

MINUTES

TEHACHAPI-CUMMINGS COUNTY WATER DISTRICT  
REGULAR MEETING OF THE BOARD OF DIRECTORS  
January 20, 2021 3:00 P.M.  
22901 Banducci Road, Tehachapi, CA 93561

ANNOUNCEMENT: THIS MEETING IS BEING CONDUCTED VIA TELECONFERENCE AS AUTHORIZED BY GOVERNOR GAVIN NEWSOM'S EXECUTIVE ORDER N-25-20. DIRECTORS AND THE PUBLIC WILL HAVE THE OPTION OF ATTENDING VIA THE ZOOM MEETING APP. THE MEETING ID IS 849-5166-9743. THE PASSWORD IS 0120RBM. NO PHYSICAL MEETING IS SCHEDULED AT THE DISTRICT BOARDROOM, 22901 BANDUCCI ROAD, TEHACHAPI, CA 93561.

- Item 1. Call to Order and Roll Call**  
**Directors Present:** Cassil (remote), Hall (remote), Pack (remote), Schultz (remote), Zanutto (remote)  
**Legal Counsel:** Robert Kuhs (remote)  
**Staff in Attendance:** Catherine Adams (in person), Jon Curry (remote), LaMinda Madenwald (remote) and Tom Neisler (in person)
- 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 Director Zanutto.
- Item 4. Approval of Agenda**  
Director Pack moved to approve the Agenda. Director Cassil seconded the motion and it was carried on the following vote: Ayes: Cassil, Hall, Pack, Schultz, Zanutto; Noes: None; Abstain: None; Absent: None.
- Item 5. Comments by any Party on Items of Interest and Within the Subject Matter Jurisdiction of the Legislative Body**  
There were no comments.
- 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 December 16, 2020
  - 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. No items were removed.

Director Hall moved to approve the Consent Calendar. Director Pack seconded the motion and it was carried on the following vote: Ayes: Cassil, Hall, Pack, Schultz, Zanutto; Noes: None; Abstain: None; Absent: None.

**Item 7. General Manager's Report**

Mr. Neisler reported on the following matters:

-The picture shows the finished fence at the Cummings Basin Westerly Recharge Project. The facility is virtually complete, and Mr. Curry will give more details during his report. Now we need some water to put in these beautiful new ponds. He extended an invitation to the Board to tour the new facility. Please contact him and he will arrange for individual tours to maintain COVID safety compliance.

-He discussed current weather conditions and the lack of rain.

-The office remains closed due to COVID restrictions but service to customers remains uninterrupted and accommodations are made when necessary.

-The Table A Allocation remains at 10%. The next State Water Operations meeting is this coming Monday whereby they will discuss the latest modeling and the forecast moving forward. At the January Member Unit Managers meeting, the Design and Construction Authority (DCA) hosted a presentation on a new alternate approach to the outlet of the Delta Conveyance Project (DCP) into the State Water Project (SWP). It is called the Bethany Alternative and it increases the size of the pumping plant and the length of the tunnel, so it avoids the new Clifton Court Forebay. It is about half a billion dollars cheaper than the other two alternatives that were presented, and the work can be done concurrently with some of the tunneling work and shorten the construction schedule for the project. He wanted to point this out to highlight that the DCA is working hard and thinking about alternatives that can save time and money.

-We have received the supplemental bill from the Kern County Water Agency (KCWA) for the first installment of the DCP charges. Originally, KCWA indicated that the first installment would be added to the July bill however, they added it to the January bill. A check has been issued for \$180,476 as this is exactly what was anticipated and the Board has approved, it is just being paid in January rather than July.

-The main pipeline is out of service for scheduled repairs. Mr. Curry will give more details in his report. Staff presented a detailed schedule for approval prior to planning the shutdown and ensured they had needed materials. It is very encouraging to see this project running smoothly. Ultimately, this will provide a better service for our customers.

- Currently, there is not enough water in the lake to accommodate any significant demand. As soon as the mainline is operational again, the plan is to start operating extraction wells in Tehachapi to get water into the system. It's necessary to utilize this system flexibility given the very low SWP allocation and no significant precipitation in the forecast.

-The 2020 final price for Natural Gas was \$2.63/mmbtu, in 2019 it was \$3.23/mmbtu, and in 2018 it was \$3.13/mmbtu. One of the reasons the cost was lower in 2020 was because a lot less water was pumped than in the previous two years. With the allocation varying by year, the District's approach is to purchase approximately half the needed gas supply in advance. This eliminates the risk of committing to purchasing more gas than can be used. The rest of the needed supply is then purchased in the year it's being used, typically at a higher price. The District's Natural Gas prices are stable.

-Staff continues to work on the data requirements for the Regional Urban Water Management Plan (RUWMP). The deadline to submit the data to AECOM is mid-February. We had contracted with GSI, the successor practice to Fugro, to look at the Native Safe Yield (NSY) for the Tehachapi Basin in conjunction with a significant amount of work they were doing for the City of Tehachapi to update the model for the City's IPR project. We partnered with the City and Golden Hills for this update. With the original Adjudication in 1972, the NSY was set at 5,500 AF per year. The model was last updated in 2009 and the recommendation at that time was that the NSY not be adjusted. There was a technical memo distributed recently that indicated there was no compelling reason to adjust the NSY, so no changes are anticipated. That is good news.

-Cal-OSHA has a new requirement for a COVID Prevention Program (CPP) and Ms. Madenwald and Mr. Curry have worked diligently to put this policy together. It has been implemented and training was scheduled for yesterday, however, it had to be postponed until tomorrow due to the power outage. The Cal-OSHA regulation requires reporting when there are at least 3 workplace COVID-19 cases within

a 14 day period. The District continues to take positive steps to combat COVID and there have been no COVID cases to date.

-He included a Brite Lake chart that shows readings over the last five years and discussed the levels in 2020 versus prior years. The lake level was lower at the end of 2020 than it was during the end of the 2016 drought year and is lower than it has been at any point in the last five years, thus the need to start up the wells. He will report more on this next month. He reviewed the other charts highlighting that we are only at 48% of average YTD for snow water content statewide.

-The last attachment to the Staff Report is a schedule of 2021 Board Meetings and Holiday Office Closures.

President Schultz inquired as to why the lake level has dropped so early and wondered if that correlated with the engine failure. Mr. Neisler explained that there was no loss in production with the engine failure because every plant has a backup engine so Plant 3's was utilized. The drop in the lake level was due to demand and you can see that when demand fell off, it was able to recover a little prior to the third engines being shut off. It is going to be very difficult to meet demand this year. He hopes to start the wells not later than February 1<sup>st</sup>.

**Item 8. Operation Manager's Report**

Mr. Curry reported on the following matters:

-The District received a \$4,316.38 payment from Farmers Insurance for the damage to the mainline air vent caused by the vehicle accident on Tehachapi Willow Springs Road.

-The Annual Report to the California Department of Fish and Wildlife for the Streambed Alteration Permit has been completed and submitted. It details the District's completed maintenance activities for 2020 and the plans for 2021. He thanked Graysen Oldham, Pipeline Supervisor, for his efforts in completing majority of this report.

-The damaged engine from Plant 3 has been removed and is staged at the yard along with another block and crank that will be used for core exchange credit on the replacement engine. Due to a failed inspection of the crank on the replacement engine at Sinor Engine Co., it has been delayed in shipping. It should be back the first week of February and the reinstallation process will begin.

-The Brite Lake data from January 15, 2021 was elevation 4,343.6', volume 562.3 AF, and level 17.6'. All wells were shut down with the exception of the City's Snyder Well which will be shut down on January 19<sup>th</sup> for the mainline repair project. All recharges are currently shut down.

-Staff is performing a mainline shutdown from January 19<sup>th</sup>- 29<sup>th</sup> in the Cummings, Brite and Tehachapi Basins. This will allow Operations Staff to perform needed maintenance such as replacement/installation of turnout isolation valves and leak repairs. Yesterday the 30" Lake Meter was replaced and both departments did a great job of getting the old meter out and the new one installed. Today at Pump Plant 4, they installed the new 14" CLA-VAL with all stainless internals so it should provide a long service life.

-The Pumping Systems Department repaired the suction drum at Pump Plant 1. During the installation of a new 10" isolation valve, new flanges were installed because significant corrosion was discovered on the old flange surfaces. Two new split-design discharge heads will be installed at Pump Plant 1 on engines 2 and 3, and this will allow for more adjustment in the alignment process.

-The Pipeline Department re-installed the Master Meter outside of Pump Plant 1, replaced a failed blowoff between the aqueduct and Pump Plant 1, and slabs were poured at the Lake Meter vault, Dennison Well, and CBWRP for the new control panel shelters.

-Superior Tank is underway with maintenance contract items for this year. The tank at Pump Plant 3 has been sandblasted, patched in trouble spots, and recoated. A new cleanout hatch was installed to allow for better maintenance in the future.

- Operations Assistant, Curtis Hilliker, has been busy capturing data for our GIS program and the attached screenshot shows all the new points in pink that he has been able to capture in the last 45 days. He adds photos and reference data for better accuracy for everyone using the program.
- Staff is beginning to compile data to comply with the new California Air Resources Board (CARB) One-Time Reporting Requirement for on-road District vehicles. The report covers fuel type, average miles driven and uses for all vehicles that are rated ¾ ton and higher.

Director Zanutto commented he is happy to see the Superior Tank contract working well and the tanks look like new. He inquired as to the minimal costs for Safety Meeting snacks on the Credit Card Statement. Mr. Curry explained that it goes in cycles because he can buy the dry goods in bulk, such as breakfast bars, so then he is only purchasing fruit for a few meetings before he has to purchase dry goods again. Director Zanutto thanked the District for the sweatshirts that were distributed at Christmas.

Director Cassil commented that she appreciates shelters and fencing being built to protect the control panels and feels that is an excellent policy. Mr. Curry thanked her and added they feel if the District is going to invest the money in the materials and labor to install those, they should be protected.

**Item 9. Approve Mid-Year Amended Budget FY 2020-21**

Ms. Madenwald stated this item is to review the work that was done by Staff and the Ad-Hoc Budget Committee to make any necessary amendments to the current budget. The budget was amended due to unforeseen changes to operations since the adoption of the final budget. The amended budget presented is balanced and the General Fund Operating budget has a surplus of \$76,800 to be added to Reserves. She gave an overview of the amendments as follows; the General Fund (70) increased \$75,000 in expenditures, the State Payment Fund (82) increased \$500,000 in revenues and decreased \$231,940 in expenditures, and the Prop-1 IRWM Grant Fund (84) increased \$350,000 in expenditures. She reviewed the attached detailed summary of the recommended changes by account.

Mr. Neisler presented the details of the Capital Improvement Budget. Under the Administration section, there is a \$20,000 increase to the storage facility behind the warehouse. This facility is to house fluid and lubricant drums, and gas cylinders. The increase in cost is to add a covered pipe rack to store pipe out of the sun. Under the Pipeline section, there is a removal of \$75,000 for fine grading work at the 19 Acre Recharge Ponds (not the newly constructed ponds). The item was originally added with the intent of negotiating the work with the contractor who was awarded the Cummings Basin Westerly Recharge Project (CBWRP) with the hopes that once equipment was mobilized here, the work could be done expediently. The CBWRP was awarded to Granite Construction and they did provide a quote to do the fine grading work. Their quote was more than \$75,000 but Mr. Neisler felt they could have negotiated a mutually acceptable price, however, by the time they had provided that quote, the CBWRP was a few months underway and he was dissatisfied so much with the work and the battles, that he wasn't interested in expanding their scope of work. Under the Pumping section, the \$25,000 insurance deductible for the engine failure was added. Under the Prop-1 Grant Fund, additional funds were added for the CBWRP for cost overruns. We are still negotiating a Change Order on the project and waiting for Edison to energize the panel so the project can be fully commissioned. The cumulative impact on the budget was minimal.

Director Zanutto commented that the Capital Improvement Project list is something that he references when looking at how the District is performing. We are mid-year in the budget and there were 29 projects planned, 14 of those have been completed, 12 are in progress, and 3 not started. This is a good percentage for the middle of the year and commended all the staff for doing a great job. It's good to see

these projects getting accomplished when they have been budgeted for. President Schultz felt those were excellent points.

Director Zanutto moved to approve the Amended Budget for FY 2020-21 and thereby adopt Resolution 01-21. President Schultz seconded the motion and it was carried on the following vote: Ayes: Cassil, Hall, Pack, Schultz, Zanutto; Noes: None; Abstain: None; Absent: None.

**Item 10. Approve Procedures for Administering Cummings Basin Amended and Restated Judgment**

Mr. Neisler announced that Legal Counsel, Robert Kuhs, is available on the phone if there are any questions. On January 5, 2021, Kern County Superior Court issued the order granting the Motion for Order Amended and Restating the Judgment and Adopting the Physical Solution and the Request for Court Judgment in the case of Tehachapi-Cummings County Water District vs. Frank Armstrong, et al. more commonly known at the Cummings Valley Amended and Restated Judgment (ARJ). There was no opposition filed with the court and the Judge had no trouble granting the motion during the hearing. The amended judgment will go into effect calendar year 2022, and Section 15.a., states that the Watermaster shall establish written rules for administration and operation of the basin. The excerpt from the ARJ is attached to the Staff Report and the entire document is on the website. There will be more comments on the status under Item 12 of today's Agenda. This item is for the Board to provide direction to Staff to proceed with the preparation of the required rules. Staff and Counsel will prepare a draft document along with associated forms, and present these to the Board for review and comment. Once they are acceptable, they will be adopted by the Board, then put into effect for calendar year 2022 implementation. Staff has been gathering templates and boiler plate information from existing adjudication documents to help in developing those for the ARJ.

President Schultz suggested the Cummings Basin Adjudication Ad-Hoc Committee may be able to provide some review and input throughout this process. Mr. Neisler thought that was an excellent idea.

President Schultz moved that Staff be directed to draft Watermaster Rules and Regulations in accordance with the Cummings Basin Amended and Restated Judgment and Physical Solution. Director Cassil seconded the motion and it was carried on the following vote: Ayes: Cassil, Hall, Pack, Schultz, Zanutto; Noes: None; Abstain: None; Absent: None.

**Item 11. Update on Cummings Valley Amended and Restated Judgment**

Mr. Neisler presented that since the last Board meeting, significant progress has been made. The Court granted the Motion as previously stated, the Amended and Restated Judgment (ARJ) was approved and is in effect, it has been posted on the website, and a Press Release has been submitted to Tehachapi News and The Loop newspapers. A copy is attached to the Staff Report and follow up conversations have been made with both newspapers and he anticipates coverage of this. Legal Counsel will record the judgment document with the County Recorder so that as properties change hands or new wells are drilled, those successors are made aware of the requirements of the judgment. The Board provided direction, under the previous item, for preparing the rules and regulations for administering the judgment. This item is not on the Agenda for Closed Session and this will be the first time since June 2017.

Director Zanutto thanked Mr. Kuhs for all the work he put into this, his wordsmithing, and for being on top of it throughout the long process. It shows that he and his staff did a great job preparing the judgment as nothing was kicked back when it went to court. Mr. Kuhs appreciated the comment and the support from the Board. He stated this was a team effort; John Martin and Tom Neisler spent a considerable amount of time on this and many Directors helped solve problems along the way.

Director Cassil commented that back in the late 1980s and early 1990s while she was a Board member at GHCS, she attended many of the TCCWD Board meetings and she could see that this District was

struggling with this problem even back then. She is very grateful to see this resolved now and thanked everyone, Directors included, for getting where we are today.

President Schultz commented he has been on both sides of the fence on this topic, and he feels that although it took a long time to complete, that was beneficial because it brought all parties to the table. He feels that now there is a judgment that is going to last a very long time. He appreciates all the hard work from everyone and all the heartache that many people went through. No one party won; there was a true compromise between all parties.

Director Zanutto asked at what stage will meters be purchased, and installations start up. Mr. Neisler responded the deadline to do that is January 1, 2025 so he anticipates they will begin to order a supply of meters shortly and develop a plan for starting installations.

**Item 12. Update on Cummings Basin Westerly Recharge Project**

Mr. Neisler stated the project is virtually complete. The electric controls need tested and Staff is still working on an outstanding Change Order. Once those are complete, the engineer will prepare the Notice of Completion form and he anticipates bringing that to the February Board meeting for approval. It will then be recorded, and if no claims are filed within 35 days of the recording, the District will release retention. The warranty commences upon filing the Notice of Completion. The original contract completion date was December 23, 2020; some of the delays were outside the control of the contractor while others were not, but it is his desire to work with the contractor to get these outstanding items completed rather than punishing them with liquidated damages. He expects a closing Change Order adjusting the contract completion date.

DWR and Buena Vista Water Storage District have both signed the grant agreement, so it is finally in place. Ms. Madenwald is preparing the first invoice and there should only be two pay applications for this grant. The amount of staff time that remains to be dedicated to the project is minimal. This project is almost done so this item will no longer be an ongoing Agenda item.

**Item 13. Board of Directors Comments**

Director Zanutto inquired how to view thumbnails on his agenda package and President Schultz provided assistance.

President Schultz commented that it is very difficult to participate in this Zoom meeting with just one device. It's hard to follow along through the packet and see the meeting unless you have another screen somewhere. This may be something we need to address if we continue to have Zoom meetings; if we go back to normal meetings, there will be no problem. He has found that using a mouse can be helpful rather than the touch screen and mentioned he will try to put together something on what he has found to be helpful when using the device.

Director Hall commented that he is very pleased that the Amended and Restated Judgment has been accomplished and that the allocation and water rights are now firm. He added that when he uses the device for the Zoom meetings, he sets up 3 open applications so he can flip back and forth through the documents and it works well. He thinks another screen would be helpful, but it can be done on the device as he has been using just the device for the meetings since it was distributed. He mentioned that his wife's office now has a rapid COVID testing machine, so those services are now available. The cost is \$100, and her office also has vaccinations available for those that qualify.

Director Cassil asked for a status update on the construction water being provided to the Walmart property and an update on what has transpired out of the development projects in the city that were requesting irrigation water from TCCWD. Mr. Neisler responded that the only construction water in the

Walmart development area that is being currently used is for the Credit Union project. They do have a construction water meter and are using a very small amount of water for dust control and this was the same scenario when Panda Express was built. That is a demand that we typically meet throughout the city. The City of Tehachapi sends developers to us for construction water as it is better to use non-potable water for this use than the City's potable water. The quantity is low and there is not a significant impact on the system from that. With regards to the housing developments in the city, there are two in the works. The Address is a 240 lot subdivision development at the northeast corner of the intersection of Tucker and Highline. The City has approved this project and the developer committed to turning over the water rights he owns to the City to service that project. Those water rights will service about two-thirds of the demand of that project and based on that assertion, TCCWD did not oppose the project. All the water will be supplied by the City, but the expectation is that this will result in use beyond the City's native allocation (around 40 acre feet more), subsequently, TCCWD will replenish that usage through recharging imported water in the basin at the City's expense. The other development is Sage Ranch with around 1,000 lots. Staff is still very activity discussing that project with the City. In April of 2020, TCCWD submitted 4 pages of comments on the water supply assessment and those continue to be discussed but resolution has not occurred yet. The City has indicated those issues will be resolved. The statements made by the project developer regarding the source of irrigation water do not match the understanding of the Watermaster. TCCWD has not committed to anything with respect to that project at this time. Director Cassil inquired as to what role the Board should play in this. Mr. Neisler stated the Board passed a 10-year Term M&I Agreement with the City and it is evergreen, so the contract under which TCCWD cooperates with the City for water supply is already in effect. His assertion to the City has been that TCCWD cannot meet a fixed demand for 1,000 residential units with a variable water supply. At a Staff level, TCCWD and the City are negotiating through exactly what that means at this time. He tried to think of an avenue by which the Board could take authoritative action with respect to this situation. Director Cassil clarified she was just asking for better understanding, she was not trying to suggest that the Board needs to get involved. Mr. Neisler added that TCCWD does not have a land planning, regulatory role and frankly we don't desire it. However, this District serves as the Watermaster for the Adjudicated Tehachapi Basin, and the General Manager has been appointed the Chief Executive Officer of the Watermaster. Any decision the General Manager makes is subject to appeal by the Board and at that point, the Board would have a role in approving dedication of resources to this or any other project. This project is of much larger scale than anything else TCCWD has contemplated. The City currently has about 3,000 connections so the project plans to increase that by one third and that is a concern for the Watermaster. Director Cassil mentioned her concern is that the City is not the only agency using water in the basin and it appears that we are going into another drought year, so it is concerning hearing that they plan to use so much water. She thanked Mr. Neisler for the helpful information and agrees with the current process of having the General Manager handle negotiations at this stage.

Director Cassil inquired about the Form 700, Statement of Economic Interest requirement for this year. Ms. Adams stated the deadline to turn in those forms is April 1<sup>st</sup>, so she will be mailing out a packet at the end of February that includes a blank copy of the form, a cover letter with instructions, and copy of the prior form submitted. The form, with an original signature, needs returned to the office either via the mail or hand delivery since we are still not having in-person meetings.

**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, Performance Evaluation, General Manager

The Board went into Closed Session at 4:36 p.m.

**Item 15. Return to Open Session**

The Board returned to Open Session at 6:59 p.m.

**Report Action Taken in Closed Session:**

- a. No reportable action.

President Schultz informed Mr. Neisler that Directors will be sending in the Performance Evaluation forms; some will be electronic, and others will be hard copies. Mr. Neisler requested to put this item on next month's Agenda for Closed Session to review the comments with the Board. President Schultz granted the request.

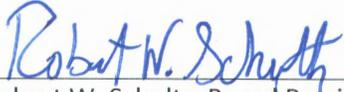
**Item 16. Consider and Act on Change in GM Compensation**

Director Cassil moved that the Board increase the General Manager's compensation by 3%. Director Zanutto seconded the motion and it was carried on the following vote: Ayes: Cassil, Hall, Schultz, Zanutto; Noes: Pack; Abstain: None; Absent: None.

Mr. Neisler thanked the Board and appreciated their consideration and confidence. He looks forward to working together over the next year. President Schultz commented that they had a great conversation and as a consensus, he feels everyone agrees that Mr. Neisler has done a fabulous job. In dealing with this year, and the problems it brought, they felt there was a need to compensate him for his excellent work and what he has accomplished for the District. President Schultz thanked him for what he has done and his dedication to this job. Mr. Neisler stated the comments and remuneration are very much appreciated and the comments mean as much to him, or more, than the financial consideration. He greatly enjoys his working relationship with this Board, and he looks forward to overcoming whatever hurdles 2021 has in store.

**Item 17. Adjournment**

The meeting was adjourned at 7:03 p.m. on a motion made by Director Cassil, seconded by President Schultz, and carried on the following vote: Ayes: Cassil, Hall, Pack, Schultz, Zanutto; Noes: None; Abstain: None; Absent: None.

  
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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: \_\_\_\_\_  
Name of Case: \_\_\_\_\_  
\_\_\_\_\_

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: General Manager

4. Discipline/Dismissal/Release: \_\_\_\_\_

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

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