



156 S. Broadway, Ste. 270, Turlock, CA 95380

(209) 538-5688 (phone) (209) 538-5788 (fax)

The Chair of the Stanislaus Regional Water Authority Board of Directors has called a special meeting of the Board for the date, time, location, and business as set forth below.

## ***Special Board Meeting Agenda***

***September 22, 2022, at 10:00 a.m.***

***156 S Broadway, Turlock, CA, Second Floor, Yosemite Conference Room***

*Chair, Amy Bublak  
Vice Chair, Javier Lopez  
Director, Pam Franco  
Director, Bret Silveira  
Director (alternate), James Casey  
Director (alternate), Nicole Larson*

*General Manager, Robert Granberg  
Interim Legal Counsel, Richard P. Shanahan  
Finance Director, Isaac Moreno  
Board Secretary, Angelica Gonsalves*

***THIS MEETING WILL BE OPEN TO THE PUBLIC. SEATING CAPACITY WILL BE LIMITED TO THE FIRST 14 PEOPLE, ON A FIRST COME FIRST SERVE BASIS. COMPLIANCE WITH ALL HEALTH & SAFETY GUIDELINES INCLUDING COVID-19 SCREENING, TEMPERATURE CHECKS, FACE COVERINGS, AND PHYSICAL DISTANCING MEASURES WILL BE REQUIRED FOR IN-PERSON ATTENDANCE. PLEASE PLAN TO ARRIVE APPROXIMATELY 15 MINUTES PRIOR TO THE SCHEDULED MEETING START TIME TO ALLOW FOR SCREENING PROCESSES.***

**OR**

**JOIN BY CLICKING ON THE MEETING**

**LINK: <https://us02web.zoom.us/j/95105738084?pwd=RElpd0EyKzMxZjQ4VmVhRExIS1M0Zz09>**

**Passcode: 9510573808**

**OR**

**JOIN BY ACCESSING THE ZOOM WEBSITE: <https://zoom.us/join>**

**WEBINAR ID: 951 0573 8084 Passcode: 9510573808**

**OR**

**JOIN BY TELEPHONE: 669-900-6833**

**WEBINAR ID: 951 0573 8084 Passcode: 9510573808**

**NOTICE REGARDING NON-ENGLISH SPEAKERS:** The Stanislaus Regional Water Authority (SRWA) meetings are conducted in English and translation to other languages is not provided. Please make arrangements for an interpreter if necessary.

**EQUAL ACCESS POLICY:** If you have a disability which affects your access to public facilities or services, contact the Board Secretary at the phone number set forth above. The Board is committed to taking all reasonable measures to provide access to its facilities and services. Please allow sufficient time for the Board to process and respond to your request.

**NOTICE:** Pursuant to California Government Code Section 54954.3, any member of the public may directly address the Board on any item appearing on the agenda, including Consent Calendar and Scheduled Matters, before or during the Board's consideration of the item.

**AGENDA PACKETS:** Prior to the Stanislaus Regional Water Authority Board meeting, a complete Agenda Packet (excluding any closed session materials) is available for review on the SRWA's website at [www.stanrwa.com](http://www.stanrwa.com) and in the Board Secretary's Office at 156 S. Broadway, Suite 270, Turlock, during normal business hours. Materials related to an item on this Agenda submitted to the Board after distribution of the Agenda Packet are also available for public inspection in the Board Secretary's Office at the address set forth above. Such documents may be available on the SRWA's website subject to staff's ability to post the documents before the meeting.

**B. SALUTE TO THE FLAG**

**C. ROLL CALL**

**2. RECOGNITION, APPOINTMENTS, ANNOUNCEMENTS & PRESENTATIONS: None**

**3. A. SPECIAL BRIEFINGS: None**

**B. STAFF UPDATES**

1. General Manager Update (*Granberg*)
2. Finance Director Report (*Moreno*)

**C. PUBLIC PARTICIPATION:** This time is set aside for members of the public to address the Board concerning any item that has been described in the notice for the meeting, including Consent Calendar items, before or during consideration of that item. You will be allowed five (5) minutes for your comments. If you wish to speak regarding an item on the agenda, you may be asked to defer your remarks until the Board addresses the matter.

**4. DECLARATION OF CONFLICTS OF INTEREST AND DISQUALIFICATIONS**

**5. CONSENT CALENDAR:** Information concerning the Consent items listed below has been forwarded to each Board member prior to this meeting for study. Unless the Chair, a Board member, or member of the audience has questions concerning the Consent Calendar, the items are approved at one time by the Board. The action taken by the Board in approving the Consent items is set forth in the explanation of the individual items.

- A. *Motion:* Approving minutes of special meeting of August 18, 2022
- B. *Motion:* Amending Article V Section 3 of bylaws meeting time from 3:30 pm to 12:00 pm

**6. PUBLIC HEARINGS: None**

**7. SCHEDULED MATTERS:**

- A. *Preliminarily accept the wholesale water system operations, maintenance, and administration proposal submitted by the City of Turlock and authorize and direct the General Manager to negotiate and prepare an operation and services agreement with the City of Turlock for later consideration by the Governing Board (Granberg)*
- B. *Authorize and direct the General Manager to begin hiring full-time Plant Operations, maintenance and administration staffing consistent with approved February 17, 2022, staffing and salary plan (Granberg)*

**8. MATTERS TOO LATE FOR THE AGENDA**

**9. BOARD ITEMS FOR FUTURE CONSIDERATION**

**10. BOARD COMMENTS:** Board members may provide a brief report on notable topics of interest. The Brown Act does not allow discussion or action by the legislative body.

11. **NEXT MEETING DATE:** October 20, 2022, Regular meeting in Ceres

12. **CLOSED SESSION:** None

13. **ADJOURNMENT**



3B2  
September 15, 2022

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**To: SRWA Board**  
**From: Isaac Moreno, Finance Director**  
**Subject: Financial Summary as of September 12, 2022**

Attached Financial Documents include:

**Activity for YTD Fiscal June 30, 2022**

- 1 - SRWA financial status as of 9-12-2022 for the 2021-22 fiscal year (Exhibit A):
  - Revenue received from the participating agencies \$166,310,426.00
  - Prop 68 and SRF proceeds \$91,280,426.00
  - Expenses paid total \$128,923,858.11

**Activity for YTD Fiscal June 30, 2023**

- 1 - SRWA financial status as of 9-12-2022 for the 2022-23 fiscal year (Exhibit A):
  - Revenue received from the participating agencies \$0.00
  - Prop 68 and SRF proceeds \$0.00
  - Expenses paid total \$21,597.82
  
- 2 - SRWA financial status - project-to-date as of 9-12-2022 (Exhibit B):
  - Revenue life to date totals \$233,405,541.05 which is composed of:
    - Contributions from participating agencies \$142,001,300.37
    - Draws on SRF proceeds \$63,530,426.00
    - Prop 68 Grant proceeds \$27,750,000
    - Interest income \$123,814.68
  
  - Expenses project-to-date total \$187,457,516.47 (Removed City reimbursement)
  - Cumulative unexpended Revenues \$ 45,948,024.58

**Stanislaus Regional Water Authority**  
 For FY 2022-23 (Updated 9-12-2022)

		Unaudited Actual 2022-23	Ceres	Turlock	TID	Other Proceeds	Totals for 2021-22
Account Name							
<b>REVENUES</b>							
	Interest Income		0.00	0.00	0.00		0.00
34910	Integrated Water Mgmt Grant						
34911	Water Smart Grant						
34900_001	Agency Contrinbution - City of Turlock			0.00			0.00
34900_002	Agency Contribution - City of Ceres		0.00				0.00
34900_004	Agency Contrinbution - Turlock Irrigation District				0.00		0.00
34912	Prop 68 Grant for Surface Water Project					0.00	0.00
35440	SRF Funding Proceeds					0.00	0.00
<b>Total Revenues</b>		<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>EXPENSES</b>							
<b>Pre-Treatment Plant Construction Project Expenses (950-53-552)</b>							
43060_012	Contact Services Program Mgmt						0.00
43195	Special Legal Counsel	1,925.00	962.50	962.50			1,925.00
43332	Permitting		0.00	0.00			0.00
43332_002	Permitting - Water Rights Acquisition						0.00
45002_000	TID - electrical service		0.00	0.00	0.00		0.00
51001	Property Acquisition - facility site		0.00	0.00	0.00		0.00
51001	Property Acquisition - infiltration gallery		0.00	0.00	0.00		0.00
51001	Property Acquisition - Geer Road easement		0.00				0.00
51001	Property Acquisition - delivery facilities		0.00	0.00			0.00
<b>Treatment Plant Construction - SRF funding eligible (950-53-553)</b>							
43060_012	Contract Services - Program Mgmt Services						0.00
43195	Special Legal Counsel						0.00
43329	Environmental Services						0.00
43332	Permitting					0.00	0.00
51802_001	Regional Trtmt Plant - Design/Build Contract						0.00
51802_002	Regional Trtmt Plant - Contract Management		0.00	0.00	0.00		0.00
<b>Administrative Expenses (950-53-552)</b>							
43055_002	Consultant Audit	720.00	360.00	360.00			720.00
43060_021	Contract Services General Manager	18,922.50	9,461.25	9,461.25			18,922.50
43060_023	Contract Services Watershed Sanitary Survey		0.00	0.00			0.00
43105_003	Interdepartmental Admin Support						
	Clerical		0.00	0.00			0.00
	Financial/Accounting		0.00	0.00			0.00
44001_000	Supplies		0.00	0.00			0.00
44035	Photocopies		0.00	0.00			0.00
44040_000	Postage	30.32	15.16	15.16			30.32
47010	Bank Charges		0.00	0.00			0.00
47040_000	Dues		0.00	0.00			0.00
47095_000	Training		0.00	0.00			0.00
<b>Debt Expenses</b>							
53027_001	SRF Loan-Interest		0.00	0.00	0.00		0.00
<b>Total Expenditures</b>		<b>21,597.82</b>	<b>10,798.91</b>	<b>10,798.91</b>	<b>0.00</b>	<b>0.00</b>	<b>21,597.82</b>
<b>Revenues Over (Under) Expenditures</b>		<b>(21,597.82)</b>	<b>(10,798.91)</b>	<b>(10,798.91)</b>	<b>0.00</b>	<b>0.00</b>	<b>(21,597.82)</b>

		Unaudited Actual 2021-22	Ceres	Turlock	TID	Other Proceeds	Totals for 2021-22
<b>REVENUES</b>							
	Interest Income		0.00	0.00	0.00		0.00
34910	Integrated Water Mgmt Grant						
34911	Water Smart Grant						
34900_001	Agency Contrinbution - City of Turlock	48,775,000.00		48,775,000.00			48,775,000.00
34900_002	Agency Contribution - City of Ceres	24,795,000.00	24,795,000.00				24,795,000.00
34900_004	Agency Contrinbution - Turlock Irrigation District	1,460,000.00			1,460,000.00		1,460,000.00
34912	Prop 68 Grant for Surface Water Project	27,750,000.00				27,750,000.00	27,750,000.00
35440	SRF Funding Proceeds	63,530,426.00				63,530,426.00	63,530,426.00
	<b>Total Revenues</b>	<b>166,310,426.00</b>	<b>24,795,000.00</b>	<b>48,775,000.00</b>	<b>1,460,000.00</b>	<b>91,280,426.00</b>	<b>166,310,426.00</b>
<b>EXPENSES</b>							
<b>Pre-Treatment Plant Construction Project Expenses (950-53-552)</b>							
43060_012	Contact Services Program Mgmt	207,819.24	101,223.87	106,570.62	24.75		207,819.24
43195	Special Legal Counsel	15,166.19	7,583.10	7,583.09			15,166.19
43332	Permitting		0.00	0.00			0.00
43332_002	Permitting - Water Rights Acquisition						0.00
45002_000	TID - electrical service	217.50	72.49	145.01	0.00		217.50
51001	Property Acquisition - facility site		0.00	0.00	0.00		0.00
51001	Property Acquisition - infiltration gallery		0.00	0.00	0.00		0.00
51001	Property Acquisition - Geer Road easement		0.00				0.00
51001	Property Acquisition - delivery facilities			0.00			0.00
<b>Treatment Plant Construction - SRF funding eligible (950-53-553)</b>							
43060_012	Contract Services - Program Mgmt Services	876,930.60	362,807.03	495,271.02	18,852.55		876,930.60
43195	Special Legal Counsel	18,736.03	9,183.46	9,183.48	369.09		18,736.03
43329	Environmental Services	61,087.10	26,058.83	26,104.15	8,924.12		61,087.10
43332	Permitting	5,596.00		5,596.00			5,596.00
51802_001	Regional Trtmt Plant - Design/Build Contract	93,647,395.72	31,651,130.31	60,804,931.62	1,191,333.79		93,647,395.72
51802_002	Regional Trtmt Plant - Contract Management	446,525.79	144,451.09	293,278.14	8,796.56		446,525.79
<b>Administrative Expenses (950-53-552)</b>							
43055_002	Consultant Audit	4,806.00	2,403.00	2,403.00			4,806.00
43060_021	Contract Services General Manager	211,463.31	105,731.66	105,731.65			211,463.31
43060_023	Contract Services Watershed Sanitary Survey	1,785.00	892.50	892.50			1,785.00
43105_003	Interdepartmental Admin Support						
	Clerical		0.00	0.00			0.00
	Financial/Accounting		0.00	0.00			0.00
44001_000	Supplies		0.00	0.00			0.00
44035	Photocopies		0.00	0.00			0.00
44040_000	Postage		0.00	0.00			0.00
47010	Bank Charges		0.00	0.00			0.00
47040_000	Dues	4,180.00	2,090.00	2,090.00			4,180.00
47095_000	Training		0.00	0.00			0.00
34900_001	Reimbursement to Turlock	33,388,397.02		33,388,397.02			33,388,397.02
<b>Debt Expenses</b>							
53027_001	SRF Loan-Interest	33,752.61	11,249.74	22,502.87	0.00		33,752.61
	<b>Total Expenditures</b>	<b>128,923,858.11</b>	<b>32,424,877.08</b>	<b>95,270,680.17</b>	<b>1,228,300.86</b>	<b>0.00</b>	<b>128,923,858.11</b>
	<b>Revenues Over (Under) Expenditures</b>	<b>37,386,567.89</b>	<b>(7,629,877.08)</b>	<b>(46,495,680.17)</b>	<b>231,699.14</b>	<b>91,280,426.00</b>	<b>37,386,567.89</b>

**Stanislaus Regional Water Authority**  
**Project to Date (updated as of 9-12-2022)**

3B2

	City of Ceres	City of Turlock	TID	Other Proceeds	Project to Date Total Since Dec 2015	Actuals Thru 6/30/2021	Actuals For 2021-22	Total
<b>Agency Contributions</b>								
Received from Agencies - through 6-30-2021	22,834,297.10	41,311,287.50	2,825,715.77		66,971,300.37	66,971,300.37		66,971,300.37
Received from Agencies - 2021-22	24,795,000.00	48,775,000.00	1,460,000.00		75,030,000.00		75,030,000.00	75,030,000.00
<b>Interest Income</b>	60,552.89	61,920.95	1,340.84		123,814.68	123,814.68		123,814.68
Prop 68 Grant Proceeds				27,750,000.00	27,750,000.00		27,750,000.00	27,750,000.00
SRF Proceeds				63,530,426.00	63,530,426.00	0.00	63,530,426.00	63,530,426.00
<b>Total Revenue</b>	<b>47,689,849.99</b>	<b>90,148,208.45</b>	<b>4,287,056.61</b>	<b>91,280,426.00</b>	<b>233,405,541.05</b>	<b>67,095,115.05</b>	<b>166,310,426.00</b>	<b>233,405,541.05</b>
<b>Expenditures</b>								
<b>Pre-Treatment Plant Construction Project Expenses(950-52-553)</b>								
Government Relations	(74,723.55)	(74,723.55)	0.00		(149,447.10)	(149,447.10)	0.00	(149,447.10)
Environmental Services (Phase I)	(250,664.65)	(250,664.65)	(32,520.11)		(533,849.41)	(533,849.41)	0.00	(533,849.41)
Project Management Services	(3,440,999.61)	(3,588,911.73)	(169,093.63)		(7,199,004.97)	(6,991,185.73)	(207,819.24)	(7,199,004.97)
Special Legal Expenses	(223,253.65)	(223,253.65)	(5,302.43)		(451,809.73)	(436,643.54)	(15,166.19)	(451,809.73)
Wet Well Design (West Yost)	(166,904.88)	(206,872.74)	(93,444.40)		(467,222.02)	(467,222.02)	0.00	(467,222.02)
Fees to Stan County-CEQA related to wet well	(1,136.63)	(1,136.62)	0.00		(2,273.25)	(2,273.25)		(2,273.25)
Permitting	(17,768.08)	(17,768.09)	0.00		(35,536.17)	(35,536.17)	0.00	(35,536.17)
Permitting - Water Rights Acquisition	(36,240.88)	(36,240.89)	0.00		(72,481.77)	(72,481.77)	0.00	(72,481.77)
Water Shed Survey	(40,660.67)	(40,660.67)	0.00		(81,321.34)	(81,321.34)	0.00	(81,321.34)
Property Acquisition - facility site	(479,756.19)	(959,656.32)	0.00		(1,439,412.51)	(1,439,412.51)	0.00	(1,439,412.51)
Property Acquisition - infiltration gallery	(246,925.80)	(493,925.69)	0.00		(740,851.49)	(740,851.49)	0.00	(740,851.49)
Property Acquisition - Geer Road easement	(92,272.49)	(145.01)	0.00		(92,417.50)	(92,200.00)	(217.50)	(92,417.50)
Property Acquisition - delivery facilities	(7,393.88)	(7,393.88)	0.00		(14,787.76)	(14,787.76)	0.00	(14,787.76)
Wet Well Construction								
Construction Contract	(1,888,242.96)	(3,769,413.84)	(1,414,414.20)		(7,072,071.00)	(7,072,071.00)	0.00	(7,072,071.00)
Construction Management	(145,962.80)	(291,378.94)	(109,335.45)		(546,677.19)	(546,677.19)	0.00	(546,677.19)
Environmental (Phase II)	(103,524.75)	(155,193.07)	(47,798.97)		(306,516.79)	(306,516.79)	0.00	(306,516.79)
Contractor Financial Evaluation	(18,944.30)	(18,944.30)	(761.40)		(38,650.00)	(38,650.00)	0.00	(38,650.00)
TID - electrical service	(1,507.99)	(3,016.44)	0.00		(4,524.43)	(4,524.43)	0.00	(4,524.43)
<b>Treatment Plant Construction - SRF funding eligible(950-53-553)</b>								
Contract Services - Program Mgmt Services	(731,988.14)	(1,014,513.78)	(32,556.37)		(1,779,058.29)	(902,127.69)	(876,930.60)	(1,779,058.29)
Special Legal Counsel	(27,069.28)	(27,069.30)	(1,087.95)		(55,226.53)	(36,490.50)	(18,736.03)	(55,226.53)
Environmental Services	(78,059.90)	(78,781.37)	(26,641.84)		(183,483.11)	(122,396.01)	(61,087.10)	(183,483.11)
Permitting	(8,605.81)	(52,381.44)	0.00		(60,987.25)	(55,391.25)	(5,596.00)	(60,987.25)
Permitting - Environmental Mitigation	(47,339.25)	(94,660.75)	(35,500.00)		(177,500.00)	(177,500.00)	0.00	(177,500.00)
Regional Trtmt Plant - Design/Build Contract	(43,129,791.75)	(85,686,618.14)	(1,765,532.77)		(130,581,942.66)	(36,934,546.94)	(93,647,395.72)	(130,581,942.66)
Regional Trtmt Plant - Contract Management	(220,179.77)	(447,029.59)	(13,408.17)		(680,617.53)	(234,091.74)	(446,525.79)	(680,617.53)
<b>Administrative Support</b>								
Clerical Services	(26,719.28)	(26,719.28)	0.00		(53,438.56)	(53,438.56)	0.00	(53,438.56)
Accounting Services	(30,275.54)	(30,275.52)	0.00		(60,551.06)	(60,551.06)	0.00	(60,551.06)
Interim JPA attorney	(22,662.50)	(22,662.50)	0.00		(45,325.00)	(45,325.00)	0.00	(45,325.00)
Interim General Manager	(121,991.80)	(121,991.80)	0.00		(243,983.60)	(243,983.60)	0.00	(243,983.60)
General Manager	(406,378.46)	(406,378.45)	0.00		(812,756.91)	(601,293.60)	(211,463.31)	(812,756.91)
External Audit	(14,138.00)	(14,138.00)	0.00		(28,276.00)	(23,470.00)	(4,806.00)	(28,276.00)
Contract Services Watershed Sanitary Survey	(892.50)	(892.50)	0.00		(1,785.00)	0.00	(1,785.00)	(1,785.00)
Supplies and other Miscellaneous Expenses	(10,790.46)	(10,790.45)	0.00		(21,580.91)	(17,400.91)	(4,180.00)	(21,580.91)
Reimbursement to Turlock	0.00	(33,388,397.02)	0.00		(33,388,397.02)	0.00	(33,388,397.02)	(33,388,397.02)
<b>Debt Expenses</b>								
SRF Loan-Interest	(11,249.74)	(22,502.87)	0.00		(33,752.61)	0.00	(33,752.61)	(33,752.61)
<b>Total Expenditures</b>	<b>(52,125,015.94)</b>	<b>(131,585,102.84)</b>	<b>(3,747,397.69)</b>	<b>0.00</b>	<b>(187,457,516.47)</b>	<b>(58,533,658.36)</b>	<b>(128,923,858.11)</b>	<b>(187,457,516.47)</b>
<b>Contributions over (under) Expenditures - project to date</b>								
	<b>(4,435,165.95)</b>	<b>(41,436,894.39)</b>	<b>539,658.92</b>	<b>91,280,426.00</b>	<b>45,948,024.58</b>	<b>8,561,456.69</b>	<b>37,386,567.89</b>	<b>45,948,024.58</b>
unexpended participant contributions =		(45,332,401.42)					0.00	



1. **A. CALL TO ORDER:** Chair Bublak called the meeting to order 12:00 p.m.

**B. SALUTE TO THE FLAG**

**C. ROLL CALL**

PRESENT: Director Bret Silveira, Director Pam Franco, Vice Chair Javier Lopez, Chair Amy Bublak

ABSENT:

2. **RECOGNITION, APPOINTMENTS, ANNOUNCEMENTS & PRESENTATIONS:** None

3. **A. SPECIAL BRIEFINGS:** None

**B. STAFF UPDATES:**

1. General Manager Granberg provided a presentation on design-build project activities, design build contract status, environmental clearance/permitting, other activities, funding/financing update, public outreach, and shared project photos.

Chair Bublak opened public participation.

Chair Bublak closed public participation.

2. Finance Director Moreno provided an update on financial activities as of August 15, 2022. Revenue and expenses reviewed.

Chair Bublak opened public participation.

Chair Bublak closed public participation.

**C. PUBLIC PARTICIPATION:**

Chair Bublak opened public participation.

Chair Bublak closed public participation.

4. **DECLARATION OF CONFLICTS OF INTEREST AND DISQUALIFICATIONS:** None

5. **CONSENT CALENDAR:**

- A. Action:** Motion by Director Franco, seconded by Director Silveira, approving the minutes of the Regular Meeting of July 21, 2022. Motion carried unanimously.



**DRAFT**

- B. **Action:** Motion by Director Silveira, seconded by Director Franco, accepting the Stanislaus Regional Water Authority's audited financial statements for the fiscal year ended June 03, 2021. Motion carried unanimously.

6. **PUBLIC HEARINGS:** None

7. **SCHEDULED MATTERS:**

- A. General Manager Granberg discussed the estimated first year operating costs for the project. General manager Granberg went over debt service, labor, energy, chemical, repair and rehabilitation costs for the FY 23/24.

Chair Bublak opened public participation.

City Manager from Turlock Reagan Wilson commented on this item and potential savings by using existing resources from the City of Turlock. Wilson indicated that there is a potential savings of one million to both cities to use the proposed plan presented by Wilson. The proposed plan indicated using only existing personnel from City of Turlock.

Chair Bublak closed public participation.

The board discussed this item and the potential of savings. Director Franco commented this would be a good opportunity for the rate payers to see this savings. Chair Bublak indicated that her biggest issue is inflation and asking rate payers for more money. Bublak asked to have a presentation on the proposed plan from City of Turlock and work with General Manager to decide the best option to move forward. Director Lopez inquired on the cost savings proposed by Wilson and consider the best options that provides clean and affordable water for both cities. Lopez asked this is done the correct way. Director Silveira asked Wilson to talk to the City Manager of Ceres to ask if there are any resources that can be provided by Ceres.

- B. General manager discussed authorizing and consenting to enter the Joint Protection Programs of the Association of California Water Agencies- Joint Powers Insurance authority.

Chair Bublak asked Attorney Shanahan if this item needs to be delayed until the board decides the route the plant will be staffed. Attorney Shanahan indicated that the plant will still have some positions that would be hired to work for the SRWA and he recommended the board to move forward with this item. Chair Bublak asked if there is a cost associated if the application is submitted and the board decides to rescind it. General Manager Granberg said there is no cost until there are employees under the SRWA. Director Silveira recommended to move forward since the plant may have employees.

Chair Bublak opened public participation.

Chair Bublak asked Dale Goodman, Municipal Services Director from City of Turlock, if the plant would need additional employees not listed on the proposition from Wilson. Goodman responded that there may be a need to have the insurance for the SRWA plant, but the employees proposed would belong to the City of Turlock.

Chair Bublak closed public participation.

**DRAFT**

Director Silveira asked to have the protection immediately. Director Lopez asked if the costs would happen when this is approved. General Manager Granberg responded the costs start once the application is approved by JPIA and the insurance coverage begins.

**Action: Resolution 2022-006** Motion by Director Silveira, seconded by Vice Chair Lopez, authorizing, and consenting General Manager to enter the Joint Protection Programs of the Association of California Water Agencies- Joint Powers Insurance authority. Motion carried 4/0 by the following vote:

Director Franco	Director Silveira	Vice Chair Lopez	Chair Bublak
Yes	Yes	Yes	Yes

C. General manager discussed approval and authorization application for Director of Industrial Relations, State of California for a certificate of consent to self-insure workers' compensation liabilities.

Chair Silveira asked if this is just to get the certificate from the state. General Manager Granberg this will let the SRWA be released from the DIR. Director Franco asked if this will affect anything if the board moves forward with a different approach for the plant. Granberg indicated there would be no need for this, but the SRWA can notify the DIR. Director Franco asked how long the process takes for issuance of the certificate. Granberg responded the state does not have a timeframe but once it is submitted the SRWA has done their part.

Chair Bublak opened public participation.

None of the members of the public spoke.

Chair Bublak closed public participation.

**Action: Resolution 2022-007** Motion by Director Silveira, seconded by Director Franco, approving and authorizing application to the Director of Industrial Relations, State of California for a certificate of consent to self-insure workers' compensation liabilities. Motion carried 4/4 by the following vote:

Director Franco	Director Silveira	Vice Chair Lopez	Chair Bublak
Yes	Yes	Yes	Yes

D. General manager discussed approval of the MOU regarding County of Stanislaus/SRWA County Road encroachment Permit and authorize and direct to sign MOU following County of Stanislaus approval.

Director Franco asked if the County Board has reviewed this MOU. General Manager Granberg responded that the County Public Works Director has approved it and the chances are that the County will approve it.

Chair Bublak opened public participation.

**DRAFT**

None of the members of the public spoke.

Chair Bublak closed public participation.

**Action:** Motion by Director Franco, seconded by Director Silveira, to approve memorandum of understanding (MOU) regarding County of Stanislaus/SRWA County Road Encroachment Permit and authorizing and directing the General Manager to sign the MOU following County of Stanislaus approval. Motion carried 4/0 by the following vote:

Director Franco	Director Silveira	Vice Chair Lopez	Chair Bublak
Yes	Yes	Yes	Yes

- 8. **MATTERS TOO LATE FOR THE AGENDA:** Scheduling the Board workshop for employee benefits.
- 9. **BOARD ITEMS FOR FUTURE CONSIDERATION:** Vice Chair Lopez asked to move the meeting time to noon on the same Thursdays.
- 10. **BOARD COMMENTS:** Director Franco asked to have the agenda items sent out to the Board the Friday before the scheduled meeting. Director Silveira asked to tab the agenda items.
- 11. **NEXT MEETING DATE:** September 15, 2022, Regular meeting Turlock
- 12. **CLOSED SESSION:** None
- 13. **ADJOURNMENT:** Chair Bublak adjourned the meeting at 12:44 p.m. Motion carried unanimously.

*Respectfully submitted,*

**DRAFT**

\_\_\_\_\_  
Angelica Gonsalves, Board Secretary

From: Angelica Gonsalves, Board Secretary

Prepared by: Angelica Gonsalves, Board Secretary

**1. ACTION RECOMMENDED:**

Motion: Amending Article V section 3 of the Bylaws of the Stanislaus Regional Water Authority, to change meeting time from 3:30 pm to 12:00 pm

**2. DISCUSSION OF ISSUE:**

The Board desires to change the regular Board meeting time from 3:30 pm to 12:00 pm on the third Thursday of each month. This time change requires an amendment to the Bylaws.

The Board Secretary has developed the proposed revised meeting schedule for the remainder of the SRWA 2022 Regular Board Meetings. The proposed meeting schedule is attached.

**3. FISCAL IMPACT / BUDGET AMENDMENT:**

N/A

**4. GENERAL MANAGER'S COMMENTS:**

Recommends approval.

**5. ENVIRONMENTAL DETERMINATION:**

N/A

**6. ALTERNATIVES:**

The Board Chair may call for a Special Board meeting for any time and at any place by following legal requirements for notice.



## **BYLAWS OF THE STANISLAUS REGIONAL WATER AUTHORITY**

### **ARTICLE I**

#### **AUTHORITY**

The Joint Exercise of Powers Agreement, originally entered into on September 27, 2011 and amended on November 20, 2015, December 15, 2015, July 1, 2018, and August 1, 2019, provides that the Governing Board may, from time to time, adopt such bylaws and regulations for the conduct of its meetings as are necessary for the purposes herein. The capitalized terms used in these Bylaws shall have the same meaning as defined in the Agreement, unless otherwise expressly provided herein.

### **ARTICLE II**

#### **PURPOSE AND OBJECTIVES**

The Cities of Ceres and Turlock (Participants) are interested in developing and implementing surface water supply options and facilities to serve municipal and industrial water to the customers within their service areas. Each of the cities is authorized to develop, obtain, and serve a municipal and industrial water supply, pursuant to California law. The Participants are working with the Turlock Irrigation District (TID) to develop a Regional Surface Water Supply Project (Project) that will provide a safe and reliable high quality surface water supply for the long-term drinking water needs of each participating city. The Participants have formed a Joint Powers Authority for the purpose of making responsible decisions related to the development and operation of the future RSWSP.

The Authority has the following objectives to accomplish this purpose:

1. Plan and develop the implementation of surface water supplies;
2. Function as the community focal point for all grant/aid applications related to the project;
3. Develop a support and operations and maintenance staff;

4. Develop the procedures for establishing and conducting the Authority's coordination functions;
5. Design, construct, finance, own, and operate the Project facilities;
6. Provide treated water At Cost and on the same terms and on an equitable basis to the Participants; and
7. Finance the Project design and construction costs through low-interest loans from the federal or state government, the sale of Certificates of Participation, the issuance of Bonds, or such other method as agreed upon by the Participants.

The Authority is established for the purposes listed above and shall exercise all the powers set forth in the Agreement, last amended on August 1, 2019.

### **ARTICLE III**

#### **POWERS**

The Authority shall have and shall exercise powers attributable to the City of Turlock, except as herein prohibited and otherwise prohibited by law. The Authority is hereby authorized, in its own name acting through the Governing Board, to do all acts necessary or convenient for the exercise of its power to accomplish its objectives, including, but not limited to:

1. Employ and retain agents, consultants, advisors, independent contractors, and employees;
2. Make and enter into contracts;
3. Acquire, hold, and convey real and personal property;
4. Incur debts, obligations, and liabilities;
5. Accept contributions, grants, or loans from any public or private agency or individual, or the United States or state of California, or any department, instrumentality, or agency thereof for the purpose of financing and funding its activities;
6. Invest money that is not needed for immediate necessities, as the Governing Board determines advisable, in the same manner and upon the same conditions as other local entities in accordance with Section 53601 of the Government Code;
7. Reimburse Directors for reasonable and necessary expenses incurred in performing the duties of their office;
8. Reimburse Participants for the direct costs incurred in the formation of the Authority.

9. Sue and be sued in its own name, all as provided in Section 6508 of the Act, as well as the power of eminent domain;
10. Exercise any other powers as authorized by the Agreement;
11. Do all other acts reasonable and necessary to carry out the purpose of this Agreement;
12. Acquire, construct, manage, maintain or operate any building, works or Capital improvements related to the Project; and
13. Levy and collect revenue and funding as authorized by the Agreement and applicable law.

Such powers shall be exercised in the manner provided by the Act and except as expressly set forth herein, subject only to the restriction of exercising its powers, imposed upon the City of Turlock in the exercise of similar powers. Notwithstanding the generality of the foregoing, and except as expressly authorized by this agreement including, but not limited to, Article VII, IX and XV, the Authority shall have no power to bind any of the Participants to any monetary obligation whatsoever other than expressly authorized by the mutual written consent of the Participants. The Authority shall be strictly accountable for all funds received, held, and disbursed by it.

#### **ARTICLE IV**

##### **GOVERNING BOARD OF DIRECTORS**

The Authority shall be administered by a Governing Board as provided by the Agreement and these Bylaws.

1. The Governing Board shall consist of four Directors, with two appointed by each Participant. Each Director shall be entitled to one vote. Each Participant shall appoint two representatives to serve as Directors and one alternate Director. Each representative and alternate must be a city council member of the appointing Participant. An alternate Director shall have the authority to act in the absence or unavailability of a Director or in the event that a Director has a conflict of interest that precludes participation by the Director in a particular matter.
2. Each Director shall have one vote which shall be equal in weight to the vote of each other Director.
3. Termination of a Director's status as a Councilmember shall constitute automatic termination of the person's directorship on the Governing Board.
4. The Board shall have an Ex-officio Director from Stanislaus County Board of Supervisors, or other agencies, as deemed necessary from time to time. Each Ex-officio Director shall serve in a non-voting, advisory capacity.

5. The Board shall select a Chair and Vice Chair. The Chair shall preside at all Board meetings, and the Vice Chair shall act in place of the Chair when the Chair is absent.
6. The Board shall appoint a General Manager, a Secretary, and other officers as determined necessary by the Board, and they shall serve at the pleasure of the Board.

## **ARTICLE V**

### **MEETINGS OF THE BOARD**

1. The Governing Board shall hold at least one (1) regular meeting each calendar quarter, or as often as the Board deems appropriate to conduct Authority business.
2. The meetings shall be scheduled and conducted pursuant to the provisions of the Ralph M. Brown Act (Government Code Section 54950, et seq.) .
3. The regular meetings of the Board will be held on the third Thursday of each month, at ~~3:30 p.m~~12:00 pm, at one of the designated City offices listed below, as specified in the particular meeting notice/agenda:
  - a. Turlock, CA - Turlock City Hall, 156 S Broadway
  - b. Ceres, CA - Ceres Community Center, 2701 4<sup>th</sup> Street
4. A majority vote of the full Governing Board (i.e., at least three affirmative votes) shall be required for the approval of any action taken by the Board, unless otherwise stated in the Agreement.
5. The General Manager, in consultation with the Chair, shall be responsible for preparing and posting the regular meeting agenda and special meeting notice/agenda for Governing Board meetings. Any Director may request the General Manager to place an item for discussion or action on the agenda. In order to allow sufficient time to prepare the agenda and back-up materials, the deadline for adding items to the agenda for a regular meeting generally shall be five business days preceding the Governing Board meeting date.
6. Rules of Order. Governing Board meetings shall be governed by Robert's Rules of Order.

## **ARTICLE VI**

### **OFFICERS**

1. The Chair of the Board shall be elected annually by the Board. The Chair shall:
  - a. Coordinate the work of officers and committees of the Authority in order that the Authority's purposes are promoted;
  - b. Preside at all Governing Board meetings;



- c. From time to time, the Chair may appoint ad hoc committees to study specific Project or program elements as may be desirable, subject to the approval of the Board;
  - d. Serve as the official spokesperson of the Authority;
  - e. Call special meetings of the Governing Board.
  - f. Perform other duties as assigned by the Board.
2. The Vice Chair shall assist the Chair in performance of duties; perform the duties of the Chair in the absence or inability of that officer to act; and other duties assigned by the Board.
3. The General Manager will be in charge of the day-to-day operations of the Project, including but not limited to, operations, maintenance, budget, and capital projects. The General Manager shall serve at the pleasure of the Board, and shall have the power to hire and discipline employees in accordance with the personnel rules of the Authority. The General Manager shall be the approved signatory on Governing Board authorized or approved agreements and other Authority correspondence and legal documents.
4. The General Counsel shall provide legal advice and services to the Authority. The General Counsel shall be appointed by and shall serve at the pleasure of the Governing Board.
5. The Secretary shall:
  - a. Keep, or cause to be kept, accurate records of the proceedings of all meetings of the Authority, and shall, as soon as possible after each meeting, forward a copy of the minutes to each Director;
  - b. Be responsible to prepare, or cause to be prepared, meeting schedules, notices, resolutions, and agendas;
  - c. Make such records of the proceedings available to the Directors for their approval at each meeting;
  - d. Keep Directors and Participant staffs informed of meeting proceedings and activities of the Authority;
  - e. Conduct all necessary correspondence of the Authority;
  - f. Be responsible for preparing, or causing to be prepared, any annual reports required by law;
  - g. Prepare such notices and reports as may be requested by the Governing Board;
  - h. Prepare, or cause to be prepared, periodic reports on the financial status of the Authority;
  - i. Be responsible for coordinating the annual audited financial statements of the Authority; and
  - j. Be responsible for record keeping for the Authority, which will be housed with the current Secretary at his/her City office, until such time as the Authority has its own office and corresponding staff.

6. The Finance Director for the Authority shall be designated by the Governing Board. The Governing Board has designated the City of Turlock Administrative Services Director or designee to serve as the Finance Director. The Finance Director shall:
  - a. Receive, have custody, and disburse Authority funds pursuant to the procedures established by the Authority;
  - b. Within 100 days after the close of each Fiscal Year, give a preliminary written auditor report of all financial activities to the Governing Board, and give a final written auditor report, if available, no later than January of each year for the previous fiscal year;
  - c. Audit and allow or reject claims in lieu of, and with the same effect as, allowance or rejection by the Governing Board in any of the following cases:
    - i. Expenditures authorized by purchase order issued by an officer of the Authority, authorized by the Governing Board to make purchases.
    - ii. Expenditures authorized by contract, resolution, or order of the Governing Board acting within the scope of its authority.
  - d. Be responsible for financial record keeping for the Authority, which will be housed with the current Finance Director at his/her City office, until such time as the Authority has its own office and corresponding staff.
7. The Finance Director also shall serve as the Authority Treasurer. As Treasurer, the Finance Director shall:
  - a. Have custody of all money of the Authority from whatever source in accordance with Section 6505.5 of the Law, and, as such, shall have the powers, duties, and responsibilities specified in such Section 6505.5 of the Act; provided, however, that moneys of the Authority shall be kept separate and apart from, and shall not be commingled with, moneys of the City.
8. The Auditor for the Authority shall be from the same Participant as the Finance Director, as stated in Article XVII of the Agreement, and shall:
  - a. Have the powers, duties, and responsibilities specified in Section 6505.5 of the Act.
  - b. Prepare annual audited financial statements.
9. The General Manager will also act as Purchasing Manager until such time as the Board directs otherwise. The Purchasing Manager will utilize the Policies and Procedures of the City of Turlock as guidelines for securing goods and services for the Authority, with the purchasing limit set at \$25,000 per occurrence, and until such time as the Authority adopts policies and procedures specific to the Authority.
10. The Chair of the Board may appoint a technical advisory committee composed of staff from the various Participants to provide technical guidance and input for Board review and consideration.

## **ARTICLE VII**

### **CONFLICT OF INTEREST**

The Authority shall adopt a Conflict of Interest Code in accordance with the Political Reform Act (commencing with Section 81000 of the Government Code).

## **ARTICLE VIII**

### **AMENDMENTS TO AND SUSPENSION OF BYLAWS**

These Bylaws may be amended, repealed, or altered, in whole or in part, by a majority vote of the Governing Board. The secretary of the Authority shall prepare and distribute any revisions to all Directors. By motion, the Governing Board in its discretion may at any meeting temporarily suspend these Bylaws in whole or in part, so long as the suspension does not violate any state law.



**STANISLAUS REGIONAL WATER AUTHORITY  
REGULAR BOARD MEETING SCHEDULE**

All Regular Meetings will convene at 12:00 p.m. (noon). at either Turlock City Hall, 156 South Broadway, Turlock, California, or Ceres Community Center, 2701 4<sup>th</sup> Street, Ceres, California, as referenced in the agenda. The Brown Act establishes the deadlines for posting meeting agendas. Regular Meeting agendas must be posted at least 72 hours in advance of the meeting. Special Meeting agendas must be posted at least 24 hours in advance of the meeting.

<b>BOARD MEETING DATE</b>	<b>AGENDA POSTING DEADLINE (72 hours prior)</b>	<b>PRELIMINARY REVIEW: CONTRACTS &amp; STAFF REPORTS DUE TO GENERAL COUNSEL (2 weeks prior)</b>	<b>REVIEWED &amp; APPROVED REPORTS DUE TO BOARD SECRETARY (1 week prior)</b>
<b><i>October 20, 2022</i></b>	October 17, 2022	October 6, 2022	October 13, 2022
<b><i>November 17, 2022</i></b>	November 14, 2022	November 3, 2022	November 10, 2022
<b><i>December 15, 2022</i></b>	December 12, 2022	December 1, 2022	December 8, 2022

From: Robert Granberg, General Manager

Prepared by: Robert Granberg, General Manager

**1. ACTION RECOMMENDED:**

Motion: Preliminarily accept the wholesale water system operations, maintenance, and administration proposal submitted by the City of Turlock and authorize and direct the General Manager to negotiate and prepare an operation and services agreement with the City of Turlock for later consideration by the Governing Board.

**2. DISCUSSION OF ISSUE:**

The City of Turlock (Turlock) has submitted an alternate staffing proposal to the General Manager (attached) for Board consideration in lieu of the staffing and salary plan previously approved by the Board at its February 17, 2022 meeting.

**3. FISCAL IMPACT / BUDGET AMENDMENT:**

Should the Board accept the Turlock proposal, Turlock estimates the full personnel cost savings to be \$995,292. Staff positions at the previous staffing and salary levels are currently contained in the current fiscal year 2022/23 budget.

**4. GENERAL MANAGER'S COMMENTS:**

Turlock does not currently employ operators certified by the State of California Water Resources Control Board (RWQCB) as qualified to independently operate the new Regional Surface Water Supply Project water treatment plant. The RWQCB has determined SRWA's certification rating as T-5 for water treatment and D-4 for water distribution. Therefore, the minimum certification for the water treatment plant chief plant operator (Plant Manager) is T-5, D-4 and minimum shift operator (Senior Operator) certification is T-3, D-3. For a shift operator to obtain a T-3 certification, they must have at least one year of experience working at a T-2 facility or higher. Similarly, for a D-3 certification, at least one year of experience working for a D-2 distribution system or higher.

SRWA's water treatment plant will be a sophisticated, state-of-the-art facility that will require shift operators, a water operations superintendent, and plant manager with the requisite knowledge and experience that can only be obtained from working at similar water treatment facilities. To attract qualified operations staff, the Turlock will need to propose a competitive salary for the T-3 and above certification level positions. I do not believe the current proposal will be sufficient to attract the talent necessary to operate this new water treatment plant.

The time to establish the required operator positions (job descriptions, salary survey, etc.), recruit, and hire qualified operations staff in advance of operator training in March 2023 is extremely short. Failure to hire qualified operators prior to Jacobs' training, and plant acceptance testing procedures, will place SRWA in a difficult position to either negotiate an extended operations period with Jacobs (would have needed to begin this negotiation months ago) or to delay plant startup until such time the Turlock is prepared to assume operations. On the contrary, recruitment for a Plant Manager, Water Operations Supervisor, and Senior Plant Operators could begin immediately under the previously approved position and salary and benefit structure.

In addition to concerns of salaries and timeliness, this proposal does not mention the need for a written contract between Turlock and SRWA to protect SRWA's and Ceres' interests and avoid future disagreements. An operations contract should set forth in some detail the scope of Turlock's service responsibilities and obligations, matters outside Turlock's responsibility, payment arrangement details, quality assurance and control, spending authority and limitations, term, termination options, indemnity, insurance, etc. An operations contract for a major water treatment plant, intake, and set of delivery pipelines can be a substantial document requiring several months to negotiate.

If the Board chooses to move in this direction, considering the looming time crunch, Turlock could begin the hiring process concurrent with the negotiation and preparation of the SWRA/Turlock contract, although there could be some risk to Turlock in the event the parties are unable to finalize a contract.

The Joints Powers Agreement requires that the Authority be administered by a General Manager. If Turlock is retained to operate, maintain, and administer the facilities, there still would be a role for a General Manager responsible for tasks such as monitoring Turlock's performance, review and approve Turlock payment invoices, review and approve other SRWA expenses (e.g., SRF loan payments, general, liability and property insurance premiums, payments to SRWA counsel and other consultants, prepare and manage the SRWA budget, prepare for and staff SRWA Board meetings, bill and collect payment from the cities under the Joint Powers Agreement, and manage tasks or matters outside the scope of Turlock's responsibility under a SRWA/Turlock contract).

There has always been an opportunity for the member cities to provide administrative support to plant operations. Therefore, the total estimated cost savings presented by Turlock can be narrowed down to the salary comparisons of seven (7) positions including the Plant Manager, Water Operations Supervisor and five (5) Senior Water Operators. It should also be noted that Turlock's proposal reduced the number of Senior Water Operators from five to four. Turlock has not provided an analysis of how they would sufficiently staff the plant for 24-7-365

operations with only four Senior Water Operators. SRWA has consulted with former plant managers and Jacobs and determined that five Senior Water Operators is the minimum number of T-3 or above certified operators to meet a continuous operations schedule as required by the RWQCB.

**5. ENVIRONMENTAL DETERMINATION**

N/A

**6. ALTERNATIVES**

The Board could choose to not accept the City of Turlock proposal and continue to pursue the previously approved SRWA staff hiring plan, with the option of the member cities providing administrative support.



REAGAN M. WILSON  
CITY MANAGER  
[rwilson@turlock.ca.us](mailto:rwilson@turlock.ca.us)

OFFICE OF THE CITY MANAGER  
ADMINISTRATION

156 S. BROADWAY, SUITE 230 | TURLOCK, CALIFORNIA 95380 | PHONE 209-668-5540 EXT 1101 | FAX 209-668-5668

## MEMORANDUM

DATE: September 20, 2022  
TO: Robert Granberg, SRWA General Manager  
FROM: Reagan M. Wilson, City Manager *Reagan M. Wilson*  
RE: SRWA

At the August 18, 2022 SRWA Board Meeting, Reagan Wilson, City Manager for the City of Turlock, presented the Board with an alternate staffing plan for the SRWA Water Treatment Plant located within Stanislaus County. The plan showed a significant annual savings over the current proposal. The savings was enough to spark the interest of the Board, which instructed Mr. Wilson to prepare a more comprehensive plan/presentation for staffing the plant. In addition, we were instructed to meet with the City Manager of Ceres and SRWA General Manager Robert Granberg to discuss this proposal.

On September 13, this meeting occurred with all parties present. From this meeting, the primary concern from Mr. Granberg was the proposed salary schedule. Taking that concern in to light, Turlock has increased the Plant Manager and Operations Supervisor position by 10%. These two positions were identified as critical for operations and plant start-up. In addition, the City of Turlock is prepared to pivot quickly if hiring becomes problematic by increasing salary ranges. Please see the two tables attached outlining both proposals.

The City of Turlock proposal shows an estimated savings of a \$995,292 annually over the updated proposal submitted by the SRWA General Manager on August 18, 2022. The savings are achieved by the following:

1. Eliminating the General Manager, Accountant, HR Analyst, and one Senior Operator
2. Using the City of Turlock's Municipal Services Director & Finance Director for operational oversight
3. Using the City's shared services to provide Financial, Human Resources, and other Administrative Services
4. Providing benefits to these employees within the City's existing framework of Bargaining Units.

Should the Board accept the City of Turlock proposal, the full personnel cost is estimated to be \$1,919,708.



## Water Treatment Plant Staffing - SRWA GM Proposal

Position	Number of Position	Hourly Range eff.	Monthly Salary	Annual Salary
Water Treatment Plant Manager	1	\$74.48 - \$90.98	\$12,909 - \$15,770	\$154,913 - \$189,243
Water Treatment Ops Supervisor	1	\$56.93 - \$69.54	\$9,867 - \$12,053	\$118,402 - \$144,641
Administrative Assistant	1	\$27.35 - \$33.41	\$4,740 - \$5,790	\$56,878 - \$69,483
Accountant	1	\$33.57 - \$41.01	\$5,819 - \$7,100	\$69,831 - \$85,305
Human Resources Analyst	1	\$42.74 - \$52.21	\$7,409 - \$9,050	\$88,902 - \$108,604
Senior Operator	5	\$44.43 - \$54.28	\$7,701 - \$9,408	\$92,413 - \$112,892
Operator	2	\$41.00 - \$50.08	\$7,106 - \$8,681	\$85,270 - \$104,167
Apprentice Operator	2	\$33.89 - \$41.40	\$5,875 - \$7,177	\$70,497 - \$86,119
Instrumentation Technician	1	\$51.21 - \$62.56	\$8,877 - \$10,844	\$106,520 - \$130,125
Mechanic	2	\$42.33 - \$51.71	\$7,337 - \$8,962	\$88,039 - \$107,549
General Manager	1	\$87.92 - \$107.41	\$15,239 - \$18,617	\$182,873 - \$223,399
Staff FTE's	18			
<b>Support Services</b>				
Legal Services (Contracted)				\$110,000
Mid-Step Total Annual Salaries w/Benefits @ 1.45x				\$2,776,280

Note: This amount was increased by 5% from February 2022 to an estimate of \$2,915,000 per General Manager Granberg on August 18, 2022, to include General Manager services.

### Water Treatment Plant Staffing - Turlock Proposal

position	range	#	monthly	annual	benefits	totals
Plant Manager (T5)	36.1	1	11,937	143,244	50,065	193,309
Operations Supervisor (T4)	35	1	10,059	120,708	31,695	152,403
Staff Services Assistant	21	1	5,080	60,960	29,497	90,457
Senior Operator (T3)	25.9	4	6,459	77,508	33,836	445,376
Operator II (T2)	23.9	2	5,858	70,296	32,527	205,646
Operator I (T1)	21.9	2	5,314	63,768	31,342	190,220
Sr. Instrumentation Technician	29	1	7,506	90,072	36,116	126,188
Sr. Electro-Mechanical Technician	29	1	7,506	90,072	36,116	126,188
Electro-Mechanical Technician II	27	1	6,808	81,696	34,596	116,292

2023-24 midrange salary range figures	sub total	1,646,079
finance director - 5%		11,560
municipal services director - 5%		11,672
	sub total	1,669,311
overhead - 15%		250,397
	<b>Turlock Proposal - 9/15/2022</b>	<b>1,919,708</b>
	<b>SRWA GM Proposal - 8/18/22</b>	<b>2,915,000</b>
	<b>Rate Payer Savings</b>	<b>995,292</b>

From: Robert Granberg, General Manager

Prepared by: Robert Granberg, General Manager

**1. ACTION RECOMMENDED:**

Motion: Authorize and direct the General Manager to Begin Hiring Full-Time Plant Operations, Maintenance and Administration Staffing consistent with approved February 17, 2022, staffing and salary plan, and approve General Manager-recommended health, sick leave, and vacation benefits

**2. DISCUSSION OF ISSUE:**

On February 17, 2022, the SRWA Board approved SRWA staff positions and salaries, and participation in the Association of California Water Agencies Joint Powers Insurance Authority (ACWA JPIA), and Stanislaus County Retirement System (StanCERA). On June 16, 2022, the Board adopted an employee benefit and leave policy (which did not cover vacation and sick leave). Attached is a summary of regular full-time employee benefits recommended to be provided through ACWA JPIA and vacation and sick leave benefits to be provided directly by SRWA.

As previously discussed, the plant operator positions are required to be dual certified in both treatment and distribution. Certification is obtained through the State Water Resources Control Board and there are a limited number of qualified operators capable of operating the water treatment plant. The Cities of Ceres and Turlock currently do not employ certified operators who could operate the plant. Staff salaries were determined by comparing salaries of regional plants that will likely be the source of qualified candidates interested in SRWA employment.

The current schedule for assuming water treatment plant operations is September 2023. Beginning in April 2023, the Jacobs commissioning team will begin SRWA staff training in advance of beginning the acceptance test period in June 2023. It is imperative that SRWA have all operations and maintenance personnel hired and ready for training and preparation to assume full plant operation in September. Failure to provide fully qualified and trained plant staff prior to assuming plant operations will leave SRWA in a difficult position of having to either negotiate an extended startup period with Jacobs at a significant sunk cost or shutting down the plant for some extended period.

**3. FISCAL IMPACT / BUDGET AMENDMENT:**

The Fiscal Year 2022/2023 budget approved on June 16, 2022, includes employee salary and benefits costs based on a plan to hire staff on a staggered basis over a period of eight months beginning in September 2022. Employee hiring will likely not begin until at least November, resulting in lower-than-expected budget expenditures.

**4. GENERAL MANAGER'S COMMENTS:**

Recommends approval. The SRWA Technical Advisory Committee (which includes Ceres and Turlock representatives) also recommends approval.

**5. ENVIRONMENTAL DETERMINATION:**

N/A

**6. ALTERNATIVES:**

The Board could choose to consider other staffing options such as the recent City of Turlock proposal in its entirety or consider some administrative support positions to be provided by the JPA member cities. Though, as SRWA continues to evaluate staffing options, I caution that soon the time will get very tight to ensure qualified operations staff are on board when Jacobs finishes construction/start-up and turns over the plant to SRWA.



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TYPE	SEMI-MONTHLY PREMIUMS	DESCRIPTION	SUBJECT TO TAXES
<b>MEDICAL INSURANCE</b>	<b>ANTHEM CLASSIC</b> Employee Only: \$936.14 Employee +1: \$1,872.29 Family: \$2,480.78  <b>ANTHEM CalCare HMO</b> Employee Only: \$1,195.69 Employee +1: \$2,391.38 Family: \$3,168.58  <b>KAISER HMO w/CHIRO</b> Employee Only: \$811.50 Employee +1: \$1,606.00 Family: \$2,265.43  Health Savings Account (HSA) funded by the SRWA: \$1,350 single per year \$2,300 family per year.	Employee/dependent coverage paid at least cost ACWA JPIA available plan  Employees working a benefitted percentage schedule will have a reduced employer contribution toward health insurance benefits. 30-34 hours/week = 75% of the employer contribution 35-39 hours/week = 90% of the employer contribution  Employee share will be deducted bi-weekly before tax from paycheck.  \$23.75 semi-monthly medical waive credit provided with proof of other coverage. Maximum 25% employee waivers.	<b>Premium</b> Federal/State—No FICA/Medicare—No Retirement Contributable—No  <b>Waive</b> Federal/State—Yes FICA/Medicare—Yes  Retirement Contributable— Dependent on Retirement Tier
<b>DENTAL INSURANCE</b>	<b>DELTA DENTAL PPO</b> Employee Only: \$35.36 Employee + 1: \$69.99 Family: \$128.10	Employee/dependent Dental coverage paid at 100%  Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits.	<b>Premium</b> Federal/State—No FICA/Medicare—No Retirement Contributable—No
<b>VISION INSURANCE</b>	<b>VSP</b> Employee Only: \$13.27 Employee + 1: \$21.01 Family: \$40.77	Employee/dependent Vision coverage paid at 100%.  Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits.	<b>Premium</b> Federal/State—No FICA/Medicare—No Retirement Contributable—No
<b>BASIC LIFE, ACCIDENTAL DEATH &amp; DISMEMBERMENT (AD&amp;D)</b>	Rates per \$1000 of Benefit Employee Rate Under Age 30: \$0.07 Age 30-34: \$0.08 Age 35-39: \$0.09 Age 40-44: \$0.14 Age 45-49: \$0.17 Age 50-54: \$0.25 Age 55-59: \$0.37 Age 60-64: \$0.54 Age 65-69: \$0.80 Age 70-74: \$1.18 Age 75+: \$1.75	SRWA Chooses Plan  Benefit is multiple of salary with cap  Multiply age-based monthly rates by \$1,000 of coverage  Guarantee issue (no underwriting)  100% SRWA paid	<b>Premium</b> Federal/State—No FICA/Medicare—No Retirement Contributable—No



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<b>SUPPLEMENTAL EMPLOYEE AND SPOUSAL TERM LIFE INSURANCE, AD&amp;D</b>	<p>Rates per \$1000 of Benefit</p> <table border="1"> <thead> <tr> <th></th> <th>Employee Rate</th> <th>Spouse Rate</th> </tr> </thead> <tbody> <tr><td>Under Age 30:</td><td>\$0.06</td><td>\$0.06</td></tr> <tr><td>Age 30-34:</td><td>\$0.07</td><td>\$0.07</td></tr> <tr><td>Age 35-39:</td><td>\$0.08</td><td>\$0.08</td></tr> <tr><td>Age 40-44:</td><td>\$0.12</td><td>\$0.12</td></tr> <tr><td>Age 45-49:</td><td>\$0.15</td><td>\$0.15</td></tr> <tr><td>Age 50-54:</td><td>\$0.22</td><td>\$0.22</td></tr> <tr><td>Age 55-59:</td><td>\$0.32</td><td>\$0.32</td></tr> <tr><td>Age 60-64:</td><td>\$0.46</td><td>\$0.46</td></tr> <tr><td>Age 65-69:</td><td>\$0.68</td><td>\$0.68</td></tr> <tr><td>Age 70-74:</td><td>\$0.99</td><td>\$0.99</td></tr> <tr><td>Age 75+:</td><td>\$1.47</td><td>\$1.47</td></tr> </tbody> </table>		Employee Rate	Spouse Rate	Under Age 30:	\$0.06	\$0.06	Age 30-34:	\$0.07	\$0.07	Age 35-39:	\$0.08	\$0.08	Age 40-44:	\$0.12	\$0.12	Age 45-49:	\$0.15	\$0.15	Age 50-54:	\$0.22	\$0.22	Age 55-59:	\$0.32	\$0.32	Age 60-64:	\$0.46	\$0.46	Age 65-69:	\$0.68	\$0.68	Age 70-74:	\$0.99	\$0.99	Age 75+:	\$1.47	\$1.47	<p>Benefit amount mirrors Basic Life and AD&amp;D</p> <p>All premiums will be deducted bi-weekly after tax from employees paycheck.</p> <p>Subject to medical underwriting by Standard</p> <p>Spouse or dependents can only enroll in Supplemental Life if the employee is enrolled in Supplemental Life.</p> <p>100% employee paid</p>	<p><b>Premium</b> Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No</p>
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<b>SUPPLEMENTAL CHILD LIFE, AD&amp;D</b>	<p>Benefit amount of \$5,000</p> <p>Employee must be enrolled in Voluntary Employee Life</p> <p>Subject to medical underwriting by Standard</p>	<p>Flat Rate per employee regardless of number of dependents</p> <p>Monthly: \$0.48 per employee; Voluntary Election by Employee</p> <p>100% employee paid</p>	<p><b>Premium</b> Federal/State—Yes FICA/Medicare—Yes for amounts over \$50,000 Retirement Contributable—No</p>																																				

TYPE	BIWEEKLY	DESCRIPTION	SUBJECT TO TAXES
<b>VACATION ACCRUAL</b>	<p>3.08 hours biweekly first 2 years.</p> <p>4.62 hours biweekly beginning 3<sup>rd</sup> - 10<sup>th</sup> years.</p> <p>6.16 hours biweekly beginning 11<sup>th</sup> - 20<sup>th</sup> years.</p> <p>7.70 hours biweekly beginning 21 + years.</p> <p>Prorated if work less than 80 hours base.</p>	<p>80 hours—2 weeks annually</p> <p>120 hours—3 weeks annually</p> <p>160 hours—4 weeks annually</p> <p>200 hours—5 weeks annually</p> <p>Maximum of 450 hours.</p>	<p><b>Taxed when time is used.</b> Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p>
<b>VACATION FLOATS</b>	<p>0.62 hours biweekly - posted as part of per pay period vacation accrual.</p>	<p>16 hours total annually - additional vacation included in biweekly accruals.</p>	<p><b>Taxed when time is used.</b> Federal/State—Yes FICA/Medicare—Yes Retirement Contributable— Dependent on Retirement Tier</p>
<b>ANNUAL VACATION CASH OUT ALLOWANCE</b>		<p>Cash out per fiscal year contingent upon Budget and General Manager approval.</p> <p>40 hours with 100 hours minimum balance 60 hours with 200 hours minimum balance</p>	<p>Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No</p>
<b>TERMINATION VACATION CASH OUT</b>		<p>Balance of hours paid at termination.</p>	<p>Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No</p>
<b>SICK LEAVE ACCRUAL</b>	<p>3.7 hours per pay period.</p> <p>Prorated if work less than 80 hours base.</p>	<p>96.20 hours annually.</p>	<p><b>Taxed when time is used.</b> Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p>



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<b>TERMINATION SICK LEAVE CASH OUT</b>		See provisions for cash-out amounts in handbook.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No
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TYPE	BIWEEKLY	DESCRIPTION	SUBJECT TO TAXES
Deferred Compensation	1.0% of base wages	SRWA pays 1.0% of employee's base wages to designated deferred compensation plan.	Federal/State – No FICA/Medicare – No Retirement Contributable – Dependent on Retirement Tier
Professional Development	\$400 annually (fiscal year)		