



# Tehachapi-Cummings County Water District

*Our Water • Our Future*

## Directors:

John M. Ables  
Gerald Davis  
Jonathan Hall  
Joseph B. Sasia  
Robert W. Schultz

## Officers:

Robert W. Schultz, *President*  
Jonathan Hall, *Vice President*  
Thomas P. Neisler, *General Manager*  
Catherine Adams, *Secretary*  
Crystal Sampson, *Treasurer*

## AGENDA

### Special Meeting of the Board of Directors

July 30, 2025 at 12:00 PM

Location: District Office Board Room

Tehachapi-Cummings County Water District, 22901 Banducci Road, Tehachapi, CA 93561

1. Call to Order and Roll Call
2. Announcement: The meeting is being audio recorded, including all Board, Staff, and Public comments.
3. Flag Salute
4. Approval of Agenda
5. Comments by any Party on Items of Interest and Within the Subject Matter Jurisdiction of the Legislative Body
  - a. Public comments may be made:
    - i. In person at location above
    - ii. Via email in advance of meeting to [cadams@tccwd.com](mailto:cadams@tccwd.com)
    - iii. Via US Mail
6. Conduct Workshop to Consider Updates to the District Strategic Plan
7. Board of Directors Comments
8. Closed Session – President to reference Closed Sessions 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, Potential Litigation – One Case
9. Return to Open Session
  - a. Report Action Taken in Closed Session
10. Adjournment

Note: A person with a qualifying disability under the Americans with Disabilities Act of 1990 may request that the District (1) make agendas available in appropriate alternative formats, and (2) provide a disability-related modification or accommodation, including auxiliary aids or services, to participate in any public meeting of the Board of Directors. A request for modification or accommodation shall be made in person, or by telephone, facsimile or written correspondence to the General Manager at the District's office at least seven days before the public meeting for which the modification or accommodation is requested.



**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. 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: \_\_\_\_\_



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Description of Property: \_\_\_\_\_  
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Subject of Conference: \_\_\_\_\_

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

1. Existing Litigation: \_\_\_\_\_  
Name of Case: \_\_\_\_\_  
\_\_\_\_\_

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

**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: \_\_\_\_\_

TEHACHAPI-CUMMINGS COUNTY WATER DISTRICT  
SPECIAL MEETING OF THE BOARD OF DIRECTORS  
July 30, 2025

TOPIC: Conduct Workshop to Consider Updates to the District Strategic Plan

ITEM FOR: Discussion

PURPOSE: Review existing Strategic Plan and determine if updates, revisions or amendments are required

IMPACT: Administration, Operations

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SUBMITTED BY: Tom Neisler

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EXECUTIVE SUMMARY

Our Strategic Plan was adopted in 2019. At that time, the Board directed staff to conduct a biennial review of the plan to ensure it addresses current conditions and Board policies. This workshop will provide direction to staff on any desired revisions and determine whether the plan update needs to be placed on a future agenda for action.

BACKGROUND

The Board adopted our current Strategic Plan in 2019. In accordance with Board direction, the plan was last reviewed and updated in July 2021 and then again in August 2023.

Staff prepared an outline for today's discussion (Attachment A). This is provided as a reference/starting point only. Staff has also updated the Capital Improvement Plan (Attachment B). During the workshop, staff will go through the Strategic Plan, using the outline to prompt discussion items.

This workshop is intended to be a free-flowing discussion. Input is encouraged from all interested parties. The presentation can be paused at any time to entertain questions and comments.

Staff anticipates collating comments and direction received during today's meeting and bringing the conclusions back to the Board for approval and incorporation into the latest version of the Strategic Plan.

FISCAL IMPACT

TBD.

COMMITTEE RECOMMENDATION

None.

RECOMMENDED MOTION

*None. Discussion only.*

ATTACHMENTS

A – Workshop outline

B – Revised Capital Improvement Plan

# ATTACHMENT "A"

## STRATEGIC PLANNING WORKSHOP

### DISCUSSION OUTLINE

July 30, 2025

1. Introduction
  - a. Attendees and Staff
  - b. Update Directors and Officers
    - i. Pictures, dates, staff (org chart Appendix A)
  - c. Review Mission Statement, Core Values and Vision
2. Strategic Planning Process
3. SWOT Analysis
  - a. Section 3 Page 9
  - b. Update picture or replace Human Resources
    - i. Changing conditions/positions
    - ii. Workforce aging update
    - iii. Update picture on Page 10
  - c. Water Supply
    - i. Contracts extended to 2085
    - ii. DCP
      1. Update status and dates
    - iii. RUWMP
      1. Update Board and solicit direction/input
    - iv. Long-term allocation
      1. 2023 DCR and Amendment
        - a. Declining SWP allocation projections
        - b. Additional decline due to subsidence
    - v. Under challenges
      1. Update basin information
    - vi. update future/potential sources
      1. direct and indirect reuse
  - d. Importation System
    - i. Plant description update
    - ii. Natural gas supply status
      1. Future electrification
    - iii. Discuss AMR/SCADA/technology upgrades
    - iv. Pipeline status update
    - v. extraction wells update
  - e. Support Systems
    - i. New facilities
      1. Shop and pp office
    - ii. GIS/CMMS
      1. Training/staff upgrades

## ATTACHMENT "A"

- f. Financial Resources
  - i. Water rate study
  - ii. debt update
- 4. Major Challenges
  - a. HR
    - i. training, adjust roles as advantageous
  - b. Water Supply
    - i. New challenges (climate, reduced allocation)
    - ii. regulations
    - iii. Additional storage in and out of district
  - c. Infrastructure
    - i. Update status
    - ii. 10-year CIP in place
- 5. Capital Improvement Plan
  - a. Discuss updates
    - i.
- 6. Conclusions
  - a. Update org chart Appendix A
  - b. Update CIP Appendix B

## ATTACHMENT "B"



### CAPITAL IMPROVEMENT PLAN SHORT-TERM (1-2 YEARS) FY 2025-2026/FY 2026-2027

07/29/25

Rev. 31

DESCRIPTION	BUDGET	COMMENTS	FY SCHED.
<b>DEPARTMENT 01 - ADMINISTRATION</b>			
Storage Facility	\$ 300,000		25-26
Remodel Small Shop	\$ 50,000		25-26
Water Rate Study	\$ 100,000		25-26
Record Digitization	\$ 20,000	3 years @ \$20,000/year	Ongoing
CMMS	\$ 25,000		26-27
SCE Charge Ready - EV Charging Infrastructure Prog.		\$100k - Not correct projet for TCCWD	23-24
<b>ADMINISTRATION SUB-TOTAL</b>	<b>\$ 495,000</b>		
<b>DEPARTMENT 02 - PIPELINE</b>			
Cathodic Protection Survey/Study/Installation	\$ 20,000		25-26
Lake Road Repairs (annual)	\$ 20,000		25-26
Bulk Purchase of 8" Backflows (Qty. 6)	\$ 90,000		25-26
Pipeline Inspection	\$ 200,000		25-26
Backhoe - Tier 4 - Extendable Boom 116+HP	\$ 300,000		25-26
Service Body Truck	\$ 120,000		26-27
Cummings Valley Mainline Repair	\$ 200,000		26-27
Crawler Tractor		\$200k - Need not present	24-25
WRMWSD inter-tie		\$125k - Need not present	TBD
<b>PIPELINE SUB-TOTAL</b>	<b>\$ 950,000</b>		
<b>DEPARTMENT 03 - PUMPING SYSTEMS</b>			
PP Road Base (annual)	\$ 20,000		25-26
High Press. Discharge Valve Replacements	\$ 160,000	4/year for 3 years	25-26
PP1 Sand Media Filter Replacement	\$ 20,000		25-26
Spare 1706 Parts - PP4	\$ 75,000		25-26
Pump Repairs (annual)	\$ 90,000		25-26
Right Angle Gear Box Repairs	\$ 30,000		25-26
STS Tank Maintenance	\$ 232,850		25-26/26-27
PP4 Generator and Trans. Switch Repl. (installation)	\$ 20,000		25-26
New Hub Puller	\$ 15,000		25-26
PP4 Drainage Improvements	\$ 25,000		25-26
Replacement Emissions Analyzer	\$ 15,000		25-26
New 7-Stage Pump	\$ 120,000		26-27
SCADA upgrade	\$ 200,000	in conjunction with engine project	26-27
Security system upgrades		\$50k - Need not present	24-25
<b>PUMPING SUB-TOTAL</b>	<b>\$ 1,022,850</b>		
<b>SHORT-TERM CIP TOTAL</b>	<b>\$ 2,467,850</b>		

Projects Added since 2023 CIP

Projects Deleted or Completed since 2023 CIP

Projects Carried Over from 2023 CIP



## CAPITAL IMPROVEMENT PLAN

### MID-TERM (3-5 YEARS) FY 2027-2028 /2028-2029/2029-2030

PRIORITY	DESCRIPTION	BUDGET	COMMENTS	FY SCHED.
<b>DEPARTMENT 01 - ADMINISTRATION</b>				
	Vehicles	\$ 240,000	1/year for 3 years	ONGOING
	Brite Lake access road paving	\$ 300,000		27-28
	HVAC system replacement	\$ 100,000	front of main bldg	27-28
	Budgeting Software	\$ 50,000		27-28
	Boardroom Video System	\$ 50,000		27-28
	Cummings Basin Groundwater Model	\$ 200,000		28-29
	<del>Stormwater Capture Planning/Implement.</del>	<del>\$ 100,000</del>		<del>25-26</del>
	<del>Vehicle data logging</del>	<del>\$ 20,000</del>		<del>25-26</del>
<b>DEPARTMENT 02 - PIPELINE</b>				
	Cummings Valley loop line completion	\$ 2,000,000	grant?	TBD
	Benz Well Rehabilitation	\$ 150,000		27-28
	Tehachapi Wells inspections	\$ 20,000		27-28
	Pipeline Inspection	\$ 500,000		TBD
	<del>Fairview Loop Line Replacement</del>	<del>\$ 1,500,000</del>		<del>25-26</del>
<b>DEPARTMENT 03 - PUMPING SYSTEMS</b>				
	7 stage pumps	\$ 80,000	0.5/yr	ONGOING
	Fiber optic cable replacement	\$ 450,000	PP 2 to CoGen (service life exist)	28-29
	Tank maintenance and repair service	\$ 300,000	3 years	Ongoing
	Radio Comm. Oak Creek Tank to PP5	\$ 50,000		28-29
	500 HP Motor Installation at PP4 (2)	\$ 1,500,000		28-29
	PP Fencing	\$ 100,000	PP 1-4	27-28
	Surge Tank replacement	\$ 80,000	PP 1-3	27-28
	Air tanks replacement	\$ 100,000	PP 2/3	28-29
	Cummings Valley extraction well	\$ 750,000		27-28
	PP1 Engine Overhauls	\$ 1,200,000		28-29
	PP3 Top-End Rebuilds	\$ 220,000		28-29/29-30
	<del>Pump cylinders (cans)</del>	<del>\$ 250,000</del>	<del>PP 1-3</del>	<del>25-26</del>
	<del>Interior Insulation Removal - PP1</del>		<del>\$30k - Need not present</del>	<del>25-26</del>
	<del>Engineering to develop a safe pump removal process</del>		<del>\$100k - Need not present</del>	<del>25-26</del>
	<b>MID-TERM CIP TOTAL</b>	<b>\$ 10,310,000</b>		

Projects Added since 2023 CIP  
 Projects Deleted or Completed since 2023 CIP  
 Projects Carried Over from 2023 CIP



**CAPITAL IMPROVEMENT PLAN**

**COMPLETED**

PRIORITY	G/L #	DESCRIPTION	BUDGET	FYE Actual \$	COMMENTS	COMPL	FY COMP
<b>DEPARTMENT 01 - ADMINISTRATION</b>							
	70-01-50455	Office computer server	\$ 10,000	\$ 6,127	upgrade hardware and software	Y	18-19
	70-01-50458	GIS development	\$ 30,000	\$ 43,680	maintenance ongoing budget exp.	Y	18-19
	70-01-50455	GPS data collectors	\$ 30,000	\$ 27,762		Y	18-19
	70-01-50456	Front office reconfigure	\$ 5,000	\$ 8,564		Y	18-19
	70-01-50456	Exterior painting	\$ 20,000	\$ 18,383		Y	18-19
	70-01-50455	Shop work stations, storage, equip, tools	\$ 4,985	\$ 5,015		Y	19-20
	n/a	Warehouse restroom	\$ -	\$ -	removed from plan, staff request	N	19-20
	70-01-50456	Audio system Board Room	\$ 49,908	\$ 5,015		Y	19-20
	70-01-50458	CMMS Software	\$ 20,000	\$ 15,000	ongoing project	Y	19-20
	70-01-50466	SOP's and O&M Manual	\$ 20,000	\$ -	ongoing project	Y	19-20
	70-01-50482	Tehachapi Basin Groundwater Model	\$ 100,000	\$ -		Y	19-20
	n/a	Digital records transfer	\$ -	\$ -	removed from plan, staff to complete	N	N/A
	70-01-50456-01	Office HVAC Duct Work	\$ 6,000	\$ 6,800	Split for Control Room	Y	20-21
	n/a	Warehouse restroom	\$ -	\$ -	deleted as not desired by staff	N	20-21
	70-01-50456-03	Front office reconfiguration	\$ 25,000	\$ 22,071		Y	20-21
	70-01-50458-01	Inventory management system	\$ 20,000	\$ 13,950	Phase 2	Y	20-21
	n/a	SOP's and O&M Manual	\$ -	\$ -	removed from plan, staff to complete	N	21-22
	70-01-50469-00	Urban Wtr Mngt Plan	\$ -	\$ 15,788			
	70-01-50482-00	Groundwater Studies	\$ 50,000	\$ 79,549			
	70-01-50456-04	Covered Storage Area	\$ 90,000	\$ 89,050		Y	21-22
	70-03-50466-00	Electrification Study	\$ 50,000.00	\$ 33,000.00		Y	22-23
	70-01-5045501	CalOES Generator Project	\$ 175,000.00	\$ 164,884.00		Y	23-24
	70-01-50456-05	Automte Compund Gate	\$ 40,000.00	\$ 38,980.00		Y	23-24
	70-01-50456-07	Office Ladder Cages	\$ 20,000.00	\$ 8,683.00		Y	23-24
	70-01-50455-02	Office Furniture	\$ 20,000.00	\$ 18,684.00		Y	24-25
		<b>ADMINISTRATION SUB-TOTAL</b>	<b>\$ 785,893</b>	<b>\$ 620,983</b>			
<b>DEPARTMENT 02 - PIPELINE</b>							
	70-02-50451	Pipeline Truck - 1 ton SRW Diesel w/ svc bed	\$ 55,000	\$ 53,877		Y	18-19
	70-02-50451	Pipeline Truck - Superintendent	\$ 35,000	\$ 39,622		Y	18-19
	70-02-50487	Pipeline to gravel pit recharge	\$ 20,000	\$ 26,328		Y	18-19
	70-02-50455	Pipeline locator	\$ 7,000	\$ 7,330		Y	18-19
	70-02-50422	Pump plant road base/surfacing	\$ 10,000	\$ 9,583	ongoing project	Y	18-19
	70-02-50431	Security Gates/flood control dam roads	\$ 20,000	\$ 4,913		Y	19-20
	70-02-50447	Cogen building repairs	\$ 25,000	\$ 6,660		Y	19-20
	70-02-50457	Fencing Office wells and Antelope Dam	\$ 20,000	\$ 19,943		Y	19-20
	70-02-50457	Dedicated Sample Stations	\$ 6,000	\$ 6,067		Y	19-20
	70-02-50422-01	Pump Plant Road Agg Base & Drains	\$ 12,000	\$ 11,500	Ongoing maintenance	Y	20-21
	70-02-50445-00	30" Lake Mag Meter	\$ 15,000	\$ 13,904		Y	20-21
	70-02-50452-01	Parking lot repair/slurry seal	\$ 60,000	\$ 55,822	carryover	Y	20-21
	70-02-50455-01	Vibrating Compactor	\$ 6,000	\$ 3,579	diesel	Y	20-21
	70-02-50456-01	Bulk Storage Bins	\$ 15,000	\$ 11,996	Storage for Agg base, sand, fill	Y	20-21
	70-02-50485-01	Well Motor Protection (2 sites)	\$ 75,000	\$ 69,476	lightning/dirty power prot.	Y	20-21
	70-02-50485-02	Groundwater Extraction Enhancement	\$ 125,000	\$ 128,063	explore various options	Y	20-21
	n/a	19 Ac. Recharge fine grading	\$ 75,000	\$ -	removed from plan, staff to complete	N	20-21
	n/a	Surfacing around PP 5 and Oak Creek Tank	\$ 10,000	\$ -	removed from plan, staff request	N	20-21
	70-02-50446-02	Master meter vault	\$ 10,000	\$ 3,245		Y	21-22
	70-02-50485-01	Well Motor Protection (Benz well)	\$ 35,000	\$ 51,230		Y	22-23
	70-02-50431-00	Repair Lake/Cogen Road	\$ 20,000	\$ 20,000	Ongoing/Annual	Y	21-22
	70-02-50422-02	Brite Lake Fencing Repair	\$ 100,000	\$ 100,540		Y	22-23
	70-02-50422-03	Replace damaged gates flood control channel	\$ 10,000	\$ 8,700		Y	21-22



70-03-50445-00	14" ClaVal + 14" Mag Meter	\$ 55,000	\$ 53,135	PP 4	Y	20-21
70-03-50448-01	Tank maintenance contract	\$ 160,000	\$ 159,270	ongoing project	Y	20-21
70-03-50411-01	Split Design Discharge Heads (1)	\$ 40,000	\$ 41,023		Y	21-22
70-03-50412-02	Shipping containers - storage w/ shelving	\$ 20,000	\$ 18,997	PP's 2-4	Y	21-22
70-03-50416-01	Pump repairs	\$ 50,000	\$ 53,062	Ongoing/Annual	Y	21-22
70-03-50416-04	Right Angle Drive repairs	\$ 75,000	\$ 75,616	Ongoing/Annual	Y	21-22
70-03-50455-03	Air compressors	\$ 55,000	\$ 54,243	PP1	Y	22-23
70-03-50412-03	Replace stand-by generator	\$ 50,000	\$ 48,753	PP1	Y	22-23
70-03-50412-04	Platform safety improvements	\$ 20,000	\$ 19,858	PP1	Y	21-22
70-03-50412-05	Sufacing PP compounds	\$ 10,000	\$ 9,750		Y	21-22
70-03-50412-00	Pump Station Painting/Exterior repairs	\$ 100,000	\$ 93,930		Y	21-22
70-03-50456-01	Limitorque actuator & 24" valve	\$ 35,000	\$ 52,130	at COGEN Building	Y	21-22
70-03-50456-02	Facility upgrades	\$ 30,000	\$ 25,676	PP5	Y	21-22
70-03-50411-00	7-stage pump	\$ 80,000	\$ 79,672		Y	21-22
70-03-50448-01	Tank maintenance and repair service	\$ 220,000	\$ 219,749	Ongoing/Annual	Y	21-22
70-03-50448-01	Tank maintenance and repair service	\$ 70,000	\$ 66,000	Ongoing/Annual	Y	22-23
70-03-50412-07	Clean/Inspect Heat Exchangers (8)	\$ 30,000	\$ 31,871		Y	23-24
70-03-50413-04	AMP/SCADA 1st Phase	\$ 20,000	\$ 11,927		Y	23-24
70-03-50415-03	PP1 Engines 2/4 Top End Rebuilds	\$ 150,000	\$ 149,744		Y	23-24
70-03-50416-07	PP4 Pump Couplings	\$ 35,000	\$ 24,621		Y	23-24
70-03-50448-01	STS Tank Maintenance	\$ 101,820	\$ 101,820		Y	23-24
70-03-50451-01	Service Body Truck With Crane	\$ 125,000	\$ 125,958		Y	23-24
70-03-50451-02	Replace PP Supervisor Truck	\$ 60,000	\$ 62,439		Y	23-34
70-03-50455-02	PP2 Generator/Transfer Switch (installation)	\$ 10,000	\$ 24,194		Y	23-24
70-03-50455-04	PP3 Generator/Transfer Switch (purchase)	\$ 60,000	\$ 50,960		Y	23-24
70-03-50455-05	PP3 Sand Media Filtration Skid	\$ 20,000	\$ 17,212		Y	23-24
70-03-50455-06	Laser Alignment Tool and Training	\$ 20,000	\$ 22,059		Y	23-24
70-03-50456-03	Cogen Exterior Improvements	\$ 10,000	\$ 9,402		Y	23-24
70-03-50456-04	Replace PP Building Roof Louvers	\$ 32,000	\$ 25,237		Y	23-24
70-03-50411-00	7-Stage Pump	\$ 120,000	\$ 115,279		Y	24-25
70-03-50411-02	3 Stage Pump	\$ 60,000	\$ 62,721		Y	24-25
70-03-50413-05	Office/SCADA Network Segregation	\$ 30,000	\$ 32,344		Y	24-25
70-03-50416-01	Pump Repairs	\$ 90,000	\$ 99,396		Y	24-25
70-03-50416-04	Right Angle Gearbox Repairs	\$ 30,000	\$ 17,685		Y	24-25
70-03-50448-01	STS Tank Maintenance	\$ 70,000	\$ 70,000		Y	24-25
70-03-50455-04	PP3 Generator/Transfer Switch (installation)	\$ 10,000	\$ 23,038		Y	24-25
70-03-50455-05	PP2 Sand Media Filter Replacement	\$ 20,000	\$ 14,073		Y	24-25
70-03-50455-07	PP4 Generator/Transfer Swtch (purchase)	\$ 50,000	\$ 56,022		Y	24-25
	<b>PUMPING SUB-TOTAL</b>	<b>\$ 4,471,692</b>	<b>\$ 4,438,219</b>			
<b>PROP 1 - GRANT PROJECT</b>						
84-00-50486-00	Cummings Basin Westerly Recharge Project	\$ 1,000,000	\$ 1,076,379	\$350,000 grant funding	Y	20-21
	<b>SHORT-TERM CIP TOTAL</b>	<b>\$ 8,111,585</b>	<b>\$ 7,843,224</b>			