Truckee Meadows Water Authority

Official Notice and Agenda

Truckee Meadows Water Authority Board of Directors

Wednesday, June 17, 2026, at 10:00 a.m.

Members
Clara Andriola – Washoe County, Chair
Paul Anderson – City of Sparks, Vice Chair
Alexis Hill – Washoe County
Dian VanderWell – City of Sparks
Kathleen Taylor – City of Reno
Naomi Duerr – City of Reno
Miguel Martinez – City of Reno

Meeting Location
Sparks Council Chambers
745 4th Street
Sparks, NV 89431

Or Via Remote Technology

To join the meeting via ZOOM click the link below and enter the **Passcode: 889025.**
https://tmwa.zoom.us/j/85018011171?pwd=N3bVm9s3Xsgm3VxFC9RnHYcdmbv5T0.1

To join via telephone dial: (888) 788-0099

Webinar ID: 850 1801 1171

Meeting Information & Public Disclosures

Closed Caption & Translation: Both Zoom & YouTube offer closed captioning and translation into your language by simply clicking on the "CC" icon at the bottom of the screen and selecting your preferred language.

Public Posting: The announcement of this meeting has been posted at the following locations: Truckee Meadows Water Authority (1355 Capital Blvd., Reno), at http://www.tmwa.com, and State of Nevada Public Notice Website, https://notice.nv.gov/.

Livestream & Virtual Access: TMWA meetings are streamed online at https://www.youtube.com/@tmwaboardmeetings6598. To attend this meeting virtually, please log into the meeting using the Zoom link and/or phone number noted above. To request to speak, please use the "raise hand" feature on Zoom or, if on the phone, press *9 to "raise your hand" and *6 to unmute/mute your microphone.

Accommodations: We are pleased to make reasonable accommodations for persons who are disabled and wish to attend meetings. If you require special arrangements for the meeting, please call (775) 834-8002 at least 24 hours before the meeting date.

Supporting Materials: Staff reports and supporting material for the meeting are available by email upon request at http://www.tmwa.com/meeting/.

Agenda Order: The Board may combine agenda items, consider agenda items out of order, remove agenda items, and delay discussion on agenda items.

Non-Action Items: Asterisks (*) denote non-action items.

Public Comment: Public comment during the meeting is limited to three minutes and is allowed when noted on the agenda. In addition to the public comment periods, the Chair has the discretion to allow public comment on any individual agenda item, including any item on which action is to be taken and each action item. The public may sign-up to speak during the public comment period or on a specific agenda item by completing a "Request to Speak" card and submitting it to the clerk.

Written public comment: Written comments may be provided by submitting written comments online on TMWA's Public Comment Form (tmwa.com/PublicComment) or by email sent to boardclerk@tmwa.com prior to the Board opening the public comment period during the meeting.

Absence of Members: In the event the Chair and Vice-Chair are absent, the remaining Board members may elect a temporary presiding officer to preside over the meeting until the Chair or Vice-Chair are present (**Standing Item of Possible Action**).

Notice of Possible Quorum: Notice of possible quorum of Western Regional Water Commission: Because several members of the Truckee Meadows Water Authority Board of Directors are also Trustees of the Western Regional Water Commission, it is possible that a quorum of the Western Regional Water Commission may be present, however, such members will not deliberate or take action at this meeting in their capacity as Trustees of the Western Regional Water Commission.

Board Members Remote Attendance: Board members may attend and participate in the meeting by Zoom.

[1] The Board may adjourn from the public meeting at any time during the agenda to receive information and conduct labor-oriented discussions in accordance with NRS 288.220 or receive information from legal counsel regarding potential or existing litigation and to deliberate toward a decision on such matters related to litigation or potential litigation.

1. **Roll call***

2. **Pledge of Allegiance***

3. **Public comment** (limited to no more than three minutes per speaker)*

4. **Possible Board comments or acknowledgements***

5. **Approval of June 17, 2026, TMWA Board of Directors agenda (For Possible Action)**

6. **Approval of May 27, 2026, TMWA Board of Directors meeting minutes (For Possible Action)**

7. **Discussion and action on nomination and election of Chair and Vice Chair and request for Board adoption of Resolution No. 345 appointing a Chair and Vice Chair effective immediately** – Justina Caviglia **(For Possible Action)** (5min)

8. **Update and possible action regarding Collective Bargaining Agreement amendments** – Jordan Grow and Dan Nubel **(For Possible Action)** (10min)

9. **Discussion and presentation on strategic planning using Effective Utility Management (EUM) method** – John Zimmerman, Jessica Atkinson and Cammy Elquist LoRé (10 min)*****

10. **General Manager's Report*** (5min)

11. **Public comment** (limited to no more than three minutes per speaker)*

12. **Board comments and requests for future agenda items***

13. **Adjournment**

[1.] The Board may adjourn from the public meeting at any time during the agenda to receive information and conduct labor-oriented discussions in accordance with NRS 288.220 or receive information from legal counsel regarding potential or existing litigation and to deliberate toward a decision on such matters related to litigation or potential litigation.

TRUCKEE MEADOWS WATER AUTHORITY BOARD OF DIRECTORS
DRAFT MEETING MINUTES
MAY 27, 2026

The Board of Directors met on Wednesday, May 27, 2026 at Sparks City Council Chambers. Chair Andriola called the meeting to order at 10:04 a.m.

1. ROLL CALL

Directors Present:

Clara Andriola (Chair)
Paul Anderson (Vice Chair)
Miguel Martinez
Naomi Duerr
Kathleen Taylor

Directors Present via Zoom:

Alexis Hill
Dian VanderWell

2. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by John Flansberg, Regional Infrastructure Administrator from City of Reno per Chair Andriola request.

3. PUBLIC COMMENT

The public comment period was opened. No comments were received. The period was closed.

4. POSSIBLE BOARD COMMENTS OR ACKNOWLEDGEMENTS

Chair Andriola welcomed new TMWA Executive Assistant Adriana Albarran. General Manager John Zimmerman recognized TMWA's 25th anniversary, and commended the efforts of City of Reno, City of Sparks, and Washoe County to declare June 11th as TMWA Day. Chair Andriola echoed that sentiment, acknowledging the significance of the occasion. Director Duerr recognized TMWA staff for their outstanding contributions to the utility's success. Vice Chair Anderson expressed appreciation for the dedication of staff whose work is recognized. Director Hill reflected on the vision of TMWA's founders in establishing a community owned water utility and the significant opportunities that have resulted.

5. APPROVAL OF THE MAY 27, 2026 AGENDA

MOTION: Director Duerr moved to approve the May 27, 2026 Truckee Meadows Water Authority Board of Directors agenda as written. Vice Chair Anderson seconded the motion.

VOTE: Passed unanimously (7 to 0).

6. APPROVAL OF THE APRIL 15, 2026 MEETING MINUTES

Vice Chair Anderson noted a typographical error in the listing order of the minutes.

MOTION: Vice Chair Anderson moved to approve the April 15, 2026 Truckee Meadows Water Authority Board of Directors meeting minutes as corrected. Director Martinez seconded the motion.

VOTE: Passed unanimously (7 to 0).

7. PRESENTATION ADVANCED PURIFIED WATER PROJECT (APWF) – DANNY ROTTER AND ANGEL LACROIX

Presenters Danny Rotter, Assistant General Manager, and Angel Lacroix, Principal Design Engineer, provided an informational update via PowerPoint presentation, reviewing slides on the following topics: Pilot Research and Development; Partnering and Feasibility Study; Design and Permitting; Project Cost and Contractor GMP; Project Funding Portfolio; and Final Approvals and Next Steps.

Mr. Rotter noted that the City of Reno approved the project on May 20, 2026. He outlined three items before the TMWA Board for approval: the Operating Agreement, the FY27 Budget, and the Five-Year CIP, stating that if approved, construction could begin.

In response to Vice Chair Anderson's question regarding public sentiment, particularly among North Valleys residents, Ms. Lacroix indicated that extensive public outreach was conducted and that the project received strong public support.

Director Duerr commented that this project significantly changes the approach to meeting water demand.

There were no further questions or comments from the Board.

8. DISCUSSION AND POSSIBLE APPROVAL OF THE APWF OPERATING AGREEMENT WITH THE CITY OF RENO – DANNY ROTTER AND STEF MORRIS

Presenters Stef Morris, TMWA Outside Counsel, and Danny Rotter provided a PowerPoint presentation reviewing the following topics: Operating Agreement Overview, Operating Agreement Components, Joint Operations Team (JOT), and Joint Operations Plan.

In response to Director Taylor's comment regarding procedures and processes to eliminate costly delays, Mr. Rotter stated that the agreement before the Board was designed to be as efficient as possible.

Vice Chair Anderson asked what authority existed to resolve disputes should friction arise between the jurisdictions involved. Counsel Morris stated that friction was not anticipated and that the agreement clearly outlines each jurisdiction's responsibilities. She clarified that the agreement was intentionally structured to avoid split votes, as this is a technical project, and that the overarching purpose of the agreement is collaboration. General Manager John Zimmerman added that all permits must be followed regardless, establishing compliance and regulation as the baseline.

There were no further questions or comments from the Board.

MOTION: Director Duerr moved to approve the interlocal agreement for the operation of the Advanced Purified Water Facility at American Flat between the City of Reno and Truckee Meadows Water Authority for operation and maintenance of the APWF with cost split 50/50 and authorized the General Manager to sign. Director Taylor seconded the motion.

VOTE: Passed unanimously (7 – 0).

9. PUBLIC HEARING ON ADOPTION OF BUDGET:

A. DISCUSSION AND POSSIBLE ACTION TO ADOPT RESOLUTION NO. 344: A RESOLUTION TO ADOPT THE FINAL BUDGET FOR THE FISCAL YEAR ENDING JUNE 30, 2027 AND THE 2027-2031 FIVE-YEAR CAPITAL IMPROVEMENT PLAN – MATT BOWMAN AND DAVID DIEGLE

Presenters Matt Bowman, Chief Financial Officer, and David Diegle, Engineering Manager, provided an overview of the proposed Final Budget for fiscal year 2027 and the Capital Improvement Plan for fiscal years 2027 through 2031. The Tentative Budget was presented and

approved at the March 18, 2026 Board meeting. Presenters noted that changes between the Tentative and Final Budget were minimal, with total capital spending reflecting a net decrease.

There were no further questions or comments from the Board.

B. PUBLIC COMMENT – The public comment period was opened. No comments were received. The period was closed.

MOTION: Director Martinez moved to approve the Final Budget for the fiscal year ending June 30, 2027, and Capital Improvement Plan for fiscal years 2027 through 2031 and authorized the Chair to sign resolution No. 344. Vice Chair Anderson seconded the motion.

VOTE: Passed unanimously (7 – 0).

10. PRESENTATION ON FISCAL YEAR 2026 Q3 YEAR-TO-DATE FINANCIAL RESULTS – MATT BOWMAN AND SANDRA TOZI

Presenters Matt Bowman and Sandra Tozi, Principal Financial Analyst, provided a PowerPoint presentation reviewing the following topics: Summary, Operating Revenues, Operating Expenses, Nonoperating Revenues (Expenses), Long-term Debt Outstanding, Capital Contributions, Capital Spending, and Wrap-up.

There were no questions or comments from the Board.

11. DISCUSSION AND POSSIBLE ACTION REGARDING GENERAL MANGER EMPLOYMENT CONTRACT – JUSTINA CAVIGLIA

MOTION: Director Hill moved Amendment to the General Manager's Employment Agreement incorporating the changes set forth in the redlined agreement and authorize the Board Chair to execute the Amendment on behalf of TMWA. Vice Chair Anderson seconded the motion. **VOTE:** Passed unanimously (7 – 0).

12. GENERAL MANAGER'S REPORT

General Manager John Zimmerman thanked the Board for the renewed contract and again recognized TMWA staff for their outstanding work. He welcomed Adriana Albarran to the team. Mr. Zimmerman noted that longtime TMWA employee Kelli Burgess, who has served the organization for 30 years, will be retiring, and recognized Marci Westlake for her acknowledgment at the Nevada Women's Fund Annual Luncheon.

He reported that in addition to the American Flat Advanced Purified Water project, TMWA has been working with the State of Nevada and Southern Nevada on direct potable reuse regulations to allow for that practice in the future, with progress updates to be provided as appropriate. Mr. Zimmerman noted a fair turnout at the Smart About Water Day event and indicated that staff is working to increase attendance in future years. He also noted that the annual TMWA employee picnic would be held on June 6th.

Mr. Zimmerman closed with condolences to the families, friends, and colleagues of two recently retired TMWA employees who passed away unexpectedly, Brian Luczkow and Holly Flores, expressing gratitude for the time shared with them.

There were no questions or comments from the Board.

14. PUBLIC COMMENT

The public comment period was opened. No comments were received. The period was closed.

15. BOARD COMMENTS AND REQUESTS FOR FUTURE AGENDA ITEMS

There were no Board comments.

16. ADJOURNMENT

With no further discussion, Chair Andriola adjourned the meeting at 11:05 a.m.

Approved by the Truckee Meadows Water Authority Board of Directors in session on

_____, 2026

Submitted by, _____

Adriana Albarran, Board Clerk.

Truckee Meadows Water Authority

STAFF REPORT

TO: Board of Directors
THRU: John R. Zimmerman
FROM: Justina Caviglia, Board Counsel
DATE: June 17, 2026
SUBJECT: **Discussion and action on nomination and election of Chair and Vice Chair and request for Board adoption of Resolution No. 345 appointing a Chair and Vice Chair for Fiscal Year 2027**

The Cooperative Agreement forming TMWA requires the Board to appoint a Chair and Vice Chair to serve one year terms coinciding with the fiscal year. In 2023, the bylaws were amended to provide that the Chair and Vice Chair are to be selected on a rotating basis among the three member entities so a member from each entity has an opportunity to be Chair and Vice-Chair.

Said appointments would take effect June 17, 2026 and continue through June 30, 2027.

Recommended Motion

Move to adopt Resolution No. 345 to appoint _____ to serve as chair and _____ to serve as vice chair.

TRUCKEE MEADOWS WATER AUTHORITY

RESOLUTION NO. 345

A RESOLUTION TO APPOINT OFFICERS

WHEREAS, pursuant to the Truckee Meadows Water Authority Cooperative Agreement among the City of Reno, City of Sparks, and County of Washoe, the Board of Directors is required to appoint a chair and a vice chair from its membership; and

WHEREAS, the officers appointed are to hold office for a period of one year commencing the first day of each fiscal year; and

WHEREAS, the last day of the current fiscal year is June 30, 2026, and the terms of the current officers will expire as of that date,

NOW, THEREFORE, BE IT RESOLVED that the Board hereby appoints:

_____ to serve as its chair beginning June 17, 2026.

Upon motion of _____, second by _____, the foregoing Resolution was passed and adopted June 17, 2026, by the following vote of the Board:

Ayes: _____
Nays: _____

Abstain: _____
Absent: _____

and

_____ to serve as its vice-chair beginning June 17, 2026.

Upon motion of _____, second by _____, the foregoing Resolution was passed and adopted June 17, 2026 by the following vote of the Board:

Ayes: _____
Nays: _____
Abstain: _____
Absent: _____

Approved June 17, 2026

_____
Chair
Truckee Meadows Water Authority

Truckee Meadows Water Authority

STAFF REPORT

TO: Board of Directors
THRU: John R. Zimmerman, General Manager
FROM: Jordan Grow, Senior HR Analyst and Dan Nubel, Senior Staff Attorney
DATE: June 17, 2026
SUBJECT: **Discussion and possible action approving modification to the Collective Bargaining Agreement between IBEW Local 1245 and Truckee Meadows Water Authority.**

Summary

TMWA and IBEW Local 1245 ("IBEW") are parties to a labor agreement with a term of July 1, 2023, through June 30, 2027 ("CBA"). During the term of that CBA, the parties have negotiated several discrete amendments to address operational and administrative issues that arose during implementation of the CBA. In order to effectuate those amendments, TMWA and IBEW administratively agreed to five Memorandums of Understanding ("MOU"), the contents of which are summarized below. Copies of the MOUs are attached to this Staff Report.

NRS 288.153 provides that any modified collective bargaining agreement between a local government employer and an employee organization must be approved by the governing body of the local government at a public hearing. Therefore, Staff requests that the Board formally approve the modifications to the CBA contained within the MOUs identified below.

Amendments to the CBA

1. September 18, 2024, MOU regarding Maintenance Mechanic Job Classification / Descriptions and Qualifications

This MOU amends the job classifications, descriptions, and minimum qualifications for the Maintenance & Control WP Mechanic, Specialist and Maintenance & Control WP Mechanic, Working, Foreman/Woman positions within the CBA. The MOU clarifies roles, responsibilities, and qualification requirements between the Specialist and Working Foreperson classifications. TMWA and IBEW agreed to these changes to address operational needs by better defining the technical scope of work, oversight responsibilities, and working conditions within these two classifications.

FISCAL IMPACT: NONE

2. July 15, 2025, MOU regarding Seniority, Title 16.6, Tie Between Bidders

This MOU revises Title 16 of the CBA to clarify seniority definitions and job-bid tie-breaking procedures. Following implementation of a previous 2023 MOU, the parties reevaluated the tie-breaking process and agreed to adopt a simplified and uniform standard. Under this MOU, when two or more employees have identical seniority status, the employee with the lowest employee number is deemed to have seniority for bidding purposes. These revisions establish a consistent, objective method for resolving identical seniority situations and promote administrative efficiency in the application of the CBA.

FISCAL IMPACT: NONE

3. November 7, 2025, MOU regarding Employee Benefits Programs, Title 22.4, Medical, Dental, Vision

This MOU updates Title 22.4 of the CBA to ensure that contract language accurately reflects the current medical plan options offered through the City of Reno, which serves as the benefit provider for TMWA employees. The MOU removes an outdated reference to a health maintenance plan and replaces it with a high-deductible health plan paired with a health savings account. The intent of the MOU is to align the CBA with existing benefit offerings and administration practices.

FISCAL IMPACT: NONE

4. May 12, 2026, MOU regarding addition of Generation Specialist Apprentice

This MOU amends the CBA to add a Generation Specialist Apprentice classification, including a new job description, an eight-step apprenticeship wage schedule, and conforming changes to the Lines of Progression and the TMWA Apprenticeship Program Standards. Upon successful completion of the approved apprenticeship, the apprentice will automatically progress to the Generation Specialist position.

FISCAL IMPACT: NONE

5. May 15, 2026, MOU regarding addition of Maintenance Electrician and changes to SCADA Technician

This MOU adds a new Maintenance Electrician classification focused on non-production facility electrical work, removing the Plant Electrical Technician and Plant Electrical Technician Apprentice classifications along with their associated wage schedules. Additionally, this MOU

updates the SCADA Technician job description to better reflect current responsibilities as detailed in a November 18, 2014 Letter of Agreement between TMWA and IBEW. As a result, this MOU rescinds and supersedes that Letter of Agreement.

FISCAL IMPACT: TMWA estimates that approval of this MOU will result in total savings of approximately $2,000 annually. This fiscal impact is estimated by reclassifying two out of three full-time employees from Plant Electrical Technician to SCADA Technician and establishing the starting wage for the Maintenance Electrician at $51.00/hour.

Recommended Motion

Move to approve the amendments to the CBA contained within the Staff Report, including the MOUs between TMWA and IBEW dated September 18, 2024, July 15, 2025, and November 7, 2025, May 12, 2026, and May 15, 2026.

ATTACHMENTS

A. September 18, 2024, MOU regarding Maintenance Mechanic Job Classification / Descriptions and Qualifications

B. July 15, 2025, MOU regarding Seniority, Title 16.6, Tie Between Bidders

C. November 7, 2025, MOU regarding Employee Benefits Programs, Title 22.4, Medical, Dental, Vision

D. May 12, 2026, MOU regarding addition of Generation Specialist Apprentice

E. May 15, 2026, MOU regarding addition of Maintenance Electrician and changes to SCADA Technician

Truckee Meadows Water Authority

Quality. Delivered.

1355 Capital Blvd. • P.O. Box 30013 • Reno, NV 89520-3013
P 775.834.8080 • F 775.834.8003

SEPTEMBER 18, 2024

MEMORANDUM OF UNDERSTANDING
MAINTENANCE MECHANIC JOB CLASSIFICATIONS/DESCRIPTIONS AND QUALIFICATIONS

The Truckee Meadows Water Authority (the Company) and IBEW, Local 1245 (Local 1245), collectively the Parties, enter into this Memorandum of Understanding (MOU) regarding the job classifications/descriptions and qualifications for the Maintenance & Control WP Mechanic, Specialist and the Maintenance & Control WP Mechanic, Working, Foreman/Woman positions.

1. The Company and Local 1245 are parties to a labor agreement with a term of July 1, 2023 through June 30, 2027 (the CBA);

2. The parties wish to institute a negotiated amendment to the CBA;

3. The parties wish to memorialize these negotiated terms in an MOU to the current CBA;

4. The terms set out herein shall be effective immediately following the full execution of this memorandum of understanding.

NOW THEREFORE, based on the terms and conditions of this MOU and other good and valuable consideration the Company and Local 1245 agree as follows:

1. **Changes to the Maintenance & Control WP Mechanic, Specialist Job Classification/description and qualifications**

The Parties agree to the following changes (redline) with the intent that these changes will more clearly define some of the main differences between the Maintenance & Control WP Mechanic, Specialist and the Maintenance & Control WP Mechanic, Working, Foreman/Woman and to help define working conditions that shall constitute an upgrade between the two classifications. Temporary appointments will be given in accordance with Title 16 of the CBA.

55030 MAINTENANCE & CONTROL WP MECHANIC, SPECIALIST An employee who has completed a Maintenance & Control Mechanic apprenticeship or equivalent, has received hazardous materials handling training or equivalent and is qualified to install, maintain, test and repair various types of mechanical equipment, chemical handling equipment, and piping systems used in water production, treatment, and distribution facilities, including, but not limited to, production wells, booster pump stations, pressure regulator stations, water treatment plants, and associated facilities. Must have an understanding of the electrical systems related to the mechanical systems controlling and driving mechanical equipment. Must have a thorough understanding of hydraulic controls and will be required to install, test and service these controls in order to obtain an efficient operation. Must have a working knowledge of the SCADA system and will be required to access data relative to the operation of the various pumping systems and pressure zones. Will also enter data relative to hydraulic setpoints and controls. May be asked to aid the plant operators in operations of pumping and/or regulator station operation. Will be called on to assist customers in resolving pressure or flow problems. Will be required to inspect ~~contractor installed~~and work with contractors in any water production facility and engineered projects. Must be able to work from various service and repair manuals and be capable of solving technical problems where resources may be limited. Will be required to perform other related tasks such as welding and rigging and will keep accurate and legible records of operation and maintenance of the equipment for which the employee is responsible. Must be thoroughly familiar with Company lock-out/tag-

out procedures, safety rules and hazardous materials handling procedures. Must maintain current Nevada Grade III Water Distribution Certificate.

2. **Changes to the Maintenance & Control WP Mechanic, Working, Foreman/Woman Job Classification/description and qualifications**

The Parties agree to the following changes (redline) with the intent that these changes will more clearly define some of the main differences between the Maintenance & Control WP Mechanic, Specialist and the Maintenance & Control WP Mechanic, Working, Foreman/Woman and to help define working conditions that shall constitute an upgrade between the two classifications. Temporary appointments will be given in accordance with Title 16 of the CBA.

55050 MAINTENANCE & CONTROL WP MECHANIC, WORKING, FOREMAN/WOMAN
An employee who has the knowledge and skill through experience and training to ~~work with and~~ direct the work activities of contractors as well as other TMWA employees engaged in construction and maintenance of facilities connected with or related to the Water Production Department. ~~Must be a Journey-level Specialist, Maintenance & Control WP Mechanic, to be considered for promotion to this classification.~~ Must be skilled in the crafts in which they work and have sufficient knowledge of all tools and equipment used under their direction and guidance. Must be familiar with all phases of construction including site work, excavation, carpentry, concrete work, steelwork, fencing, buildings, grounding, installation of both metallic and non-metallic conduit, and their underground facilities. Must have a working knowledge of the SCADA system. Must have knowledge of mechanical equipment, chemical handling equipment, and piping systems used in water production, treatment, and distribution facilities, including, but not limited to, production wells, booster production, pressure regulator stations, water treatment plants and associated facilities. Will be required to interpret and work from various service and repair manuals. Must be thoroughly familiar with work procedures and methods for the assigned area of responsibility. Will be required to keep and maintain accurate and legible records of the operation and maintenance of water system related mechanical equipment. Shall be thoroughly familiar with Company's dispatching, clearance, rigging and hazardous materials handling regulations. ~~Requires four (4) years experience as~~Must have been a journey-level Specialist Maintenance & Control WP Mechanic to be considered for promotion to this classification. Must maintain a State of Nevada Grade III Water Distribution Certification, State of Nevada Grade II Treatment Certification, and a current driver's license.

3. **Unforeseen circumstances**

Parties agree that unforeseen or uncontemplated circumstances may arise. Parties agree to approach these situations in a reasonable and collaborative manner and will meet and confer should additional changes or clarifications be necessary.

The Company

By: Jessica Atkinson 9/18/24
Jessica Atkinson, Director of HR

IBEW, Local 1245

By: 9/18/24
Marty Kumle, Business Representative

TRUCKEE MEADOWS WATER AUTHORITY

Quality. Delivered.

July 15, 2025

MEMORANDUM OF UNDERSTADING
SENIORITY, TITLE 16.6, TIE BETWEEN BIDDERS

The Truckee Meadows Water authority (the Company) and IBEW, Local 1245 (Local 1245), collectively the Parties, enter into this Memorandum of Understanding (MOU) regarding changes to Titles 16.3 and 16.6 of the Collective Bargaining Agreement.

1. The Company and Local 1245 are parties to a labor agreement with a term of July 1, 2023 through June 30, 2027 (the CBA);
2. The parties negotiated an amendment to Title 16.6 of the CBA on September 25, 2023;
3. The parties wish to institute a negotiated amendment to Title 16.3 of the CBA and amend the September 25, 2025 amended language of Title 16.6;
4. The parties wish to memorialize these negotiated terms in an MOU to the current CBA;
5. The Terms set out herein shall be effective immediately following the execution of this MOU.

NOW THEREFORE, based on the terms and conditions of this MOU and other good and valuable consideration, the Company and Local 1245 agree as follows:

1. **Title 16 of the CBA will be amended as follows:**

16.1 There shall be two (2) types of seniority, namely, Occupational Group Seniority and Company Seniority. Company Seniority shall be defined as total length of continuous service with the Company as determined in accordance with 3.8. Company Seniority shall be used as the basis for determining such benefits as sick leave, retirement, vacations and protection against demotion and lay off. Occupational Group Seniority shall be defined as the total length of service in one (1) of the occupational groups shown in Exhibit C attached hereto. Occupational Group Seniority shall be used in determining the preferred bidder within an occupational group and line of progression in the sequence outlined in 16.5. Attached hereto and made a part hereof is Exhibit C, an appendix outlining the "Occupational Groups" and "Lines of Progression" to be used for promotion and demotion. It is understood that the Occupational Groups have no relationship to "departments" as used in prior contracts between the parties nor shall Exhibit C be construed to limit in any way the right of the Company to choose any form of organizational arrangement it prefers.

16.2 Company shall make up and post on bulletin boards, a Company seniority list and an occupational seniority list every six (6) months. If no opposition shall be made in writing within thirty (30) days after posting, the respective seniorities shall be considered as correct as listed. A copy shall be furnished the Union.

16.3 (a) The seniority status of employees as of July 1, 1959, shall be that shown on the personnel records of the Company, and seniority shall accumulate in the occupational group where then employed.

1. In the event that two or more employees have identical seniority status as shown on the personnel records of the Company, the employee with the lowest employee number shall be deemed to have seniority. (Amended 07/15/2025)

(b) An employee who bids or is transferred from one occupational group to another or is transferred out of the Bargaining Unit shall, for a period of 90 days following the date they are awarded their new job in the new occupational group, or out of the Bargaining Unit, will be assumed to be continuing in the occupational group from which they transferred and shall have no seniority in the group to which they transferred. At the end of the 90 day period specified, they shall be credited with 90 days of seniority in the new group, and shall retain in the group from which they bid or was transferred, the seniority they have earned in that group as of the beginning of the 90 day period specified. (Amended 7/1/12)

(c) An employee who is transferred out of the Bargaining Unit on a temporary assignment shall be considered to be continuing in the occupational group and classification from which they has been transferred. Assignments of a temporary nature which are expected to continue beyond twelve (12) months shall first be discussed with the Union.

(d) Such employee may not use the previous group seniority for bidding on posted jobs in the previous group, but if they are re transferred to the previous group they may use the seniority to re establish themselves in that group.

(e) All non Bargaining Unit employees, who are used on the job for training purposes, shall be exempt from the provisions of this Agreement.

They shall be assigned to fully staffed and supervised crews and for periods not to exceed ninety (90) calendar days.

16.4 When an employee is temporarily transferred from the occupational group in which they are regularly employed to another occupational group, their seniority will continue to accumulate in their regular occupational group while they are temporarily working elsewhere.

16.5 When new jobs are created as provided in 4.4, additional jobs and vacant jobs will be posted on the bulletin boards by the Company for a period of ten (10) calendar days. It shall be the duty of the Company to set forth in said bulletin the date of postings, the nature of the job, its duties, qualifications required and the rate of pay. The Company shall furnish the Union with a list of bidders on all jobs and it shall be the duty of the Company within ten (10) working days of the close of the bidding period to post on bulletin boards the name of the applicant, if any, awarded the job, and email a copy of such notice to the Union. If no bids are received for the job classification during the bidding period, the Company may fill the job from any source whatsoever. After a period of six (6) months, if Company has not hired an applicant to fill the posted vacancy, Company shall re post the job vacancy if such vacancy still exists. If a job is filled and the job again becomes vacant within forty five (45) days from the date the job was last filled; it shall not be necessary to again post the job. If the job was awarded to a qualified bidder and becomes vacant within forty five (45) days from the date the job was last filled it shall be awarded to the next highest bidder. If the next highest bidder has been awarded another job, they shall have the option to accept either job. The vacant position shall be filled by the next highest bidder. (Amended 1/1/98)

Attached hereto and made a part hereof and numbered Exhibit B are the "Job Descriptions and Qualifications" of those jobs coming within the scope of the bidding procedure. Bids to job vacancies will be given preferential consideration in the following manner. Subject to 16.7 and 16.10, the employee with the greatest occupational group seniority shall be awarded the job, except under (c) and (e) below, the Company seniority shall be used:

(a) Bids from employees within the same occupational group in the same classification or classifications higher than the existing vacancy.

(b) If there are no bidders under (a), all bids from employees in the next lower classification within that occupational group.

(c) Where no bids are received under (a) and (b), all bids from employees in another occupational group with the same classification.

(d) If there are no bids received under (a), (b) or (c), all bids from employees within the occupational group in which the vacancies exist.

(e) Should there be no bids from any employee under (a), (b), (c) or (d), all other bids from any employee in any occupational group, regardless of classification and subject to 16.7 and 16.10, the bidder with the greatest Company seniority shall be awarded the job. Bids from employees who have less than six (6) months of continuous service in the Bargaining Unit classification at the close of the bid shall not be considered as having company seniority. (Amended 6/12/06)

1. Incumbents are defined as those employees hired prior to January 1, 1995 and listed in classifications in Exhibit C in double-lined boxes. Incumbents shall retain their group seniority for bidding purposes subject to provisions listed below. (See updated incumbency list 6/11/01.)

2. All bids to Apprentice classifications shall be considered "E" bids (except those incumbents hired before January 1, 1995 subject to Section 16.5(4).

3. An incumbent will have one (1) opportunity and not more than seventy-two (72) hours to consider and accept or decline a bid using group seniority per 16.5(1), and will then continue to progress in their line of progression in accordance with Section 16.5. Employees who participate in a job shadow will have seventy-two (72) hours from the conclusion of the job shadow to rescind their bid acceptance without penalty.

4. If incumbent in double-lined boxes bids a position within their line of progression at any location but elects to turn down such position or fails to place a bid, he/she will lose the opportunity to use group seniority for that particular position and location. Future bids to that position and location, if posted again, shall be based on Company seniority only. (Added 1/1/95, Amended 6/11/01)

16.6 (a) When the occupational group seniority is identical for two (2) or more employees whose bids are entitled to equal consideration under paragraph (a), (b), or (d) of Section 16.5, preferential consideration shall be given to the employee with the greatest Company seniority, subject to the provisions of Sections 16.7 and 16.10.

~~(b) When a bid cannot be awarded as stated in Section 16.6(a) because there is a tie between two (2) bidders for the same job and it is decided that to award the job the tie must be broken, a representative of the Company and a representative of the Union will meet and have a coin toss to determine which of the bidders will be offered the position. Because in this case there are only two (2) bidders tied, the Union representative will decide which of the coin (head or tails) will represent which employee. The Company representative will then toss the coin and whichever side (heads or tails) comes up, that bidder will be offered the position. (Added 6/11/01)~~

~~(c) When a bid cannot be awarded as stated in Section 16.6(a) because there is a tie between more than two (2) bidders for the same job and it is decided that to award the job the tie must be broken, a Union representative, in the presence of a Company representative, will use a random name generator to enter the names of all employees who are tied. The Union representative will be responsible for selecting the random name generator, entering the names, and submitting the generation. The employee whose name is identified by the random name generator shall be awarded the bid. In the case of multiple positions being awarded, this process shall repeat until all positions are awarded, or only two (2) tie bidders remain, in which case the process in 16.6(b) shall be followed. (Amended 09/25/2023)~~

~~(d) Bides awarded under Title 16.6(c) are not subject to Title 23. (Amended 09/25/2023)~~

16.7 (a) Nothing in this Agreement shall be construed as limiting the right of the Company to determine the number of employees required in each classification nor shall it be construed as limiting the right of the Company to determine whether a vacancy shall be filled. Except as provided in Section 16.7(b), awards to jobs posted for bid shall be made in accordance with Section 16.5. However, whenever a vacancy occurs in any job classification, Company may, in its discretion, temporarily fill such vacancy. Any such temporary appointment shall, if practicable, be given to an employee who would be eligible to bid therefore under the seniority and job bidding provisions of this Agreement, subject to the provisions of Sections 16.7(b) and 16.10(a), and the lines of upgrade (Attachment IV Exhibit C (2))).(Amended 7/1/12)

(b) In filling vacancies in jobs hereinafter collectively referred to in Subsection 16.7(c) as "Working Foreman/woman jobs," Company shall consider the appointment of employees to any such vacancy as herein provided, and where the Company determines that the following qualifications are relatively equal, seniority shall govern:

1. The quality of the employee's performance on their current job.
2. Their background of education and experience in similar or related work.
3. The amount of special preparation for the new job, if any is necessary or pertinent, which the employee has completed at the time the bid is made.
4. Their previous demonstrations of leadership and progress. When filling a permanent position, upgrade hours need not be considered (Amended 7/1/12)

It is the intent of the parties that the Union shall not have the right to arbitrate the "judgment" of the Company, but that the Union shall have the right of appeal if it believes there was not a fair submission of facts upon which that judgment was made.

After selecting an applicant on the above basis, the Company shall notify the Union by letter. During a period of fifteen (15) calendar days following the receipt of such notification, the Union may investigate the facts used by the Company in making its selection. If, after such investigation, the Union feels that it would serve a useful purpose to further review the matter, the Union may request a meeting with an officer of the Company or their representative. The Union Representative at such meeting shall not have participated actively in the original investigation. The Union and Company Representatives would review the facts used by the Company in making the selection. Company's initial decision will stand unless, after such review of the facts, Union and Company representatives agree that the decision was arbitrary. In any event, the Union and Company representatives shall, within thirty (30) days, dispose of the case and their decision shall be final and binding upon the Company, the Union, and the employees involved.

(c) The term "Working Foreman/woman" as used in this Section 16.7 shall be construed to include any of the following: (Amended 6/11/01) (Amended 7/1/12)

Foreman/woman, Working (All Classifications)
Inspector
Senior Customer Services Representative
Senior Facilities and Grounds Maintenance Worker

16.8 (a) An employee changing any classification shall be given a qualifying period. Within the first thirty (30) days of the qualifying period, the employee must determine whether they can meet the requirements of the new classification or elect to return to their former job classification and rate of pay. If the employee elects to exercise the option of returning to their former classification and rate of pay within the thirty (30) day period they will then be ineligible to bid on any position openings for a period of ninety (90) days from the date they return to their former position. The employee may only exercise returning to their former position during the thirty (30) day qualifying period once every three (3) years. After expiration of the above-described 30-day period and up to 180 days after the employee begins work in the new job classification, only the Company and the Joint Apprenticeship Training Committee may determine if the employee is meeting the requirements of the new classification. If within the above-described time period the Company and Committee determine that the employee is not meeting the requirements of the new job classification, then the employee must be returned to their former job classification and rate of pay.

If an employee bids into a position for which they have no experience and is the senior bidder, then they will be given an option to job shadow for up to five (5) working days prior to making a decision to accept the new position.

In the event it is necessary for the Company to demote a "Working Foreman/woman," as defined in Subsection 16.7(c) for failure to discharge the duties of their position, the identical procedures of notice to Union, investigation and review procedure for appointment as outlined in Subsection 16.7(b), shall be used prior to completion of demotion.

16.9 All bids shall be submitted through the electronic application tracking system used by the Company. If a prospective bidder is unable to access the internet during the bidding period, then they may request via email that Human Resources submit a bid on their behalf. The Company will not consider any bid submitted later than the closing date on the posted bid/job announcement form.

16.10 (a) Notwithstanding anything contained herein, Company need not consider the bid of any employee who does not possess the knowledge, skill, efficiency, adaptability and physical ability required for the job on which the bid is made.

(b) Company need not consider the bid of any employee for a posted job vacancy in another occupational group, if the employee has not worked for a minimum of 90 days in their present classification within the occupational group in which they are currently employed. The provisions of Section 16.10(c) are not to be construed as placing any time limitation upon the subsequent advancement of any employee within the line of progression in the occupational group to which they are qualified to bid. (Amended 7/1/12)

(c) Company will not consider the bid of any employee in an Apprentice classification for a posted job vacancy in another Apprentice classification. (Amended 1/1/95)

(d) Company will not consider the bid of any employee for an apprenticeship who has not met the requirements of the Joint Apprenticeship Training Committee. (Added 5/1/83)

(e) The Company will not consider the bid of an employee for any position if the employee has an overall unsatisfactory appraisal in their current classification. (Added 1/1/95)

16.11 (Deleted 5/1/82)

16.12 The seniority rights of employees who are members of the Armed Forces shall accrue while they are absent on military duty.

16.13 Both the Company and Union recognize that there will arise situations with respect to partially incapacitated employees, employees displaced by new technologies or revisions of operational procedures, employees who are temperamentally unsuited to their jobs, employees returning from military service (other than annual field training) or employees who are displaced either directly or indirectly by other employees returning from military service with the Armed Forces of the United States (other than annual field training) who have been granted leaves of absence by the Company under Section 8.2 of the Agreement, and that in such cases the bidding procedure may be waived by mutual agreement in order to properly protect the seniority of employees who have given long and faithful service. The Company will discuss such cases with the Union as far in advance as possible with the object of avoiding any inequitable situations, which might result. Both parties will endeavor to provide for retention of employees in the Company, in jobs suitable to their capabilities, first in the areas where they are employed at the time, or secondly in other areas of the Company's operations. If after full discussion of such cases and survey of all possibilities available to the solution of the problem, the Union and the Company are unable to agree on a satisfactory solution, the Company shall have the right to make changes or layoffs as it may deem necessary, consistent with the provisions of the Agreement. Should a partially incapacitated employee, an employee displaced by new technologies or revisions of operational procedures, or an employee who is temperamentally unsuited to their job, or employees returning from military service (other than annual field training) or employees who are displaced either directly or indirectly by another employee returning from military service with the Armed Forces of the United States (other than annual field training) who have been granted leaves of absence by the Company under Section 8.2 of the Agreement, agree to be transferred to work falling outside of the Bargaining Unit, and should the employee not prove to be satisfactory in this assignment, Company and Union may mutually agree to waive the bidding procedure and return the employee to a Bargaining Unit job suitable to his/her capabilities, under the provisions of this Section.

16.14 After attainment of journeyman status through the Apprenticeship Program, the Company need not consider the journeyman's bid back into another Apprentice Program for a period of one year. (Added 1/1/98)

Final Language:

16.1 There shall be two (2) types of seniority, namely, Occupational Group Seniority and Company Seniority. Company Seniority shall be defined as total length of continuous service with the Company as determined in accordance with 3.8. Company Seniority shall be used as the basis for determining such benefits as sick leave, retirement, vacations and protection against demotion and lay off. Occupational Group Seniority shall be defined as the total length of service in one (1) of the occupational groups shown in Exhibit C attached hereto. Occupational Group Seniority shall be used in determining the preferred bidder within an occupational group and line of progression in the sequence outlined in 16.5. Attached hereto and made a part hereof is Exhibit C, an appendix outlining the "Occupational Groups" and "Lines of Progression" to be used for promotion and demotion. It is understood that the Occupational Groups have no relationship to "departments" as used in prior contracts between the parties nor shall Exhibit C be construed to limit in any way the right of the Company to choose any form of organizational arrangement it prefers.

16.2 Company shall make up and post on bulletin boards, a Company seniority list and an occupational seniority list every six (6) months. If no opposition shall be made in writing within thirty (30) days after posting, the respective seniorities shall be considered as correct as listed. A copy shall be furnished the Union.

16.3 (a) The seniority status of employees as of July 1, 1959, shall be that shown on the personnel records of the Company, and seniority shall accumulate in the occupational group where then employed.

1. In the event that two or more employees have identical seniority status as shown on the personnel records of the Company, the employee with the lowest employee number shall be deemed to have seniority. (Amended 07/15/2025)

(b) An employee who bids or is transferred from one occupational group to another or is transferred out of the Bargaining Unit shall, for a period of 90 days following the date they are awarded their new job in the new occupational group, or out of the Bargaining Unit, will be assumed to be continuing in the occupational group from which they transferred and shall have no seniority in the group to which they transferred. At the end of the 90 day period specified, they shall be credited with 90 days of seniority in the new group, and shall retain in the group from which they bid or was transferred, the seniority they have earned in that group as of the beginning of the 90 day period specified. (Amended 7/1/12)

(c) An employee who is transferred out of the Bargaining Unit on a temporary assignment shall be considered to be continuing in the occupational group and classification from which they has been transferred. Assignments of a temporary nature which are expected to continue beyond twelve (12) months shall first be discussed with the Union.

(d) Such employee may not use the previous group seniority for bidding on posted jobs in the previous group, but if they are re transferred to the previous group they may use the seniority to re establish themselves in that group.

(e) All non Bargaining Unit employees, who are used on the job for training purposes, shall be exempt from the provisions of this Agreement.

They shall be assigned to fully staffed and supervised crews and for periods not to exceed ninety (90) calendar days.

16.4 When an employee is temporarily transferred from the occupational group in which they are regularly employed to another occupational group, their seniority will continue to accumulate in their regular occupational group while they are temporarily working elsewhere.

16.5 When new jobs are created as provided in 4.4, additional jobs and vacant jobs will be posted on the bulletin boards by the Company for a period of ten (10) calendar days. It shall be the duty of the Company to set forth in said bulletin the date of postings, the nature of the job, its duties, qualifications required and the rate of pay. The Company shall furnish the Union with a list of bidders on all jobs and it shall be the duty of the Company within ten (10) working days of the close of the bidding period to post on bulletin boards the name of the applicant, if any, awarded the job, and email a copy of such notice to the Union. If no bids are received for the job classification during the bidding period, the Company may fill the job from any source whatsoever. After a period of six (6) months, if Company has not hired an applicant to fill the posted vacancy, Company shall re post the job vacancy if such vacancy still exists. If a job is filled and the job again becomes vacant within forty five (45) days from the date the job was last filled; it shall not be necessary to again post the job. If the job was awarded to a qualified bidder and becomes vacant within forty five (45) days from the date the job was last filled it

shall be awarded to the next highest bidder. If the next highest bidder has been awarded another job, they shall have the option to accept either job. The vacant position shall be filled by the next highest bidder. (Amended 1/1/98)

Attached hereto and made a part hereof and numbered Exhibit B are the "Job Descriptions and Qualifications" of those jobs coming within the scope of the bidding procedure. Bids to job vacancies will be given preferential consideration in the following manner. Subject to 16.7 and 16.10, the employee with the greatest occupational group seniority shall be awarded the job, except under (c) and (e) below, the Company seniority shall be used:

(a) Bids from employees within the same occupational group in the same classification or classifications higher than the existing vacancy.

(b) If there are no bidders under (a), all bids from employees in the next lower classification within that occupational group.

(c) Where no bids are received under (a) and (b), all bids from employees in another occupational group with the same classification.

(d) If there are no bids received under (a), (b) or (c), all bids from employees within the occupational group in which the vacancies exist.

(e) Should there be no bids from any employee under (a), (b), (c) or (d), all other bids from any employee in any occupational group, regardless of classification and subject to 16.7 and 16.10, the bidder with the greatest Company seniority shall be awarded the job. Bids from employees who have less than six (6) months of continuous service in the Bargaining Unit classification at the close of the bid shall not be considered as having company seniority. (Amended 6/12/06)

1. Incumbents are defined as those employees hired prior to January 1, 1995 and listed in classifications in Exhibit C in double-lined boxes. Incumbents shall retain their group seniority for bidding purposes subject to provisions listed below. (See updated incumbency list 6/11/01.)

2. All bids to Apprentice classifications shall be considered "E" bids (except those incumbents hired before January 1, 1995 subject to Section 16.5(4).

3. An incumbent will have one (1) opportunity and not more than seventy-two (72) hours to consider and accept or decline a bid using group seniority per 16.5(1), and will then continue to progress in their line of progression in accordance with Section 16.5. Employees who participate in a job shadow will have seventy-two (72) hours from the conclusion of the job shadow to rescind their bid acceptance without penalty.

4. If incumbent in double-lined boxes bids a position within their line of progression at any location but elects to turn down such position or fails to place a bid, he/she will lose the opportunity to use group seniority for that particular position and location. Future bids to that position and location, if posted again, shall be based on Company seniority only. (Added 1/1/95, Amended 6/11/01)

16.6 (a) When the occupational group seniority is identical for two (2) or more employees whose bids are entitled to equal consideration under paragraph (a), (b), or (d) of Section 16.5, preferential consideration shall be given to the employee with the greatest Company seniority, subject to the provisions of Sections 16.7 and 16.10.

16.7 (a) Nothing in this Agreement shall be construed as limiting the right of the Company to determine the number of employees required in each classification nor shall it be construed as limiting the right of the Company to determine whether a vacancy shall be filled. Except as provided in Section 16.7(b), awards to jobs posted for bid shall be made in accordance with Section 16.5. However, whenever a vacancy occurs in any job classification, Company may, in its discretion, temporarily fill such vacancy. Any such temporary appointment shall, if practicable, be given to an employee who would be eligible to bid therefore under the seniority and job bidding provisions of this Agreement, subject to the provisions of Sections 16.7(b) and 16.10(a), and the lines of upgrade (Attachment IV Exhibit C (2))).(Amended 7/1/12)

(b) In filling vacancies in jobs hereinafter collectively referred to in Subsection 16.7(c) as "Working Foreman/woman jobs," Company shall consider the appointment of employees to any such vacancy as herein provided, and where the Company determines that the following qualifications are relatively equal, seniority shall govern:

1. The quality of the employee's performance on their current job.
2. Their background of education and experience in similar or related work.
3. The amount of special preparation for the new job, if any is necessary or pertinent, which the employee has completed at the time the bid is made.
4. Their previous demonstrations of leadership and progress. When filling a permanent position, upgrade hours need not be considered (Amended 7/1/12)

It is the intent of the parties that the Union shall not have the right to arbitrate the "judgment" of the Company, but that the Union shall have the right of appeal if it believes there was not a fair submission of facts upon which that judgment was made.

After selecting an applicant on the above basis, the Company shall notify the Union by letter. During a period of fifteen (15) calendar days following the receipt of such notification, the Union may investigate the facts used by the Company in making its selection. If, after such investigation, the Union feels that it would serve a useful purpose to further review the matter, the Union may request a meeting with an officer of the Company or their representative. The Union Representative at such meeting shall not have participated actively in the original investigation. The Union and Company Representatives would review the facts used by the Company in making the selection. Company's initial decision will stand unless, after such review of the facts, Union and Company representatives agree that the decision was arbitrary. In any event, the Union and Company representatives shall, within thirty (30) days, dispose of the case and their decision shall be final and binding upon the Company, the Union, and the employees involved.

(c) The term "Working Foreman/woman" as used in this Section 16.7 shall be construed to include any of the following: (Amended 6/11/01) (Amended 7/1/12)

Foreman/woman, Working (All Classifications)
Inspector
Senior Customer Services Representative
Senior Facilities and Grounds Maintenance Worker

16.8 (a) An employee changing any classification shall be given a qualifying period. Within the first thirty (30) days of the qualifying period, the employee must determine whether they can meet the requirements of the new classification or elect to return to their former job classification and rate of pay. If the employee elects to exercise the option of returning to their former

classification and rate of pay within the thirty (30) day period they will then be ineligible to bid on any position openings for a period of ninety (90) days from the date they return to their former position. The employee may only exercise returning to their former position during the thirty (30) day qualifying period once every three (3) years. After expiration of the above-described 30-day period and up to 180 days after the employee begins work in the new job classification, only the Company and the Joint Apprenticeship Training Committee may determine if the employee is meeting the requirements of the new classification. If within the above-described time period the Company and Committee determine that the employee is not meeting the requirements of the new job classification, then the employee must be returned to their former job classification and rate of pay.

If an employee bids into a position for which they have no experience and is the senior bidder, then they will be given an option to job shadow for up to five (5) working days prior to making a decision to accept the new position.

In the event it is necessary for the Company to demote a "Working Foreman/woman," as defined in Subsection 16.7(c) for failure to discharge the duties of their position, the identical procedures of notice to Union, investigation and review procedure for appointment as outlined in Subsection 16.7(b), shall be used prior to completion of demotion.

16.9 All bids shall be submitted through the electronic application tracking system used by the Company. If a prospective bidder is unable to access the internet during the bidding period, then they may request via email that Human Resources submit a bid on their behalf. The Company will not consider any bid submitted later than the closing date on the posted bid/job announcement form.

16.10 (a) Notwithstanding anything contained herein, Company need not consider the bid of any employee who does not possess the knowledge, skill, efficiency, adaptability and physical ability required for the job on which the bid is made.

(b) Company need not consider the bid of any employee for a posted job vacancy in another occupational group, if the employee has not worked for a minimum of 90 days in their present classification within the occupational group in which they are currently employed. The provisions of Section 16.10(c) are not to be construed as placing any time limitation upon the subsequent advancement of any employee within the line of progression in the occupational group to which they are qualified to bid. (Amended 7/1/12)

(c) Company will not consider the bid of any employee in an Apprentice classification for a posted job vacancy in another Apprentice classification. (Amended 1/1/95)

(d) Company will not consider the bid of any employee for an apprenticeship who has not met the requirements of the Joint Apprenticeship Training Committee. (Added 5/1/83)

(e) The Company will not consider the bid of an employee for any position if the employee has an overall unsatisfactory appraisal in their current classification. (Added 1/1/95)

16.11 (Deleted 5/1/82)

16.12 The seniority rights of employees who are members of the Armed Forces shall accrue while they are absent on military duty.

16.13 Both the Company and Union recognize that there will arise situations with respect to partially incapacitated employees, employees displaced by new technologies or revisions of operational procedures, employees who are temperamentally unsuited to their jobs, employees returning from military service (other than annual field training) or employees who are displaced either

directly or indirectly by other employees returning from military service with the Armed Forces of the United States (other than annual field training) who have been granted leaves of absence by the Company under Section 8.2 of the Agreement, and that in such cases the bidding procedure may be waived by mutual agreement in order to properly protect the seniority of employees who have given long and faithful service. The Company will discuss such cases with the Union as far in advance as possible with the object of avoiding any inequitable situations, which might result. Both parties will endeavor to provide for retention of employees in the Company, in jobs suitable to their capabilities, first in the areas where they are employed at the time, or secondly in other areas of the Company's operations. If after full discussion of such cases and survey of all possibilities available to the solution of the problem, the Union and the Company are unable to agree on a satisfactory solution, the Company shall have the right to make changes or layoffs as it may deem necessary, consistent with the provisions of the Agreement. Should a partially incapacitated employee, an employee displaced by new technologies or revisions of operational procedures, or an employee who is temperamentally unsuited to their job, or employees returning from military service (other than annual field training) or employees who are displaced either directly or indirectly by another employee returning from military service with the Armed Forces of the United States (other than annual field training) who have been granted leaves of absence by the Company under Section 8.2 of the Agreement, agree to be transferred to work falling outside of the Bargaining Unit, and should the employee not prove to be satisfactory in this assignment, Company and Union may mutually agree to waive the bidding procedure and return the employee to a Bargaining Unit job suitable to his/her capabilities, under the provisions of this Section.

16.14 After attainment of journeyman status through the Apprenticeship Program, the Company need not consider the journeyman's bid back into another Apprentice Program for a period of one year. (Added 1/1/98)

The Company

By: Jessica Atkinson
Jessica Atkinson, Human Resources Director

Dated: 07/16/2025

IBEW, Local 1245

By:
Marty Kumle, Business Representative

Dated: 07/17/2025

Truckee Meadows Water Authority

MEMORANDUM OF UNDERSTANDING
EMPLOYEE BENEFITS PROGRAMS, TITLE 22.4, MEDICAL, DENTAL, VISION
NOVEMBER 7, 2025

Truckee Meadows Water Authority (the Company) and IBEW, Local 1245 (Local 1245), collectively the Parties, enter into this Memorandum of Understanding (MOU) regarding updates to TMWA's to Title 22 of the Collective Bargaining Agreement (CBA) between the parties.

1. The Company and Local 1245 are parties to a labor agreement with a term of July 1, 2023 through June 30, 2027 (CBA);

2. Title 22.4(a) states, "The Medical, Dental and Vision Plan for Bargaining Unit Employees of Truckee Meadows Water Authority shall be those provided to regular employees of the City of Reno. For more detailed information regarding the medical Plans refer to the Summary Plan Descriptions."

3. Title 22.4(c) lists three options of medical plans, which are no longer reflective of the medical plans offered by the City of Reno.

4. The parties wish to memorialize the correct options of medical plans offered by the City of Reno in the CBA.

NOW THEREFORE, based on the terms and conditions of this MOU, parties agree to update Title 22 of the CBA as follows:

22.4 Medical, Dental, and Vision

(a) The Medical, Dental and Vision Plan for Bargaining Unit Employees of Truckee Meadows Water Authority shall be those provided to regular employees of the City of Reno. For more detailed information regarding the Medical Plans refer to the Summary Plan Descriptions.

(b) An Internal Revenue Service Section 125 is established to allow pre-tax premium contributions.

(c) The Medical Plan provides the following three (3) options:

1. A preferred provider plan

2. A ~~health maintenance plan~~ high-deductible health plan with health savings account

3. No coverage, contingent upon proof of other insurance

(d) Elections of medical plan options will be made each year during a switch enrollment period. The election remains in effect for the entire Plan year, unless employee incurs a "Family Status Change" as defined by Internal Revenue Code Section 125.

(e) The rate structure for the Medical Plan options shall consist of four-tiers: employee only; employee and spouse/domestic partner; employee and child or children; and, employee and family (with spouse or domestic partner). Employee contributions will be made bi-weekly on a pre-tax basis.

(f) The Company will pay one hundred (100) percent of the premium for the employee only coverage premium.

(g) The Company will pay fifty-five (55) percent of the dependent coverage premium. Employees working less than a full-time work schedule will be required to pay a prorated premium for the employee only and dependent coverage categories based on the regular hours scheduled.

(h) The rates and the level of benefits will be determined by the City of Reno.

Please indicate your agreement by signing and dating below. Please return the original document to my attention. Should you have any questions, please contact me at (775) 834-8031.

Regards,

The Company

By: _____
Jessica Atkinson, Director of HR

IBEW, Local 1245

By: _____ 12/4/25
Marty Kumle, Business Representative

Truckee Meadows Water Authority

MEMORANDUM OF UNDERSTANDING
May 12, 2026

This Memorandum of Understanding (MOU) memorializes the tentative agreement between Truckee Meadows Water Authority (the "Company") and IBEW Local 1245 ("IBEW"), collectively referred to as the "Parties," to amend the following provisions of the current Collective Bargaining Agreement (CBA): Attachment II, Exhibit "B" (1) – Classifications and Job Descriptions; Attachment I, Exhibit "A" (1) – Wage Schedules; Attachment IV, Exhibit "C" (1) – Lines of Progression for bidding and demotional purposes by occupational group; Title 6.13 – Working Hours; and TMWA's Apprenticeship Program Standards. These revisions reflect the addition of the Generation Specialist Apprenticeship conforming changes to the journey level position description.

1. The Company and IBEW are parties to a labor agreement with a term of July 1, 2023 through June 30, 2027 (the CBA);
2. The parties wish to memorialize these negotiated terms in an MOU to the current CBA;
3. Pursuant to NRS 288.153, the terms of this MOU are contingent upon approval by the TMWA Board of Directors. Accordingly, the terms set out herein shall be effective on the date the TMWA Board approves this memorandum of understanding.

NOW THEREFORE, based on the terms and conditions of this MOU and other good and valuable consideration Parties agree as follows: .

1. **Changes to Attachment II, Exhibit "B" (1) – Classifications and Job Descriptions**

   a. The Parties agree to add the following Job Description:

   TBD GENERATION SPECIALIST APPRENTICE

   An employee who is engaged in performing work as an assistant to or under the general direction of Foreman/Forewoman, Operator – Hydro Generation Journeyman, Power Generation Technician or Generation Specialist, or other experienced and qualified personnel while training for the Generation Specialist Journeyman classification. In order to gain experience for advancement they may be required to work alone or under direct supervision on jobs for which they have been trained, instructed and demonstrated competency. The employee's educational and general qualifications must be such that they are considered capable of attaining Journeyman status. Upon successful completion of the TMWA approved Generation Specialist apprenticeship, the apprentice will auto-progress to the Generation Specialist position.

   b. The Parties agree to the following redline changes to the Hydro Power Generation Specialist Job Description:

   53015 ~~HYDRO POWER~~ GENERATION SPECIALIST

   A shift employee of Journeyman status for hydroelectric generation who also holds a certification as a Diesel Generator Technician and has met all training requirements as noted below as part of this job description or has completed a Generation Specialist apprenticeship. Personnel in this position shall be capable of performing day to day operations at all hydroelectric plants and related conveyances as well as operations and maintenance of all facility diesel powered generator installations. While in this position, personnel will perform all

duties associated with the operation and maintenance of unattended hydroelectric plants and substations as well as operations, inspections and maintenance of water diversion dams, head gates, canals, flumes, spillways, forebays and related water conveyances to always insure correct river and canal flows. The ~~Power~~ Generation Specialist~~, Operator/Technician~~ will be required to observe and keep daily records of hydroelectric plant operations, inspections and maintenance. In addition to the hydroelectric job duties described above, personnel in this position will be required to operate, maintain and perform monthly tests on all Standby Diesel Generators, performing generator mechanical and electrical repair, diagnosing both engine and electrical component problems as well as troubleshooting, diagnosing and repairing various diesel engines, governor controls, electronic control functions with demonstrated knowledge of the equipment's standard operation and maintenance. Additionally, this individual must have the ability to troubleshoot, diagnose as well as perform emergency repair of analog and digital controls and maintain the ability to read and understand wiring diagrams and schematics. Must be able to perform planned and corrective maintenance of diesel fueled generator sets. Must have knowledge of automatic transfer switches and control logic. Responsibilities for diesel generator units are limited to diesel controls and responsibility terminates at the facility transfer switch. All operations and maintenance work performed at any of the Hydroelectric Plants, associated infrastructure or Standby Diesel Generators will be documented in the maintenance management program by personnel working in this position. Personnel working in this position will comply with Power Company clearance rules and utilize all required program electrical/mechanical LOTO. Personnel working in this position are required to maintain a commitment to acquiring company paid training and education, which will be paid with prior approval to keep current with emerging technologies. Personnel in this position may be upgraded to Hydro/Generation Foreman/Forewoman. With the completion of the formal training and On-the-Job -Training noted below, personnel holding the position of Certified Diesel Power Generation Technician or Hydroelectric / Diesel Generation Operator will automatically progress to the Power Generation, Operator / Technician Position.

- 2000 hours of documented OJT river and hydroelectric operations experience documented and approved by supervisor.
- Hydro Basics Course by the Hydro Training Institute or approved equivalent
- Passing the Hydroelectric Operator Demonstrated Competency Exam or completion of the Hydroelectric Operator Apprenticeship.
- 2000 hours of documented experience working on Standby Diesel Generators, combining operation, maintenance, diagnostics and troubleshooting, documented and approved by supervisor.
- Electrical Generating Systems Association (EGSA) Basic School or approved equivalent.
- Load Bank School and Certification from EGSA or approved equivalent.
- "Low Voltage Qualified" training course based on NFPA 70E
- "High Voltage Qualified" training course based on NFPA 70E & OSHA 1910.269
- Attainment of Journeyman status thru passing the Journeyman EGSA Exam or equivalent
- Passing the Standby Diesel Generator Demonstrated Competency Exam

Note: Company will pay for training classes and materials needed for cross training opportunities. While it is recognized that Operational needs are the first priority, company will work to ensure cross training opportunities are provided when available in an equitable manner.

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2. **Changes to Attachment I, Exhibit "A" (1) – Wage Schedules [1]**

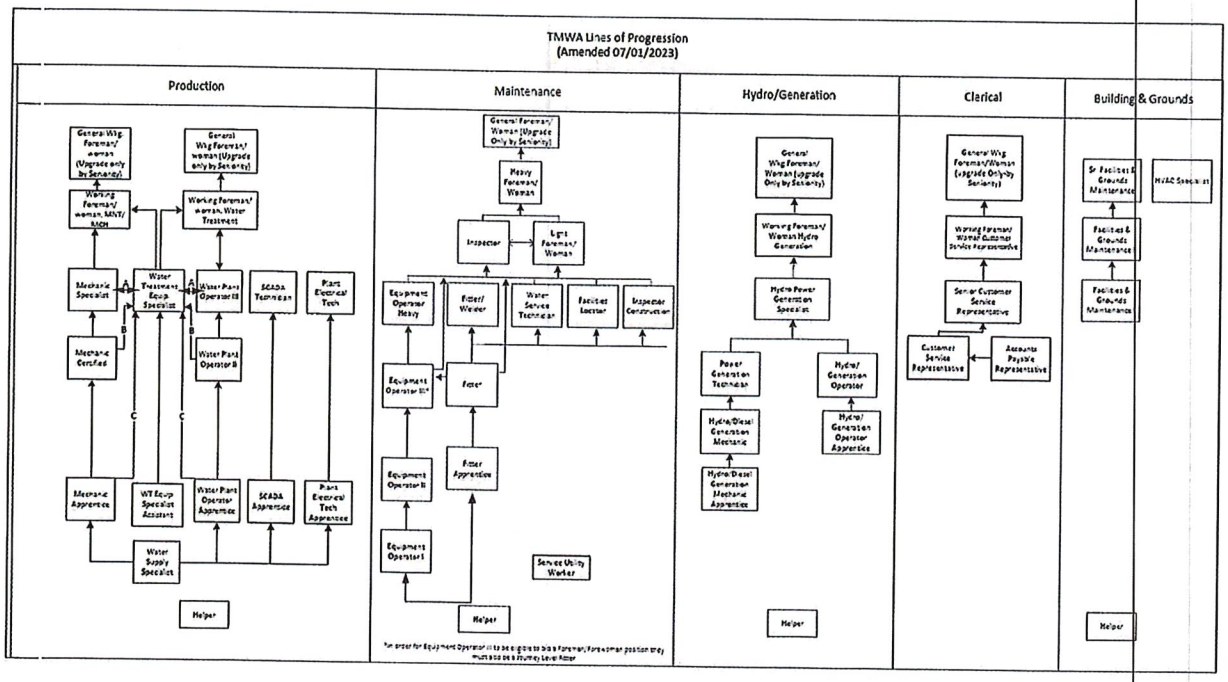
The parties agree to add the following apprenticeship wage schedule:

Job Class No.	Job Title/Classification	Wage Step	Wages as of 7/14/25
TBD	Apprentice, Generation Specialist	Start	$44.47
		6 Months	$45.61
		1 Year	$46.71
		18 Months	$47.83
		2 Years	$48.91
		30 Months	$50.05
		3 Years	$51.17
		42 Months	$52.28

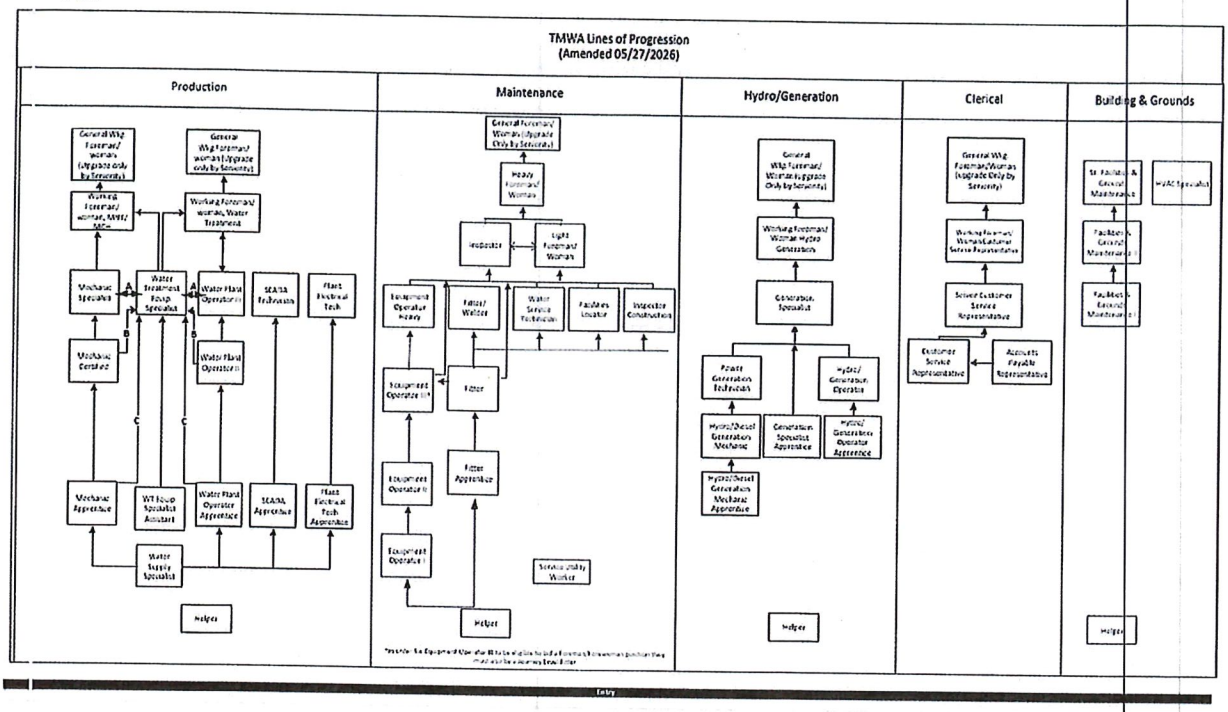
[1]Wages for the Generation Specialist Apprentice will continue to follow the current contractual wage schedule.

3. **Changes to Attachment IV, Exhibit "C" (1) – Lines of Progression for bidding and demotional purposes by occupational group**

The parties agree to change the Lines of Progression for bidding and demotional purposes from:



To:



4. Changes to Title 6.13 of the CBA

The parties agree to the following redline changes:

6.13 "Shift" employees are as listed below:

Hydro/Generation, Working, Foreman/woman,
Water Treatment, Working, Shift, Foreman/woman
Hydro/Generation Operator
Hydro/Generation Operator Apprentice
~~Hydro Power~~ Generation Specialist
Generation Specialist Apprentice
Water Plant Operator Apprentice
Water Plant Operator
Water Treatment Equipment Specialist
Water Treatment Equipment Specialist Assistant
~~(Amended 6/11/01)(Amended 7/1/12)~~ (Amended 5/27/26)

5. Revisions to the TMWA Apprenticeship Program Standards

The parties agree to the following redline changes: See Attachment A

Please indicate your agreement by signing and dating below. Please return the original document to my attention. Should you have any questions, please contact me at (775) 834-8031.

The Company

By: Jessica Atkinson
Jessica Atkinson, Director of HR

IBEW, Local 1245

By: 5/20/26
Marty Kumle, Business Representative

Truckee Meadows Water Authority

MEMORANDUM OF UNDERSTANDING
May 15, 2026

This Memorandum of Understanding (MOU) memorializes the tentative agreement between Truckee Meadows Water Authority (the "Company") and IBEW Local 1245 ("IBEW"), collectively referred to as the "Parties," to amend the following provisions of the current Collective Bargaining Agreement (CBA): Attachment II, Exhibit "B" (1) – Classifications and Job Descriptions; Attachment I, Exhibit "A" (1) – Wage Schedules; Attachment IV, Exhibit "C" (1) – Lines of Progression for bidding and demotional purposes by occupational group; Title 6.10 – Working Hours; and Supersession of Letter Agreement dated November 18, 2014. These revisions reflect the addition of the Generation Specialist Apprenticeship conforming changes to the journey level position description.

1. The Company and IBEW are parties to a labor agreement with a term of July 1, 2023 through June 30, 2027 (the CBA);
2. The parties wish to memorialize these negotiated terms in an MOU to the current CBA;
3. Pursuant to NRS 288.153, the terms of this MOU are contingent upon approval by the TMWA Board of Directors. Accordingly, the terms set out herein shall be effective on the date the TMWA Board approves this memorandum of understanding.

NOW THEREFORE, based on the terms and conditions of this MOU and other good and valuable consideration Parties agree as follows:

1. **Changes to Attachment II, Exhibit "B" (1) – Classifications and Job Descriptions**

   a. The Parties agree to add the following Job Description:

   TBD MAINTENANCE ELECTRICIAN

   The Maintenance Electrician is a non-exempt, journey-level classification responsible for ensuring the safe and efficient operation of non-production industrial electrical systems and equipment across TMWA facilities, plants, buildings, and related facilities. Working under general supervision, this classification supports facility functionality by performing a variety of skilled electrical work that may include the installation, inspection, testing, troubleshooting, maintenance and repair of various electrical and electronic equipment and systems which do not impact the treatment, storage, pumping and distribution of water, but may be found in water plants, buildings, and related facilities. Must have completed an electrical apprenticeship. Must have experience in installation, testing, maintenance, and repair of commercial and industrial electric systems. (See long form job description)

   b. The Parties agree to remove the following Job Descriptions:

   ~~53040 PLANT ELECTRICIAN APPRENTICE~~

   ~~An employee who is engaged in performing work as an assistant to, or under the general supervision of a Foreman/woman, Journey-level Plant Electrician, or other experienced and qualified personnel while training for Journeyman classification. In order to gain experience for advancement, they may be required to work alone or under direct supervision on jobs for which they have been trained and instructed. Their education and general qualification must be such that they are considered capable of attaining Journeyman status.~~

~~53020 PLANT ELECTRICIAN~~

~~An employee who is a Journeyman and is engaged in testing, repairing, maintaining and installing all types of electric and electronic equipment and related components in generating stations, water production and related facilities. May be required to do plant and plant substation switching. May be required to do incidental welding, such as tack hangers and test welding machines after repair, etc. Their background of apprenticeship and experience must be such as to qualify them to perform these duties with skill and efficiency. They may also be required to instruct or advise operating personnel on problems pertaining to electrical equipment. They must be thoroughly familiar with Company's electrical and mechanical tagging and safety rules. Employee shall maintain a current driver's license and qualified to render first aid.~~

c. The Parties agree to the following redline changes to the SCADA Technician Job Description:

55130 SCADA TECHNICIAN

~~An employee who has completed an apprenticeship in the electrical field and can demonstrate experience in the instrumentation area or who has completed an apprenticeship in the instrumentation field and can demonstrate experience in the electrical area. Must have experience and aptitude in all areas of computer logic; controls, interfacing and system integration. Equivalent training and experience may also be considered. Must be qualified to maintain, repair, install, and troubleshoot various water system instruments, electronic devices and motor control devices, including but not limited to calibration and/or repair of all primary sensors, chlorination equipment, meters, pressure switches, etc.; problem analysis and/or replacement/repair of telemetry communications circuits, circuit breakers, fuses, control wiring and other electrical motor control equipment; programming of logic for controllers and system software; troubleshooting remote terminal signals and computer integration systems. Must be able to understand relatively complex technical problems and perform a wide variety of non-routine tasks, where only general methods of procedure are available. May be required to do work planning and in a courteous and professional manner, train and direct the activities of other employees. Must have a good knowledge of electrical and mechanical tagging procedures, safety rules and the ability to render first aid. Must maintain a State of Nevada Grade II Water Distribution certification or equivalent.~~

The SCADA Technician is a non-exempt, journey-level classification responsible for installing, maintaining and optimizing electronic equipment and instrumentation control systems that monitor and manage water treatment, storage, pumping, and distribution infrastructure that reside in a field and treatment plant environment. Under general supervision, this classification performs advanced technical work in the design, construction, installation, modification, calibration, inspection, maintenance, and repair of electrical and electronic control equipment and systems. These systems encompass, programmable logic controllers (PLCs), remote terminal units (RTUs), site level \ process area human machine interfaces (HMI) units, electronic instrumentation devices for water treatment and distribution control, telecommunication equipment, and field telemetry systems that directly support and facilitate supervisory control and data acquisition (SCADA) and distributed control (DC) systems. The position will require thorough electrical knowledge and be required to safely work on all electrical equipment in TMWA's production facilities, including switchgear. This classification is distinguished from a Control Systems Engineering (CSE) position in that; responsibility of work ends at the data polling OPC server system where all SCADA system data is collected, distributed, stored, and managed. Completion of a recognized apprenticeship in the electrical or SCADA field is required, along with journey level experience supporting industrial electrical and automation systems. Must demonstrate comprehensive knowledge and hands-on experience with electrical systems, motors, PLC-based control systems, instrumentation, industrial communications, and SCADA/HMI environments used in water treatment and distribution facilities. Experience must include installation, maintenance, calibration, troubleshooting, and repair of low- and high-voltage electrical equipment; pumps, motors, VFDs, and motor control devices; field instrumentation and sensors; PLCs, I/O systems, control panels, and industrial communication networks. Must be capable of developing and modifying PLC logic, diagnosing complex non-routine technical issues,

Commented [BT1]: I wrote this up. I like it better than previous. Thoughts?

Commented [RW1R2]: good with me.

integrating control and communication systems, and responding to operational or SCADA-related incidents in accordance with established procedures. Working knowledge and understanding of SCADA cybersecurity principles, secure OT network practices, and incident response support is required. Must be able to plan work, document system changes and incidents, train and direct other employees, and safely execute electrical and mechanical lockout/tagout procedures. A State of Nevada Grade II Water Distribution Certification must be maintained. (see long form job description)

2. **Changes to Attachment I, Exhibit "A" (1) – Wage Schedules** [1]

a. The Parties agree to add the following classification to the wage schedule:

Job Class No.	Job Title/Classification	Wage Step	Wages as of 7/14/25
TBD	**Maintenance Electrician**	Start	$51.00

[1]Wages for the Maintenance Electrician will continue to follow the current contractual wage schedule.

b. The Parties agree to remove the following classification to the wage schedule:

Job Class No.	Job Title/Classification	Wage Step	Wages as of 7/14/25
~~53040~~	~~Plant Electrical Technician Apprentice~~	~~Start~~	~~$41.10~~
		~~6 Months~~	~~$42.09~~
		~~1 Year~~	~~$44.16~~
		~~18 Months~~	~~$45.19~~
		~~2 Years~~	~~$47.25~~
		~~30 Months~~	~~$49.32~~
~~53020~~	~~Plant Electrical Technician~~	~~Start~~	~~$55.62~~

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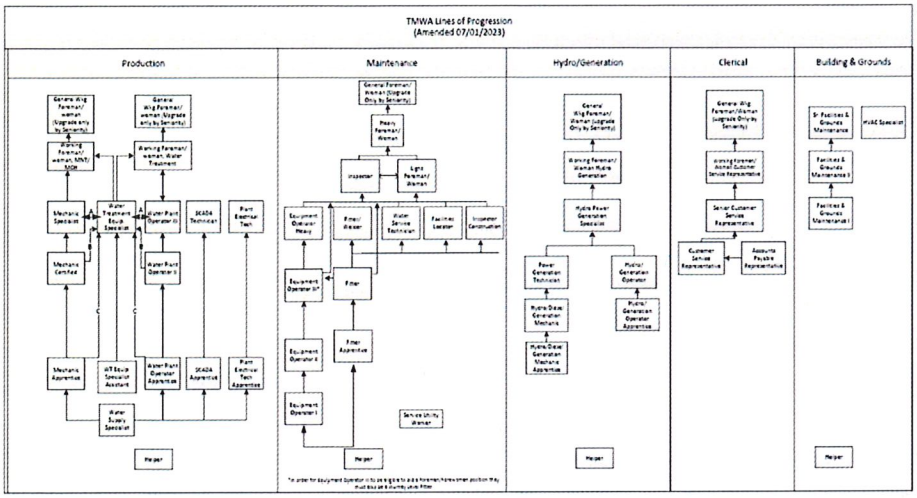
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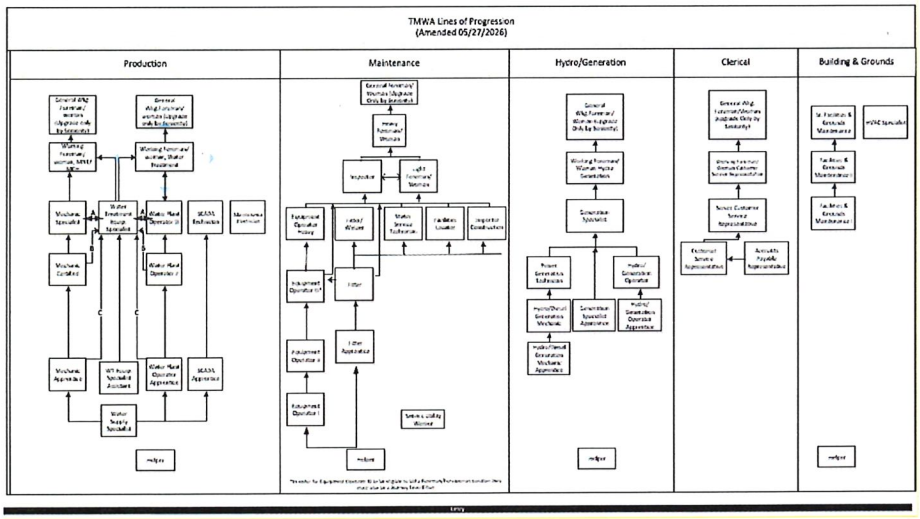
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3. **Changes to Attachment IV, Exhibit "C" (1) – Lines of Progression for bidding and demotional purposes by occupational group**

The Parties agree to change the Lines of Progression for bidding and demotional purposes from:



To:



4. Changes to Title 6.10 of the CBA

6.10 Employees shall have work schedules as follows:

(a) They may be regularly scheduled to work any eight (8) consecutive hours, exclusive of meal period, between 6:00 a.m. and 7:00 p.m., Monday through Friday.

(b) Operations Center employees, other than those working hours as provided in Section 6.10(a) above, may be assigned to work any eight (8) consecutive hours between 1:00 p.m. and 12 midnight.

(c) Group schedules when required shall be developed to provide rotation of assignments and equalization of conditions. Schedules may be established or revised during the term of the Agreement, provided however that such arrangements shall be first mutually agreed upon by Company and Union.

(d) Shift schedules shall be posted for affected employees by November 30 for the following year. (Added 7/1/09)(Amended 7/1/12)

(e) Operations Maintenance establishment of voluntary 10-hour day, four-day work week schedule for the following position classifications: Water Treatment Equipment Specialist; Certified Maintenance & Control WP Mechanic; Water Supply Specialist; Maintenance Electrician; SCADA Technician; and Specialist, Maintenance & Control WP Mechanic.

1. Establishment of Schedule
   - (a) The 10-hour, 4-day work week will be on a voluntary basis.
   - (b) The 10-hour shift will be considered the employee's regular work hours as it applies to all sections of this Agreement, unless otherwise stated herein.
   - (c) There will be no shift change penalty in connection with any change occurring relating to this schedule.
   - (d) For the above-listed positions, the workweek shall be defined to be that period of 168 hours comprising seven (7) consecutive calendar days. The workweek shall be that period of time beginning one (1) minute after 11:59 p.m. Saturday and ending 168 hours later. (See title 6.3).
   - (e) The start time for all day employees under the 10-hour, 4-day work week schedule shall be 6:00 a.m. instead of as set forth in Section (6.8(a)).
2. Meals
   - (a) Lunch will be from five (5) hours after the time corresponding to an employee's regular starting time on regular workdays to six (6) hours after this starting time. Provisions of 6.4 will apply.
   - (b) Overtime Meals: If Company requires an employee to perform work for one-half (1/2) hour or more beyond regular work hours, it shall provide a meal approximately one-half (1/2) hour after regular quitting time. Except as noted in 2(a) above, normal meal practices will apply in all other situations.
3. Upgrades. Employees will be upgraded according to current department procedures and in accordance with Title 16.7 (a). A person accepting an upgrade may be required to change shifts if the crew they are working is on a different shift and no shift change penalty will apply.
4. Holidays. Effective the first pay period of calendar year 2024, scheduled holiday hours (96/year) will be credited to each employee on the observed holiday and floating holiday hours (8/year) will be credited to each employee at the beginning of the first payroll period of each year.
   - (a) Holiday hours may be used to take time off from work in conjunction with vacation or as independent days off.
   - (b) Employees will receive payment at straight time rates for holiday hours that remain unused at the end of the payroll year. Payments for unused holiday hours will occur during the last pay period of the calendar year.
   - (c) Scheduled holiday hours may not be taken in increments of less than one (1) hour.
   - (d) The 24-hour period between 0000 of the recognized holiday and 0000 of the following day will be considered the holiday.
   - (e) When an employee observes a holiday as a day off, it may be used as 10 scheduled holiday hours, 10 hours of vacation or a combination of scheduled holiday hours and vacation.
   - (f) Nothing herein limits the right of the Company to require an employee to observe any holiday as a day off.
   - (g) Nothing herein shall be construed to increase or decrease the total number of total holiday pay earned annually under Title 11.

(h) Should conflicts arise with Title 11 Holiday, they will first be addressed by supervision of the affected employees.

5. Floating Holiday. Compensation for floating holiday can be taken in 8-hour increments, but cannot exceed 8 hours total annually as in Title 11.
6. Funeral Leave. Full day leave, as described in the Bereavement Leave Policy in the Administrative Instructions, can be taken in 10-hour increments. For immediate family members, the three consecutive days off will be paid in 10-hour increments.
7. Rest Periods. For employees under the 10-hour, 4-day work week, Section 10.6(a)(1) shall be modified to replace seven and one half (7 ½) hours with five and one half (5 ½) hours and Section 10.6(a)(2) shall be modified to replace nine (9) hours with seven and one half (7 ½) hours.
8. Overtime. For the purpose of the ten (10) hour work schedule, overtime will be paid for all time worked in excess of ten (10) hours per day and forty (40) per week. As defined in a workweek.

The Company and Union reserve the right to return to the five (5) day, eight-hour shift schedule by giving 30 days written notice. (Added 08/30/2012).

5. Supersession of Letter Agreements

The Parties mutually agree that the Letter of Agreement between Truckee Meadows Water Authority and IBEW Local 1245, dated November 18, 2014, regarding SCADA Roles and Responsibilities, is hereby superseded in its entirety and shall be of no further force or effect. Upon the effective date of this MOU as set forth in Paragraph 3 above, the November 18, 2014 Letter of Agreement shall be removed from any future printed or distributed versions of the CBA.

Please indicate your agreement by signing and dating below. Please return the original document to my attention. Should you have any questions, please contact me at (775) 834-8031.

The Company

By: _____
Jessica Atkinson, Director of HR

IBEW, Local 1245

By: _____
Marty Kumle, Business Representative

Truckee Meadows Water Authority

STAFF REPORT

TO: Board of Directors
FROM: John R. Zimmerman, General Manager
DATE: June 17, 2026
SUBJECT: **General Manager's Report**

Attached please find the written reports from the Management team including the Operations Report ***(Attachment A)***, the Water Resource and the Annexation Activity Report ***(Attachment B)***, and the Customer Services Report ***(Attachment C)***.

Truckee Meadows Water Authority

STAFF REPORT

TO: Board of Directors
THRU: John R. Zimmerman, General Manager
FROM: Kara Steeland, Sr. Hydrologist & Watershed Coordinator
DATE: June 17, 2026
SUBJECT: **June 2026 Water Operations Report**

Summary

- In the Truckee River Basin, precipitation is above average for the water year (103% of median).
- Truckee River reservoir storage is 88% of maximum capacity system wide.
- Due to upstream reservoir storage, normal Truckee River flows are projected through 2026.
- Hydroelectric generation for the month of May was $392,779 (5,034 MWh).

Water Supply

River Flows – Truckee River discharge at the California-Nevada state line averaged 700 cubic feet per second during the beginning of June 2026.

Reservoir Storage - Overall, Truckee River reservoir storage is 88% of capacity. The elevation of Lake Tahoe is currently 6,228.62 feet which is 0.48 foot below the maximum legal elevation of 6,229.1 feet. Storage values for each reservoir as of June 5, 2026 are as follows:

Reservoir	Current Storage (Acre-Feet)	% Capacity
Tahoe	685,552	92%
Stampede	170,955	75%
Boca	38,140	93%
Prosser	23,772	80%
Independence	17,503	100%
Donner	9,452	99%

TMWA's total combined upstream reservoir storage as of June 5, 2026 is approximately 42,865 acre-feet.

Outlook – The snowpack building season for the Truckee River Basin ended well below median (21% on April 1). However, with upstream reservoir storage at 88% of capacity, normal Truckee River flows are projected through 2026, and the region is not in a "Drought Situation" under the Truckee River Operating Agreement.

Water Production

Demand - Customer demand averaged about 100 MGD at the beginning of June. Surface water made up about 81% of overall supply and groundwater the other 19%.

Hydroelectric Production

Generation - The median Truckee River flow at Farad (CA/NV state line) for May was 1,095 cubic feet per second. All three of TMWA's hydropower plants were online during the month.

Plant	Generation Days	Generation (Megawatt Hours)	Revenue* (Dollars)	Revenue* (Dollars/Day)
Fleish	31	1,859	$145,883	$4,738
Verdi	31	1,696	$131,914	$4,155
Washoe	31	1,479	$114,982	$3,758
Totals	**-**	**5,034**	**$392,779**	**$12,670**

*These are estimates based on TMWA generation data.

Truckee Meadows Water Authority

STAFF REPORT

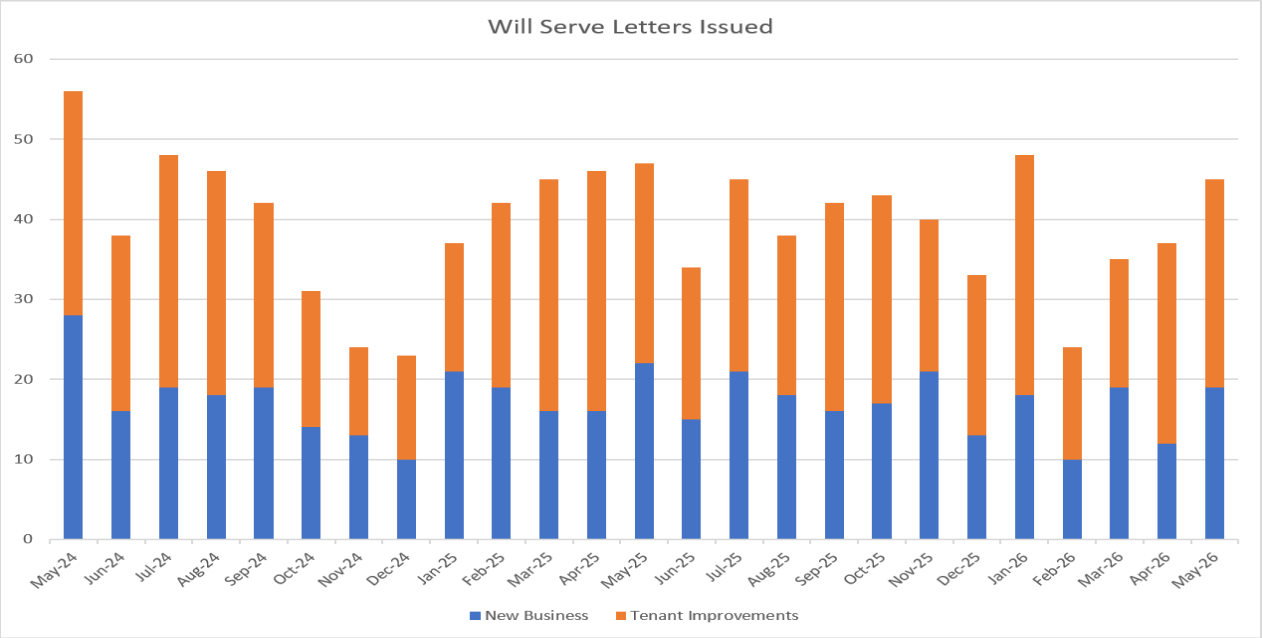
TO: Chairman and Board Members
THRU: John R. Zimmerman, General Manager
FROM: Eddy Quaglieri, Natural Resources Manager
DATE: June 17, 2026
SUBJECT: **Water Resources and Annexation Activity Report**

RULE 7

Rule 7 water resource purchases and will-serve commitment sales against purchased water resources through this reporting period:

Beginning Balance		2,894.78 AF
Purchases of water rights	60.26 AF	
Refunds	0 AF	
Sales	-8.74 AF	
Adjustments	0.00 AF	
Ending Balance		2,946.30 AF

Price per acre foot at report date: $8,500 per AF. The chart below shows the amount of will serves issued per month, throughout the last two years for trending purposes.



FISH SPRINGS RANCH, LLC GROUNDWATER RESOURCES

Through the merger of Washoe County's water utility, TMWA assumed a Water Banking and Trust Agreement with Fish Springs Ranch, LLC, a subsidiary of Vidler. Under the Agreement, TMWA holds record title to the groundwater rights for the benefit of Fish Springs. Fish Springs may sell and assign its interest in these groundwater rights to third parties for dedication to TMWA for a will-serve commitment in Areas where TMWA can deliver groundwater from the Fish Springs groundwater basin. Currently, TMWA can deliver Fish Springs groundwater to Area 10 only (Stead-Silver Lake-Lemmon Valley). The following is a summary of Fish Springs' resources.

Beginning Balance			7,301.82 AF
Committed water rights	0.00	AF	
Ending Balance			7,301.82 AF

Price per acre foot at report date: $47,218 (SFR and MFR); $40,960 (for all other services)[1]

WATER SERVICE AREA ANNEXATIONS

Since the date of the last report, there have been 20.95 acres annexed into TMWA's service area as shown on Exhibit A-1 and Exhibit A-2.

INTERRUPTIBLE LARGE VOLUME NON-POTABLE SERVICE

No new ILVNPS customers have been added during this reporting period.

[1] Price reflects avoided cost of Truckee River water right related fees and TMWA Supply & Treatment WSF charge.

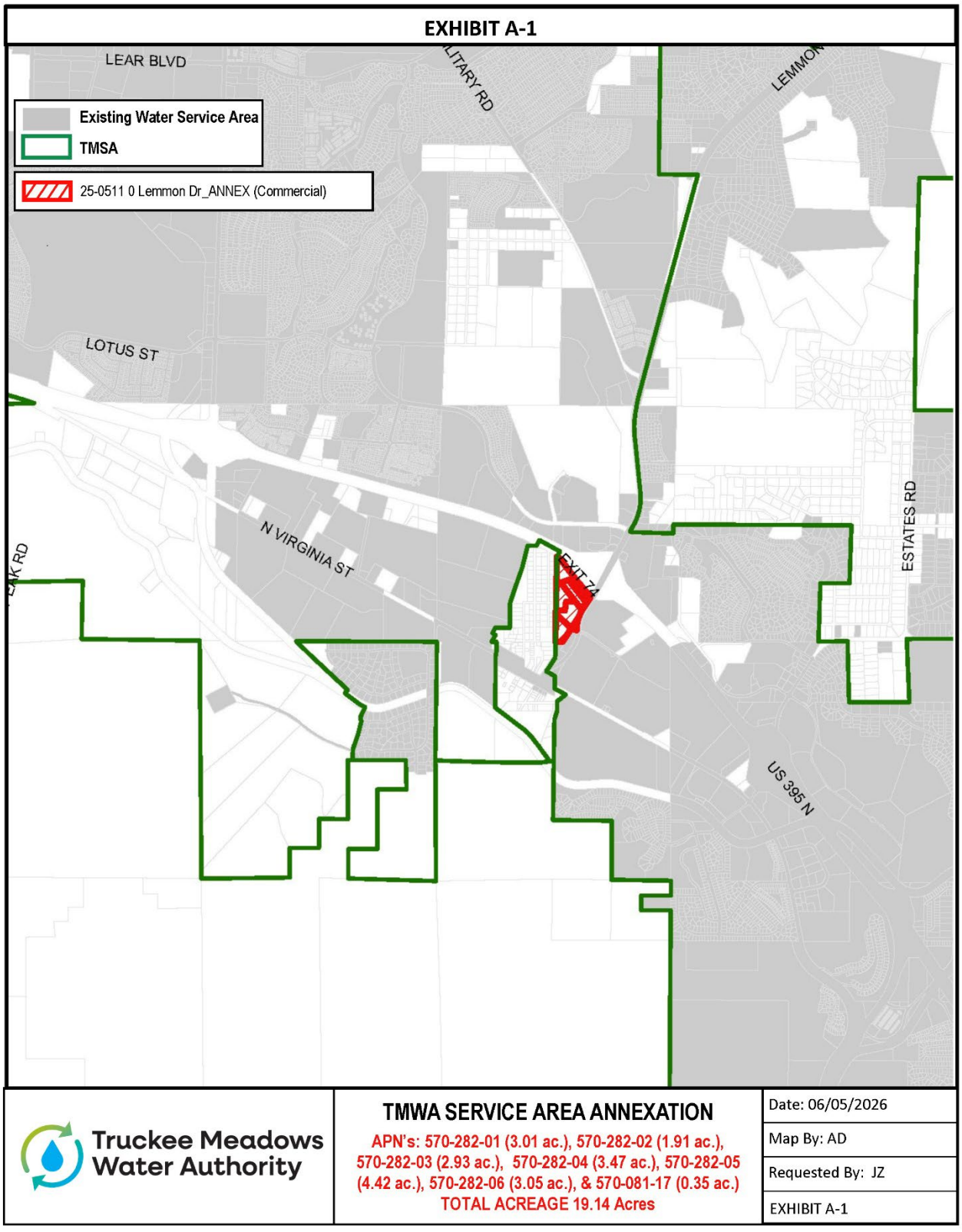
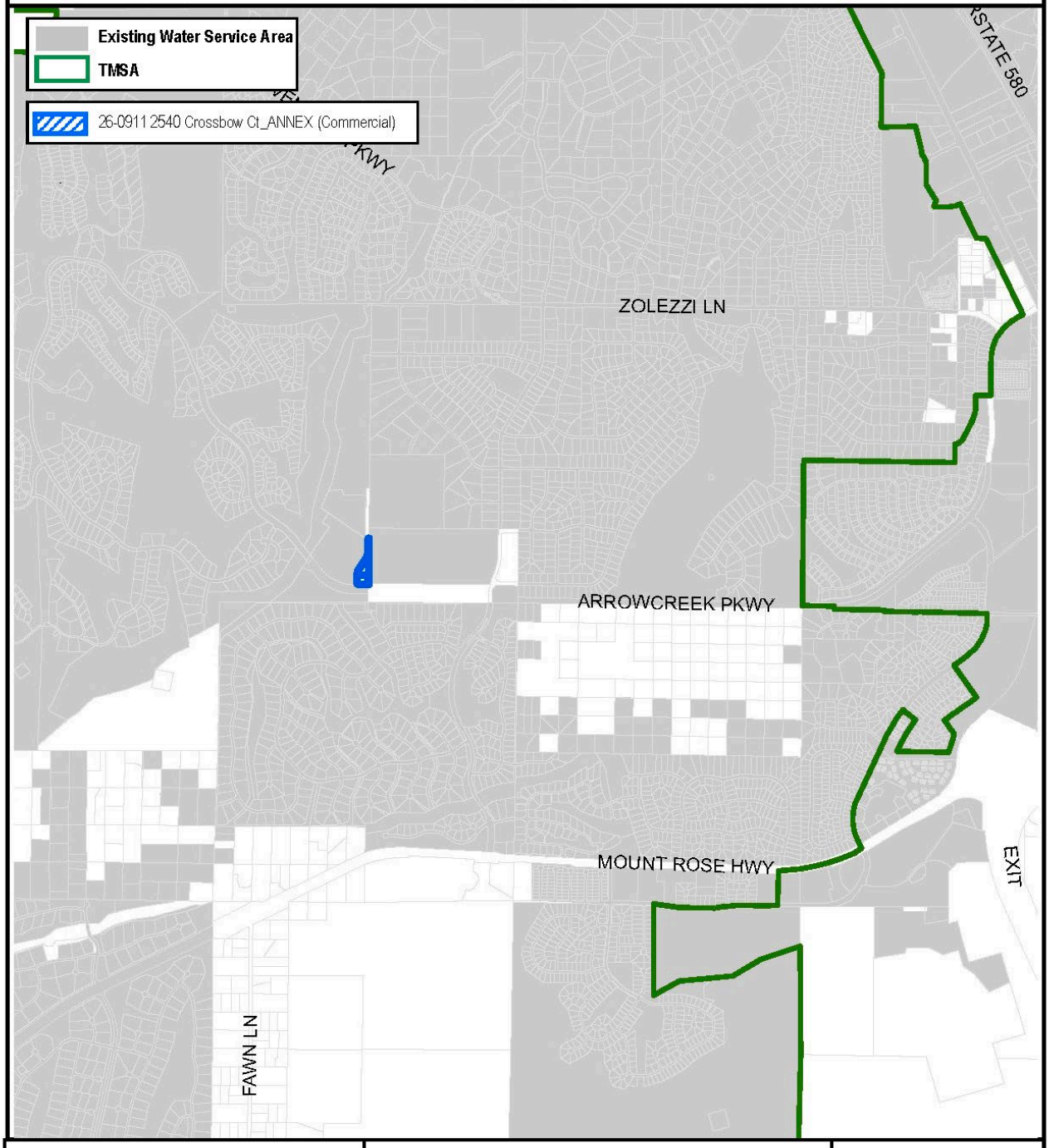

EXHIBIT A-1
LEAR BLVD
LITARY RD
LEMMON
Existing Water Service Area
TMSA
25-0511 0 Lemmon Dr_ANNEX (Commercial)
LOTUS ST
N VIRGINIA ST
EXIT 74
ESTATES RD
US 395 N
Truckee Meadows Water Authority
TMWA SERVICE AREA ANNEXATION
APN's: 570-282-01 (3.01 ac.), 570-282-02 (1.91 ac.), 570-282-03 (2.93 ac.), 570-282-04 (3.47 ac.), 570-282-05 (4.42 ac.), 570-282-06 (3.05 ac.), & 570-081-17 (0.35 ac.)
TOTAL ACREAGE 19.14 Acres
Date: 06/05/2026
Map By: AD
Requested By: JZ
EXHIBIT A-1

EXHIBIT A-2



Truckee Meadows Water Authority

TMWA SERVICE AREA ANNEXATION

APN's: 152-921-01 (0.74 ac.) & 152-921-02 (1.07 ac.)
TOTAL ACREAGE 1.81 Acres

Date: 06/05/2026
Map By: AD
Requested By: JZ
EXHIBIT A-2

Truckee Meadows Water Authority

STAFF REPORT

TO: Board of Directors
THRU: John R. Zimmerman, General Manager
FROM: Marci Westlake, Manager Customer Service
DATE: June 17, 2026
SUBJECT: **May Customer Service Report**

The following is a summary of Customer Service activity for May 2026

Ombudsman Report – Kim Mazeres

- Renter had a leak in his irrigation system wants to know whether to seek relief from TMWA or his landlord. Advised him that while TMWA may be able to grant him a one-time partial credit on his bill, I highly recommended him going to his landlord to try and get them to pay for the additional water usage. He also had trouble with the phone system, which I reported to Lead CSR. Advised customer to call me back if he wants to investigate a possible credit from TMWA after speaking to his landlord.
- High bill. Drain valve inadvertently left open. However, customer had signed up with TMWA's online system to be notified for continually running water. Customer claims the system did not work. Asked Customer Service to review and advise me appropriate credit for the customer's bill. Customer Service Manager issued a partial credit for their April bill.
- Customer is on a well. Needs a new pump. Because they are close to a TMWA main, she is being told that they must hook up to TMWA for water. Wants to appeal that. Advised customer to contact TMWA Engineering Manager and gave her his contact info. Told her I am not sure what it might take to appeal this, or if it is even possible. She was very appreciative for the help.

Communications – Public Outreach – May

- Lydia Teel, Aaron Stickley and Marcus Gallegos had a presentation for Manogue AP Chem on WTP Processes and 20 people attended.
- TMWA staff- Smart About Water Day and approximately 200 people attended.

Conservation (2026 Calendar year)

- 1,430 Water Usage Reviews
- 878 Water Watcher Contacts

Customer Calls – May

- 6,658 phone calls handled.
- The average handling time is 6 minutes 07 seconds per call.
- Average speed of answer :17 seconds per call.

Billing – May

- 140,452 bills issued.
- 74,532 customers (53%) have signed up for paperless billing to date, which equates to an annual savings of $581,349.60.

Remittance – May

- 11,001 Mailed-in payments.
- 20,101 Electronic payments.
- 58,610 Payments via AutoPay (EFT)
- 20,271 One-time bank account payments.
- 782 Pay by Text
- 4,443 IVR Payments.
- 721 Reno office Payments.
- 79 Kiosk Payments.

Collections – May

- 12,851 accounts received a late charge.
- 2,918 Mailed delinquent notices, 2 % of accounts.
- 650 accounts eligible for disconnect.
- 576 accounts were disconnected. (Including accounts that had been disconnected-for-non-payment that presented NSF checks for their reconnection)
- .08% write-off to revenue.

Meter Statistics – Fiscal Year to Date

- 3,076 Meter exchanges completed.
- 1,216 New business meter sets completed.

Service Line Warranties of America Statistics

- 14,648 Policies
- 10,159 Customers
- 909 Jobs Completed
- $1,299,493 Customer Savings