



BOARD OF DIRECTORS MEETING

September 19, 2024

6:30 P.M.

Burlingame Community Center – Sequoia Room
[850 Burlingame Ave., Burlingame](#)

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AGENDA

<u>Agenda Item</u>	<u>Presenter</u>	<u>Page</u>
1. Call to Order/Roll Call/Salute to Flag	(Chambers)	
2. Comments by the Chair	(Chambers)	
3. SFPUC Report	(Ritchie)	
4. Consent Calendar (<i>Attachments</i>)	(Chambers)	
A. Approve Minutes of the July 18, 2024 Meeting		Pg 5
B. Receive and File Pre-Audit Budget Status Report – As of 6/30/24		Pg 11
C. Receive and File Investment Report – As of 6/30/24		Pg 13
D. Receive and File Directors' Reimbursement Report – As of 6/30/24		Pg 15
E. Receive and File Employee Reimbursement Report – As of 6/30/24		Pg 17
F. Receive and File Bond Surcharge Collection, Account Balance and Payment Report for Fiscal Year Ending June 30, 2024		Pg 19
5. Public Comments	(Chambers)	
<i>Members of the public may address the Board on any issues not listed on the agenda that are within the purview of the Agency. Comments on matters that are listed on the agenda may be made at the time the Board is considering each item. Each speaker is allowed a maximum of three (3) minutes.</i>		
6. Closed Session #1	(Chambers)	
A. Public Employee Appointment Government Code Session 54957 Title: New CEO and General Manager (<i>Under Separate Cover</i>)		
B. Conference with Labor Negotiator	(Chambers)	
Agency designated representative: Tom Chambers Unrepresented Employee: New CEO/General Manager		
7. Report from Closed Session #1	(Chambers/Schutte)	
8. Break for Conference with Labor Negotiator #1		
Agency designated representative: Tom Chambers Unrepresented Employee: New CEO/General Manager		
9. Reconvene Following Labor Negotiations	(Chambers)	

- 10. Action Item Following Closed Session #1** (Chambers)
- A. Consider adoption of Resolution 2024- 02 Appointing the New CEO and General Manager of the Bay Area Water Supply and Conservation Agency, and Authorizing the Chair of the Board to Execute an Employment Agreement (Resolution to be provided at Board meeting)
- 11. Closed Session #2**
- A. Public Employee Performance Evaluation** (Chambers)
 Title: Current CEO/General Manager
 Closed Session Pursuant to Government Code Section 54957
(Under Separate Cover)
- B. Conference with Labor Negotiator** (Chambers)
 Agency designated representative: Tom Chambers
 Unrepresented Employee: Current CEO/General Manager
- 12. Report from Closed Session #2** (Chambers/Schutte)
- 13. Break for Conference with Labor Negotiator #2** (Chambers)
 Agency designated representative: Tom Chambers
 Unrepresented Employee: Current CEO/General Manager
- 14. Reconvene Following Labor Negotiations** (Chambers)
- 15. Action Items Following Closed Session #2** (Schutte)
- A. Consider Compensation Adjustment for CEO/General Manager for FY 2024-2025 (Under Separate Cover)
- B. Consider Approval of Revised BAWSCA Publicly Available Pay Schedule (Under Separate Cover)
- 16. Closed Session #3** (Schutte)
- A. Conference with Legal Counsel – Existing Litigation pursuant to**
 Paragraph (1) of subdivision (d) of Government Code Section 54956.9
 Federal Energy Regulatory Commission Final License Application
 Proceedings for Don Pedro Hydroelectric Project, P-2299-082, and La Grange Hydroelectric Project, P-14581-002.
- B. Conference with Legal Counsel – Existing Litigation pursuant to**
 Paragraph (1) of subdivision (d) of Government Code Section 54956.9 -
 State Water Board Cases (Third Appellate District Court, Case No. C101232).
- 17. Report from Closed Session #3** (Schutte)
- 18. Action Item** (Chambers)
- A. Board Compensation Increase and Reimbursement Policy on Board Member Expenses *(Attachment)* (Schutte) Pg 21
- 19. CEO Reports** (Sandkulla)
- A. Update on Negotiations of a New Tier 2 Drought Allocation Plan
- B. FERC/Bay Delta Plan Update
- C. CEO/General Manager's Letter *(Attachment)* Pg 41
- D. Board Policy Calendar *(Attachment)* Pg 45
- E. Correspondence Packet ([Under Separate Cover](#))

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|---|------------|-------|
| 20. Additional Time for Public Comments (Time Permitting) | (Chambers) | |
| 21. Directors' Discussion: Comments, Questions and Agenda Requests | (Chambers) | |
| 22. Date, Time and Location of Future Meetings
(See attached schedule of meetings) | (Chambers) | Pg 47 |
| 23. Adjourn to next meeting scheduled for November 21, 2024 at 6:30 pm | (Chambers) | |

Accessibility for Individuals with Disabilities

Upon request, BAWSCA will provide for written agenda materials in appropriate alternative formats, or disability-related modification or accommodation, including auxiliary aids or services, to enable individuals with disabilities to participate in and provide comments at/related to public meetings. Please submit a request, including your name, phone number and/or email address, and a description of the modification, accommodation, auxiliary aid, service or alternative format requested at least two days before the meeting. Requests should be emailed to bawzca@bawzca.org or submitted by phone at 650-349-3000. Requests will be granted whenever possible and resolved in favor of accessibility.

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**BAY AREA WATER SUPPLY AND CONSERVATION AGENCY
BOARD OF DIRECTORS MEETING****July 18, 2024 – 6:30 p.m.****MINUTES****1. Call to Order/Pledge of Allegiance/Roll Call – 6:43 pm.**

BAWSCA Chair, Tom Chambers, called the meeting to order. CEO/General Manager Nicole Sandkulla called the roll. Nineteen (19) members of the Board were present at roll call with one member on teleconference. A second member of the Board connected by teleconference and one member arrived in-person after roll call. A list of Directors present (21) and absent (5) is attached.

2. Comments by the Chair:

Chair Chambers reported that the Closed Session is removed from the agenda as it was not necessary.

He stated that SFPUC Asst. General Manager, Steve Ritchie, will present SFPUC's Alternative Water Supply Plan. The Plan is intended to support the SFPUC's next critical water supply investment decisions to ensure that San Francisco can meet its legal and contractual obligations to the BAWSCA agencies.

He noted that the Board needs to act on the approval of two professional services contracts and a funding method to initiate the development of BAWSCA's Long-Term Water Supply Reliability Strategy 2050 (Strategy 2050). Strategy 2050 is BAWSCA's planning effort to ensure that BAWSCA can meet its goal of a reliable supply of high-quality water at a fair price for the customers of the BAWSCA agencies. Chair Chambers noted the Board's active engagement for over a year in developing the scope of Strategy 2050. The Board has the important role of approving the contracts and funding method needed to move this work forward for development.

3. Board Policy Committee Report: Committee Chair Hardy reported that the Board Policy Committee summary report attached to the agenda packet accurately reflects the Committee's discussions at the June 12, 2024 meeting.

The Committee voted unanimously in support of the Board's approval of the contracting and funding method to initiate the development of Strategy 2050.

Additionally, the Committee had an extensive discussion regarding the consideration of an increase in Board member compensation. The Committee had no recommendation on the item, however the summary report and staff memo accurately reflect the Committee's discussions on the potential actions for the Board's consideration.

The Committee decided to cancel its meeting in August. The next BPC meeting will be October 9th at the Burlingame Community Center.

There were no comments from members of the Board or members of the public.

4. **Consent Calendar:** Chair Chambers noted that a correction is needed on attachment 2 of the May 16, 2024 draft minutes to reflect Darin Duncan as the Director for CalWater instead of Tom Smegal. There were no other comments or questions from members of the Board.

There were no comments from members of the public.

Director Hamilton made a motion, seconded by Director Pierce, that the Board approve the Minutes of the May 16, 2024 meeting with the correction; and receive and file the Budget Status Report, and the Investment Report as of May 31, 2024.

The motion passed by roll call vote. See attached voting log.

5. **SFPUC Report:** SFPUC Assistant General Manager for Water Enterprise, Steve Ritchie, provided an update on water supply conditions and a report on the SFPUC's Alternative Water Supply (AWS) Plan.

Overall water supply conditions are very good with total system storage at 89.5%.

The AWS Plan recognizes SFPUC's water supply obligations, and anticipates building projects in the future to meet water demands and reliability needs.

Comments and questions were received from members of the Board.

Public comments were received from Spreck Rosekrans and Peter Drekmeier.

6. **Water Management Representatives (WMR) Report:** Purissima Hills Water District General Manager, Phil Witt, reported on the WMR's current activities which includes discussions on water supply, the proposed SFPUC rate increase for FY 2024-25, and the State's water use efficiency standards.

Mr. Witt noted that the WMR offers the right forum for the member agencies to work collaboratively with each other on important topics such as the negotiations of a new Tier 2 Drought Allocation Plan and Amendments to the Water Supply Agreement related to the Minimum Purchase Quantity and the Tier 1 Plan.

Key benefits member agencies get from BAWSCA's monthly WMR meetings include respectful dialogue, connection and collaboration through shared experiences, and learning from each other.

Comments and questions were received from members of the Board.

Public comments were received from Peter Drekmeier.

7. **Public Comments on Items Not on the Agenda:**

Public comments were received from Spreck Rosekrans.

8. **Action Calendar:**

- A. Resolution Honoring Harlan P. "Bud" Wendell and his service to the Water Customers:

Director Hardy made a motion, seconded by Director Pierce, that the Board adopt Resolution 2024-01 Honoring Harlan P "Bud" Wendell and his Service to the Water Customers as BAWSCA's Strategic Counsel.

The motion passed unanimously by roll call vote. See attached voting log.

There were no comments from members of the public.

B. Contracting and Funding to Initiate the Development of the Long-Term Reliable Water Supply Strategy 2050:

Director Pierce made a motion, seconded by Director Ragsdale, that the Board authorize the CEO/General Manager to:

- 1. Negotiate and execute a contract with EKI to develop Strategy 2050 for a cost not to exceed \$2,267,000;**
- 2. Execute a new contract with Hanson Bridgett to provide legal services in support of the development of Strategy 2050 with a cost of \$180,000; and**
- 3. Enact the Water Management Charge to fund the development of Strategy 2050 work up to a not-to-exceed amount of \$2,447,000.**

The motion passed by roll call vote with one (1) abstention and one (1) nay. See attached voting log.

There were no comments from members of the public

C. Board Compensation Increase and Reimbursement Policy on Board Member Expenses:

Chair Chambers rescheduled Agenda Item #8C to the September 19, 2024 meeting in the interest of time.

There were no comments from members of the public.

9. CEO Reports:

Due to time constraints, the updates on the negotiation of a new Tier 2 Drought Allocation Plan and on the FERC/Bay Delta Plan were rescheduled to the September 19, 2024 Board meeting.

Chair Chambers reported that evaluation materials and a link to the CEO/General Manager Performance Evaluation Form for FY 2023-24 will be circulated via email by July 29th. Responses are due on August 12th. Results of the evaluation and consideration of changes to the CEO/General Manager compensation will be presented to the Board at its September meeting.

The CEO recruitment process commenced on July 17th with the release of the recruitment announcement. Peter Smith of Koff & Associates was unanimously selected by the Ad Hoc Committee to lead the recruitment process. Applications are requested by August 13th. Interviews are anticipated between mid-August and early-September. The Ad Hoc Committee hopes to recommend a candidate to the Board at its September 19th meeting. Updates will be provided via email in August.

There were no comments from members of the public.

10. Closed Session

No Closed Session was held.

11. Report from Closed Session:

N/A

12. Additional Time for Public Comments (Time Permitting):

Public comments were provided by Peter Drekmeier.

13. Directors' Discussion: Comments, Questions and Agenda Requests:

There were no comments from members of the Board.

Chair Chambers encouraged the Board members to read the staff report on Item 8C in preparation for the September meeting.

14. Date, Time and Location of Next Meeting: The next meeting is scheduled on September 19, 2024 at 6:30pm in the Burlingame Community Center.

15. Adjournment: The meeting adjourned at 8:39pm.

Respectfully submitted,

Nicole Sandkulla
CEO/General Manager

NS/le

Attachments: 1) Roll Call & Voting Log
2) Attendance Roster

Roll Call & Voting Log - BAWSCA

Meeting Date: July 18, 2024

Agency	Director							Weighted Voting ⁽²⁾	
		Present/ Absent	Item #4 Consent	Item #7A Harlan Wendel Resolution	Item #7B Strategy 2050	Item #7C Board Compensation	Other	Weighted "Yes" Votes	Weighted "No" Votes
Hayward	Andrews, Angela	y	y	y	y				
Brisbane	Breault, Randy	y	y	y	y				
Guadalupe	Breault, Randy	y	y	y	y				
Westborough	Chambers, Tom	y	y	y	y				
San Jose	Cohen, David	0	0	0	0				
Menlo Park	Doerr, Maria	y	y	y	a				
CalWater	Duncan, Darin	y	y	y	y				
San Bruno	Hamilton, Tom	y	y	y	y				
Santa Clara	Hardy, Karen	y	y	y	y				
Foster City	Hindi, Sam	y	y	y	y				
Purissima	Jordan, Steve	y	y	y	y				
East Palo Alto	Lopez, Antonio	y	y	0	0				
Daly City	Manalo, Juslyn	0	0	0	0				
Mountain View	Matichak, Lisa	y	y	y	y				
Sunnyvale	Mehlinger, Richard	0	0	0	0				
Coastside	Mickelsen, Chris	y	y	y	y				
Milpitas	Montano, Carmen	y	y	y	n				
North Coast	Piccolotti, Tom	0	0	0	0				
Redwood City	Pierce, Barbara	y	y	y	y				
Hillsborough	Ragsdale, Leslie	y	y	y	y				
Millbrae	Schneider, Ann	y	y	y	y				
Burlingame	Stevenson, Peter	y	y	y	y				
Palo Alto	Stone, Greer	0	0	0	0				
Mid-Peninsula	Vella, Louis	y	y	y	y				
ACWD	Weed, John	y	0	y	y				
Stanford	Zigterman, Tom	y	y	y	y				

Vote Tally

							Weighted Vote Summary	
	Yes (y)	No (n)	Absent (0)	Abstain (a)			"Yes"	"No"
	21	20	20	18				
	0	0	0	1				
	5	6	6	6				
	0	0	0	1				

Item Carries by Simple Vote?								
Item Carries by Weighted Vote?								

(1) Under simple voting, item carries if it receives an affirmative vote of a majority of the total membership (15 votes)

(2) Under weighted voting, item carries if it receives the affirmative vote of directors representing both

a) A majority of the members present and voting, and

b) a majority of the number of votes represented by directors present

Bay Area Water Supply and Conservation Agency

Board of Directors Meeting Attendance Roster

Director	Agency	July 18, 2024	May 16, 2024	Mar. 21, 2024	Jan. 18, 2024	Nov. 16, 2023	Sept. 27, 2023	July 20, 2023
Andrews, Angela	Hayward	✓	✓	✓	✓	✓	✓	✓
Breault, Randy	Guadalupe	✓	✓	✓	✓	✓	✓	✓
Breault, Randy	Brisbane	✓	✓	✓	✓	✓	✓	vacant
Chambers, Tom	Westborough	✓	✓	✓	✓	✓	✓	✓
Cohen, David	San Jose				✓	✓	✓	
Doerr, Maria	Menlo Park	✓	✓	✓	✓	✓	✓	✓
Duncan, Darin	Cal Water	✓	✓	✓	✓*	✓*	✓*	✓*
Hamilton, Tom	San Bruno	✓	✓	✓	✓	✓	✓	✓
Hardy, Karen	Santa Clara	✓	✓	✓	✓	✓		✓
Hindi, Sam	Foster City	✓			✓		✓	
Jordan, Steve	Purissima	✓		☎	✓	✓	✓	✓
Lopez, Antonio	East Palo Alto	✓	✓	✓		✓	✓	
Manalo, Juslyn	Daly City		☎					
Matichak, Lisa	Mountain View	✓	✓	✓	✓		✓	✓
Mehlinger, Richard	Sunnyvale		✓		✓*	✓*	✓*	✓*
Mickelsen, Chris	Coastside	✓	✓	✓		✓		
Montano, Carmen	Milpitas	✓	✓			✓		✓
Piccolotti, Tom	North Coast		✓	✓	✓	✓	✓	
Pierce, Barbara	Redwood City	✓	✓	✓	✓	✓	✓	✓
Ragsdale, Leslie	Hillsborough	✓	✓	✓	✓	✓	✓	✓
Schneider, Ann	Millbrae	✓	✓	☎	✓	✓	✓	✓
Stone, Greer	Palo Alto		✓	✓		✓	✓	
Stevenson, Peter	Burlingame	✓			✓	✓	✓	✓
Vella, Louis	Mid-Peninsula	☎	✓	✓	✓	✓	✓	✓
Weed, John	ACWD	✓	✓	✓	✓	✓	✓	
Zigterman, Tom	Stanford	☎	✓	✓		✓	✓	✓

✓ : Present

* : Predecessor

☎ : Teleconference


Bay Area Water Supply & Conservation Agency

155 Bovet Road, Suite 650
 San Mateo, California 94402
 (650) 349-3000 tel. (650) 349-8395 fax

TO: Nicole Sandkulla, CEO/General Manager

FROM: Deborah Grimes, Office Manager

DATE: August 29, 2024

SUBJECT: Pre-Audit Budget Status Report as of June 30, 2024

This memorandum shows fiscal year budget status for FY 2023-24. It includes major areas of spending, provides an assessment of the overall budget, and summarizes reserve fund balances. This report covers the budget and expenses for BAWSCA. The BAWSCA budget includes necessary resources for the RFA and BAWUA.

Operating Budget Summary:

For the twelve-month period ending June 30, 2024, total expenditures were \$4,519,683 or 89 percent of the total budget of \$5,067,419.

Table 1. Operating Budget Summary as of June 30, 2024

Cost Category	Year-To-Date		
	Budget	Expenses	Percent
Consultants /Direct Expenditures			
Reliability	1,813,552	1,461,938	81%
Fair Pricing	272,500	183,788	67%
Administration	160,000	162,452	102%
Subtotal	2,246,052	1,808,177	81%
Administration and General			
Salary & Benefits	2,309,542	2,297,794	99%
Other Expenses			
BAWSCA	501,250	413,343	82%
BAWUA	1,050	0	0%
Subtotal	5,507,894	4,519,314	89%
Capital Expenses	5,000	0	0%
Budgeted Contingency	2,500	0	0%
Regional Financing Authority	2,025	369	32%
Grand Total	5,067,419	4,519,683	89%

Overview:

Overall expenditures for FY 2023-24 are tracked within budget.

Consultants

The \$51,000 budget for technical review and tracking of the SFPUC's Water System Improvement Program was 65 percent expended. The Operating Budget allocation of \$172,500 for strategic counsel was 40 percent expended. The Operating Budget allocation of \$990,000 budget for legal counsel was 99 percent expended. The \$238,984 budget for water management and conservation-related activities was 64 percent expended.

Administration and Other Expenses

Budgets for salaries and other expenses were 99 percent and 82 percent respectively.

Use of CEO's Discretionary Spending Authority:

No use of CEO discretionary spending authority occurred during this period.

Use of Reserve and Reserve Fund Balance:

Unspent funds at the end of FY 2022-23 were \$665,592. The General Reserve balance as of June 30, 2024 shown below reflects the transfer of the unspent balance from FY 2022-23 in accordance with BAWSCA's General Reserve Policy.

Table 2. General Reserve Fund Balance

Fund	Account Balance (As of 05/31/24)	Account Balance (As of 06/30/24)
General Reserve	\$1,459,390	\$1,459,390



Bay Area Water Supply & Conservation Agency

155 Bovet Road, Suite 650
San Mateo, California 94402
(650) 349-3000 tel. (650) 349-8395 fax

MEMORANDUM

TO: Nicole Sandkulla, CEO/General Manager

FROM: Deborah Grimes, Office Manager

DATE: August 26, 2024

SUBJECT: Investment Report – As of June 30, 2024

In February 2004, the Board originally adopted an investment policy consistent with the Government Code that requires a report on the Agency's investments be provided to the Board. This report presents fund management in compliance with the current investment policy. As a result of the recent review of the policy, proposed modifications to the current statement of investment policy ensuring safety of bank deposits over the FDIC limit were presented and approved by the Board at its May 18, 2023 meeting.

BAWSCA funds not deposited in banks are invested in BAWSCA's Local Agency Investment Fund (LAIF) account throughout the year to ensure compliance with BAWSCA's investment policy.

BAWSCA's prior and current period LAIF account balances are shown below:

<u>05/31/24</u>	<u>06/30/24</u>
\$2,995,585	\$3,495,585

Of the total in the BAWSCA LAIF account as of June 30, 2024, \$1,459,390 represents BAWSCA's General Reserve Fund, equivalent to approximately 29 percent of FY 2023-2024 Operating Budget. The remaining amount consists of Subscription Conservation Program funds and unrestricted funds.

Recent historical quarterly interest rates for LAIF deposits are shown below:

<u>03/31/24</u>	<u>06/30/24</u>
4.30%	4.55%

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Bay Area Water Supply & Conservation Agency

155 Bovet Road, Suite 650
San Mateo, California 94402
(650) 349-3000 tel. (650) 349-8395 fax

MEMORANDUM

TO: Nicole Sandkulla, CEO/General Manager

FROM: Deborah Grimes, Office Manager

DATE: August 26, 2024

SUBJECT: Directors' Reimbursement Quarterly Report for the Period Ending June 30, 2024

In March 2006, the board adopted a directors' expense reimbursement policy consistent with the Government Code that requires a quarterly report on the Agency's reimbursement of directors' expenses. This report shall show the amount of expenses reimbursed to each director during the preceding three months.

There were no director expenses reimbursed for the quarter ending June 30, 2024.

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BAWSCA

Bay Area Water Supply & Conservation Agency

155 Bovet Road, Suite 650
San Mateo, California 94402
(650) 349-3000 tel. (650) 349-8395 fax

MEMORANDUM

TO: Nicole Sandkulla, CEO/General Manager

FROM: Deborah Grimes, Office Manager

DATE: August 27, 2024

SUBJECT: Employees' Reimbursement Quarterly Report for the Period Ending June 30, 2024

This report is prepared pursuant to Government Code Section 53065.5: *Each special district, as defined by subdivision (a) of Section 56036, shall, at least annually, disclose any reimbursement paid by the district within the immediately preceding fiscal year of at least one hundred dollars (\$100) for each individual charge for services or product received. "Individual charge" includes, but is not limited to, one meal, lodging for one day, transportation, or a registration fee paid to any employee or member of the governing body of the district. The disclosure requirement shall be fulfilled by including the reimbursement information in a document published or printed at least annually by a date determined by that district and shall be made available for public inspection.*

Table 1 presents the reimbursed expenses for BAWSCA employees during the quarter ending June 30, 2024.

Table 1. Employee Reimbursement Expenses

BAWSCA Employee	Expense Amount	Purpose
Danielle McPherson	\$1,582	<ul style="list-style-type: none"> Meeting expenses Tier 2 meeting June 2024 Travel expenses ACWA Spring Conference, May 2024
Lourdes Enriquez	\$508	<ul style="list-style-type: none"> Meeting expenses Minimum Purchase meeting, May 2024 Form 700 Software renewal
Deborah Grimes	\$623	<ul style="list-style-type: none"> H2O Women's Conference registration for Nicole Sandkulla Meeting expenses, March board meeting
Nicole Sandkulla	\$2,673	<ul style="list-style-type: none"> Travel expenses for ACWA Spring Conference, May 2024 Travel expenses Progress Seminar, April 2024 PE Renewal/Registration

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Bay Area Water Supply & Conservation Agency

155 Bovet Road, Suite 650
 San Mateo, California 94402
 (650) 349-3000 tel. (650) 349-8395 fax

MEMORANDUM

TO: Nicole Sandkulla, CEO/General Manager

FROM: Christina Tang, Finance Manager

DATE: September 10, 2024

**SUBJECT: Bond Surcharge Collection, Account Balance and Payment Report
 for Fiscal Year Ending June 30, 2024**

In February 2013, BAWSCA's Revenue Bond Series 2013A and Series 2013B (Taxable) were issued to prepay the remaining capital cost recovery payments that the BAWSCA agencies owed San Francisco as of June 30, 2013, when the payments were paid off. In January 2023, BAWSCA completed the settlement of Series 2023A bonds to refund the 2013A bonds based on a tax-exempt forward delivery, which resulted in a reduced monthly surcharge from the agencies starting March 2023. The bond transactions and the prepayment program are anticipated to generate approximately \$89.4 million in net present value savings to the water customers from 2013 to 2034 when the bonds will be paid off.

Bond Surcharge Collections

BAWSCA collects the bond surcharge from member agencies through the SFPUC as a separate item on SFPUC's monthly water bills to agencies. The bond surcharge payments are used to make debt service payments on BAWSCA's revenue bonds. As of today, BAWSCA has received the surcharge payments in a total of \$21,879,832, which is \$37,940 less than the amounts billed for the prior fiscal year ending June 30, 2024. Based on the discussions with the SFPUC, it is BAWSCA's understanding that the remaining balance will be remitted to BAWSCA Trustee by September 15, 2024. Table 1 below presents a payment collection summary for FY 2023-24.

Table 1: Summary of Surcharges Remitted to Trustee for Fiscal Year Ending 6/30/2024

<u>Month</u>	<u>Amount Billed</u>	<u>Amount Remitted to Trustee</u>	<u>Difference</u>
July 2023	\$1,826,481	\$1,826,481	\$0
August 2023	\$1,826,481	\$1,826,481	\$0
September 2023	\$1,826,481	\$1,826,481	\$0
October 2023	\$1,826,481	\$1,826,481	\$0
November 2023	\$1,826,481	\$1,826,481	\$0
December 2023	\$1,826,481	\$1,826,481	\$0
January 2024	\$1,826,481	\$1,826,481	\$0
February 2024	\$1,826,481	\$1,826,481	\$0
March 2024	\$1,826,481	\$1,826,481	\$0
April 2024	\$1,826,481	\$1,826,481	\$0
May 2024	\$1,826,481	\$1,807,511	\$18,970
June 2024	<u>\$1,826,481</u>	<u>\$1,807,511</u>	<u>\$18,970</u>
Total	\$21,917,772	\$21,879,832	\$37,940

Bond Surcharge Account Balances

All surcharge payments are deposited with the Bank of New York, the Trustee, which manages BAWSCA's accounts and administers debt service payments. BAWSCA's account balances at the Trustee and the account activities in FY 2023-24 are shown in Table 2 below.

Table 2: Bank of New York Bond Trustee Account Activity for Fiscal Year Ending 6/30/2024

	25,198,602	Account Market Value as of 6/30/2023
<i>plus:</i>	<i>21,379,482</i>	<i>Surcharge Collected in July 2023 through June 2024</i>
<i>plus:</i>	<i>877,169</i>	<i>Money Market Fund Interest, Security Coupons/Accrued Interest Received</i>
<i>plus:</i>	<i>257,040</i>	<i>Change in Market Value of Held and Matured Treasury Bonds</i>
<i>minus:</i>	<i>18,641,985</i>	<i>Debt service payment to bondholders</i>
<i>minus:</i>	<i>2,811,371</i>	<i>Principal for Treasury bonds purchased</i>
<i>minus:</i>	<i>3,763</i>	<i>Accrued interest for Treasury bonds purchased</i>
<i>plus:</i>	<i>2,846,483</i>	<i>Market Value of Purchased Bonds</i>
<i>plus:</i>	<i>(19,720)</i>	<i>Reimbursement to BAWSCA for bond administration expenses</i>
	29,081,936	Account Market Value as of 6/30/2024

In April 2024, BAWSCA re-evaluated its investment strategy for the bond stabilization fund during the annual review of the Investment Policy. As the Federal Reserve maintains interest rates at their highest level in over twenty years in its efforts to tame inflation, rates in the 0-5 year range remain elevated. BAWSCA's longer-term 0-5 year ladder maturity investment strategy continues to provide a disciplined approach for extending portfolio duration at prevailing market rates. With a ladder maturity distribution, the fund has taken advantage of being able to reinvest into the higher rates available on longer-term bonds. The current 0-5 year ladder maturity investment strategy continues to provide important yield curve diversification against both market price and reinvestment rate risks consistent with BAWSCA's risk tolerances and primary investment objectives. For this reason, BAWSCA and its investment advisor believe that the current 0-5 year ladder maturity investment strategy remains appropriate as such longer-maturity strategies have historically provided greater investment returns and income over time.

Just prior to security maturities on March 31, 2024, the book yield and market yield on BAWSCA's revised portfolio strategy was 2.19% and 4.38% respectively, as compared to the yield of 5.21% for the money market fund.

All investment interest earnings are deposited directly in the Trustee account, and will be used to pay for future expenses and debt service of the bonds. Ultimately, all interest earnings are returned to the member agencies through annual savings and through distribution of the Stabilization Fund, including interest, once the bonds are fully paid.

Debt Service Payment Status

During FY 2023-24, BAWSCA made debt service payments twice, using the bond surcharges collected from the agencies, consistent with the initial bond structure. The first payment of \$14,072,026 was made on October 1, 2023. The second payment of \$4,280,534 was made on April 1, 2024. The next debt service payment of \$17,690,534 will be made on October 1, 2024. There are sufficient funds in the Trustee account to make the payment. Debt service payments are made on April 1st and October 1st of each year until 2034.

BAY AREA WATER SUPPLY AND CONSERVATION AGENCY

BOARD OF DIRECTORS MEETING

Agenda Title: **Board Compensation Increase and Reimbursement Policy on Board Member Expenses**

Summary:

Compensation for a public agency board member is typically set by statute, which provides the compensation amount per day of service and limitations on the days of service per month. The Bay Area Water Supply and Conservation Agency (BAWSCA) Board members are compensated at the rate of \$100 per day of service, for up to four days of service per month. At the May 16, 2024 Board meeting, Director Weed made a request that the issue of increasing the Board member compensation from \$100/meeting to \$200/meeting be brought before the Board for consideration at its next meeting. It has also been suggested that the Board consider modifying BAWSCA's ordinance related to compensation to require review of Board member compensation every 5 years. The Committee discussed this issue at its June 12, 2024 meeting and previously in April and June 2023, with no further action taken at any of those meetings. For your convenience, the current Board Member Compensation Ordinance and Board Policy on Expense Reimbursement are attached hereto.

Fiscal Impact:

Increasing the board member meeting stipend from \$100/meeting to \$200/meeting would result in a \$21,000/year increased cost to the Operating Budget. For FY 2024-25, this increased cost would need to be funded by a transfer from the General Reserve and an associated increase to the approved Operating Budget.

Board Policy Committee Action:

No action was taken by the Committee on this item as it was for discussion purposes. The Committee did provide feedback that has informed the options for Board action provided below.

Recommendation:

No specific recommendation is being brought before the Board on this item.

Based on the feedback from the Committee, the Board is encouraged to consider none, any, or all of the following modifications related to Board member compensation: (1) increasing the stipend up to \$200/meeting; (2) clarifying that the compensation increase would go into effect in FY 2025-26 pending budget approval; and (3) requiring review of Board member compensation on a specified year interval.

Discussion:

The Committee held extensive discussions about the potential modifications to Board member compensation that could be considered including the following:

1. *Increasing per meeting compensation:* BAWSCA's existing Board compensation ordinance was adopted on June 17, 2004 and became effective on September 1, 2004. As such, based on the September 2024 initial effective date, the maximum allowable increase at this time using a simple percentage increase calculation would be up to \$200 per day of service. The earliest effective date for such an increase is November 18,

2024¹. If the Board selects this option, it will direct staff to publish notice of a public hearing for the next available Board meeting.

2. *Delaying compensation increase to FY 2024-25:* The adopted FY 2024-25 Operating Budget was based on compensation at \$100/meeting and there are insufficient funds within the adopted Operating Budget to reallocate for these purposes. If the increase was to take effect this fiscal year, the increased cost would need to be funded via a transfer from the General Reserve. Delaying the compensation increase to take effect in FY 2025-26 would allow the agency to include the cost in the proposed FY 2025-26 Operating Budget. If the Board selects this option, it will direct staff to publish notice of a public hearing for a Board meeting in Spring 2025.
3. *Regular review of Board member compensation:* The Board compensation was set in 2004 and has not been changed since then. Consideration of a regular, scheduled review of the Board member compensation would enable this item to be brought forward for a policy discussion without it needing to be requested by any single Board member. The Committee discussed different intervals for review from 3 to 5 years. The Board adopted a Policy on Reimbursement of Directors' Expenses in March, 2006 ("Reimbursement Policy"). The Board could amend the Reimbursement Policy to include this compensation review process. If the Board selects this option, a revised Policy and Resolution of adoption would be brought forward at the next available Board meeting.

For each item above, the Committee discussed options but did not identify a recommended action. It was discussed that this item would be considered by the Board as a whole at its July 18, 2024 without a specific Committee or staff recommendation.

Prior Discussions by the Committee in 2023

The Committee discussed the issue of increasing Board member compensation at its April 2023 and June 2023 meetings. Copies of the staff reports are attached for reference. At that time, the Committee made no further recommendation to the Board for its consideration.

Last month at the May Board meeting, Director Weed made a request that the issue of increasing Board member compensation to \$200/meeting be brought to the Board for its consideration. In addition, it has been suggested that the Board consider modifying BAWSCA's ordinance related to compensation to require review of Board member compensation every 5 years.

Background:

BAWSCA's enabling legislation, AB 2058 (2002, Papan), establishes the compensation amount for each day of service for its Board members. California Water Code Section 81339 allows BAWSCA to compensate Board members up to \$100 per day for each day's attendance at meetings of the Board, not to exceed four meetings in any calendar month. Both the compensation per day of service and number of compensable days of service per month may be increased by Ordinance pursuant to California Water Code section 20200 et seq. However, the statute limits the increase to (i) the compensation per day of service to no more than 5% for each year following the date of the last adjustment, and (ii) the days of service per month to no more than 10 days in a calendar month.

¹ Water Code § 20203 & 20204 require a public hearing, noticed in a newspaper of general circulation and an effective date 60 days from adoption to allow the Voter's rights to petition for referendum.

BAWSCA adopted its Board member compensation ordinance on June 17, 2004, becoming effective September 1, 2004. If BAWSCA determines to raise the director compensation amount by the maximum allowable simple percentage increase since Ordinance 2004-01 became effective, the Board member compensation can be set at a maximum amount of \$200 effective September 1, 2024.

This discussion item is intended to facilitate a discussion on the appropriate Board member compensation amounts.

Attachments:

1. Ordinance 2004-01 Providing for Compensation of Members of the Board of Directors
2. Resolution 2006-02 Adopting Policy on Reimbursement of Directors' Expenses
3. April 12, 2023 Board Policy Committee staff memo "Discussion of Board Member Compensation"
4. June 14, 2023 Board Policy Committee staff memo "Discussion of Board Member Compensation, Board Diversity, and the Board Member Expense Reimbursement"

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BAY AREA WATER SUPPLY & CONSERVATION AGENCY

ORDINANCE NO. 2004-01

**PROVIDING FOR COMPENSATION
OF MEMBERS OF THE BOARD OF DIRECTORS**

THIS ORDINANCE IS ADOPTED WITH REFERENCE TO THE FOLLOWING
FACTS AND CIRCUMSTANCES:

1. Members of the Board of Directors receive compensation in the amount of \$100 per day for attendance at meetings of the Board, pursuant to Water Code Section 81339.
2. Water Code Section 20201 authorizes compensation, not to exceed \$100 per day, for “services rendered as a member of the board at the request of the board.”
3. The Board of Directors, at the recommendation of the Start Up Advisory Committee, has determined that the Agency would be well served by establishing a standing committee to meet periodically to consider matters that staff proposes to present to the full Board of Directors, as well as any other matters which members of such committee deem important to implementation of the Agency’s purposes and goals.
4. The Board of Directors believes that members who serve on this committee, or other committees, of the Board or who perform specific services for the Agency in their capacity as members of the Board and at the request of the Board, should also receive compensation for such services.
5. The Board of Directors further believes that the total amount of compensation for all such services, including attendance at meetings of the Board and any committee of the Board, should not exceed \$400 per month, as provided by Water Code Section 81339. *[Or a lower limit.]*
6. The Board of Directors has called and held a public hearing on the question of providing compensation to directors for attendance at committee meetings and for other service rendered at the request of the Board. Notice of the hearing was published by the Acting Secretary of the Agency in a newspaper of general circulation in the Agency pursuant to Government Code Section 6066.

BE IT ORDAINED by the Board of Directors of the Bay Area Water Supply & Conservation Agency as follows:

Section 1. Each director shall receive compensation in the amount of One Hundred Dollars (\$100) per day for each day's attendance at meetings of the Board, for attendance at meetings of committees of the Board, and for each day's service otherwise rendered as a director by request of the Board, commencing on the first day of September, 2004. The Board may, by resolution, determine the types of activities that constitute service rendered "by request of the Board," for purposes of eligibility for compensation pursuant to this section.

Section 2. The number of days for which any director may be compensated shall not exceed four (4) *[or fewer]* days in any calendar month.

Section 3. This ordinance shall become effective sixty (60) days from the date of its adoption.

Section 4. A summary of this ordinance shall be published in a newspaper of general circulation within the Agency.

PASSED AND ADOPTED this 17th day of June, 2004,
by the following vote:

AYES: Beecham, Cooper, Craig, Hershman, Kasperzak, Livengood, Mickelsen,
O'Mahoney, Parle, Reed, Reynolds, Risch, Seidel, Vella, Weed

NOES: Fannon, Gage, Goff, O'Connell, Panza, Ruskin, Wykoff

ABSENT: Breault, Kinney, Nelson, Piccolotti, Tissier, Woods



President, Board of Directors

ATTEST:



Acting Secretary

RESOLUTION NO. 2006-02

BAY AREA WATER SUPPLY AND CONSERVATION AGENCY

ADOPTING POLICY ON REIMBURSEMENT OF DIRECTORS' EXPENSES

WHEREAS, Water Code Section 81339 provides that BAWSCA directors may be reimbursed for actual, necessary and reasonable expenses incurred in the performance of duties performed at the request of the board; and

WHEREAS, Government Code Section 53232.2 provides that, if a local agency reimburses members of its legislative body for actual and necessary expenses incurred in the performance of official duties, the agency's governing board shall adopt a written policy, in a public meeting, specifying the types of activities that qualify for reimbursement; and

WHEREAS, the board of directors recognizes that effective and efficient conduct of the Agency's business requires directors from time to time to incur expenses for travel, meals, lodging, tuition, and ancillary costs which should, in fairness, be reimbursed by the Agency; and

WHEREAS, the board of directors is also mindful of the need to conserve Agency resources and keep expenses within community standards for public officials.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Bay Area Water Supply and Conservation Agency that

1. The "Policy on Reimbursement of Expenses Incurred by Members of Board of Directors" attached hereto is adopted.

POLICY ON REIMBURSEMENT OF EXPENSES INCURRED BY MEMBERS OF BOARD OF DIRECTORS

1. Background

Water Code Section 81339 provides that directors may be reimbursed for actual, necessary and reasonable expenses incurred in the performance of duties performed at the request of the board.

Government Code Section 53232.2 provides that if a local agency reimburses members of its legislative body for actual and necessary expenses incurred in the performance of official duties, then the agency's governing board shall adopt a written policy, in a public meeting, specifying the types of activities that qualify for reimbursement of expenses such as those related to travel, meals, and lodging.

2. Authorized Activities

A. The following types of activities are deemed to be official duties performed at the request of the board of directors, and expenses necessarily and reasonably incurred in connection with them are eligible for reimbursement, provided that the other provisions of this policy are met:

- Attendance at a meeting of the BAWSCA board of directors;
- Attendance at a meeting of a committee of the BAWSCA board to which the director has been appointed;
- Attendance at a meeting of a multi-agency organization (such as the CSDA Local Government Risk Management Authority) to which the director has been appointed as BAWSCA's representative;
- Attendance by the Chair or Vice Chair at a meeting held or sponsored by the San Francisco Public Utilities Commission, the California Department of Water Resources, the California Seismic Safety Commission, the California Department of Health Services, the Santa

Clara Valley Water District, a committee of the State Legislature, an agency that is a member of BAWSCA, or with a consultant or consultants under contract to BAWSCA, that in the judgment of the Chair or Vice Chair requires representation by the leadership of the BAWSCA board of directors;

- Attendance at any of the meetings identified above by any director at the specific request of the Chair or Vice Chair;
- Attendance at or participation in an event providing training in ethics required by California law, including Government Code Section 53234 *et seq.*
- Attendance at or participation in an event that the Chair (or, in the absence or unavailability of the Chair, the Vice-Chair) determines should have a representative of the Agency board of directors in attendance;

B. All other expenditures require prior approval by the Agency's board of directors.

C. Examples of expenses which the Agency will not reimburse include:

- The personal portion of any trip;
- Family expenses, including those of partners, spouses or children when accompanying a director on Agency-related business;
- Entertainment expenses, including theatre, movies, sporting events;
- Non-mileage personal automobile expenses, including repairs, traffic citations, insurance or gasoline;
- Purchase of alcoholic beverages.

3. **Cost Control Guidelines**

To conserve Agency resources and to keep expenses within community standards for public officials, reimbursement of expenses will be limited to amounts within the following guidelines:

A. Travel

- Airfare: Air travel should be by coach class via the most direct route.
- Automobile: Automobile mileage is reimbursed at the Internal Revenue Service rate contained in the most recent edition of IRS Publication 463. Tolls and parking are reimbursed at cost.
- Car Rental: Rental rates that are equal to or less than those available through the State of California Department of General Services website (www.catravelsmart.com) are considered reasonable for purposes of reimbursement.

B. Lodging

Lodging will be reimbursed when travel on Agency business reasonably requires an overnight stay.

- Conferences: If lodging is in connection with a conference, lodging expenses must not exceed the group rate published by the conference sponsor if such rates are available at the time the reservation is made.
- Other: Directors must request government rates when available. A list of hotels offering government rates is available at www.catravelsmart.com. Rates equal to or less than government rates are considered reasonable for reimbursement. In the event that government rates are not available at a particular time or in the particular area, rates that do not exceed \$150 per night are considered reasonable. This amount will be annually adjusted to reflect changes in Consumer Price Index, All Urban Consumers, for the San Jose-San Francisco-Oakland Metropolitan Area published by the U.S. Department of Labor, Bureau of Labor Statistics.

C. Meals.

Meal expenses, including tips, will be reimbursed up to the following amounts:

Breakfast: \$12

Lunch:	\$18
Dinner	\$35

These amounts will also be adjusted annually by the CPI index identified above.

4. Expense Reimbursement Forms

All expense reimbursement requests must be submitted to the General Manager on an expense report form provided by the Agency. Receipts documenting each expense in excess of \$10 must accompany the report. Directors must submit their expense reports within 30 days after the expenses are incurred. All expenses are subject to verification.

5. Reports to Board of Directors

Each director requesting reimbursement of expenses shall, at the following BAWSCA board meeting, briefly report on meetings and other events attended at Agency expense. If more than one director attended a meeting or event, a joint report may be made.

6. Reporting of Expenses and Reimbursement

All Agency expenditures are public records subject to disclosure under the Public Records Act. In addition, the Agency is required to compile a quarterly report showing the amount of expenses reimbursed to each director during the preceding three months and make this report available during a public meeting.

2. The activities described in Section 2 of the attached Policy shall also constitute "services rendered as a member of the board at the request of the board" for purposes of Ordinance No. 2004-01, providing for compensation of members of the board of directors pursuant to Water Code Sections 81339 and 20201.

PASSED AND ADOPTED this 16 day of March, 2006 by the following vote:

AYES: Beecham, Claire; Fannon, Fergusson, Gage, Goff, Guzzetta
Hershman, Mickelsen, O'Connell, O'Mahony, Piccolotti, Reynolds,
NOES: Risch, Seidel, Vella, Weed, Wykoff
NONE

ABSENT: Breault, Bologoff, Cooper, Craig, Kolstad, Kasperzak, Livengood,
Reed, Tissier, Woods.



President, Board of Directors

ATTEST:



Secretary of the Board

BAY AREA WATER SUPPLY AND CONSERVATION AGENCY

BOARD POLICY COMMITTEE MEETING

Agenda Title: **Discussion of Board Member Compensation**

Summary:

Compensation for a public agency board member is typically set by statute, which provides the compensation amount per day of service and limitations on the days of service per month. The Bay Area Water Supply and Conservation Agency (BAWSCA) Board members are compensated at the rate of \$100 per day of service, for up to four days of service per month. At the direction of the Board and to facilitate a discussion on Board member compensation, legal counsel and staff have prepared this staff report to include data on other water agency compensation limits and potential survey questions for the Board Policy Committee to consider. There has not been a formal outside study comparing the compensation of the BAWSCA Board with peer agencies in the Bay Area. This agenda item is for discussion purposes only.

Recommendation:

This item is for discussion purposes only.

Discussion:

The Board Policy Committee has asked legal counsel and staff to prepare a short memo outlining the parameters and limits for any possible change to compensation for both BAWSCA and Regional Financing Authority boards. An evaluation of Board member compensation requires consideration of various factors.

Possible variables to consider when determining the appropriate compensation per day of service are whether the wages are suitable for the amount of effort expended, travel costs, babysitting or caregiving costs, and the opportunity cost of the work.¹ A low compensation amount may be a barrier to entry for individuals. On the other hand, too high of a compensation amount may not be necessary to incentivize interest in serving as a Board member or may incentivize Board members to unnecessarily maximize days of services, thereby harming the public financial interests.

Additionally, the Board may consider increasing the maximum number of days of service per month. The primary factor to consider here are whether four days of service per month is adequate to fulfill Board member obligations for BAWSCA.

Comparator Agency Compensation

To assist in the reexamination of the compensation amounts for Board members, the following chart compares the compensation amounts of some of BAWSCA's peer agencies.

¹ The actual out-of-pocket expenses for attending meetings, trainings, and conferences are *reimbursed* according to BAWSCA's Reimbursement Policy (Res. 2006-02). This is different from the Board member compensation amount, which *compensates* Board members for each day of service.

Comparison Agency	Compensation per Day of Service	Limitation on Days of Service per Month
BAWSCA	\$100/day	4 days/month
Alameda County Water District	\$290/day	10 days/month
Coastside County Water District	\$150/day	6 days/month, max of \$600/month
Contra Costa Water District	\$100/day	10 days/month
Mid-Peninsula Water District	\$100/day	10 days/month
North Coast County Water District	\$100/day	10 days/month
Purissima Hills Water District	\$100/day	6 days/month
Santa Clara Valley Water District	\$331.86/day	15 days/month
Westborough Water District	\$100/day	N/A
San Francisco Public Utilities Commission	\$100/month	N/A

Draft Survey Questions

Use of a survey of the Board members has been suggested to enable a better understanding of the variables for determining Board member compensation. The five draft survey questions below have been prepared. If use of a survey is desired, feedback from the BPC on the draft survey questions is requested, including additional questions that should be considered.

- How far away do you live from the BAWSCA administrative office in San Mateo?
☐ 0 – 10 miles ☐ 10 – 20 miles ☐ 20 – 30 miles ☐ 30+ miles
- How many hours per month do you estimate you spend on BAWSCA work?
☐ 0 – 10 hours ☐ 10 – 20 hours ☐ 20 – 30 hours ☐ 30+ hours
- What are the costs associated with your attendance at Board of Directors meetings, e.g., childcare, lost wages, etc.?

- How many days of service for BAWSCA do you usually render per month?
☐ 1 – 2 day ☐ 3 days ☐ 4 days ☐ 5+ days
- Would a larger compensation amount for each day of service increase your participation in BAWSCA activities?
☐ Yes ☐ No

Background:

BAWSCA's enabling legislation, AB 2058 (Papan), establishes the compensation amount for each day of service for its Board members. California Water Code section 81339 allows BAWSCA to compensate Board members up to \$100 per day for each day's attendance at

meetings of the Board, not to exceed four meetings in any calendar month. Both the compensation per day of service and number of compensable days of service per month may be increased by Ordinance pursuant to California Water Code section 20200 *et seq.* However, the statute limits the increase to (i) the compensation per day of service to no more than 5% for each year following the date of the last adjustment, and (ii) the days of service per month to no more than 10 days in a calendar month.

BAWSCA has not changed its Board member compensation, per Ordinance 2004-01, since the agency was formed in 2003. This discussion item is intended to facilitate a discussion on the appropriate Board member compensation amounts.

Attachments:

1. Ordinance No. 2004-01 Providing for Compensation of Members of the Board of Directors
2. Resolution 2006-02 Adopting Policy on Reimbursement of Directors' Expenses

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BAY AREA WATER SUPPLY AND CONSERVATION AGENCY

BOARD POLICY COMMITTEE MEETING

Agenda Title: **Discussion of Board Member Compensation, Board Diversity, and the Board Member Expense Reimbursement**

Summary:

Compensation for a public agency board member is typically set by statute, which provides the compensation amount per day of service and limitations on the days of service per month. The Bay Area Water Supply and Conservation Agency (BAWSCA) Board members are compensated at the rate of \$100 per day of service, for up to four days of service per month.

This item was discussed at the April 12th Board Policy Committee (BPC) meeting. The analysis below provides further information in response to input received from the BPC, including an expanded list of agencies for the board member compensation comparison provided in Table 1. There has not been a formal outside study comparing the compensation of the BAWSCA Board with peer agencies in the Bay Area.

The memorandum also now includes information on elections by-district among BAWSCA's member agencies in Table 2. This information is intended to facilitate a discussion on the diversity of the BAWSCA Board. Lastly, this memorandum examines BAWSCA's expense reimbursement policy in light of the discussion on barriers to involvement in BAWSCA.

Recommendation:

This item is for discussion purposes only.

Discussion:

The Board has asked legal counsel and staff to prepare a short memorandum outlining the parameters and limits for any possible change to compensation for both BAWSCA and San Francisco Bay Area Regional Water System Financing Authority boards. An evaluation of Board member compensation requires consideration of various factors.

Possible variables to consider when determining the appropriate compensation per day of service are whether the wages are suitable for the amount of effort expended, travel costs, babysitting or caregiving costs, and the opportunity cost of the work. A low compensation amount may be a barrier to entry for individuals. On the other hand, too high of a compensation amount may not be necessary to incentivize interest in serving as a Board member or may incentivize Board members to unnecessarily maximize days of services, thereby harming the public financial interests.

Additionally, the Board may consider increasing the maximum number of days of service per month. The primary factor to consider here are whether four days of service per month is adequate to fulfill Board member obligations for BAWSCA.

The following information is provided to assist the Board in its understanding of this issue and discussion:

- Expanded list of agencies included in board member compensation comparison;
- Extent of by-district elections among the BAWSCA member agencies; and
- BAWSCA's Board member reimbursement policy.

Expanded Agency Board Member Compensation Comparison

To assist in the reexamination of the compensation amounts for Board members, Table 1 below has been expanded to provide compensation amounts of some of BAWSCA's member agencies that are water districts, peer water agencies, and other large, multi-county/multi-jurisdictional special districts.

Table 1: Agency Board Member Compensation Comparison

Public Agency¹	Compensation per Day of Service	Limitation on Days of Service per Month
BAWSCA	\$100/day	4 days/month
Alameda County Water District	\$290/day	10 days/month
Coastside County Water District	\$150/day	6 days/month, max of \$600/month
Contra Costa Water District	\$100/day	10 days/month
East Bay Municipal Utility District	\$1,397/month	11 days/month
Golden Gate Bridge, Highway, and Transportation District	\$50/meeting day	\$5,000/year (\$7,500/year for President)
Irvine Ranch Water District	\$315/day	10 days/month
Mid-Peninsula Water District	\$100/day	10 days/month
Marin Municipal Water District	\$200/day	10 days/month
Metropolitan Water District of Southern California	No compensation ²	N/A
North Coast County Water District	\$100/day	10 days/month
Purissima Hills Water District	\$100/day	6 days/month
San Francisco Public Utilities Commission	\$100/month	N/A
Santa Clara Valley Water District	\$331.86/day	15 days/month
Westborough Water District	\$100/day	N/A

Extent of By-District Elections Among BAWSCA Member Agencies

In accordance with BAWSCA's enabling legislation, AB 2058 (Papan, 2002), BAWSCA Board members are appointed by the governing body of each BAWSCA member agency. Appointees are typically members of the member agency's governing body, though this is not a requirement. Most appointees must be residents of, and registered voters in, the member agency's service area. For BAWSCA's two private member agencies, the only requirement is that the Board members must be officers or employees of the agency.

¹ Peninsula Clean Energy and Silicon Valley Clean Energy do not provide compensation to Board members.

² At least some members receive a per diem and have a monthly meeting limitation from their home agency.

Consequently, questions from the BPC regarding the diversity of the BAWSCA Board of Directors are appropriately directed to the member agencies' governing bodies that appoint the Board members. Since member agencies generally appoint an elected official from their respective governing bodies, it is the member agencies and therefore the voters themselves who determine the composition of BAWSCA's Board. Table 2 below provides data regarding the extent of by-district elections among BAWSCA's member agencies to facilitate further discussion of this issue, if desired.

Table 2: By-District Elections Among BAWSCA Member Agencies

BAWSCA Member Agency	Is Governing Body Elected By-District?
Alameda County Water District	Yes
Brisbane/GVMID	No
Burlingame	Yes
Cal Water	Not Applicable
Coastside	Yes
Daly City	No
East Palo Alto	No
Esterro	No
Hayward	No
Hillsborough	No
Menlo Park	Yes
Mid-Peninsula	Yes
Millbrae	Yes
Milpitas	No
Mountain View	No
North Coast	Yes
Palo Alto	No
Purissima Hills	No
Redwood City	Yes
San Bruno	Yes
San Jose	Yes
Santa Clara	No
Stanford	Not Applicable
Sunnyvale	Yes
Westborough	Yes

BAWSCA's Board Member Reimbursement Policy

The BPC discussed the general issue of barriers to involvement in BAWSCA as a member of the Board and the BPC, including potential financial barriers. Given this discussion, further discussion of BAWSCA's existing policy on reimbursement of expenses seems timely.

BAWSCA's enabling legislation provides that Board members may be reimbursed for "actual, necessary, and reasonable expenses incurred in the performance of duties performed at the request of the board". (Government Code Section 81339.) BAWSCA's "Policy on

Reimbursement of Expenses Incurred by Members of the Board of Directors” (Board resolution 2006-02, a copy of which is attached) specifies the types of activities that qualify, and do not qualify, for reimbursement.

While the reimbursement policy specifies multiple types of activities eligible for reimbursement, to date, reimbursed expenses have generally been related to direct travel by the Board Chair, or designee, to a specific meeting or conference as a representative of the agency. Per Government Code Section 53232.2, any change to the reimbursement policy must be adopted by the Board in a public meeting.

Background:

BAWSCA's enabling legislation, AB 2058 (2002, Papan), establishes the compensation amount for each day of service for its Board members. California Water Code Section 81339 allows BAWSCA to compensate Board members up to \$100 per day for each day's attendance at meetings of the Board, not to exceed four meetings in any calendar month. Both the compensation per day of service and number of compensable days of service per month may be increased by Ordinance pursuant to California Water Code section 20200 *et seq.* However, the statute limits the increase to (i) the compensation per day of service to no more than 5% for each year following the date of the last adjustment, and (ii) the days of service per month to no more than 10 days in a calendar month.³

BAWSCA adopted its Board member compensation ordinance on June 17, 2004, becoming effective on September 1, 2004. If BAWSCA determines to raise the director compensation amount by the maximum allowable simple percentage increase since Ordinance 2004-1 became effective, the director compensation can be set at a maximum amount of \$190.⁴

This discussion item is intended to facilitate a discussion on the appropriate Board member compensation amounts.

Attachments:

1. Ordinance No. 2004-01 Providing for Compensation of Members of the Board of Directors
2. Resolution 2006-02 Adopting Policy on Reimbursement of Directors' Expenses

³ The statute is not clear as to whether compounding is permitted. Some agencies permit compounding, while others only choose the more conservative simple adjustment approach. In the City Council context, the Attorney General has opined that compounding the calculations for salary and benefits increases must be clearly authorized by the Legislature. (THE HONORABLE JENNY OROPEZA, 89 Ops.Cal.Atty.Gen. 159 (2006) (observing that "the compounding of interest has never been looked upon with favor in this state."))

⁴ If BAWSCA increases its Board member compensation after September 1, 2023 using a simple adjustment, the maximum compensation amount can be set at \$195.



155 Bovet Road, Suite 650
San Mateo, California 94402
(650) 349-3000 tel. (650) 349-8395 fax

MEMORANDUM

TO: BAWSCA Board of Directors
FROM: Nicole Sandkulla, CEO/General Manager
DATE: September 12, 2024
SUBJECT: Chief Executive Officer/General Manager's Letter

AB 2962 (Papan) Signed into Law:

California Assembly Bill 2962, introduced by State Assembly Member Diane Papan (D-San Mateo), was signed into law on August 26, 2024 to protect the health, safety and economic well-being of the 1.8 million residents and over 40,000 businesses, including most of Silicon Valley, in Alameda, San Mateo, and Santa Clara counties who depend on the System.

AB 2962 amends the Wholesale Regional Water System Security and Reliability Act (AB 1823, 2002, L. Papan) that requires San Francisco to implement capital improvements for its Regional Water System to ensure that it can withstand a major seismic event and continue to deliver essential water to the region that depends on it. AB 2962 extends State oversight of San Francisco's required capital improvement program for ten years from January 1, 2026 to January 1, 2036

After twenty-one (21) years of planning and construction, San Francisco's \$4.8 billion Water System Improvement Program (WSIP) is now 99% complete, but two critical drought water supply projects are not yet finished: Alameda Creek Recapture Project and the Regional Groundwater Storage and Recovery Project.

The passage of AB 2962 will ensure that the State oversight of this critically important capital plan will continue through its completion for the protection of the region's water users. A copy of my statement on the passage of AB 2962 can be found [here](#) and on BAWSCA's website.

Katie Miller, SFPUC's Program Manager for the WSIP has been invited to provide a brief presentation on the Status of the WSIP to the Board at its September meeting as part of the SFPUC Report.

BAWSCA's Strategy 2050:

On September 1, 2024, the SFPUC initiated the collection process of the Water Management Charge associated with the development of BAWSCA's Long-Term Reliable Water Supply Strategy 2050 (Strategy 2050) as directed by the Board on July 18, 2024. The Water Management Charge is authorized in Section 3.06.A of the 2021 Amended and Restated Water Supply Agreement and will be effective from September 1, 2024 through March 1, 2026, covering an 18-month period.

BAWSCA is continuing to coordinate with SFPUC on administrative matters involved in billing, collecting, and remitting Water Management Charge revenue. Consistent with the adopted work plan, development of Strategy 2050 will commence in January 2025 and the work will continue through January 2027.

BAWSCA Panel at Urban Water Institute:

On August 21-24, the Urban Water Institute (UWI) hosted its annual summer conference in San Diego. BAWSCA Water Resources Manager, Tom Francis, sits on the UWI's Board and attended the conference. Also in attendance was the General Manager for Purisima Hills Water District and the General Manager for Mid-Peninsula Water District. Attendees included a mix of water agency leaders and elected officials.

Mr. Francis was the moderator for a panel discussion titled "Dream Weavers". Panelists were Alison Kastama, SFPUC Regional Liaison for the Hetch Hetchy Regional Water System; Heather Dyer, Chief Executive Officer/General Manager for San Bernardino Valley Municipal Water District; and Aubrey Bettencourt, a prominent leader in agriculture, water, and sustainability, currently serving as the Global Director of Government Relations and External Affairs for Netafim. Each panelist was asked to provide their region's thoughts and perspective on other regions of the State, and in particular, the approach to water matters that their region takes.

It proved to be a lively discussion that was well received by conference attendees. The discussion was so successful that there are tentative plans for the three panelists to hold similar discussions at other events hosted in their specific regions.

2025 Demand Study

On July 1, 2024, BAWSCA initiated the Regional Water Demand and Conservation Projections Study (2025 Demand Study) with its consultants, Hazen & Sawyer. The goal of the 2025 Demand Study is to develop water demand and conservation projections through 2050 for each BAWSCA agency and the region as a whole. The 2025 Demand Study will provide valuable insights on long-term water demand patterns and conservation savings potential for BAWSCA agencies to support regional efforts, such as implementation of the Long-Term Reliable Water Supply Strategy (Strategy 2050). The 2025 Demand Study will also provide necessary information to support individual agency efforts such as compliance with the new State water use efficiency requirements and completion of Urban Water Management Plans (UWMPs).

The 2025 Demand Study is anticipated to be an 18-month effort split into two phases. Phase 1 will provide the necessary information for, and align with, the State's UWMP submittal schedule, with demand forecasting work to be completed by the end of June 2025. Phase 2 will include a sensitivity analysis, building on the successful work from the 2022 Demand Study Refresh, as well as new simulations of impacts from projected future droughts considering the potential for future demand hardening.

BAWSCA is making progress on the 2025 Demand Study and is on track to complete Phase 1 of the study this fiscal year.

Landscape Education Program:

BAWSCA has finalized its schedule for its Water Efficient Landscape Education Program for the Fall 2024 season. BAWSCA's landscape education classes are designed to introduce homeowners and landscape professionals to the concepts of sustainable landscape design with a focus on creating beautiful, water-efficient gardens as an alternative to lawns.

For Fall 2024, in conjunction with BAWSCA's member agencies, BAWSCA will be hosting 24 workshops consisting of lecture, hands-on and virtual formats. The topics include Integrated Pest Management, Landscape Design and Plant Selection, Turf Replacement and Garden Transformation, Edible Water-Wise Gardening, and much more.

A complete list of classes and workshops can be found on the BAWSCA website at <https://bawzca.org/conserv/programs/classes>.

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Board of Directors

Policy Calendar Through May 2025

Meeting Date	Purpose	Issue or Topic
November 2024	D&A D&A R&D	Annual Review & Consideration of BAWSCA's Statement of Investment Policy Consideration of Action Regarding Tier 2 Drought Allocation Plan BAWSCA's Strategy 2050
January 2025	D&A D&A R&D R S	Mid Year FY 2024-25 Work Plan, Budget and General Reserve Review Consideration of Proposed FY 2025-26 Bond Surcharges BAWSCA's Strategy 2050 Review Water Supply Forecast FY 2025-26 Work Plan and Budget Study Session
March 2025	R&D R&D R&D R R	Discussion of Preliminary FY 2025-26 Work Plan and Budget BAWSCA's Strategy 2050 Review of Regular Consultant Rates Review of Water Supply Forecast Water Management Charge Update
May 2025	D&A R&D R	Consideration of Proposed FY 2025-26 Work Plan and Budget BAWSCA's Strategy 2050 Review of Water Supply Forecast

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**Bay Area Water Supply and Conservation Agency
and Regional Financing Authority**

Meeting Schedule through December 2025

Schedule for BAWSCA Board Meetings (Meetings are held from approx. 6:30 – 8:45 p.m.)	
<u>Date</u>	<u>Location</u>
Thursday – November 21, 2024	Burlingame Community Center – Sequoia Room
Thursday – January 16, 2025	Burlingame Community Center – Sequoia Room
Thursday – March 20, 2025	Burlingame Community Center – Sequoia Room
Thursday – May 15, 2025	Burlingame Community Center – Sequoia Room
Thursday – July 17, 2025	Burlingame Community Center – Sequoia Room
Thursday – September 18, 2025	Burlingame Community Center – Sequoia Room
Thursday – November 20, 2025	Burlingame Community Center – Sequoia Room

Schedule for RFA Board Meetings (Meeting time will be announced)	
<u>Date</u>	<u>Location</u>
Thursday – January 16, 2025	Burlingame Community Center – Sequoia Room

Schedule for BAWSCA Board Policy Committee Meetings (Meetings held from 1:30-4:00 p.m.)	
<u>Date</u>	<u>Location</u>
Wednesday, October 9, 2024	Burlingame Community Center – Sequoia Room B
Wednesday, December 11, 2024	Burlingame Community Center – Sequoia Room B
Wednesday, February 12, 2025	Burlingame Community Center – Sequoia Room B
Wednesday, April 9, 2025	Burlingame Community Center – Sequoia Room B
Wednesday, June 11, 2025	Burlingame Community Center – Sequoia Room B
Wednesday, August 13, 2025	Burlingame Community Center – Sequoia Room B
Wednesday, October 8, 2025	Burlingame Community Center – Sequoia Room B
Wednesday, December 10, 2025	Burlingame Community Center – Sequoia Room B

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RESOLUTION NO. 2024-02
BY THE BOARD OF DIRECTORS OF THE
BAY AREA WATER SUPPLY AND CONSERVATION AGENCY

**APPOINTING THOMAS SMEGAL AS CHIEF EXECUTIVE OFFICER AND GENERAL
MANAGER OF THE BAY AREA WATER SUPPLY AND CONSERVATION AGENCY AND
AUTHORIZING THE BOARD CHAIR TO EXECUTE AN EMPLOYMENT AGREEMENT**

WHEREAS, BAWSCA's Chief Executive Officer and General Manager, Nicole Sandkulla, after 11 years of exemplary performance as BAWSCA's CEO and General Manager and over 34 years in public service, informed the Board on April 30, 2024 of her intent to retire at the end of the 2024 calendar year; and

WHEREAS, Board Chair Chambers convened an Ad Hoc CEO Recruitment Committee, consisting of himself, Vice Chair Vella, and Board Members Breault, Marden Ragsdale, and Pierce, to find a successor to Ms. Sandkulla ("Ad Hoc Committee"); and

WHEREAS, the Ad Hoc Committee issued a Request for Proposals to hire an executive recruitment firm, and ultimately selected and engaged Peter Smith of Koff & Associates to conduct a nationwide executive search for a new CEO and General Manager; and

WHEREAS, over 70 applicants submitted complete applications and 21 highly qualified candidates were identified to participate in the recruitment and selection process, which included several interviews of the candidates determined to be the most qualified by the Ad Hoc Committee; and

WHEREAS, at the conclusion of the interviews, the Ad Hoc Committee unanimously determined that Thomas Smegal presented the most compelling and qualified candidacy for appointment as CEO and General Manager based on his extensive experience in the California water industry, financial acumen, management of both small and large teams, and his strategic vision for leading BAWSCA into the future; and

WHEREAS, the Board Chair and Legal Counsel have successfully negotiated an Employment Agreement with the preferred candidate, Thomas Smegal, which agreement contains acceptable compensation arrangements.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Bay Area Water Supply and Conservation Agency hereby appoints Thomas Smegal to serve as the CEO and General Manager, beginning December 1, 2024.

BE IT FURTHER RESOLVED that the Chair of the Board of Directors is authorized to execute on behalf of BAWSCA an employment agreement with Thomas Smegal in a form approved by Legal Counsel, and to take any necessary actions to effectuate this Resolution.

Regularly passed and adopted this 19th day of September, 2024 by the following vote:

AYES:

NOES:

ABSENT:

Chair, Board of Directors

ATTEST:

Board Secretary

**OPEN SESSION MATERIALS
SEPTEMBER 19, 2024 BAWSCA AGENDA ITEM #15A & #15B**

**CONSIDER COMPENSATION ADJUSTMENT FOR CEO/
GENERAL MANAGER FOR FY 2024-25 AND**

**REVISED BAWSCA PUBLICLY AVAILABLE PAY
SCHEDULE**

FOR ADDRESSEE ONLY

**PLEASE DO NOT SHARE OR DISCUSS
CONTENTS WITH NON-ADDRESSEES**

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BAY AREA WATER SUPPLY AND CONSERVATION AGENCY

BOARD OF DIRECTORS MEETING

Agenda Title: **Consider Compensation Adjustment for CEO/General Manager for FY 2024-2025 and Revised BAWSCA Publicly Available Pay Schedule**

Summary:

The Board of Directors (Board) of the Bay Area Water Supply and Conservation Agency (BAWSCA) evaluated the CEO/General Manager's performance during FY 2023-24 and found Ms. Sandkulla had an outstanding year, meeting and exceeding the Board's expectations of the CEO/General Manager. The Chair recommends the Board approve a 3.2% total compensation increase consistent with the COLA for the San Francisco Bay Area.

Fiscal Impact:

The CEO/General Manager's current total compensation is \$341,052, composed of current salary of \$333,259 and an annual car allowance of \$7,800. The car allowance will remain the same, so the effective base salary increase would be an increase of \$10,907 dollars from \$333,259 to \$344,166 (an increase of 3.273%). This adjustment would bring the annual total compensation to \$351,966, effective on her anniversary date of September 30, 2024. Funds are available for the compensation adjustment without an increase to the total operating budget.

Recommendation:

That the Board approve the contract amendment to the CEO/General Manager's Employment Agreement, effective September 30, 2024.

That the Board approve the revised BAWSCA Publicly Available Pay Schedule to reflect the updated CEO/General Manager's salary range.

Background:

In accordance with the CEO/General Manager's Employment Agreement, the Board considers compensation for the CEO/General Manager at the time of her yearly evaluation.

The CEO/General Manager's Employment Agreement (signed in 2013) provides that she may be awarded a salary increase, merit pay (bonus), or both. Section 3.A of the Employment Agreement states that salary adjustments may be considered annually.

In recognition of Ms. Sandkulla's outstanding executive leadership through the demonstration of her ability to manage known, anticipated, and unanticipated events this year and through her hiring, and utilization of, a highly competent and professional staff, the BAWSCA Board of Directors desires to modify the CEO/General Manager's Employment Agreement to provide a 3.273% increase to Ms. Sandkulla's base salary so that her new annual base salary is \$344,166.

Attachments:

1. Eleventh Amendment to CEO/General Manager's Employment Agreement
2. Revised BAWSCA CEO/GM Publicly Available Salary Schedule

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ELEVENTH AMENDMENT TO EMPLOYMENT AGREEMENT

THIS ELEVENTH AMENDMENT TO EMPLOYMENT AGREEMENT is made as of September 30, 2024, by and between the BAY AREA WATER SUPPLY & CONSERVATION AGENCY ("Agency") and NICOLE SANDKULLA ("Ms. Sandkulla").

WHEREAS, the Agency and Ms. Sandkulla entered into an Employment Agreement ("Agreement") as of July 19, 2013, and Ms. Sandkulla began serving as CEO and General Manager beginning on September 30, 2013;

WHEREAS, Section 3.A. of the Employment Agreement provides that the Board of Directors will review the performance of the CEO and General Manager on an annual basis and authorizes the Board of Directors, in its sole discretion, to approve contract adjustments, including increases in Ms. Sandkulla's salary;

WHEREAS, in recognition of Ms. Sandkulla's outstanding performance during her second through tenth years, the Board of Directors of the Agency previously amended the Employment Agreement ten times as follows:

1. On September 19, 2014 ("First Amendment"), to provide a 3% increase to Ms. Sandkulla's base salary and a one-time \$10,000 merit bonus;
2. On September 17, 2015 ("Second Amendment"), to provide a 3% increase to Ms. Sandkulla's base salary and a one-time \$10,000 merit bonus;
3. On September 15, 2016 ("Third Amendment"), to provide a 3% increase to Ms. Sandkulla's base salary and a one-time \$10,000 merit bonus;
4. On September 21, 2017 ("Fourth Amendment"), to provide a 3% increase to Ms. Sandkulla's base salary and a one-time \$15,000 merit bonus;
5. On September 20, 2018 ("Fifth Amendment"), to provide a 5% increase to Ms. Sandkulla's base salary;
6. On November 21, 2019 ("Sixth Amendment"), to provide a 21% increase to Ms. Sandkulla's base salary;
7. On September 17, 2020 ("Seventh Amendment"), to provide a 5% increase to Ms. Sandkulla's base salary;
8. On September 16, 2021 ("Eighth Amendment"), to provide a 5% increase to Ms. Sandkulla's base salary;
9. On September 22, 2022 ("Ninth Amendment"), to provide a 7% increase to Ms. Sandkulla's base salary; and
10. On September 27, 2023 ("Tenth Amendment"), to provide a 4.63% increase to Ms. Sandkulla's base salary and a one-time \$38,221 merit bonus;

WHEREAS, the Board of Directors evaluated the performance of the CEO and General Manager in 2023-24 and found that Ms. Sandkulla continues to exhibit outstanding performance in meeting BAWSCA's goal of "a reliable supply of high-quality water at a fair price";

WHEREAS, in recognition of Ms. Sandkulla's sustained outstanding performance and her continuing to deliver extraordinary results in all areas of her work, according to the Board's own review process, the Board of Directors of the Agency now desires to modify the Employment Agreement to provide a 3.273% increase to Ms. Sandkulla's base salary pursuant to Section 3.A. of the Agreement, effective on her anniversary date of September 30, 2024; and

WHEREAS, the Agency and Ms. Sandkulla wish to memorialize these actions.

NOW, THEREFORE, the parties agree as follows:

1. Compensation. Section 3.A. of the Agreement, is amended by deleting and replacing the first sentence of that section in its entirety as follows:

A. Salary and Evaluation. Agency agrees to pay Ms. Sandkulla an annual base salary of Three Hundred, Forty-Four Thousand, One Hundred and Sixty-Six Dollars (\$344,166), payable in installments at the same time and in the same manner as other management employees of the Agency are paid, effective as of September 30, 2024, for the faithful and diligent performance of the duties and obligations of the CEO and General Manager.

2. Except as expressly modified by the First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, and Eleventh Amendments, all terms and conditions of the Employment Agreement remain in full force and effect.

IN WITNESS WHEREOF the parties have executed this Eleventh Amendment to Employment Agreement as of the day and year first above written.

BAY AREA WATER SUPPLY AND
CONSERVATION AGENCY

By: _____
NICOLE SANDKULLA
CEO and General Manager

By: _____
THOMAS CHAMBERS
President, Board of Directors

Approved as to form:

By: _____
ALLISON C. SCHUTTE
Legal Counsel



CHIEF EXECUTIVE OFFICE/GENERAL MANAGER

Salary Schedule – Proposed To Be Effective September 30, 2024

Proposed To Be Effective Date	Annual
September 30, 2024	\$280,000 - 344,166

Salary Schedule - Effective Sept. 30, 2014 through Sept. 30, 2023

Effective Date	Annual
September 30, 2023	\$179,755 - \$333,259
September 30, 2022	\$179,755 - \$318,512
September 30, 2021	\$179,755 - \$297,675
September 30, 2020	\$179,755 - \$285,000
September 30, 2019	\$179,755 - \$270,000
September 30, 2018	\$179,755 - \$222,766
September 30, 2017	\$174,519 - \$212,158
September 30, 2016	\$174,519 - \$205,979
September 30, 2015	\$174,519 - \$199,980
September 30, 2014	\$174,519 - \$194,155