



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

Thursday, November 13, 2025 at 9:00 a.m.

**Sacramento Association of Realtors
2003 Howe Avenue
Sacramento, CA 95821
(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 September 11, 2025, RWA Regular Board Meeting

3.2 Approve the 2026 Board of Directors and Executive Committee meeting schedule

3.3 Approve Revisions to RWA Policies 300.1 (Authority Delegated to the Executive Director), 400.2 (Compensation Policy), and 400.4 (Executive Director Review Policy)

Action: Approve Consent Calendar items as presented

4. INFORMATION: HEALTHY RIVERS AND LANDSCAPES PROGRAM UPDATE

Presenter: Michelle Banonis, Manager of Strategic Affairs

5. INFORMATION: STRATEGIC PLAN UPDATE

Presenter: Jim Peifer, Executive Director

6. INFORMATION: WATERSHED RESILIENCE PILOT PROJECT UPDATE

Presenter: Jim Peifer, Executive Director

7. 2026 RWA BOARD ELECTIONS OFFICERS AND EXECUTIVE COMMITTEE

Presenter: Jim Peifer, Executive Director and Ashley Flores, Associate Project Manager

Action: (1) Elect 2026 Chair; and (2) Interested members to state their candidacy for the 2026 Vice Chair and the 2026 Executive Committee

8. EXECUTIVE DIRECTOR'S REPORT

9. DIRECTORS' COMMENTS

ADJOURNMENT

Next RWA Board of Director's Meeting:

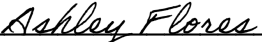
January 8, 2026, 9:00 a.m. at Carmichael Water District, 7837 Fair Oaks Blvd., Carmichael, CA 95608. The location is subject to change.

Next RWA Executive Committee Meeting:

December 16, 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/>.

Posted on November 6, 2025



Ashley Flores, CMC, Board Secretary

RWA Board of Directors - 2025

Chair: Brett Ewart

Vice Chair: Michael Saunders

California American Water Audie Foster, General Manager Evan Jacobs, Operations Manager
Carmichael Water District Ron Greenwood, Board Member Cathy Lee, General Manager
Citrus Heights Water District Caryl Sheehan, Director Raymond Riehle, Director (alternate) Hilary Straus, General Manager Todd Jordan, Director of Operations (alternate)
City of Folsom Barbara Leary, Councilmember Marcus Yasutake, Environmental/Water Resources Director (alternate)
City of Lincoln Whitney Eklund, Councilmember Matthew Medill, Public Works Director Chris Nelson, Environmental Services Manager (alternate)
City of Roseville Pauline Roccucci, Councilmember Sean Bigley, Director of Utilities Devin Whittington, Assistant Environmental Utilities (alternate) George Hanson, Water Utilities Manager (alternate)
City of Sacramento Lisa Kaplan, Councilmember Brett Ewart, Water Policy & Regional Planning Supervising Engineer, Chair Michelle Carrey, Supervising Engineer (alternate) Anne Sanger, Policy and Legislative Specialist (alternate)
City of West Sacramento Rebecca Scott, Director of Public Works
City of Yuba City Wade Kirchner, Councilmember Philip Marler, Public Works & Development Services Director
El Dorado Irrigation District Paul Penn, Director Jon Money, Engineering Director (Alternate)
Elk Grove Water District Tom Nelson, Board Chair Bruce Kamilos, General Manager
Fair Oaks Water District Randy Marx, Board Member Tom Gray, General Manager

* Names highlighted in red are Executive Committee members

<p>Georgetown Divide Public Utility District Michael Saunders, Board Member, Vice Chair Nicholas Schneider, General Manager Adam Brown, Operations Manager (alternate)</p>
<p>Golden State Water Company Sean Twilla, General Manager and Chief Treatment Operator Paul Schubert, General Manager – Utility Solutions Team (alternate)</p>
<p>Nevada Irrigation District Ricki Heck, Board Member Greg Jones, Assistant General Manager Jennifer Hanson, General Manager (alternate)</p>
<p>Orange Vale Water Company Robert Hunter, Board Member Chris Shepard, General Manager (alternate)</p>
<p>Placer County Water Agency Chris Wilson, Board Member Tony Firenzi, Director of Strategic Affairs Andy Fecko, General Manager, (alternate)</p>
<p>Rancho Murieta Community Services District John Merchant, Board Member Eric Houston, Director of Operations</p>
<p>Sacramento County Water Agency Patrick Kennedy, Supervisor Michael Grinstead, P.E. Principal Civil Engineer</p>
<p>Sacramento Suburban Water District Robert “Bob” Wichert, Board Member Dan York, General Manager Jay Boatwright, (alternate) Craig Locke, (alternate) Kevin Thomas, Board Member (alternate) Dave Jones, Board Member (alternate)</p>
<p>San Juan Water District Ted Costa, Board President Adam Larsen, General Manager Greg Zlotnick, Water Resources and Strategic Affairs (alternate)</p>

* Names highlighted in red are Executive Committee members

RWA ASSOCIATES

Organization:	Representatives:
El Dorado Water Agency	Lori Parlin , Chair Rebecca Guo , General Manager
Placer County	Ken Grehm , Director Public Works and Facilities Jared Deck , Manager Environmental Engineering
Sacramento Municipal Utility District	Paul Lau , General Manager/CEO Christopher Cole , Strategic Account Advisor Chad Adair , Energy Trading and Contracts Manager John Hansen , Power Contracts Specialist
Sacramento Area Sewer District	Mike Huot , Director of Policy and Planning Jose Ramirez , Senior Civil Engineer
Sacramento Area Flood Control Agency	Richard Johnson , Executive Director
Yuba Water Agency	Adam Robin , Government Relations Manager Willie Whittlesey , General Manager

RWA AFFILIATE MEMBERS

Organization:	Representatives:
Black & Veatch	David Carlson , Vice president
Brown & Caldwell	Paul Selsky , Water Supply Planning, Vice president LaSandra Edwards , Civil Engineer May Huang , Engineer David Zuber , Vice President
CDM Smith	Lauren Sullivan , Client Service Leader - Water Services Brian Heywood, PE Principal Water Resources Engineer
GEI Consultants	John Woodling , Vice President, Branch Manager Chris Petersen , Principal Hydrogeologist Richard Shatz , Principal Hydrogeologist
HDR, Inc.	Jafar Faghieh , Water Resources Engineer Ed Winkler , Client Development Lead
Sacramento Association of Realtors	Jessica Coates , Chief Executive Officer Brian DeLisi , Chief Operations Officer
Stantec	Kari Shively , Vice President Vanessa Nishikawa , Principal Water Resources Engineer
West Yost Associates	Charles Duncan , President Abigail Madrone , Business Development Director Kelye McKinney , Engineering Manager I Jim Mulligan , Principal Engineer
Wood Rogers, Inc.	Kevin Gustorf , Vice President Sean Spaeth , Senior Hydrogeologist
Woodard & Curran	Ali Taghavi , Principal Jim Graydon , Senior Client Service Manager

* Names highlighted in red are Executive Committee members

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

SUBMITTED BY: Ashley Flores, CMC
Board Clerk

PRESENTER: Brett Ewart, Chair

EXECUTIVE SUMMARY

This is an information item to provide an opportunity for the Regional Water Authority Board of Directors to recognize or hear from visitors that may be attending the meeting or to allow members of the public to address the Board of Directors 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 Board of Directors 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 Board Clerk	PRESENTER:	Jim Peifer Executive Director
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EXECUTIVE SUMMARY

This is an action item for the Regional Water Authority Board of Directors to review and consider approving the draft minutes of the special and regular Regional Water Authority Board Meeting of September 11, 2025.

STAFF RECOMMENDED ACTION

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

BACKGROUND

The draft minutes of the above-mentioned meeting are included with this Agenda. The minutes reflect the RWA Policy 200.1 to document actions taken 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 Board of Directors.

ATTACHMENTS

Attachment 1- Draft Meeting Minutes of the Regional Water Authority Board Meeting of September 11, 2025



Regional Water Authority
BUILDING ALLIANCES IN NORTHERN CALIFORNIA

RWA Board Meeting
Draft Minutes
September 11, 2025

1. CALL TO ORDER

Chair Ewart called the regular meeting of the Board of Directors to order at 9:00 a.m. the meeting location was at the Fair Oaks Water District, 10326 Fair Oaks Blvd., Fair Oaks, CA 95628. A quorum was established of 17 participating members present in person. Individuals who participated are listed below:

RWA Board Members

Audie Foster, California American Water – Exited at 11:06 a.m.
Ron Greenwood, Carmichael Water District
Cathy Lee, Carmichael Water District
David Wheaton, Citrus Heights Water District - Arrived at 9:06 a.m.
Todd Jordan, Citrus Heights Water District
Barbara Leary, City of Folsom - Arrived at 9:06 a.m.
Marcus Yasutake, City of Folsom
Chris Nelson, City of Lincoln
Pauline Roccucci, City of Roseville
Devin Whittington, City of Roseville
George Hanson, City of Roseville
Lisa Kaplan, City of Sacramento
Brett Ewart, City of Sacramento
Anne Sanger, City of Sacramento
Rebecca Scott, City of West Sacramento
Wade Kirchner, City of Yuba City - Arrived at 9:06 a.m.
Pravani Vandeyar, El Dorado Irrigation District
Tom Nelson, Elk Grove Water District
Bruce Kamilos, Elk Grove Water District
Randy Marx, Fair Oaks Water District
Tom Gray, Fair Oaks Water District
Michael Saunders, Georgetown Divide Public Utilities District
Sean Twilla, Golden State Water Company
Greg Jones, Nevada Irrigation District – Exited at 10:55 a.m.
Chris Wilson, Placer County Water Agency – Exited at 10:56 a.m.
Tony Firenzi, Placer County Water Agency – Exited at 10:56 a.m.
Michael Grinstead, Sacramento County Water Agency
Robert Wichert, Sacramento Suburban Water District
Dan York, Sacramento Suburban Water District
Jay Boatwright, Sacramento Suburban Water District
Craig Locke, Sacramento Suburban Water District
Kevin Thomas, Sacramento Suburban Water District
Ted Costa, San Juan Water District

RWA Associate Members

Rebecca Guo, El Dorado Water Agency; John Hansen, SMUD;

RWA Affiliate Members

None

Staff Members

Jim Peifer, Tom Hoffart, Michelle Banonis, Trevor Joseph, Monica Garcia, Ashley Flores and Gavin Ralphs, Legal Counsel

Others in Attendance

Ashlee Casey, Water Forum; Trevor Kent

2. PUBLIC COMMENT

None

3. CONSENT CALENDAR

3.1 Approve the draft meeting minutes of July 10, 2025, RWA Regular Board Meeting

3.2 Approve no changes to RWA Policy 500.2 and CERBT Asset Allocation Strategy

3.3 Approve administrative revisions to several RWA Board policies

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

Motion/Second/Carried Director Greenwood moved, with a second by Director Roccucci

Audie Foster, California American Water; Ron Greenwood, Carmichael Water District; Todd Jordan, Citrus Heights Water District; Marcus Yasutake, City of Folsom; Chris Nelson, City of Lincoln; Pauline Roccucci, City of Roseville; Brett Ewart, City of Sacramento; Tom Nelson, Elk Grove Water District; Randy Marx, Fair Oaks Water District; Sean Twilla, Golden State Water Company; Greg Jones, Nevada Irrigation District; Chris Wilson, Placer County Water Agency; Michael Grinstead, Sacramento County Water Agency; Robert Wichert, Sacramento Suburban Water District; Ted Costa, San Juan Water District; voted yes.

Ayes	15
Noes	0
Abstained	0
Absent	6

4. OPPORTUNITY FOR PUBLIC TO ADDRESS CLOSED SESSION MATTERS

None

5. CLOSED SESSION – Started at 9:06 a.m.

5.1 Public Employee Performance Evaluation Pursuant to Government Code Section 54957

Title: Executive Director

**5.2 Closed session regarding labor negotiations (Gov. Code, § 54957.6.)
Agency Representative(s): Director Ewart
Unrepresented employee: Executive Director**

6. RETURN TO OPEN SESSION at 10:02 a.m. - ANNOUNCEMENT OF REPORTABLE ACTION IN CLOSED SESSION

No reportable action taken on 5.1 or 5.2

7. CONSIDER APPROVAL OF ADJUSTMENT TO EXECUTIVE DIRECTOR COMPENSATION

A motion was made by the Chair to provide 6.25% adjustment to the RWA Executive Director Salary, effective beginning FY25/26. All other contract terms and conditions remain in place.

Motion/Second/Carried Director Ewart moved, with a second by Director Costa

Audie Foster, California American Water; Ron Greenwood, Carmichael Water District; David Wheaton, Citrus Heights Water District; Marcus Yasutake, City of Folsom; Chris Nelson, City of Lincoln; Pauline Roccucci, City of Roseville; Brett Ewart, City of Sacramento; Wade Kirchner, City of Yuba City; Tom Nelson, Elk Grove Water District; Randy Marx, Fair Oaks Water District; Michael Saunders, Georgetown Divide Public Utilities District; Sean Twilla, Golden State Water Company; Greg Jones, Nevada Irrigation District; Chris Wilson, Placer County Water Agency; Michael Grinstead, Sacramento County Water Agency; Robert Wichert, Sacramento Suburban Water District; Ted Costa, San Juan Water District; voted yes.

Ayes	17
Noes	0
Abstained	0
Absent	4

8. WATERSHED RESILIENCE PILOT PROJECT UPDATE

This is an information item presented by Executive Director, Jim Peifer and Ryan Ojakian, Manager of Government Relations briefing the Board of Directors on the Watershed Resilience Pilot Project activities. Staff and consultants continue to work on the Watershed Resilience Pilot Project, which is being funded by a grant from the Department of Water Resources. Most recently, the consultants have been focused on setting up technical tools for analysis and developing a framework for prioritizing the strategies to adapt to climate change. The Board of Directors received a presentation on the recent activities.

9. PREVIOUSLY BANKED WATER

This is an Information item presented by Trevor Joseph, Manager of Technical Services to brief the Board of Directors on a recent Water Bank activity which quantifies "Previously Banked Water." RWA staff and consultants have analyzed the amount of water that has been stored within the North American Subbasin and South American

Subbasin through conjunctive use efforts. Manager Joseph reported on the results of the study that was conducted.

10. EXECUTIVE DIRECTOR’S REPORT

Executive Director Peifer reported that he and Manger Ojakian met with the Executive Director of Capital Caucus Foundation and that the RWA desires to join the CCF for an annual fee of \$10,000. The Board agreed this would be worth investing in for the 2026 calendar year. In an effort to save time Executive Director Peifer directed the Board to read his written report for additional updates.

11. DIRECTORS’ COMMENTS

Director Wichert reported that Sacramento Suburban Water District will be presenting at their next Board meeting on how artificial intelligence and machine learning in predicting future leaks.

ADJOURNMENT

With no further business to come before the Board, Chair Ewart adjourned the meeting at 11:39 a.m.

By:

Attest:

Brett Ewart, RWA Chair

Ashley Flores, CMC, Clerk of the Board



Topic: 2026 RWA Board of Directors and Executive Committee Meeting Dates
 Type: New Business
 Item For: Consent Calendar; Approve 2026 Meeting Schedule
 Purpose: Routine

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

This is an information item for the Regional Water Authority Board of Directors to approve the 2026 RWA Meeting dates for the Board of Directors and the Executive Committee.

STAFF RECOMMENDED ACTION

Approve the 2026 Board of Directors and Executive Committee meeting schedule.

BACKGROUND

In accordance with the RWA Policy, staff presents the following proposed 2026 board meeting schedule for Board approval.

RWA Board Meetings (Second Thursdays starting at 9:00 a.m.)

- January 8, 2026 – Carmichael Water District (7837 Fair Oaks Blvd., Carmichael, CA 95608)
- March 12 – Fair Oaks Water District (10326 Fair Oaks Blvd., Fair Oaks, CA 95628)
- May 14 – Carmichael Water District (7837 Fair Oaks Blvd., Carmichael, CA 95608)
- July 9 – Fair Oaks Water District (10326 Fair Oaks Blvd., Fair Oaks, CA 95628)
- September 10 - Carmichael Water District (7837 Fair Oaks Blvd., Carmichael, CA 95608)
- November 12 – Fair Oaks Water District (10326 Fair Oaks Blvd., Fair Oaks, CA 95628)

RWA Executive Committee Meetings (Tuesdays starting at 1:30 p.m.) at the RWA Office

- | | |
|------------------|--------------|
| January 27, 2026 | July 21 |
| February 24 | August 25 |
| March 23 | September 22 |
| April 28 | October 27 |
| May 26 | November 24 |
| June 23 | December 15 |

FINDINGS/CONCLUSIONS

In accordance with the RWA Policy, the 2026 board meeting schedule is being presented for approval by the board.



FISCAL IMPACT

Costs for Board of Directors and Executive Committee Meetings are included in the annual operating budget.



Topic: Revisions to Policies 300.1 (Authority Delegated to the Executive Director), 400.2 (Compensation Policy), and 400.4 (Executive Director Review Policy)
Type: New Business
Item For: Consent Calendar
Purpose: Update RWA Policies 300.1, 400.2, and 400.4

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

This is an action item for the RWA Board of Directors to consider and approve the proposed revisions to RWA Policies 300.1, 400.2, and 400.4.

STAFF RECOMMENDED ACTION

Approve the proposed revisions to RWA Policies 300.1, 400.2, and 400.4 as presented.

BACKGROUND AND FINDINGS

Policy 400.2 (Compensation Policy)

In 2024, the RWA adopted Resolution 2024-04 directed staff to include information on the Executive Director’s salary on the RWA website. Specifically, stating: “To maintain transparency in local agency compensation, the RWA website shall maintain an “Employee Compensation” page that states the current RWA Executive Director’s monthly salary.” The proposed revision to Policy 400.2 (Compensation Policy) is provided to ensure this direction is memorialized and not lost.

Policy 300.1 (Authority Delegated to the Executive Director) and Policy 400.4 (Executive Director Review Policy)

The policy direction and methodology to prioritize the actions in the Strategic Plan are found Policy 400.4 (Executive Director Review Policy). Staff proposes to remove the policy direction from that policy and include it in “duties section” of Policy 300.1 (Authority Delegated to the Executive Director. Policy 300.1 appears to be a better “home” for this policy direction.

ATTACHMENTS

- Attachment 1- Proposed Revisions to policy 300.1 Executive Director Authority
- Attachment 2- Proposed Revisions to RWA Policy 400.2 RWA Employee Compensation
- Attachment 3- Proposed Revisions to RWA Policy 400.4 ED Performance Evaluation Process

DRAFT

REGIONAL WATER AUTHORITY POLICIES AND PROCEDURES MANUAL

Policy Type : Operations
Policy Title : Authority Delegated to the Executive Director
Policy Number : 300.1
Date Adopted : September 12, 2002
Date Amended : March 8, 2012
May 16, 2024
November 13, 2025

AUTHORITY DELEGATED TO THE EXECUTIVE DIRECTOR

General Authority

The Executive Director will be the chief administrative officer of the RWA, will serve at the pleasure of the Board of Directors, and will be responsible to the Board for the proper and efficient administration of the RWA pursuant to the provisions of the RWA Joint Powers Agreement, or any resolution or policy directive of the Board.

Specific Authority

The Executive Director will be authorized to:

- Plan, organize and direct all RWA activities, under policy direction from the Executive Committee and the Board of Directors;
- Appoint and remove all RWA employees (subject to compensation and benefits that are authorized within the RWA-approved budget), all of whom will serve at the pleasure of the Executive Director, except as is otherwise provided by law, by the RWA Joint Powers Agreement or directive of the Executive Committee or the Board of Directors;
- Enter into contracts on behalf of RWA up to a limit of \$75,000 and within the RWA approved budget; or directive of the Executive Committee or the Board of Directors;
- Enter into contracts on behalf of RWA up to a limit of \$150,000 if the contracts are for a subscription program and have been approved by an RWA program committee.

- Prepare the RWA budget for consideration for approval by the Executive Committee and the Board of Directors;
- Pay RWA bills that are within the RWA-approved budget and are consistent with the terms of RWA-approved contracts;
- Administer and make payments under contracts that have been approved by RWA, consistent with the terms of the contracts;
- Administer and make payments under Project or Program Agreements under Article 22 of the RWA Joint Powers Agreement that have been approved by the Executive Committee; and
- Prepare agendas for meetings of the Executive Committee and the Board of Directors.

Duties

The Executive Director will do the following:

- Maintain liaison and relationships among JPA members and federal, state and local agencies;
- Report to the RWA Board of Directors and Executive Committee at scheduled meetings, and make recommendations to the Board on matters related to policy and the implementation of adopted policies;
- Prepare agendas for Board and committee meetings, and oversee preparation of minutes of Board and committee meeting;
- Develop personnel policies as they relate to administrative, managerial and technical staffs of the RWA;
- Develop and maintain financial policies for consideration and approval by the Executive Committee and the Board of Directors to ensure that financial policies and operations comply with applicable state, federal and local government requirements;
- Oversee implementation of adopted policies and actions of the Executive Committee and Board of Directors; and
- Serve as Executive Director of the Sacramento Groundwater Authority (SGA), and manage the operations of SGA pursuant to the terms and conditions of the cost-sharing agreement between RWA and SGA.

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DRAFT

Setting Strategic Plan Priorities for the Upcoming Year

The Executive Director shall lead the following procedure to set priorities for the coming year:

1. The Executive Director shall solicit input on the strategic plan and/or other priorities from the members.
2. The input from members shall be reviewed by the Executive Director, staff and the Executive Committee
3. The Executive Director shall propose strategic plan and/or other priorities to the Executive Committee
4. The Executive Committee should propose the priorities to the Board for adoption

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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 <u>November 13, 2025</u>

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.

V. Transparency²

To maintain transparency in local agency compensation, the RWA website shall maintain an "Employee Compensation" page that states the current RWA Executive Director's monthly salary.

² Resolution 2024-04 directs the RWA to include this item on the RWA's Website.

REGIONAL WATER AUTHORITY POLICIES AND PROCEDURES MANUAL

Policy Type : Human Resources
Policy Title : Executive Director Performance Evaluation Procedure
Policy Number : 400.4
Date Adopted : July 27, 2005
Date Amended : November 8, 2012
September 8, 2022
November 13, 2025

Purpose of Evaluation

The five purposes of the performance evaluation are:

1. To review performance for the Executive Director over the past year based on skill sets and implementation of strategic plan priorities.
2. To give the feedback on the Executive Director's performance and to identify areas of strength and where improvement may be needed.
3. To strengthen the relationship among the Executive Director, the Regional Water Authority (RWA) Board of Directors and the Sacramento Groundwater Authority (SGA) Board of Directors.
4. To provide a basis for adjusting compensation and other contract terms and conditions.
5. To establish priorities for the Executive Director for the coming fiscal year.

Frequency

Performance Evaluation of the Executive Director will be performed annually or on a schedule otherwise determined by the RWA and SGA Chairs.

Annualized performance period shall be from April 1 through March 31.

Performance review process shall be March 31 through June, with final Executive Committee Action at the June Meeting.

Who is Involved

The RWA Chair will select an Evaluation Committee composed of four or six members with an equal number of members drawn from the RWA Executive Committee and SGA Board of Directors. Members of the Evaluation Committee may not be from the same agency. Whenever feasible or appropriate, the Chair of the RWA will chair the Evaluation Committee and the Chair of the SGA will serve on the Evaluation Committee. Whenever feasible the respective vice chairs of RWA and SGA are encouraged to participate in the process. At least one member of the committee shall be an elected official from a different member agency.

Note: The Executive Director is an employee of the RWA, with which the SGA contracts for management, administrative and staff services.

Confidentiality

Consistent with Government Code sections 6254(c), 54957 and 54963, and common law privacy protections, Board members and other individuals involved with the evaluation process will maintain the confidentiality of all privileged and/or confidential evaluation materials and discussions.

Evaluation Procedure

The evaluation procedure will typically include the following chronological steps. Days indicated are approximate. The schedule for evaluating the Executive Director's performance will be established jointly by the Evaluation Committee Chair and the Executive Director. For the final step to be completed at the July RWA Board of Directors meeting, the process will need to be initiated no later than May 1.

1. Evaluation Procedure Initiation (Day 1) Action by Evaluation Committee and Executive Director

A preliminary meeting will be held with the Evaluation Committee and the Executive Director to:

- Review the RWA Strategic Plan and SGA Groundwater Sustainability Plan and the related priorities set for the year, acknowledging some may have changed during the year.
- Review the Executive Director's evaluation from the prior year.
- Review and concur on the content of the evaluation form, evaluation procedures and performance criteria and performance evaluation instructions.
- Set a schedule for completing the evaluation process.

2. Distribution of Evaluation Forms (No Later than Day 7) Action by Evaluation Committee Chair

The Evaluation Committee Chair will send evaluation forms with the agreed upon performance evaluation instructions to the Executive Director and members of the RWA and SGA Boards of Directors. The instructions will require that the completed evaluation forms be returned to the Evaluation Committee Chair within two weeks.

3. Return of Evaluation Forms (No Later than Day 21) Action by Evaluation Committee & RWA Executive Committee Members

- The Executive Director will complete a self-assessment using the evaluation form and return a copy to the Evaluation Committee Chair.

- Members of the RWA and SGA Boards of Directors will complete the evaluation form and return a copy to the Evaluation Committee Chair.
- Only one evaluation form should be returned to the Chair of the Evaluation Committee by each member agency.
- All evaluations returned will require appropriate identification for consideration as valid input. Anonymous submissions will not be included in the process. It may be necessary for members of the Evaluation Committee to reach out to members who have submitted evaluations to clarify input received.

4. Meeting to Review Assessments and Draft Performance Report (No Later than Day 28)

Action by Evaluation Committee

The Evaluation Committee will meet to review and discuss the assessments, the Executive Director’s self-assessment and any input solicited or provided from others. The Evaluation Committee will prepare a draft “Performance Report,” which will represent a summary of the results of the evaluations and any other valid input obtained.

5. Evaluation Committee Meeting including Executive Director (No Later than Day 35)

Action by Evaluation Committee and Executive Director

- The Evaluation Committee will conduct an interview with the Executive Director to discuss the input received, and the draft Performance Report.
- Members of the Evaluation Committee and the Executive Director, at their discretion, may provide information regarding proposed adjustments to compensation and other contract terms and conditions.
- The Evaluation Committee and the Executive Director shall discuss priorities from the strategic plan set by the RWA and SGA Boards of Directors and priorities of the Groundwater Sustainability Plan that will require focused attention in the coming year. Note: The Executive Director will facilitate an annual process to identify the Board established RWA strategic plan priorities prior to the evaluation process.
- The Evaluation Committee and Executive Director will have initial discussions on any proposed adjustments to the Executive Director’s compensation and contract terms and conditions.

6. Follow-Up Meeting of Evaluation Committee (No Later than Day 42)

Action by Evaluation Committee

Following the interview, the Evaluation Committee will convene or correspond to prepare the final draft Performance Report as appropriate, and to discuss and provide written recommendations for adjustments, if

any, to the Executive Director's compensation and other contract terms and conditions including priorities from the strategic plan for the coming year.

7. Distribution of Final Draft Performance Report to RWA Executive Committee

Action by Evaluation Committee Chair

The final draft Performance Report will be delivered by the Evaluation Committee Chair to the members of the RWA Executive Committee not less than four working days prior to the meeting at which it will be discussed. The Evaluation Committee shall also deliver written recommendations for adjustments to the Executive Director's compensation or contract terms and conditions, if any.

8. RWA Executive Committee

Action by RWA Executive Committee, Evaluation Committee, and Executive Director

In closed session at a noticed regular meeting, the Evaluation Committee Chair will present the draft Performance Report to the RWA Executive Committee. Attendance and participation by all members of the Evaluation Committee is encouraged. At the discretion of the RWA Executive Committee, the Executive Director may be asked to participate in portions of the closed session. The RWA Executive Committee will consider approval (or approval with appropriate amendments) of the final Performance Report.

During the closed session, the Evaluation Committee and Executive Committee may also discuss any recommendations for adjusting the Executive Director's compensation or contract terms and conditions proposed by the Evaluation Committee. The RWA Executive Committee may choose to ratify or amend the recommendations of the Evaluation Committee before forwarding final recommendations for adjusting the Executive Director's compensation or contract terms and conditions to the RWA Board of Directors for consideration.

9. RWA Board of Directors

Action by Evaluation Committee and RWA Board of Directors

In closed session at a noticed regular meeting, the Evaluation Committee Chair will present an update on the final Performance Report to the RWA Board of Directors. Attendance and participation by all members of the Evaluation Committee is encouraged. At the discretion of the RWA Executive Committee, the Executive Director may be asked to participate in portions of the closed session. The Evaluation Committee and RWA Board of Directors may also discuss the Executive Committee's recommendations for adjusting the Executive Director's compensation or contract terms and conditions, if any.

Upon conclusion of the closed session, the RWA Board of Directors will reconvene in open session and discuss adjustments to the Executive Director's

compensation or contract terms and conditions, if any. The RWA Board of Directors may choose to reject, ratify, or amend the recommendations of the RWA Executive Committee.

Setting Priorities for the Following Year

~~The Executive Director shall lead the following procedure to set priorities for the coming year:~~

- ~~1. The Executive Director shall solicit input on the strategic plan and/or other priorities from the members.~~
- ~~2. The input from members shall be reviewed by the Executive Director, staff and the Executive Committee.~~
- ~~3. The Executive Director shall propose strategic plan and/or other priorities to the Executive Committee.~~
- ~~4. The Executive Committee should propose the priorities to the Board for adoption.~~

Executive Director Bonus Policy

This policy governs the award of an annual, discretionary bonus to the Executive Director if a discretionary bonus is authorized by a written employment agreement between the Executive Director and RWA.

If the written employment agreement contains a term with parameters for the bonus amount, then the agreement shall control. If the written employment agreement does not contain such a term, then the Executive Director's bonus, if any, shall not exceed 10% of the Executive Director's salary on the effective date of the bonus.

When the RWA Board of Directors determines the eligibility for a discretionary bonus, the Board shall consider if the Executive Director has met organizational expectations "**MEETS EXPECTATIONS**" in the following areas:

- 1) Core Competencies
- 2) Job Knowledge and Competence
- 3) Implementation of the RWA Strategic Plan
- 4) Engagement on SGA Priorities

When the RWA Board of Directors determines the amount of a discretionary bonus, the Board shall consider the following factors:

- 1) The overall fiscal health of the RWA Budget. The Bonus itself shall not be funded through debt or reserves.
- 2) Unique performance demonstrated or rated performance that "**EXCEEDS EXPECTATIONS**" or is "**SUPERIOR**".
- 3) Overall Membership Stability.



Topic: Healthy Rivers and Landscapes Program
 Type: New Business
 Item For: Information
 Purpose: Strategic Plan Implementation Goal, Objectives: Implementation B-4, B-6;
 Advocacy B1-2, C2-3,C-6

SUBMITTED BY:	Michelle Banonis Manager of Strategic Affairs	PRESENTER:	Michelle Banonis Manager of Strategic Affairs
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EXECUTIVE SUMMARY

This information item is presented by Michelle Banonis, Manager of Strategic Affairs to provide an overview of the current process working toward the Healthy Rivers and Landscapes Program [called “HR&LP” by water agencies or “VA” by the State Water Resources Control Board (State Board)]. The VA is an alternative that is included in the Draft Staff Report in Support of Potential Sacramento/Delta Updates to the Water Quality Control Plan for the San Francisco Bay/Sacramento-San Joaquin Delta Estuary (Bay-Delta Plan) and the Program of Implementation published by the State Board.

BACKGROUND

The State Board has the requirement to periodically update its regulations for how water is put to beneficial use in the Bay-Delta. The HR&LP provides a collaborative alternative to the State Board’s regulatory process and provides for a combination of habitat restoration, environmental outflow, a science program, and funding. The funding for implementing various portions of the VA is expected to come from participating water providers as well as from public sources.

DISCUSSION

On September 16, 2025, the State Board released a Notice of Public Comment and Hearing on the Revised Sacramento/Delta Updates to the Bay-Delta Plan. The State Board later rescinded this notice and public comment opportunity. The Governor’s Office is now targeting the release of the Bay-Delta Plan Update, including a revised Program of Implementation and Staff Report, in December 2026. The Staff Report is intended to fulfill the State Board’s requirements under the California Environmental Quality Act (CEQA), the State Board’s regulations, the Porter-Cologne Water Quality Control Act, and other requirements. A public hearing/comment period is anticipated to occur early next year and will be noticed upon the release of the December documents. While not currently scheduled, it is expected that the State Board will take up consideration of adoption of the Bay-Delta Plan later in 2026.

RWA has been working with American River Parties to the VA and other tributaries prepare for the re-release of documents in December. In parallel, work has continued within the region and with Reclamation to finalize key aspects of the program and ensure effective implementation.



Topic: Strategic Plan 2030 Update
Type: Old Business
Item For: Information/Discussion
Purpose: Policy 200.2

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

This is an information/discussion item for the Board of Directors to receive a report from the Executive Director, on the process of soliciting a consultant to assist in developing the Strategic Plan.

STAFF RECOMMENDED ACTION

None. This item is for information/discussion only.

BACKGROUND

Last August, Chair Ewart formed an Ad Hoc committee with the following charge:

1. To consider and make a recommendation to the Executive Committee and the Board of Directors if a consultant should be hired to assist in the preparation of the RWA’s Strategic Plan and if so, what qualities should the consultant possess?
2. To participate in the selection of a consultant.

The participants include Michael Saunders, Bob Wichert, Sean Bigley, and Brett Ewart.

The committee recommends a consultant be selected and presented this recommendation to the Executive Committee. Director Wichert prepared a draft scope of work to assist in the acquisition of a consultant. A copy of the scope is attached. The Executive Committee discussed which consultants should be sent a request for qualifications (RFQ) and a short list was formed including:

- Strategy Driver (Ellen Cross)
- Raftelis (Cathrine Carter)
- Integrated Communications Strategies (Jerry Azavedo)
- Bienati Consulting Group, Inc. (Larry Bienati)
- Jennifer Lieberman Consulting (Jennifer Lieberman)

This item is to check in with the Board of Directors to see if the Board is satisfied with the approach.

In addition, staff would like direction on whether the RWA should conduct a strategic plan prioritization process this year or put the entire focus on developing an updated strategic plan.

ATTACHMENT

Attachment 1- Draft Consultant Scope of Work

Scope of Work

Consultant Services to Update the Strategic Plan for the Regional Water Authority (RWA)

Background

The Regional Water Authority (RWA) is a joint powers authority representing its members in the greater Sacramento Region. The RWA serves and represents two dozen water providers and affiliated agencies in Sacramento, Placer, El Dorado, Yolo and Sutter counties. RWA members include cities, counties, water districts, mutual water companies, investor-owned water utilities and community services districts. RWA assists these members with protecting the reliability, availability and quality of the region's water resources. RWA advocates for the sustainable management of water resources, collaboration among its members, and advancement of regional water reliability.

The organization has an existing strategic plan that provides a foundation, however, improvements are envisioned that will update the plan, add specificity, measurable goals, and clarity needed to guide current and future initiatives.

With new member agencies in the upper American River watershed, RWA also seeks to update its strategic plan to reflect evolving priorities, strengthen focus, and ensure alignment with its mission and evolving regional needs.

Purpose

The purpose of this engagement is to retain a consultant to guide RWA's Board of Directors and staff through a collaborative process to update the organization's strategic plan. The updated plan will provide clear goals, measurable objectives, and actionable strategies that reflect member priorities and the Region's current water management landscape.

Scope of Work

The consultant will perform the following tasks:

1. **Project Initiation & Review**
 - Meet with RWA staff and Executive Committee Task Force to confirm project scope, schedule, deliverables, and expectations.
 - Review the current RWA Strategic Plan, relevant organizational documents, and background materials.
 - Develop a detailed project timeline and stakeholder engagement plan.
2. **Stakeholder Engagement & Information Gathering**
 - Conduct interviews or surveys with member agencies, including newly added members in the upper American River watershed, to identify emerging priorities, challenges, and opportunities.
 - Compile and summarize input to inform the planning process.

3. Facilitation of Strategic Planning Sessions

- Design and facilitate **at least three (3) meetings** of the RWA Board of Directors to:
 - Review the current plan and identify areas needing revision.
 - Build consensus on organizational mission, vision, and values where revision is required.
 - Identify and prioritize strategic goals and objectives.
 - Develop consensus on measurable outcomes and implementation strategies.
- Provide facilitation materials, presentations, and draft outputs for each session.

4. Drafting the Updated Strategic Plan

- Develop a draft updated strategic plan incorporating input from the Board of Directors, member agencies, and staff.
- Ensure the plan includes:
 - Clear strategic priorities.
 - Specific, measurable, achievable, relevant, and time-bound (SMART) goals.
 - Defined roles for implementation.
 - Metrics for progress evaluation.
- Circulate the draft plan for review and comment.

5. Finalization of the Strategic Plan

- Revise the draft strategic plan based on feedback from the Board of Directors and staff.
- Review with ad hoc committee and revise as needed.
- Present to board for approval.
- Deliver a final strategic plan document in both print-ready and digital formats.
- Provide an executive summary suitable for external communication.

Deliverables

- Project work plan and timeline.
- Stakeholder engagement summary.
- Materials for and facilitation of at least three RWA Board meetings.
- Draft updated strategic plan.
- Final strategic plan (digital and print-ready).
- Executive summary of the strategic plan.

Timeline

The project is expected to be completed within **6–9 months** of contract execution. The consultant will propose a detailed schedule, subject to RWA approval.

Budget

The total budget for consultant services shall not exceed **\$40,000** inclusive of all professional fees, travel, meeting facilitation, materials, and other expenses.

Consultant Qualifications

The selected consultant should demonstrate:

- Experience in strategic planning for public agencies, joint powers authorities, or non-profit organizations.
- Strong facilitation and consensus-building skills.
- Familiarity with California water policy and regional water issues.
- Ability to translate broad stakeholder input into actionable and measurable strategic goals.

Topic: Watershed Resilience Pilot Project Update
 Type: Old Business
 Item For: Information
 Purpose: Strategic Plan Objective A - Support the securing of funding and assist in resourcing projects and programs that are regional priorities

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

This is an information item presented by Jim Peifer, Executive Director and Ryan Ojakian, Manager of Government Affairs, will brief the Board of Directors on the Watershed Resilience Pilot Project activities.

STAFF RECOMMENDED ACTION

None. This item is for information/discussion only.

BACKGROUND

Staff and consultants continue to work on the Watershed Resilience Pilot Project, which is being funded by a grant from the Department of Water Resources. The Pilot examines nine interconnected systems that are affected by climate and weather: ecosystem, flood management, groundwater supply, hydropower, surface water supply, agriculture, recreation, water quality, and community and equity. The focus is on strategies that benefit multiple systems at once and that address the most vulnerable assets and communities.

Gap Analysis

Most recently, the project team have been focused on setting up technical tools for analysis and developing a framework for prioritizing the strategies to adapt to climate change. The project has completed a comprehensive gap analysis of more than 70 studies across the American, Bear, and Cosumnes watersheds, marking a major milestone toward developing a 2026 Watershed Resilience Plan. This work sets the stage for a detailed vulnerability assessment that will guide strategies to prepare the greater Sacramento region for climate impacts.



Outreach

On going outreach and network efforts have been held to engage the Watershed Resilience Network. Our next event will be on Friday, November 14, 2025.

Agenda Item 6

A new blog post by RWA Manager of Government Affairs Ryan Ojakian highlights progress on the Watershed Resilience Pilot. Supported by the Department of Water Resources, the Pilot is one of five statewide efforts testing a new approach to watershed-scale climate resilience planning and positioning the Sacramento region to compete for Proposition 4 funding. Read the full post [here](#).

What's Next for the Watershed Resilience Pilot

The project team is now conducting a comprehensive vulnerability assessment across the megashed. This fine-grained assessment evaluates the vulnerability of specific components in each watershed—for example, snowpack in the Upper American or levees on the Cosumnes.

Each component is assessed based on its exposure to climate hazards such as drought, flooding, wildfire, and rising temperatures, its sensitivity to those hazards, and its existing adaptive capacity. The greater the sensitivity and lower the adaptive capacity, the higher the vulnerability. This process will help establish priority actions based on the components most at risk.

The next phase will involve identifying adaptation strategies and projects for inclusion in the Watershed Resilience Plan.

DWR has emphasized that regions further along in planning will be better positioned to compete for Proposition 4 funding. Progress to date, supported by the collaboration of local agencies, NGOs, community partners, and Water Forum members, strengthens the region's ability to attract the resources needed to put resilience strategies into practice.

Topic: 2025 RWA Board Elections Officers and Executive Committee
Type: New Business
Item For: Information/Presentation
Purpose: [Policy 200.3](#)

SUBMITTED BY:	Ashley Flores, CMC Associate Project Manager	PRESENTER:	Jim Peifer Executive Director
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EXECUTIVE SUMMARY

This is an action item to elect the 2026 Chair and to identify candidates for Vice Chair and the Executive Committee.

STAFF RECOMMENDED ACTION

- 1) Elect the 2026 Chair; and
- 2) Interested members to state their candidacy for the 2026 Vice Chair and the 2026 Executive Committee

BACKGROUND

[Policy 200.3 \(Procedures for Selection of the Executive Committee\)](#) provides for the process of electing the Chair and identifying candidates for Vice Chair and the Executive Committee.

Board members that wish to be considered for election as 2026 Vice-Chair or to the Executive Committee will be stating their interest at the November Board meeting. You may make an oral presentation of up to two minutes.

You will also be selecting the incoming 2026 Chair. Policy 200.3 states that the Board of Directors elects the 2026 Chair by voting whether to elect the current Vice-Chair. The current Vice-Chair is Michael Saunders, Georgetown Divide Public Utilities District.

After the Board meeting, you will be filling out a Nomination Form, or ballot, which identifies candidates for Vice-Chair and the Executive Committee. Each agency will be entitled to one ballot. The ballot will provide for members to rank their choices for Vice-Chair and the Executive Committee.

The new process will result in the selection of the nine-member Executive Committee as follows:

- The incoming Chair will be a member of the Executive Committee.
- The ballot election will result in the selection of a vice chair and three other executive committee members.

Agenda Item 7

- The incoming Chair will nominate two additional candidates.
- The Contracting Entities of the RWA (Golden State Water Company and California American Water Company) will submit a nomination.
- The Chair of the Sacramento Groundwater Authority shall nominate a member of the SGA to sit on the Executive Committee. The SGA nominee must be a member of the RWA.

SUMMARY OF ELECTION PROCESS STEPS

At the November 13, 2025 RWA Board meeting:

- The Board members will elect the incoming Chair for 2026. The current Chair, Brett Ewart, will conduct the election.
- The Chair of the Chair's designee will conduct a roll call of the Directors to state their candidacy for Vice-Chair and the Executive Committee.

After the November RWA Board meeting:

- The Executive Director will distribute a ballot to the RWA member agencies with the directors that were identified as candidates at the November board meeting. The ballot will be set up to allow member agencies to rank the candidates in their preference.
- The member agencies should fill out the ballot and return it to the RWA via email or by US Mail by a **deadline of December 11th, 2025**. Ballots received after this date will not be counted.
- The incoming Chair shall select two additional Executive Committee members for nomination.

At the January 8, 2026 Board meeting (at Carmichael Water District):

- The Board will vote in a single election on the question: "Shall the proposed nominees for Vice-Chair and Executive Committee be elected?"

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

SUBMITTED BY: Jim Peifer
Executive Director

PRESENTER: Jim Peifer
Executive Director

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 agenda item is a standing item to provide an opportunity for the Executive Director to report to the Board of Directors on important activities, reports, communications, advocacy, and other updates.

OUTREACH & ADVOCACY

On October 10, the Regional Water Authority and the Water Forum hosted the Public Policy Institute of California (PPIC) team on a tour showcasing how the Sacramento region is building a more climate-resilient water future. The group visited sites illustrating groundwater recharge, habitat enhancement, and collaborative planning efforts that link local action to statewide priorities.

Staff joined the Water Forum on October 16 for a discussion on the Sacramento Regional Water Bank and regional groundwater management. The meeting provided an opportunity for dialogue with members of the Environmental Caucus on groundwater-related topics. RWA Manager of Technical Services Trevor Joseph presented updates on groundwater-dependent ecosystem analysis, monitoring well placement, and previously banked water.

The RWA Water Efficiency Program received two Influence Awards from the Public Relations Society of America, California Capital Chapter, recognizing its “Saving Water One Beer at a Time” partnership with local breweries and the “Drip Drop, Hip Hop” school education program. In 2026, the school program will expand to reach classrooms in the Elk Grove Water District and Sacramento County Water Agency service areas. RWA members with recommendations or requests for potential schools in these areas are encouraged to contact Program Manager Amy Talbot at atalbot@rwah2o.org.

Agenda Item 8

A new blog post by RWA Manager of Government Affairs Ryan Ojakian highlights progress on the Watershed Resilience Pilot. The project has completed a comprehensive gap analysis of more than 70 studies across the American, Bear, and Cosumnes watersheds, marking a major milestone toward developing a 2026 Watershed Resilience Plan. Supported by the Department of Water Resources, the Pilot is one of five statewide efforts testing a new approach to watershed-scale climate resilience planning and positioning the Sacramento region to compete for Proposition 4 funding. Read the full post [here](#).

RWA Executive Director Jim Peifer participated in a panel discussion at the Groundwater Resources Association of California's Contemporary annual workshop, which establishes the annual priorities for the association.

RWA and Water Forum staff on October 29 met with the California Natural Resources Agency to discuss the American River Climate Adaptation Program (ARCAP). The meeting focused on how ARCAP can advance shared state and regional goals for climate resilience by improving water temperature management, habitat conditions, and long-term water reliability.

Legislative

The Governor had until October 30 to act on bills on his desk. Of the bills that RWA took positions on, he signed three bills supported by RWA and three bills that RWA opposed. The Legislature reconvenes January 5, and several two-year bills remain under active tracking. For additional information, contact Ryan Ojakian at rojakian@rwah2o.org

The Executive Committee authorized RWA to sponsor a bill to approve recharge permitting. RWA staff is working with potential partners to develop bill language. For additional information, contact Ryan Ojakian at rojakian@rwah2o.org

Water Efficiency

Only two rebates remain available through the Water Efficiency Program's Water Intense CII Indoor Water Efficient Equipment Upgrades Rebate Program. Funded by a DWR grant, the program offers up to \$15,000 per customer for installing water-efficient indoor equipment. Applicants must apply by December 15, 2025. More information is available [here](#).

Water Bank Program

The next meeting of the Water Bank Program Committee is scheduled for Wednesday, November 19, from 1:30 to 3:30 p.m. For more information about the Water Bank, contact Trevor Joseph at tjoseph@rwah2o.org.

Water Forum

Water Forum members will consider the full Water Forum 2050 Agreement at the November 20 plenary. In the coming months, members are expected to bring the draft Agreement to their boards and elected bodies for review, with final adoption and signing anticipated in early 2026. The Executive Director will be bringing the agreement to the RWA Board of Directors for its

Agenda Item 8



consideration in early 2026. Supporting materials, including an executive summary and fact sheet, are available [here](#).

Strategic Affairs

RWA Manager of Strategic Affairs Michelle Banonis will moderate the session “*Water Management Program – Making Every Drop Count: Improving Bay-Delta Water Accounting*” at the ACWA Fall Conference on Wednesday, December 3, at 10:30 a.m. The panel will feature representatives from the State Water Contractors, State Water Resources Control Board, and Public Policy Institute of California (PPIC) discussing efforts to modernize water tracking and reporting in the Bay-Delta to improve coordination and support data-driven water management decisions.

FINANCIALS

Unaudited RWA financial reports including income statement and quarterly balance through September 30, 2025 are attached (attachment 1)

SAVE THE DATE

ACWA Fall Conference Join us at the ACWA Fall Conference in San Diego, December 2 at the X-Brewery (located in the Sheraton) – No host bar at 4 p.m.

Annual Holiday Social Thursday, December 11, 2025, at 6:00 pm on the Delta King, 1000 Front Street, Sacramento, CA. Start thinking about your nominations for the annual RWA awards, including Water Statesperson of the Year, Distinguished Service, and Regional Water Management awards.

Next RWA Board Meeting – January 8, 2026 at Carmichael Water District

ATTACHMENTS

Attachment 1- Financials

California State Treasurer *Fiona Ma, CPA*



Local Agency Investment Fund
P.O. Box 942809
Sacramento, CA 94209-0001
(916) 653-3001

October 29, 2025

[LAIF Home](#)
[PMIA Average Monthly Yields](#)

REGIONAL WATER AUTHORITY

FINANCE MANAGER
2295 GATEWAY OAKS DRIVE
SACRAMENTO, CA 95833

[Tran Type Definitions](#)

Account Number: 90-34-019

September 2025 Statement

Effective Date	Transaction Date	Tran Type	Confirm Number	Web Confirm Number	Authorized Caller	Amount
9/18/2025	9/17/2025	RD	1782601	1743211	THOMAS HOFFART	450,000.00

Account Summary

Total Deposit:	450,000.00	Beginning Balance:	2,248,436.58
Total Withdrawal:	0.00	Ending Balance:	2,698,436.58



Market Value Summary:

	QTD Current Period	Fiscal Year to Date
Beginning Balance	\$1,867,863.43	\$1,867,863.43
Contribution	0.00	0.00
Disbursement	0.00	0.00
Transfer In	0.00	0.00
Transfer Out	0.00	0.00
Investment Earnings	104,930.96	104,930.96
Administrative Expenses	(130.05)	(130.05)
Investment Expense	(207.16)	(207.16)
Other	0.00	0.00
Ending Balance	\$1,972,457.18	\$1,972,457.18
FY End Contrib per GASB 74 Para 22	0.00	0.00
FY End Disbursement Accrual	0.00	0.00
Grand Total	\$1,972,457.18	\$1,972,457.18

Unit Value Summary:

	QTD Current Period	Fiscal Year to Date
Beginning Units	73,305.990	73,305.990
Unit Purchases from Contributions	0.000	0.000
Unit Sales for Withdrawals	0.000	0.000
Unit Transfer In	0.000	0.000
Unit Transfer Out	0.000	0.000
Ending Units	73,305.990	73,305.990
Period Beginning Unit Value	25.480364	25.480364
Period Ending Unit Value	26.907175	26.907175

Please note the Grand Total is your actual fund account balance at the end of the period, including all contributions per GASB 74 paragraph 22 and accrued disbursements. Please review your statement promptly. All information contained in your statement will be considered true and accurate unless you contact us within 30 days of receipt of this statement. If you have questions about the validity of this information, please contact CERBT4U@calpers.ca.gov.

Statement of Transaction Detail for the Quarter Ending 09/30/2025

Regional Water Authority

Entity #: SKB0-6065061198



Date	Description	Amount	Unit Value	Units	Check/Wire	Notes
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Client Contact:
CERBT4U@CalPERS.ca.gov



Per California Government Code 6505.5 (e), RWA reports the following unaudited information:

For the period ending September 30, 2025

Cash in checking account:	\$	5,342,509
LAIF balance:	\$	2,698,437

For the period of July 1, 2025 to September 30, 2025

Total cash receipts for the period:	\$	16,198,162
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Total cash disbursements for the period:	\$	10,608,564
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REGIONAL WATER AUTHORITY

Income Statement

Year-to-Date Performance, September 2025 - 1 month back, Consolidated
by account

	<i>3 Months Ended September 30, 2025</i>	<i>Annual Budget</i>	<i>Unused</i>	<i>% Used</i>
REVENUES				
Core Revenues				
Annual Assessments	1,233,672.00	1,150,751.00	(82,921.00)	107.2 %
Affiliate Members Annual	0.00	8,000.00	8,000.00	
Associate Membership Annual	0.00	74,922.00	74,922.00	
Miscellaneous Revenue	0.00	5,000.00	5,000.00	
Interest on S/T Investments	19,293.98	70,000.00	50,706.02	27.6 %
TOTAL Core Revenues	1,252,965.98	1,308,673.00	55,707.02	95.7 %
Grant and Program Revenues				
Program Revenues	501,926.00	0.00	(501,926.00)	
State Revenues	13,348,932.03	0.00	(13,348,932.03)	
WEP Revenues	506,274.12	0.00	(506,274.12)	
TOTAL Grant and Program Revenues	14,357,132.15	0.00	(14,357,132.15)	
TOTAL REVENUES	15,610,098.13	1,308,673.00	(14,301,425.13)	1192.8 %
TOTAL REVENUE	15,610,098.13	1,308,673.00	(14,301,425.13)	1192.8 %
GROSS PROFIT	15,610,098.13	1,308,673.00	(14,301,425.13)	1192.8 %
OPERATING EXPENDITURES				
Staff Expenses				
General Salaries	437,477.92	1,788,864.00	1,351,386.08	24.5 %
Benefits/Taxes	151,459.22	749,877.00	598,417.78	20.2 %
Payroll Clearing	(1,437.16)	0.00	1,437.16	
Travel / Meals	1,725.92	45,000.00	43,274.08	3.8 %
Professional Development	0.00	14,000.00	14,000.00	
TOTAL Staff Expenses	589,225.90	2,597,741.00	2,008,515.10	22.7 %
Office Expenses				
Rent & Utilities	19,393.89	77,000.00	57,606.11	25.2 %
Insurance	1,200.00	64,000.00	62,800.00	1.9 %
Office Maintenance	585.51	2,200.00	1,614.49	26.6 %
Telephone	23.17	10,000.00	9,976.83	0.2 %
Dues and Subscription	3,090.22	31,000.00	27,909.78	10.0 %
Printing & Supplies	884.82	25,000.00	24,115.18	3.5 %
Postage	197.04	4,200.00	4,002.96	4.7 %

	<i>3 Months Ended September 30, 2025</i>	<i>Annual Budget</i>	<i>Unused</i>	<i>% Used</i>
Meetings	452.70	9,000.00	8,547.30	5.0 %
Events	0.00	24,000.00	24,000.00	
Computer Equipment/Support	9,353.00	51,000.00	41,647.00	18.3 %
TOTAL Office Expenses	35,180.35	297,400.00	262,219.65	11.8 %
Professional Fees				
ADP / Banking Charges	762.90	4,200.00	3,437.10	18.2 %
Audit Fees	0.00	34,000.00	34,000.00	
Legal Fees	8,546.65	90,000.00	81,453.35	9.5 %
GASB 68 reporting fee	350.00	0.00	(350.00)	
Consulting Expenses - General	46,897.41	418,500.00	371,602.59	11.2 %
Powerhouse Science Center Payments	0.00	25,000.00	25,000.00	
TOTAL Professional Fees	56,556.96	571,700.00	515,143.04	9.9 %
SGA and Program Admin Exp Reimbursement				
SGA Service Agreement Fee	(141,502.31)	(1,015,605.00)	(874,102.69)	13.9 %
Water Efficiency Program Fee	0.00	(256,547.00)	(256,547.00)	
Strategic Affairs Program Fee	0.00	(349,443.00)	(349,443.00)	
Other Programs Fee	0.00	(315,123.00)	(315,123.00)	
TOTAL SGA and Program Admin Exp Reimbursen	(141,502.31)	(1,936,718.00)	(1,795,215.69)	7.3 %
Grant and Program Expenses				
Grant Expenses - Direct and PT	9,015,329.88	0.00	(9,015,329.88)	
Program Expenses - Direct	93,394.52	0.00	(93,394.52)	
TOTAL Grant and Program Expenses	9,108,724.40	0.00	(9,108,724.40)	
TOTAL OPERATING EXPENDITURES	9,648,185.30	1,530,123.00	(8,118,062.30)	630.5 %
OPERATING INCOME (LOSS)	5,961,912.83	(221,450.00)	(6,183,362.83)	-2692.2 %
NET OPERATING INCOME (LOSS)	5,961,912.83	(221,450.00)	(6,183,362.83)	-2692.2 %
NET INCOME (LOSS) NET OF PROGRAM	5,961,912.83	(221,450.00)	(6,183,362.83)	-2692.2 %



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

SUBMITTED BY: Jim Peifer
Executive Director

PRESENTER: Jim Peifer
Executive Director

EXECUTIVE SUMMARY

This is an information item to provide an opportunity for the Regional Water Authority Board of Directors 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 agenda item is a standing item to provide an opportunity to report on any updates from their agency, comments, request future agenda items, recommendations, and questions.