



Regular Board Meeting
Monday, July 21, 2025, 6:00 p.m.

Carmichael Water District
7837 Fair Oaks Boulevard
Carmichael, CA 95608

MINUTES

The Carmichael Water District Board of Directors met in Regular Session this 21st day of July at 6:00 p.m. in person and via teleconference.

ATTENDANCE:

Directors: Ron Davis, Mark Emmerson, Ron Greenwood, Jeff Nelson, Paul Selsky
Staff: Cathy Lee, Gaby Padilla, Debbie Martin, Aaron Ferguson
Guest: Shelly Anderson with Bryce Consulting Inc.
Public: Eighteen (18) Members of the Public

CALL TO ORDER: President Greenwood called the meeting to order at: **6:00 p.m.**

PRESIDENTS COMMENTS: President Greenwood led the Pledge of Allegiance.

PUBLIC COMMENT

- 1. Public Comment**
No comments.

ANNOUNCED CLOSED SESSION AND ADJOURNED OPEN SESSION TO CLOSED SESSION: 6:01 p.m.

CLOSED SESSION

- 2. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION;** Government Code sections 54954.5(c) and 54956.9(a) and (d)(1);
Carmichael Water District v. Nugent, et al., Sacramento Superior Court Case No. 34-2021-00299134
- 3. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION;** Government Code sections 54954.5(c) and 54956.9(a) and (d)(1);
Christy Arseneth, et al. v. Carmichael Water District, Alameda County Superior Court Case No. 24CV089313

ADJOURNED CLOSED SESSION AND OPENED REGULAR SESSION 7:16 p.m.

REPORTED OUT OF CLOSED SESSION: The Board of Directors gave direction to legal counsel.

CONSENT CALENDAR

- 4. Minutes for the Regular Board Meeting – June 16, 2025**

Director Nelson informed staff that he would like to have his name in the minutes moving forward every time he speaks on an item.

- 5. Monthly Expenditure Report – May 2025**

- 6. Budget to Actual Report – May 2025**

M/S Nelson / Emmerson to approve the consent calendar.

Mark Emmerson	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Jeff Nelson	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Ronald Davis	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Ron Greenwood	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Paul Selsky	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Board Totals:	Ayes:	5	Nays:	0	Absent:	0	Abstain:	0
Passed Unanimously:		<input checked="" type="checkbox"/>						

ACTION ITEMS**7. Award of Progressive Design-Build Contract for the Construction of the Ladera and Winding Way ASR Wells Project**

Staff recommends that the Board authorize the General Manager to 1) execute a Construction Contract with Garney Construction for the amount of \$997,548.00 and 2) authorize an additional \$100,000.00 contingency to be used only upon Staff approval for unforeseen work. With contingency, the total not to exceed contract amount for the proposed work is potentially \$1,097,548.00. Contract execution will not take place before legal review and approval are received.

Directors commented that the other contractor had a much lower bid.

The General Manager informed the Board of Directors that Garney-Dewberry's bid is higher but they have the potential of completing the project quicker.

Directors commented that Garney-Dewberry can only "potentially" order items earlier and complete the project faster. They then inquired if staff spoke to Auburn Constructors to see if they could potentially order items earlier and complete the project faster.

The General Manager informed the Board of Directors that staff did speak to Auburn Constructors and they were more reluctant of ordering the items ahead. Auburn Constructors are taking the more traditional approach and want to design the wells first and then order the items needed. She mentioned that the District would take on risk if the items are ordered ahead. If Garney-Dewberry recommend a guaranteed maximum that the District could not accept then the ordered items would be the Districts responsibility. Then, whomever is chosen to complete the project, the contract will just state that the project will have owner-supplied items. Staff feels comfortable having owner supplied items should the contract with Garney-Dewberry not work out.

Directors inquired why staff is comfortable with potentially getting stuck with supplies that could potentially not be used.

The General Manager informed the Board of Directors that staff and Water Systems Consulting (WSC), feels comfortable with recommending Garney-Dewberry because they are a nationwide firm that has experience in constructing wells. Items that ordered would be needed.

Directors commented that they do not doubt that Garney-Dewberry understand wells, they just have not been convinced that Auburn Constructors does not have the same skills and abilities.

The General Manager informed the Board of Directors that Auburn Constructors do have the same skills and abilities; they are just less risk adverse and are not willing to order equipment ahead.

Directors inquired if staff is willing to pay \$150,000 more just to be able to order ahead.

The General Manager informed the Board of Directors that there is a possibility of losing over \$6 million in grant with the state. It expires at the end of this year and it is unknown if there will be a grant extension. That is the reason why staff wants to be able to order the equipment early to not lose the funding. The funding is on a reimbursable basis and requires the District to submit a paid invoice first. As of now, all invoices must be submitted to the State by March 2026 to receive the funding.

Director Nelson commented that Garney-Dewberry is a national firm then he inquired if staff feels comfortable with them being more aggressive in getting the equipment and if staff is mitigating the risk associated with getting them early.

The General Manager informed the Board of Directors that this was correct.

Directors inquired if the \$100,000 contingency is typical for this type of contract.

The General Manager informed the Board of Directors that the contingency is always about 10 to 15 percent and in this case, the \$100,000 is about 10 percent.

Mr. Wallace inquired if this contract had two phases.

The General Manager informed Mr. Wallace that he was correct.

Mr. Wallace commented that he was reading this contract and the off-ramp section in the contract on page 21 section 2.4.1 states "The parties acknowledge that Owner's ability to successfully complete the Project may be significantly impacted if Owner elects to terminate Contractor's services at the end of Phase 1." He then inquired how often does that happen and what would that impact be.

The General Manager informed Mr. Wallace that she does not know how often that happens but in the projects that have happened in the Sacramento area there has not been a case where this has happened.

Mr. Wallace commented that he has not seen this terminology in a contract before.

Director Nelson informed Mr. Wallace that in progressive design build contract typically has this type of off-ramp clause.

Directors commented that they were looking at the cost break down and hourly rates and then inquired who ASR System was.

The General Manager informed the Board of Directors that ASR Systems is a company in Florida that is owned by David Pyne. David Pyne used to work for Jacobs and he was one of the first fellows to work on the operations of the ASR Wells, specifically the injection, extraction, and the timing. She then mentioned that this is an item that she is willing to take out because there is already an ASR consultant with GEI for the District.

Director Nelson commented that they just want to get Mr. Ferguson's opinion of this contract since he is the District's General Counsel.

Mr. Ferguson commented that he has not looked at the contract.

Director Nelson directed him to look at the contract and respond within a month.

M/S Emmerson / Selsky to approve staff's recommendation.

Mark Emmerson	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Jeff Nelson	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Ronald Davis	Aye	<input type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input checked="" type="checkbox"/>
Ron Greenwood	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Paul Selsky	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Board Totals:	Ayes:	4	Nays:	0	Absent:	0	Abstain:	1
Motion Passed:		<input checked="" type="checkbox"/>						

8. Memorandum of Understandings (MOUs) between Carmichael Water District, Pappas Investments, and D.R. Horton for Water Service

Staff recommends that the Board of Directors authorize the General Manager to execute the Memorandum of Understandings with Pappas Investments and D.R. Horton to thereby authorize and facilitate the District's interests related to the development of the proposed Winding Ranch project.

Director Nelson inquired if Mr. Ferguson is ok with these MOU's.

Mr. Ferguson commented that he did notice one item when he was reviewing it today. It was his understanding that there was to be 6 new 2-inch lines which is mentioned in the staff report but on the schedule in the contract on page 141 of the Board packet it is not real clear. He mentioned that the way he reads it is that by each due date you need to purchase what is listed in the second column but when he totals it up there is only 5 2-inch connections at the end of this process rather than 6.

The General Manager informed Mr. Ferguson that in the contract it shows 5 because they only are planning for 5 but there is a possibility where there is a 6th connection by other developers. The main point for the schedule is to have everything paid out in 36 months. She then mentioned that in the MOU with D.R. Horton it is only 24 months because they have 79 connections and could develop faster compared to a commercial development.

Director Nelson commented that he thinks Mr. Ferguson is referring to the staff report where it states that there will be 6 new 2-inch service connections but it should be 5.

The General Manager informed the Board of Directors that this was correct.

Director Nelson directed staff to change the memo to reflect 5 new 2-inch lines.

Directors inquired about the pressure zone of the new development.

The General Manager informed the Board of Directors that the new development will be in pressure zone 2 but staff is working on a water system modeling and they are figuring out if they want to bring the pressure zone 1 down to Lincoln Ave in the future.

Directors inquired if there is cost associated to that change.

The General Manager informed the Board of Directors that there is cost associated.

Directors inquired if the developers were going to pay for that.

The General Manager informed the Board of Directors that they will not be paying because they will still be in zone 2. The changing of zone 1 will be based on the modeling and the work still yet to be completed.

Directors inquired if there will be a significant drop in water pressure due to the construction of the 75 1-inch units. The General Manager informed the Board of Directors that there will not be a pressure drop and staff knows this because they have already done a fire flow analysis and there is a report on what the impact will be. The 75 houses being built are relatively small and compact.

Directors inquired if the D.R. Horton representative that signed the MOU had the correct job title of City Manager.

Mr. Ferguson commented that the job title also caught his attention and he did look him up and it is his title within the D.R. Horton organization.

Directors inquired if the houses with the 1-inch connections were small then why did they not go with a smaller connection.

The General Manager informed the Board of Directors that this is something they are discussing. Staff has noticed that there are households that use very little water and they are considering talking to those ratepayers about getting a smaller meter.

Directors commented that they agree because a 1-inch meter will under read low flows and the District will lose revenue and the water that is not being billed looks like unaccounted for water and then makes the Districts water lose look bigger.

The General Manager informed the Board of Directors that staff is starting to look more into that.

M/S Nelson / Davis to approve staff recommendation with the change in the staff report to reflect that there is 5 new 2-inch water service connections.

Mark Emmerson	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Jeff Nelson	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Ronald Davis	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Ron Greenwood	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Paul Selsky	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Board Totals:	Ayes:	5	Nays:	0	Absent:	0	Abstain:	0
Passed Unanimously:		<input checked="" type="checkbox"/>						

9. FY 25-26 Salary Schedule and Memorandum of Understanding (MOU) with AFSCME Represented Employees

Staff recommends that the Board of Directors approve the Memorandum of Understanding with AFSCME, Local 146 for Represented Employees, and Resolution 07212025-01, A Resolution Adopting the Carmichael Water District Fiscal Year 2025-2026 Salary Schedule.

Ms. Anderson presented the 2025 compensation study for the District employees.

Director Nelson commented that he was a little confused as to what was being asked to approve. He then inquired if the MOU with ASFCME on page 231 shows a COLA increase of 5 percent. Director Nelson then inquired if the non-represented staff was only getting 3 percent.

The General Manager informed Director Nelson that after the 3 percent COLA, there was a few classifications that were lower and all those positions were listed out in the memo. She then mentioned that because the treatment and distribution positions are lower and they knew that with the 3 percent COLA they were still under the 62.5 percentile and that was why they negotiated to 5 percent. Similarly, the Finance Manager and the Production Superintendent were still lower after the COLA. She is recommending an 8 percent adjustment for the Finance Manager and the Production Superintendent to bring them up to the 62.5 percentile benchmark.

Director Nelson then inquired as to what this meant for increases for all staff.

The General Manager informed Director Nelson that everyone is at least at the 62.5 percentile.

Directors commented that his question was not where everyone landed on the percentile benchmark, but rather what was the salary increase for everyone.

The General Manager inquired if they were talking about the increase for the budget.

Director Nelson commented that he wanted to know the percentage that each position was getting. He then commented that it sounds like the represented employees were receiving a 3 percent COLA with an additional increase of 2 percent and he is wondering what additional amount the non-represented employees are receiving.

The General Manager informed Director Nelson that the non-union staff received a 3 percent COLA and after that she is just trying to bring everyone up to the 62.5 percentile benchmark.

Director Nelson inquired if the non-represented employees were receiving an increase in addition to the COLA.

The General Manager informed Director Nelson that the Finance Manager and the Production Superintendent are the only positions getting an additional increase because the rest are already at the 62.5 percentile benchmark. She then mentioned that the Distribution Superintendent was 8.1 percent higher than the 62.5 percentile benchmark after the 3 percent COLA was applied and the Billing Supervisor was 7.4 percent higher as well.

Director Nelson commented that he was looking at the 62.5 percentile as a minimum goal but it seems like there are positions that are still receiving an additional increase after the COLA.

The General Manager informed Director Nelson that the recommendation is for some positions to receive an increase higher than the COLA to reach the 62.5 percentile.

Director Nelson commented that it's great that they are at the 62.5 percentile but he is looking at more than just the COLA and wants to see the merit increases.

The General Manager commented that the data that the compensation study used was based on the top step for every position and using that as the benchmark. They use the top step because staff could be at different steps within their salary schedule.

Directors inquired if all the AFSCME employees were getting a 3 percent or 5 percent increase.

The General Manager informed the Board of Directors that all the AFSCME employees were getting a 5 percent increase.

Directors commented that in the financial impact in the memo it talks about the 3 percent COLA only adjustment and inquired if that was a separate issue.

The General Manager asked the Board of Directors for a clarification in the question.

Directors then inquired if they were missing where it is stated that everyone else will also receive a 5 percent COLA.

The General Manager informed the Board of Directors that not everyone was receiving a 5 percent COLA. She then commented that the financial impact is just a comparative analysis and it's based on the number of classification that the District currently has. She mentioned that if the Board approves the staff's recommendation then the financial impact will be \$243,714 but if the Board only approves a 3 percent COLA then the financial impact will be \$206,277.

Director Nelson commented that it looks like the General Manager is giving some people 5 percent and everyone else 3 percent.

The General Manager informed Director Nelson that she did not because the Finance Manager and the Production Superintendent are receiving 8 percent.

Director Nelson commented that only 2 people are receiving more.

The General Manager informed Director Nelson that there was a compensation study done in 2022 that adjusted everyone's compensation to be at the 62.5 percentile and since then they have received yearly COLAs and now are on par with the 62.5 percentile. She then mentioned that if they receive an additional increase then all positions are going to be way over the 62.5 percentile.

Director Nelson commented that it seems like this is just going to incentive the non-represented employees to join a union.

The General Manager informed Director Nelson that she is trying not to. She then asked Ms. Anderson to pull up the chart that was in the presentation. Once the chart was on the screen, the General Manager commented that if you see the Distribution Operator 2 position shows that they are still under the 62.5 percentile for total cash by 7.05 percent but for the total compensation chart they are still under the 62.5 percentile by 2.03 percent. She also mentioned that because of the other Distribution and Treatment Operators are lower than the 62.5 percentile, they negotiated an additional 2 percent increase.

Director Nelson commented that the 62.5 percentile is just a benchmark or a guideline. He then mentioned that he heard Ms. Anderson saying that it is hard to get apples to apples with the different positions in other agencies but then the General Manager is implying that the salary data is where it should be.

The General Manager informed Director Nelson that in some positions, it has been hard to compare the job descriptions but the data is just to get everyone to the 62.5 percentile.

Director Nelson commented that he is seeing some inconsistencies in what is being compared and how the union staff is getting 5 percent meanwhile the rest of staff is only getting 3 percent does not seem right.

The General Manager informed Director Nelson that this is what the data is showing and that maybe Ms. Anderson could help clarify.

Ms. Anderson commented that she thinks the issue is with the 3 percent COLA for some classifications is not bringing them up to the 62.5 percentile so there needs to be an increase for certain classifications such as the Production Superintendent who is almost 9 percent below.

Director Nelson commented that it just does not seem fair to him.

Directors commented that the only thing being approved is the union contract.

Director Nelson commented that Staff is asking to approve the union contract and the salary schedule that includes a 3 percent for non-represented employees.

The General Manager informed the Board of Directors that the Board does not have to approve either one of them or they can approve both of them and it is within the Board's discretion.

Directors commented that they see the vacation policy is included as an attachment and then inquired what is being done with this policy.

The General Manager informed the Board of Directors that long term employees within the District hit the 300 hour cap relatively fast. The update in the policy is to include a vacation pay out of 80 hours once a year in December

provided that they have a minimum of 100 hours after the pay out. It is subject to the General Managers approval and she will be looking at their sick leave bank as well to make sure that they will be covered in case something happens.

Directors commented that they are still confused. They have the AFSCME contract to approve today but will they be presented a similar contract for the non-represented employees.

The General Manager informed the Board of Directors that there will not be a contract for the non-represented employees, their salaries is just in the salary schedule in attachment 2.

Directors inquired as why they are not having a better discussion for the non-represented employee's salaries and their increases.

The General Manager informed the Board of Directors that they can have further discussion but their data is presented in the data sheets.

Directors commented that they are tired of looking at small printed data and they would like to find out if the represented and non-represented employees are being treated equally and consistently.

The General Manager informed the Board of Directors that she believes they are being treated equally and consistently.

Directors commented that then it would have been helpful to have a similar discussion for the non-represented employees because just looking at multiple sheets of data is not helpful.

Mr. Ferguson commented that he is concerned about the clarity of what is being adopted because he sees on the resolution it states that the salary schedule is being adopted but it is not showing exactly what it is.

The General Manager informed Mr. Ferguson that it is referring to the Salary Schedule in attachment 2 on page 207. She then mentioned that the resolution includes the salary schedule for the represented employees that is why, procedurally, the AFSCME contract needs to be adopted first.

Mr. Ferguson commented that as long as it is clear what being adopted.

Directors inquired the Finance Manager as to what the 3% COLA, which was approved in February, and the additional salary adjustments for the positions that have been listed out in the memo would do to the budget.

The Finance Manager informed the Board of Directors that as the General Manager calculated in the financial impact, she also ran some rough numbers as well and what is stated in the financial impact is spot on with the budget impact comparing last year's wages and benefits to this years. She then mentioned that she already developed the budget with a 3 percent COLA adjustment but the salary schedule was not approved with the budget because there were still some additional discussions with it.

Directors commented that in the budget that was just approved in June, there was a presentation that had the 3 percent included in all the classifications in the May presentation of the budget. They then mentioned that in the budget that was approved in June the salary schedule did not have the 3 percent COLA included.

The Finance Manager informed the Board that they are correct and the approved budget did not have the new salary schedule in it with the 3 percent but in order for her to calculate the overall budget it included the 3 percent COLA. She then mentioned that throughout all the presentations of the budget to the Board the 3 percent COLA adjusted salary schedule was included.

Directors inquired what the difference would be in the adopted budget and with this new amount presented in this memo.

The Finance Manager informed the Board that it is about \$245,000 for this year.

Director Nelson inquired Ms. Anderson about the tables on appendix A on page 184 on the 5th and 6th column you have employees portion of retirement paid by the employer and there are a lot of "0"s there.

Ms. Anderson informed Director Nelson that with the pension reform the employer could still pay for the employee's portion of retirement for their Classic Members but many organizations have gone away from doing this. Roseville is still paying a portion of the employees share but then there is a wash because the employees have to pay the same portion of the employers share shown in 4th and 5th to last columns.

Ms. Velasquez commented that she is a non-represented employee and she feels that it is unfair that the non-represented employees are only getting a 3 percent and the represented employees are getting 5 percent. She then explained that she understands the data with the salary survey but she does not think the COLA should be different for the employees because that will just have the non-represented employees to push to join a union. Then she mentioned that none of the employees receives deferred compensation from the District but the General Manager does receive this benefit and it was not listed on her table. She feels like by not including the General Manager's deferred compensation in her total compensation then it is not reflecting her true salary.

REGULAR BOARD MEETING MINUTES FOR JULY 21, 2025

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Mark Emmerson	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Jeff Nelson	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Ronald Davis	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Ron Greenwood	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Paul Selsky	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Board Totals:	Ayes:	5	Nays:	0	Absent:	0	Abstain:	0
Passed Unanimously:		<input checked="" type="checkbox"/>						

Director Nelson commented that although the FY25-26 Salary Schedule will not be approved tonight, it would be retroactive to July 1, 2025.

The General Manager inquired from the Board what additional information they would like to see.

Directors commented that they would like to see the financial impact for the non-represented employees if the Board decides to extend their COLA from a 3 percent to a 5 percent and where it would place them at the 62.5 percentile.

Directors commented to show what the salary survey showed for each of the non-represented employees and where they would be at the 50th and 62.5th percentile and what the proposed changes are. They also asked to show the base salary separated from the benefits. They mentioned that they worry about giving certain positions a 5 percent increase and have it potentially put them in the 75 percentile.

The General Manager informed the Board of Directors that with the proposed schedule presented, everybody will be at the 62.5 percentile.

Directors commented that they are concerned to just apply a fixed percent across the board for all employees and risk having positions that are way over the 62.5 percentile or even be less than the 62.5 percentile.

Director Nelson commented that the problem that he is having in the union contract it is for the Distribution Operators and Treatment Operators and every water Districts has those positions. He then mentioned that the way he is understanding it, the other positions do not really have fully comparable jobs at other Districts but the consultant did the best they could to kind of match them up with other job descriptions.

Ms. Anderson informed Director Nelson that she believes that was really just for the Business Operations Specialist but she feels comfortable with the other matches.

The General Manager commented that she took the data and made sure everyone was within a 5 percent of the 62.5 percentile based on Ms. Anderson's recommendation. She then mentioned that all the positions after the 3 percent COLA are all within a few percentages of the 62.5 percentile and no position is below that. She also mentioned that if she did not give the represented employees a 5 percent increase, they would be below the 62.5 percentile and similarly the Production Superintendent and Finance Manager had an increase for the same reason.

Director Nelson commented that he does not have a problem with the 5 percent increase but rather with the 3 percent increase.

Directors commented that they have a problem with any percent if it throws any position substantially over the 62.5 percentile. They inquired if the Board was trying to adopt a policy stating that every position gets an increase regardless of how they fit in the salary survey.

Director Nelson commented that there already is a COLA policy that already does that.

Ms. Anderson commented that she thinks it gets a little tricky when you are doing the COLA and equity adjustments at the same time. She mentioned that the 3 percent is given to all employees, regardless of whether you do the survey and then any additional increase is an equity adjustment because the COLA does not bring them to market. The two increase are separate things, organizations can do COLA's without equity adjustments or vice versa. She then mentioned that the COLA is to keep the positions at market and the equity adjustment brings you to market. So if the COLA is not enough to put the position at market, the equity adjustment will be the increase to put them at market. Once the equity adjustments are put into place, hopefully the next year the COLA will keep them at the market level for a few years.

M/S Davis / Emmerson to table the FY 25-26 Salary Schedule and requested staff to bring it back next month with additional clarification with the non-represented employees' salaries

Mark Emmerson	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Jeff Nelson	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>

Ronald Davis	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Ron Greenwood	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Paul Selsky	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Board Totals:	Ayes:	5	Nays:	0	Absent:	0	Abstain:	0
Passed Unanimously:		<input checked="" type="checkbox"/>						

10. Professional Services Contract to develop the 2025 Urban Water Management Plan (UWMP)

Staff recommends that the Board of Directors approve a Professional Services Agreement with Zanjero in the amount of \$49,5000 with a \$10,000 contingency and authorize the General Manager to execute the agreement for a not-to-exceed amount of \$59,500.

No comments.

M/S Selsky / Emmerson to approve staff's recommendation.

Mark Emmerson	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Jeff Nelson	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Ronald Davis	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Ron Greenwood	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Paul Selsky	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Board Totals:	Ayes:	5	Nays:	0	Absent:	0	Abstain:	0
Passed Unanimously:		<input checked="" type="checkbox"/>						

11. Award of Professional Services Agreement to ECorp Consulting, Inc. for Initial Environmental Review Related to Future Ranney Collector Well Improvements Project

Staff recommends that the Board authorize the General Manager to 1) execute a Professional Services Agreement with a not-to-exceed cost of \$23,982.00 with a contingency of \$65,405.00 to be authorized by Staff for optional tasks should Federal funding be secured and 2) if the use of contingency funds are approved, authorize the General Manager to execute a contract amendment to increase the contract not-to-exceed amount as needed but by no more than \$65,405.00.

Directors commented that staff's recommendation does not state that this is a proposed contract for E-Corp so they think the motion should state this.

Directors commented that they think E-Corp should include their hourly rate schedule in the contract so staff knows that they are charging the correct hourly rate.

M/S Nelson / Davis to authorize the General Manager to execute a Professional Service Agreement with E-Corp Consulting, Inc. and have a contract amount not to exceed \$89,387.

Mark Emmerson	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Jeff Nelson	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Ronald Davis	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Ron Greenwood	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Paul Selsky	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Board Totals:	Ayes:	5	Nays:	0	Absent:	0	Abstain:	0
Passed Unanimously:		<input checked="" type="checkbox"/>						

12. FY 2025-26 Water Forum Annual Funding Agreement – Interagency Cost Sharing

Staff recommends that the Board of Directors approve the attached Water Forum Annual Funding Agreement for FY 2025-26 in the amount of \$53,445 and authorize the General Manager to execute the agreement.

No comments

M/S Nelson / Emmerson to approve staff's recommendation.

Mark Emmerson	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>
Jeff Nelson	Aye	<input checked="" type="checkbox"/>	Nay	<input type="checkbox"/>	Absent	<input type="checkbox"/>	Abstain	<input type="checkbox"/>

Ronald Davis	Aye	✓	Nay		Absent		Abstain	
Ron Greenwood	Aye	✓	Nay		Absent		Abstain	
Paul Selsky	Aye	✓	Nay		Absent		Abstain	
Board Totals:	Ayes:	5	Nays:	0	Absent:	0	Abstain:	0
Passed Unanimously:		✓						

INFORMATIONAL ITEMS**18. Monthly Informational Update for the La Vista Tank and Booster Pump Station**

Director Nelson inquired as to when the project was going to be completed.

The General Manager informed Director Nelson that the contract stated that it would be completed in May of 2026.

Director Nelson commented that he did not see the schedule in the report and they had asked for staff to include the schedule in this report.

The General Manager informed Director Nelson that there has been no changes to the schedule in the past couple of months and that is why it was not included but she will make sure it is in the report next month.

Director Nelson directed the General Manager to include the schedule even if there is no changes.

19. Carmichael Water District Standard Specifications and Details Revisions

Director Nelson inquired as to what the changes are based on.

The General Manager informed Director Nelson that a lot of it is based on the Districts operations parameters, some of it is based on new standards from AWWA, and some is based on new types of pipes that we are using.

COMMITTEE REPORTS**20. Regional Water Authority**

Director Greenwood Reports Out.

Director Greenwood reported that there was a Board meeting on July 10th hosted by CWD. He mentioned that at the meeting they had a panel discussion with the RWA's foothill water agency members about the needs of these water agencies and how it could be addressed in the Strategic Plan. He mentioned that they also discussed and reviewed the classification and compensation study for RWA employees.

21. Carmichael Chamber of Commerce

Director Nelson Reports Out.

No report.

22. Other Committee Report

Directors Report Out.

Director Greenwood reported attending the Carmichael 4th of July parade. He mentioned that he rode in a convertible and it took about 20 minutes to drive through the entire parade. He encourages all the Board to participate in the parade in the future.

STAFF REPORTS:**23. General Manager and District Activity Report – June 2025**

Discussed with the Board.

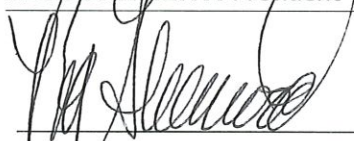
In addition to the reports, the General Manager also informed the Board of Directors that Toppel Construction gave a presentation to staff with recommendations for construction management.

24. Director's Expense Reimbursement Summary – June 2025

No comments.

GENERAL CORRESPONDENCE/INFORMATION:**25. Director's Written and/or Oral Reports**

ADJOURNMENT: President Greenwood adjourned the meeting at: **9:07 p.m.**


Ron Greenwood, Board President


Cathy Lee, Board Secretary

