

MINUTES

**TEHACHAPI-CUMMINGS COUNTY WATER DISTRICT  
REGULAR MEETING OF THE BOARD OF DIRECTORS  
July 17, 2024, 3:00 P.M.  
22901 Banducci Road, Tehachapi, CA 93561**

- Item 1. Call to Order and Roll Call**  
**Directors Present:** Ables, Hall, Schultz, Zanutto **Absent:** Sasia  
**Legal Counsel Present:** Robert Kuhs via Zoom  
**Staff in Attendance:** Catherine Adams, Jon Curry, Tom Neisler, Crystal Sampson
- Item 2. Announcement**  
 President Schultz announced this meeting is being audio recorded, including all Board, Staff, and Public comments.
- Item 3. Flag Salute**  
 The Pledge of Allegiance was led by President Schultz.
- Item 4. Approval of Agenda**  
 Director Hall moved to approve the agenda. Director Ables seconded the motion, and it was carried on the following vote: Ayes: Ables, Hall, Schultz, Zanutto; Noes: None; Abstain: None; Absent: Sasia. Motion passed.
- Item 5. Comments by any Party on Items of Interest and Within the Subject Matter Jurisdiction of the Legislative Body**  
 Mr. Neisler reported that the Ad-Hoc Audit Committee met with the District's new auditing firm, Brown and Armstrong, today. Unfortunately, Director Sasia could not attend but Director Hall met with them. He introduced Mr. Andy Paulden, Partner, and Ms. Sarahbeth Prior-Dalmas, Audit Manager, stating they are here doing fieldwork and will be back in October to conduct the final fieldwork.
- Item 6. Consent Calendar - Consent items are considered routine and are intended to be acted upon as a single item, without discussion. During this portion of the meeting, the Consent Calendar will be read aloud. Prior to approval, the President will give the Board the opportunity to remove any item from the Consent Calendar to be discussed and voted on individually. The President will also give staff and the public the opportunity to request any item be discussed individually, in which case the President will determine whether the item will be removed from the Consent Calendar. The remaining calendar will be acted upon. Any removed items will then be heard and acted upon individually.**
- a. Approve Minutes of the Regular Board Meeting of June 19, 2024, and Special Board Meeting of July 1, 2024
  - b. Approve Financial Report and Payment of Bills
- President Schultz asked if there were any items the Board, Staff or Public would like to remove for discussion and there were none.
- Director Hall moved to approve the Consent Calendar. Director Ables seconded the motion, and it was carried on the following vote: Ayes: Ables, Hall, Schultz, Zanutto; Noes: None; Abstain: None; Absent: Sasia. Motion passed.
- Item 7. General Manager's Report**  
 Mr. Neisler reported on the following:

- The picture is of the warehouse with the Operations Assistant, Victor Hayden, hard at work. He is doing a great job maintaining this facility and is currently working on inventorying and shelving the spare parts for the Engine Replacement Project.
- On July 2<sup>nd</sup>, the Thompson fire started near Lake Oroville and burned along the south and west sides of the lake. It has been successfully contained now but burned 3,789 acres and burned through the Oroville operations area. The Hyatt Pumping Plant was evacuated for two days, and no damage was incurred at the facility.
- The White fire was south of Tehachapi and did not jump the crest into Tehachapi Valley and is now under control. The Willow fire started last night near Backus and Tehachapi Willow Springs Roads and grew rapidly but was quickly contained. There was another fire last week on Tehachapi Willow Springs Road that threatened Pump Plant 5, but fire crews were able to protect it.
- The Rancho fire over the weekend came close to Pump Plants 2 and 3 and burned all the way up to the road. The Chief of Police from Stallion Springs CSD and the Kern County Fire Chief both called Mr. Neisler regarding those facilities, and he explained their critical nature and was thankful they suffered no damage.
- He has received a lot questions on the amount of water being taken out of Brite Lake for fire use and he explained that firefighting has the highest priority for the system. The District is pleased to have a facility available to help and mentions later that the draws from the lake are relatively insignificant in the overall scheme. The District also operates two dip tanks, one by the ID3 facility and one by the Glider Port. These are all examples of great cooperation between public agencies for the community's benefit.
- Coming into July, the controlling factors for the Biological Opinions and SWP operations/pumping change from the critical spring period to the summer period. The Banks Pumping Plant was operating at 4,500 CFS last week and is down to 4,200 CFS this week and is much better than the 600-800 CFS earlier this year. He does not anticipate a significant impact on the District's allocation for this year.
- On July 3, 2024, the State Water Resources Control Board adopted "Making Conservation a California Way of Life" regulation (AB 1668). This requires urban water suppliers achieve long-term water efficiency standards and applies to the suppliers, not their customers. As of the 2020 RUWMP, the City of Tehachapi is the only one of our public agency partners that reports more than 3,000 connections and will be impacted by this regulation.
- Operations has been experiencing problems with Edison on the Dennison Road electric circuit they refer to as the Tomahawk circuit. There are a lot of large customers on this line and as demand increases and the heat rises, they suffer reliability issues that are affecting the Nunes and Dennison well operations. Edison has been working closely with District Staff and made some adjustments that seem to be working.
- Three-engine system operations began on July 1, 2024, and Mr. Curry will provide more details in his report. Brite Lake storage level is lower than normal this time of year and he displayed the charts. This will level out now that the Nunes and Dennison wells are running reliably. The Benz well is our best producer and has been running consistently. There is a problem with the pump at the Pump Plant 5 well and Mr. Curry is working with Bakerfield Well and Pump on this.
- He reviewed the Monthly Operations Summary attached to the Staff Report noting 80 AF were extracted from wells making that 111 AF YTD. Typically, a couple thousand acre feet are extracted from wells annually, so this is currently under average. Surface Deliveries were up 40% more than the previous year. Recharges were shut down several months ago and there is no recharge in the San Joaquin Valley.
- He reviewed the Reservoir Conditions chart noting that Lake Oroville is at 90% capacity, Lake Shasta is at 83% capacity and San Luis Reservoir is at 47% capacity. In response to a question he received at the last meeting, he included a San Luis Reservoir Storage graph that shows the DWR share versus the Bureau of Reclamation (CVP) share.
- He thanked everyone who attended the Safety Picnic, it was a great success. He talked about the District's Experience Modification Rate being down to 0.7 which helps our insurance rates. The new

figures came in last week and it is down to 0.68 and saves the District about \$17,000 per year on the Workers' Compensation Insurance premium.

President Schultz asked questions regarding the current water year we have versus the allocation given and Mr. Neisler discussed the varying factors. President Schultz also mentioned that Mr. Neisler had the District Board Room open to the public (for fire evacuation use) and asked if anyone used it. Mr. Neisler reported it was not used by the public and President Schultz thanked him for coming in and making it available.

Director Zanutto commented on the helicopters flying overhead and sought verification of 400 AF being the minimum pool for Brite Lake. Mr. Neisler confirmed that is the amount and clarified that is to provide enough pressure to operate the fire systems by gravity flow from the lake. Currently there is 1,000 AF in the lake.

**Item 8. Operations Report**

Mr. Curry reported on the following:

- The engine procurement for the Engine Replacement Project continues to move ahead. Submittal sets 9, 10 and 11 have been reviewed by District Staff and Provost and Pritchard (P&P). Core samples were taken at Pump Plants 2 and 3 for the seismic structural evaluation and the report should be completed soon.
- As Mr. Neisler mentioned, we have received the spare parts for the new Waukesha 5794 engines. These parts were inventoried at WPI and then a second time when they were delivered to the District yard to ensure every part made it here. A few pieces are back ordered and that is reflected in the difference on the pay request. Staff continues to coordinate with P&P on additional items such as exhaust insulation, silencers, heat exchangers, and some of the hard parts for the procurement.
- On July 10, 2024, initial training was held for Staff on the newly mandated SB553 Workplace Violence Prevention Plan. The training guides employees on workplace violence awareness, prevention, and reporting and will be done annually. It also encourages employee engagement and input.
- On July 1, 2024, operations increased to a three-engine system pumping at 21 CFS. Brite Lake data from July 11, 2024, was elevation 4351.4', volume 968.06 AF, and level 25.4'. Recharge facilities are shut down and the Benz, Dennison and Nunes wells are running.
- As Mr. Neisler mentioned, SoCal Edison (SCE) was able to make some adjustments to address the issues we were experiencing, and the wells have been running for the last few days without interruption. He spoke with the City of Tehachapi Staff who has been experiencing the same problems and they were able to compare notes and send data to SCE.
- As of July 11, 2024, 3,745.9 AF of water has been imported and the pumping plant throughput for June was 100.06%.
- He provided details on the projects and tasks completed by the Pumping Systems and Pipeline Staff as listed in the Staff Report.
- Looking ahead, Staff will begin cleaning out the small pipeline shop for the remodel project. The Fairview Loop Line Replacement project RFPs will be considered at the August Board meeting.

President Schultz noted the picture on the front of the Staff Report showing mussel shells in the intake of the heat exchanger and asked if Mr. Curry knew what kind they were, and Mr. Curry did not. He noted that generally they only find trash. Mr. Curry mentioned the emergency generator at Pump Plant 5 was running for over a week during the fire near Tehachapi Willow Springs Road and Highline Road due to loss of power and President Schultz asked for more details. The generator worked great and was very efficient. There was no water being pumped, so it was able to stay at an idle and the mechanics checked on it daily.

**Item 9. Conduct Public Hearing Regarding Adoption of Resolution 11-24, Determining Benefit Assessment for Tehachapi Watershed Project for Fiscal Year 2024-25**

President's Opening Remarks:

President Schultz stated this is a Regular Meeting of the Board of Directors for the purpose of considering Resolution 11-24. This Resolution asks for a Benefit Assessment in the amount of \$106,000 for the maintenance, operation, and installation of the Tehachapi Watershed Project in Fiscal Year 2024-2025. The public hearing was declared in session at 3:31 p.m.

Staff Report:

Ms. Adams, Administration Manager, stated that the Tehachapi Watershed Project was constructed with financial assistance under PL-566 through the Soil Conservation Service. As a condition of obtaining Federal funds for construction of the project, the District had to assume full responsibility for the operation, maintenance, repair, and replacement of all structural measures for the project pursuant to the maintenance agreement that was dated July 7, 1983. District Staff has reviewed all the zoning changes, parcel splits, changes of ownership, new construction and assessed values in Zone 1 to update the land use categories and factors for each parcel. Because the State utility roll is no longer broken down by tax code area, a questionnaire was sent to each utility company to determine any changes in value to each utility owned property.

Ms. Adams then introduced the exhibits to the Resolution as follows:

Exhibit A: Declaration of Posting Notice- This notice was posted at Tehachapi City Hall, Golden Hills Community Services District, and Tehachapi-Cummings County Water District.

Exhibit B: Proof of Publication- This notice was published in two consecutive issues (July 3<sup>rd</sup> and July 10<sup>th</sup>) of the Tehachapi News.

Exhibit C: Written Report of Proposed Benefit Assessment for Tehachapi Watershed Project Fiscal Year 2024-2025. This report goes over the history of the assessment, any resolution and changes that have been done over the years and provides the assessed amounts for each utility and parcel by APN. A copy of this report is available on the counter in the front office, or she has one available at this hearing if anyone would like to look at it. She asked if there were any questions or comments from the Board or the Public.

Director Zanutto stated later on the agenda there is an item for a remote mower and asked if that equipment would be used on this type of facility. Mr. Curry stated it would be used on this facility as well as others. Director Zanutto asked if some of the cost would be applied to this, and a discussion took place noting that the use of the mower would be replacing current costs of labor for handwork that is being done now so those costs will have to be evaluated. Mr. Neisler does not anticipate it being significantly different and noted the District has never adjusted the assessment amount since it was implemented in 1984.

President Schultz asked again if there were any public comments on this item and there were none.

(Close Hearing and Return to Regular Meeting)

President Schultz declared the hearing closed at 3:36 p.m. and returned to the Regular Board Meeting.

**Item 10. Accept Written Report and Adopt Resolution 11-24 Determining Benefit Assessment for Tehachapi Watershed Project for Fiscal Year 2024-25**

President Schultz asked if the Board has any recommendations or motions.

Director Zanutto moved that the Board adopt the Written Report of Proposed Benefit Assessment for the Tehachapi Watershed Project for Fiscal Year 2024-25 and Adopt Resolution No. 11-24 Determining Benefit Assessment to Finance Maintenance, Operation and Installation of the Tehachapi Watershed Project in Fiscal Year 2024-25. President Schultz seconded the motion, and it was carried on the following vote: Ayes: Ables, Hall, Schultz, Zanutto; Noes: None; Abstain: None; Absent: Sasia. Motion passed.

**Item 11. Adopt Resolution 12-24, Determining the Minimum Amount Required to be Raised by Taxes to Make Payments Due Under Water Supply Contracts with the Kern County Water Agency for Fiscal Year 2024-25 and fixing the Tax Rate for Such Purpose**

Ms. Sampson stated the purpose of Resolution 12-24 is to set the ad-valorem tax rate for the State Water Project (SWP) payment for Fiscal Year 2024-2025. This is done annually and once approved, the resolution will be sent to the Kern County Auditor Controller no later than August 1, 2024. The tax rate decreased slightly from the prior year and is essentially unchanged. The tax rate for a home with an assessed value of \$200,000 will decrease by \$1.16, so this year, the tax will be \$106.30. The minimal change is due to the change in the reserve balance and then a decrease in the annual obligation for the State Water Project. She offered to answer any questions.

Director Zanutto referred to Recital 7 which mentions “encourage over-extraction of groundwater in excess of the basin’s safe annual yield” and asked if that was correct. Mr. Neisler explained that the full recital states that if water rates (for surface water) are raised too high, it encourages people to use groundwater as it becomes a cheaper resource. So, keeping the surface water rate at a reasonable level discourages those groundwater extractions.

President Schultz moved that the Board adopt Resolution 12-24, Determining the Minimum Amount Required to be Raised by Taxes to Make Payments Due Under Water Supply Contracts with the Kern County Water Agency for Fiscal Year 2024-25 and Fixing the Tax Rate for Such Purpose. Director Ables seconded the motion, and it was carried on the following vote: Ayes: Ables, Hall, Schultz, Zanutto; Noes: None; Abstain: None; Absent: Sasia. Motion passed.

**Item 12. Authorize Staff to Solicit Bids for Remote Mower Purchase**

Mr. Curry stated at the June 19, 2024, Regular Board Meeting, the Board approved the Preliminary Budget for FY 2024-2025. The approved Capital Expenditure Budget included the purchase of a remote-drive mower for recharge area and dam maintenance. Staff would like to move forward with bid solicitation for the purchase of a mower.

The District currently has two regulatory agencies that perform annual inspection at the dam facilities. Antelope and Blackburn dams are inspected by USDA NRCS which was one of the funding agencies for the construction of those facilities. Antelope, Blackburn and J.C. Jacobsen are inspected by DWR-DSOD. Both agencies have their own preferences and regulations for these facilities and DSOD would like the District to do more woody vegetation control at the facilities. Staff has tried a few different approaches to handling this and recently demoed a remote mower at J.C. Jacobsen and it performed well. Staff would like to solicit bids for the purchase of a remote mower and then bring back the bids for consideration by the Board at the August meeting. President Schultz recalled seeing and discussing this mower in the past and there were no further questions.

Director Zanutto moved that the Board authorize Staff to solicit bids for the purchase of the remote mower. President Schultz seconded the motion, and it was carried on the following vote: Ayes: Ables, Hall, Schultz, Zanutto; Noes: None; Abstain: None; Absent: Sasia. Motion passed.

**Item 13. Board of Directors Comments**

President Schultz mentioned the upcoming election and that we have an extremely divided nation and based on recent events that have happened in this world, he reminded everybody to be good humans. He stated it would be nice to have peace and have agencies and people willing to work together, sit down and talk with each other, rather than solve things by violence. Director Hall added the whole reason for democracy is to avoid the need for violence.

**Item 14. Adjourn to Closed Session**

President to reference Closed Session items as presented on Agenda, then Board to adjourn to Closed Session.

- a. In Accordance with Exhibit A Attached hereto, TCCWD v. City of Tehachapi *Et al.*
- b. In Accordance with Exhibit B Attached hereto, DWR v. All Persons Interested in Authorization of WaterFix Revenue Bonds, et al.; DWR v. All Persons Interested In The Matter of the Authorization of Delta Program Revenue Bonds, *Et al.*
- c. In Accordance with Exhibit C Attached hereto, Rosedale-Rio Bravo WSD *Et al.* v. Kern County Water Agency *Et al.*
- d. In Accordance with Exhibit D Attached hereto, City of Tehachapi vs. TCCWD
- e. In Accordance with Exhibit E Attached hereto, City of Tehachapi vs. TCCWD

The Board adjourned to Closed Session at 3:46 p.m.

**Item 15. Return to Open Session**

The Board returned to Open Session at 4:18 p.m.

**Report Action Taken in Closed Session:**

- a. No reportable action.
- b. No reportable action.
- c. No reportable action.
- d. No reportable action.
- e. No reportable action.

**Item 16. Adjournment**

The meeting adjourned at 4:18 p.m. on a motion made by Director Hall, seconded by Director Ables and carried on the following vote: Ayes: Ables, Hall, Schultz, Zanutto; Noes: None; Abstain: None; Absent: Sasia. Motion passed.

  
Robert W. Schultz, Board President

  
Catherine Adams, Board Secretary



**CLOSED SESSION ITEM DESCRIPTIONS**

(Gov. Code § 54954.5)

**A. CONFERENCE WITH REAL PROPERTY NEGOTIATOR (Gov. Code § 54956.8.)**

Description of Property: \_\_\_\_\_  
Proposed District Negotiator: \_\_\_\_\_  
Negotiating Parties: \_\_\_\_\_  
Subject of Conference: \_\_\_\_\_

**B. CONFERENCE WITH LEGAL COUNSEL (Gov. Code § 54956.9.)**

1. Existing Litigation: County of Sacramento Superior Court Case No. Case No. 34-  
2022-80003892  
Name of Case: TCCWD v. City of Tehachapi *Et al.*

2. Anticipated Litigation: \_\_\_\_\_  
Gov. Code § 54956.9 (b): \_\_\_\_\_  
Gov. Code § 54956.9 (c): \_\_\_\_\_

**C. PUBLIC EMPLOYEES (Gov. Code § 54957.)**

1. Appointment: \_\_\_\_\_  
Title: \_\_\_\_\_  
2. Employment: \_\_\_\_\_  
Title: \_\_\_\_\_  
3. Performance Evaluation: \_\_\_\_\_  
Title: \_\_\_\_\_  
4. Discipline/Dismissal/Release: \_\_\_\_\_

**D. CONFERENCE WITH LABOR NEGOTIATOR (Gov. Code § 54957.6.)**

Agency Negotiator: \_\_\_\_\_  
Employee Organization: \_\_\_\_\_  
Unrepresented Employee: \_\_\_\_\_



**CLOSED SESSION ITEM DESCRIPTIONS**

(Gov. Code § 54954.5)

**A. CONFERENCE WITH REAL PROPERTY NEGOTIATOR (Gov. Code § 54956.8.)**

Description of Property: \_\_\_\_\_  
Proposed District Negotiator: \_\_\_\_\_  
Negotiating Parties: \_\_\_\_\_  
Subject of Conference: \_\_\_\_\_

**B. CONFERENCE WITH LEGAL COUNSEL (Gov. Code § 54956.9.)**

1. Existing Litigation: Two Cases  
Names of Cases: DWR v. All Persons Interested in Authorization of WaterFix Revenue Bonds, et al.; DWR v. All Persons Interested In The Matter of the Authorization of Delta Program Revenue Bonds, et al.
2. Anticipated Litigation: \_\_\_\_\_  
Gov. Code § 54956.9 (b): \_\_\_\_\_  
Gov. Code § 54956.9 (c): \_\_\_\_\_

**C. PUBLIC EMPLOYEES (Gov. Code § 54957.)**

1. Appointment: \_\_\_\_\_  
Title: \_\_\_\_\_
2. Employment: \_\_\_\_\_  
Title: \_\_\_\_\_
3. Performance Evaluation: \_\_\_\_\_  
Title: \_\_\_\_\_
4. Discipline/Dismissal/Release: \_\_\_\_\_

**D. CONFERENCE WITH LABOR NEGOTIATOR (Gov. Code § 54957.6.)**

Agency Negotiator: \_\_\_\_\_  
Employee Organization: Not Applicable  
Unrepresented Employee: \_\_\_\_\_



**CLOSED SESSION ITEM DESCRIPTIONS**

(Gov. Code § 54954.5)

A. CONFERENCE WITH REAL PROPERTY NEGOTIATOR (Gov. Code § 54956.8.)

Description of Property: \_\_\_\_\_  
Proposed District Negotiator: \_\_\_\_\_  
Negotiating Parties: \_\_\_\_\_  
Subject of Conference: \_\_\_\_\_

B. CONFERENCE WITH LEGAL COUNSEL (Gov. Code § 54956.9.)

1. Existing Litigation: KCSC No. BCV 21100418 TSC  
Name of Case: Rosedale-Rio Bravo WSD *Et al.* v. Kern County Water Agency  
*Et al.*

2. Anticipated Litigation: \_\_\_\_\_  
Gov. Code § 54956.9 (b): \_\_\_\_\_  
Gov. Code § 54956.9 (c): \_\_\_\_\_

C. PUBLIC EMPLOYEES (Gov. Code § 54957.)

- 1. Appointment: \_\_\_\_\_  
Title: \_\_\_\_\_
- 2. Employment: \_\_\_\_\_  
Title: \_\_\_\_\_
- 3. Performance Evaluation: \_\_\_\_\_  
Title: \_\_\_\_\_
- 4. Discipline/Dismissal/Release: \_\_\_\_\_

D. CONFERENCE WITH LABOR NEGOTIATOR (Gov. Code § 54957.6.)

Agency Negotiator: \_\_\_\_\_  
Employee Organization: \_\_\_\_\_  
Unrepresented Employee: \_\_\_\_\_



**CLOSED SESSION ITEM DESCRIPTIONS**

(Gov. Code § 54954.5)

**A. CONFERENCE WITH REAL PROPERTY NEGOTIATOR (Gov. Code § 54956.8.)**

Description of Property: \_\_\_\_\_  
Proposed District Negotiator: \_\_\_\_\_  
Negotiating Parties: \_\_\_\_\_  
Subject of Conference: \_\_\_\_\_

**B. CONFERENCE WITH LEGAL COUNSEL (Gov. Code § 54956.9.)**

1. Existing Litigation: KCSC Case No. BCV-23-104134  
Names of Cases: City of Tehachapi vs. Tehachapi-Cummings County Water District  
\_\_\_\_\_
2. Anticipated Litigation: \_\_\_\_\_  
Gov. Code § 54956.9 (b): \_\_\_\_\_  
Gov. Code § 54956.9 (c): \_\_\_\_\_

**C. PUBLIC EMPLOYEES (Gov. Code § 54957.)**

1. Appointment: \_\_\_\_\_  
Title: \_\_\_\_\_
2. Employment: \_\_\_\_\_  
Title: \_\_\_\_\_
3. Performance Evaluation: \_\_\_\_\_  
Title: \_\_\_\_\_
4. Discipline/Dismissal/Release: \_\_\_\_\_

**D. CONFERENCE WITH LABOR NEGOTIATOR (Gov. Code § 54957.6.)**

Agency Negotiator: \_\_\_\_\_  
Employee Organization: Not Applicable  
Unrepresented Employee: \_\_\_\_\_



**CLOSED SESSION ITEM DESCRIPTIONS**

(Gov. Code § 54954.5)

**A. CONFERENCE WITH REAL PROPERTY NEGOTIATOR (Gov. Code § 54956.8.)**

Description of Property: \_\_\_\_\_  
Proposed District Negotiator: \_\_\_\_\_  
Negotiating Parties: \_\_\_\_\_  
Subject of Conference: \_\_\_\_\_

**B. CONFERENCE WITH LEGAL COUNSEL (Gov. Code § 54956.9.)**

- 1. Existing Litigation: KCSC Case No. BCV-24-101512  
Names of Cases: City of Tehachapi vs. Tehachapi-Cummings County Water District
- 2. Anticipated Litigation: \_\_\_\_\_  
Gov. Code § 54956.9 (b): \_\_\_\_\_  
Gov. Code § 54956.9 (c): \_\_\_\_\_

**C. PUBLIC EMPLOYEES (Gov. Code § 54957.)**

- 1. Appointment: \_\_\_\_\_  
Title: \_\_\_\_\_
- 2. Employment: \_\_\_\_\_  
Title: \_\_\_\_\_
- 3. Performance Evaluation: \_\_\_\_\_  
Title: \_\_\_\_\_
- 4. Discipline/Dismissal/Release: \_\_\_\_\_

**D. CONFERENCE WITH LABOR NEGOTIATOR (Gov. Code § 54957.6.)**

Agency Negotiator: \_\_\_\_\_  
Employee Organization: Not Applicable  
Unrepresented Employee: \_\_\_\_\_