

MINUTES

TEHACHAPI-CUMMINGS COUNTY WATER DISTRICT  
REGULAR MEETING OF THE BOARD OF DIRECTORS  
November 19, 2025, 3:00 P.M.  
22901 Banducci Road, Tehachapi, CA 93561

**Item 1. Call to Order and Roll Call**

**Directors Present:** Ables, Hall, Schultz Davis arrived 3:01 p.m. **Absent:** Sasia  
**Legal Counsel Present:** Robert Kuhs joined via Zoom for Closed Session  
**Staff Present:** Catherine Adams, Tom Neisler, Crystal Sampson, Paul Dutcher, Graysen Oldham

**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; Noes: None; Abstain: None; Absent: Davis, Sasia. Motion passed.

**Item 5. Comments by any Party on Items of Interest and Within the Subject Matter Jurisdiction of the Legislative Body**

There were none.

**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 October 15, 2025
- b. Approve Quarterly Investment Report, 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, Davis, Hall, Schultz; Noes: None; Abstain: None; Absent: Sasia. Motion passed.

**Item 7. Operations Report - Pumping**

Neisler introduced Paul Dutcher, Pumping Systems Supervisor and Graysen Oldham, Pipeline Supervisor and announced they will be presenting Operations Reports in Curry's absence. Dutcher reported on the following:

- Most of the issues with equipment delays for the Pump Plant 2 Engine Replacement Project have been resolved, however he was notified that the discharge head manufacturer experienced a fire at the facility, resulting in delays. The new proposed delivery date is the middle to end of December.
- Coordination continues with Philadelphia Gear on the right angle gear drives. Vibration analyses were completed on the 12 running engines and internal emissions were collected.
- An F1000 gearhead was sent to Duran Gear for repair.

**Item 8. Operations Report- Pipeline**

Oldham reported on the following:

- There was damage to the pipeline road after the recent storm so repairs were made.
- He has been working with manufacturers to get demonstrations on different brands of backhoes being considered for District purchase. Staff has been able to operate three brand new backhoes so far and one more is scheduled. There is no charge to the District for these demonstrations.
- There was a leak from a one inch nipple in an area that could not be isolated. Working with the GIS Technician, and meeting with property owners, Staff was able to locate some long lost valves and got them property marked.
- All recharge locations are currently operating with the exception of Westerly Recharge as it was getting too full. The Golden Hills recharge is currently accepting water to the credit of the District.
- There is a disposal bin at the yard being used to correctly dispose of asbestos pipe.
- Staff is coordinating with the Pumping Plants to put aggregate base down on the Pump Plant road in the muddy areas ahead of the upcoming Pump Plant 2 Engine project.
- The Small Shop Remodel and Storage Facility projects are starting to move along. Neisler has more to report on those later in the agenda.

Director Ables asked if trucks would be coming up from the bottom side of the mountain or going down from the top and Oldham thought the plan was to come up from the bottom. Director Ables asked further questions about storm damage and Oldham stated the culverts were upgraded to a larger size a couple years back. Ahead of the storms, crews went out with hand tools and cleared the weeds and there haven't been any blowouts like in the past.

Director Hall asked who was operating the backhoes for the demonstrations and Oldham explained the District Heavy Equipment Operator, Casey Horg, has been operating the machines. Oldham has gone through the machines to verify the features and details of what each model has to offer.

President Schultz thanked Dutcher and Oldham for their presentations.

**Item 9. General Manager's Report**

Neisler reported on the following:

- He introduced the new website and displayed the homepage on the screens. He thanked Crystal Sampson for the work she did transitioning data and reorganizing items to roll this out. This is more user friendly than the old website. Cat Adams also helped get this project completed and Judy Negrete helped with the social media contacts and public launch. He encouraged everyone to take advantage of using the new site.
- The importation system will be shut down next Wednesday in accordance with the plan. This will bring imports to almost 7,000 acre feet for the year. More water is available from the SWP, there just was not the physical capacity to pump more than that. It will have to be carried over, possibly in Lake Oroville or San Joaquin Valley.
- He described the hard work put in by the Pumping Systems Department during pumping season and the interruption in their family life. He greatly appreciates the effort they put in.

- The State legislature has adjourned for the year so there is only minimal news coming out. Proposition 50 passed by a wide margin and was immediately challenged. He will keep the Board apprised as conditions warrant.
- Of the 15 member units in the Kern County Water Agency (KCWA), this District is one of four that have M&I Allocations, and our concerns are different than the districts that are all agricultural customers. The KCWA is thought of as the voice of agriculture for the system as the vast majority of allocations are agricultural. However, these four M&I member units have a substantial stake in the project as well. Craig Wallace, the SWP manager for KCWA, and one of the two acting Co-General Managers of the Agency itself, reached out to the four M&I contractors, to meet and address their concerns. It was a productive, vigorous meeting. The General Managers of Tejon, West Kern, District ID4, and our District, all shared the same concerns. Wallace was receptive to the comments and felt it would not be a problem to get those included in the current positions moving forward with the Delta Conveyance Project.
- Ten challenges have been filed against the Finding of Compliance that the DWR made on the Delta Conveyance Project.
- The KCWA announced the hiring of Eric Averett as their new General Manager and many may know him as a longtime resident of this District and Neisler gave some background on his work history.
- After shutting down the importation system, Staff will immediately transition into the next phase of the Engine Replacement Project. All the critical components are on site and gearhead manufacturers are actively involved.
- There are 24 Change Orders pending for the first phase of the Engine Replacement Project and Curry will present those items to the Board as he has been doing the work. Neisler is hopeful Curry will be back in the office to bring those to the Board at the December meeting.
- Staff has been working to upgrade the District's voice and data communication system as the current software is no longer supportable. It's been a complicated project but the Zoom Voice Communications will be commissioned tomorrow. The backbone data system will also be upgraded from one gigabyte capacity to two gigabytes which requires manipulation of hardware and software. That switch over will be done after pumping is shutdown when the SCADA communications are not as critical.
- The recent rain event produced 2.51 inches at the office which is great for November. There was no significant damage to report.
- The District will be hosting a group from the Heartland Charter School for a presentation and field trip to the office and lake in January. The Ag teacher from the High School who teaches a joint agricultural class with the junior college requested Neisler do a presentation on December 8<sup>th</sup> and he agreed. He looks forward to these opportunities. He still has a pending invitation from the Tehachapi Republican Women's Club and a date has not been set at this time.
- He wished everyone a happy and blessed Thanksgiving and is grateful to be able to serve this Body and District.
- He reviewed the attached charts noting Lake Oroville is at 99% of their historical average and San Luis Reservoir is at 110%. Those levels will rise with the rain as precipitation impacts those two facilities more than the District lake down here. After the recent storm, Brite Lake rose 10 acre feet against an 1,800 acre foot capacity lake. He included the rainfall charts but there is not much to report yet.

Director Hall asked how much carryover the District will have and Neisler responded around 3,000 acre feet and reminded everyone that water will be at risk as it's subject to spill. Discussion took place on Lake Oroville storage and spilling as well as the option of banking water in the San Joaquin Valley and having to give up half the amount. Director Hall informed Neisler that in the past he has seen a billboard advertising a scholarship to a college for water careers and that may be of interest to him when speaking to these students. Neisler thanked him for the suggestion and he will include it in his presentations and added that ACWA also has a scholarship available.

**Item 10. Conduct Public Hearing – Status of Vacancies, Recruitment and Retention**

President’s Opening Remarks:

President Schultz stated this is a Regular Meeting of the Board of Directors for the purpose of hearing the status of vacancies, recruitment, and retention efforts to Tehachapi-Cummings County Water District. The public hearing was declared in session at 3:27 p.m.

Staff Report:

Adams stated this hearing is being held pursuant to California State Assembly Bill 2561 and requires public agencies present on their current job vacancies, recruitment and retention efforts and allow the Public to review and comment on those. This became effective January 1, 2025. If an agency has a bargaining unit or an employee organization, they're allowed to participate as well. This District does not have any sort of bargaining unit in place.

The two open positions on the Authorized Positions List are the Controls and Emissions Specialist and the Operations Manager and she explained how there is no need to utilize these positions currently as there is a Controls and Emissions Technician in place and the Assistant General Manager of Operations who fulfill those duties. She explained the recruitment procedures for filling a vacancy as written in the Staff Report and noted it’s success as the District has received over 300 applicants for each of the last two positions that were filled. She described the retention efforts as detailed in the Staff Report and the favorable benefits package that is offered to employees.

Overall, the District's vacancy status is very favorable as recruiting and retention efforts have been successful. At this time, there are no changes or proposed changes for the District policies and procedures on these items. The District currently has 63% of the staff who have been employed longer than five years, and of those, half have been over 10 years.

Director Hall asked what she thought the median longevity is and she stated between 10 and 15 years.

Adams then introduced the exhibits as follows:

Exhibit A: Authorized Positions List- This is a list of all the positions that can be recruited for.

Exhibit B: Proof of Publication- This notice was published twice in the Tehachapi News. (November 5<sup>th</sup> and November 12<sup>th</sup>)

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

Neisler pointed out the four Staff members in the audience today stating what a blessing it is to have smart, competent people in positions of authority with the opportunity to move up in the organization. He thanked the Board for their leadership in allowing Staff to recruit and employ quality candidates.

(Close Hearing and Return to Regular Meeting)

President Schultz declared the hearing closed at 3:34 p.m. and returned to the Regular Board Meeting.

Director Ables moved that the Board approve Tehachapi-Cummings County Water District’s status of vacancies, recruitment and retention efforts per Assembly Bill 2561. President Schultz seconded the motion, and it was carried on the following vote: Ayes: Ables, Davis, Hall, Schultz; Noes: None; Abstain: None; Absent: Sasia. Motion passed.

**Item 11. Approve Proposal for Contract Change Order and Authorize General Manager to Execute Contract Change Order with Elite Constructors for New Storage Building**

Neisler stated preparations to commence this project have been in place for some time as the building components are on site and the fill material is available for the project. In an effort to not put this project off another month, he is bringing this item to the Board prior to preparing the Change Order documents. He requested that the contractor incorporate some additional grading and compaction required based on the desired building location, relocating an exterior roll-up door from the original proposal and adding a concrete apron. These will all help make this a more useful facility. The site plan incorporating the location changes has been approved by the County and the grading plan is in plan check now. He hopes to get the grading done and the slab poured before winter fully sets in. The submitted Change Order for these items is a fixed fee of \$50,334.17. The original contract that the Board approved was for \$248,761. Incorporating the Change Orders, the revised contract will be \$299,095.17 and the budgeted amount for the project \$300,000. Staff requests the Board approve the Change Order proposal and authorize the General Manager to execute it without bringing it back to the Board.

Director Ables asked for clarification on the building location change. Neisler explained there was confusion internally about where the building was going to be located so Staff had suggested an alternate location to the contractor. This final location is where he had always intended it to go. Director Ables asked if there is plumbing and electrical work included in the contract. Neisler and Oldham explained there is no plumbing needed and the electrical included in this contract is just a 3" conduit stub-up to the building.

President Schultz asked questions about the location and alignment and Neisler explained the details and mentioned the doors of the new building lining up with the doors of the existing shop building. President Schultz asked about the possible need for concrete on the east side of the building and shared what he has learned about door locations in shaded areas in the winter and the concern for ice and snow build up.

President Schultz moved that the Board approve the Change Order proposal from Elite Constructors, Inc. in the amount of \$50,334.17 and authorize the General Manger to execute the Change Order. Director Hall seconded the motion, and it was carried on the following vote: Ayes: Ables, Davis, Hall, Schultz; Noes: None; Abstain: None; Absent: Sasia. Motion passed.

**Item 12. Approve Proposal for Pumping Systems Office Remodel and Authorize General Manager to Execute Contract with Elite Constructors**

Neisler stated this project has carried over since last fiscal year and Elite Constructors has been actively working to try to come up with a proposal to make this work. With this collaboration, Elite has issued a proposal that he feels should meet the District needs and is close to the budgeted amount. Staff has had to relocate to accommodate the office space needed and there is a department supervisor working without a designated space so he would really like to get this project moving forward. This project will be the remodel of the west half of the existing small shop where the Pipeline Department is currently located in the east half.

Elite Constructors has cooperatively provided a fixed fee proposal that can be used for \$75,108. The original estimated cost was \$50,000 in last year's capital improvement plan. In July of 2025, the Board approved an increase in that estimated cost to \$80,000 so this proposal is within the budget. This excludes the electrical and the plumbing improvements from this phase of the project. An electrical proposal will be made later but there are no Edison modifications needed. In order the save at least a month in the project time frame, Neisler is asking the Board to approve the proposal and authorize the General Manager to execute the contract for work. He understands this is out of the typical chronological order.

Director Ables understands the electrical work will be done at a later date but asked if the existing electrical panel was going to be used. Neisler explained there is no panel upgrade required, it will just be upgrading the breaker inside the panel.

President Schultz moved that the Board approve the proposal from Elite Constructors, Inc. in the amount of \$75,108.00 and authorize the General Manger to execute the contract for this work. Director Hall seconded the motion, and it was carried on the following vote: Ayes: Ables, Davis, Hall, Schultz; Noes: None; Abstain: None; Absent: Sasia. Motion passed.

**Item 13. Notification of Scheduled Ad-Hoc Audit Committee Meeting**

Sampson stated the purpose of this item is to provide a notification of a scheduled meeting. The Ad-Hoc Audit Committee members, Directors Ables and Sasia, met with the auditors for a kickoff meeting in July when the auditors were on site beginning their field work for the annual financial statement audit for the year ended June 30, 2025. The audit is wrapping up and the final reports will be issued ahead of the December Board Meeting. The Ad-Hoc Audit Committee will be held on December 17<sup>th</sup>, prior to the Board meeting to discuss the results of the audit. The fiscal impact will be one day of service fee of \$100 for each Director which is included in the Budget.

Neisler added this is a private meeting with the Committee and the auditors, so the Committee can ask and discuss anything they want without Staff being present. He directed Sampson to inform the auditors they do not need to appear in person to present to the Board, so the intention is to do the presentation via Zoom at the December Board Meeting. Sampson stated she has pre-confirmed this Committee Meeting time with Director Ables and Sasia and they are both available.

Director Hall commented that the actual fiscal impact to the District is slightly over \$100 as there are employers taxes added to this amount.

**Item 14. Board of Directors Comments**

Director Hall commented that the Directors' compensation has been \$100 per day of service for over 50 years. At the last election, the newly elected Director was not prepared for what this job was and resigned halfway through the first meeting so he thinks it would behoove the Board to be able to get high quality candidates in the future. He requested a discussion item be added to next month's agenda and Neisler noted it.

Director Davis asked if there is a calculation done that compares the cost of payroll versus the revenue of the District to see where the District sits from 20 years ago as he thinks that would be interesting. President Schultz commented that the data may exist but the validity of the job and the scope of the District does not make it a fair comparison. When you look at where the District was back then and the service that it provided to the community versus the services that it provides at this point, naturally he would suspect there is a higher cost. There is also additional state regulations and additional benefits to employees that have become standard in our society. He thinks based on those factors it would be difficult to even make the comparison. Director Davis mentioned only going back 10 years may be better as benefits were more similar and he's interested in trends to see if it is rising, staying flat, etc. Director Hall commented he is not against collecting the data but he is highly dubious that it is going to have any value. The District pays the market rate for labor and has set tasks. This District provides millions of dollars of additional service that never appears on any ledger.

President Schultz commented this District used to have a dinner party at the end of the year and he was wondering if there were any plans to do so this year. Neisler stated it's very difficult in this political and social environment to plan a holiday party, especially if the District is going to fund those celebrations. In the past, there has been potlucks that the employees have contributed the food for and the Board has

been invited. He feels that would be a viable approach that should not be subject to public scrutiny or condemnation. President Schultz feels there should not be public scrutiny because it is part of appreciation for employees, which is part of employee benefits, as well as the culture of the organization. Discussion continued and Staff was asked to bring ideas to the Board for options of a Staff dinner.

**Item 15. 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, TCCWD v. City of Tehachapi
- c. In Accordance with Exhibit C 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.
- d. In Accordance with Exhibit D Attached hereto, Rosedale-Rio Bravo WSD *Et al.* v. Kern County Water Agency *Et al.*
- e. In Accordance with Exhibit E Attached hereto, City of Tehachapi vs. TCCWD
- f. In Accordance with Exhibit F Attached hereto, City of Tehachapi vs. TCCWD
- g. In Accordance with Exhibit G Attached hereto, Potential Litigation (one case)

The Board adjourned to Closed Session at 4:08 p.m.

**Item 16. Return to Open Session**

The Board returned to Open Session at 5:54 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.
- f. No reportable action.
- g. No reportable action.

**Item 17. Adjournment**

The meeting adjourned at 5:55 p.m. on a motion made by Director Hall, seconded by Director Ables and carried on the following vote: Ayes: Ables, Davis, Hall, Schultz; 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 Gov. Code §54956.9(d)(1): County of Sacramento Superior Court Case No. 34-2022-80003892  
Name of Case: Tehachapi-Cummings County Water District v. City of Tehachapi *Et al.*
2. Anticipated Litigation: \_\_\_\_\_  
Gov. Code § 54956.9 (d)(2): \_\_\_\_\_  
Gov. Code § 54956.9(d) (4): \_\_\_\_\_

**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 Gov. Code §54956.9(d)(1): KCSC Case No. BCV-25-103013  
Name of Case: \_\_\_\_\_  
City of Tehachapi \_\_\_\_\_  
\_\_\_\_\_

2. Anticipated Litigation: \_\_\_\_\_  
Gov. Code § 54956.9(d)(2): \_\_\_\_\_  
Gov. Code § 54956.9(d)(4): \_\_\_\_\_

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

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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)

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Subject of Conference: \_\_\_\_\_

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

1. Existing Litigation Gov. Code §54956.9(d)(1): **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 (d)(2): \_\_\_\_\_  
Gov. Code § 54956.9 (d)(4): \_\_\_\_\_

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

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

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

Agency Negotiator: \_\_\_\_\_  
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Subject of Conference: \_\_\_\_\_

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

1. Existing Litigation Gov. Code §54956.9(d)(1): 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 (d)(2): \_\_\_\_\_  
Gov. Code § 54956.9 (d)(4): \_\_\_\_\_

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

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

2. Anticipated Litigation: \_\_\_\_\_  
Gov. Code § 54956.9 (d)(2): \_\_\_\_\_  
Gov. Code § 54956.9 (d)(4): \_\_\_\_\_

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

- 1. Existing Litigation Gov. Code §54956.9(d)(1): 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 (d)(2): \_\_\_\_\_  
Gov. Code § 54956.9 (d)(4): \_\_\_\_\_

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\_\_\_\_\_
2. Anticipated Litigation: \_\_\_\_\_  
Gov. Code § 54956.9 (d)(2): One Potential Case  
Gov. Code § 54956.9(d) (4): \_\_\_\_\_

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