REGIONAL WATER AUTHORITY
EXECUTIVE COMMITTEE MEETING

Tuesday, June 23, 2026
at 1:30 p.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/87910700156

Meeting ID: 879 1070 0156

Dial by your location

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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.

<u>**AGENDA**</u>

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 26, 2026, Executive Committee meeting

   3.2 Recommend approval by the RWA Board of Directors of the admission of Yolo County Flood Control & Water Conservation District as an Associate member

   3.3 Approve Task Order #5 for Professional Services Agreement with Khadam Consulting, Inc.

   Action: Approve Consent Calendar

4. **LEGISLATIVE UPDATE**
Presenter: Ryan Ojakian, Manager of Government Relations
Action: Take positions on State and Federal legislation on any bill pending in the State Legislature or Congress upon a recommendation by staff and a discussion on the bill within the Executive Committee

5. **REVISIONS TO POLICY 400.2 (COMPENSATION POLICY)**
Presenter: Jim Peifer, Executive Director
Action: Recommend Revisions to Policy 400.2 (Compensation Policy) to the Board of Directors

6. **STRATEGIC PLAN UPDATE**
Presenter: Michael Saunders, Chair and Jim Peifer, Executive Director

7. **INFORMATION: RWA PROGRAM UPDATES**
Presenter: Jim Peifer, Executive Director

8. **OPPORTUNITY FOR PUBLIC TO ADDRESS CLOSED SESSION MATTERS**

9. **CLOSED SESSION**

   9.1 Conference with legal counsel--anticipated litigation; Government Code sections 54954.5(c) and 54956.9(b); significant exposure to litigation involving one case.

9.2 Public Employee Performance Evaluation Pursuant to Government Code Section 54957
Title: Executive Director

9.3 Closed session regarding labor negotiations (Gov. Code § 54957.6.)
Agency Representative(s): Directors Saunders and Twilla
Unrepresented employee: Executive Director

10. RETURN TO OPEN SESSION - ANNOUNCEMENT OF REPORTABLE ACTION IN CLOSED SESSION

11. RWA BOARD MEETING AGENDA
Presenter: Jim Peifer, Executive Director
Action: Approve RWA Board Meeting Agenda for July 9, 2026

12. EXECUTIVE DIRECTOR'S REPORT

13. DIRECTORS' COMMENT

ADJOURNMENT

Upcoming meetings:
Next RWA Board of Director's Meeting: Regular RWA Board Meeting, July 9, 2026, at 9:00 a.m. at the Fair Oaks Water District, 10326 Fair Oaks Blvd., Fair Oaks, CA 95628. The location is subject to change.

Next RWA Executive Committee Meeting: The next RWA Executive Committee Meeting is scheduled for July 21, 2026, at 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/.

Posted on: June 18, 2026

Ashley Flores
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 Board Clerk	PRESENTER:	Michael Saunders Chair

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 Board Clerk	PRESENTER:	Ashley Flores, CMC Board Clerk

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 26, 2026.

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 26, 2026

Regional Water Authority
BUILDING ALLIANCES IN NORTHERN CALIFORNIA

Executive Committee Meeting
Draft Minutes
May 26, 2026

1. CALL TO ORDER

Chair Saunders called the meeting of the Executive Committee to order on May 26, 2026, at 1:30 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. Individuals in attendance are listed below:

Executive Committee Members
Michael Saunders, Georgetown Divide Public Utility District, Chair
Ron Greenwood, Carmichael Water District – Arrived at 1:38 p.m.
Brett Ewart, City of Sacramento
Chris Nelson, City of Lincoln
Bruce Kamilos, Elk Grove Water District
Sean Twilla, Golden State Water Company
Michael Grinstead, Sacramento County Water Agency

Staff Members
Jim Peifer, Ryan Ojakian, Michelle Banonis, Raiyna Villasenor, Josh Horowitz and Ashley Flores

Others in Attendance:
Greg Zlotnick, San Juan Water District

2. PUBLIC COMMENT
None

3. CONSENT CALENDAR

3.1 Approve draft meeting minutes of April 28, 2026 Executive Committee meeting

A motion was made to the Consent Calendar as presented.

Motion/Second/Carried Director Kamilos moved, with a second by Director Twilla

Michael Saunders, Georgetown Divide Public Utility District; Ron Greenwood, Carmichael Water District; Brett Ewart, City of Sacramento; Chris Nelson, City of Lincoln; Bruce Kamilos, Elk Grove Water District; Sean Twilla, Golden State Water Company; and Michael Grinstead, Sacramento County Water Agency voted yes. Motion passed.

Ayes- 6
Noes- 0
Abstained- 0
Absent-3

4. **LEGISLATIVE UPDATE**
This is a discussion item for the Regional Water Authority Executive Committee to receive an update on legislative activity including AB 2026, a bill cosponsored by RWA and NCWA.

No action taken, information only.

5. **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.

No action taken, information only.

Chair Saunders called a recess at 2:26 p.m. to 2:32 p.m.

6. **OPPORTUNITY FOR PUBLIC TO ADDRESS CLOSED SESSION MATTERS**
None

7. **CLOSED SESSION – ENTERED AT 2:35 P.M.**

Conference with legal counsel--anticipated litigation; Government Code sections 54954.5(c) and 54956.9(b); significant exposure to litigation involving one case.
No action take, Committee provided staff direction.

8. **RETURN TO OPEN SESSION AT 3:42 P.M. - ANNOUNCEMENT OF REPORTABLE ACTION IN CLOSED SESSION**

No reportable action taken.

9. **EXECUTIVE DIRECTOR'S REPORT**
Executive Director Peifer reported that staff is working on an RFP for Website Redesign and ADA Compliance.

He also thanked Director Greenwood for inviting the RWA to participate, at the Carmichael Water District's Ribbon Cutting Ceremony which celebrated the construction of a new well, on April 10, 2026. The project was partially funded by a grant from the Department of Water Resources. Several dignitaries spoke including Director Mark Emmerson; State Senator Roger Niello; and Sacramento County Supervisor Rich Desmond.

10. DIRECTORS' COMMENT

Director Greenwood reported that they have brought in Kenneth Payne as the interim General Manager for Carmichael Water District and have started the recruitment process for a permanent placement.

ADJOURNMENT

Chair Saunders adjourned the meeting at 3:50 p.m.

By:	Attest:
______________________________	______________________________
Michael Saunders, RWA Chair	Ashley Flores, CMC, Clerk of the Board

Topic:	New Members
Type:	Consent Calendar
Item For:	Action; Motion to Recommend Approval of RWA Board
Purpose:	Routine; Fiscal/Budget; RWA Policy 100.6

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

EXECUTIVE SUMMARY

This is an action item for the Regional Water Authority Executive Committee to recommend approval by the Regional Water Authority Board of Directors of the admission of Yolo County Flood Control and Water Conservation District.

STAFF RECOMMENDED ACTION

Recommend approval by the Regional Water Authority Board of Directors of the admission of Yolo County Flood Control & Water Conservation District as an Associate member.

BACKGROUND

For over 70 years, the Yolo County Flood Control & Water Conservation District has worked to ensure a reliable water supply for local farms, communities, and the environment. The District manages dams, canals, and groundwater recharge projects similar to many RWA member agencies.

The District was established in 1951 by the California Legislature at the request of the Yolo County Board of Supervisors. Its founding purpose was to secure new surface water supplies, monitor and report on groundwater conditions, and create a reliable system for conjunctive water management. The District service area covers more than 200,000 acres across Yolo County, including the cities of Woodland, Davis, and Winters, and the towns of Capay, Esparto, Madison, and other Capay Valley communities.

Yolo County Flood Control & Water Conservation District's mission: "To plan, develop, and manage the conjunctive use of its surface and groundwater resources to provide a safe and reliable water supply, at a reasonable cost, and to sustain the socio-economic and environmental well-being of Yolo County."

RWA Policy

Entities eligible to become Regional Water Authority (RWA) Associate Members include public or private entities with an interest and management role in regional water matters that are not eligible for other classes of membership in RWA. The purpose of the Affiliate relationship is to promote communication between water managers and the community and to support RWA's efforts to educate and inform the public.

Each entity that applies to become an RWA Associates must be approved by a two thirds majority vote of the RWA Board of Directors. Board approval will be dependent on a demonstration that the Associate member will provide support to the mission and goals of RWA. RWA Associates do not hold a seat on the RWA.

FINDING/CONCLUSION

Yolo County Flood Control & Water Conservation District has expressed interest in becoming an Associate member. As an Associate Member, they intend to support RWA through shared interest in the region related to recharge and other shared interest in our region to plan, develop, and manage the conjunctive use of its surface and groundwater resources to provide a safe and reliable water supply, at a reasonable cost, and to sustain the socio-economic and environmental well-being. Staff recommends the admittance of Yolo County Flood Control & Water Conservation District as an Associate member.

Topic:	Approve Task Order #5 to Professional Services Agreement with Khadam Consulting Inc.
Type:	New Business
Item For:	Consent Calendar
Purpose:	RWA Policy 300.2

SUBMITTED BY:	Trevor Joseph, Manager of Technical Services	PRESENTER:	Trevor Joseph, Manager of Technical Services

EXECUTIVE SUMMARY

This is an action item for the RWA Executive Committee to approval Task Order #5 for the Professional Services Agreement with Khadam Consulting Inc to expand the services (described as phase 2), extend the term of services (from July 1, 2026 to March 31, 2027), and increase the amount of funding ($130,000) under Task Order #5 for Sacramento Regional Water Bank (SRWB) project development.

STAFF RECOMMENDED ACTION:

Approve Task Order #5 to Professional Services Agreement with Khadam Consulting Inc.

BACKGROUND

The RWA Board of Directors and Executive Committee has previously authorized the Executive Director to enter into a Professional Services Agreement with Khadam Consulting Inc. and five task orders have been approved by the RWA Board of Directors or Executive Committee to advance technical work to aid in the development of Sacramento Regional Water Bank (SRWB) project.

Most recently the RWA Executive Committee authorized the Executive Director to execute Task Order #5 that focuses on finalizing the development of Water Banking losses approach and methodology, continued review of Preliminary CalSim 3 and CoSANA modeling results, providing support on a revised governance structure document incorporating Water Accounting System (WAS) methodology and processes, incorporation of Water Bank starting balance into the WAS technical memorandum, developing a financial & operational barriers assessment technical memorandum, and coordination and meeting participation.

Task Order #5 Amendment #1 (phase 2 activities) provides compensation for the following:

- Task 2 - Project Management and Coordination (7/1/2026 – 3/31/2027): $15,000
- Task 3 – Review and QA/QC of Modeling Outputs: $53,000
- Task 5 – CEQA Impact Support: $62,000

FISCAL IMPACT
Funding for services under Amendment #1 will be provide through SRWB Program Committee Phase 3 local agencies projects funds and Federal funding.

FINDING/CONCLUSION
RWA staff recommend the RWA Executive Committee approval Task Order #5 for the Professional with Khadam Consulting Inc to expand the services (described as phase 2), extend the term of services (from July 1, 2026 to March 31, 2027), and increase the amount of funding ($130,000) under Task Order #5 for Sacramento Regional Water Bank (SRWB) project development.

ATTACHMENTS
Attachment 1 – Task Order #5 to Amendment #1 with Khadam Consulting Inc.

Technical Support for the Sacramento Regional Water Bank Conceptualization, Definition, Evaluation, and Formalization

Proposed Task Order No. 5 Amendment No. 1

The tasks below outline the proposed work to be completed under Task Order No.5 by Khadam Consulting Inc. (Consultant) in support of the Regional Water Authority (RWA) development of the Sacramento Region Water Bank (SRWB). Amendment no. 1 adds phase 2 activities as noted.

Task 1 – Project Management and Coordination

Activities:

- Conduct bi-weekly technical coordination calls with Stantec and RWA (≈ 6 sessions).
- Phase 2: Conduct bi-weekly technical coordination calls with Stantec and RWA (≈ 18 sessions for phase 2 activities).
- Present results to RWA and stakeholders (one meetings each).

Deliverables:

- Meeting materials, and presentation slides.

Task 2 – Modeling Assumptions Development and Coordination

Activities:

- Develop unified modeling assumptions for SRWB operations, including recharge/recovery schedules, facility capacities, and PBW starting balances.
- Coordinate alignment of urban-demand for 2020 and 2040 LOD and water-supply attribution.
- Review and verify input data, hydrologic boundaries, and operating assumptions across both modeling platforms.
- Develop recharge and recovery operations for the SRWB 65/55 scenario for implementation in both CoSANA and CalSim.
- Maintain an integrated model assumptions log documenting datasets, assumptions, and issue resolutions.

Deliverables:

- Modeling assumptions documentation.

Task 3 – Review and QA/QC of Modeling Outputs

Activities:

- Phase 2: Refine and update the SRWB Recharge and Recovery Spreadsheet Tool consistent with the revised CalSim and CoSANA modeling assumptions.
- Phase 2: Use the tool to support validation of recharge and recovery results from CoSANA and CalSim
- Phase 2: Review and validate model results from CoSANA and CalSim for all six EIR modeling scenarios.

- Phase 2: Validate water accounting of recharge and recovery across the results of the two models.
- Phase 2: Provide technical feedback and recommended adjustments to Stantec and W&C during models' development and review.
- Phase 2: Review Draft & Final modeling TMs (Groundwater Modeling TM and Operational and Temperature TM).

Deliverables:

- Phase 2: Updated Modeling Recharge and Recovery Tool.
- Phase 2: Model results review and validation summaries.

Task 4 – Water Accounting System (WAS) Spreadsheet Tool

Activities:

- Develop a WAS tool for pilot implementation that incorporate agencies accounting benchmark and codify the recharge and recovery accounting procedures consistent with the WAS document.
- Phase 2: Update the WAS document to reflect GSAs and PCs review comments.

Deliverables:

- Water Accounting System (WAS) Tool.
- Phase 2: Revised WAS Document

Task 5 – CEQA Impact Support

Activities:

- Phase 2: Assist Stantec in developing quantitative significance thresholds for *Hydrology and Water Supply* based on modeling results and CEQA Guidelines.
- Phase 2: Provide technical input and review for draft impact narratives addressing groundwater, surface-water, water quality, and water supply.
- Phase 2: Support presentation of modeling and impact results to RWA and regional GSAs.
- Phase 2: Support development of Admin Draft EIR
- Phase 2: Address comments on Admin Draft EIR and support preparation of Public Draft EIR
- Phase 2: Address comments on Public Draft EIR and support preparation of Final Draft EIR
- Phase 2: Coordinate with RWA and Stantec on EIR preparation, as needed
- Phase 2: Scope does not include performing additional modeling runs or analysis in support of the Final EIR.

Deliverables:

- Phase 2: Significance Threshold Memo, and Draft Impact Section Inputs
- Phase 2: Text of EIR sections, as relevant
- Phase 2: Text of responses to comments, as relevant

Task Order No. 5

TASK	Phase 1	Phase 2	Total
Task 1 - Project Management and Coordination (07/01/2026 - 03/31/2027)	$5,000	$15,000	$20,000
Task 2 – Modeling Assumptions Development and Coordination	$15,000	$0	$15,000
Task 3 - Review and QA/QC of Modeling Outputs	$0	$53,000	$53,000
Task 4 - Water Accounting System (WAS) Spreadsheet Tool & Modeling Spreadsheet	$25,000	$0	$25,000
Task 5 - CEQA Impact Support	$0	$62,000	$62,000
TOTAL	$45,000	$130,000	$175,000

Signatures

Regional Water Authority:

By: ______________________________ Dated: ____________________

Jim Peifer, Executive Director

Khadam Consulting Inc.:

By: ______________________________ Dated: ___6/18/2026___________

Ibrahim Khadam, President

Exhibit A - Fee Schedule

Labor Category	Hourly Rate (Jan 1 – Dec 31, 2026)	Hourly Rate (Jan 1 – Dec 31, 2027)
Principal	$260	$270
Senior Professional	$210	$220
Junior Professional	$170	$180
Assistant	$130	$150
Admin	$80	$85

Fees	Unit Rate
Mileage Rate per mile	Billed at prevailing IRS rates
Other Direct Costs	Billed at actual cost, no mark up

Topic:	Legislative Update
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

EXECUTIVE SUMMARY

This is an action item for the Executive Committee to receive a briefing on current legislative matters of concern and to consider and take positions on proposed legislation. The RWA Executive Committee may take a position on any bill pending in the State Legislature or Congress upon a recommendation by the RWA staff and a discussion on the bill with the committee.

STAFF RECOMMENDED ACTION

Take positions on State and Federal legislation on any bill pending in the State Legislature or Congress upon a recommendation by staff and a discussion on the bill within the Executive Committee.

BACKGROUND

Mr. Ojakian will be providing an oral report on legislative matters, including but not limited to AB 2026, a bill cosponsored by RWA and NCWA.

FINDING/CONCLUSION

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

Topic:	Revisions to Policy 400.2 (Compensation Policy)
Type:	Old Business
Item For:	Information/Discussion
Purpose:	Policy 400.2 (Compensation Policy)

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

EXECUTIVE SUMMARY

This is an item for the Executive Committee to consider and recommend to the Board of Directors revisions to Policy 400.2 to clarify how and when Cost of Living Adjustments are applied.

STAFF RECOMMENDED ACTION

None. This item is for information/discussion only.

BACKGROUND

Last November, the RWA Board of Directors updated Policy 400.2 (Compensation Policy). Staff proposes edits to the policy to clarify when the Cost-of-Living Adjustments will be made. The existing policy includes historical language which may cause confusion.

ATTACHMENTS

Attachment 1- RWA Policy 400.2 Compensation Policy

DRAFT

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
	November 13, 2025
	July 9, 2026

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~~March of each year in developing the proposed budget for the Authority~~[1]~~. 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~~March CPI will be applied annually in July~~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.

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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. Transparency[2]

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.

Fo

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

Topic:	Strategic Plan 2030 Update
Type:	New Business
Item For:	Discussion; No action required
Purpose:	General

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

EXECUTIVE SUMMARY

This is a discussion item for the Executive Committee to receive updates on the Strategic Plan update.

STAFF RECOMMENDED ACTION

None. Information only.

BACKGROUND

ICS is currently in the information gathering part of the review conducting interviews with RWA membership. ICS has provided some initial findings to staff.

FINDING/CONCLUSION

Staff projects that the draft strategic plan will be available for review Fall 2026 and we anticipate opportunities for the ad hoc committee and executive committee to participate in the process through the year.

Topic:	RWA Program Update
Type:	Old Business
Item For:	Information/Discussion
Purpose:	Policy 200.2

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

EXECUTIVE SUMMARY

This is an information/discussion item for the Executive Committee to have a two-way dialogue with staff regarding various programs and initiatives the RWA currently has underway.

STAFF RECOMMENDED ACTION

None. This item is for information/discussion only.

BACKGROUND

The RWA have a number of programs underway, the Executive Director will brief the Executive Committee on the status of many of those programs and initiatives. The report will include key milestones reached to date, the overall status of the programs, upcoming key milestones, and current and future anticipated resources.

Agenda Items #8-10

Closed Session Material TBD

Topic:	RWA Board of Directors Agenda
Type:	Routine
Item For:	Action; Approve draft agenda
Purpose:	Policy 200.2

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

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 9, 2026.

STAFF RECOMMENDED ACTION

A motion to approve RWA Board of Directors Agenda for July 9, 2026, 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 9, 2026, will be held at the Fair Oaks Water District, 10326 Fair Oaks Blvd., Fair Oaks, CA 95628.

FINDING/CONCLUSION

The Executive Director has prepared the draft Agenda for the RWA Board of Directors Meeting July 9, 2026 for the RWA's Executive Committee's consideration and approval.

ATTACHMENTS

Attachment 1- Draft RWA Board of Directors Agenda for July 9, 2026 Board Meeting

REGIONAL WATER AUTHORITY
MEETING OF THE BOARD OF DIRECTORS

Thursday, July 9, 2026 at 9:00 a.m.

Fair Oaks Water District
10326 Fair Oaks Blvd
Fair Oaks, CA 95628
(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/81591056125
or dial 1 669-444-9171
Meeting ID: **815 9105 6125**

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 14, 2026, RWA Regular Board Meeting

   Action: Approve Consent Calendar items as presented

4. **DISCUSSION: WATERSHED RESILIENCE PILOT PROJECT**
   Presenters: Jim Peifer, Executive Director

5. **PRESENTATION: WATER USE EFFICIENCY PROGRAM UPDATE**
   Presenters: Amy Talbot, Water Use Efficiency Program Manager

6. **NEW MEMBERS**
   Presenter: Jim Peifer, Executive Director
   Action: Approve the admission of Yolo County Flood Control & Water Conservation District as an Associate member

7. **OPPORTUNITY FOR PUBLIC TO ADDRESS CLOSED SESSION MATTERS**

8. **CLOSED SESSION**

   8.1 Conference with legal counsel--anticipated litigation; Government Code sections 54954.5(c) and 54956.9(b); significant exposure to litigation involving one case.

   8.2 Public Employee Performance Evaluation Pursuant to Government Code Section 54957
   Title: Executive Director

   8.3 Closed session regarding labor negotiations (Gov. Code § 54957.6.)
   Agency Representative(s): Directors Saunders and Twilla
   Unrepresented employee: Executive Director

9. **RETURN TO OPEN SESSION - ANNOUNCEMENT OF REPORTABLE ACTION IN CLOSED SESSION**

10. EXECUTIVE DIRECTOR'S REPORT

11. DIRECTORS' COMMENTS

ADJOURNMENT

Next RWA Board of Director's Meeting:
September 10, 2026, 9:00 a.m. at Sacramento Suburban Water District – Auburn Blvd location. The location is subject to change.

Next RWA Executive Committee Meeting:
July 21, 2026, 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 July 2, 2026

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Ashley Flores, CMC, Board Clerk

Topic:	Executive Directors' 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 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.

OUTREACH

American River Climate Adaption Program – Mr. Peifer has made presentation on the Watershed Resilience Pilot Project to the Metro Chamber, Round Table of Regions, and the Water Education Foundation Water Leaders.

Water Bank – Mr. Joseph made a presentation to the Sacramento Central Groundwater Authority to discuss the Water Accounting System and other associated items of the Water Bank.

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

SUBMITTED BY:	Jim Peifer Executive Director	PRESENTER:	Michael Saunders Chair

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.