



**MEMORANDUM**

To: Board of Directors  
From: Julie Blue, Auditor/Controller *JB*

January 20, 2026

Subject: Annual Report on Board Compensation

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**RECOMMENDED ACTION:** None – Information Only

**FINANCIAL IMPACT:** \$42,904 Expense – Calendar Year 2025

To comply with Assembly Bill No. 2040 and Assembly Bill 1234, the District prepares a yearly report of the annual compensation and expense reimbursements paid to each Board member. This report summarizes compensation and expense reimbursements paid during calendar year 2025. Assembly Bill No. 2040 requires special districts to annually report, and post on their website, the annual compensation of their elected officials. Assembly Bill No. 1234 requires special districts to disclose the reimbursements paid to elected officials. There were no expense reimbursements paid to the Board of Directors in calendar year 2025.

For purposes of this report, compensation is categorized as follows:

1. Regular and Special Board Meetings
2. Advisory Committees, Councils, and Forums: North Bay Watershed Association, Sonoma County Water Agency (SCWA) Water Advisory/Technical Advisory Committee, and North Bay Water Reuse Program
3. Ad-hoc Committee Meetings: Water Management, West Marin Services and NMWD/MMWD Board to Board committees
4. Conference Attendance
5. Community Events and Other Meetings

The following compensation and reimbursements meet the guidelines established by District policy and have been paid to the individual Board members.

	<b>Compensation Type</b>	<b>Jack Baker</b>	<b>Ken Eichstadt</b>	<b>Rick Fraites</b>	<b>Michael Joly</b>	<b>Stephen Petterle</b>
<b>1</b>	Regular/Special Board Meetings	\$ 5,653	\$ 5,929	\$ 6,212	\$ 6,212	\$ 5,929
<b>2</b>	Advisory Committees and Councils	\$ 3,106	\$ -	\$ 2,823	\$ -	\$ -
<b>3</b>	Adhoc Committee Meetings	\$ -	\$ 842	\$ 842	\$ 849	\$ 849
<b>4</b>	Association of California Water Agencies Conference	\$ 828	\$ -	\$ -	\$ -	\$ -
<b>5</b>	Community Events and Other Meetings	\$ 566	\$ 566	\$ 566	\$ 566	\$ 566
<b>6</b>	<b>Total</b>	<b>\$ 10,153</b>	<b>\$ 7,337</b>	<b>\$ 10,443</b>	<b>\$ 7,627</b>	<b>\$ 7,344</b>

Attachments: None