

TRUCKEE MEADOWS WATER AUTHORITY
MINUTES OF THE OCTOBER 16, 2024
MEETING OF THE BOARD OF DIRECTORS

The Board of Directors met on Wednesday, October 16, 2024 at Truckee Meadows Water Authority Independence Meeting Room. Chair Duerr called the meeting to order at 10:15 a.m.

1. ROLL CALL

Directors Present: Paul Anderson, Clara Andriola, Kristopher Dahir, and Naomi Duerr.

Directors Absent: Jenny Brekhus, Alexis Hill and Devon Reese.

A quorum was present.

2. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Chair Duerr.

3. PUBLIC COMMENT

Jonathon Rouse, a retired TMWA Heavy Foreperson, shared his opinion of a lack of recognition for retirees, issues with fleet maintenance, outdated vehicles, and the need for better tools and equipment for staff for fixing water leaks.

4. POSSIBLE BOARD COMMENTS OR ACKNOWLEDGEMENTS

Chair Duerr thanked John Zimmerman, General Manager, and staff for working on the continuous flooding in Sparks for the last several months as well as finding the source of the leak.

5. APPROVAL OF THE AGENDA

Upon motion by Director Anderson, second by Director Dahir, which motion duly carried by unanimous consent of the Directors present, the Board approved the agenda.

6. APPROVAL OF THE MINUTES OF THE SEPTEMBER 18, 2024 MEETING OF THE TMWA BOARD OF DIRECTORS

Upon motion by Director Anderson, second by Director Andriola, which motion duly carried by unanimous consent of the Directors present, the Board approved the September 18, 2024 minutes.

7. DISCUSSION AND ACTION REGARDING GENERAL MANAGER PERFORMANCE REVIEW FOR CONTRACT YEAR 2023-2024

Jessica Atkinson, Human Resources Director, presented the general manager's performance review and proposed compensation adjustment for 2024-2025.

Board Members praised Mr. Zimmerman for his outstanding performance and leadership. They highlighted his ability to foster teamwork, his accessibility, and effective water supply management, employee development, and financial stewardship.

Upon motion by Director Dahir, second by Director Andriola, which motion duly carried by unanimous consent of the Directors present, the Board approved the general manager performance review for contract year 2023-2024 and to increase the general manager's compensation effective 07/01/2024 by \$2,278 annually, bringing his FY2025 total annual compensation adjustment to the contractual cap of 10%.

8. DISCUSSION AND ACTION ON REQUEST FOR BOARD INPUT AND ACCEPTANCE OF GENERAL MANAGER PERFORMANCE OBJECTIVES FOR CONTRACT YEAR 2024-2025

Mr. Zimmerman outlined goals for the upcoming year, including water resource planning, community presence, process improvements, and succession planning including the 2025-2045 Water Resource Plan update, community engagement through tours and public meetings, process improvements such as paperless billing and optimizing hydro generation, succession planning and leadership development, and continued work on the American Flat project and upstream watershed protection.

The Board requested additional goals to be added.

Upon motion by Director Dahir, second by Director Anderson, which motion duly carried by unanimous consent of the Directors present, the Board accepted the general manager performance objectives for contract year 2024-2025 with three additional goals: (1) continue to pursue grant funding for projects and to coordinate efforts with local jurisdictions; (2) monetary efficiency related to keeping rates low or not increase rates if feasible; and (3) coordinate with Western Regional Water Commission regarding water quality data.

9. WATER SUPPLY UPDATE

Bill Hauck, our Water Supply Supervisor, presented an encouraging update on the state of our water resources. Thanks to another above-average snowpack for a second consecutive year, upstream reservoirs are full, ensuring a healthy water supply for the foreseeable future. Mr. Hauck emphasized that our region's water supply outlook remains strong, and we continue to recharge groundwater sources as part of our long-term drought management strategy. This means we can approach the next

two years with confidence, as we have sufficient reserves to meet customer needs, even in dry conditions. Also, we can project normal river flows through 2025.

10. PRESENTATION OF TMWA'S FISCAL YEAR 2024 CUSTOMER SATISFACTION STUDY

Robert Charpentier, Communications Specialist, presented the staff report.

The Board expressed appreciation for including the customer comments, and all of staff's efforts to ensure customer satisfaction.

11. DISCUSSION AND ACTION, AND POSSIBLE DIRECTION TO STAFF REGARDING FUNDING PLAN

Matt Bowman, Chief Financial Officer, presented an update on the FY 2025-2029 funding plan, which includes 4.0% and 3.5% rate increases in May 2025 and 2026, respectively.

Upon motion by Director Andriola, second by Director Anderson, which motion duly carried by unanimous consent of the Directors present, the Board approved the FY 2025 – 2029 Funding Plan.

12. PRESENTATION OF TMWA GOALS AND OBJECTIVES RESULTS FOR FISCAL YEAR 2024

Mr. Zimmerman presented the results for TMWA's FY 2024 goals and objectives.

The Board commended staff on a good performance and setting realistic measures.

13. DISCUSSION AND ACTION, AND POSSIBLE DIRECTION TO STAFF ON THE PROPOSED TMWA GOALS AND OBJECTIVES FOR FISCAL YEAR 2025

Mr. Zimmerman presented the proposed FY 2025 goals and objectives.

Chair Duerr requested additional goals to be added and for this item to return to the next Board meeting so that the Board Members absent today can provide their input.

Upon motion by Director Dahir, second by Director Andriola, which motion duly carried by unanimous consent of the Directors present, the Board approved the proposed TMWA goals and objectives for fiscal year 2025 with additional direction that staff provide the Board an overview of water system pressures and back-up electrical generation needs; update the Board as appropriate with potential water system consolidations; and continue working on process improvements and coordinating with other utilities and agencies on permitting efficiencies.

14. GENERAL MANAGER'S REPORT

Mr. Zimmerman mentioned staff, in collaboration with The Nature Conservancy, had another successful Independence Lake clean-up, our 3rd Annual event; noted that Andy Gebhardt, Director of Distribution, will be retiring on July 4, 2025 and have promoted Ryan Dixon from within to replace Mr. Gebhardt; and thanked staff for their hard work and the board for their input on the goals and his review.

15. PUBLIC COMMENT

There was no public comment.

16. BOARD COMMENTS AND REQUESTS FOR FUTURE AGENDA ITEMS

There was no board comment.

17. ADJOURNMENT

With no further discussion, Chair Dahir adjourned the meeting at 12:18 p.m.

Approved by the TMWA Board of Directors in session on Thursday, December 12, 2024.

Sonia Folsom, Board Clerk.