



NORTH MARIN WATER DISTRICT
AGENDA - REGULAR MEETING
 October 21, 2025 – 4:00 p.m.
 Location: 999 Rush Creek Place
 Novato, California

Information about and copies of supporting materials on agenda items are available for public review at the District Office, at the Reception Desk, by calling the District Secretary at (415) 897-4133 or on our website at nmwd.com. A fee may be charged for copies. District facilities and meetings comply with the Americans with Disabilities Act. If special accommodations are needed, please contact the District Secretary as soon as possible, but at least two days prior to the meeting.

Item	Subject
	CALL TO ORDER
1.	APPROVE MINUTES FROM REGULAR MEETING , October 7, 2025
2.	GENERAL MANAGER'S REPORT
3.	OPEN TIME: (Please observe a three-minute time limit) This section of the agenda is provided so that the public may express comments on any issues not listed on the agenda that are of interest to the public and within the jurisdiction of the North Marin Water District. When comments are made about matters not on the agenda, Board members can ask questions for clarification, respond to statements or questions from members of the public, refer a matter to staff, or direct staff to place a matter of business on a future agenda. The public may also express comments on agenda items at the time of Board consideration.
4.	STAFF/DIRECTORS REPORTS
	CONSENT CALENDAR The General Manager has reviewed the following items. To his knowledge, there is no opposition to the action. The items can be acted on in one consolidated motion as recommended or may be removed from the Consent Calendar and separately considered at the request of any person.
5.	Consent - Approve: Auditor-Controller's Statement of Investment Policy
	ACTION CALENDAR
6.	Approve: Approve Reimbursable Funding Agreement with Sonoma Water for the Urban Water Use Objective Spatial Analysis Project
7.	Approve: Revision to the 2025 Board of Directors Meeting Calendar
8.	Approve: North Marin Water District 2025-2030 Strategic Plan
	INFORMATION ITEMS
9.	CalPERS Pension Update 2025
10.	NBWA Meeting Agenda – October 10, 2025
11.	MISCELLANEOUS Disbursements – Dated October 9, 2025 Disbursements – Dated October 16, 2025 Auditor-Controller's Monthly Report of Investments for August 2025 Monthly Progress Report Pipe Association Technical Brief <u>New Articles:</u> Marin IJ: A double disaster? Marin IJ: La Nina forecast not one-size-fits-all Marin IJ: Novato councilman dies

Item	Subject
	<u>Social Media Posts:</u> NMWD Web and Social Media Report – September 2025
12.	<i>CLOSED SESSION: Conference with Real Property Negotiator</i> (California Government Code Section § 54956.8). Property: APN 119-270-04; Agency Negotiators: General Manager, Auditor-Controller, and District Counsel; Under Negotiation: Price
13.	<i>ADJOURNMENT</i>

1

DRAFT
NORTH MARIN WATER DISTRICT
MINUTES OF REGULAR MEETING
OF THE BOARD OF DIRECTORS
October 7, 2025

CALL TO ORDER

President Joly called the regular meeting of the Board of Directors of North Marin Water District to order at 4:00 p.m. at the District Headquarters, and the agenda was accepted as presented. Present were Directors Jack Baker, Ken Eichstaedt, Rick Fraites, Michael Joly, and Stephen Petterle. Also, present were General Manager Tony Williams, District Secretary Eileen Mulliner, and AGM/Chief Engineer Eric Miller. Auditor-Controller Julie Blue was absent.

District employees Chris Kehoe, Construction Superintendent, Tim Kennedy, incoming Operations and Maintenance Manager, Tim Fuelle, Lia Solar, and Vincent Verissimo.

President Joly complimented staff on the Open House and noted that so many people from the community attended and that he was very pleased to see so many of the employees throughout the event.

MINUTES

On the motion of Director Eichstaedt, seconded by Director Petterle, the Board approved the minutes of the September 16, 2025, regular meeting, with minor edits on page 2, by the following vote:

AYES: Director(s) Baker, Eichstaedt, Fraites, Joly, and Petterle

NOES: None

ABSENT: None

ABSTAIN: None

GENERAL MANAGER'S REPORT

Tony Williams said that on September 22 there was a minor earthquake, magnitude 4.3, centered in Berkeley. He stated that our criteria is to perform inspections on our tanks and pump stations if there is an earthquake of magnitude 4.5 or greater, however this was a good opportunity as an exercise to perform the inspections and no issues were found. He said that Sonoma County happened to have a workshop related to earthquakes scheduled 2 days after the earthquake that Tim Kennedy and Jeff Corda attended.

Mr. Williams said that a Board-to-Board Ad hoc committee meeting with Marin Water (MW) was held in July and that a second meeting occurred on September 26. He noted that the agenda is in the Miscellaneous portion of the agenda packet. He said that Paul Sellier of MW gave a briefing on their Atmospheric River Capture (ARC) project, and a copy of a similar presentation that MW gave to Novato City Council which is also in Miscellaneous. He said their goal is to complete the

1 design and CEQA portions within the next 1.5 years and construction is slated to begin in early
2 2027. He said that General Manager Ben Horenstein suggested that NMWD might want to have our
3 logo on the project signage suggesting a joint project, however we declined. Mr. Williams said that
4 MW has mailed a project flyer out to residents in the areas of the project, also in the Miscellaneous
5 section. Mr. Williams said also on the agenda was how the two agencies can collaborate and that
6 he and Mr. Horenstein will put together minutes to provide to both Boards. The Ad hoc committee
7 will meet one more time, with the recommendation that the full Boards from both agencies hold a
8 joint meeting at some point, something that was done in the past on an annual basis.

9 Mr. Williams reminded the Board that there are two closed sessions at the end of the
10 meeting tonight.

11 Directors Fraites and Petterle said that they are opposed to the ARC project, due to the
12 route going down two major streets in Novato. Director Eichstaedt said that MW had looked at
13 several other alternative routes. Mr. Williams said that we could ask for a turnout at Stafford
14 Treatment Plant which could have a benefit for NMWD for back feeding the lake. President Joly
15 said that it was discussed in the Ad hoc meeting that MW would need to stress the project benefits
16 to the affected residents. There was a brief discussion about the proposed MW project at Nicasio
17 Reservoir, that was cancelled due to opposition from the residents in the area. Director Fraites
18 asked if the City of Novato is aware of the ARC project, Mr. Williams said the council saw the MW
19 presentation recently.

20 Mr. Williams also noted that he recently spoke with Shannan Cotulla, of the Town of
21 Windsor, who said that they were going to receive grant funds for several projects but the current
22 administration has cancelled several grants that were for California projects.

23 **OPEN TIME**

24 President Joly asked if anyone in the audience wished to bring up an item not on the
25 agenda and there was no response.

26 **STAFF/DIRECTORS REPORTS**

27 President Joly asked if there were any staff or director's reports.

28 Eric Miller reminded the Board that there is a workshop for the Novato Water Master Plan on
29 Tuesday, October 14, from 10 a.m. to 12 noon.

30 Tim Kennedy addressed the Board and said that he and Jeff Corda recently attended a
31 workshop hosted by Sonoma Water (SW). The workshop centered around a 7.2 earthquake on the
32 Rodgers Creek Fault scenario and it focused on the impacts on the water transmission
33 infrastructure and damage assessment. He said that system redundancies were reviewed as well
34 as the gravity of damage and the length of time to get back on track. He said that it could be up to
35 12 months to be at full reliability should it be necessary. President Joly thanked Mr. Kennedy.

1 **ACTION CALENDAR**

2 **AUTHORIZE AFFIRMATIVE VOTE FOR WATER ADVISORY COMMITTEE STATEMENT OF**
3 **INTERESTS RELATED TO THE PROPOSED NEW EEL-RUSSIAN FACILITY**

4 Tony Williams summarized this item and said that the Technical Advisory Committee (TAC)
5 voted unanimously to approve the affirmative vote with the recommendation to bring to the WAC in
6 November. President Joly asked when the building will start, Mr. Williams said a date has not been
7 set.

8 On the motion of Director Petterle, seconded by Director Joly, the Board approved to
9 Authorize an Affirmative Vote for Water Advisory Committee Statement of Interests Related to the
10 Proposed New Eel-Russian Facility Project by the following vote:

11 AYES: Director(s) Baker, Eichstaedt, Fraites, Joly, and Petterle

12 NOES: None

13 ABSENT: None

14 ABSTAIN: None

15 **APPEAL OF ADU FACILITY RESEARCH CHARGE AND SEPARATE WATER METER**
16 **REQUIREMENTS**

17 Eric Miller summarized the memo. He said the owner of the subject property on Diablo Ave.
18 protested the required ADU connection fees and the situation then escalated to the Chief Engineer
19 who declined to waive the fees. The owner then appealed to the General Manager who supported
20 the Chief Engineer's decision. The owner eventually paid the fees, under protest, and asked that
21 the situation be brought to the Board for an appeal. The Board agreed with management's decision
22 and denied the appeal. The Board thanked Ms. Solar and Mr. Miller for their handling of the
23 situation.

24 On the motion of Director Eichstaedt, seconded by Director Fraites, the Board denied the
25 Appeal of ADU Facility Reserve Charge and Separate Water Meter Requirements by the following
26 vote:

27 AYES: Director(s) Baker, Eichstaedt, Fraites, Joly, and Petterle

28 NOES: None

29 ABSENT: None

30 ABSTAIN: None

31 **INFORMATION ITEMS**

32 **5-YEAR STRATEGIC PLAN DEVELOPMENT UPDATE**

33 Tony Williams gave a presentation of the draft 5-Year Strategic Plan to the Board and said
34 the final plan will be brought to Board at the October 21 meeting. Director Eichstaedt said that
35 perhaps actions need more detailed information, and Mr. Williams said that that more detailed
36 information will come out over time as the individual actions are actually completed or initiated.

1 Director Eichstaedt also asked if the Board will get check-ins and Mr. Williams said that information
2 will be brought to the Board annually and the reporting will be detailed. President Joly asked if the
3 dates in the draft are the completion dates for each goal, Mr. Williams said that they are broader
4 milestones, target completion dates.

5 **TAC MEETING AGENDAS – SEPTEMBER 8 AND OCTOBER 6, 2025**

6 Tony Williams focused on the October 6 meeting agenda and said that Santa Rosa Jr.
7 College has a water technology program and that the faculty gave a presentation on their program.
8 He said he will be attending a signing ceremony on October 22 at Lake Mendocino and that
9 Directors Baker and Joly also received invitations to attend. He said Lake Mendocino is significant
10 to the water agency and that it is the first reservoir in the United States that the Army Corps of
11 Engineers adopted Forecast Informed Reservoir Operations (FIRO) into the official operations. Item
12 #8 on the TAC agenda was about how NEPA and CEQA will be handled for the Potter Valley
13 Project. ERPA is the lead CEQA entity for NERF. The next ERPA meeting will acknowledge that
14 Sonoma Water will hire a consultant to start the CEQA process. Under Item #9, it was announced
15 Lynne Roselli of Sonoma Water will be retiring at the end of the year and SW is currently doing
16 active recruitment for her position so that there will be some overlap training before she leaves.
17 President Joly suggested we send flowers to Ms. Roselli. The last item on the agenda was the TAC
18 voting on the Statement of Interest.

19 **MISCELLANEOUS**

20 The Board received the following miscellaneous items: Disbursements – Dated September
21 18 and 25, and October 24, 2025, Auditor-Controller's Monthly Report of Investments for July 2025,
22 NOAA Seasonal Outlook Drought Probability – Sept 30, 2025, NOAA Three-Month Outlook
23 Precipitation Probability – Sept 18, 2025, NMWD-MMWD Board-to-Board Ad-hoc Meeting – Sept
24 26, 2025, ACWA Election Results, Marin Water Atmospheric River Capture (ARC) Project
25 Presentation, Marin Water Atmospheric River Capture (ARC) Project Flyer, and SWRCB – Potter
26 Valley Project Notice of Preparation and Scoping Meetings for EIR.

27 The Board also received the following articles: Marin IJ - Affordable housing plans get state
28 help, and Pt. Reyes Light – Subdivision plan lacking, county finds.

29 Regular Board adjourned the open session at 5:03 p.m. for a 5-minute recess before
30 entering closed session

31 **CLOSED SESSION**

32 Item #12: President Joly convened the Board into closed session at 5:09 p.m. to discuss
33 pending litigation regarding the Potter Valley Hydroelectric Project and PG&E's Final Application to
34 the Federal Energy Regulatory Commission (FERC) for Surrender of License and Application for
35 Non-Project Use of Project Lands (Applications). In addition to the five Board Directors, Tony

1 Williams, General Manager, and Eric Miller, AGM/Chief Engineer, were present. In addition, Robert
2 Maddow of Bold, Polisner, Maddow, Nelson and Judson was also present via video conference.

3 Item #13: Robert Maddow left the meeting. Discussions were held regarding real property
4 negotiations in accordance with California Government Code Section § 54956.8 concerning
5 property associated with APN 119-270-04. Ari Lauer of Lauer Law, Special Counsel to Bold,
6 Polisner, Maddow, Nelson and Judson, was present via video conference.

7 **OPEN SESSION**

8 Upon returning to regular open session at 5:57 p.m., President Joly reported that regarding
9 item #12 that the Board, after a unanimous vote, has directed the General Manager in consultation
10 with District Counsel to file a motion of intervention with FERC regarding PG&E's Applications at the
11 appropriate time. He then stated that there is no action to report regarding Item #13.

12 **ADJOURNMENT**

13 President Joly adjourned the meeting at 5:58 p.m.

14 Submitted by

15
16
17
18 Eileen Mulliner
19 District Secretary
20

2

3

4

5



MEMORANDUM

To: Board of Director

From: Julie Blue, Auditor-Controller *JB*

Subject: Approve Auditor-Controller's Statement of Investment Policy
t:\acl\word\invest\25\policy memo 2025.docx

Date: October 21, 2025

RECOMMENDED ACTION: Approve the Investment Policy as Presented

FINANCIAL IMPACT: None

Following is the District's Statement of Investment Policy which is presented to the Board annually for review. There are no changes in the Investment Policy from the version approved by the Board last year.

NORTH MARIN WATER DISTRICT STATEMENT OF INVESTMENT POLICY

- 1) Investment of sinking fund or reserve money of the North Marin Water District shall be made in securities in which North Marin Water District is legally empowered to invest such funds in accordance with Section 53601 of the Government Code, taking into consideration the probable income as well as the probable safety of said funds, exercising the judgment and care, under the circumstances then prevailing, which individuals of prudence, discretion and intelligence exercise in the management of their own affairs, not in regard to speculation, but in regard to the permanent disposition of said funds.
- 2) As far as possible, all money shall be deposited for safekeeping in financial institutions insured by the Federal Deposit Insurance Corporation or may be invested as provided in Section 53635 of the Government Code, pertaining to local agency pooled money investments.
- 3) Money may be invested in the Local Agency Investment Fund in accordance with Section 16429.1 of the Government Code.
- 4) A minimum of 20% of the District's investment portfolio shall remain liquid (i.e., in demand deposit accounts or equivalent) at all times. In addition, the weighted average life of the portfolio shall not exceed 2½ years.
- 5) No investments shall be made in financial futures or financial option contracts that are otherwise allowed pursuant to Section 53601.1 of the Government Code.
- 6) Interest earned through investment of the pooled District treasury shall be credited to the various water, sewer, and reserve account funds in direct proportion to their percentage of the total District treasury.
- 7) Accounts shall be maintained in North Marin Water District accounting records to record the reserve and inactive funds invested at all times in accordance with the State Controller's chart of accounts as authorized by Section 53891 of the Government Code.
- 8) Reserve fund account balances shall be maintained separately and shall reflect at all times the balance in each reserve fund in a manner consistent with generally accepted accounting practices.
- 9) Depositories having custody of North Marin Water District funds shall be directed to forward copies of all correspondence concerning North Marin Water District funds to the Auditor-Controller of North Marin Water District, serving as Treasurer. In the Auditor-Controller's absence, the General Manager of the District shall serve as Treasurer. In addition to the Auditor-Controller, the General Manager, the Assistant General Manager/Chief Engineer, and the Accounting Supervisor shall be signatories on all

investment accounts maintained by the District. Banking Institutions shall require authorization from two signatories to execute any non-recurring wire transfer.

10) Verification that moneys have been on deposit at all times and collateralized in amounts equal to or in excess of funds designated by the Board of Directors as reserve funds shall be made in the annual audit of records.

11) The Auditor-Controller shall render a monthly investment report to the Board.

12) Criteria for selecting investments and the absolute order of priority shall be: (a) safety, (b) liquidity, (c) yield.

13) No more than two-thirds of District deposits in a depository shall be collateralized by non-government guaranteed mortgage backed securities, with the remainder to be backed by government guaranteed mortgage backed securities or non-mortgage backed securities.

14) The Auditor-Controller shall maintain a list of authorized broker/dealers who are approved for investment purposes. All authorized broker/dealers must certify that they have received and read the District's Investment Policy and will follow the guidelines therein, and must submit a copy of their firm's most recent audited financial statement annually. Staff shall investigate broker/dealers who wish to do business with the District to verify their experience with California public sector agencies, verify that they are licensed and in good standing with the California Department of Securities, the Securities and Exchange Commission or other applicable self-regulatory organizations.

RECOMMENDATION

Approve the Investment Policy as presented.

ATTACHMENTS: None

6



MEMORANDUM

To: Board of Directors

From: Ryan Grisso, Water Conservation and Communications Manager October 21, 2025

Subject: Approve Reimbursable Funding Agreement with Sonoma Water for the Urban Water Use Objective Spatial Analysis Project

v:\memos to board\General BOD memos\Spatial Analysis Agreement BOD memo 2025.doc

RECOMMENDED ACTION: Authorize General Manager to Execute Agreement with Sonoma Water.

FINANCIAL IMPACT: Up to \$40,000 (Included in proposed FY26 Budget)

In 2018, California enacted legislation (Senate Bill 606 and Assembly Bill 1668) for development of a new regulatory framework, which enacted standards-based water use objectives applicable to urban retail water providers with greater than 3,000 connections or 3,000-acre feet of annual water sales. The 2018 Legislation is known as “Making Conservation a California Way of Life.” The regulatory framework includes the water-use standard for commercial, industrial, and institutional (CII) landscape irrigation with dedicated irrigation meters (DIM) (CII DIM Standard). The regulatory framework also includes CII performance measures, a subset of which details water use efficiency improvements for CII mixed-use metered (MUM) landscapes equal to or greater than one-half acre in size, such as providing irrigation water budgets. In 2023 California further enacted legislation (Assembly Bill 1572) to set conditions and a timeline to prohibit the use of potable water for irrigation of non-functional turf (NFT) in CII landscape areas and common areas of homeowners’ associations (HOA), including a requirement for retail water providers to enact local code changes in support of this prohibition. The State Water Resources Control Board (State Water Board) adopted the regulatory framework into the California Water Code in July 2024, now referred to as the Urban Water Use Objective (UWUO) framework. The UWUO requirements apply only to the District’s Novato Water System.

To support the CII DIM Standard, CII performance measures, and NFT prohibition in the UWUO framework, Sonoma Water, on behalf of the retail water partners subject to the new regulatory obligations, including the North Marin Water District (District), has developed a regional project to obtain landscape area measurement (LAM) data for related CII customer accounts, including those with DIMs and MUMs, using methodologies compliant with State Water Board and California State Department of Water Resources (DWR) requirements. Additionally, CII special landscape areas (SLA) and associated LAMs, and CII and HOA NFT areas and associated LAMs are also needed to clarify the requirements of the new framework and Assembly Bill 1572.

Sonoma Water will execute and administer a consulting agreement with DCSE, Inc. to perform the work for each participating retail water partner within the budget outlined in the agreement (Attachment 1). Each participating retail water partner will receive land cover classification and landscape area measurements (LAM) for all CII properties and identification of NFTs and CII SLAs to meet their individual needs within the parameters of the tasks and deliverables described in the attached agreement.

These land area measurements and deliverables in the agreement will be extremely useful in our future UWUO compliance calculations, giving us more specific parcel level measurements for all CII properties including identified SLA measurements for recycled water sites and large play field area sites, which receive a higher level of evapotranspiration (Eto) in the UWUO framework water budget calculation. The land area measurements will identify those customers with apparent NFTs, giving the District opportunity to communicate and work cooperatively with these customers to assist in the transition of these landscape areas through the District's various landscape water use efficiency incentive programs. In addition, the District will be receiving these land area measurements in a format that can be imported into our current GIS system as an additional layer of data for a variety of future uses by the District.

Staff recommends the Board authorize the General Manager to execute the Reimbursement Agreement for North Marin Water District Remote Sensing and Ground Cover Spatial Analysis for Urban Water Use Objectives Compliance (Attachment 1). Funds are currently available in the overall Water Conservation budget for the Novato Water Enterprise.

RECOMMENDATION

Board authorize the General Manager to execute Agreement with Sonoma Water for Remote Sensing and Ground Cover Spatial Analysis for Urban Water Use Objectives Compliance.

ATTACHMENT

1. Draft Reimbursable Agreement with North Marin Water District Remote Sensing and Ground Cover Spatial Analysis for Urban Water Use Objectives Compliance.

For accessibility assistance with this document, please contact Sonoma County Water Agency's Technical Writing Section at (707) 547-1900, Fax at (707) 544-6123, or TDD through the California Relay Service (by dialing 711).

LC:s:\techw\agreements\2425-095.docx version: 10/15/2025 9:41:00 AM

TW 24/25-095

**DRAFT Reimbursement Agreement for
North Marin Water District Remote Sensing and Ground Cover Spatial Analysis for
Urban Water Use Objectives Compliance**

This agreement ("Reimbursement Agreement" or "Agreement") is between the **Sonoma County Water Agency**, a body corporate and politic of the State of California (hereinafter "Sonoma Water"), and **North Marin Water District** (hereinafter "District").

RECITALS

- A. District and Sonoma Water share the goal of promoting increased water use efficiency to reduce operating costs, avoid or defer capital improvement costs associated with expansion of water supply and wastewater disposal systems, minimize associated environmental impacts, and meet the criteria and standards of state and federal regulatory agencies.
- B. In 2018 California enacted legislation (Senate Bill 606 and Assembly Bill 1668) for development of a new regulatory framework, which proposed standards-based water use objectives applicable to urban retail water providers with greater than 3,000 connections or 3,000-acre feet of annual water sales.
- C. The regulatory framework includes the water-use standard for commercial, industrial, and institutional (CII) landscape irrigation with dedicated irrigation meters (DIM) (CII DIM Standard).
- D. The regulatory framework also includes CII performance measures, a subset of which details water use efficiency improvements for CII mixed-use metered (MUM) landscapes equal to or greater than one-half acre in size, such as providing irrigation water budgets.
- E. The regulatory framework was adopted by the State Water Resources Control Board (State Water Board) into the California Water Code on July 3, 2024.
- F. In 2023 California further enacted legislation (Assembly Bill 1572) to set conditions and a timeline to prohibit the use of potable water for irrigation of non-functional turf (NFT) in CII landscape areas and common areas of homeowners' associations (HOA), including a requirement for retail water providers to enact local code changes in support of this prohibition.
- G. To support the CII DIM Standard, CII performance measures, and NFT prohibition, Sonoma Water, on behalf of the retail water partners subject to the new regulatory obligations, including District, is leading the effort to obtain landscape area measurement (LAM) data for related CII customer accounts, including those with DIMs and MUMs, using methodologies compliant with State Water Board and California State Department of Water Resources (DWR) requirements. Additionally, CII special landscape areas (SLA) and associated LAMs, and CII and HOA NFT areas and associated LAMs are also needed to clarify the requirements of the new framework and Assembly Bill 1572.
- H. The Sonoma-Marin Saving Water Partnership is comprised of 12 retail water providers in Sonoma and Marin counties. Nine of these 12, including the City of Santa Rosa, City of Rohnert Park, City of Petaluma, City of Sonoma, City of Cloverdale, City of Healdsburg, North Marin Water District, Valley of the Moon Water District, and the Town of Windsor (Partnership Members), have chosen to

collaborate on the remote sensing and ground cover spatial analysis work (Work or Project) coordinated by Sonoma Water that will enable the Partnership Members to fulfill the new regulatory obligations. Two retail water partners, City of Cotati and California American Water – Larkfield, are not subject to the new regulatory obligations, and one, Marin Municipal Water District, has already completed this Work.

- I. Each Partnership Member will receive land cover classification and landscape area measurements (LAM) for all CII properties and identification of NFTs and CII SLAs to meet their individual needs within the parameters of the tasks and deliverables described in Exhibit A (Items of Work).
- J. Sonoma Water and District will develop, implement, and fund the Work.
- K. Sonoma Water will execute and administer a consulting agreement (Consultant Agreement) with DCSE, Inc. (Consultant) to perform the Work for each Partnership Member within the budget outlined in Exhibit B (Estimated Budget for Items of Work).
- L. Each Partnership Member, including District, will reimburse Sonoma Water for its portion of the associated costs.

AGREEMENT

District and Sonoma Water agree as follows:

1. RECITALS

- A. The above recitals are true and correct and are incorporated herein.

2. LIST OF EXHIBITS

- A. The following exhibits are attached hereto and incorporated herein:
 - 1) Exhibit A: Items of Work.
 - 2) Exhibit B: Estimated Budget for Items of Work.

3. COORDINATION

- A. District shall coordinate Work with Sonoma Water’s Representative. Contact information and mailing addresses:

Sonoma Water	District
Project Manager: Chad Singleton	Project Manager: Ryan Grisso
404 Aviation Boulevard	999 Rush Creek Place
Santa Rosa, California 95403-9019	Novato, California 94945
Phone: 707-547-1909	Phone: 415-761-8933
Email: Chad.Singleton@scwa.ca.gov	Email: rgrisso@nmwd.com

4. DISTRICT'S RESPONSIBILITIES

- A. Existing Information: Provide existing customer account and meter data, images, or other requested information (if available) to Consultant or Sonoma Water in a format specified by Consultant. Transfer large files to Consultant or Sonoma Water using a secure online data transfer portal. Sonoma Water will forward to Consultant, as appropriate.

- B. Meetings: Attend information gathering and discovery meetings as requested by Sonoma Water or Consultant.
- C. Deliverables Review: Provide review comments and edits to Consultant and Sonoma Water within the required Project timeline. Timely completion of Project tasks is dependent on the receipt of complete data from District. Delays in data submission may impact the overall Project schedule and cost estimates.
- D. Record Keeping: Maintain complete and accurate records of all transactions in compliance with generally accepted accounting principles for enterprise accounting as promulgated by the American Institute of Certified Public Accountants and the Governmental Accounting Standards Board. Such records shall be available to Sonoma Water at all reasonable times for inspection and analysis.
- E. Payment: Make payment to Sonoma Water as specified in Article 6.

5. SONOMA WATER'S RESPONSIBILITIES

- A. Agreement Administration: Administer Consultant Agreement and pay invoices submitted by Consultant.
- B. Invoices:
 - 1) Review Consultant's invoices.
 - 2) Submit invoices for Consultant's Work to Partnership Member.
- C. Record Keeping: Sonoma Water will maintain complete and accurate records of Sonoma Water costs and transactions associated with performance of Sonoma Water's responsibilities under this Agreement in compliance with generally accepted accounting principles for enterprise accounting as promulgated by the American Institute of Certified Public Accountants and the Governmental Accounting Standards Board. Such records will be available to District at all reasonable times for inspection and analysis.
- D. Nondisclosure of Confidential Information: While doing the Work required by this Agreement, Sonoma Water and Consultant may have access to technical information and materials pertaining to District's sensitive information or data determined by District to be confidential ("Confidential Information"). The Confidential Information may include confidential or proprietary information or trade secrets exempt from disclosure under provisions of the California Public Records Act. In consideration of disclosure by District of Confidential Information to Sonoma Water and Consultant, Sonoma Water and Consultant and its agents shall hold any material or information designated by District as Confidential in strict confidence and shall not disclose it or otherwise make it available, in any form or matter whatsoever, to any person or entity without the prior written consent of District, except as may be ordered by a court of law. Immediately upon receipt of any request or demand for disclosure of any Confidential Information within the scope of this Agreement, Sonoma Water and Consultant shall give District written notice and a copy of the request and the time period, if any, within which Sonoma Water and Consultant is required to respond to the request. Upon termination of this Agreement, Sonoma Water and Consultant shall return Confidential Information in its possession, including copies, to District. Sonoma Water and Consultant's obligation to maintain material and information designated as Confidential in strict confidence shall survive completion of Work under this

Agreement and termination of this Agreement. Sonoma Water and Consultant agree not to disclose or discuss any information gathered, discovered, or generated in any way through this Agreement without the express written permission of District, except as may be ordered by a court of law.

6. FUNDING

A. Payment to Sonoma Water:

- 1) Amount: District shall reimburse Sonoma Water for services and materials authorized and incurred under the Consultant Agreement for District. Reimbursement amount shall be determined based on costs incurred for Work outlined in Exhibit A (Items of Work).
 - a. Total amount paid to Sonoma Water shall not exceed \$40,000.
 - (1) Total amount paid for Work Items 1-6 shall not exceed \$34,017. For optional Work Items, District may request to opt out in writing to Sonoma Water.
 - (2) Total amount paid for Work Item 7, if requested in writing by District, shall not exceed \$5,983.
- 2) Invoices: Sonoma Water shall invoice District quarterly for reimbursement of costs incurred by Sonoma Water for the Work paid for and performed under the Consulting Agreement. Invoices submitted to District by Sonoma Water shall include a complete cost accounting by item of Work and be clearly marked with Sonoma Water's invoice number and "Reimbursement Agreement for the North Marin Water District, Remote Sensing and Ground Cover Spatial Analysis for Urban Water Use Objectives Compliance, TW 24/25-095." Upon receipt, review, and approval of invoice, District will reimburse Sonoma Water for costs incurred as authorized herein and itemized in said invoice(s).

7. MUTUAL INDEMNIFICATION

- A. Each party shall indemnify, defend, protect, hold harmless, and release the other, its officers, agents, and employees, from and against any and all claims, loss, proceedings, damages, causes of action, liability, costs, or expense (including attorneys' fees and witness costs) arising from or in connection with, or caused by any act, omission, or negligence of such indemnifying party or its agents, employees, contractors, subcontractors, or invitees. This indemnification obligation shall not be limited in any way by any limitation on the amount or type of damages or compensation payable to or for the indemnifying party or its agents, employees, contractors, subcontractors, or invitees under workers' compensation acts, disability benefit acts, or other employee benefit acts.

8. TERM OF AGREEMENT

- A. This Agreement shall remain in effect until depletion of the not-to-exceed amount listed in Article 6, or until July 31, 2028, whichever occurs first, unless terminated earlier in accordance with the provisions of Article 9.
- B. Either party shall have the ability to extend the term of this Agreement for two additional years by providing written notice to the other party thirty days in advance of the expiration date noted in this Article. The extension shall be formalized in an amended agreement or

amendment signed by both parties. Sonoma Water's right to extend may be exercised by Sonoma County Water Agency's General Manager.

9. TERMINATION OF AGREEMENT

- A. This Agreement may be terminated by either party for any reason upon thirty calendar days' written notice by either party. Termination shall not relieve the District of its obligation to pay costs and expenses related to the Work or otherwise allocated prior to the effective date of the termination. Sonoma Water's right to terminate may be exercised by Sonoma County Water Agency's General Manager.

10. ADDITIONAL REQUIREMENTS

- A. Authority to Amend Agreement: Extra or changed Work or other changes to the Agreement may be authorized only by written amendment to this Agreement, signed by both parties. Changes to lengthen time schedules or make minor modifications to the scope of Work, which do not increase the amount paid under the Agreement, may be executed by Sonoma County Water Agency's General Manager in a form approved by County Counsel. The parties expressly recognize that Sonoma Water personnel are without authorization to order all other extra or changed Work or waive Agreement requirements. Notwithstanding this authority, neither Sonoma Water nor District is under any obligation to approve such amendments.
- B. No Waiver of Breach: The waiver of either party of any breach of any term or promise contained in this Agreement shall not be deemed to be a waiver of such term or promise or any subsequent breach of the same or any other term or promise contained in this Agreement.
- C. Construction:
 - 1) To the fullest extent allowed by law, the provisions of this Agreement shall be construed and given effect in a manner that avoids any violation of statute, ordinance, regulation, or law. The parties covenant and agree that in the event that any provision of this Agreement is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remainder of the provisions hereof shall remain in full force and effect and shall in no way be affected, impaired, or invalidated thereby.
 - 2) District and Sonoma Water acknowledge that they have each contributed to the making of this Agreement and that, in the event of a dispute over the interpretation of this Agreement, the language of the Agreement will not be construed against one party in favor of the other. District and Sonoma Water acknowledge that they have each had an adequate opportunity to consult with counsel in the negotiation and preparation of this Agreement.
- D. No Third-Party Beneficiaries: Nothing contained in this Agreement shall be construed to create and the parties do not intend to create any rights in third parties.
- E. Applicable Law and Forum: This Agreement shall be construed and interpreted according to the substantive law of California excluding the law of conflicts. Any action to enforce the terms of this Agreement or for the breach thereof shall be brought and tried in the County of Sonoma.

- F. Captions: The captions in this Agreement are solely for convenience of reference. They are not a part of this Agreement and shall have no effect on its construction or interpretation.
- G. Merger: This writing is intended both as the final expression of the Agreement between the parties hereto with respect to the included terms and as a complete and exclusive statement of the terms of the Agreement, pursuant to Code of Civil Procedure section 1856. No modification of this Agreement shall be effective unless and until such modification is evidenced by a writing signed by both parties.
- H. Survival of Terms: All express representations, waivers, indemnifications, and limitations of liability included in this Agreement will survive its completion or termination for any reason.
- I. Time of Essence: Time is and shall be of the essence of this Agreement and every provision hereof.
- J. Counterpart; Electronic Signatures: The parties agree that this Agreement may be executed in two or more counterparts, each of which shall be deemed an original, and together which when executed by the requisite parties shall be deemed to be a complete original agreement. Counterparts may be delivered via electronic means, or other transmission method, and any counterpart so delivered shall be deemed to have been duly and validly delivered, be valid and effective for all purposes, and shall have the same legal force and effect as an original document. This Agreement, and any counterpart, may be electronically signed by each or any of the parties through the use of any commercially available digital and/or electronic signature software or other electronic signature method in compliance with the U.S. federal ESIGN Act of 2000, California's Uniform Electronic Transactions Act (Cal. Civil Code § 1633.1 et seq.), or other applicable law. By its use of any electronic signature below, the signing party agrees to have conducted this transaction and to execution of this Agreement by electronic means.

/

/

/

/

/

/

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as set forth below.

Reviewed as to funds:

TW 24/25-095

By: _____
Sonoma County Water Agency
Division Manager - Administrative Services

Approved as to form:

By: _____
Cory Wurtzel O'Donnell
Chief Deputy County Counsel

Sonoma County Water Agency

North Marin Water District

By: _____
Grant Davis
General Manager
Authorized per Sonoma County Water
Agency's Board of Directors Action on
October 7, 2025

By: _____

Name: _____

Title: _____

Date: _____

Date: _____

EXHIBIT A

ITEMS OF WORK

1. Item 1: Project Kick-Off Meeting, Imagery, and Request for Data

- A. Meetings: Attend Project Kick-Off Meeting arranged by Consultant to discuss District's imagery needs and the Project schedule.
- B. Imagery: Coordinate with Consultant and Sonoma Water to provide Consultant with the necessary imagery to commence the Work. Options include the following:
 - 1) *If Partnership Member has its own 4-band aerial imagery*: Provide the imagery to the Consultant within four weeks of the Project Kick-Off Meeting. Imagery shall meet the following requirements:
 - a. .tif format.
 - b. Equal or higher quality to high-resolution imagery provided by Hexagon.
 - c. Captured in 2024.
 - d. Meets the 4-band requirement, including red, green, blue, and near infrared bands.
 - 2) *If Partnership Member does not have its own 4-band aerial imagery*: Coordinate with Consultant for Consultant to purchase 2024, high-resolution (6 inches per pixel, 4-band) imagery, commercially available from Hexagon (cost includes licensing).
- C. Partnership Members' Requirements for Data Deliverables:
 - 1) Each Partnership Member shall coordinate with Consultant to provide the following data:
 - a. Most recent service area boundary file in GIS format, either as a shapefile or a geodatabase (gdb).
 - b. Most up-to-date parcel layer in GIS format (shapefile or gdb). The GIS parcel layer must include a land use description or code attribute to support identification of land use types, including CII parcels.
 - c. If available, 2018 residential LAM data received from DWR to assist Consultant in more accurately delineating the CII zones for each Partnership Member and in excluding areas already represented in the LAM dataset.
 - 2) Submit required data to Consultant within four weeks following the Project Kick-Off Meeting.

2. Item 2: Meter Data Preparation

- A. Partnership Members' Requirements for Water Customer Account and Meter GIS Layer Data:
 - 1) Coordinate with Consultant to provide the most up-to-date meter data for CII parcels and HOAs (GIS layer or a database file, whichever is available), including the identified

and classified meter locations and types (e.g., DIM, MUMs (if identified), Indoor Commercial, Fire), as well as the parcel's Assessor's Parcel Number (APN) to service meters relationship table, if available, in electronic GIS format (i.e., shapefile or .gdb).

- 2) Submit required data to Consultant no later than the deadline provided at the Project Kick-Off Meeting.

B. Data Preparation:

- 1) Based on the availability and accuracy of the water customer meter data provided to or obtained by the Consultant, Consultant will perform any, or all, of the following tasks, as necessary:
 - a. Clean and standardize the addresses.
 - b. Apply geocoding to the addresses.
 - c. Reconcile non-matched addresses.
 - d. Create a meter-to-CII APN link.

- C. Meter Data Deliverable: Consultant will provide a meter GIS layer for use as input for creating CII DIM LAMs and CII MUM LAMs used in Item 6 below.

3. Item 3: Land Use Classification Dataset (LUCD)

- A. Consultant will create an LUCD through imagery analysis and machine learning classification, using the latest available 4-band aerial imagery. For this item, Consultant will perform the following tasks:

- 1) Process imagery data.
- 2) Collect and assess training data.
- 3) Develop classification model: machine learning training and run/re-run.
- 4) Perform classified image post-processing.
- 5) Conduct quality control (QC) of classified image and any reclassification.
- 6) Conduct accuracy assessment analysis once classification has been finalized.
- 7) Create classified landcover polygons.
- 8) Provide CII Landscape Area Polygon Layer deliverables.
 - a. *Classified Image*: Consultant will prepare a pixel-based raster file in .tif format, showing identified and classified land cover classes, within the defined Project area. The classified image will also be submitted in the form of a GIS dashboard to the Partnership Members to view the results and provide feedback.
 - b. *Classified CII Landscape Area Dataset*: Consultant will prepare the polygons of CII LUCD data, which is matched with the classified raster image. The polygons of the CII irrigated area will be submitted in GIS (shapefile) format, by the polygon ID and class type, showing the classified map for CII areas. Class categories may also be combined into the broader classification categories of Not-Irrigable (NI), Irrigable Irrigated , and Irrigable Not-Irrigated (INI), to ensure alignment with DWR program categories.

c. *Accuracy Assessment Results:*

- (1) Consultant will perform the accuracy assessment analysis and report the accuracy for each class categories. The total accuracy shall be higher than 95 percent, and accuracy of each class to be in the range of 92 to 100 percent. Accuracy at the DWR's broader 3-class level (II, INI, NI) shall be greater than 97 percent.
- (2) *Accuracy Assessment Report:* Consultant will assess the accuracy of the classification through generating the Confusion Matrix table that includes the following data:
 - (a) Accuracy for each class.
 - (b) Overall accuracy (sum of correctly classified samples by the total sum in the matrix).
 - (c) User's accuracy (commission error).
 - (d) Producer's accuracy (omission error).
 - (e) Kappa statistic (index of agreement).

B. Partnership Member Requirements: Provide review comments and feedback as requested by Consultant according to the schedule determined in the Project Kick-Off Meeting.

4. Item 4: Identification and Mapping of Non-Functional Turf (NFT)

A. Consultant will perform the following specific tasks:

- 1) Process imagery data.
- 2) Review candidate parcels.
- 3) Identify NFT and conduct QC.
- 4) Estimate NFT LAM.
- 5) Consultant will provide the following NFT deliverables:
 - a. *NFT GIS Polygon Layer:* Contains GIS layers for identified NFT areas, separated into three types (CII NFT, Median NFT, and HOA NFT) for targeted parcels, including a map showing the spatial distribution of NFTs within the Partnership Member's service areas.
 - (1) CII NFT; refers to the identified NFT areas inside parcels (e.g. parking lots) and outside parcels (e.g. streetscapes, parkway strips, and common areas) for the CII parcels.
 - (2) Median NFT - refers to the identified NFT areas in street medians (non-parcel areas)
 - (3) HOA NFT - refers to the NFT areas associated to parcels with multi-family residential (apartment or condominium common areas and mobile homes) land use codes. HOA NFT areas shall be captured to the extent visible and possible from imagery (primarily in HOA parkway strips).
 - b. *NFT Area Measurements:* Include estimated square footage of NFT within service area of each Partnership Member. Additionally, a detailed Microsoft Excel table will

include the NFT measurement for all identified NFT polygons. NFT areas will be linked to corresponding DIMs.

B. Partnership Member Requirements:

- 1) Provide review comments and feedback as requested by Consultant according to the schedule determined in the Project Kick-Off Meeting.
- 2) Partnership Member may opt out of this Work item only if requested in writing to Sonoma Water by the deadline determined in the Project Kick-Off Meeting.

5. Item 5: Identification and Mapping of Special Landscape Areas (SLA)

A. Consultant will identify and provide area measurements of SLAs including parks, sports fields, recycled water, and edible plants. Steps include:

- 1) Review SLA parcels that are candidates for inclusion in the dataset.
- 2) Identify SLAs and conduct internal QC.
- 3) Distribute the identified SLA candidates to Partnership Members for review and feedback.
- 4) Apply edits from Partnership Members as they are received.
- 5) Provide SLA LAM estimation at CII DIM level (included in final deliverable).

B. Consultant will prepare the following SLA deliverables:

- 1) *SLA GIS Polygon Layer:* A GIS polygon layer for identified SLAs associated with CII parcels. List and map polygons of SLAs, such as cemeteries, botanical gardens, community gardens, or arboretums, public and private parks or sports fields and public pools within the service area, or other areas meeting the definition of SLAs as defined by the California Water Code.
- 2) *SLA Area Measurements:* A total square footage of spaces irrigated with recycled water, as well as a detailed Microsoft Excel table with SLA area measurements for identified areas within the Project area.

C. Partnership Member Requirements:

- 1) Provide review comments and feedback as requested by Consultant according to the schedule determined in the Project Kick-Off Meeting.
- 2) Consultant will coordinate with each Partnership Member on where to share the results from Paragraph 5.B above in a GIS dashboard hosted either by Consultant or on the Partnership Member's own server.
- 3) Partnership Member may opt out of this Work item only if requested in writing to Sonoma Water by the deadline determined in the Project Kick-Off Meeting.

6. Item 6: LAM per CII DIM and MUM Development

A. Consultant will associate the captured CII irrigated area polygons (irrigated landscapes derived from Item 3 above, including NFTs and SLAs) with the corresponding DIMs and MUMs, and as a result CII DIM LAM data is defined at the meter level. If a CII parcel with an

irrigated landscape does not have an associated DIM, it will be assumed that the indoor commercial meter is a MUM.

- B. Consultant will develop LAM for CII customer accounts, including those with DIMs and CII MUMs.
- C. Consultant will submit items above to each Partnership Member for review and apply comments and edits (based on each Partnership Member's review and approval).
- D. Consultant will prepare the CII DIM and MUMs LAM dataset in GIS and Microsoft Excel formats defined at the meter level, and the estimated areas of CII DIM and MUM landscape measure in square feet.
- E. Consultant will conduct a final meeting with all Partnership Members to review the deliverables.

7. Item 7: Additional Services

- A. Consultant will not proceed with this task unless requested in writing by Sonoma Water on behalf of the Partnership Member.
- B. Consultant will perform additional services as requested by Sonoma Water on behalf of the Partnership Member. The additional services will be agreed to by Sonoma Water, Consultant, and Partnership Member and described in writing by Sonoma Water to Consultant.

EXHIBIT B

ESTIMATED BUDGET FOR ITEMS OF WORK

Total CII Parcels: 1,710

Items of Work	Not-to-Exceed Cost	Required/Optional
1 – Project Kick-Off Meeting, Imagery, and Request for Data	\$1,767	Required*
2 – Meter data preparation	\$2,400	<i>To be determined**</i>
3 – LUCD	\$14,680	Required
4 – NFT	\$6,911	Optional
5 – SLA	\$2,802	Optional
6 – LAM per CII DIM and MUM Development	\$5,457	Required
Subtotal	\$34,017	-
7 –Additional Services	\$5,983	Optional
Total	\$40,000	-

*Imagery is required. This cost represents purchase of imagery by Consultant from Hexagon, if needed, and includes licensing.

**Cost for meter data preparation will be determined by the level of effort required by Consultant to prepare meter data.

7

**MEMORANDUM**

To: Board of Directors
From: Eileen Mulliner, Executive Assistant/District Secretary *EM*
Subject: Revision to the 2025 Board of Directors Meeting Calendar
t:\bod\annual reorg\2025\bod memo reorganization of the board in election yr.doc.docx

Date: October 21, 2025

RECOMMENDED ACTION: Approve the Revised 2025 Board Meeting Schedule.

FINANCIAL IMPACT: None

At the December 17, 2024 Board Meeting, the 2025 Board Meeting calendar was approved with the understanding that the calendar may be adjusted as needed. Staff is proposing a Board Meeting on November 18, 2025 from 10:00 am to noon for a Legal Refresher Workshop. Attorneys from the District's Legal Counsel are available in-person on that date to provide an overview of various laws that affect actions by your Board. The current meeting calendar lists the November 18th meeting date as "tentative".

RECOMMENDATION

That Board approves the Revised 2025 Board Meeting Schedule.

ATTACHMENTS:

1. Revised 2025 Schedule NMWD Board of Directors Meetings

REVISED 2025 SCHEDULE
NORTH MARIN WATER DISTRICT
BOARD OF DIRECTORS MEETINGS

MONTH	DATE	TIME
January	21	4:00 p.m.
February	4 18	4:00 p.m. 4:00 p.m.
March	4 18	4:00 p.m. 4:00 p.m.
April	1 15	4:00 p.m. 4:00 p.m.
May	6 20	4:00 p.m. 4:00 p.m.
June	3 17	4:00 p.m. 4:00 p.m.
July	15 30 (<i>Workshop</i>)	4:00 p.m. 10:00 a.m.
August	5 19	4:00 p.m. 4:00 p.m.
September	16	4:00 p.m.
October	7 14 (<i>Workshop</i>) 21	4:00 p.m. 10:00 a.m. 4:00 p.m.
November	5 (Wednesday) 18 (<i>Workshop</i>)	4:00 p.m. 10:00 a.m.
December	2 16	4:00 p.m. 4:00 p.m.

All Board meetings are typically held the first and third Tuesday of the month, or as indicated above, at the District's Office in Novato (and any others on an 'as-needed' basis).

If you would like information regarding agenda items, please contact District Secretary Eileen Mulliner at (415) 761-8921 or emulliner@nmwd.com.

8

**MEMORANDUM****To:** Board of Directors**Date:** October 21, 2025**From:** Tony Williams, General Manager **Subject:** North Marin Water District 2025-2030 Strategic Plant:\gml\bod memos 2025\10-21-25 meeting\strategic plan approval\10-21-25 bod memo strategic plan approval.odt**RECOMMENDED ACTION:** Approve the 2025-2030 Strategic Plan**FINANCIAL IMPACT:** None, included in FY26 Budget**Strategic Planning Summary**

At the November 7, 2023 North Marin Water District (District) Board of Directors (Board) meeting, the final 2018-2023 Strategic Plan status report was presented by Staff. At the February 6, 2024 meeting, the Board authorized an agreement with District's public relations and communications consultant, Kiosk Creative LLC ("Kiosk"), in the amount of \$24,620 to provide interim strategic planning support. During the remainder of calendar year 2024, Kiosk conducted research of comparable water providers, conducted a series of staff engagements, including a comprehensive survey and one-on-one interviews at all levels, and conducted interviews of the Board of Directors. In addition, Kiosk conducted a review of organizational needs and potential structural changes, using comparisons of organizational charts from other agencies as well as two focused meetings with the District's department heads.

At the April 15, 2025 meeting, the Board approved a final contract with Kiosk for \$12,855 to develop a formal Strategic Plan using the previously obtained data and information from research, surveys, interviews and additional staff input. On July 30, 2025, the District held a Special Board meeting for a Strategic Plan Workshop. The proposed Strategic Goals were reviewed during the Workshop, and are listed below:

- Strengthen Infrastructure Resilience
- Foster Organizational Excellence
- Ensure a Resilient Water Supply
- Enhance Customer Understanding & Engagement
- Optimize Operational Performance
- Maintain Effective & Transparent Governance

At the Workshop, the Directors and staff, with facilitation by Claire Garvie of Kiosk, reviewed and discussed the draft Strategic Goals and associated Actions. At the October 7, 2025 Board Meeting, the final draft of the Strategic Actions associated with each Goal was presented along with an early draft of the Strategic Plan layout.

Staff will review the final draft of the 2025-2030 Strategic Plan (Plan) for the District at the Board meeting (Attachment 1). Staff is recommending that the Board approve the Plan so that Staff can begin implementation.

Strategic Plan Implementation and Reporting

Each Strategic Action in the Plan has a milestone, shown as either a “completion” date or a “start” date so progress is visible and trackable. Some actions are near-term improvements that simplify improve day-to-day District administration and operations – these are actions with completion dates. Other actions are multi-year initiatives or larger projects that will also improve administration and operations or will prepare our systems for natural hazards as well as the next generation – these are actions with start dates. The implementation of each Strategic Action will be coordinated through regular internal Department Head meetings, Senior Staff meetings, various internal Staff Committees as well as All Staff Meetings. Staff will report on progress to the Board each November, note adjustments as conditions change, and present the Board with honest updates on what’s working, what’s ahead, and where we might need to pivot. In addition, we have modified our standard Board Memorandum (Attachment 2) to include an “Alignment with the Strategic Plan” section to clearly identify those specific efforts that are brought to the Board.

RECOMMENDATION

That the Board approve the 2025-2030 Strategic Plan.

ATTACHMENTS:

1. Final Draft 2025-2030 Strategic Plan
2. Updated Board Memorandum Template – Strategic Plan Section

Strategic Plan 2025-2030



**NORTH MARIN
WATER DISTRICT**



Contents

Message from the General Manager	3
Mission and Vision	4
Our Approach	6
Goals & Actions	
1. Strengthen Infrastructure Resilience	8
2. Foster Organizational Excellence	10
3. Ensure a Resilient Water Supply	12
4. Enhance Customer Understanding and Engagement	14
5. Optimize Operational Performance Readiness	16
6. Maintain Effective and Transparent Governance	18
Summary	20



Message from the General Manager



Tony Williams,
General Manager

North Marin Water District is proud to share our 2025–2030 Strategic Plan. This plan is the product of months of listening, analysis, and collaboration - with our customers, our staff, our Board of Directors, and our regional partners. We heard what matters most: safe, reliable, affordable water service; clear communication and accountability; and steady, practical progress on the projects that strengthen the water infrastructure and ultimately our community. That spirit of partnership runs through this plan and our work every day.

To build this plan, we combined community input with the on-the-ground experience of our operators, construction crews, engineers, chemists, and customer service teams, and the policy guidance of our Board. We held discussions and workshops, reviewed other similar agencies in California, system data and risk assessments, and weighed trade-offs through the lens of service quality and ratepayer impact. The result is not a glossy pamphlet that sits on a conference table. It is a roadmap we will work from - one that sets direction, sequences projects, identifies funding pathways, and makes the District more resilient in an ever-changing environment.

At its core, the plan keeps us focused on the fundamentals. Our Water Supply – Stafford Dam and Lake, groundwater wells, and the Russian River through our long-standing relationship with Sonoma Water. Our system

- storage tanks, pump stations, pipelines, hydrants, and treatment facilities. Together these form the backbone that makes every other commitment possible. Investing in that backbone, operating it safely, and planning for tomorrow's needs are central to this strategy.

The Strategic Plan is organized around clear Goals, each supported by practical Actions. Each action in the plan has a target date, so progress is visible and trackable. Some actions are near-term that improve day-to-day administration and operations; others are multi-year initiatives or large capital projects that will prepare our system for natural hazards as well as the next generation. I will report on progress regularly, adjust as conditions change, and return to the Board and community with honest updates on what's working, what's ahead, and where we might need to pivot.

Thank you to everyone who contributed ideas, asked hard questions, and helped sharpen our priorities. On behalf of our Board and staff, I invite you to read the Goals and associated Actions and stay engaged as we put this plan to work.

Mission

Our mission is to meet the expectations of our customers in providing potable and recycled water and sewer services that are reliable, high-quality, environmentally responsible, and reasonably priced.

Vision

We strive to optimize the value of services we provide to our customers and continually seek new ways to enhance efficiency and promote worker and customer engagement and satisfaction.



Our Approach

This Strategic Plan was developed over 12 months through a structured process led by our consultant facilitator, Kiosk. The work combined research, interviews, surveys, meetings, and workshops to ensure the final plan reflects customer priorities, leadership knowledge, employee input, and Board direction.

Research

We began by aligning on scope and method, then gathered baseline information:

- Briefing and process definition
- Desk research: review of prior plans and the District’s organizational structure
- Peer organization research: how comparable districts structure teams
- Strategic plan best practices: ensuring our approach was thorough yet efficient

Interviews and Surveys

We engaged people who rely on and deliver our services:

- Customer Survey
- Employee Surveys
- Stakeholder interviews: 7 staff, 5 Board Directors, 5 Department Heads

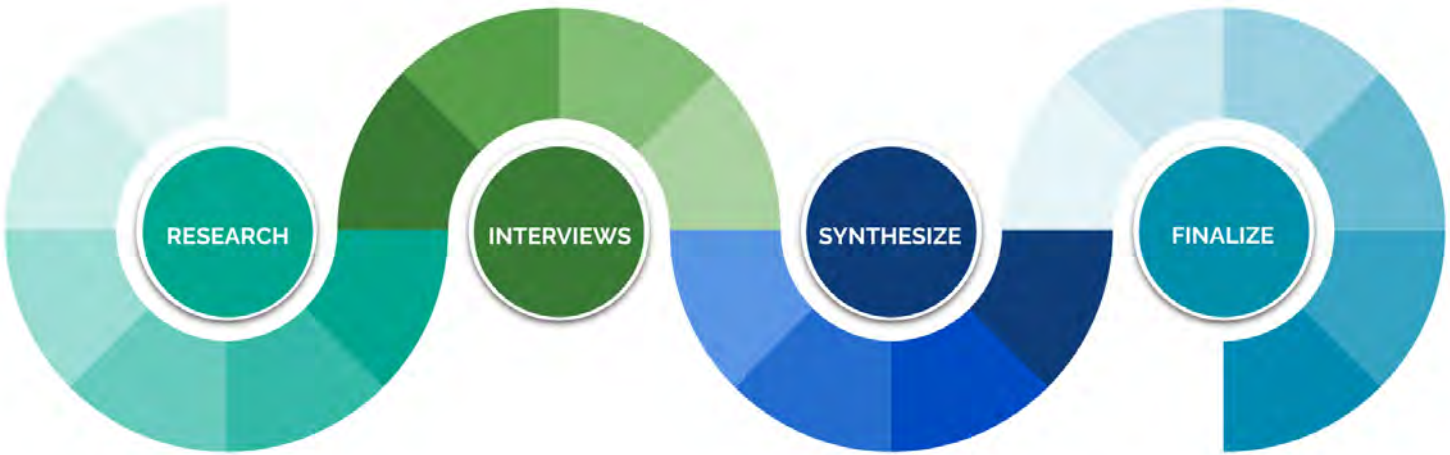
What We Heard

From this input, ten key themes emerged:

1. Infrastructure Resilience
2. Water Supply & Regional Partnerships
3. Safety & Regulatory Compliance
4. Organizational Structure Review & Leadership Succession
5. Workforce Development & Retention
6. Financial Sustainability & Cost Management
7. Emergency Preparedness & Risk Mitigation
8. Public Engagement & Education
9. Technology & Operational Efficiency
10. Governance & Board Effectiveness

From Themes to Goals

Working with the Board and Department Heads, we organized these themes into six clear Strategic Goals that define where the District needs to focus over the next five years.



Building the Actions

To determine how to achieve the Goals, we conducted:

- A Board and Department Heads workshop
- Meetings with strategic partners and peer agencies
- Multiple Department Head working sessions
- Internal cross-functional team reviews to test feasibility, sequencing, and ownership

Synthesize and Refine

We consolidated all inputs into draft Goals and Actions, then:

- Summarized results and decision points
- Reviewed internally for alignment with budget, staffing, and risk
- Met with teams to refine language, timelines, dependencies, and lead responsibilities

What follows is a plan we built together and stand behind - one that carries the voices of our community and the expertise of our team. It reflects real input and is practical and measurable, with defined actions, accountable owners, and timeframes; we will use it to guide budgets and work programs, report progress, and adjust as needed. We’re proud of it - and we’re ready to get to work.

All target dates in this document reference North Marin Water District fiscal years.



GOAL 1

Strengthen Infrastructure Resilience

1.1 Replace aging infrastructure using a phased approach

Use Master Planning and condition assessments to update and implement a multi-year capital improvement plan (CIP) that prioritizes aging assets - including high-risk facilities to reduce dependence on emergency repairs.

Target start date: 2026 (ongoing annually)



1.2 Implement system redundancy as part of the overall CIP

1.2.1 Identify Water System Vulnerabilities

Identify vulnerabilities in the water distribution system e.g. single-source pipelines and pump stations.

Target completion date: 2026

1.2.2 Find Opportunities to Add System Redundancy

Identify redundancy opportunities such as looping and bypass solutions to prevent service disruptions to critical customers. Program attainable solutions in the multi-year CIP or identify opportunities within new development in accordance with District Regulation 13.

Target completion date: 2027

1.3 Leverage proven technology to establish a comprehensive asset management and preventative maintenance program

Expand the use of NEXGEN Asset Management software for all District work orders, existing GIS mapping, and new technologies to more effectively monitor system functionality, prioritize repairs, reduce lifecycle costs, and extend the life of critical assets.

Target completion date: 2028

1.4 Pursue diversified funding for capital projects

Identify and apply for eligible state and federal grants, pursue low-interest loans, and explore regional cost-sharing opportunities to help finance priority infrastructure upgrades or water supply projects, with the goal of keeping rates affordable.

Target start date: 2026 (ongoing process)

1.5 Strengthen seismic and rural resilience

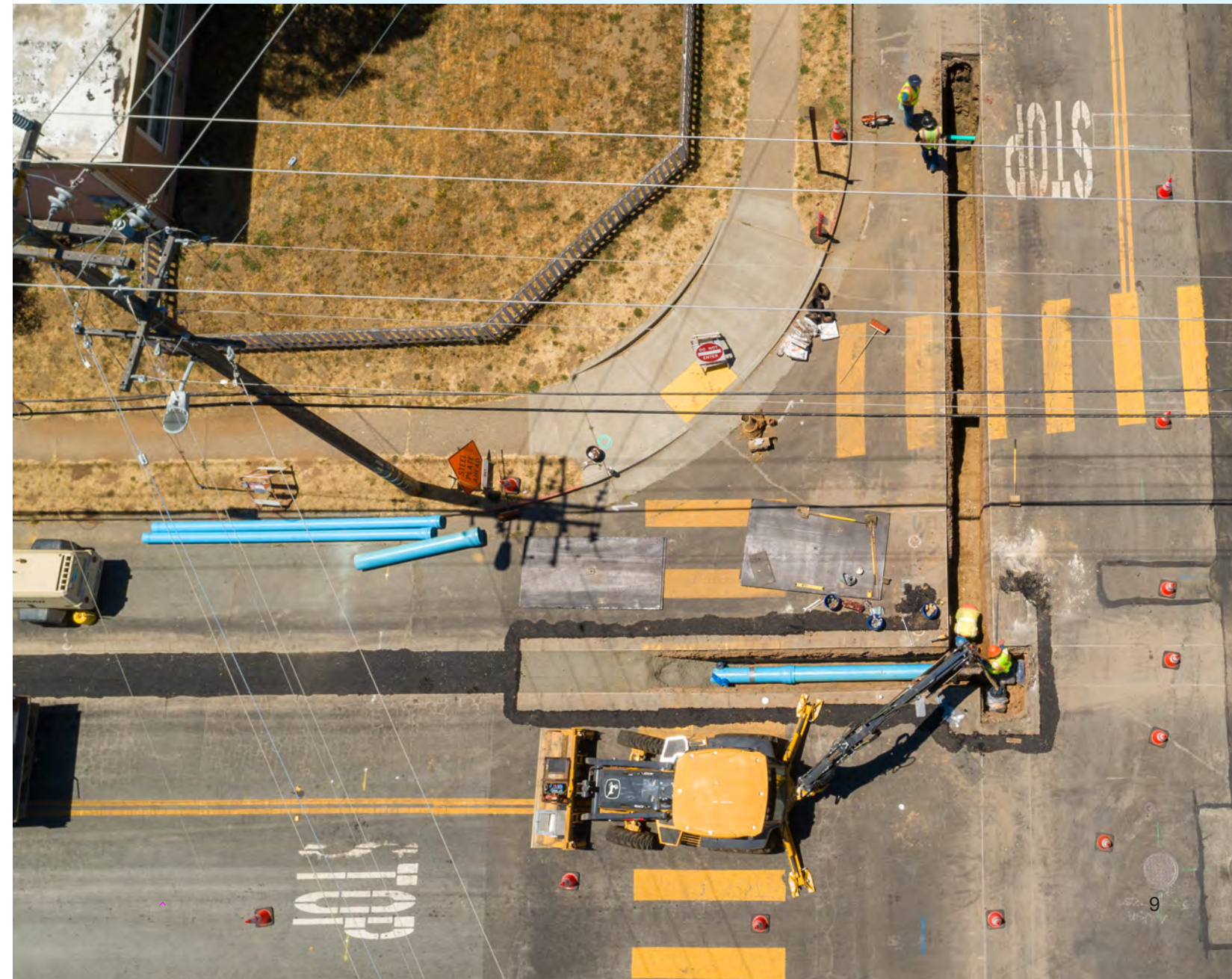
Upgrade infrastructure in seismically-vulnerable zones to ensure continued service and structural stability during natural disasters. Where feasible, improve site access for remote facilities to support emergency response and maintenance.

Target start date: 2028 (ongoing implementation)

1.6 Collaborate with neighboring agencies to identify interconnection opportunities

Work jointly with regional partners to explore interconnections and system looping to enhance water supply reliability, operational flexibility, and emergency preparedness.

Target completion date: 2027



GOAL 2

Foster Organizational Excellence

2.1 Undertake a comprehensive organizational structure review to improve District effectiveness

The review will examine: (a) the District's org chart, roles, responsibilities, and reporting lines to strengthen capacity and review use of third parties, including for IT and OT (SCADA); (b) centralizing oversight of district-wide safety, security, training, emergency management, and regulatory compliance to improve accountability and reduce risk (c) the role and structure of the Water Quality Division to ensure strategic focus and capacity to meet growing regulatory demands (d) adjusting senior leadership and department-level reporting lines to improve clarity and collaboration (e) rebalancing management workloads by assessing span of control and better aligning staffing levels with functional needs.

Target completion date: 2026

2.2 Standardize safety training and emergency preparedness using new Emergency Response Plan (ERP) as a guide

Implement mandatory annual safety training, department-wide emergency drills, and a uniform onboarding safety curriculum for all employees to reinforce a culture of safety and preparedness within the District. Perform annual audits to ensure adequate supplies of personal protective equipment (PPE) and other safety equipment and supplies.

Target completion date: 2028

2.3 Establish a centralized compliance tracking and audit system

Create a digital system for monitoring regulatory deadlines, documentation, policy, and District Regulations updates. Consider using NEXGEN.

Target completion date: 2029

2.4 Improve internal communication and team cohesion

Hold regular all-staff meetings, consider launching an intranet, and identify cross-department initiatives to foster collaboration and morale.

Target completion date: 2028

2.5 Explore shared resources opportunities and alternative models

Collaborate with neighboring water agencies to explore shared staffing or regional apprenticeship models, especially for remote or hard-to-staff areas. Explore use of contract services for West Marin and Oceana Marin.

Target completion date: 2029



2.6 Strengthen succession planning, mentorship, and career development

Prepare staff and the District for the future by: (a) defining clear and transparent pathways for professional development, career growth, and promotion (b) establishing a structured mentorship program to pair experienced staff with emerging leaders (c) supporting cross-training and leadership development (d) developing a succession plan that invests in internal talent, including identifying key roles at risk of turnover and documenting institutional knowledge to ensure continuity.

Target completion date: 2027

2.7 Foster a positive and inclusive workplace to maintain high staff retention

Launch an employee engagement and retention program that ensures staff feel consistently supported, valued, and empowered. To include: (a) strategies to provide competitive compensation and promote work-life balance (b) ways to strengthen an inclusive and respectful workplace culture (c) establishing channels for regular employee feedback, with follow-up action on key concerns (d) formalizing recognition of employee contributions and service milestones (e) updating the performance evaluation process to enhance two-way communication and professional growth.

Target completion date: 2027





GOAL 3

Ensure a Resilient Water Supply

3.1 Strengthen regional partnerships and maintain strong representation

Continue building collaborative partnerships with neighboring districts and water agencies to align on shared goals, pursue joint funding, and address regional water challenges. Maintain influence and equitable representation in Sonoma Water's Water Advisory Committee (WAC) and Technical Advisory Committee (TAC) to protect the District's interests in cost and supply negotiations.

Target completion date: 2028



3.2 Strengthen Infrastructure Resilience through Assessment and Contingency Planning

3.2.1 Conduct a District-Wide Supply Infrastructure Vulnerability Assessment

Evaluate the District's water transmission systems to identify weak points, single-source dependencies, and areas most at risk from drought, seismic events, or failures. Use asset data and system modeling to guide capital investment priorities, long-term strategies for West Marin supply, and optimization of existing infrastructure to improve conveyance efficiency, reduce water loss, and maximize resources under both normal and emergency conditions.

Target completion date: 2027

3.2.2 Establish a Major Asset Contingency Program

Using the assessment findings, create a program to ensure rapid response to critical failures of supply transmission systems, including pre-purchased spare parts, rapid repair contracts, mobile treatment or pumping assets, and scenario-based emergency planning to maintain service continuity.

Target completion date: 2028

3.3 Maintain and strengthen regional emergency water-sharing agreements

Regularly review and update existing agreements with neighboring agencies (e.g. Marin Municipal Water District, Inverness PUD, Sonoma Water) to ensure they remain current, actionable, and effective in supporting mutual aid during droughts or supply disruptions.

Target completion date: 2030

3.4 Implement drought contingency and water redundancy strategies

Develop and update drought response plans using the current Water Shortage Contingency Plan (Novato) and Annual Water Supply and Demand Assessments, explore additional interconnections and bypasses, and improve conveyance efficiency.

Target completion date: 2029

GOAL 4

Enhance Customer Understanding and Engagement

4.1 Develop and launch a public education campaign

4.1.1 Develop the Campaign Plan

Design a branded, district-wide initiative using multiple communication channels to improve water literacy and build community understanding of the District's supply challenges, infrastructure needs, and long-term plans. The plan will define key messages, audiences, and channels so customers know where their water comes from, how it is treated and delivered, and why conservation and infrastructure investment are essential. It will outline strategies to raise awareness of supply risks, storage limitations, and the need for diversification, and set an outreach schedule aligned with seasonal water use patterns, drought conditions, and major project milestones.

Target completion date: 2026

4.1.2 Execute the Campaign

Implement the campaign across digital, print, local media, and social outlets, delivering engaging content supported by a library of brochures, explainer videos, infographics, and FAQs on topics such as rate structures, drought preparedness, and project funding. Use meetings, outreach, and storytelling to make complex issues accessible, relevant, and actionable for the community.

Target start date: 2027 (ongoing process)

4.2 Develop a multi-year community engagement plan

Identify key community events - such as farmers markets, school visits, and open houses - for outreach and relationship-building outside of crisis moments. Community events may include periodic open house events at Stafford Treatment Plant, Rush Creek Place (RCP), or key pump stations.

Target completion date: 2027

4.3 Build a rapid response strategy for misinformation

Develop a clear process for monitoring misinformation and potentially responding quickly with fact-based communications to maintain public trust. A multi-departmental team should be prepared to address misinformation on topics such as: finances, rates, projects, regulations, the dam, the lake, water quality, development, water supply, etc.

Target completion date: 2026



4.4 Provide regular financial planning and rate forecast updates

Issue accessible, jargon-free summaries of financial plans, budgets and upcoming projects to prepare the public for necessary rate changes and infrastructure investments.

Target start date: 2028 (annual process)

4.5 Expand multi-lingual and multi-channel communications

Ensure materials are translated into Spanish and other key languages (as needed), and use diverse communication methods - such as social media, mailers, radio, and events - to reach all demographics.

Target completion date: 2028

GOAL 5

Optimize Operational Performance Readiness

5.1 Modernize District Information Technology (IT) systems and digitize operations

5.1.1 Develop the IT Modernization Plan

Evaluate the District's existing IT infrastructure and create a long-term, District-wide modernization plan that supports remote access, system integration, and operational efficiency. The plan will set priorities for replacing legacy systems and manual processes with secure, cloud-based or subscription-based platforms, consolidating data across departments to improve analytics and coordination, and adopting proven and innovative technologies to enhance performance. It will also establish strategies for equipping field staff with mobile tools and digital workflows, ensuring structured role-specific training, and reducing vendor dependency through process documentation and building internal IT capacity.

Target completion date: 2027

5.1.2 Implement the IT Modernization Plan

Phase upgrades to software, hardware, and networks according to operational priorities, deploying new systems in a way that minimizes disruption and maximizes adoption. Execute the plan's technology replacements, integrations, and mobile tool rollouts while maintaining robust onboarding and training programs, ensuring all staff can use the new systems effectively and securely.

Target start date: 2030 (multi-year implementation)



5.2 Strengthen cybersecurity through a comprehensive audit and district-wide program

Engage a third-party firm to assess vulnerabilities across all IT systems, including SCADA, remote monitoring, and proprietary software. Use findings to establish a formal cybersecurity program with protocols for intrusion detection, data backup, ransomware response, and ongoing staff training—ensuring operational resilience and data security.

Target start date: 2027 (annual process)

5.3 Review and consider modernizing the SCADA* system and telemetry infrastructure

Replace or modernize aging SCADA components and expand telemetry capabilities to enable real-time monitoring, faster emergency response, and better operational visibility.

Target completion date: 2028

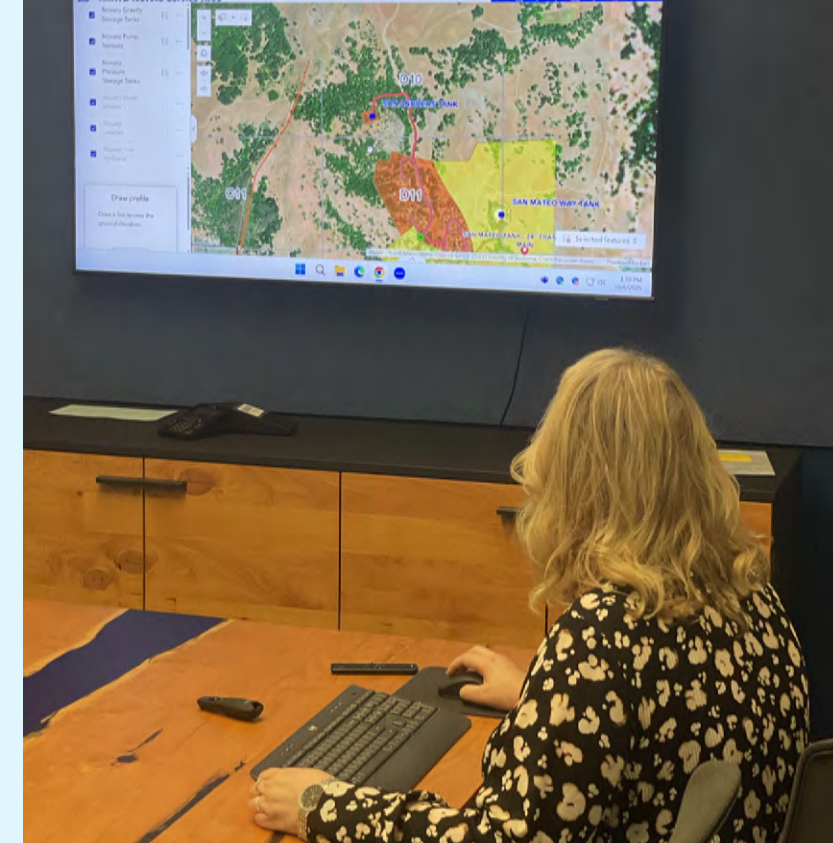
5.4 Enhance and adapt GIS[†] and GPS tools to better support District operations

Build on the District's existing ArcGIS platform by customizing tools and workflows to improve infrastructure mapping, field data collection, asset tracking, and long-term planning accuracy.

Target completion date: 2028

***SCADA stands for Supervisory Control and Data Acquisition:** It's the system used to monitor and control equipment from a central interface, helping operators maintain pressure, manage storage levels, detect leaks/failures, and improve response times and reliability.

†GIS stands for Geographic Information System: It's software for capturing, storing, analyzing, and visualizing location-based data, such as maps of pipes, valves, hydrants, parcels, and service lines.



5.5 Leverage existing smart meter data and implement predictive analytics

Use data from smart water meters to improve demand forecasting, and apply predictive models that help identify system vulnerabilities and optimize maintenance planning.

Target completion date: 2030

5.6 Modernize customer service and billing systems

Upgrade billing software and customer engagement platforms to reduce manual errors, improve responsiveness, and streamline service interactions.

Target completion date: 2029

GOAL 6

Maintain Effective and Transparent Governance

6.1 Establish a comprehensive Board onboarding, training, and development program

Create a formal orientation and continuing education program to ensure all Board members understand their governance role, responsibilities, and strategic priorities. The program will provide training on Board functions, financial oversight, strategic planning, and public communication, and will identify ways to participate in relevant conferences, workshops, and regional governance forums. It will include regular reviews and updates to the Board Manual, to ensure Directors have a resource that reflects current policies, responsibilities, and best practices.

Target completion date: 2027

6.2 Support the Board's ability to focus on strategic issues

Review and update the Board Manual to reinforce the Board's role in setting policy and providing oversight. Strengthen the use of tools such as the consent calendar to streamline routine approvals and ensure that Board meetings allow sufficient time for discussion of long-term priorities and strategic matters.

Target completion date: 2026



6.3 Increase Board involvement in policy advocacy and funding efforts

Encourage Board participation in regional, state, and federal forums to advocate for funding, legislation, and regional water policy priorities.

Target completion date: 2029

6.4 Strengthen Board-staff communication protocols

Create a standardized process for sharing information between staff and the Board—such as Ad-hoc Committees, pre-meeting briefings, monthly reports/dashboards, and follow-up Board summaries.

Target completion date: 2028

6.5 Establish a Board mentorship program

Pair experienced Board members with new directors to support institutional continuity and faster onboarding of governance best practices.

Target completion date: 2029

Summary

The 2025–2030 North Marin Water District Strategic Plan is a practical roadmap for the next five years. It translates community input, staff expertise, and Board direction into clear Goals supported by specific, measurable Actions. Each action includes an expected timeline to completion. Progress will be tracked and reported annually at Board meetings, with adjustments made as conditions change.

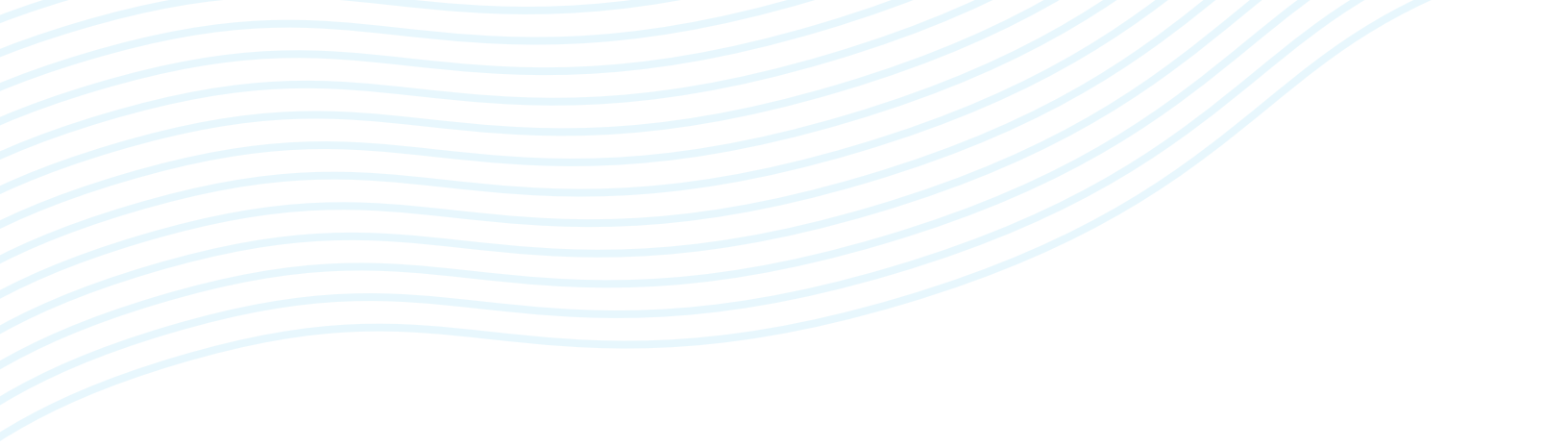
This plan will guide how we prioritize work and invest resources. It will inform our master planning efforts, shape Capital Improvement Plan (CIP) priorities, align annual budgets with strategic needs, and focus departmental work programs on the actions that deliver the most value to customers. By connecting strategy to implementation - we will strengthen reliability, affordability, and service quality across the District.

Thank you to the customers, employees, Board Directors, partner agencies, consultants, and community stakeholders who contributed their time and ideas. Your involvement sharpened the priorities reflected here.

We welcome feedback and questions as we put this plan into action.

For more information, contact the District at 999 Rush Creek Place, Novato or info@nmwd.com





**NORTH MARIN
WATER DISTRICT**



nmwd.com



MEMORANDUM

To: Board of Directors Date: BOD Meeting Date
From: Name, Position (single spaced if more than one person listed)
Subject:

T:\GM\Admin Secty\Forms_Templates\BOD Related Forms\BOD Memo Template multiple pages.docx Add filepath – 6pt

RECOMMENDED ACTION:
(bold, all caps)

Not all caps, and not bold, single spaced, but one line between Recommended Action and Financial Impact (can also be done as 6pt after to create the space)

If there is more than one recommended action:

That the Board:

1. Xxxxx, and
2. Xxxxxx.

FINANCIAL IMPACT:
(bold, all caps)

Not all caps, and not bold
If none type "None at this time, information only"

Make sure the words "Recommended" and "Financial" line up with the To, From, Subject lines above. This usually means grabbing the left side of the text box and moving it slightly to the left. The template is set up properly but if you use an older memo to create a new memo you may have to make the adjustment.

1.5 spacing, full justify, indent first line of each paragraph (the indent should line up with "Board of Directors, author's name, and title of the memo above), no extras spaces between paragraphs. Also make sure widow/orphan control is on so a single line is not at the beginning of a page. Make sure hyphenation is turned off as well. Each paragraph heading should be underlined.

Paragraph Heading

The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog.

The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. (6pt after last line of paragraph, before new heading)

Memo Title (can be shortened) (Arial, 10 pt)

Date

Page x of x (Two lines after the page # line)

Paragraph Heading

The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog.

The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog.

Alignment with Strategic Plan

(example) Goal: Strengthen Infrastructure Resilience; Action 1.6 Collaborate with neighboring agencies to identify interconnection opportunities.

This project supports this strategic action through *<explain how memorandum topic supports the strategic goal and action>*.

RECOMMENDATION – in all caps, underlined

Board

If there is more than one recommended action:

That the Board:

1. Xxxxx, and
2. Xsssss.

ATTACHMENTS: None
(all caps)

(Or list all Attachments, Including Resolutions here)

- 1.
- 2.
- 3.

Attachments section is 10 pt, full justified, single spacing, attachments list is indented

Make sure when typing in “ATTACHMENT X” on an attachment is all caps, Arial, 11 pt.

9

**MEMORANDUM**

To: Board of Directors

October 21, 2025

From: Julie Blue, Auditor/Controller *JB*

Subject: CalPERS Pension Update 2025

T:\AC\Board Reports\Board Memos\2025\CalPERS Pension Update\CalPERS Pension Update. 10.2025.docx

RECOMMENDED ACTION: Information Only**FINANCIAL IMPACT:** \$2,442,000 Expenses in FY 25/26 -
\$216,000 increase from FY 24/25Background

The District offers its employees a defined benefit pension plan through the California Public Employee's Retirement System (CalPERS). All CalPERS participating employers (aka members), with fewer than 100 employees, are combined into a pooled plan where gains/losses are allocated among members by a proportionate share based on each agency's accrued liability. There are two types of employee membership classifications, Classic and PEPR. PEPR members were established under the Public Employee Pension Reform Act which took effect in January 2013. PEPR was created to address structural concerns related to California public employee pensions and to help agencies better manage future pension costs.

Under contract or law, each classification of employees is assigned a retirement benefit formula which determines the calculation for retiree pension payments. Three factors are used to calculate the retirement benefit: service credit (years worked), multiplied by the benefit factor (% per year), multiplied by the final monthly compensation. The retirement benefit formula for Classic members is 2.5% @ 55 and the PEPR formula is 2% @ 62. The final monthly compensation for Classic members is based on the highest single year of compensation and for PEPR members it is based on the highest average compensation over a three-year period. Currently the District employs 34 PEPR members and 24 Classic Members.

Employer Contributions

The District is responsible for the employer contribution costs associated with the CalPERS pension plan. For fiscal year 25/26 (FY 25/26), employer contributions increased by approximately \$216,000, from the prior FY. This increase is due to an increase in payroll and an increase in the amount of unfunded liability allocated to the District's plan. The District's estimated employer contributions are equivalent to 32.1% of payroll earnings. Attachment 1 illustrates the historical employer contributions as a percentage of payroll which shows historical employer pension costs ranging from 7% to 33.3%.

There are two components included in the employer contributions, the Unfunded Accrued Liability (UAL) and the Normal Cost (NC) rate. The UAL for FY 25/26 is \$1,646,000 which is the amount owed towards the plan for members who are currently receiving benefits. The UAL is paid annually as a lump sum at the beginning of the fiscal year. The NC rate represents the annual cost of service for active employees for the upcoming fiscal year and is estimated to be \$796,000, or 10.5% of payroll. The NC is calculated as a percentage of payroll and paid with each semi-monthly payroll processing. Additionally, Classic member employees contribute 8% of their earnings and PEPRAs members contribute 7.75% to fund the plan.

Plan's Funded Status

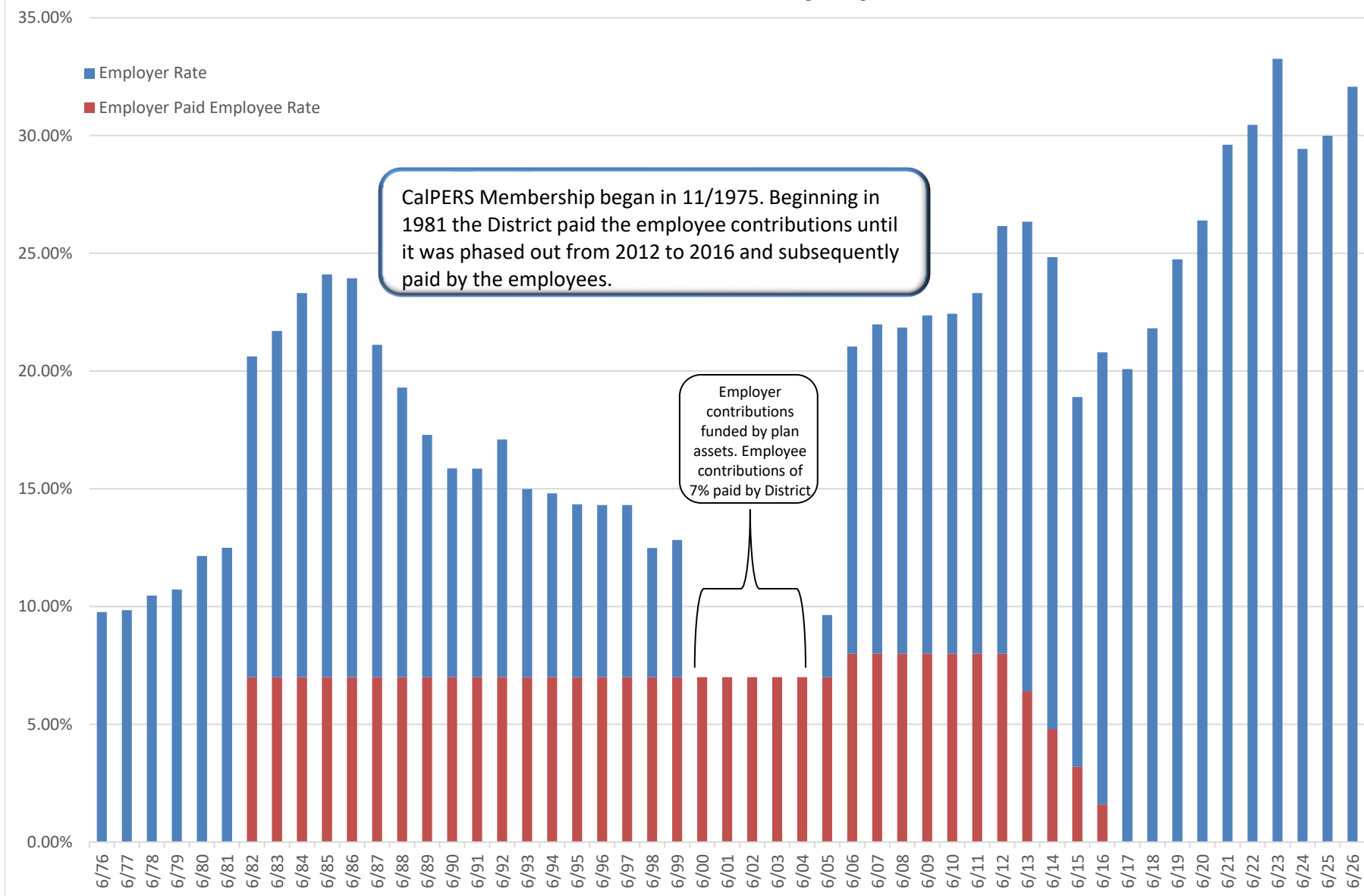
Annually, CalPERS provides an actuary report which projects benefits that will be owed to all employees when they retire and calculates how much should be contributed to the plan each year to fund those benefits. The District's net unfunded liability, including PEPRAs and Classic Plans, was \$19.5 million at June 30, 2024, which is a decrease from \$19.8 million from the prior year. The funded ratio was up to 69.9% compared to 68.1% in the prior year and is calculated as the market value of the plan assets divided by the accrued liability. The level of funding required is dependent on the discount rate, currently 6.8%, which is the long-term interest rate (assumed rate of return) used to fund future pension benefits. The District's funded ratio over the past 10 years has varied from 68.1% to 80.7% primarily due to the fluctuation in the market value of the assets in the CalPERS plan.

The funded status of the CalPERS Public Employee Retirement Fund (PERF) pooled plan as of June 30, 2024, was 75%, which is higher than the District's funding status for the same period. This is a 3.6% increase in funding status, from the prior year, and is due to CalPERS' actual investment returns of 9.3% in FY 23/24. This will be positively adjusted by the estimated rate of investment returns of 11.6% for FY 24/25 which will bring the overall funding status up to about 79% and the District's funding status will follow.

ATTACHMENTS

1. CalPERS Employer Contributions – Historical Rates as a % of Payroll

CalPERS Employer Contributions Historical Rates as a % of Payroll



10

North Bay Watershed Association

Board Meeting - Agenda

October 10, 2025 | 9:30 – 11:30 a.m.

MEETING WILL BE HELD AT THE City of Petaluma Ellis Creek Treatment Plant

3890 Cypress Drive, Petaluma, CA 94954

For those wishing to attend virtually

Join Zoom Meeting:

<https://us02web.zoom.us/j/81630673971?pwd=dm94TXJCRWMYWFBLc3U5V2pTSmNRZz09>

Webinar ID: 816 3067 3971 Password: 216460

Agenda and materials will be available the day of the meeting at: www.nbwatershed.org

AGENDA

Time	Agenda Item	Proposed Action
9:30	Welcome and Call to Order – Roll Call and Introductions <i>Jean Mariani, Chair</i>	<i>N/A</i>
9:35	General Public Comments This time is reserved for the public to address the meeting about matters NOT on the agenda and within the jurisdiction of the association.	<i>N/A</i>
9:40	Agenda and Past Meeting Minutes Review <i>Jean Mariani, Chair</i> Treasurer's Report <i>Jean Mariani, Chair</i>	<i>Approve/ Accept</i>
9:50	Guest Presentation— Industrial Beekeeping and Its Impacts on Wild Honeybees and Native Pollinator Communities <i>Michael Joshin Thiele, Executive Director, Apis Arborea</i> Industrial beekeeping has become the dominant model for crop pollination, yet its ecological costs remain largely overlooked. High-density apiaries, hive transport, and disease transmission disrupt native pollinator communities and threaten wild honeybee survival. Michael's talk will introduce Apis Arborea's research and conservation work, including a seven-year study at Sonoma State University's Galbreath Wildlands Preserve and international academic collaborations. The presentation will highlight the resilience of wild honeybees, their role in healthy ecosystems, and why habitat protection matters. It will also provide background and practical guidance for landowners and agencies seeking to strengthen their pollinator conservation efforts.	<i>Presentation slides</i>

10:10	Executive Director Report <i>Andy Rodgers, Executive Director</i> Andy will provide updates and solicit board input on activities since the September 12 Board meeting, including administrative updates, regional programs participation, grants, funding, sea level rise, 2026 conference planning, new website, and other activities, programs, and communications.	<i>ED updates, Board questions, and input</i>
10:30	Small Grant and Scholarship Program – Program Structure updates and 2025 Awards <i>Andy Rodgers, Executive Director</i> Andy will provide an overview of Small Grant and Scholarship Program and updates that clarify program language. The Board will consider approval of staff and subcommittee recommendations regarding grant and scholarship project recommendations and funding amounts	<i>Presentation slides</i> <i>Board questions and input</i>
10:45	Board Information Exchange and Updates <i>Members</i> Members will highlight issues and share items of interest.	<i>N/A</i>
10:55	Agenda Items for Future Meetings <i>Andy Rodgers, Executive Director</i> Andy will outline ideas for next and future Board meeting topics and solicit feedback.	
11:00	Announcements/Adjourn Next Board Meeting: November 7 Location TBD	<i>N/A</i>

11

DISBURSEMENTS - DATED OCTOBER 9, 2025

Date Prepared 10/6/25

The following demands made against the District are listed for approval and authorization for payment in accordance with Section 31302 of the California Water Code, being a part of the California Water District

Seq	Payable To	For	Amount
P/R	Employees	Net Payroll P/E 9/30/25	\$215,946.74
90937*	Internal Revenue Service	Federal & FICA Taxes PPE 9/30/25	96,012.91
90938*	State of California	State Taxes & SDI PPE 9/30/25	23,918.13
90939*	CalPERS	Pension Contribution PPE 9/30/25	59,384.35
90935*	Nationwide	Deferred Compensation-457 PPE 9/30/25	17,210.01
90936*	Nationwide	Deferred Compensation 9/30/25-401A Match	3,048.65
90934*	CalPERS	October 2025 Health Insurance Premium (Employer \$67,471, Retirees \$12,797 & Employees \$8,290)	\$88,557.90
1		Retiree Exp Reimb (Oct Health Ins)	1,572.71
2	AT&T	Point Reyes Treatment Plant Phone Lines	11.08
3	Autoworld	Oil Pressure Switch ('18 Dodge Ram)	92.61
4	Boucher Law, PC	August 205 HR Legal Fees	838.43
5	Buck's Saw Service	Chain Saw Loop, Air Filter, Tool Fuel (\$213), Hedge Trimmer (\$743) & Chainsaw Repair	1,185.54
6		Retiree Exp Reimb (Oct Health Ins)	595.05
7	Centrisys Corporation	Hinge Parts (2) (STP)	2,288.81
8		Retiree Exp Reimb (Oct Health Ins)	626.75
9		Retiree Exp Reimb (Oct Health Ins)	626.75
10	Cole-Parmer Instrument	Wireless Logger (Lab)	343.31
11	Comcast	October Phone Charges (Yard & STP)	1,654.39
12	Comcast	October Internet (Yard)	1,573.65

Seq	Payable To	For	Amount
13	Confience	Maintenance Contract for Laboratory Info Management System Software	9,996.00
14	Core Utilities, Inc	August IT Support (\$6,000), CORE Billing Maintenance (\$500), SCADA Server Upgrade (\$4,350) & Programmable Logic Controller Support (\$3,400)	14,250.00
15	CPM Inc	Refund Overpayment on Closed Account	116.15
16	CSW/Stuber-Stroeh Engineering	Prog Pymt#7: Stafford Dam Five-Year Survey (Balance Remaining on as Needed Contract \$30,800)	7,806.00
17	DataTree	September Subscription to Parcel Data Information	100.00
18	Diesel Direct West	Diesel (124 gal) & Gasoline (657 gal)	3,389.21
19	Direct Line Inc	September Telephone Answering Service	224.00
20	Durkin Signs & Graphics	Dedication Plaque (Admin Building)	1,255.52
21	Environmental Science Assoc	Prog Pymt#7: Construction Compliance Support for San Mateo Tank Project (Balance Remaining on Contract \$73,254)	8,812.14
22	Eurofins Eaton Analytical, Inc	Lab Testing	1,004.25
23	Ferguson Waterworks	Register Adaptors (5)	1,024.22
24	Forevergreen Landscape and Maintenance	Landscaping September 2025 (999 Rush Creek Pl)	885.00
25	Grainger	Auto Shop Tools (\$314), Wire Connectors (8) (\$255) & Miscellaneous Tools & Supplies	714.35
26	Home Ground Habitats	Plants for Water Conservation (32)	128.00
27	InfoSend, Inc.	September Processing Fee for Water Bills (\$1,420), Postage (\$4,634) & Monthly Support Fee (\$1,036)	7,090.38
28		Retiree Exp Reimb (Oct Health Ins)	626.75
29	Kiosk Creative LLC	Website Support	380.00
30	Lab Tech Supply	Fume Extraction Arm (Lab)	2,341.68
31		Retiree Exp Reimb (Oct Health Ins)	1,572.71

Seq	Payable To	For	Amount
32	Lincoln Life Employer Serv	Deferred Compensation PPE 9/30/25	7,313.36
33	Marin Landscape Materials	Concrete (42 Sacks) (\$426) & Crushed Rock (2 yds) (\$192)	618.47
34	County of Marin	Encroachment Permit (180 Atherton Avenue)	736.20
35	McLellan Co, WK	Striping	2,278.61
36	McMaster-Carr Supply Co	Muffler (STP) (\$349) & Hinges (4)	521.07
37	New Resources Group Inc	Leak Detection Dye Tablets (4,000)	494.50
38	North Marin Auto Parts	Batteries ('19 F550-\$461, Generators-\$293, '20 F250-\$158), Antifreeze (6), Grease Hose Couplers (4), Dispenser, Air Compressor (\$160) & Service Parts (\$991)	2,261.24
39	North Bay Gas	Carbon Dioxide (\$167), Acetylene (\$426), Oxygen (\$50) & Nitrogen (\$208)	851.28
40	Novato Builders Supply	Concrete & Lumber	148.38
41	ODP Business Solutions, LLC	Misc Office Supplies	5.90
42	Pace Supply	Gaskets (6), Elbows (20) (\$248) & Adaptors (4) (\$364)	631.24
43	Pape Machinery Inc.	Tie Rods (2) ('15 JD Skip Loader)	783.65
44	Peterson Trucks	Smog Check ('07 Int'l)	187.43
45	Pini Hardware	Electrical & Miscellaneous Tools & Supplies	711.24
46	Recology Sonoma Marin	September Waste Removal	696.33
47	Redwood Health Services, Inc.	Aug 2025 RHS Dental Claims (\$12,840) & October 2025 Admin Fees (\$339)	13,179.43
48		Retiree Exp Reimb (Oct Health Ins)	626.75
49	Sigma-Aldrich Inc.	Calibration Set (Lab)	121.02
50	Solenis, LLC	Praestol (2,000 lbs) (STP)	5,240.00
51		Retiree Exp Reimb (Oct Health Ins)	1,572.71
52	Team Ghilotti Inc.	Prog Payment#2: San Mateo Transmission Project (Balance Remaining on Contract \$823,052)	359,435.82

Seq	Payable To	For	Amount
53	Tube Service Inc	5" Pipe (144')	6,292.80
54	Underground Republic Water Works, Inc.	Elbows (10) (\$137), Couplings (10) (\$4,560), Reducer (\$293) & Tees (15) (\$147)	5,136.94
55	Unicorn Group	Postage for Novato Waterline Newsletter	6,057.29
56	Van Bebber Bros, Inc	Metal Plate	14.84
57	Vanguard Cleaning Systems of the North Bay	October Janitorial Services (Rush Creek PI-\$4,500 & STP-\$920)	5,420.00
58	Verizon Wireless	September Cell Phone Charges (\$1,741) and Equipment (\$665)	2,406.47
59	VWR International LLC	Buffers (2) & Standards (2) (Lab)	327.84
60	Williams, Anthony	Exp Reimb: Food for Marin Association of Sanitary Supervisors Meeting	25.91
61	ZORO	Surge Protectors (4)	379.52
		TOTAL DISBURSEMENTS	<u>\$1,001,680.37</u>

The foregoing payroll and accounts payable vouchers totaling \$1,001,680.37 are hereby approved and authorized for payment.

	<u>10/06/25</u>
Auditor-Controller	Date
	<u>10/6/2025</u>
General Manager	Date

DISBURSEMENTS - DATED October 16, 2025

Date Prepared 10/13/25

The following demands made against the District are listed for approval and authorization for payment in accordance with Section 31302 of the California Water Code, being a part of the California Water District Law:

Seq No.	Payable To	For	Amount
1	ACWA	Annual Agency Dues (Williams) (1/26-12/26)	\$27,420.00
2	Alpha Analytical Labs	Lab Testing (Novato) (\$2,531) & (WM) (\$3,835)	6,366.00
3	Automation Direct	Intake Fan & Grille	454.48
4	Backflow Distributors	Backflow Test Kits & Supplies	178.44
5	Bearings & Hydraulics	V-Belt	30.20
6	Buck's Saw Service	Saw Blade	34.50
7	CDW-Government, Inc.	Trend Micro License Renewal	1,806.30
8	C.J. Brown & Company, CPAs	September Progress Billing Financial Statement Audit FY 24/25 (Bal Rem on Contract \$5,760)	15,372.00
9	Coast Counties Peterbilt	Brake Valve, Air Dryer (\$624) & Valve Brake	1,129.65
10	Fisher Scientific	Lab Supplies	153.52
11	Frontier Communications	October Internet (STP)	640.00
12	Grainger	Lock Box, Impact Drivers, Coupling (1), Adaptor (1), Gasket (2), & Miscellaneous Supplies	458.91
13	Kaiser Foundation Health Plan	DMV/DOT Physical Exam (Kehoe, Northern)	230.00
14	Ken Grady Company, Inc	PH and Temp Analyzer (STP)	2,277.15
15	Kiosk Creative LLC	Water Quality Report Design and Text Revisions (\$1,665) & September Marketing Communication & Outreach Services (\$4,715) (Bal Rem on Contract \$74,589)	6,379.95
16	Magana, Maribel	Refund Excess Advance for Job	7,848.00
17	McMaster-Carr Supply Co	Aluminum Rod, Heavy Duty Screws (12)	109.43
18	Novato Chamber of Commerce	Membership Dues (11/25-10/26) (Williams)	1,015.00

Seq No.	Payable To	For	Amount
19	Pace Supply	Meter Box (84) (\$3,777), Meter Stop (16) (\$925) Coupling (24) (\$629), Nipple (20) (\$343), & Valve (7) (\$4,130)	9,721.51
20	Pape Machinery Inc.	Service Parts	419.66
21	Rader Excavating	Traffic Control Services	525.00
22	Red Wing Business Advantage	Safety Boots (Roberto)	237.59
23	RoadSafe Traffic Systems, Inc.	Marking Paint & Chalk	912.51
24	Saute, Sean	Novato Washer Rebate Program	75.00
25	Soiland Co., Inc.	Rock (4 yds)	138.50
26	Thomas Scientific	Lab Supplies	170.10
27	Turn On Green	Installation Service for EV Chargers 50% Deposit	21,017.34
28	USA BlueBook	Turbidity Standard (3) (\$368), Repair Kit for Valves (\$416), Timer (3) & Solution	969.36
29	Van Bebbber Bros	Tread Plate (OM)	991.95
30	Vanguard Cleaning Systems	Janitorial Supplies	438.99
31	Verizon Wireless	SCADA & AMI Collectors (\$650)	1,210.68
32	VertexOne Software LLC	August Monthly Fee	110.21
33	VWR International LLC	Lab Supplies	658.43
34	Waste Management	Waste Removal	188.18
35	ZORO	Maintenance Supplies	287.59
		TOTAL DISBURSEMENTS	<u>\$109,976.13</u>

The foregoing payroll and accounts payable vouchers totaling \$109,976.13 are hereby approved and authorized for payment.

	10/15/25
Auditor-Controller	Date
	10/15/2025
General Manager	Date



MEMORANDUM

To: Board of Directors

October 21, 2025

From: Julie Blue, Auditor-Controller *JB*
Nancy Williamson, Accounting Supervisor *NW*

Subj: Auditor-Controller's Monthly Report of Investments for August 2025
t:\ac\word\invest\26\investment report 0825.doc

RECOMMENDED ACTION: Information

FINANCIAL IMPACT: None

At month end the District's Investment Portfolio had an amortized cost value (i.e., cash balance) of \$20,376,009 and a market value of \$20,391,188. During August the cash balance increased by \$320,347. The market value of securities held increased \$324,769 during the month. The total unrestricted cash balance at month end was \$574,877, 65% of the Target Reserves are funded and 93% of the Minimum Reserves are funded.

At August 31, 2025, 62% of the District's Portfolio was invested in California's Local Agency Investment Fund (LAIF), 26% in Time Certificates of Deposit, 5% in the Marin County Treasury, and 7% retained locally for operating purposes. The weighted average maturity of the portfolio was 104 days, compared to 104 days at the end of July. The LAIF interest rate for the month was 4.25%, compared to 4.26% the previous month. The weighted average Portfolio rate was 3.81%, compared to 3.82% for the prior month.

Investment Transactions for the month of August are listed below:

8/13/2025 US Bank Investment Account	BNY Mellon	\$245,000.00	Purchase 3.8% TCD due 8/13/27 - Semi-Annual Pay
--------------------------------------	------------	--------------	---

ATTACHMENTS:

1. Monthly Report of Investments – August 2025

NORTH MARIN WATER DISTRICT
AUDITOR-CONTROLLER'S MONTHLY REPORT OF INVESTMENTS
August 31, 2025

Type	Description	S&P Rating	Purchase Date	Maturity Date	Cost Basis ¹	8/31/2025 Market Value	Yield ²	% of Portfolio
LAIF	State of CA Treasury	AA-	Various	Open	\$12,666,998	\$12,682,177	4.25% ³	62%
Time Certificate of Deposit								
TCD	Farmers Ins Credit Union	n/a	1/18/24	1/20/26	249,000	249,000	4.50%	1%
TCD	Eagle Bank	n/a	2/21/24	2/23/26	244,000	244,000	4.60%	1%
TCD	Bank of America	n/a	2/22/24	2/23/26	244,000	244,000	4.65%	1%
TCD	Pacific Premier	n/a	3/15/24	3/16/26	244,000	244,000	4.75%	1%
TCD	Valley National Bank	n/a	4/9/24	4/9/26	244,000	244,000	4.70%	1%
TCD	Wells Fargo Nat'l Bank	n/a	6/11/24	6/11/26	248,000	248,000	5.10%	1%
TCD	First Merchant Bank	n/a	6/28/24	6/29/26	244,000	244,000	4.80%	1%
TCD	BMW Bank NA	n/a	7/9/24	7/13/26	244,000	244,000	4.70%	1%
TCD	Israel Disc Bk Ny	n/a	9/13/24	9/14/26	245,000	245,000	4.00%	1%
TCD	Ally Bank Sandy Utah	n/a	10/3/24	9/28/26	245,000	245,000	3.80%	1%
TCD	Utah First Fec CR UN Salt Lake	n/a	10/18/24	10/19/26	249,000	249,000	4.00%	1%
TCD	American Express Nat'l Bank	n/a	11/7/24	11/6/26	245,000	245,000	4.00%	1%
TCD	Bank of Hapoalim NY	n/a	11/26/24	11/23/26	245,000	245,000	4.10%	1%
TCD	Dr Bank Darien	n/a	12/20/24	12/21/26	249,000	249,000	4.10%	1%
TCD	Goldman Sachs Bk USA	n/a	1/28/25	1/28/27	244,000	244,000	4.15%	1%
TCD	Oregon Community CU	n/a	2/24/25	2/24/27	249,000	249,000	4.30%	1%
TCD	Security First Bk	n/a	3/21/25	3/22/27	245,000	245,000	4.00%	1%
TCD	Toyota Fncl Svgs BK NV	n/a	4/10/25	4/12/27	245,000	245,000	4.00%	1%
TCD	Transportation Alliance Bk	n/a	5/12/25	5/12/27	249,000	249,000	3.95%	1%
TCD	B1 Bank Baton Rouge La	n/a	6/30/25	6/30/27	249,000	249,000	4.00%	1%
TCD	Bny Melon	n/a	8/13/25	8/13/27	245,000	245,000	3.80%	1%
					\$5,165,000	\$5,165,000	4.10%	26%
MM	US Bank Mmda Global Fund		Various	Open	\$53,695	\$53,695	4.11%	0%
Other								
Agency	Marin Co Treasury	AAA	Various	Open	\$1,057,328	\$1,057,328	1.10%	5%
Other	Various	n/a	Various	Open	1,432,988	1,432,988	0.19%	7%
TOTAL IN PORTFOLIO					\$20,376,009	\$20,391,188	3.81%	100%

Weighted Average Maturity = **104 Days**

LAIF: State of California Local Agency Investment Fund.

TCD: Time Certificate of Deposit.

Treas: US Treasury Notes with maturity of 5 years or less.

Agency: STP State Revolving Fund Loan Reserve.

Other: Comprised of 5 accounts used for operating purposes. US Bank Operating Account, US Bank STP SRF Loan

Account, US Bank FSA Payments Account, Bank of Marin AEEP Checking Account & NMWD Petty Cash Fund.

¹ Original cost less repayment of principal and amortization of premium or discount.

² Yield defined to be annualized interest earnings to maturity as a percentage of invested funds.

³ Earnings are calculated daily - this represents the average yield for the month ending August 31, 2025.

Interest Bearing Loans	Loan Date	Maturity Date	Original Loan Amount	Principal Outstanding	Interest Rate
Marin Country Club Loan	1/1/18	11/1/47	\$1,265,295	\$977,089	1.00%
Marin Municipal Water - AEEP	7/1/14	7/1/32	\$3,600,000	\$1,293,114	2.71%
Employee Housing Loan	Various	Various	\$850,000	\$850,000	Contingent
TOTAL INTEREST BEARING LOANS			\$5,715,295	\$3,120,203	

The District has the ability to meet the next six months of cash flow requirements.

t:\accountants\investments\26\0825.xls\mo rpt

NORTH MARIN WATER DISTRICT
MONTHLY PROGRESS REPORT FOR SEPTEMBER 2025
October 21, 2025

1.

Novato Potable Water Prod - SW & STP Combined - in Million Gallons - FYTD

Month	FY25/26	FY24/25	FY23/24	FY22/23	FY21/22	26 vs 25 %
July	248.1	264.8	218.6	224.5	282.9	-6%
August	250.8	252.9	230.9	235.9	212.4	-1%
September	238.5	237.7	212.4	203.5	214.5	0%
FYTD Total	737.3	755.5	662.0	663.9	709.7	-2%

West Marin Potable Water Production - in Million Gallons - FY to Date

Month	FY25/26	FY24/25	FY23/24	FY22/23	FY21/22	26 vs 25 %
July	8.1	8.9	7.1	6.3	6.0	-8%
August	8.3	8.7	7.5	6.8	5.7	-5%
September	7.9	7.9	6.7	6.3	5.9	0%
FYTD Total	24.3	25.5	21.3	19.5	17.6	-5%

Stafford Treatment Plant Production - in Million Gallons - FY to Date

Month	FY25/26	FY24/25	FY23/24	FY22/23	FY21/22	26 vs 25 %
July	93.4	0.0	67.0	56.3	67.0	-
August	85.8	0.0	98.3	67.9	31.3	-
September	79.4	0.0	112.6	57.8	41.7	-
FYTD Total	258.6	0.0	277.9	182.0	139.9	

Recycled Water Production* - in Million Gallons - FY to Date

Month	FY25/26	FY24/25	FY23/24	FY22/23	FY21/22	26 vs 25 %
July	47.1	54.6	31.0	43.1	42.9	-14%
August	49.3	50.1	34.8	41.6	41.4	-2%
September	32.3	41.0	26.1	29.2	39.6	-21%
FYTD Total*	128.6	145.7	91.9	113.9	123.9	-12%

*Excludes potable water input to the RW system: FY26=2.4MG, FY25=19MG, FY24=13.8MG, FY23=10.8 MG FY22=10 MG;

\\nrmwdfiler\server\administration\ac\excel\work use\production.xlsx]srvc\mo rpt

2. Regional and Local Water Supply

Lake Sonoma

	Current	2024
Lake Storage*	74,924 MG	75,353 MG
Supply Capacity	90 %	91 %

*Normal capacity =-245,000 AF (79,833.5 MG); deviation storage pool of 264,000 AF (86,025 MG)

Lake Mendocino

	Current	2024
Lake Storage *	22,426 MG	20,713 MG
Supply Capacity	62 %	57 %

*Normal capacity = 70,000-110,000 AF (22,800-35,840 MG); FIRO pool 26,000-36,170 MG

3. Stafford Lake Data

	September Average	September 2025	September 2024
Rainfall this month	.22 Inches	.04 Inches	0 Inches
Rainfall this FY to date	.27 Inches	.04 Inches	.04 Inches
Lake elevation*	182.92 Feet	184.77 Feet	191.70 Feet
Lake storage**	590 MG	680 MG	1,090 MG
Supply Capacity	42 %	48 %	78 %

* Spillway elevation is 196.0 feet (NGVD29)

** Lake storage less 390 MG = quantity available for normal delivery

Temperature (in degrees)

	Minimum	Maximum	Average
September 2025 (Novato)	51	100	69.77
September 2024 (Novato)	46	98	67.67

4. Number of Services

\\nmwdf1\server\administration\excel\wtr use\production.xlsx\services mo rpt

September 30	Novato Water			Recycled Water			West Marin Water			Oceana Marin Sewer		
	FY26	FY25	Incr %	FY26	FY25	Incr %	FY26	FY25	Incr %	FY26	FY25	Incr %
Total meters installed	21,034	21,037	0.0%	106	103	2.9%	811	808	0.4%	-	-	-
Total meters active	20,886	20,886	0.0%	104	101	3.0%	802	799	0.4%	-	-	-
Active dwelling units	23,976	24,097	-0.5%	-	-	-	838	837	0.1%	241	239	0.8%

5. Oceana Marin Monthly Status Report

Description	September 2025	September 2024
Effluent Flow Volume (MG)	.286	.341
Irrigation Field Discharge (MG)	.31	.367
Treatment Pond Freeboard (ft)	Empty	Empty
Storage Pond Freeboard (ft)	9	6.4

6. Safety/Liability

\\nmwdf1\server\administration\AC\EXCEL\Personnel\wc\WC.XLS

Industrial Injury with Lost Time				Liability Claims Paid	
Lost Days	OH Cost of Lost Days (\$)	No. of Emp. Injured	No. of Incidents	Incurred (FYTD)	Paid (FYTD) (\$)
30	\$13,065	3	3	0	\$0
0	\$0	0	0	0	\$0

Days since lost time accident through September 30, 2025 48 Days

7. Energy Cost

		September			Fiscal Year-to-Date thru September		
FYE		kWh	¢/kWh	Cost/Day	kWh	¢/kWh	Cost/Day
FY 25/26	Stafford TP	50,265	24.6¢	\$413	183,454	24.4¢	\$486
	Pumping	179,836	42.9¢	\$2,410	509,791	46.5¢	\$2,602
	Other ¹	42,050	43.4¢	\$571	110,871	45.9¢	\$559
		272,151	39.6¢	\$3,393	804,116	41.3¢	\$3,647
FY 24/25	Stafford TP	59,210	23.9¢	\$472	195,869	23.7¢	\$504
	Pumping	172,670	40.5¢	\$2,183	501,317	40.9¢	\$2,255
	Other ¹	36,321	40.8¢	\$463	113,850	47.3¢	\$592
		268,201	36.9¢	\$3,119	811,037	37.7¢	\$3,351
FY 23/24	Stafford TP	99,833	21.9¢	\$728	242,803	23.2¢	\$612
	Pumping	147,581	34.7¢	\$1,706	455,194	34.6¢	\$1,730
	Other ¹	34,878	37.5¢	\$436	105,506	39.8¢	\$461
		282,291	31.8¢	\$2,870	803,502	31.8¢	\$2,804

¹Other includes West Marin Facilities

\\nmwdfserver\administration\AC\Board Reports\PGE\PG&E Usage\FY 25.26\[PGE Usage 09.2025.xlsx]no rpt

8. Water Conservation Update

	Month of September 2025	Fiscal Year To Date	Program Total to Date
High Efficiency Toilet (HET) Rebates	1	6	4,689
Retrofit Certificates Filed	15	33	7,323
Cash for Grass Rebates	1	2	1,109
Washing Machine Rebates	0	2	6,059
Water Smart Home Survey	2	5	3,960

9. Utility Performance Metric

September 2025 Service Disruptions

SERVICE DISRUPTIONS (No. of Customers Impacted)	September 2025	September 2024	Fiscal Year to Date 2025	Fiscal Year to Date 2024
PLANNED				
Duration Between 0.5 and 4 hours	9	3	30	13
Duration Between 4 and 12 hours	0	0	0	0
Duration Greater than 12 hours	0	0	0	0
UNPLANNED				
Duration Between 0.5 and 4 hours	0	0	2	5
Duration Between 4 and 12 hours	0	0	0	0
Duration Greater than 12 hours	0	0	0	0
SERVICE LINES REPLACED				
Polybutylene	7	0	14	6
Copper Replaced or Repaired)	2	3	7	7

September 2025 Service Disruptions

For the month of September, we had 9 planned service disruptions:

Plastic: We replaced 7 plastic services on Pico Vista, Del Mar Ave, Cambridge St, and School Terrace.

Copper: We replaced 2 copper services at Tanglewood Ln and Atherton Pl.

Unplanned: There were no unplanned service disruptions for the month of September.

10. Summary of Complaints and Service Orders – September 2025

Tag Breakdown:

Total: **160** Consumer: 76 Office: 84

<u>Type</u>	<u>Sep-25</u>	<u>Sep-24</u>	
<u>Billing</u>			
High Bill	6	8	
Low Bill	1	0	
Total	7	8	
<u>Meter Replacement</u>	12	65	
Total	12	65	
<u>Need Read</u>	0	1	
Total	0	1	
<u>No-Water</u>	2	3	
Total	2	3	
<u>Leak</u>			
Consumer	69	95	
District	11	15	
Total	80	110	
<u>Water Quality</u>			
Other	3	0	
Total	3	0	
<u>Check Pressure</u>	2	4	
Total	2	4	
<u>Turn Off / On</u>	28	19	
Total	28	19	
<u>Other</u>	26	24	
Total	26	24	
<u>TOTAL FOR MONTH:</u>	<u>160</u>	<u>234</u>	<u>-32%</u>

Bill Adjustments Under Board Policy:

September 25 vs. September 24

Sep-25	25	\$9,599
Sep-24	33	\$10,228

Fiscal Year vs Prior FY

FY 25/26	66	\$25,799
FY 24/25	92	\$31,272

Customer Service Questionnaire Quarterly Report
Quarter Ending 9/30/2025



NMWD

	Response		
	Agree	Neutral	Disagree
Water Quality			
Courteous & Helpful	2	0	0
Accurate Information	2	0	0
Prompt Service	2	0	0
Satisfactorily Resolved	2	0	0
Overall Experience	2	0	0
	10	0	0

	Agree	Neutral	Disagree
Leak			
Courteous & Helpful	34	1	0
Accurate Information	33	2	0
Prompt Service	35	0	0
Satisfactorily Resolved	31	2	2
Overall Experience	33	1	1
	166	6	3

	Agree	Neutral	Disagree
Billing			
Courteous & Helpful	1	0	0
Accurate Information	1	0	0
Prompt Service	1	0	0
Satisfactorily Resolved	1	0	0
Overall Experience	1	0	0
	5	0	0

	Response		
	Agree	Neutral	Disagree
Pressure			
Courteous & Helpful	1	0	0
Accurate Information	1	0	0
Prompt Service	1	0	0
Satisfactorily Resolved	1	0	0
Overall Experience	1	0	0
	5	0	0

	Agree	Neutral	Disagree
Noisy Pipes			
Courteous & Helpful	1	0	0
Accurate Information	1	0	0
Prompt Service	1	0	0
Satisfactorily Resolved	1	0	0
Overall Experience	1	0	0
	5	0	0

	Agree	Neutral	Disagree
Other			
Courteous & Helpful	10	0	0
Accurate Information	10	0	0
Prompt Service	10	0	0
Satisfactorily Resolved	10	0	0
Overall Experience	10	0	0
	50	0	0

Grand Total	241	6	3
	96%	2%	1%

Questionnaires Sent Out	110	100%
Questionnaires Returned	54	49%

Customer Service Questionnaire Quarterly Report		
Quarter Ending :09/30/2025		
Customer Comments	Staff Response to Negative Comments	Issues NMWD Should Address In The Future
PRESSURE		
Thank you for the quick response to my call.		
LEAK		
The staff was very courteous and professional.		
The staff was very helpful, thank you.		
Excellent visit, I wish I had called earlier.		
Holiday service to assist with identifying source of leak was extremely helpful. I learned the source was in the mainline. I was told the next steps, great job thank you.		
Very surprised by the fast response on a weekend. It was very helpful.		
Everyone was very kind and helpful.		
Very professional and courteous.		
Gina was very helpful and supportive.		
Professional, on time and very helpful.		
Need the leak fixed at the top of Hayes, behind my property.	Per Robert Pearce there was a service leak at 5 Monroe Ct. that was leaking down from Monroe to Hayes. Service leak has been repaired.	
Travis came out and gave me suggestions on ways to fix this type of leak. He suggested I reach out to the HOA.		
The crew was awesome and very nice. They were very good, thank you.		
Travis was terrific! I followed his tip on how to locate and isolate the leak which turned out to be a cracked PVC irrigation fitting. It has all been fixed.		
The tech was great. I cant believe how much dirt was in the meter box. It took a while to dig out.		Hire High School students to dig out the meter boxes.
The service reps that came out were both very respectful and courteous. However they could not find the leak. Fortunately our gardener was able to detect it.		
Since the leak was on my side of the meter there was nothing they can do. It was a bummer none the less on a Friday afternoon.		
Thank you for making the time to do this on such short notice.		
Thank you, prompt service and a quick resolution.		Get rid of the service change and we will be extremely happy.
The technician was helpful in explaining the issue of my house valve not shutting off.		
On Friday 8/29/25 Gina came to assess our potential leak. She was courteous, punctual, and professional. She also made efficient use of her time, solving our problem quickly.		
Great group of workers. Very helpful and nice. Thank you for the crew that took care of business.		
Very helpful.		
The issue was downstream of the meter and NMWD says it was not their responsibility. The concrete box that surrounds the meter was resting on the pipe which contributed to the PVC pipe cracking the elbow leading from the meter.		
She was very nice and very knowledgeable.		
The person was courteous and easy to talk to. Thank you.		
OTHER		
Your representative who answered the phone was very helpful and pleasant. Excellent service.		
They were great and came by and assessed the situation. They couldn't fix it the same day but said they would come back Monday and they did. Great job over all.		
The field rep from the District was very friendly and pleasant to work with. She was very professional and took the time to answer all of my		
Very good service was provided.		
Robert P and Brandon were excellent. They were courteous and listened to my concerns and were very, very helpful.		Concentrate on keeping our water rates bearable.
Thank you for the quick response.		
Your customer service rep was very understanding about my water problem.		Water bill pricing.
Thank you fixing the problem at the pressure valve in my neighbors meter box.		
I dropped off a Brita Water Filter that had something unusual showing at the bottom. I asked for a lab analysis and have never been contacted. I visited a second time about two weeks later and was promised a response but nothing came to me. Very poor professionalism.	Lab staff followed up with customer a few different times and explained the outcome in detail. Results were sent to customer as well and the customer left the call feeling satisfied with the outcome.	
Service was excellent and I was very satisfied with the representative.		

DEBUNKING DIPRA'S FALSE CLAIMS AGAINST PVC PIPE

It is unfortunate that the Ductile Iron Pipe Research Association (DIPRA) publishes baseless attacks on PVC pipe. This document corrects some of the misleading claims. For more information on PVC pipe's safety, sustainability, and technical attributes, visit www.uni-bell.org.

Claim	Reality
"PVC pipe leaches harmful substances into drinking water..."	<i>PVC pipe is certified safe for use in potable water systems by the same organizations that certify the safety of ductile iron pipe. PVC pipe is no newcomer to safety verification, with certification procedures in effect for more than 60 years. See The Health, Safety, and Environmental Performance of PVC Pipe.</i>
"PVC pipe is weak. It cannot withstand stress..."	<i>PVC pipe has more than 70 years of history withstanding stresses in water systems while having the lowest break rates of any pipe materials according to multiple studies. There are over 1.5 million miles of PVC water pipe in service in the U.S. and Canada.</i>
"The longevity of PVC pipe is dependent on stress and time..."	<i>While this is true, the engineering design of PVC pipe accounts for stress and time. Studies of installed pipelines have confirmed PVC pipe longevity to be 100+ years. All pipe materials (including ductile iron) have factors that affect longevity.</i>
"PVC pipe is sensitive to ambient temperatures..."	<i>PVC pipe is installed in a wide range of weather conditions and temperatures. It is the predominant pipe material used in Canada and regularly installed in sub-zero temperatures without issue. It is also the preferred pipe material throughout the southern U.S., where installation temperatures frequently exceed 100°F.</i>
"PVC pipe loses impact strength if exposed to ultraviolet rays..."	<i>While this statement is true, it is missing proper context. Changes to impact properties of PVC pipe take place gradually over time (typically several years) with continuous UV exposure and can be prevented by covering the pipe during long-term storage. DI pipe can also be affected by impacts during handling and installation. Impact damage to DI coatings, wraps, or linings may lead to premature failures. Proper handling during installation prevents impact-related problems, regardless of pipe material.</i>
"PVC has higher pumping and energy costs..."	<i>When comparing equivalent pressure classes utilizing appropriate friction factors, the hydraulics for both pipe materials are similar. Simple hydraulic calculations verify this.</i>
"PVC pipe requires special backfill..."	<i>This is entirely false. Pipe stiffness values for PVC are comparable to ductile iron's. In some cases, the pipe stiffness of PVC pipe is greater. The AWWA standard trench types for PVC and ductile iron are the same. PVC does not require special backfill.</i>
"PVC pipe is susceptible to damage from real-world shipping and handling conditions..."	<i>Yes, this is true... for all pipe materials. The requirements in any pipe material's literature are similar regarding shipping and handling. When reading the standards and manuals for ductile iron pipe, it is clear that care is required during handling and unloading.</i>
"Tapping PVC pipe is difficult and time-consuming and can be dangerous..."	<i>This is another unsubstantiated opinion. Tapping PVC pipe is not difficult, with an estimated 800,000 new taps being done every year in North America. Over the past 50 years, new residential construction has predominantly used PVC water mains successfully. For proper tapping of PVC pipe, resources are available from PVCPA and the pipe manufacturers.</i>
"Locating a leak in PVC pipe is extremely difficult..."	<i>Yet another opinionated and incorrect statement. Leakage with PVC pipe is not a common issue like it is with corrosion holes in ductile iron pipe. All technologies used for ductile iron pipe can be used for PVC pipe as well. PVC pipe is used by most North American cities and there have not been issues with leakage or leak detection.</i>

A DOUBLE DISASTER?

Study: San Andreas, Pacific Northwest faults could trigger destructive synchronized quakes



The collapsed section of the Cypress Freeway in Oakland in 1989 after the Loma Prieta earthquake. A new study discovered that two faults on the West Coast may be synchronized, with earthquakes on one fault having the potential to set off the other. Tom Van Dyke — San Jose Mercury News, file



A car lies crushed under a collapsed apartment building in San Francisco's Marina District after the Loma Prieta earthquake in 1989. Martin E Klimek — Marin Independent Journal, file

BY PAUL ROGERS

PROGERS@BAYAREANEWSGROUP.COM

It's like a plot from a Hollywood movie. A massive earthquake on one West Coast fault triggers other earthquakes far away, causing vast destruction over hundreds of miles.

A new study released Tuesday reveals the scenario might not be as far-fetched as previously thought.

Scientists from Oregon State University studying sediment layers in the Pacific Ocean have discovered that two of the most notorious faults on the West Coast — the San Andreas Fault in California and the Cascadia Subduction Zone off Oregon and Washington — might be synchronized, with earthquakes on one fault having the potential to set off the other.

The study, published in the journal *Geosphere*, concluded that there are at least three instances in the past 1,500 years, including a relatively recent one from 1700, when the researchers believe huge ruptures occurred on each fault just minutes to hours apart. It appears that a large quake on the Cascadia Subduction Zone triggered the San Andreas Fault in these cases, the scientists said, causing another large quake in Northern California.

"We're used to hearing the 'Big One' — Cascadia — being this catastrophic huge thing," said Chris Goldfinger, a marine geologist at Oregon State University and lead author of the study. "It turns out it's not the worst case scenario."

Major quakes on either of the two faults are rare. But each has the potential to kill thousands of people and cause billions of dollars of damage, previous studies have shown.

The potential linkage between both faults means disaster planners should take into account the possibility of back-to-back quakes, the researchers said Tuesday.

“We could expect that an earthquake on one of the faults alone would draw down the resources of the whole country to respond to it,” Goldfinger said. “And if they both went off together, then you’ve got potentially San Francisco, Portland, Seattle and Vancouver all in an emergency situation in a compressed timeframe.”

To be sure, huge quakes on the two faults are very infrequent. The San Andreas Fault has a massive quake roughly every 225 years on average. The Cascadia Subduction Zone, an offshore fault which extends from Cape Mendocino in Humboldt County to Vancouver Island in British Columbia, produces a massive quake about every 500 years on average, according to geologic records.

Put another way, a Bay Area resident could have been born in 1907, lived to age 81, and missed the 1906 San Francisco earthquake and the 1989 Loma Prieta earthquake, the two most devastating quakes in Northern California of the 20th century on the San Andreas Fault.

“I don’t think you should be walking around all day worrying about the Cascadia and San Andreas faults going off and giving us a double whammy,” said David Schwartz, a geologist and scientist emeritus with the U.S. Geological Survey at Moffett Field. “If it happens, it happens. But I’m more concerned about the Hayward Fault or the Calaveras or Rodgers Creek faults right here in the Bay Area. You can’t walk around worrying about these things. But you can prepare.”

The last significant damaging earthquake in the Bay Area was the 6.0 Napa County quake on Aug. 24, 2014, which killed one person, injured 300 people and caused \$1 billion in damage in Napa and Vallejo. That quake occurred on the West Napa Fault, a segment of the San Andreas Fault Zone.

Before that, it was the 6.9 magnitude Loma Prieta quake on Oct. 17, 1989, which disrupted the World Series and wrecked the Bay Bridge, Oakland’s Cypress Freeway, downtown Santa Cruz and parts of San Francisco, killing 63 people and caused \$6 billion in damages.

Millions of new people have moved into Northern California or been born here since 1989.

Schwartz said it is important that everyone prepare for earthquakes by taking steps like bolting bookshelves to the wall, storing backup water supplies, buying a battery-operated radio and having a plan for family in the event of extended power outages and other disruptions.

“It’s sort of life living on the West Coast,” he said. “If you prepare — get your house ready, your family ready, you know what you are going to do — then whatever fault it happens on, you’re ready. I wouldn’t worry about one fault creating a quake on the other. If that happens, sure it is going to be bad for the region. But all you can do is prepare yourself for whatever emergency arises.”

Although Californians are relatively familiar with the San Andreas Fault, the Cascadia Subduction Zone is in many ways more dangerous. That fault, where the Juan de Fuca Plate is subsiding underneath the North American Plate, is capable of producing earthquakes up to 9.0 magnitude.

Studies have shown that a quake of that enormous size could cause shaking for up to five minutes, with most damage in Oregon and Washington, and trigger a tsunami wave up to 100 feet high. The last major quake on the Cascadia fault system was on Jan. 26, 1700, and is estimated to be a 9.0.

There is a 10% to 15% chance of 9.0 on the Cascadia Subduction Zone in the next 50 years, according the U.S. Geological Survey. There is about a 72% probability of one or more magnitude 6.7 or larger earthquakes occurring on any fault in the Bay Area, and 60% chance in Los Angeles, the agency said.

The new study was based on scientists taking sediment cores in the ocean floor off Northern California, Oregon and Washington. They analyzed layers known as “turbidites” where different sizes of sand and gravel are deposited by underwater landslides often triggered by earthquakes, and used radiocarbon dating to study 3,100 years of geologic history.

Schwartz said that earthquake researchers have theorized about potential linkages between the two massive faults for years, and the new paper will likely expand the debate.

“They have put some definite things on the table to take a close look at,” he said.

La Niña forecast not ‘one-size-fits-all’

Northern California typically wetter than southern parts of state



Flooding surrounds a vehicle on Highway 37 in Novato during the La Niña winter in 2017. Robert Tong — Marin Independent Journal



An advisory for drivers in Marin City on Jan. 4, 2023. A La Niña weather pattern brought considerable rainfall that season. Sherry LaVars — Marin Independent Journal

BY PAUL ROGERS

BAY AREA NEWS GROUP

Federal scientists have announced that La Niña — the phenomenon in which Pacific Ocean waters off South America are cooler than normal — has officially begun and is likely to continue into winter.

From social media to coffee shops and even some TV weather reports, a common claim is that La Niña means a dry winter is coming for California, and in years when the opposite occurs, El Niño, a wet winter is on the way.

But the reality, history shows, is that a lot depends on location.

“You have to look at the data. Get past the hype,” said Jan Null, a meteorologist with Golden Gate Weather Services in Half Moon Bay. “There’s no guarantee of a dry winter or a wet winter, only that there will be winter.”

Null, a former lead forecaster with the National Weather Service, has spent years tracking the amount of rainfall California receives every winter and looking for trends.

The big takeaway: Generally speaking, during La Niña winters, Southern California more often has had drier conditions than Northern California. Put another way, the farther north, the more likely it is to be wet during La Niña winters, and the farther south, the more likely it is to be dry.

Since 1950, there have been 25 winters with La Niña conditions, Null's records show.

Although some of those winters were dry, like 2017-18 or 1976-77, some also were very wet, such as the winter of 2016-17, when relentless atmospheric river storms caused the near-failure of Oroville Dam and flooding in downtown San Jose. Or 2022-23, when massive snow storms shut down Sierra Nevada ski resorts for days and broke a previous three-year drought.

In the Bay Area, the average rainfall over those 25 La Niña winters was 93% of normal.

But in Southern California, rainfall during those La Niña winters has averaged just 80% of normal, Null's data show.

In the far northern part of California, near the Oregon border, rainfall was even higher — 102% of average during the 25 La Niña winters.

“La Niña often, but not always, leads to higher odds of drier conditions in the southern part of the state,” said Michelle L’Heureux, a meteorologist with the National Weather Service’s Climate Prediction Center in College Park, Maryland. “The northern part of California is often more of a coin toss.”

Over those 25 La Niña winters, the Bay Area has had 10 winters with rainfall below 80% of normal, and seven with rainfall above 120% of normal. But in the Los Angeles Area there have been 13 winters below 80% and only 3 above 120%.

“La Niña is not a one-size-fits-all,” Null said. “It’s a bigger signal in Southern California.”

When ocean temperatures shift, that often causes changes in wind patterns. Historically, La Niña leads to a northward shift in the jet stream over the North Pacific Ocean and North America during winter. That decreases the chances of precipitation across the southern half of the United States and increases the chance of a wetter winter over the northern U.S.

How is California’s water picture looking now as the state heads into this winter?

Not bad. There have been three normal or wetter-than-normal winters in a row.

As a result, most of the major reservoirs around California were at or above average capacity on Thursday.

The largest, Shasta, near Redding, was 58% full, or 105% of its historical average for this date. Similarly, the second-largest, Oroville in Butte County, was 57% full, or 103% of average, and San Luis, between Gilroy and Los Banos, was 54%, or 125% of average.

“That’s pretty good as we head into winter,” said Michael Anderson, a climatologist with the California Department of Water Resources.

But the rain hasn’t been spread out equally. Over the past year, there was a very clear pattern. Totals were near normal in Northern California but well below normal in Southern California.

During the year that ended Oct. 1, for example, Santa Rosa received 123% of its historic average rainfall. San Francisco had 87%. But Los Angeles had only 52%.

“We got nearly an average water year,” Anderson said. “But it wasn’t evenly distributed. The storms mostly were north of I-80.”

California normally receives 50% of its annual rainfall during three months: December, January and February. Last year, soaking storms in Northern California in November ended fire season. But they missed Southern California.

That lack of precipitation, combined with record high winds, contributed to the parched conditions that allowed the devastating Palisades and Eaton fires to explode out of control in Los Angeles in early January, killing 31 people and destroying 16,000 homes and other buildings.

Overall, Northern California had nine atmospheric river storms last winter that were rated strong or higher, according to the Center for Western Weather and Water Extremes at the University of California, San Diego. Those delivered billions of gallons of water and ended fire danger. But every one made landfall north of Monterey Bay. None hit Southern California.

Big swings in weather — from soaking winters to extreme droughts — are occurring more often due to the warming climate, scientists say. Hotter weather dries out vegetation more. But it also can cause more moisture to evaporate from the ocean into storms, making them wetter when they do hit.

“California must be ready to respond to emergencies from droughts to floods to fires,” said Karla Nemeth, director of the California Department of Water Resources. “There is no such thing as a normal water year.”

Novato councilman dies

Milberg planned campaign for supervisorial seat



Novato Mayor Mark Milberg takes his turn during a wildfire response simulation game last year at the Los Robles Mobile Home Park. Alan Dep — Marin Independent Journal

BY CAMERON MACDONALD

CMACDONALD@MARINIJ.COM

Mark Milberg, a four-year member of Novato City Council and a candidate for Marin County supervisor, died on Monday. He was 65.

Mr. Milberg, who served as mayor last year, was appointed to the City Council in 2021 and reappointed in 2022. He was elected in 2024 to a four-year term representing the District 5, which serves the Hamilton, Ignacio and South Novato areas.

Mr. Milberg died at a residence in the city, Marin County Chief Deputy Coroner Roger Fielding said. His primary care physician is expected to provide an opinion about the cause of death, he said.

The council meeting on Tuesday was canceled because of Mr. Milberg's death, city spokesperson Sherin Olivero said.

"Mark was an incredibly kind and caring person that deeply loved Novato," Novato Mayor Tim O'Connor said. "His involvement in local government was driven by a passion for helping out the city."

Mr. Milberg was among four candidates running to succeed outgoing Supervisor Eric Lucan in the District 5 race for the Marin County Board of Supervisors.

"Not only was Mark a trusted public servant and a dedicated council member and former mayor, he was also a friend," said Lucan, a former Novato council member. "The entire Novato community is better as a result of his service, and thanks to his family for sharing Mark with us all these years."

Before joining the council, Mr. Milberg served on the city's Citizens Finance Advisory/Oversight Committee, which reviews and offers recommendations on the city's financial matters.

The council appointed Mr. Milberg to fill the vacant District 5 seat left open when former council member Amy Peele resigned. Mr. Milberg, a Hamilton resident, was a manager at Ultragenyx Pharmaceutical Inc. at the time.

"For me, it's really important to hear more from all of District 5," he said at the time. "I'm not one to make assumptions. I really want to engage and listen intently on finding out what's best for this community."

Novato Fire Protection District Chief Dan Peters said he had only met Mr. Milberg a few times, but said he knew that his leadership would be missed.

"I found him to be a genuinely kind person who was very dedicated to the city of Novato," Peters said.

O'Connor described Mr. Milberg as someone who was all-in representing the people of Novato.

"His legacy on the council is one of community — from ensuring Measure M passed, to helping Novato avoid deep and devastating cuts, to the mobile home rent control ordinance — he did everything he could to help Novato," O'Connor said.

"More than that, he was a wonderful friend and colleague to all of Novato's staff, our many community partners and to the entire council," he said. "He will be deeply missed. Our thoughts go out to his wife Lauren, and their entire family, during this difficult time."

City Manager Amy Cunningham said she was "grateful for Mark's leadership, support and friendship."

"Councilmember Milberg always led with joy, kindness, and curiosity," she said. "His enthusiasm for public service was contagious, and he was committed to finding solutions that were in the best interests of the entire Novato community."

Information about memorial services was not immediately available.

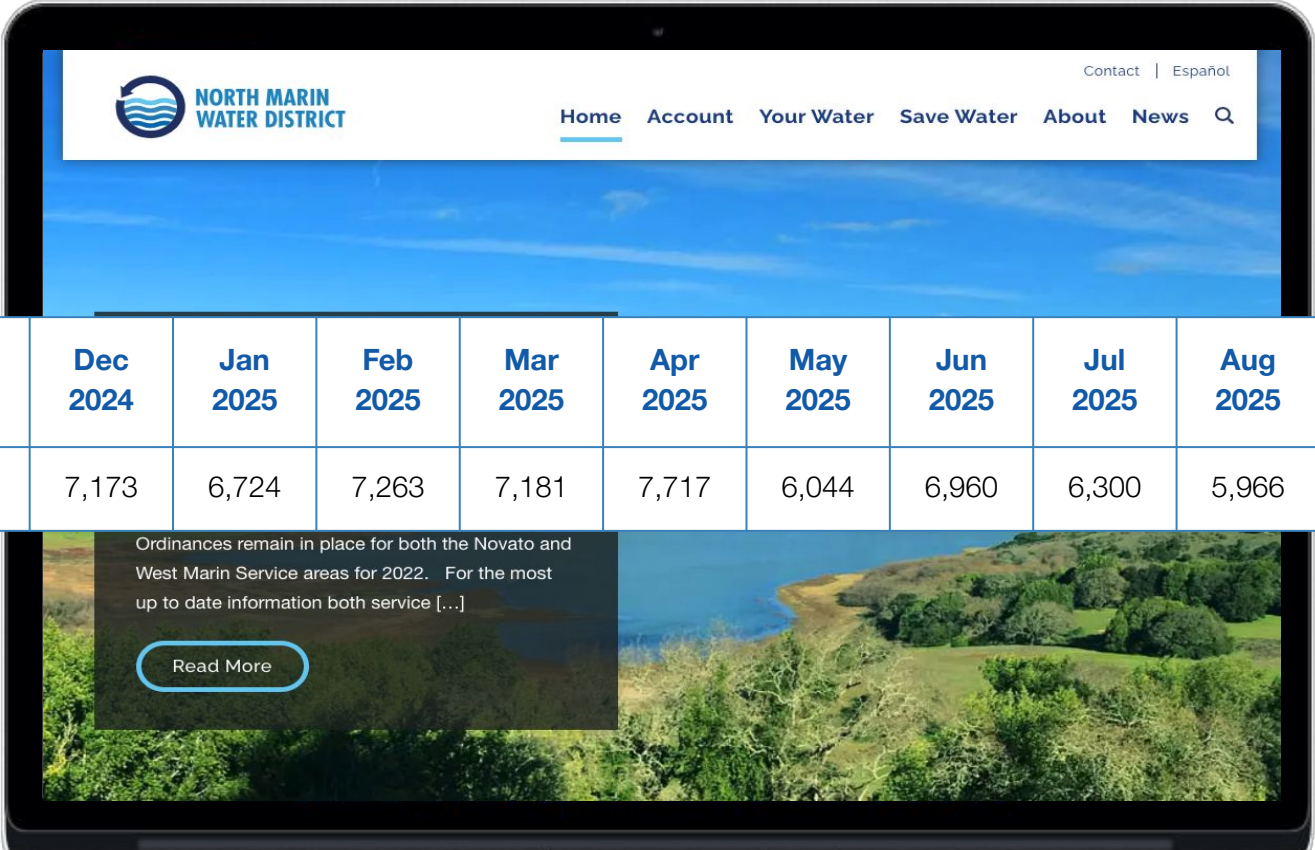


**NORTH MARIN
WATER DISTRICT**

Web & Social Media Report

September 2025

Website Statistics



Social Media Followers

	Nov-2024	Dec-2024	Jan-2025	Feb-2025	Mar-2025	Apr-2025	May-2025	Jun-2025	Jul-2025	Aug-2025	Sep-2025
 Facebook Followers	2,712	2,731	2,764	2,785	2,795	2,808	2,817	2,826	2,842	2,867	2,883
 X (Twitter) Followers	124	124	124	121	121	120	121	122	122	122	121
 Instagram Followers	954	957	965	977	977	980	986	985	990	1,003	1,007



NMWD Most Visited Pages

Pages	Views
Home	3,255
Online Billing	2,687
My Water Usage (WaterSmart Portal)	858
What Is An Acre Foot?	302
Open House Scheduled for September 19	265
Contact	247
Employment Opportunities	181
Start Service	149
Meetings 2025	147





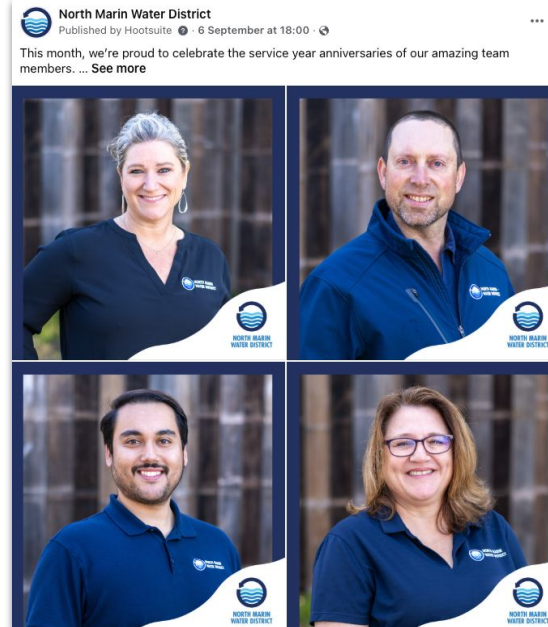
September Social Media Highlights | Facebook



112 people reached | 2 engagements



103 people reached | 5 engagements



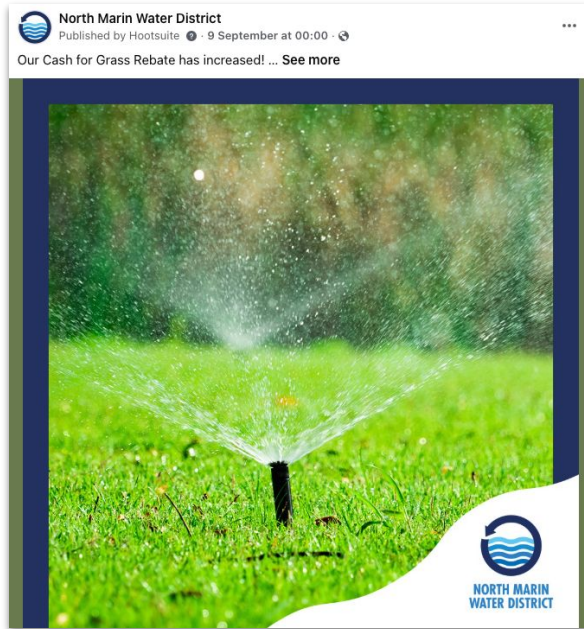
628 people reached | 22 engagements

Engagements include likes, reactions, clicks and comments





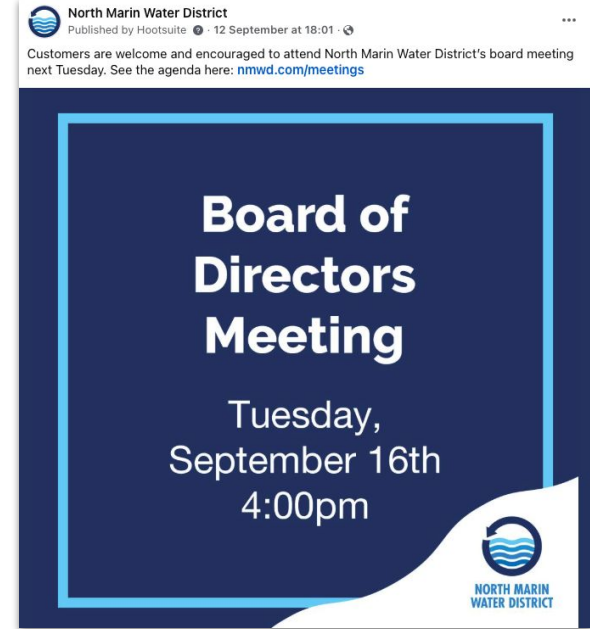
September Social Media Highlights | Facebook



129 people reached | 3 engagements



4039 people reached | 27 engagements



91 people reached | 0 engagement

Engagements include likes, reactions, clicks and comments

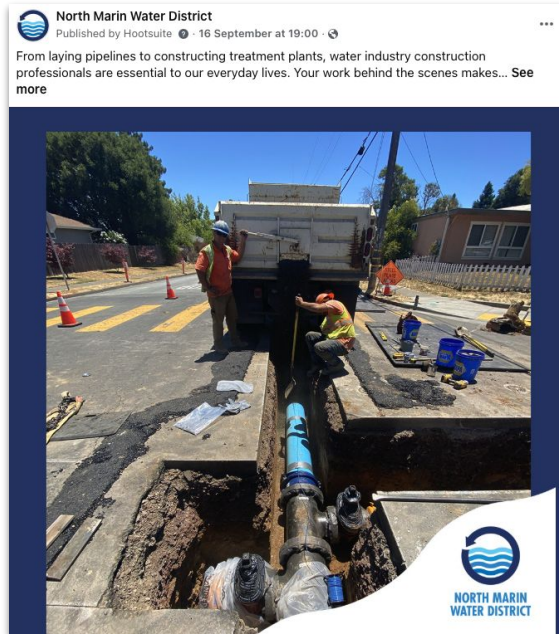




September Social Media Highlights | Facebook



115 people reached | 2 engagements



390 people reached | 11 engagements



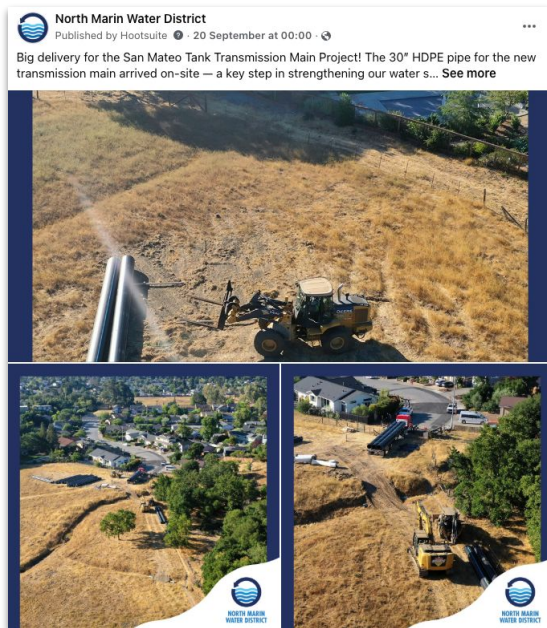
135 people reached | 8 engagements

Engagements include likes, reactions, clicks and comments





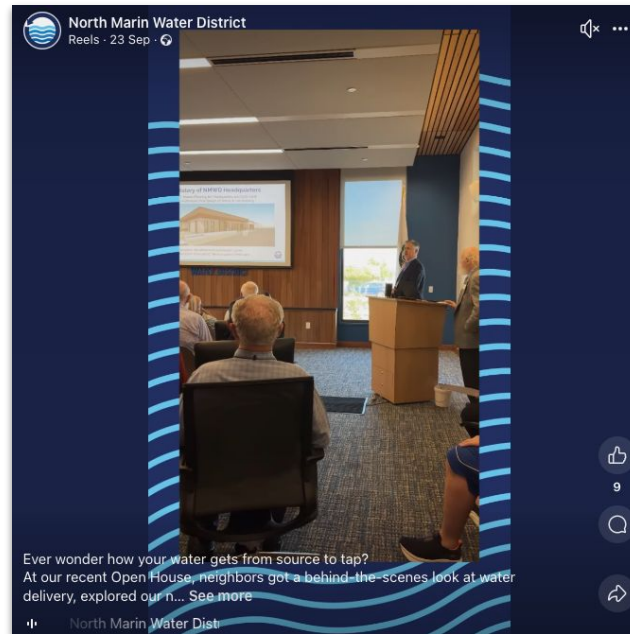
September Social Media Highlights | Facebook



767 people reached | 15 engagements



93 people reached | 4 engagements



183 people reached | 9 engagements

Engagements include likes, reactions, clicks and comments





September Social Media Highlights | Facebook



139 people reached | 6 engagements

Engagements include likes, reactions, clicks and comments





September Social Media Highlights | Instagram

Post likes

108
likes

 **11.3%** from 97

Post engagement

111
engagements

 **3.7%** from 107

Post engagement r...

10.26%
engagement rate

 **23.3%** from 8.32%

Post views

2,902
views

 **12.9%** from 3,332

Top posts



From laying pipelines to constructing treatment plants, water industry construction professionals are

18 likes



Ever wonder how your water gets from source to tap? At our recent Open House, neighbors got a behind-

17 likes



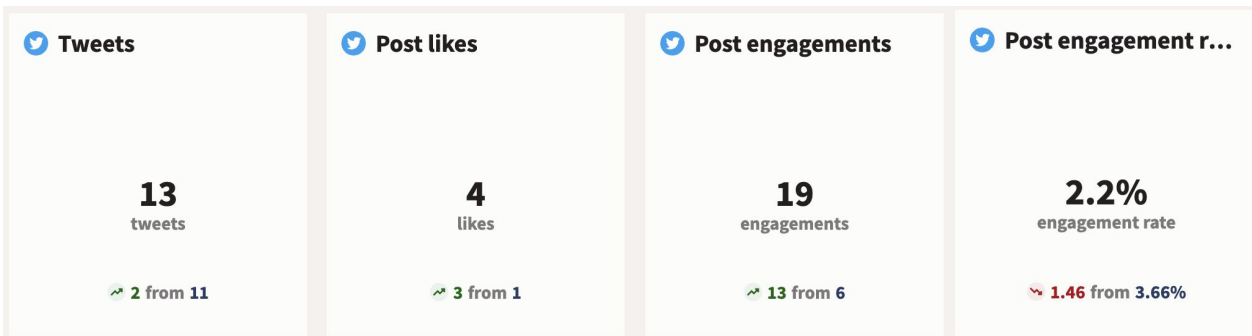
Big delivery for the San Mateo Tank Transmission Main Project! The 30" HDPE pipe for the new

15 likes





September Social Media Highlights | X (Twitter)



Top tweets



Changes are ahead for the Russian River water supply. PG&E has filed to

9.4% engagement rate



We're kicking off the San Mateo Tank Transmission Project — boosting fire

5.88% engagement rate

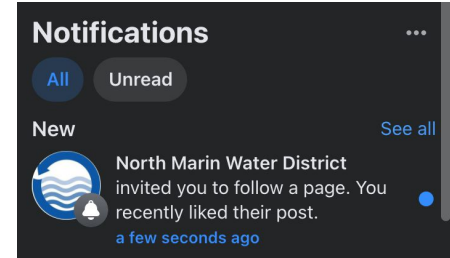


A climate-ready landscape is drought-tolerant, fire-wise, and retains the rain.

5.26% engagement rate



Facebook Likes Campaign - September Report



We are running an evergreen ad which encourages customers in the NMWD service areas to 'like' (follow) the NMWD Facebook page. We selected images that have historically performed the best to drive more likes.

Spend in September 2025	Reach (Number of people who saw the ad)	Impressions	Results (New Page Likes)	Cost Per New Page Like
\$44.94	1,990	3,359	16	\$2.81

*This month, we were able to reach over **1,900** people with the Likes Campaign*



Boosted Open House Event in September



Spend in September 2025	Reach (Number of people who saw the ad)	Impressions	Results (Link clicks)	Cost Per Result
\$60.01*	5,224	8,324	165	\$0.38

*This month, we were able to reach over **5,000** people with the boosted post.*

**Boosted twice in the month of September.*



What's Next?

- Kiosk is working on a new social campaign highlighting the facilities around Novato.
 - Kiosk to continue with the social campaign on drought tolerant plants featured in the new demonstration garden at the NMWD office.
 - Social media posts will also feature national holidays, fall water savings tips & resources, employees on their work anniversaries, as well as highlight outdoor rebates.
 - Kiosk to incorporate new photos and videos from NMWD in the upcoming months.
- 



Thank You

12

CLOSED SESSION ITEM