



Date: February 24, 2020

Subject: **General Manager Report**

Staff Contact: Timothy R. Shaw, General Manager

For the given month, I participated in the following reoccurring meetings and special events: The District incurred two vacancies this month. Both departing employees were Distribution Operator 3 employees, i.e. a substantive operations division void. Although the departures were unrelated, the vacancies and the operational capabilities leading up to the departures have significantly impacted the District's capacity for completing tasks. One example is the backlog of 12-years old, radio-read, water meter replacements. The District has already published employment vacancy notices, will soon suspend the 9/80 alternative work schedule for operations, and is exploring the feasibility for temporary labor to augment the District's effort to catch up on meter replacements.

1. On Jan 28th (morning) I participated in a meeting with the RWA strategic planning consultant. The consultant already was provided a copy of the District's strategic planning questionnaire responses, and the consultant was seeking additional feedback, expansion etc.
2. On Jan 28th (afternoon) I Met RWA Executive Director. Jim Peifer. Jim requested a meeting after reading the District's strategic planning questionnaire responses. Jim is pressing (understatement) to get support from all RWA member agency on the contemplated expansion of RWA into federal affairs and voluntary agreements (impacting surface water rights and minimum outflows from water storage reservoirs, e.g. Folsom). The District's most fundamental objection for RWA expansion, including increasing the number of full-time, benefited RWA employees, is the corresponding increases in member agency dues.
3. On Feb 3rd, Staff met at the District office with Brian Bain of VALIC. Brian's presentation included the level of service differences at VALIC compared to our existing IRS 457 deferred compensation administrator and the significant difference in fees charged by VALIC. In subsequent independent survey the employees unanimously indicated their preference to terminate Nationwide and transition to VALIC.
4. On Feb 6th (morning) I notified the Board President of an employee termination.
5. On Feb 6th (afternoon) I notified the Bord President of an employee resignation, which was unrelated to the termination earlier in the day.

6. On Feb 10th, I met with Brian Bain of VALIC one-on-one to explore the logistics of amending and restating the currently active VALIC 457 Deferred Compensation Plan (2003), our discussions included the process of transitioning District participants (employees) investments from Nationwide to VALIC.
7. On Feb 11th I coordinated with the Board President to post a clarification on the District's Facebook Page regarding the backlog of meter replacements and the corresponding overuse of consumption estimating.
8. On Feb 19th, I met with the Ops Foreman Compensation Ad Hoc Committee. The Committee provided direction/recommendations to be shared with the Board in the closed session negotiations item on the February 24th Board agenda.

I have also been working closely with the Contract District Engineer on execution of the construction contract with Anvil Builders and all appurtenant documents. Also, the Operations Superintendent and I have been engaged in discussion on managing the impacts of the critically low staffing caused by departing employees.