs the compensation and the reviews of compensation for the RWA and SGA staff. The policy includes the following directions:

It is the intent of the Authority to provide employee compensation (pay and benefits) that is fair and equitable and that is comparable, based upon an employee's experience, skills and performance consistent with established job descriptions, and with that of similar water and public entities regionally. As a small, professional, management-focused organization, it is the intent of the Authority to provide employee compensation at or above the labor market for the industry and the geographic area. The compensation practices of the Authority will be competitive within the industry and geographical area to attract the most qualified candidates and to minimize turnover of its employees.

ATTACHMENTS

Attachment 1 – RGS Compensation Data – Finance Director

Attachment 2 – Draft Classification and Compensation Study – Finance Director

Attachment 3 – Policy 400.2

FINANCE DIRECTOR

DEFINITION

Under administrative direction, plans, organizes, and manages all fiscal activities including accounting, financial planning, cash and asset management, treasury management and investments, debt management, revenue administration and collection, purchasing, budget, cost allocations, and payroll; provides highly responsible and complex professional assistance to the Executive Director and others; performs related duties as required.

DISTINGUISHING CHARACTERISTICS

The Finance Director is a single incumbent management classification. Within a framework of overall goals and objectives, the incumbent directs agency-wide finance and related support services, which include accounting, budgeting, financial planning and reporting, debt management, and cash management.

SUPERVISION RECEIVED AND EXERCISED

Receives administrative direction from the Executive Director or their designee. May exercise supervision over assigned administrative staff.

EXAMPLES OF DUTIES:

Below is a descriptive list of the range of duties performed by employees in this classification. These examples are not intended to reflect all duties performed within the job, and not all duties listed are necessarily performed by each individual.

- Prepares and administers internal policies and procedures related to assigned activities; interprets and explains applicable rules, laws, and regulations to others.
- Maintains accounting records in accordance with GAAP and GASB.
- Prepares month and year-end closing entries; performs monthly/annual reconciliations for all accounts, including bank, grant, subscription programs, and capital assets; prepares financial statements for RWA (Regional Water Authority) and SGA (Sacramento Groundwater Authority).
- Conducts financial reviews of the agency's operations and activities and reports findings and recommendations to the Executive Director and Board of Directors.
- Manages and coordinates annual audits with external auditors and prepares the requested audit materials, schedules, and reports.
- Attends Board of Director and Board Committee meetings; prepares and presents staff reports and agenda items for consideration by the Board; serves as advisor to the Executive Director and Board on financial planning issues.
- Ensures that purchases of materials, supplies, and equipment are conducted according to agency policies and procedures.
- Performs financial modeling and analysis and maintains budget and forecasting models; administers the budget process and periodically reports on the status of budget to actual.

- As Treasurer for RWA and SGA, oversees cash management, investments, and debt management activities; recommends and implements financial strategies and activities related to the administration of investment, financial, and banking/operational programs.
- Monitors financial trends, investments, economic conditions, and markets in order to predict the impact on the agency.
- Manages the agency's Human Resources activities, including benefits administration, coordination and tracking of training, and management of personnel files.
- Oversees the processing of payroll and all related reporting; ensures proper timesheet coding for cost allocation purposes.
- Oversees and directs Information Services activities and the development and implementation of long-term technology requirements.
- Manages state and federal grants to ensure compliance with agreements; oversees grant coding, billing, and budgeting.
- Monitors and maintains compliance with pertinent federal, state, and local laws, codes, regulations, and ordinances; implements procedures to ensure compliance with applicable laws and regulations.
- Performs other related duties as required.

QUALIFICATIONS

Knowledge of:

- Principles, practices, and methods of current governmental accounting, auditing, purchasing, and budgeting
- Generally Accepted Accounting Principles (GAAP) and Governmental Accounting Standards Board (GASB) statements.
- Financial strategies, modeling, and analysis.
- Principles and practices of cash management and investments.
- Uses and application of information technology in the maintenance of accounting records, statistical applications, financial administration, and purchasing administration.
- Principles and practices of budget preparation, management, and administration.
- Principles and practices of leadership, motivation, team building, and conflict resolution.
- Pertinent local, State, and Federal laws, rules, and regulations.
- Principles and practices of Human Resources management.
- Modern office procedures, methods, computer software, and hardware.
- Principles and practices of sound business communication; correct English usage, including spelling, grammar, and punctuation.

Ability to:

- Read, understand, and interpret complex documents related to assignments.
- Perform detailed accounting work in the maintenance of the general accounting, budget, and cost systems of the agency.
- Plan, organize, direct, and coordinate budget administration.
- Provide specialized or general analysis in support of various accounting functions.

- Prepare journal entries and maintain ledgers.
- Communicate clearly and concisely, both orally and in writing; explain complex fiscal information in an easily understandable manner.
- Attend Board of Director and Board Committee meetings and present staff reports and agenda items for consideration by the Board.
- Compile and analyze data to prepare and support reports.
- Research issues related to assigned area of responsibility.
- Effectively administer the agency's human resources activities.
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Maintain confidentiality of records and information.
- Effectively operate a computer and standard business software programs and databases related to the area of assignment.
- Establish and maintain effective working relationships with those contacted in the course of the work.

Education and Experience:

Any combination of training and experience that would provide the knowledge, skills, and abilities necessary to perform the duties of the position. A typical way to obtain the knowledge and abilities would be:

- Equivalent to a bachelor's degree from an accredited college or university in accounting, finance, business or public administration, public policy, or a closely related field.

AND

- Six (6) years of professional accounting and finance experience, including two (2) years in a municipal or similar setting in a management capacity.

Licenses and Certifications:

- Current valid Certified Public Accountant (CPA) license from the State of California Board of Accountancy.
- Possession of a valid California Class C Driver's License with a satisfactory driving record.

PHYSICAL, ENVIRONMENTAL, AND WORKING CONDITIONS:

Physical Demands

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; and to attend meetings and to visit various sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone. This is primarily a sedentary office classification although standing in work areas and walking between work areas may be required. Finger dexterity is

needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push, and pull drawers open and closed to retrieve and file information. Employees must possess the ability to lift, carry, push, and pull materials and objects up to 25 pounds; and are required to attend off-site board, committee, and other meetings.

Environmental Elements

Employees work in an office environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances.

Working Conditions

May be required to work a varied schedule of hours, which may include evenings, weekends, and holidays.

DRAFT

REGIONAL WATER AUTHORITY
2025 CLASSIFICATION STUDY REPORT
FINANCE & ADMINISTRATIVE SERVICES
MANAGER

Prepared for:



5620 Birdcage Street, Ste 180
Citrus Heights, CA 95610

Prepared By:



P.O. Box 1350
Carmel Valley, CA 93924

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ATTACHMENTS

Class Specification – Finance Director

EXECUTIVE SUMMARY

The Regional Water Authority (RWA) engaged Regional Government Services (RGS) to conduct a classification study for the Finance & Administrative Services Manager classification. The purpose of the study was to determine whether the current classification accurately reflects the level and scope of work performed by the incumbent.

METHODOLOGY

The methodology employed in conducting this study was as follows:

- Review and analyze the Position Description Questionnaire (PDQ), current classifications within the agency, and other related documents.
- Interview the incumbent to discuss and clarify all submitted documentation and review the position's duties and responsibilities.
- Analyze the scope and complexity of the responsibilities and tasks performed and the required skills, knowledge, and abilities.
- Develop recommendations based on the analysis of the above information.

BACKGROUND

The incumbent performs highly complex analytical financial work for the Regional Water Authority and the Sacramento Groundwater Authority (SGA). His work supports numerous boards/members, projects, programs, and activities governed by various laws, rules, and regulations. The following background is provided to understand better the breadth and scope of their work and the agency.

The Regional Water Authority was formed to serve, represent, and align the interests of regional water providers and stakeholders and improve water supply reliability, availability, quality, and affordability. RWA members include cities, water and irrigation districts, mutual water companies, investor-owned water utilities, and community services districts.

RWA Board of Directors – 22 Member agencies (with two representatives per agency)
Member agencies of the RWA may appoint two representatives to the Board of Directors, either of whom may cast a single vote on behalf of their agency. All are welcome at the meetings.

RWA Executive Committee – 9 Members

The RWA Board of Directors coordinates and monitors the activities of RWA staff, reviews and approves routine business decisions, and serves as a sounding board for ideas on behalf of the Board of Directors.

RWA Associates – 7 member agencies

An “RWA Associate” class of membership was established in 2003 to include public and/or private entities that are not water utilities but have an interest in regional water matters. Associate members do not hold a seat on the RWA Board but are able to participate in regional water policy discussions and RWA programs/partnerships and receive other benefits of RWA membership.

SGA – 16 member agencies

The SGA draws its authority from a joint powers agreement (JPA) signed by the cities of Citrus Heights, Folsom, and Sacramento and the County of Sacramento. The signatories manage the basin cooperatively by creating a governing board of directors comprised of representatives of 16 water agency members and other water users within their jurisdiction.

STUDY FINDINGS

The class specification indicates that the position plans, organizes, directs, manages, and reviews the financial and accounting operations of the RWA and SGA; administers human resource functions; ensures that general office administrative support is provided; and serves as Board Secretary and Treasurer.

While not currently required for the position, the incumbent is a Certified Public Accountant (CPA). His level of skill, experience, and certification allows him to perform activities previously managed via an outside contract/consultant, including preparing closing and financial statements. This has allowed the agency to eliminate the expense of this contract service (over \$60,000/year). Since joining the agency, the incumbent has made corrections that were noted in prior audits, and the recent audit contained no new findings.

The incumbent prepares and manages the agency budgets, financial statements, and state-mandated reports, as well as prepares board reports for both the RWA and the SGA, with little need for direct involvement of senior management. Because the agency serves both the RWA and SGA, costs must be appropriately allocated. The incumbent has streamlined the allocation process, made adjustments, and created processes to ensure the allocations are accurate and can be supported and explained.

The incumbent serves as the Treasurer for both the RWA and the SGA, which involves planning, recommending, and implementing financial strategies and activities related to the administration of investment, finance, and operational programs. He monitors financial trends, investments, economic conditions, and markets to predict their impact on the agency.

The incumbent ensures that fiscal activities are in compliance with GASB guidelines, federal, state, and local laws, regulations, codes, and standards, as well as RWA and SGA guidelines, policies, and regulations. His advanced knowledge and experience have allowed the agency to modify some internal procedures, including ensuring adequate internal controls are in place. He administers RFPs and oversees purchasing and monitoring of contracts and agreements. The

incumbent manages state and federal grants to ensure compliance with agreements and oversees grant record-keeping, billing, and budgeting.

The incumbent exercises independent judgment, deals professionally and tactfully with elected and appointed officials, and is able to present and explain complex financial information to various individuals. The incumbent oversees the agency's technological needs and serves as a liaison with the outside contractor.

As is often the case in smaller agencies, the incumbent is responsible for the human resources, payroll, and accounts payable/receivable activities. This requires knowledge of employee benefits, retirement systems, payroll, safety, and public accounting. It requires maintaining current knowledge of pertinent laws, regulations, and rules and compliance with all reporting requirements. The incumbent maintains all necessary records and files in a confidential and compliant manner.

ANALYSIS

The analysis showed that the incumbent performs all the duties identified in the Finance and Administrative Services Manager class specification. Because of his experience, knowledge, education, and certification, he also performs additional duties beyond those required of the current position, some of which were previously contracted to outside consultants.

The incumbent is responsible for developing and implementing policies that dictate how funds will be allocated. The possession of a CPA provides him with the expertise to be heavily involved in the agency's audits, prepare complex financial reports, and ensure the agency's activities and records are in compliance with applicable laws and regulations. He is able to recognize and respond appropriately to changing conditions and explain complex financial issues to stakeholders with varying levels of fiscal expertise. These duties and responsibilities are beyond the scope of those customarily assigned to a Finance Manager classification and are not reflected in the current Finance and Administrative Manager class specification.

SALARY CONSIDERATIONS

Due to the recommended classification's specialized set of duties, skills, abilities, and qualifications, it is challenging to find sufficient data to make valid salary recommendations based on external market data. Therefore, RGS conducted an internal salary alignment analysis to determine the appropriate salary recommendation. This included reviewing and comparing the following classification factors to those of other Authority job classes to determine the appropriate salary ties.

- Authority and Autonomy in Decision Making.
- Scope and Complexity of the work.
- Types and Frequency of Contacts.
- Supervision Exercised and Received.

- Knowledge, skills, and ability are required both at entry and learned after entry.
- Minimum Education and Experience required for successful performance.
- Required licenses and certifications.

RGS has recommended the reclassification of the Finance and Administrative Services Manager to the Finance Director. This is due to the expanded breadth of responsibility of the position. As stated, as the incumbent is a CPA, he is able to perform duties significantly beyond the scope of the Finance Administrative Manager classification. Due to his expertise, he makes high-level fiscal decisions on behalf of the Authority and provides expert professional support to the Executive Director and the Board of Directors. His level of expertise and designation as a CPA have also allowed the Authority to lessen its dependence on outside consultants, allowing the Authority to work directly and more successfully with outside auditors. These factors support a significant salary adjustment to the Finance and Administrative Services Manager classification.

RECOMMENDATIONS

The RWA is a unique organization with a complex operation. The incumbent manages duties that serve two entities. He brings advanced-level training, certification, and experience to his position. As noted in the analysis, he performs at a level significantly above his allocated position. The agency would likely require additional resources to accomplish the work in his absence.

These factors create a distinct situation and opportunity for the agency. Since there isn't an existing classification that fully matches the work being performed, the needs of the agency, and the capabilities demonstrated by the incumbent, RGS recommends the following:

- Adopt the classification of Finance Director to accurately reflect the full scope of duties currently being performed by the incumbent, which are required and valued by the agency. The qualifications for the classification reflect the advanced level of knowledge, experience, and certification in line with those of the incumbent.
- Set the salary for the Finance Director twenty-five percent (25%) above the current salary range for the Finance and Administrative Services Manager classification, with a salary range as follows:

Classification	Step 1	step 2	Step 3	Step 4	Step 5	Step 6
Finance Director	\$14,049	\$14,571	\$15,114	\$15,678	\$16,263	\$16,858

- Reclassify the current Finance & Administrative Services Manager position to the Finance Director position and place the incumbent at the appropriate salary step in the recommended salary range.

ADDITIONAL RECOMMENDATIONS

Due to the incumbent's specific skillset, it is recommended that the existing classification of Finance & Administrative Services Director and related salary be retained in the agency's classification plan. This would allow the agency the flexibility to utilize it if needed in the future. In the event that the incumbent were to leave the agency, it may not be possible to fill the position with an individual who possesses the same level of experience, education, and certification as the existing incumbent. By retaining this classification and salary in the agency's system, there would be flexibility, if needed, for future recruiting purposes.

**REGIONAL WATER AGENCY
FINANCE DIRECTOR**

	Agency	Class Title	Max Monthly Salary
0	Regional Water Authority[•]	Finance Director	\$16,858.00
1	Association of California Water Agencies	NCC	-
2	California Association of Sanitation Agencies	NCC	-
3	California Municipal Utilities Association	NCC	-
4	California Special Districts Association	NCC	-
5	Citrus Heights Water District ¹	Director of Finance and Administrative Services	\$17,489.33
6	El Dorado Irrigation District ¹	Director of Finance	\$18,725.73
7	Elk Grove Water District ¹	Finance Manager/Treasurer	\$18,855.20
8	Fair Oaks Water District ¹	Finance Manager	\$13,722.83
9	Northern California Water Association	NCC	-
10	Placer County Water Agency ¹	Director of Financial Services	\$19,458.92
11	Sacramento Area Council of Governments	Deputy Executive Director of Operations	\$19,500.00
12	Sacramento Suburban Water District ¹	Director of Finance and Administration	\$16,102.00
13	San Juan Water District ¹	Director of Finance and Human Resources	\$17,898.40
14	Yuba County Water Agency ¹	Director of Finance	\$21,800.13
		Number of Matches	9
		Median of Comparators	\$18,726
		% Above/Below	-9.97%
		Average of Comparators	\$18,173
		% Above/Below	-7.23%
		62.5 Percentile of Comparators	\$18,807
		% Above/Below	-10.36%

NCC - No Comparable Classification

- Proposed class title and salary listed

¹ Member Agencies

CLASSIFICATION NOTES

Regional Water Authority

Association of California Water Agencies
California Association of Sanitation Agencies
California Municipal Utilities Association

California Special Districts Association

***Requires 6 yrs of finance exp, including 2 yrs in a management capacity in a public agency.**

***Requires BA**

***Requires CPA**

NCC - Controller position a lower level

NCC - Called and verified with the agency

NCC - Called and verified with the agency

NCC - Received salary information for Chief Finance & Operations Officer, but no job description. Could not determine comparability.

Citrus Heights Water District ¹

***Requires 8 years of experience, 3 years of administration & management responsibility**

***Requires BA**

***CPA preferred**

***No additional compensation for CPA**

***Requires 8 years of experience, 3 years of management experience**

***Requires BA**

***CPA desirable but not required**

***No stipend provided if someone has the CPA.**

El Dorado Irrigation District ¹

Called and Confirmed with Agency

***Requires 5 years of experience, 3 years of administrative/lead experience**

***Requires BA**

Elk Grove Water District ¹

***No mention of CPA**

***Requires 5 years of experience in a leadership role in public accounting/Finance**

***Requires BA**

***CPA preferred**

Fair Oaks Water District ¹

***No stipend/additional comp provided**

Northern California Water Association

NCC - Failed to respond to multiple inquiries

*Requires 6 years of experience, 3 with administrative/management responsibility

*Requires BA

Placer County Water Agency¹

*No mention of CPA

*Requires 10 years of broad experience, 5 years of supervisory experience

*Requires BA

Sacramento Area Council of Governments

*No mention of CPA

*Requires 8 years of experience, 5 years in management/supervision

*Requires BA

Sacramento Suburban Water District¹

*No mention of CPA

*Requires 10 years of experience in finance & HR, 3 years of admin/management exp

*Requires BA

San Juan Water District¹

*No mention of CPA

*Requires 5 years of experience

*Requires BA

Yuba Water Agency¹

*No mention of CPA

REGIONAL WATER AUTHORITY POLICIES AND PROCEDURES MANUAL

Policy Type	Human Resources
Policy Title	Employee Compensation Policy 400.2
Policy Number	400.2
Date Adopted	September 9, 2004
Date Amended	September 13, 2012 January 10, 2019 November 9, 2023 July 11, 2024

EMPLOYEE COMPENSATION POLICY

It is the intent of the Authority to provide employee compensation (pay and benefits) that is fair and equitable and that is comparable, based upon an employee's experience, skills and performance consistent with established job descriptions, and with that of similar water and public entities regionally. As a small, professional, management-focused organization, it is the intent of the Authority to provide employee compensation at or above the labor market for the industry and the geographic area. The compensation practices of the Authority will be competitive within the industry and geographical area to attract the most qualified candidates and to minimize turnover of its employees.

The Executive Director will have the authority to set and change employee base rate of pay in accordance with the intent of this Policy and within the budgetary guidelines approved by the Board of Directors. As part of the annual budget review process, the Executive Director will be responsible for preparing and presenting a labor budget to the Board of Directors in accordance with this Policy. The Board of Directors will consider, amend as required, and approve the annual labor budget for the Authority. Once the labor budget has been approved, the Executive Director may determine in his or her discretion how to apply any approved increase to each employee's existing base rate of pay. Changes to employee benefits will generally require Board action to approve changes to the Employee Handbook and other policies.

The specific terms of this Policy apply to staff only, except as specified in Section IV, below. All aspects of the Executive Director's compensation are subject to Board approval of an employment contract.

I. Pay Ranges

It is the Authority's Policy to provide a program for advancement of its employees within the pay range of their position using a merit-based system based on objective regular goal

setting and performance evaluations. Employees will typically advance within their pay range annually, subject to the discretion of the Executive Director, based on evaluation of the employee's performance and growth in responsibility and/or expertise in performing the work of the position. The Executive Director may move an employee to a higher-level classification or provide a merit-based salary increase, predicated upon performance, experience and documented needs of the organization.

All classification pay ranges shall typically be established with a 20% range between the minimum and maximum of the range. Except as provided below, steps will be established within each range to provide guidelines for use in annual budgeting. For executive-level positions (currently the Executive Director, Managers of Technical Services, Strategic Affairs, and Government Relations), there will be no steps established within the positions' ranges.

All rank-and-file and executive-level positions shall be eligible for a merit-based salary increase up to no more than 12% per year (equivalent of three steps), as movement through their salary range provided all merit-based salary increases can be covered by the approved budget for the current year. Any increase above 12% for rank-and-file positions must be recommended by the Executive Director and then be ratified by the Board of Directors for exemplary performance or in recognition of unusual circumstances. Any increase above 12% along the salary range for executive-level positions, including the Executive Director, shall be recommended by the Executive Committee and then ratified by the Board of Directors for exemplary performance or in recognition of unusual circumstances. In all cases, a staff report supporting the request for Board approval of an increase above 12% shall describe the nature of the exemplary performance or unusual circumstances.

The Executive Director shall recommend pay ranges for all employment classifications with the Authority, with the exception of the Executive Director position. All changes to the pay scales are subject to review and approval by the Board of Directors.

Any salary increases provided as movement through an employee's approved pay range shall be effective on the first day of the first pay period after the increase was approved

II. Cost of Living Adjustment (COLA)

The Executive Director will consider the United States Department of Labor's Consumer Price Index (CPI) for All Western Small Cities (population under 2.5 million) for the 12 months ending in November of each year in developing the proposed budget for the Authority¹. If the Board approves a budget that includes funding for a cost of living adjustment (COLA), the Executive Director will have the discretion to apply a COLA to all staff salaries, regardless of position within a salary range in the fiscal year for which the budget is adopted.

To avoid penalizing employees at or near the top of the salary range, and to ensure pay ranges remain comparable to the market between compensation surveys, the November CPI will be applied annually in January at an effective date as determined by the Board of Directors in conjunction with the beginning of a payroll period.

Effective July 1, 2024, the Authority will consider CPI data from the 12 months ending in March, with any approved COLA increase becoming effective the first day of the first pay period beginning in July.

III. Compensation Survey

The Executive Committee will generally direct staff to conduct a compensation survey at least every five years to ensure that the total compensation offered by the Authority (base rate of pay and benefits) is consistent with this Policy; provided, however that a compensation survey may be commissioned at any time if directed by the Executive Committee or if recommended by the Executive Director and approved by the Executive Committee. The Executive Committee may also use its discretion to waive or vary the five-year commitment.

Before initiating the survey, staff will brief the Executive Committee and solicit feedback on the scope of the compensation survey, including comparable agencies/organizations to be surveyed and data elements to be collected prior to commencing the survey. Survey organizations should be selected to provide a representative sampling of 1) local water agencies, 2) water-related associations located in the Sacramento region, 3) regional planning organizations within the Sacramento region, and 4) regional membership organizations in the region.

The Executive Director will use the results of the survey to propose modifications to base rate of pay and/or benefits necessary to achieve the intent of this policy. Proposed pay ranges should include consideration of such things as 1) the mean, median and 62.5th percentile of the

compensation data, 2) the comparability of surveyed classifications to RWA job classifications, and 3) RWA experience recruiting and retaining staff in each classification.

IV. Executive Director Compensation

The Board of Directors will establish an Executive Director pay range. The pay range shall be established with the same 20% range between the minimum and maximum of the range as is applied to other staff pay ranges under Section I. There will be no steps established within the range. The Board of Directors shall update the Executive Director pay range annually by the amount of any COLA applied to all staff salaries under Section II.

The Board of Directors shall determine Executive Director compensation within the established Executive Director pay range and such compensation will be subject to

approval of an employment contract by the Board of Directors, with a maximum change of up to 12% annually, consistent with the maximum salary movement of all executive-level positions as described in Section 1. Any annual increase above 12% for the Executive Director must be approved by the Board of Directors for exemplary performance or unusual circumstances. The Executive Committee may direct staff to conduct a survey of executive compensation to guide negotiation of the Executive Director employment contract. The conduct, timing, and scope of such a survey will be at the sole discretion of the Executive Committee.



Topic: Legislative Outlook
 Type: Legislative
 Item For: Action; Take positions
 Purpose: Policy 100.5 and Strategic Plan Priority- Advocacy Objective A

SUBMITTED BY: Ryan Ojakian Manager of Government Relations	PRESENTER: Ryan Ojakian Manager of Government Relations
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EXECUTIVE SUMMARY

This is an action item for the Executive Committee to take positions on state legislation and receive and update on legislative and regulatory actions.

STAFF RECOMMENDED ACTION

Take positions on the following bills as specified.

BACKGROUND

Policy and fiscal committee deadlines are approaching in first house and house of origin deadline is June 6th. RWA is currently tracking approximately 100 bills. Please see attached tracked bill list (Attachment 1).

Bill Number and Author	Bill Summary and recommend position
AB 263 (Rodgers D- Santa Rosa)	Would provide that emergency regulations adopted by the Water Board for the Scott River and Shasta River watersheds shall remain in effect until permanent rules establishing and implementing long-term instream flow requirements are adopted for those watersheds. Current Position: Oppose Recommended Change: Neutral
AB 514 (Petrie-Norris D- Irvine)	Would declare that it is the established policy of the state to encourage, but not mandate, the development of emergency water supplies by local water suppliers, and to support their use during times of drought or unplanned service or supply disruption, as provided. Recommended Position: Support
AB 1232 (Avila Farias D- Concord)	Would include in an Administrative Procedures Act regulatory adoption process an assessment of



	<p>the potential for adverse economic impact of the proposal’s cost of living impacts on residents of the state, as defined.</p> <p>Recommended Position: Support and amend</p>
<p>SB 394 (Allen D- Santa Monica)</p>	<p>Would add to the list of acts for which a utility may bring a civil cause of action to include tampering with a fire hydrant, fire hydrant meter, or fire detector check, or diverting water, or causing water to be diverted, from a fire hydrant with knowledge of, or reason to believe, that the diversion or unauthorized connection existed at the time of use for nonfirefighting purposes or without authorization from the appropriate water system or fire department.</p> <p>Recommended Position: Support</p>
<p>SB 466 (Caballero D- Merced)</p>	<p>Would prohibit a public water system from being held liable in any civil action related to hexavalent chromium in drinking water while implementing hexavalent chromium maximum contaminant level (MCL) compliance plan, as defined.</p> <p>Recommended Position: Support</p>
<p>SB 682 (Allen D- Santa Monica)</p>	<p>Would, on and after January 1, 2027, prohibit a person from distributing, selling, or offering for sale a covered product that contains intentionally added PFAS, as defined, except for previously used products and as otherwise preempted by federal law.</p> <p>Recommended Position: Support</p>

In addition to action on the bills above the EC is being asked to confirm the RWA support for AB 1413 (Papan D- San Mateo). The Executive Director in concurrence with General Counsel adopted the position in order to met legislative timelines and that immediate action was necessary to protect the interests of the Authority’s Members and Contracting Entities, and that the position is consistent with the applicable approved RWA policy principles.

FINDING/CONCLUSION

This information is consistent with Policy Principles adopted as part of RWA policy 100.5 and Strategic Plan Priority- Advocacy Objective A.

ATTACHMENTS

Attachment 1- 2025 Tracked Bill

RWA Tracked Bills Report 4/23/2025

[AB 23](#) (DeMaio R) The Cost of Living Reduction Act of 2025.

Current Text: Amended: 3/25/2025 [html](#) [pdf](#)

Status: 3/26/2025-Re-referred to Com. on U. & E.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 43](#) (Schultz D) Wild and scenic rivers.

Current Text: Introduced: 12/2/2024 [html](#) [pdf](#)

Status: 4/9/2025-In committee: Set, first hearing. Referred to APPR. suspense file.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Position: WATCH

[AB 52](#) (Aguiar-Curry D) Native American resources.

Current Text: Amended: 4/21/2025 [html](#) [pdf](#)

Status: 4/22/2025-Re-referred to Com. on NAT. RES.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Position: WATCH

[AB 59](#) (Aguiar-Curry D) Reclamation District No. 108: hydroelectric power.

Current Text: Amended: 3/27/2025 [html](#) [pdf](#)

Status: 4/2/2025-In Senate. Read first time. To Com. on RLS. for assignment.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Position: WATCH

[AB 66](#) (Tangipa R) California Environmental Quality Act: exemption: egress route projects: fire safety.

Current Text: Amended: 2/24/2025 [html](#) [pdf](#)

Status: 4/9/2025-In committee: Set, first hearing. Referred to APPR. suspense file.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 93](#) (Papan D) Water resources: demands: data centers.

Current Text: Amended: 4/10/2025 [html](#) [pdf](#)

Status: 4/21/2025-Re-referred to Com. on L. GOV.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 259](#) (Rubio, Blanca D) Open meetings: local agencies: teleconferences.

Current Text: Amended: 4/21/2025 [html](#) [pdf](#)

Status: 4/22/2025-Read second time. Ordered to third reading.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 263](#) (Rogers D) Scott River: Shasta River: watersheds.

Current Text: Amended: 4/10/2025 [html](#) [pdf](#)

Status: 4/21/2025-Re-referred to Com. on APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Position: OPPOSE

[AB 269](#) (Bennett D) Dam Safety and Climate Resilience Local Assistance Program.

Current Text: Introduced: 1/17/2025 [html](#) [pdf](#)

Status: 4/7/2025-In committee: Set, first hearing. Hearing canceled at the request of author.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 293](#) (Bennett D) Groundwater sustainability agency: transparency.

Current Text: Introduced: 1/22/2025 [html](#) [pdf](#)

Status: 4/2/2025-In Senate. Read first time. To Com. on RLS. for assignment.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 295](#) (Macedo R) California Environmental Quality Act: environmental leadership development projects: water storage, water conveyance, and groundwater recharge projects: streamlined review.

Current Text: Introduced: 1/23/2025 [html](#) [pdf](#)

Status: 3/24/2025-In committee: Set, first hearing. Hearing canceled at the request of author.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 300](#) (Lackey R) Fire hazard severity zones: State Fire Marshal.

Current Text: Amended: 3/26/2025 [html](#) [pdf](#)

Status: 3/27/2025-Re-referred to Com. on E.M.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 307](#) (Petrie-Norris D) Safe Drinking Water, Wildfire Prevention, Drought Preparedness, and Clean Air Bond Act of 2024: Department of Forestry and Fire Protection: fire camera mapping system.

Current Text: Introduced: 1/23/2025 [html](#) [pdf](#)

Status: 3/24/2025-In committee: Set, first hearing. Hearing canceled at the request of author.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 362](#) (Ramos D) Water policy: California tribal communities.

Current Text: Amended: 4/21/2025 [html](#) [pdf](#)

Status: 4/22/2025-Re-referred to Com. on E.S & T.M.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Position: OPPOSE/AMEND

[AB 367](#) (Bennett D) Water: County of Ventura: fire suppression.

Current Text: Amended: 4/21/2025 [html](#) [pdf](#)

Status: 4/22/2025-Re-referred to Com. on U. & E.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 372](#) (Bennett D) Office of Emergency Services: state matching funds: water system infrastructure improvements.

Current Text: Amended: 4/21/2025 [html](#) [pdf](#)

Status: 4/22/2025-Re-referred to Com. on E.S & T.M.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 428 (Rubio, Blanca D) Joint powers agreements: water corporations.

Current Text: Amended: 3/28/2025 [html](#) [pdf](#)

Status: 4/10/2025-From committee: Do pass and re-refer to Com. on APPR. (Ayes 10. Noes 0.) (April 9).
Re-referred to Com. on APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 430 (Alanis R) State Water Resources Control Board: emergency regulations.

Current Text: Amended: 4/21/2025 [html](#) [pdf](#)

Status: 4/22/2025-Re-referred to Com. on W. P., & W.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 442 (Hadwick R) Z'berg-Nejedly Forest Practice Act of 1973: working forest management plans: harvest area.

Current Text: Amended: 4/21/2025 [html](#) [pdf](#)

Status: 4/22/2025-Re-referred to Com. on NAT. RES.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 476 (González, Mark D) Metal theft.

Current Text: Amended: 3/27/2025 [html](#) [pdf](#)

Status: 4/22/2025-From committee: Amend, and do pass as amended and re-refer to Com. on PUB. S. (Ayes 18. Noes 0.) (April 22).

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 497 (Wilson D) San Francisco Bay/Sacramento-San Joaquin Delta Estuary Water Quality Control Plan.

Current Text: Introduced: 2/10/2025 [html](#) [pdf](#)

Status: 2/11/2025-From printer. May be heard in committee March 13.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 514 (Petrie-Norris D) Water: emergency water supplies.

Current Text: Amended: 4/3/2025 [html](#) [pdf](#)

Status: 4/7/2025-Re-referred to Com. on W. P., & W.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 532 (Ransom D) Water rate assistance program.

Current Text: Amended: 4/22/2025 [html](#) [pdf](#)

Status: 4/22/2025-From committee chair, with author's amendments: Amend, and re-refer to Com. on E.S & T.M. Read second time and amended.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Position: SUPPORT

AB 593 (Wicks D) CalFresh: data sharing.

Current Text: Amended: 3/24/2025 [html](#) [pdf](#)

Status: 3/25/2025-Re-referred to Com. on HUM. S.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 620](#) ([Jackson D](#)) Medium- and Heavy-Duty Zero-Emission Vehicle Fleet Purchasing Assistance Program: rental vehicles.

Current Text: Introduced: 2/13/2025 [html](#) [pdf](#)

Status: 3/25/2025-From committee: Do pass and re-refer to Com. on APPR. with recommendation: To Consent Calendar. (Ayes 16. Noes 0.) (March 24). Re-referred to Com. on APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 638](#) ([Rodriguez, Celeste D](#)) Stormwater: uses: irrigation.

Current Text: Amended: 3/19/2025 [html](#) [pdf](#)

Status: 4/9/2025-In committee: Set, first hearing. Referred to APPR. suspense file.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 639](#) ([Soria D](#)) Dams: exceptions.

Current Text: Amended: 3/28/2025 [html](#) [pdf](#)

Status: 4/21/2025-Read third time. Passed. Ordered to the Senate. (Ayes 73. Noes 0.) In Senate. Read first time. To Com. on RLS. for assignment.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 707](#) ([Soria D](#)) San Luis and Delta-Mendota Water Authority: B.F. Sisk Dam Raise and Reservoir Expansion Project.

Current Text: Introduced: 2/14/2025 [html](#) [pdf](#)

Status: 2/15/2025-From printer. May be heard in committee March 17.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 709](#) ([Gonzalez, Jeff R](#)) Sustainable Groundwater Management Act: groundwater sustainability plans.

Current Text: Introduced: 2/14/2025 [html](#) [pdf](#)

Status: 3/3/2025-Referred to Com. on W. P., & W.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 717](#) ([Aguilar-Curry D](#)) Water rights: appropriation: small restoration use.

Current Text: Amended: 3/10/2025 [html](#) [pdf](#)

Status: 4/9/2025-From committee: Do pass and re-refer to Com. on APPR. with recommendation: To Consent Calendar. (Ayes 13. Noes 0.) (April 8). Re-referred to Com. on APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 734](#) ([Schultz D](#)) Environmental protection: biological resources data: State Energy Resources Conservation and Development Commission: powerplants: power lines: applications.

Current Text: Amended: 4/21/2025 [html](#) [pdf](#)

Status: 4/22/2025-Re-referred to Com. on W. P., & W.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 763](#) (Ward D) Timber harvesting: streambed agreement: waste discharge requirements.

Current Text: Introduced: 2/18/2025 [html](#) [pdf](#)

Status: 4/4/2025-In committee: Set, first hearing. Hearing canceled at the request of author.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 794](#) (Gabriel D) California Safe Drinking Water Act: emergency regulations.

Current Text: Amended: 4/10/2025 [html](#) [pdf](#)

Status: 4/21/2025-Re-referred to Com. on APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Position: OPPOSE/AMEND

[AB 810](#) (Irwin D) Local government: internet websites and email addresses.

Current Text: Amended: 4/10/2025 [html](#) [pdf](#)

Status: 4/21/2025-Re-referred to Com. on P. & C.P.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 872](#) (Rubio, Blanca D) Environmental health: product safety: perfluoroalkyl and polyfluoroalkyl substances.

Current Text: Amended: 4/10/2025 [html](#) [pdf](#)

Status: 4/21/2025-Re-referred to Com. on E.S & T.M.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 883](#) (Lowenthal D) California Public Records Act: personal information of elected and appointed officials.

Current Text: Amended: 3/24/2025 [html](#) [pdf](#)

Status: 4/9/2025-In committee: Set, first hearing. Hearing canceled at the request of author.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 884](#) (Essayli R) Campaign contributions: investor-owned utilities.

Current Text: Introduced: 2/19/2025 [html](#) [pdf](#)

Status: 4/2/2025-In committee: Hearing postponed by committee.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 905](#) (Pacheco D) State general obligation bonds: disclosure requirements.

Current Text: Amended: 3/28/2025 [html](#) [pdf](#)

Status: 4/10/2025-Re-referred to Com. on G.O. pursuant to Assembly Rule 96.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 929](#) (Connolly D) Sustainable groundwater management: managed wetlands.

Current Text: Amended: 3/24/2025 [html](#) [pdf](#)

Status: 3/25/2025-Re-referred to Com. on W. P., & W.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 986](#) (Muratsuchi D) State of emergency and local emergency: landslides and climate change.

Current Text: Amended: 3/24/2025 [html](#) [pdf](#)

Status: 3/25/2025-Re-referred to Com. on E.M.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 990](#) (Hadwick R) Public water systems: emergency notification plan.

Current Text: Introduced: 2/20/2025 [html](#) [pdf](#)

Status: 4/10/2025-Read second time. Ordered to Consent Calendar.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 995](#) (Caloza D) Department of Justice: phone scams.

Current Text: Amended: 3/19/2025 [html](#) [pdf](#)

Status: 4/7/2025-Re-referred to Com. on P. & C.P. pursuant to Assembly Rule 96.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 1000](#) (Gallagher R) California Environmental Quality Act: exemption: Five-Mile Basin.

Current Text: Amended: 3/17/2025 [html](#) [pdf](#)

Status: 3/18/2025-Re-referred to Com. on NAT. RES.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 1001](#) (Rubio, Blanca D) Drought.

Current Text: Introduced: 2/20/2025 [html](#) [pdf](#)

Status: 2/21/2025-From printer. May be heard in committee March 23.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 1044](#) (Macedo R) Tulare Basin Groundwater Sustainability Agency Act.

Current Text: Introduced: 2/20/2025 [html](#) [pdf](#)

Status: 4/9/2025-From committee: Do pass and re-refer to Com. on L. GOV. (Ayes 13. Noes 0.) (April 8).
Re-referred to Com. on L. GOV.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 1075](#) (Bryan D) Fire protection: privately contracted firefighters: public water sources.

Current Text: Amended: 4/2/2025 [html](#) [pdf](#)

Status: 4/22/2025-From committee: Amend, and do pass as amended and re-refer to Com. on APPR. (Ayes 14. Noes 0.) (April 21).

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 1096](#) (Connolly D) Water: schoolsites: lead testing.

Current Text: Amended: 4/7/2025 [html](#) [pdf](#)

Status: 4/8/2025-Re-referred to Com. on E.S & T.M.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[AB 1102](#) (Boerner D) Sea level rise and groundwater rise: contaminated sites: report.

Current Text: Amended: 4/9/2025 [html](#) [pdf](#)

Status: 4/16/2025-In committee: Hearing postponed by committee.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 1146 (Papan D) Water infrastructure: dams and reservoirs: water release: false pretenses.

Current Text: Amended: 3/17/2025 [html](#) [pdf](#)

Status: 3/18/2025-Re-referred to Com. on W. P., & W.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 1203 (Ahrens D) Water conservation: water wise designation.

Current Text: Introduced: 2/21/2025 [html](#) [pdf](#)

Status: 3/10/2025-Referred to Com. on W. P., & W.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 1218 (Soria D) Copper theft.

Current Text: Amended: 3/24/2025 [html](#) [pdf](#)

Status: 3/25/2025-Re-referred to Com. on PUB. S.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 1232 (Ávila Farías D) Administrative Procedure Act: proposed regulations: cost of living impact on residents of the state.

Current Text: Amended: 3/28/2025 [html](#) [pdf](#)

Status: 4/22/2025-From committee: Do pass and re-refer to Com. on JUD. with recommendation: To Consent Calendar. (Ayes 8. Noes 0.) (April 22). Re-referred to Com. on JUD.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 1236 (Rodriguez, Celeste D) Insurance: Climate and Sustainability Insurance and Risk Reduction Grant Program.

Current Text: Amended: 4/10/2025 [html](#) [pdf](#)

Status: 4/21/2025-Re-referred to Com. on INS.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 1284 (Committee on Emergency Management) Emergency services: catastrophic plans: recovery frameworks.

Current Text: Introduced: 2/21/2025 [html](#) [pdf](#)

Status: 4/8/2025-From committee: Do pass and re-refer to Com. on APPR. (Ayes 7. Noes 0.) (April 7). Re-referred to Com. on APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 1313 (Papan D) Water quality: permits.

Current Text: Amended: 3/24/2025 [html](#) [pdf](#)

Status: 3/25/2025-Re-referred to Com. on E.S & T.M.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 1367 (Gallagher R) The California Water Plan: water storage.

Current Text: Introduced: 2/21/2025 [html](#) [pdf](#)
Status: 3/13/2025-Referred to Com. on W. P., & W.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 1373 (Soria D) Water quality: state certification.

Current Text: Amended: 4/8/2025 [html](#) [pdf](#)
Status: 4/9/2025-Re-referred to Com. on E.S & T.M.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 1410 (Garcia D) Public utilities: service outages and updates: alerts.

Current Text: Amended: 4/7/2025 [html](#) [pdf](#)
Status: 4/8/2025-Re-referred to Com. on U. & E.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 1413 (Papan D) Sustainable Groundwater Management Act: groundwater adjudication.

Current Text: Amended: 4/10/2025 [html](#) [pdf](#)
Status: 4/22/2025-In committee: Hearing postponed by committee.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Position: SUPPORT

AB 1425 (Arambula D) San Joaquin River Parkway: pit dewatering.

Current Text: Amended: 3/28/2025 [html](#) [pdf](#)
Status: 4/1/2025-Re-referred to Com. on NAT. RES.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

AB 1466 (Hart D) Groundwater adjudication: burden of proof.

Current Text: Amended: 4/1/2025 [html](#) [pdf](#)
Status: 4/22/2025-From committee: Do pass and re-refer to Com. on APPR. (Ayes 9. Noes 3.) (April 22).
 Re-referred to Com. on APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

ACA 11 (Macedo R) California Water Resiliency Act.

Current Text: Introduced: 3/24/2025 [html](#) [pdf](#)
Status: 3/25/2025-From printer. May be heard in committee April 24.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

ACR 32 (Carrillo D) March4Water Month.

Current Text: Introduced: 2/13/2025 [html](#) [pdf](#)
Status: 4/2/2025-From committee: Ordered to third reading.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 21 (Durazo D) Single-room occupancy units: demolition and replacement: housing assistance programs: eligibility for homeless individuals and families.

Current Text: Amended: 3/26/2025 [html](#) [pdf](#)

Status: 4/4/2025-Set for hearing April 23.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 31 (McNerney D) Water quality: recycled water.

Current Text: Amended: 4/21/2025 [html](#) [pdf](#)

Status: 4/21/2025-From committee with author's amendments. Read second time and amended. Re-referred to Com. on E.Q.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 44 (Umberg D) Brain-computer interfaces: neural data.

Current Text: Amended: 4/8/2025 [html](#) [pdf](#)

Status: 4/8/2025-Set for hearing April 22. From committee with author's amendments. Read second time and amended. Re-referred to Com. on JUD.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 72 (Caballero D) The California Water Plan: long-term supply targets.

Current Text: Amended: 4/10/2025 [html](#) [pdf](#)

Status: 4/17/2025-Set for hearing April 28.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Position: SUPPORT

SB 88 (Caballero D) Air resources: carbon emissions: biomass.

Current Text: Amended: 4/21/2025 [html](#) [pdf](#)

Status: 4/22/2025-VOTE: Do pass, but first be re-referred to the Committee on [Appropriations] (PASS)

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 90 (Seyarto R) Safe Drinking Water, Wildfire Prevention, Drought Preparedness, and Clean Air Bond Act of 2024: grants: improvements to public evacuation routes: mobile rigid water storage: electrical generators.

Current Text: Amended: 3/12/2025 [html](#) [pdf](#)

Status: 4/22/2025-VOTE: Do pass, but first be re-referred to the Committee on [Appropriations] with the recommendation: To Consent Calendar (PASS)

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 222 (Wiener D) Climate disasters: civil actions.

Current Text: Amended: 3/28/2025 [html](#) [pdf](#)

Status: 4/8/2025-VOTE: [First] hearing set for [04-09-2025]: Failed passage in Committee. Reconsideration granted (PASS)

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 224 (Hurtado D) Department of Water Resources: water supply forecasting.

Current Text: Amended: 3/26/2025 [html](#) [pdf](#)

Status: 4/7/2025-April 7 hearing: Placed on APPR. suspense file.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 239 (Arreguín D) Open meetings: teleconferencing: subsidiary body.

Current Text: Amended: 4/7/2025 [html](#) [pdf](#)

Status: 4/8/2025-Set for hearing May 6.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 350 (Durazo D) Water Rate Assistance Program.

Current Text: Amended: 4/10/2025 [html](#) [pdf](#)

Status: 4/21/2025-VOTE: Do pass as amended, but first amend, and re-refer to the Committee on [Appropriations] (PASS)

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Position: WATCH

SB 394 (Allen D) Water theft: fire hydrants.

Current Text: Introduced: 2/14/2025 [html](#) [pdf](#)

Status: 4/22/2025-Read second time. Ordered to third reading.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 430 (Cabaldon D) State government: efficiency of public sector workers.

Current Text: Introduced: 2/18/2025 [html](#) [pdf](#)

Status: 2/26/2025-Referred to Com. on RLS.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 431 (Arreguín D) Assault and battery: public utility employees and essential infrastructure workers.

Current Text: Amended: 3/24/2025 [html](#) [pdf](#)

Status: 4/21/2025-April 21 hearing: Placed on APPR. suspense file.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 454 (McNerney D) State Water Resources Control Board: PFAS Mitigation Program.

Current Text: Amended: 4/8/2025 [html](#) [pdf](#)

Status: 4/21/2025-April 21 hearing: Placed on APPR. suspense file.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Position: SUPPORT

SB 466 (Caballero D) Drinking water: hexavalent chromium: civil liability: exemption.

Current Text: Amended: 3/24/2025 [html](#) [pdf](#)

Status: 4/11/2025-Set for hearing April 29 in JUD. pending receipt.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 469 (Smallwood-Cuevas D) Department of Industrial Relations: task force: public infrastructure: employment: underrepresented communities.

Current Text: Introduced: 2/19/2025 [html](#) [pdf](#)

Status: 4/11/2025-Set for hearing April 30.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 473 (Padilla D) Water corporations: demand elasticity: rates and surcharges.

Current Text: Amended: 4/10/2025 [html](#) [pdf](#)

Status: 4/17/2025-Set for hearing April 28.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Position: SUPPORT

SB 496 (Hurtado D) Advanced Clean Fleets Regulation: appeals advisory committee: exemptions.

Current Text: Amended: 4/7/2025 [html](#) [pdf](#)

Status: 4/22/2025-VOTE: Do pass, but first be re-referred to the Committee on [Appropriations] (PASS)

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 514 (Cabaldon D) Wildfire prevention: assessment: accreditation.

Current Text: Amended: 4/9/2025 [html](#) [pdf](#)

Status: 4/17/2025-Set for hearing April 28.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 556 (Hurtado D) Habitat enhancement and restoration: floodplains.

Current Text: Amended: 4/10/2025 [html](#) [pdf](#)

Status: 4/17/2025-Set for hearing April 28.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 557 (Hurtado D) Sustainable groundwater management: basin boundaries.

Current Text: Introduced: 2/20/2025 [html](#) [pdf](#)

Status: 3/5/2025-Referred to Com. on RLS.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 577 (Laird D) Civil actions.

Current Text: Amended: 3/26/2025 [html](#) [pdf](#)

Status: 4/8/2025-Set for hearing April 22.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Position: Not Yet Considered

SB 598 (Durazo D) Public contracts: local water infrastructure projects: Construction Manager/General Contractor project delivery method.

Current Text: Amended: 3/24/2025 [html](#) [pdf](#)

Status: 4/4/2025-Set for hearing April 23.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 599 (Caballero D) Atmospheric rivers: research: forecasting methods: experimental tools.

Current Text: Amended: 3/24/2025 [html](#) [pdf](#)

Status: 4/22/2025-VOTE: Do pass as amended, but first amend, and re-refer to the Committee on [Appropriations] with the recommendation: To Consent Calendar (PASS)

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[SB 601](#) (Allen D) Water: waste discharge.

Current Text: Amended: 4/21/2025 [html](#) [pdf](#)

Status: 4/21/2025-From committee with author's amendments. Read second time and amended. Re-referred to Com. on JUD.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Position: OPPOSE

[SB 614](#) (Stern D) Carbon dioxide transport.

Current Text: Amended: 3/26/2025 [html](#) [pdf](#)

Status: 4/22/2025-From committee: Do pass as amended and re-refer to Com. on E.Q. (Ayes 11. Noes 2.) (April 22).

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[SB 650](#) (Cabaldon D) The Sacramento-San Joaquin Delta Reform Act of 2009.

Current Text: Amended: 4/9/2025 [html](#) [pdf](#)

Status: 4/9/2025-Read second time and amended. Re-referred to Com. on JUD.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Position: Not Yet Considered

[SB 654](#) (Stern D) California Environmental Protection Agency: contract: registry: greenhouse gas emissions that result from the water-energy nexus.

Current Text: Introduced: 2/20/2025 [html](#) [pdf](#)

Status: 4/21/2025-April 21 hearing: Placed on APPR. suspense file.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Position: Not Yet Considered

[SB 682](#) (Allen D) Environmental health: product safety: perfluoroalkyl and polyfluoroalkyl substances.

Current Text: Amended: 4/22/2025 [html](#) [pdf](#)

Status: 4/22/2025-From committee with author's amendments. Read second time and amended. Re-referred to Com. on HEALTH.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[SB 684](#) (Menjivar D) Polluters Pay Climate Superfund Act of 2025.

Current Text: Amended: 3/26/2025 [html](#) [pdf](#)

Status: 4/10/2025-April 22 set for first hearing canceled at the request of author.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[SB 697](#) (Laird D) Determination of water rights: stream system.

Current Text: Introduced: 2/21/2025 [html](#) [pdf](#)

Status: 4/3/2025-Set for hearing April 22.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

[SB 730](#) (Hurtado D) Product safety: consumer products: perfluoroalkyl and polyfluoroalkyl substances.

Current Text: Amended: 3/26/2025 [html](#) [pdf](#)

Status: 4/22/2025-April 23 set for first hearing canceled at the request of author.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 742 (Pérez D) Water systems and water districts.

Current Text: Introduced: 2/21/2025 [html](#) [pdf](#)

Status: 3/12/2025-Referred to Com. on RLS.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 746 (Alvarado-Gil R) Water: Urban Water Community Drought Relief program: Small Community Drought Relief program: high fire hazard and very high fire hazard severity zones.

Current Text: Amended: 4/21/2025 [html](#) [pdf](#)

Status: 4/22/2025-VOTE: Do pass, but first be re-referred to the Committee on [Appropriations] (PASS)

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

SB 838 (Durazo D) Housing Accountability Act: housing development projects.

Current Text: Amended: 3/26/2025 [html](#) [pdf](#)

Status: 4/8/2025-Set for hearing May 7 in L. GOV. pending receipt.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Total Measures: 98

Total Tracking Forms: 98



Topic: RWA Board of Directors Agenda
Type: New Business
Item For: Action; Motion to Approve
Purpose: [Policy 200.2](#)

SUBMITTED BY:	Ashley Flores, CMC Secretary	PRESENTER:	Jim Peifer Executive Director
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EXECUTIVE SUMMARY

This is an action item for the Executive Committee to review and consider approving the draft Agenda of the Regular Regional Water Authority (RWA) Board of Directors Meeting of July 10, 2025.

STAFF RECOMMENDED ACTION

A motion to approve RWA Board of Directors Agenda for July 10, 2025, Board Meeting.

BACKGROUND

Per RWA Policy 200.0, the Executive Committee will be authorized to prepare and approve agendas for meetings of the RWA Board of Directors.

Please be aware that the regularly scheduled Board meeting for July 10, 2025, will be held at the Carmichael Water District, 7837 Fair Oaks Boulevard, Carmichael, CA 95608.

FINDING/CONCLUSION

The Executive Director has prepared the draft Agenda for the RWA Board of Directors Meeting July 10, 2025, for the RWA’s Executive Committee’s consideration and approval.

ATTACHMENTS

Attachment 1- Draft RWA Board of Directors Agenda for July 10, 2025 Board Meeting



**REGIONAL WATER AUTHORITY
MEETING OF THE BOARD OF DIRECTORS**

Thursday, July 10, 2025 at 9:00 a.m.

**Carmichael Water District
7837 Fair Oaks Blvd
Carmichael, CA 95608
(916) 967-7692**

IMPORTANT NOTICE REGARDING VIRTUAL PUBLIC PARTICIPATION:

The Regional Water Authority currently provides in person as well as virtual public participation via the Zoom link below until further notice. The public shall have the opportunity to directly address the Board on any item of interest before or during the Board's consideration of that item. Public comment on items within the jurisdiction of the Board is welcomed, subject to reasonable time limitations for each speaker.

Join the meeting from your computer, tablet or smartphone

Join Zoom Meeting

<https://us06web.zoom.us/j/83939679186>

or dial 1 669-444-9171

Meeting ID: 839 3967 9186

If we experience technical difficulties and the Zoom link drops and you are no longer able to connect to the Board meeting, please dial 877-654-0338 – Guest Code 198

Public documents relating to any open session item listed on this agenda that are distributed to all or a majority of the members of the Board of Directors less than 72 hours before the meeting are available for public inspection in the customer service area of the Authority's Administrative Office at the address listed above.

In compliance with the Americans with Disabilities Act, if you have a disability and need a disability related modification or accommodation to participate in this meeting, please contact the Executive Director of the Authority at (916) 967-7692. Requests must be made as early as possible, and at least one full business day before the start of the meeting. The Board of Directors may consider any agenda item at any time during the meeting.

AGENDA

1. CALL TO ORDER AND ROLL CALL

2. PUBLIC COMMENT: Members of the public who wish to address the Board may do so at this time. Please keep your comments to less than three minutes.

3. CONSENT CALENDAR: All items listed under the Consent Calendar are considered and acted upon by one motion. Board Members may request an item be removed for separate consideration.

3.1 Approve the draft meeting minutes of May 8, 2025, RWA Regular Board Meeting

3.2 Approve revisions to Policy 400.2 Exhibit A (Monthly Salary Schedule of RWA Positions) reflecting a cost of living adjustment of 1.8% per Section II of Policy 400.2 (Employee Compensation Policy)

3.3 Approve agreement between RWA and InCommunications for the Regional Public Outreach and Communications Program

3.4 Approve amendment with Khadam Consulting Inc.

Action: Approve Consent Calendar items as presented

4. INFORMATION: WATER FORUM UPDATE

Presenters: Ashlee Casey, Executive Director of the Water Forum and Jim Peifer, Executive Director

5. CLASSIFICATION AND COMPENSATION STUDY

Presenter: Jim Peifer, Executive Director

Actions: (1) Accept the RGS Classification and Compensation Report; (2) Approve the job description for Board Clerk - Project Manager, (3) Approve the job description for Finance Director; and (4) Direct staff to update Policy 400.2 Exhibit A (Monthly Salary Schedule of RWA Positions) to reflect Board Clerk - Project Manager and Finance Director positions

6. EXECUTIVE DIRECTOR'S REPORT

7. DIRECTORS' COMMENTS

ADJOURNMENT

Next RWA Board of Director's Meeting:

September 11, 2025, 9:00 a.m. at Fair Oaks Water District, 10326 Fair Oaks Blvd., Fair Oaks, CA 95628. The location is subject to change.

Next RWA Executive Committee Meeting:

July 22, 2025, 1:30 p.m. at the RWA Office, 2295 Gateway Oaks, Suite 100
Sacramento, CA 95833.

Notification will be emailed when the RWA electronic packet is complete and posted on the RWA website at: <https://www.rwah2o.org/meetings/board-meetings/>.

DRAFT



Topic: Executive Directors’ Report
 Type: New Business
 Item For: Information
 Purpose: General

SUBMITTED BY: Jim Peifer Executive Director	PRESENTER: Jim Peifer Executive Director
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EXECUTIVE SUMMARY

This is an information item for the Executive Director to provide a briefing on important activities, reports, communications, advocacy, and other updates.

STAFF RECOMMENDED ACTION

None. This item is for information/discussion only.

BACKGROUND

This report is intended to provide an opportunity for the Executive Director to report to the Executive Committee on important activities, reports, communications, advocacy, and other updates.

General Manager/Utility Director Quarterly Luncheon – On June 17th quarterly GM meeting was sponsored by and held at PCWA. Ms. Talbot made a presentation on non-functional turf, and a discussion on the region’s response on Golden Mussels was discussed.

OUTREACH

On June 4th Mr. Joseph, Ms. Banonis and Mr. Ojikian presented at a community advisory meeting with the Citrus Heights Water District to discuss the benefits of RWA membership and was well received.

On June 17th Coffee and Conversation with Meghan Hertel, Deputy Secretary for Biodiversity and Habitat, California Natural Resources Agency, shared insights into California’s biodiversity and habitat priorities

The RWA team met with SWRCB member Sean Macguire on June 26th. To discuss regional efforts to address Climate Change. Ms. Ashlee Casey joined the discussion to discuss the efforts of the Water Forum at the meeting.

In August, Mr. Peifer will be attending the upcoming Yolo County Water Conservation and Flood Control District Board Meeting to discuss the potential of that agency becoming an RWA member.



Topic: Directors' Comments
Type: New Business
Item For: Information
Purpose: Routine

SUBMITTED BY:	Jim Peifer Executive Director	PRESENTER:	Brett Ewart Chair
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EXECUTIVE SUMMARY

This is an information item to provide an opportunity for the RWA Executive Committee to report on any updates from their agency, comments, request future agenda items, recommendations, and questions.

STAFF RECOMMENDED ACTION

None. This item is for information only.

BACKGROUND

This report is intended to provide an opportunity for the Board of Directors to report on any updates from their agency, comments, request future agenda items, recommendations, and questions.