



**NORTH MARIN
WATER DISTRICT**

**NORTH MARIN WATER DISTRICT
AGENDA - REGULAR MEETING
February 3, 2026 – 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.	GENERAL MANAGER'S REPORT
2.	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.
3.	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.
4.	Consent - Approve: Minutes from Regular Meeting, January 20, 2026
5.	Consent - Approve: Notice of Completion – San Mateo Tank Transmission Main Project
	ACTION CALENDAR
6.	Approve: Approval of Salary, Terms and Conditions of Employment – General Manager
7.	NEWS AND MISCELLANEOUS REPORTS Disbursements – Dated January 22, 2026 Disbursements – Dated January 29, 2026
8.	CLOSED SESSION: Conference with Real Property Negotiator (California Government Code Section § 54956.8). Property: APN 125-100-13; Agency Negotiators: General Manager and Assistant General Manager/Chief Engineer; Negotiating Party: Local Agency.; Under Negotiation: Price
9.	ADJOURNMENT

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DRAFT
NORTH MARIN WATER DISTRICT
MINUTES OF REGULAR MEETING
OF THE BOARD OF DIRECTORS
January 20, 2026

6 **CALL TO ORDER**

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

12 Staff members Tim Kennedy, Operations and Maintenance Manager, Chris Kehoe,
13 Construction and Maintenance Superintendent, Tim Fuelle, Corey Reed, Pablo Ramudo, Lia Solar,
14 and Vincent Verissimmo were also in attendance.

15 **OPEN TIME**

16 President Eichstaedt asked if anyone in the audience wished to bring up an item not on the
17 agenda. A member of the audience asked if there were any issues with water storage capacity and
18 if there is anything NMWD is doing looking ahead. President Eichstaedt said that we try to maximize
19 storage and preserve as much as we can. Mr. Williams said that we will be bringing an item to a
20 future Board meeting for potentially modifying the spillway gate at Stafford Dam. He said that
21 Stafford Lake can only hold so much currently so he described briefly the regional storage
22 capabilities of Sonoma Water.

23 **GENERAL MANAGER'S REPORT**

24 Tony Williams gave a brief Potter Valley Project (PVP) Update and said the comment period
25 to submit comments on PG&E's surrender application closed on December 19th, he said that over
26 2,000 comments have been received. He said that about 40 key submittals have been submitted to
27 FERC including motions to intervene, one of which was from the District. He said the next step is to
28 wait out the environmental review process, which could be over the next 2 years.

29 Mr. Williams said that the storm events during the period of December 20, 2025 – January 6,
30 2026 resulted in just under 10" in the Novato Creek watershed. He mentioned that Marin Water's
31 watershed exceeded 30" and that it is officially a normal year in the Lagunitas watershed. He said
32 that Stafford Lake was high but still under the spillway elevation. Director Joly mentioned that he
33 thought the rainfall information is possibly not correct on the website, Mr. Williams said he will look
34 into it.

35 Director Fraites asked in regard to the PVP/FERC situation, how likely is it to not happen
36 they way it is planned. Mr. Williams said that FERC has never denied a surrender request, but it is
37 being watched closely by many stakeholders, so it is hard to say what will happen.

1 **STAFF AND DIRECTOR'S REPORTS**

2 Eric Miller reminded the Board that next Tuesday, January 27, is the workshop for the 2025
3 Novato Water Master Plan.

4 Eileen Mulliner noted that the current Emergency Contact List had been distributed to the
5 Board. She also mentioned that paperwork will be forthcoming for the Board to provide emergency
6 contacts.

7 **CONSENT CALENDAR**

8 On the motion of Director Joly, seconded by Director Petterle, the Board approved the
9 consent calendar by the following vote:

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

11 NOES: None

12 ABSENT: None

13 ABSTAIN: None

14 Approve December 16, 2025 Board meeting minutes.

15 **ACTION CALENDAR**

16 **AUTHORIZE TEMPORARY WATER SERVICE AGREEMENT – APN 119-198-09**

17 Eric Miller gave a brief background on the item. There was some discussion with the Board.
18 Jarrod Russell, Executive Director of CLAM spoke to the Board and thanked them for working
19 closely on the project. President Eichstaedt thanked Mr. Russell for coming and working with
20 NMWD on this project.

21 On the motion of Director Petterle, seconded by Director Joly, the Board approved the
22 Temporary Water Service Agreement for APN 119-198-09 by the following vote:

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

24 NOES: None

25 ABSENT: None

26 ABSTAIN: None

27 **AMEND CONSULTING SERVICES AGREEMENT – FREYER & LAURETA, INC.**

28 Eric Miller gave an overview of the staff memorandum detailing the need to amend the
29 Consulting Services Agreement with Freyer & Laureta, Inc. The Board had some questions and
30 there was some discussion.

31 On the motion of Director Fraites, seconded by Director Baker, the Board approved
32 Amending the Consulting Services Agreement with Freyer & Laureta, Inc. by the following vote:

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

34 NOES: None

35 ABSENT: None

36 ABSTAIN: None

1 **INFORMATION ITEMS**

2 **CREST PUMP STATION PROJECT COMPLETION PRESENTATION**

3 Avram Pearlman gave a presentation on the Crest Pump Station project, including the initial
4 planning phase through final construction. The Board asked questions and Mr. Pearlman responded
5 during the presentation. The Board thanked Mr. Pearlman.

6 **TECHNICAL ADVISORY COMMITTEE MEETING AGENDA – JANUARY 5, 2026**

7 Mr. Williams gave a brief overview of Item #4, TAC Finance Subcommittee Update – SCWA
8 FY 26/27 Budget, and Item #6, Water Supply Conditions and Temporary Urgency Change Order.

9 **NEWS AND MISCELLANEOUS REPORTS**

10 The Board received the following miscellaneous items: Disbursements – Dated December
11 18, 24, 31, 2025, January 8 and 15, 2026. Monthly Progress Report, Auditor-Controller’s Monthly
12 Report of Investments for November 2025, Annual Report on Board Compensation, Increase in
13 Board of Director’s Compensation, NOAA Precipitation Outlook – January 15, 2026. The Board also
14 received the following articles: Marin IJ – Bridge project secures funding; New change for housing
15 proposal in West Marin; California’s reservoirs rise as rain eases shortage fear. Pt. Reyes Light -
16 Third try for subdivision proposal; North Marin wraps up water line work ahead of Green Bridge
17 replacement. The Mendocino Voice - Letter to the Editor – Water is Life. San Francisco Chronicle -
18 PG&E plans to remove century-old California dams. But there’s a new obstacle: Trump.

19 The Board also received the NMWD Web and Social Media Report – December 2025.

20 Regular Board recessed from open session at 5:15 p.m. for a 5-minute period before
21 entering closed session.

22 **CLOSED SESSION**

23 Item #10: President Eichstaedt convened the Board into closed session at 5:20 p.m.
24 regarding anticipated litigation regarding a District construction project in accordance with California
25 Government Code Section § 54956.9(d)(2). In addition to Directors Eichstaedt, Joly, Petterle, Baker
26 and Fraites, Tony Williams, GM and Eric Miller Assistant GM/Chief Engineer were present. Kevin
27 Moore of Bold, Polisner, Maddow, Nelson and Judson also joined the meeting via video conference
28 as well.

29 Item #11: President Eichstaedt began discussions at 5:40 pm regarding the General
30 Manager’s performance evaluation (California Government Code Section § 54957). At this time
31 Tony Williams, Eric Miller and Kevin Moore left the room/meeting. At 5:56 p.m. Tony Williams re-
32 entered the meeting to confer with the Directors at President Eichstaedt’s request.

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MEMORANDUM

To: Board of Directors Date: February 3, 2026

From: Eric Miller, Assistant General Manager/Chief Engineer *EM*
 Avram Pearlman, Associate Engineer *AP*

Subject: Notice of Completion for San Mateo Tank Transmission Main Project
 (Team Ghilotti, Inc)

R:\Projects\7000s\7150 San Mateo Tank Trans Main\BOD Memos\Board Memos\2026.01.xx Notice of Completion\7150 Notice of Completion BOD memo.doc

RECOMMENDED ACTION: That the Board authorize the General Manager to execute and file a Notice of Completion for the San Mateo Tank Transmission Main Project

FINANCIAL IMPACT: None

Project Update

Pursuant to and in conformance with contract requirements for the San Mateo Tank Transmission Main Project, the contractor, Team Ghilotti, Inc. (TG), has fulfilled their obligations under the contract. All work performed by TG was completed on January 7, 2026 and has been inspected by District staff to confirm that correction of all work deficiencies and punch list items has been completed.

Per the Contract Documents, TG has furnished written notice that the work is complete and that all subcontractors and equipment suppliers have been paid (Attachment 1.). TG has released the District of all claims. A Notice of Completion is provided as Attachment 2. which, if approved, will be filed with Marin County on or before February 5, 2026. Final payment (for monies held in retention) in the amount of \$69,509.76 will be processed for release, on or after March 6, 2026 subject to absence of any additional claims filed during the 30-day notice period.

Project Cost Summary

At the May 20, 2025 meeting, the Board approved award of a construction contract with TG for \$1,321,417 for the San Mateo Tank Transmission Main project and authorized a contingency of \$132,000. There were a total of three (3) contract change orders during the project that totaled \$68,778.13.

Once retention is released, total payment to TG will be \$1,390,195.13 (base contract plus change orders), which is \$63,221.87 less than the total amount approved for the project.

RECOMMENDATION

The Board authorize the General Manager to execute and file a Notice of Completion for the San Mateo Tank Transmission Main project.

- ATTACHMENTS:
1. Conditional Waiver Release on Final Payment
 2. Notice of Completion

**NORTH MARIN WATER DISTRICT
CONDITIONAL WAIVER AND RELEASE ON FINAL PAYMENT**

NOTICE: THIS DOCUMENT WAIVES THE CLAIMANT'S LIEN, STOP PAYMENT NOTICE, AND PAYMENT BOND RIGHTS EFFECTIVE ON RECEIPT OF PAYMENT. A PERSON SHOULD NOT RELY ON THIS DOCUMENT UNLESS SATISFIED THAT THE CLAIMANT HAS RECEIVED PAYMENT.

Name of Claimant: Team Ghilotti	Job: San Mateo Tank Transmission
Name of Customer: North Marin Water District	Main
Job Location: End of San Mateo Way to San Mateo	Job Number: 1.7150.00
Tank Site, Novato, CA	Contract Dated: June 2, 2025

Certification of Final Payment

With reference to said contract, as amended, between the undersigned contractor and the North Marin Water District (District), the undersigned hereby certifies and represents that it has made full payment of all costs, charges and expenses incurred by it or on its behalf for work, labor, services, materials and equipment supplied to the foregoing site and/or used in connection with its work under said contract.

The undersigned further certifies that to its best knowledge and belief, each of its subcontractors and materialmen has made full payment of all costs, charges and expenses incurred by them or on their behalf for work, labor, services, materials and equipment supplied to the foregoing site and/or used by them in connection with the undersigned's work under said contract.

Conditional Waiver and Release

This document waives and releases lien, stop payment notice, and payment bond rights the claimant has for labor and service provided, and equipment and material delivered, to the customer on this job. Rights based upon labor or service provided, or equipment or material delivered, pursuant to a written change order that has been fully executed by the parties prior to the date that this document is signed by the claimant, are waived and released by this document, unless listed as an Exception below. This document is effective only on the claimant's receipt of payment from the financial institution on which the following check is drawn:

Maker of Check: North Marin Water District
Amount of Check: \$69,509.79
Check Payable to: Team Ghilotti

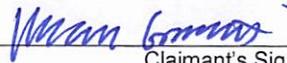
Exceptions

This document does not affect any of the following:
Disputed claims for extras in the amount of: \$

If none, write "NONE" in the space above. If the space above is left blank, it is interpreted that "NONE" is claimed. Any claims excepted must be described and the specific amount claimed must be set forth.

Signature

The foregoing shall not relieve the undersigned of its obligations under the provisions of said contract, as amended, which by their nature survive completion of the work including, without limitation, warranties, guarantees and indemnities.



Claimant's Signature

Kevin Ghilotti, President

Printed Name and Title of Claimant

January 28, 2026

Date of Signature

Distribution:
Original: Contractor
Copy: Job File

Consistent with
Civil Code Section 8136

Posting requested by:

NORTH MARIN WATER DISTRICT

After Posting Time has Expired Mail To:

North Marin Water District
P. O. Box 146
Novato, CA 94948-0146

NORTH MARIN WATER DISTRICT
NOVATO, CALIFORNIA

NOTICE OF COMPLETION

To: Marin County Clerk
3501 Civic Center Dr., Rm 234
San Rafael, CA 94903

Date: February 4, 2026
File No.: 1.7150.00
Date of Completion: January 7, 2026

Owner: North Marin Water District
999 Rush Creek Place
Novato, CA 94947

OWNER'S ESTATE OR INTEREST:

Easement _____ Fee Title X Encroachment Permit _____
Other (describe) _____

CONTRACTOR:

Team Ghilotti, Inc.
2531 Petaluma Blvd. South
Petaluma, CA 94952

TITLE OF PROJECT: San Mateo Tank Transmission Main

DESCRIPTION OF PROJECT: In general, the Work consists of but is not limited to construction of a new transmission main.

DESCRIPTION OF SITE (LOCATION): End of San Mateo Way to San Mateo Tank Site, Novato, CA

Final payment will be made to the above contractor on or after 35 days from the recording date of this notice of completion, except where otherwise provided for by law.

The undersigned under penalty of perjury says that he is the General Manager of the North Marin Water District, the public agency authorizing the work or improvement referred to in the foregoing notice of completion; that he has executed such notice of completion on behalf of such public agency and likewise makes this verification on behalf of said public agency pursuant to authority granted by the District's Board of Directors; and that he has read said notice of completion and knows the contents thereof and that the facts therein stated are true.

Anthony Williams, General Manager

VERIFICATION
STATE OF CALIFORNIA)
COUNTY OF MARIN)

THE UNDERSIGNED, declares that he has read the foregoing notice, knows the contents thereof, and the same is true of his own knowledge. I certify under penalty of perjury that the foregoing is true and correct.

SEAL:

Anthony Williams, General Manager

Date and Place

Disposition:
Original: County Recorder
Copy: Contractor
Copy: Project File

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MEMORANDUM

To: Board of Directors February 3, 2026
From: Ken Eichstaedt, Board President
Subj: Approval of Salary, Terms and Conditions of Employment – General Manager
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RECOMMENDED ACTION: Consider Adopting Resolution No. 26-01 Approving the General Manager's Salary, Terms and Conditions of Employment

FINANCIAL IMPACT: Additional Salary of \$6,638 + \$96 in related employer payroll taxes (per year) and \$5,000 lump sum payment

The North Marin Water District Board of Directors (Board) has recently met to discuss the General Manager's performance review and the salary, terms and conditions of the General Manager's employment. The Board recognizes that the General Manager last received a salary increase on February 16, 2025 and desires to authorize an annual base salary increase. The Board authorizes an increase in the amount of \$6,638 annually which represents a cost of living adjustment (COLA) of 2.25%.

The Board also authorizes a one-time lump payment of \$5,000 for overall performance during the evaluation period. The 2.25% COLA adjustment is the same COLA adjustment that all represented and unrepresented District staff received on July 1, 2025. In addition to an annual salary increase above, employer payroll taxes, specifically Medicare, will increase by \$96.

In accordance with applicable CalPERS' regulations, 2 CCR § 570.5, authorization is also requested from the Board to approve Resolution 26-01 (Attachment 1) to update the publicly available pay schedule for the General Manager position. After factoring in the above adjustment, the annual base salary for the General Manager position will be \$301,638, effective February 1, 2026 (see Attachment 2).

RECOMMENDATION

That the Board adopt Resolution 26-01 approving the General Manager's salary, terms and conditions of employment with the District.

ATTACHMENTS:

1. Resolution No. 26-01 North Marin Water District Conditions of Employment – General Manager
2. Exhibit A to Resolution No. 26-01 - Revised Salary Schedule for All Employees

RESOLUTION 26-01**RESOLUTION OF THE BOARD OF DIRECTORS OF
THE NORTH MARIN WATER DISTRICT
CONDITIONS OF EMPLOYMENT - GENERAL MANAGER**

WHEREAS, Anthony Bruce Williams was hired as Assistant General Manager/Chief Engineer of the District on October 12, 2020; and

WHEREAS, Mr. Williams' appointment as General Manager was approved by unanimous vote of the Board of Directors on April 19, 2022; and

WHEREAS, Mr. Williams appointment became effective May 4, 2022 and the following provisions applied:

WHEREAS, Mr. Williams serves at the pleasure of the Board and shall:

1. Have full charge and control of the maintenance, operation and construction of the water and wastewater systems of the District,
2. Have full power and authority to employ and discharge all employees at pleasure (excluding the Executive Assistant/District Secretary, Auditor-Controller, and Assistant General Manager/Chief Engineer),
3. Be designated as the District's Director of Emergency Services for the purposes of disaster management pursuant to the California Emergency Services Act, Government Code section 8630,
4. Have full power to determine the duties of employees,
5. Set the compensation of employees' subject to Board policy,
6. Represent the District at various public entities/private groups and perform other duties imposed by the Board, and
7. Report to the Board in accordance with Board policy.

NOW, THEREFORE, BE IT RESOLVED that the conditions of Mr. Williams' employment, remuneration and benefits are:

1. Annual salary of \$301,638 per year as reflected in EXHIBIT A (Salary Schedule), to be paid in semi-monthly installments, effective February 1, 2026. Said salary shall be reviewed annually.
2. Reimbursement of business- or business-related mileage incurred on privately owned vehicle at the normal rate per mile authorized by the District plus payment by District of \$338 per month. General Manager's use of privately-owned vehicle is for the convenience of the District and required as a condition of employment. General Manager shall maintain in force liability insurance on private vehicle of not less than \$300,000 for one individual and \$500,000 for two or more individuals.

3. Reimbursement of all reasonable expenses incurred in connection with the conduct or furtherance of District business and affairs.
4. Other benefits as are from time to time afforded all District unrepresented employees with the exception of overtime compensation. Except for vacation, such benefits, which are a function of time in service, shall be calculated from the date first employed by the District.
5. The right to reside in any area within the District territorial boundaries.
6. The General Manager will timely cause to be placed on the Board's agenda each year a "closed session" for the purpose of his performance evaluation.

* * * * *

I hereby certify that the foregoing is a true and complete copy of a resolution duly and regularly adopted by the Board of Directors of NORTH MARIN WATER DISTRICT at a regular meeting of said Board held on the 3rd day of February, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Eileen Mulliner, District Secretary
North Marin Water District

(SEAL)

North Marin Water District Employee Salary Ranges and Job Classifications - Effective 02/01/2026

Draft for Board of Directors Approval at the February 3, 2026 Board Meeting

	Step 1 Monthly / Annual	Step 2 Monthly / Annual	Step 3 Monthly / Annual	Step 4 Monthly / Annual	Step 5 Monthly / Annual
Administration Department					
Receptionist/Customer Service Asst.	5,844 70,128	6,136 73,632	6,443 77,316	6,765 81,180	7,103 85,236
Account/Credit Clerk II	6,453 77,436	6,776 81,312	7,115 85,380	7,471 89,652	7,845 94,140
Field Service Rep I	6,501 78,012	6,826 81,912	7,167 86,004	7,525 90,300	7,901 94,812
Field Service Rep II	6,956 83,472	7,304 87,648	7,669 92,028	8,052 96,624	8,455 101,460
Field Service Representative Lead	7,848 94,176	8,240 98,880	8,652 103,824	9,085 109,020	9,539 114,468
Consumer Services Supervisor	9,691 116,292	10,176 122,112	10,685 128,220	11,219 134,628	11,780 141,360
Storekeeper/Safety Coord.	7,387 88,644	7,756 93,072	8,144 97,728	8,551 102,612	8,979 107,748
Executive Assistant/District Secretary	10,109 121,308	10,614 127,368	11,145 133,740	11,702 140,424	12,287 147,444
HR/Safety Manager	11,254 135,048	11,817 141,804	12,408 148,896	13,028 156,336	13,679 164,148
Accounting Clerk II	6,453 77,436	6,776 81,312	7,115 85,380	7,471 89,652	7,845 94,140
Staff Accountant	8,314 99,768	8,730 104,760	9,167 110,004	9,625 115,500	10,106 121,272
Senior Accountant	9,522 114,264	9,998 119,976	10,498 125,976	11,023 132,276	11,574 138,888
Accounting Supervisor	10,679 128,148	11,213 134,556	11,774 141,288	12,363 148,356	12,981 155,772
Auditor-Controller	16,225 194,700	17,036 204,432	17,888 214,656	18,782 225,384	19,721 236,652
Water Conservation Tech	4,783 57,396	5,022 60,264	5,273 63,276	5,537 66,444	5,814 69,768
Water Conservation & Communications Mgr	12,039 144,468	12,641 151,692	13,273 159,276	13,937 167,244	14,634 175,608
General Manager			25,136.50 301,638		
Engineering Department					
Engineering Administrative Assistant	7,190 86,280	7,550 90,600	7,928 95,136	8,324 99,888	8,740 104,880
Engineering Services Rep	7,868 94,416	8,261 99,132	8,674 104,088	9,108 109,296	9,563 114,756
Engineering Technician IV	8,750 105,000	9,188 110,256	9,647 115,764	10,129 121,548	10,635 127,620
Senior Engineering Technician	9,645 115,740	10,127 121,524	10,633 127,596	11,165 133,980	11,723 140,676
Junior Engineer	9,645 115,740	10,127 121,524	10,633 127,596	11,165 133,980	11,723 140,676
Assistant Engineer	10,544 126,528	11,071 132,852	11,625 139,500	12,206 146,472	12,816 153,792
Associate Engineer	12,397 148,764	13,017 156,204	13,668 164,016	14,351 172,212	15,069 180,828
Senior Engineer	13,760 165,120	14,448 173,376	15,170 182,040	15,929 191,148	16,725 200,700
Assistant General Manager/Chief Engineer	17,570 210,840	18,449 221,388	19,371 232,452	20,340 244,080	21,357 256,284

	Step 1 Monthly / Annual	Step 2 Monthly / Annual	Step 3 Monthly / Annual	Step 4 Monthly / Annual	Step 5 Monthly / Annual
Construction Department					
Utility Worker I	6,029 72,348	6,330 75,960	6,647 79,764	6,979 83,748	7,328 87,936
Utility Worker II	6,467 77,604	6,790 81,480	7,130 85,560	7,487 89,844	7,861 94,332
Utility Worker III	7,491 89,892	7,866 94,392	8,259 99,108	8,672 104,064	9,106 109,272
Heavy Equipment Operator	7,755 93,060	8,143 97,716	8,550 102,600	8,978 107,736	9,427 113,124
Distribution/Maintenance Foreman	9,304 111,648	9,769 117,228	10,257 123,084	10,770 129,240	11,309 135,708
Pipeline Foreman	9,304 111,648	9,769 117,228	10,257 123,084	10,770 129,240	11,309 135,708
Construction/Maintenance Superintendent	12,863 154,356	13,506 162,072	14,181 170,172	14,890 178,680	15,635 187,620

	Step 1 Monthly / Annual	Step 2 Monthly / Annual	Step 3 Monthly / Annual	Step 4 Monthly / Annual	Step 5 Monthly / Annual
Operations Department					
Utility Worker I	6,029 72,348	6,330 75,960	6,647 79,764	6,979 83,748	7,328 87,936
Utility Worker II	6,467 77,604	6,790 81,480	7,130 85,560	7,487 89,844	7,861 94,332
Program Assistant I	5,898 70,776	6,193 74,316	6,503 78,036	6,828 81,936	7,169 86,028
Program Assistant II	7,169 86,028	7,527 90,324	7,903 94,836	8,298 99,576	8,713 104,556
Program Assistant III	7,884 94,608	8,278 99,336	8,692 104,304	9,127 109,524	9,583 114,996
Cross Connection Tech I	6,831 81,972	7,173 86,076	7,532 90,384	7,909 94,908	8,304 99,648
Cross Connection Tech II	8,304 99,648	8,719 104,628	9,155 109,860	9,613 115,356	10,094 121,128
Auto/Equipment Mechanic	7,740 92,880	8,127 97,524	8,533 102,396	8,960 107,520	9,408 112,896
Apprentice Elec/Mech Tech	7,546 90,552	7,923 95,076	8,319 99,828	8,735 104,820	9,172 110,064
Electrical/Mechanical Tech	8,856 106,272	9,299 111,588	9,764 117,168	10,252 123,024	10,765 129,180
Senior Elec/Mech Tech	9,595 115,140	10,075 120,900	10,579 126,948	11,108 133,296	11,663 139,956
Maintenance Supervisor	11,579 138,948	12,158 145,896	12,766 153,192	13,404 160,848	14,074 168,888
Laboratory Technician	6,898 82,776	7,243 86,916	7,605 91,260	7,985 95,820	8,384 100,608
Lab Analyst I	8,224 98,688	8,635 103,620	9,067 108,804	9,520 114,240	9,996 119,952
Lab Analyst II	9,751 117,012	10,239 122,868	10,751 129,012	11,289 135,468	11,853 142,236
Senior Chemist	10,671 128,052	11,205 134,460	11,765 141,180	12,353 148,236	12,971 155,652
Water Quality Supervisor	13,023 156,276	13,674 164,088	14,358 172,296	15,076 180,912	15,830 189,960

Operations Department (cont.)	Step 1 Monthly / Annual	Step 2 Monthly / Annual	Step 3 Monthly / Annual	Step 4 Monthly / Annual	Step 5 Monthly / Annual
Asst Water Distrib & TP Op - Tier 1 *	7,460 89,520	7,828 93,936	8,214 98,568	8,620 103,440	9,046 108,552
Asst Water Distrib & TP Op - Tier 2 *	7,560 90,720	7,928 95,136	8,314 99,768	8,720 104,640	9,146 109,752
Asst Water Distrib & TP Op - Tier 3 *	7,660 91,920	8,028 96,336	8,414 100,968	8,820 105,840	9,246 110,952
Water Distrib & TP Op - Tier 2 *	9,364 112,368	9,822 117,864	10,303 123,636	10,808 129,696	11,338 136,056
Water Distrib & TP Op - Tier 3 *	9,464 113,568	9,922 119,064	10,403 124,836	10,908 130,896	11,438 137,256
Water Distrib & TP Op - Tier 4 *	9,564 114,768	10,022 120,264	10,503 126,036	11,008 132,096	11,538 138,456
Sr. Water Distrib & TP Op - Tier 3 *	10,498 125,976	11,008 132,096	11,543 138,516	12,105 145,260	12,695 152,340
Sr. Water Distrib & TP Op - Tier 4 *	10,598 127,176	11,108 133,296	11,643 139,716	12,205 146,460	12,795 153,540
Sr. Water Distrib & TP Op - Tier 5 *	10,698 128,376	11,208 134,496	11,743 140,916	12,305 147,660	12,895 154,740
Treatment & Distribution Supervisor - Tier 3 *	13,640 163,680	14,307 171,684	15,007 180,084	15,742 188,904	16,514 198,168
Treatment & Distribution Supervisor - Tier 4 *	13,740 164,880	14,407 172,884	15,107 181,284	15,842 190,104	16,614 199,368
Treatment & Distribution Supervisor - Tier 5 *	13,840 166,080	14,507 174,084	15,207 182,484	15,942 191,304	16,714 200,568
Operations/Maintenance Manager **	14,989 179,868	15,738 188,856	16,525 198,300	17,351 208,212	18,219 218,628

* Treatment Operators Tiers 1-5 schedules are based on certifications held by Stafford Treatment Plant Operators issued by the State Water Resources Control Board. The certification tiers are outlined below:

Tier 1 = Distribution (D)1/ Transmission (T)1 -\$100 per month, Tier 2 = D2/T2 -\$200 per month,

Tier 3 = D3 /T3-\$300per month, Tier 4 = D4/T4-\$400per month & Tier 5 = D5/T5 -\$500 per month

The employee will be paid at the lower of the two certifications held.

** Operations/Maintenance Superintendent job title changed to Operations/Maintenance Manager in March 2025.

North Marin Water District Temporary/Seasonal Employee Hourly Ranges & Job Classifications - 07/01/25

Approved by the Board of Directors on July 15, 2025

	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly
Temporary/Seasonal Worker	\$ 27.60	\$ 29.00	\$ 30.50	\$ 32.00	\$ 33.60

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DISBURSEMENTS - DATED JANUARY 22, 2026

Date Prepared 1/20/26

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	Payable To	For	Amount
90991*	US Bank Card	Microsoft Monthly Subscriptions, CSMFO Memb Renewal (\$155), Internet PRTP & Gallagher Well #2, Zoom Subscription, Starlink Internet, GFOA-Cert. of Achievement Review Fee (\$505), Photography for Master Plan (\$113), Food for Staff Event & NBWRA Meeting (\$7,704), Kitchen Supplies, Grease for STP (\$257), Photoelectric Sensor (\$217), SCADA Switches (\$454) & Steel Wire Mesh (\$314)	\$10,530.34
90992*	Amazon	Kitchen Supplies (\$231), Gate Openers (10) (\$186), Office Supplies, Computer Supplies (\$916), Service Award & Tool Box	\$1,562.00
1	Backflow Distributors	Annual Maintenance on District Backflow Devices (\$29,208) & Double Check Detector Assembly (\$6,629) (W.M. Fire Service Improvements)	35,836.47
2	Bank of Marin	Bank of Marin Loan Principal & Interest (Pynt #171 of 240) Aqueduct Energy Efficiency Project	46,066.67
3	Bay Area Air Quality Mgmt Dist	Annual Permit Renewal Fees (Lanai & Tahiti Street-Oceana Marin) (3/1/26-3/1/27)	563.00
4	Binford Road LLC	Refund Excess Advance Over Actual Job Cost-Binford Storage	127,655.82
5	CA Assoc. of Mutual Water Co.	Annual Membership (2026)	500.00
6	Caltest Analytical Laboratory	Lab Testing	70.30
7	Canyon Rock Co., Inc.	EZ Asphalt (5 yds)	2,103.43
8	Cinquini & Passarino Inc.	Prog Pynt#7: San Mateo Tank Transmission Project (Balance Remaining on Contract	3,273.50

Seq	Payable To	For	Amount
9	Core Utilities, Inc	Consulting Services: December IT Support (\$6,000), IT Backflow Support (\$100), SCADA Programming (\$1,400), PLC Support (\$700) & Set-up of Piezometer Data Logger (\$150) (STP)	8,350.00
10	Dina, Saalisi	Reimbursement Program-286 Vallejo Avenue	49,650.00
11	Ferguson Waterworks	2" Meter	1,181.54
12	FLW, Inc.	Pressure Switches (4) (\$1,362) & Seals (2) (\$1,347) (O.M. Pumps)	2,709.30
13	Grainger	Angle Grinder (\$186), Ladders (2) (\$469), Plumbing Supplies (\$137), Utility Pumps (2) (\$760), Neutralizing Powder (10) (\$290) Chlorine Reagents (1,000) (\$416), Tape Measures (10) (\$215), Submersible Pump (\$417), Strut Channels (2) (\$218), Cable Riser (500') (\$391), Blower (\$417) & Miscellaneous Tools & Supplies	4,573.19
14	Kane, Shawn	Exp Reimb: D2 Certification Renewal	80.00
15	Ken Grady Company, Inc	Rebuild Kits for Level Controllers @ STP (7)	1,593.40
16	Marin County Ford	Service Parts ('24 F250-\$231, '22-\$119 & '23 Ford Rangers \$151, '25 F250-\$151 & '12 F250)	686.98
17	Marin Independent Journal	Annual Subscription (Williams)	89.53
18	North Bay Gas	Breathing Air (STP)	253.44
19	ODP Business Solutions, LLC	Misc Office Supplies	201.88
20	Otsuki, Carl	Refund Overpayment on Closed Account	90.00
21	Pace Supply	Service Saddles (2)	128.48
22	Pape Machinery Inc.	Service Parts ('09 JD Backhoe)	304.34
23	NMWD Petty Cash	Snacks for Safety Meeting, Supplies for Retirement Gift & Parking Fees	95.72
24	Pollard Water	Pitot Kits (3)	506.37
25	Putrus, Athena	Refund Over Payment on Closed Account	183.09
26	Sonoma County Water Agency	December Contract Water	649,392.11

Seq	Payable To	For	Amount
27	SPG Solar Facility XII, LLC	December Energy Delivered Under Solar Services Agreement	4,959.75
28	Traffic Management Products	Custom Signs for Flagging Operations (W.M. Lagunitas Pipeline Project)	229.86
29	Truck Top USA	Surge Coupler (36 kw Generator)	379.31
30	Underground Republic Water Works, Inc.	Force Balanced Joints (4) (\$29,716), Elbows (40) (\$319), Service Saddles (3) (\$305), Nipples (40) (\$404), Couplings (3) (\$270) & Spools (3) (\$1,934)	32,948.16
31	VertexOne Software LLC	December Service Fee	57.15
32	VWR International LLC	Cartridge Kit for Reagent Water System (\$765), Probe for pH Meter (\$736) & Coliform Medium (\$124) (Lab)	1,625.38
33	White & Prescott	Prog Pymt #61: San Mateo Tank Transmission Project (\$270), Prog Pymt #62: 998 Rush Creek Place Quitclaim (\$360), Prog Pymt #63: Sutter Hospital Water Hydrant Relocation (\$720) & Prog Pymt #64: 106 Galli Drive Water Line Easement (\$270) (Balance Remaining on as Needed Contract \$10,280)	1,620.00
34	ZORO	Bucket Holders (4), Orbital Sander (\$196), Impact Wrench (\$356), Raised Indicator Lights (2), Axial Fan Grille (\$245) & Fan Filters (2)	1,104.59
		TOTAL DISBURSEMENTS	<u>\$991,155.10</u>

The foregoing payroll and accounts payable vouchers totaling \$991,155.10 are hereby approved and authorized for payment.


01/20/26

 Auditor-Controller Date


1/20/2026

 General Manager Date

DISBURSEMENTS - DATED JANUARY 29, 2026

Date Prepared 1/26/26

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	Payable To	For	Amount
P/R*	Employees	Net Payroll PPE 1/15/26	\$204,131.37
90995*	Internal Revenue Service	Federal & FICA Taxes PPE 1/15/26	95,138.65
90996*	State of California	State Taxes & SDI PPE 1/15/26	23,086.94
90997*	CalPERS	Pension Contribution PPE 1/15/26	59,801.75
90993*	Nationwide	Deferred Compensation-457 PPE 1/15/26	16,780.18
90994*	Nationwide	Deferred Compensation 1/15/26-401A Match	2,908.35
EFT*	US Bank	December Bank Analysis Charge (Lockbox \$920 & Other Fees \$596 Less Interest \$216)	1,299.60
66138*	CA Dept. of Tax & Fees	State Sales & Use Tax (1/25-12/25)	1,677.00
1	Alameda Electrical Dist. Inc	Seals (3)	23.64
2	All Star Rents	Propane (20 gal)	95.66
3	American Family Life Ins	AFLAC January 2026 Employee Paid Benefit	4,681.35
4	American Water Works Assoc	Membership Dues (Ladd) (4/26-3/27)	113.00
5	Asbury Environmental Services	Used Oil Disposal Fee	153.00
6	Associated Right of Way Services	Prog Pymt#18: Valuation Services for Lynwood Pump Station (Balance Remaining on Contract \$19,508)	287.50
7	Bold & Polisner	December Legal Fees-General (\$9,708) & NMWD Portion Potter Valley Project (\$2,980)	12,687.99
8	Borges & Mahoney	Preventative Maintenance Kits (5) (STP)	1,271.72
9	Brady Industries	Rain Overalls & Safety Gloves	97.51
10	Bray Process Control	Seal & Bearing Kit (STP)	1,476.13
11	CA Water Efficiency Partnership	Membership Dues (Grisso) (1/26-12/26)	4,111.87

Seq	Payable To	For	Amount
12	California Water Service	January Water Service (O.M.)	39.58
13	Cole-Parmer Instrument	Fill Solution (Lab)	195.27
14	Consolidated CM	Prog Pymt#55: Construction Management for Admin & Lab Upgrade Project (Balance Remaining on Contract \$17,686)	406.00
15	Diesel Direct West	Diesel (193 gal) & Gasoline (721 gal)	3,525.05
16	Dodd, Martyn	Novato Smart Irrigation Controller (\$118) & Toilet Rebate Program (\$200)	318.88
17	Electrical Equipment Co	Switch Selectors (2), Mounting Latches (2) & Contact Blocks (4)	56.31
18	Freyer & Laureta, Inc.	Prog Pymt#25: Master Plan Update (Balance Remaining on Contract \$28,267)	23,509.00
19	Arthur J. Gallagher Risk Management Services LLC	Insurance Renewal Adjustment ('26 Int'l Crew Trucks)	1,752.00
20	Grainger	Chlorine Reagent (\$390), Weatherstripping (\$181), Fish Tape (\$142), Reciprocating Saw Blades (75) (\$363), Wire Rope (12) (\$167), Hole Cutter Set (\$144), Hose Clamps (100) (\$259) & Miscellaneous Tools & Supplies	2,130.72
21	Guyer, Robert	Novato Cash for Grass Rebate Program	1,129.50
22	HERC Rentals Inc.	Rentals for WM Lagunitas Pipeline Project-Water Truck (\$3,550), Skid Steer Attachment Planer (\$2,532), Message Board Rentals (\$2,124) & Generator for Emergencies (\$3,976) (4 Weeks)	12,182.07
23	Home Depot	Picture Hangers (18), Flashlight, Folding Utility Table (\$336) & Storage Totes (9)	675.87
24	Lincoln Life Employer Serv	Deferred Compensation PPE 1/15/26	7,792.35
25	McMaster-Carr Supply Co	U-bolts (\$101), Screws, Pipe (\$193), Fitting (\$121) & Flange (\$260)	675.48
26	Miller, Eric	Exp Reimb: Food for CIP Lunch Meeting w/MMWD on 1/15/26	134.01
27	Mulroy, Jackie	Novato Cash for Grass Rebate Program	1,500.00

Seq	Payable To	For	Amount
28	Mutual of Omaha	February 2026-Mutual of Omaha Group Life/ADD Insurance Premium & Vision	2,234.78
29	Outlander Construction, Inc.	Prog Pymt#1: NMWD Construction Building 1st Floor Improvements (Balance Remaining on Contract \$8,480)	37,970.00
30	Pace Supply	Flanged Setter (\$964), Couplings (104) (\$1,277), Tees (20) (\$145) & Elbows (6) (\$175)	2,560.17
31	Pape Machinery Inc.	Hydraulic & Transmission Oil (5 gal)	126.40
32	Rockwell Engineering & Equip.	Transfer Pump (O.M. Treatment Pond)	5,348.19
33	Scott Technology Group	January Monthly Maintenance on Admin (\$165) & Engineering Copiers (\$299)	464.54
34	Team Ghilotti Inc.	Prog Pymt#6: San Mateo Tank Transmission Project (Balance Remaining on Contract \$63,222)	12,612.54
35	Traffic Management, LLC	Traffic Control Services (1/6/26-1/9/26) (WM Lagunitas Pipeline Project)	16,785.57
36	USA BlueBook	Conductivity & Standard Solutions (STP)	139.27
37	Van Bebber Bros	Sheet Metal Fabrication (6)	450.64
38	Water Works Engineers LLC	Prog Pymt#7: Emergency Response Plan Update (Balance Remaining on Contract \$42,431)	3,961.27
		TOTAL DISBURSEMENTS	<u>3,961.27</u>
			<u>\$568,498.67</u>

The foregoing payroll and accounts payable vouchers totaling \$568,498.67 are hereby approved and authorized for payment.


01/27/26
 Auditor-Controller Date


1/28/2026
 General Manager Date

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CLOSED SESSION ITEM