MAMMOTH COMMUNITY WATER DISTRICT

Post Office Box 597
Mammoth Lakes, California 93546-0597

822nd Regular Meeting of the
Mammoth Community Water District
Board of Directors

Thursday, January 22, 2026

Please Note:

Members of the public will have the opportunity to directly address the District Board of Directors concerning any item listed on the Agenda below before or during consideration of that item.

Please Note:

For members of the public interested in viewing and having the ability to comment at the public meeting via Zoom, an internet enabled computer equipped with a microphone and speaker or a mobile device with a data plan is required. Use of a webcam is optional. You also may call in to the meeting using teleconference without video. Please use the following information to join the Zoom Videoconference Meeting:
https://zoom.us/j/7609342596 (meeting ID: 760 934 2596) OR
Join via teleconference by dialing 1-669-444-9171, 760-934-2596#

3:00 P.M.

Roll Call

Directors Cage, Domaille, Hylton, Smith, and Thompson

Public Forum

Any member of the public may address the Board relating to any matter within the Board's jurisdiction. This need not be related to any item on the agenda, and presentation should be limited to three (3) minutes. No formal action by the Board will be taken on these items.

Consent Agenda A

All matters listed are considered to be routine by the Board and may be enacted on by one motion. There will be no separate discussion on these items unless requested by the Board. If discussion is requested, that item will be moved and considered separately after adoption of the consent agenda.

A-1 Approve the November and December 2025 Check Disbursements

A-2 Approve the Minutes from the Special Board Workshop held November 18, 2025

A-3 Approve the Minutes from the Regular Board Meeting held November 20, 2025

A-4 Approve the Minutes from the Special Board Workshop held December 15, 2025

Consent Agenda B — Department Reports

All matters listed are considered to be routine by the Board and may be acted on by one motion. There will be no separate discussion on these items unless requested by the Board. If discussion is requested, that item will be moved and considered separately after adoption of the consent agenda.

B-1 Operations Department Report
B-2 Maintenance Department Report
B-3 Finance Department Report
B-4 Engineering Department Report
B-5 Information Services Report
B-6 Personnel Services Report
B-7 Regulatory Support Services Report
B-8 General Manager's Report

Current Business

C-1 Elect the Board President, Vice President, and Assign Committee Members for 2026

C-2 Discuss and Consider Adopting Resolution No. 01-22-26-01 Appointing a Member of the Board of Directors as Trustee to the Mammoth Community Water District's Money Purchase Pension Plan for 2026

C-3 Discuss and Possibly Adopt the MCWD Fiscal Year 2027 Strategic Plan

C-4 Discuss and Possibly Adopt the Revised Human Resources Policies:
- **a.** MCWD Personnel Policy Manual (PL-HR-OO1);
- **b.** MCWD Employer-Employee Relations Policy (PL-HR-002)

C-5 Water Supply Update

Board Member's Committee Reports

Committee Meetings Held:

Code/Policy Committee – *January 14, 2026*
Employee Housing Committee – *January 21, 2026*
Technical Services Committee – *January 21, 2026*
Investment Committee – *January 21, 2026*
Finance Committee – *January 21, 2026*

Directors Comments, Requests, and Reports

Attorney's Report

Closed Session

D-1 Conference with Real Property Negotiators
Pursuant to Government Code Sections 54954.5(e) and 54956.8

Property Description: Mono County APNs – 022-400-023-000; 022-400-024-000; 022-400-025-000
Under Negotiation: Price and Terms of Payment
MCWD Negotiators: Mark Busby
Property Owner Negotiator: Terrance Plum

Adjournment

NOTE: Items listed on the agenda may be reviewed or acted upon by the Board in any order or sequence. The items are listed for identification purposes only.

The meeting will be held in the conference room at the District facility located one mile east of Old Mammoth Road on Meridian Boulevard, just off Highway 203, Mammoth Lakes, California.



MARK BUSBY
General Manager

Date of Issuance: Friday, January 16, 2026

Posted: MCWD Office
MCWD Website: www.mcwd.dst.ca.us
cc: Members, Board of Directors
Town of Mammoth Lakes
KMMT, KIBS, KSRW Radio

In compliance with the Americans with Disabilities Act, if you need a disability related modification or accommodation to participate in this meeting, please call Stephanie Hake at (760) 934-2596 at least one full day before the meeting.

Documents and material relating to an open session agenda item that are provided to the Mammoth Community Water District Board of Directors less than 72 hours prior to a regular meeting will be available for public inspection and copying at the District facility located at 1315 Meridian Boulevard, Mammoth Lakes, California.

MAMMOTH COMMUNITY WATER DISTRICT
Post Office Box 597
Mammoth Lakes, California 93546-0597

NOTICE OF A TECHNICAL SERVICES COMMITTEE MEETING

NOTICE IS HEREBY GIVEN that the Technical Services Committee of the Board of Directors of the Mammoth Community Water District will hold a **TECHNICAL SERVICES COMMITTEE MEETING** to be held **WEDNESDAY, JANUARY 21, 2026** at **8:00 A.M.**

Please Note:
Members of the public will have the opportunity to directly address the District Board of Directors concerning any item listed on the Agenda below before or during consideration of that item.

The agenda items are:

1. Review of the Operations Department Report (B-1)
2. Discuss the Water Supply Update (C-5)
3. Review of the Maintenance Department Report (B-2)
4. Review of the Engineering Department Report (B-4)
5. Review of the Information Services Report (B-5)
6. Review of the Regulatory Services Report (B-7)
7. Discussion / Questions Regarding Other Department Reports

    B-3 Finance Department Report
    B-6 Personnel Services Report
    B-8 General Manager's Report

The meeting will be held in the conference room at the District facility located one mile east of Old Mammoth Road on Meridian Boulevard, just off Highway 203, Mammoth Lakes, California.

MARK BUSBY
General Manager

Date of Issuance: Friday, January 16, 2026

Posted: MCWD Office
MCWD Website: www.mcwd.dst.ca.us
cc: Members, Board of Directors
Town of Mammoth Lakes
KMMT, KIBS, KSRW Radio

If you are an individual with a disability and need assistance or accommodation to participate in this Board meeting at any time, please call Stephanie Hake at (760) 934-2596, ext. 321, or email Mrs. Hake at: SHake@mcwd.dst.ca.us.

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NOTICE OF AN INVESTMENT COMMITTEE MEETING

NOTICE IS HEREBY GIVEN that the Investment Committee of the Board of Directors of the Mammoth Community Water District will hold an **INVESTMENT COMMITTEE MEETING** on **WEDNESDAY, JANUARY 21, 2026** at **11:45 A.M.**

Please Note:
Members of the public will have the opportunity to directly address the District Board of Directors concerning any item listed on the Agenda below before or during consideration of that item.

The agenda items are:

1. Review Management of Investment Accounts with Advisors from Chandler Asset Management, Inc. (CAM)

2. Provide Direction to General Manager to Maintain or Change Current Allocation of Investments, Maintain or Change Specific Investments, or Make a Combination of Changes to Allocations or Investments to Meet Cash Flow Objectives

The meeting will be held in the conference room at the District facility located one mile east of Old Mammoth Road on Meridian Boulevard, just off Highway 203, Mammoth Lakes, California.

MARK BUSBY
General Manager

Date of Issuance: Friday, January 16, 2026

Posted: *MCWD Office*
MCWD Website: www.mcwd.dst.ca.us
cc: *Members, Board of Directors*
Town of Mammoth Lakes
KMMT, KIBS, KSRW Radio

If you are an individual with a disability and need assistance or accommodation to participate in this Board meeting at any time, please call Stephanie Hake at (760) 934-2596, ext. 321, or email Mrs. Hake at: shake@mcwd.dst.ca.us.

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MAMMOTH COMMUNITY WATER DISTRICT

Post Office Box 597
Mammoth Lakes, California 93546-0597

NOTICE OF A FINANCE COMMITTEE MEETING

NOTICE IS HEREBY GIVEN that the Finance Committee of the Board of Directors of the Mammoth Community Water District will hold a **FINANCE COMMITTEE MEETING** on **WEDNESDAY, JANUARY 21, 2026** at **1:00 P.M.**

Please Note:
Members of the public will have the opportunity to directly address the District Board of Directors concerning any item listed on the Agenda below before or during consideration of that item.

The agenda items are:

1. Review and Approve the Board of Director Payment Requests for November and December 2025
2. Review and Approve the Accounts Payable Payment Vouchers for November and December 2025
3. Discuss and Review the November and December 2025 Check Registers (A-1)
4. Discuss the Finance Department Report (B-3)
5. Discussion / Questions Regarding Other Department Reports

    B-1 Operations Department Report
    B-2 Maintenance Department Report
    B-4 Engineering Department Report
    B-5 Information Services Report
    B-6 Personnel Services Report
    B-7 Regulatory Services Report
    B-8 General Manager's Report

The meeting will be held in the conference room at the District facility located one mile east of Old Mammoth Road on Meridian Boulevard, just off Highway 203, Mammoth Lakes, California.

MARK BUSBY
General Manager

Date of Issuance: Friday, January 16, 2026

Posted: MCWD Office
MCWD Website: www.mcwd.dst.ca.us
cc: Members, Board of Directors
Town of Mammoth Lakes
KMMT, KIBS, KSRW Radio

If you are an individual with a disability and need assistance or accommodation to participate in this Board meeting at any time, please call Stephanie Hake at (760) 934-2596, ext. 321, or email Mrs. Hake at: shake@mcwd.dst.ca.us.

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Board Check Register

Mammoth Community Water District, CA

By Vendor Name

Payment Dates 11/1/2025 - 11/30/2025

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
Vendor: 00295 - A Better Fireplace					
11/25/2025	6376	Replace Pellet Stove Igniter - MV1	96-000-6115		513.02
				Vendor 00295 - A Better Fireplace Total:	**513.02**
Vendor: 00014 - Accelerated Technology Laboratories, Inc.					
11/07/2025	6332	LIMS Annual Saas Fee	10-210-6105		23,689.80
				Vendor 00014 - Accelerated Technology Laboratories, Inc. Total:	**23,689.80**
Vendor: 00016 - ACWA / JPIA (HBA)					
11/08/2025	11709	Dental	10-000-2150		540.61
11/08/2025	11709	Life Insurance	10-000-2150		41.34
11/08/2025	11709	Medical Insurance	10-000-2150		9,338.99
11/08/2025	11709	Vision Insurance	10-000-2150		122.00
11/08/2025	11709	Dental	10-000-2150		2,085.34
11/08/2025	11709	Dental	20-000-2150		1,348.08
11/08/2025	11709	Dental	30-000-2150		1,347.71
11/08/2025	11709	EAP Admin. Fee	10-000-2150		42.16
11/08/2025	11709	EAP Admin. Fee	20-000-2150		20.02
11/08/2025	11709	EAP Admin. Fee	30-000-2150		22.14
11/08/2025	11709	Life Ins Dependent	10-000-2150		4.96
11/08/2025	11709	Life Ins Dependent	20-000-2150		3.14
11/08/2025	11709	Life Ins Dependent	30-000-2150		3.06
11/08/2025	11709	Life Insurance	10-000-2150		732.00
11/08/2025	11709	Life Insurance	20-000-2150		161.02
11/08/2025	11709	Life Insurance	30-000-2150		158.98
11/08/2025	11709	Life Insurance	10-000-2150		186.66
11/08/2025	11709	Life Insurance	20-000-2150		162.68
11/08/2025	11709	Life Insurance	30-000-2150		140.17
11/08/2025	11709	Life Ins Supplemental	20-000-2150		15.01
11/08/2025	11709	Life Ins Supplemental	30-000-2150		14.99
11/08/2025	11709	Medical Insurance	10-000-2150		33,645.07
11/08/2025	11709	Medical Insurance	20-000-2150		21,111.58
11/08/2025	11709	Medical Insurance	30-000-2150		21,111.21
11/08/2025	11709	Vision Insurance	10-000-2150		488.00
11/08/2025	11709	Vision Insurance	20-000-2150		280.75
11/08/2025	11709	Vision Insurance	30-000-2150		280.45
11/08/2025	11709	Premium Adjustment	10-000-6020		3,607.89
				Vendor 00016 - ACWA / JPIA (HBA) Total:	**97,016.01**
Vendor: 00025 - AFLAC					
11/30/2025	DFT0001516	AFLAC Pre Tax	10-000-2170		25.48
11/30/2025	DFT0001516	AFLAC After Tax	20-000-2170		6.05
11/30/2025	DFT0001516	AFLAC Pre Tax	20-000-2170		51.57
11/30/2025	DFT0001516	AFLAC After Tax	30-000-2170		3.65
11/30/2025	DFT0001516	AFLAC Pre Tax	30-000-2170		27.57
11/30/2025	DFT0001528	AFLAC Pre Tax	10-000-2170		23.92
11/30/2025	DFT0001528	AFLAC After Tax	20-000-2170		6.06
11/30/2025	DFT0001528	AFLAC Pre Tax	20-000-2170		111.08
11/30/2025	DFT0001528	AFLAC After Tax	30-000-2170		3.64
11/30/2025	DFT0001528	AFLAC Pre Tax	30-000-2170		27.57
				Vendor 00025 - AFLAC Total:	**286.59**
Vendor: 02656 - Alisto, Inc.					
11/07/2025	6333	Cathodic Protection System Consulting	22-000-1301	25W12CS	12,962.50
				Vendor 02656 - Alisto, Inc. Total:	**12,962.50**

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
Vendor: 02508 - Alpine Landscape					
11/25/2025	6377	Landscapping - 4 Locations	10-000-6150		2,000.00
				Vendor 02508 - Alpine Landscape Total:	**2,000.00**
Vendor: 00054 - Alpine Paint					
11/17/2025	6354	Tyvek Coveralls & Tape	10-320-6180		145.58
11/25/2025	6378	Tyvek Suits	10-320-6180		145.14
				Vendor 00054 - Alpine Paint Total:	**290.72**
Vendor: 00063 - American Business Machines Co.					
11/18/2025	11722	Printer/Copier Agreement	10-000-6180		96.19
11/26/2025	11737	OPS Printer/Copier Agreement	10-000-6180		70.60
				Vendor 00063 - American Business Machines Co. Total:	**166.79**
Vendor: 00069 - Amerigas (WWTP/Lab)					
11/25/2025	6379	Propane - WWTP/Lab	30-240-6231		735.61
11/25/2025	6379	Propane - WWTP/Lab	30-240-6231		833.34
				Vendor 00069 - Amerigas (WWTP/Lab) Total:	**1,568.95**
Vendor: 00072 - Amerigas (GWTP 1)					
11/25/2025	6380	Propane - GWTP 1	20-220-6231		669.49
				Vendor 00072 - Amerigas (GWTP 1) Total:	**669.49**
Vendor: 00068 - Amerigas (Offices)					
11/17/2025	6355	Propane - District Offices	10-000-6231		891.84
				Vendor 00068 - Amerigas (Offices) Total:	**891.84**
Vendor: 00098 - Arbor Environmental, LLC					
11/07/2025	6335	Reapirator Questionnaire Review	10-110-6100		20.00
				Vendor 00098 - Arbor Environmental, LLC Total:	**20.00**
Vendor: 00111 - AT&T					
11/17/2025	6356	Firstnet	10-130-6211		1,094.03
				Vendor 00111 - AT&T Total:	**1,094.03**
Vendor: 00119 - AWWA					
11/07/2025	6336	2026 Annual Dues	10-100-6160		539.00
				Vendor 00119 - AWWA Total:	**539.00**
Vendor: 00123 - Babcock Laboratories, Inc.					
11/08/2025	11710	Lab Services	30-210-6111		440.91
11/08/2025	11710	Lab Services	30-210-6111		4,745.08
11/18/2025	11723	Laurel Pond Lab Services	23-000-1301	24WW05MS	10,676.43
11/18/2025	11723	Lab Services	20-210-6111		594.30
11/18/2025	11723	Lab Services	10-210-6111		59.45
11/18/2025	11723	Lab Services	20-210-6111		435.86
11/18/2025	11723	Lab Services	30-210-6111		434.73
11/18/2025	11723	Lab Services	30-210-6111		440.91
				Vendor 00123 - Babcock Laboratories, Inc. Total:	**17,827.67**
Vendor: 00125 - Backgrounds Online					
11/08/2025	11711	Background Check	10-110-6100		34.00
				Vendor 00125 - Backgrounds Online Total:	**34.00**
Vendor: 00131 - BKS Law Firm, PC					
11/26/2025	11738	Legal Services	10-100-6140		6,112.50
				Vendor 00131 - BKS Law Firm, PC Total:	**6,112.50**
Vendor: 00189 - Britt's Diesel & Automotive					
11/07/2025	6337	Travel & Mobilization	10-000-6155		2,280.00
11/07/2025	6337	BIT Inspection & Fix Air Leak #77	10-310-6155		381.77
11/07/2025	6337	BIT Inspection, CARB Test, & Annual Service #93	10-310-6155		1,073.99
11/07/2025	6337	Annual Service #124	10-330-6155		1,348.20
11/07/2025	6337	BIT Inspection & CARB Test #105	22-340-6155		375.00
11/07/2025	6337	BIT Inspection #132	22-340-6155		250.00

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
11/07/2025	6337	BIT Inspection #114	30-240-6155		125.00
11/07/2025	6337	BIT Inspection & CARB Test #107	10-310-6155		375.00
11/07/2025	6337	BIT Inspection #109	30-240-6155		125.00
11/07/2025	6337	BIT Inspection #1	30-240-6155		250.00
11/07/2025	6337	BIT Inspection #133	10-330-6155		250.00
11/07/2025	6337	BIT Inspection #79	10-320-6155		125.00
11/07/2025	6337	BIT Inspection & CARB Test #87	22-340-6155		375.00
11/07/2025	6337	BIT Inspection #108	30-240-6155		250.00
11/07/2025	6337	BIT Inspection & CARB Test #123	10-320-6155		375.00
11/07/2025	6337	Replace Rear Tail Light #93	10-310-6155		205.23
11/07/2025	6337	Water Pump & Actuator Replacement #94	10-320-6155		1,292.86
11/07/2025	6337	Annual Service #57	10-120-6155		556.11
11/25/2025	6381	Turbo Repairs - Replace VGT #77	10-310-6155		2,952.82
				Vendor 00189 - Britt's Diesel & Automotive Total:	**12,965.98**
Vendor: 00207 - CA Dept. of Tax and Fee Administration					
11/25/2025	6382	Water Rights Fee	20-200-6205		1,452.26
				Vendor 00207 - CA Dept. of Tax and Fee Administration Total:	**1,452.26**
Vendor: 00201 - CA Tax Payment ACH					
11/05/2025	DFT0001518	State Withholding	10-000-2210		4,771.21
11/05/2025	DFT0001518	CA State Disibility	10-000-2210		1,219.50
11/05/2025	DFT0001518	CA State Disibility	20-000-2210		601.48
11/05/2025	DFT0001518	State Withholding	20-000-2210		1,814.41
11/05/2025	DFT0001518	CA State Disibility	30-000-2210		596.86
11/05/2025	DFT0001518	State Withholding	30-000-2210		1,773.27
11/19/2025	DFT0001530	CA State Disibility	10-000-2210		1,222.54
11/19/2025	DFT0001530	State Withholding	10-000-2210		4,726.37
11/19/2025	DFT0001530	CA State Disibility	20-000-2210		626.85
11/19/2025	DFT0001530	State Withholding	20-000-2210		1,910.70
11/19/2025	DFT0001530	CA State Disibility	30-000-2210		623.38
11/19/2025	DFT0001530	State Withholding	30-000-2210		1,910.38
				Vendor 00201 - CA Tax Payment ACH Total:	**21,796.95**
Vendor: 00205 - California Broadband Cooperative					
11/18/2025	11724	Internet Service	10-130-6211		1,277.95
				Vendor 00205 - California Broadband Cooperative Total:	**1,277.95**
Vendor: 02179 - California State Disbursement Unit					
11/05/2025	DFT0001512	CA Child Support	20-000-2170		46.15
11/05/2025	DFT0001512	CA Child Support	30-000-2170		46.15
11/19/2025	DFT0001524	CA Child Support	20-000-2170		46.16
11/19/2025	DFT0001524	CA Child Support	30-000-2170		46.14
				Vendor 02179 - California State Disbursement Unit Total:	**184.60**
Vendor: 02495 - Candace Kasulka					
11/25/2025	6383	Rebate - HET (2)	10-105-6237		400.00
				Vendor 02495 - Candace Kasulka Total:	**400.00**
Vendor: 00220 - Carmichael Business Technology					
11/17/2025	6357	Additional RAM for GIS Server	10-130-6181		150.94
11/17/2025	6357	SSL Certifiactes for GIS Portal	10-130-6105		29.95
				Vendor 00220 - Carmichael Business Technology Total:	**180.89**
Vendor: 00236 - CASA					
11/17/2025	6358	Annual Membership Renewal	10-100-6160		2,895.00
				Vendor 00236 - CASA Total:	**2,895.00**
Vendor: 00281 - Chuck Villar Construction					
11/07/2025	6338	Asphalt Patching	22-000-1301	25W06CO	71,739.78
11/07/2025	6338	Asphalt Patching	22-000-1301	25W01CO	71,739.78
				Vendor 00281 - Chuck Villar Construction Total:	**143,479.56**

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
Vendor: 01957 - City of Fallon					
11/25/2025	6384	Sludge Disposal	30-240-6102		2,026.34
				Vendor 01957 - City of Fallon Total:	**2,026.34**
Vendor: 00306 - Conriquez Cleaning					
11/07/2025	6339	Janatorial Services	10-000-6150		2,873.11
				Vendor 00306 - Conriquez Cleaning Total:	**2,873.11**
Vendor: 00316 - CPS HR Consulting					
11/17/2025	6359	Employee Engagement Survey, Results, & Discussion	10-110-6110		11,550.00
				Vendor 00316 - CPS HR Consulting Total:	**11,550.00**
Vendor: 00325 - Cranes Waste Oil, Inc.					
11/17/2025	6360	Waste Oil Disposal	10-000-6100		190.00
				Vendor 00325 - Cranes Waste Oil, Inc. Total:	**190.00**
Vendor: 00439 - Dewey Pest Control					
11/07/2025	6340	Pest Control - Plant II	10-000-6150		162.00
11/07/2025	6340	Pest Control - Plant I	10-000-6150		187.00
11/07/2025	6340	Pest Control - LMTP	10-000-6150		225.00
11/07/2025	6340	Pest Control - District	10-000-6150		662.00
				Vendor 00439 - Dewey Pest Control Total:	**1,236.00**
Vendor: 00452 - DIY Home Center					
11/08/2025	11712	Piercing Screws	10-330-6150		58.17
11/08/2025	11712	Sawzall Blades	22-000-1301	25W13CM	53.31
11/08/2025	11712	Stainless Steel Cleaner	10-310-6180		30.99
11/08/2025	11712	Glass Cleaner	10-310-6180		9.20
11/08/2025	11712	Drill Bits	10-330-6180		77.56
11/08/2025	11712	Contractor Bags	10-320-6180		25.20
11/08/2025	11712	Bolts	30-240-6145		12.19
11/08/2025	11712	100' Hose	20-230-6120		70.77
11/08/2025	11712	Saw Baldes, Grommets, & Silicone	10-310-6180		95.95
11/08/2025	11712	Drill Bit	10-310-6180		9.69
11/08/2025	11712	Sandpaper - TL51	96-000-6115		8.23
11/08/2025	11712	Magnetic Pickup, Cable Ties, Mounting Base, Sponge	10-310-6180		48.70
11/08/2025	11712	Misc. Hardware	10-330-6180		25.36
11/08/2025	11712	Muriatic Acid & Sprayer	30-240-6180		60.07
11/08/2025	11712	Misc Hardware	10-330-6180		11.59
11/08/2025	11712	Level	10-310-6120		14.54
11/18/2025	11725	Bit, Sockets, Grinding Wheels, Level	10-330-6180		60.25
11/18/2025	11725	Antifreeze #77	10-310-6155		29.04
11/18/2025	11725	Conduit Bushing	21-000-1301	24A02CM	5.00
11/18/2025	11725	Compression Connectors, Couplings, Nipples	21-000-1301	24A02CM	20.59
11/18/2025	11725	Compression Connectors	21-000-1301	24A02CM	6.16
11/18/2025	11725	Glue, Super Glue, Electrical Tape	10-330-6180		38.74
11/18/2025	11725	Shrink Tubes	10-330-6180		9.68
11/18/2025	11725	Clamps, Concrete Screws, Misc. Hardware	22-000-1301	23W02CM	63.85
11/18/2025	11725	Steel Rod	22-000-1301	25W13CM	14.54
11/18/2025	11725	Drill Bits	10-320-6180		40.71
11/18/2025	11725	Security Latch	10-330-6150		9.40
11/18/2025	11725	Check Valve	10-320-6145		15.51
11/18/2025	11725	Razor Blades	10-330-6180		9.00
11/18/2025	11725	Rust-Oleum Paint	20-320-6145		17.43
11/26/2025	11739	Electrical Cord	10-330-6180		12.60
11/26/2025	11739	Epoxy	30-240-6180		11.63
11/26/2025	11739	Extension Cord	30-240-6180		31.99

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
11/26/2025	11739	Heater	20-220-6180		36.84
11/26/2025	11739	Wrench, Pliers, Pipe Wrench, Tool Box	10-320-6120		178.35
11/26/2025	11739	Misc. Hardware	10-330-6180		7.24
				Vendor 00452 - DIY Home Center Total:	**1,230.07**
Vendor: 02694 - E Source Companies, LLC					
11/26/2025	11740	Water Audit Validation	20-200-6110		3,000.00
				Vendor 02694 - E Source Companies, LLC Total:	**3,000.00**
Vendor: 02610 - Empire Southwest, LLC					
11/18/2025	11726	Annual Service #126	10-310-6155		1,131.58
11/18/2025	11726	Annual Service #125	10-310-6155		1,269.80
11/18/2025	11726	Annual Service #47	22-340-6155		1,196.44
11/18/2025	11726	Annual Service #112	10-310-6155		1,202.09
				Vendor 02610 - Empire Southwest, LLC Total:	**4,799.91**
Vendor: 00569 - Federal Tax Payment ACH					
11/05/2025	DFT0001517	Federal Withholding	10-000-2200		11,880.50
11/05/2025	DFT0001517	Medicare	10-000-2200		3,052.26
11/05/2025	DFT0001517	Federal Withholding	20-000-2200		4,755.94
11/05/2025	DFT0001517	Medicare	20-000-2200		1,462.28
11/05/2025	DFT0001517	Social Security	20-000-2200		473.06
11/05/2025	DFT0001517	Federal Withholding	30-000-2200		5,173.47
11/05/2025	DFT0001517	Medicare	30-000-2200		1,454.96
11/05/2025	DFT0001517	Social Security	30-000-2200		473.06
11/19/2025	DFT0001529	Medicare	10-000-2200		3,057.55
11/19/2025	DFT0001529	Federal Withholding	10-000-2200		11,677.08
11/19/2025	DFT0001529	Medicare	20-000-2200		1,518.40
11/19/2025	DFT0001529	Social Security	20-000-2200		353.40
11/19/2025	DFT0001529	Federal Withholding	20-000-2200		4,936.38
11/19/2025	DFT0001529	Social Security	30-000-2200		353.40
11/19/2025	DFT0001529	Medicare	30-000-2200		1,514.16
11/19/2025	DFT0001529	Federal Withholding	30-000-2200		5,509.53
11/20/2025	DFT0001531	Medicare	10-000-2200		86.20
11/20/2025	DFT0001531	Social Security	10-000-2200		368.62
				Vendor 00569 - Federal Tax Payment ACH Total:	**58,100.25**
Vendor: 00572 - Ferguson Waterworks # 1423					
11/25/2025	6385	Meter Registers - RMA 454136	10-000-1200		1,737.79
				Vendor 00572 - Ferguson Waterworks # 1423 Total:	**1,737.79**
Vendor: 00608 - Frontier					
11/25/2025	6386	Internet GWTPs	10-130-6211		158.02
				Vendor 00608 - Frontier Total:	**158.02**
Vendor: 01955 - Garrett Higerd					
11/18/2025	11727	Wellness Grant	10-110-6200		35.00
				Vendor 01955 - Garrett Higerd Total:	**35.00**
Vendor: 02779 - George Meyer					
11/17/2025	6361	Rebate - HET (2)	10-105-6237		400.00
				Vendor 02779 - George Meyer Total:	**400.00**
Vendor: 00662 - Grainger, Inc.					
11/08/2025	11713	Label Maker & Tape	10-310-6120		358.41
11/26/2025	11741	Container Dolly, Safety Glasses	10-000-6180		156.16
				Vendor 00662 - Grainger, Inc. Total:	**514.57**
Vendor: 00684 - Haaker Equipment Company					
11/08/2025	11714	Rodder Pump #77	10-310-6155		636.30
11/08/2025	11714	Air Monitor Calibrator	10-320-6200		1,802.50
11/08/2025	11714	Annual 360 Inspection #77	10-310-6155		3,175.48
11/08/2025	11714	Annual 360 Inspection #123	10-320-6155		4,057.54
11/08/2025	11714	Camlock #123	10-320-6155		262.29

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
11/18/2025	11728	O'Rings, Check Valve, Discharge Valve #77	10-310-6155		1,040.01
11/18/2025	11728	O'Rings, Check Valve, Discharge Valve #77	10-310-6155		977.51
11/18/2025	11728	Remaining Balance - Annual Service #77	10-310-6155		121.71
11/18/2025	11728	Remaining Balance - Annual Inspection #123	10-330-6155		1,870.32
11/18/2025	11728	Gas Monitor & Probe	10-320-6200		1,263.80
11/18/2025	11728	Shipping - Gas Monitor & Probe	10-320-6155		30.06
				Vendor 00684 - Haaker Equipment Company Total:	**15,237.52**
Vendor: 02388 - Health Equity, Inc.					
11/07/2025	6341	HSA Payroll Date 10/22/25	10-000-2151		397.93
11/07/2025	6341	HSA Payroll Date 11/05/25	10-000-2151		397.93
11/07/2025	6341	Check Fee	10-120-6108		20.00
11/25/2025	6387	HSA	10-000-2151		397.93
11/25/2025	6387	Check Fee	10-120-6108		20.00
				Vendor 02388 - Health Equity, Inc. Total:	**1,233.79**
Vendor: 00705 - High Country Lumber, Inc.					
11/07/2025	6342	Flasahing Tape & Roofing Underlayment	10-330-6150		302.77
11/07/2025	6342	Barrel Bolt	10-310-6180		8.18
11/07/2025	6342	Muriatic Acid	30-240-6180		51.68
11/07/2025	6342	Concrete Blocks, Mortar Mix, & Trowel	10-330-6150		233.72
11/17/2025	6362	Screws & Plywood	23-000-1301	24WW04CE	50.92
11/17/2025	6362	Saw Blades	20-320-6180		37.69
11/17/2025	6362	Mesh Hardware Cloth	10-320-6180		15.07
11/25/2025	6388	Tool Kit #128	10-320-6120		53.86
11/25/2025	6388	Heat Gun	10-330-6120		192.87
				Vendor 00705 - High Country Lumber, Inc. Total:	**946.76**
Vendor: 00725 - Infosend, Inc.					
11/26/2025	11742	UB Statement Processing	10-120-6100		1,963.82
				Vendor 00725 - Infosend, Inc. Total:	**1,963.82**
Vendor: 00728 - International Union of Operating Engineers					
11/07/2025	6343	Union Dues	10-000-2170		154.00
11/07/2025	6343	Union Dues	20-000-2170		165.10
11/07/2025	6343	Union Dues	30-000-2170		164.90
				Vendor 00728 - International Union of Operating Engineers Total:	**484.00**
Vendor: 00739 - iWater, Inc.					
11/07/2025	6344	infraMap Annual Maintenance	10-130-6105		7,500.00
				Vendor 00739 - iWater, Inc. Total:	**7,500.00**
Vendor: 02780 - Karen Tamis					
11/25/2025	6389	Rebate - HET (3)	10-105-6237		500.00
				Vendor 02780 - Karen Tamis Total:	**500.00**
Vendor: 00993 - KIBS-FM					
11/18/2025	11729	Advertising	10-105-6190		350.00
				Vendor 00993 - KIBS-FM Total:	**350.00**
Vendor: 01003 - KMMT-FM					
11/17/2025	6363	Advertising	10-105-6190		500.00
				Vendor 01003 - KMMT-FM Total:	**500.00**
Vendor: 01012 - Kristina Roberts					
11/18/2025	11730	Wellness Grant	10-110-6200		35.00
				Vendor 01012 - Kristina Roberts Total:	**35.00**

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
Vendor: 02150 - Leanna Block					
11/08/2025	11715	Travel - Parking Reimbursement	10-100-6220		66.00
				Vendor 02150 - Leanna Block Total:	**66.00**
Vendor: 00052 - Linde Gas & Equipment, Inc.					
11/25/2025	6390	Welding Supplies	10-000-6180		347.01
11/25/2025	6390	Welding Supplies	10-000-6180		123.13
11/25/2025	6390	Welding Supplies	10-000-6180		85.07
11/25/2025	6390	Welding Supplies	10-000-6180		85.07
				Vendor 00052 - Linde Gas & Equipment, Inc. Total:	**640.28**
Vendor: 02777 - Magan & Andrew Hartman					
11/07/2025	6345	Rebate - HET	10-105-6237		200.00
				Vendor 02777 - Magan & Andrew Hartman Total:	**200.00**
Vendor: 01099 - Mammoth Disposal					
11/17/2025	6364	Trash Service	10-000-6100		1,680.64
11/17/2025	6364	Recycling	10-000-6100		151.20
11/17/2025	6364	Recycling	10-000-6100		140.40
				Vendor 01099 - Mammoth Disposal Total:	**1,972.24**
Vendor: 01100 - Mammoth Hospital					
11/07/2025	6346	DMV Physical - L. Cox	10-310-6100		138.60
11/07/2025	6346	Van Pool Physical - B. Hartman #106	10-000-6155		138.60
				Vendor 01100 - Mammoth Hospital Total:	**277.20**
Vendor: 01106 - Mammoth Lock & Key					
11/08/2025	11716	Short & Long Master Locks	10-000-1200		1,471.38
				Vendor 01106 - Mammoth Lock & Key Total:	**1,471.38**
Vendor: 01112 - Mammoth Ready Mix					
11/17/2025	6365	Concrete	21-000-1301	24A02CS	562.54
11/17/2025	6365	Concrete	22-000-1301	25W06CO	562.55
				Vendor 01112 - Mammoth Ready Mix Total:	**1,125.09**
Vendor: 02781 - Maria Kuebler					
11/25/2025	6391	Rebate - HET (2)	10-105-6237		400.00
				Vendor 02781 - Maria Kuebler Total:	**400.00**
Vendor: 01182 - McCrometer, Inc.					
11/18/2025	11731	FL1500 Logger for Main Influent Flo-Dar	30-240-6145		6,565.68
				Vendor 01182 - McCrometer, Inc. Total:	**6,565.68**
Vendor: 01183 - McMaster-Carr Supply Co.					
11/17/2025	6366	Steel Pipe Fitting & Conduit Locknut	22-000-1301	25W15CM	112.73
11/17/2025	6366	Low-Pressure Pipe Adapters	20-320-6145		317.32
11/25/2025	6392	Cable Support Grip	10-000-6150		56.31
				Vendor 01183 - McMaster-Carr Supply Co. Total:	**486.36**
Vendor: 02449 - Michael Draper					
11/08/2025	11717	Mileage Reimbursement	10-105-6220		229.60
11/18/2025	11732	Wellness Grant	10-110-6200		35.00
				Vendor 02449 - Michael Draper Total:	**264.60**
Vendor: 01240 - Mission Linen Supply					
11/07/2025	6347	Linen Service	10-000-6180		1,164.90
				Vendor 01240 - Mission Linen Supply Total:	**1,164.90**
Vendor: 01254 - Mono County Department of Public Works					
11/17/2025	6367	Dump Fees	10-000-6100		9,372.00
				Vendor 01254 - Mono County Department of Public Works Total:	**9,372.00**
Vendor: 01257 - Mono County Tax Collector					
11/25/2025	6394	Unsecured Supplemental Property Tax 2025-26 MM11	96-000-6115		151.52

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
11/25/2025	6393	Unsecured Supplemental Property Tax 2025-26 MM11	96-000-6115		609.74
				Vendor 01257 - Mono County Tax Collector Total:	**761.26**
Vendor: 02755 - Monroe Titan, LLC					
11/26/2025	11743	Tray Cable	22-000-1301	23W02CM	263.22
				Vendor 02755 - Monroe Titan, LLC Total:	**263.22**
Vendor: 00609 - Orion					
11/05/2025	DFT0001508	Deferred Comp 457B Roth (%%)	10-000-2161		539.24
11/05/2025	DFT0001508	Deferred Comp 457B Roth (%%)	20-000-2161		593.99
11/05/2025	DFT0001508	Deferred Comp 457B Roth (%%)	30-000-2161		593.82
11/05/2025	DFT0001509	457B Roth Deferred Comp (Flat Amount)	10-000-2161		1,170.00
11/05/2025	DFT0001509	457B Roth Deferred Comp (Flat Amount)	20-000-2161		187.01
11/05/2025	DFT0001509	457B Roth Deferred Comp (Flat Amount)	30-000-2161		476.99
11/05/2025	DFT0001510	Deferred Comp 457B (%%)	10-000-2161		2,169.50
11/05/2025	DFT0001510	Deferred Comp 457B (%%)	20-000-2161		572.51
11/05/2025	DFT0001510	Deferred Comp 457B (%%)	30-000-2161		1,231.00
11/05/2025	DFT0001511	457B Deferred Comp (Flat Amount)	10-000-2161		8,637.11
11/05/2025	DFT0001511	457B Deferred Comp (Flat Amount)	20-000-2161		2,325.21
11/05/2025	DFT0001511	457B Deferred Comp (Flat Amount)	30-000-2161		2,127.16
11/05/2025	DFT0001515	457 ER ROTH Match	10-000-2160		156.10
11/05/2025	DFT0001515	401A Pension	10-000-2160		20,324.82
11/05/2025	DFT0001515	457 ER Match	10-000-2160		1,784.41
11/05/2025	DFT0001515	457 ER Match	20-000-2160		600.37
11/05/2025	DFT0001515	457 ER ROTH Match	20-000-2160		147.27
11/05/2025	DFT0001515	401A Pension	20-000-2160		9,258.44
11/05/2025	DFT0001515	457 ER ROTH Match	30-000-2160		224.38
11/05/2025	DFT0001515	457 ER Match	30-000-2160		703.65
11/05/2025	DFT0001515	401A Pension	30-000-2160		9,188.25
11/19/2025	DFT0001520	Deferred Comp 457B Roth (%%)	10-000-2161		539.24
11/19/2025	DFT0001520	Deferred Comp 457B Roth (%%)	20-000-2161		582.62
11/19/2025	DFT0001520	Deferred Comp 457B Roth (%%)	30-000-2161		582.52
11/19/2025	DFT0001521	457B Roth Deferred Comp (Flat Amount)	10-000-2161		1,170.00
11/19/2025	DFT0001521	457B Roth Deferred Comp (Flat Amount)	20-000-2161		187.02
11/19/2025	DFT0001521	457B Roth Deferred Comp (Flat Amount)	30-000-2161		476.98
11/19/2025	DFT0001522	Deferred Comp 457B (%%)	10-000-2161		2,164.17
11/19/2025	DFT0001522	Deferred Comp 457B (%%)	20-000-2161		586.35
11/19/2025	DFT0001522	Deferred Comp 457B (%%)	30-000-2161		1,336.52
11/19/2025	DFT0001523	457B Deferred Comp (Flat Amount)	10-000-2161		11,637.11
11/19/2025	DFT0001523	457B Deferred Comp (Flat Amount)	20-000-2161		2,535.27
11/19/2025	DFT0001523	457B Deferred Comp (Flat Amount)	30-000-2161		2,337.10
11/19/2025	DFT0001527	457 ER ROTH Match	10-000-2160		156.10
11/19/2025	DFT0001527	401A Pension	10-000-2160		20,375.51
11/19/2025	DFT0001527	457 ER Match	10-000-2160		1,794.76
11/19/2025	DFT0001527	457 ER Match	20-000-2160		680.97

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
11/19/2025	DFT0001527	457 ER ROTH Match	20-000-2160		143.63
11/19/2025	DFT0001527	401A Pension	20-000-2160		9,872.51
11/19/2025	DFT0001527	457 ER Match	30-000-2160		778.13
11/19/2025	DFT0001527	401A Pension	30-000-2160		9,824.82
11/19/2025	DFT0001527	457 ER ROTH Match	30-000-2160		208.22
				Vendor 00609 - Orion Total:	**130,980.78**
Vendor: 01379 - Peterbilt Truck Parts & Equipment, LLC					
11/07/2025	6348	Chains #136	10-000-6155		1,185.25
				Vendor 01379 - Peterbilt Truck Parts & Equipment, LLC Total:	**1,185.25**
Vendor: 02638 - Pilot Thomas Logistics (Cardlock)					
11/08/2025	11718	Fuel for New Generator - GWTP1	20-220-6126		1,178.32
				Vendor 02638 - Pilot Thomas Logistics (Cardlock) Total:	**1,178.32**
Vendor: 01394 - Pitney Bowes Global					
11/17/2025	6368	Postage Meter Quarterly Lease	10-000-6185		195.25
				Vendor 01394 - Pitney Bowes Global Total:	**195.25**
Vendor: 02085 - Precision Balance Specialist					
11/17/2025	6369	Lab Equipment Calibration	30-210-6110		771.00
				Vendor 02085 - Precision Balance Specialist Total:	**771.00**
Vendor: 01438 - Rich Environmental Services					
11/25/2025	6395	Monthly Tank Inspection	10-000-6100		150.00
				Vendor 01438 - Rich Environmental Services Total:	**150.00**
Vendor: 02597 - Robert D. Niehaus, Inc.					
11/18/2025	11733	Rate Study Progress Payment	10-120-6110		8,160.00
				Vendor 02597 - Robert D. Niehaus, Inc. Total:	**8,160.00**
Vendor: 01504 - Robotic Sewer Solutions, Inc.					
11/17/2025	6370	Top Hat & Sewer Pipe Repairs	23-000-1301	25WW01CS	86,750.00
11/17/2025	6370	Sewer Pipe Spot Repairs	23-000-1301	25WW01CS	5,000.00
11/17/2025	6370	Sewer Pipe Spot Repairs	30-310-6145		5,000.00
				Vendor 01504 - Robotic Sewer Solutions, Inc. Total:	**96,750.00**
Vendor: 01548 - Safety-Kleen Systems, Inc.					
11/18/2025	11734	Parts Washer Service	10-000-6180		319.45
				Vendor 01548 - Safety-Kleen Systems, Inc. Total:	**319.45**
Vendor: 01617 - Sierra Geotechnical Services					
11/17/2025	6371	Lab Testing	21-000-1301	24A02CS	200.00
				Vendor 01617 - Sierra Geotechnical Services Total:	**200.00**
Vendor: 01639 - Snowcreek Athletic Club					
11/25/2025	6396	Snowcreek Dues	10-000-2170		484.00
11/25/2025	6396	Snowcreek Dues	20-000-2170		307.53
11/25/2025	6396	Snowcreek Dues	30-000-2170		227.47
				Vendor 01639 - Snowcreek Athletic Club Total:	**1,019.00**
Vendor: 01650 - Southern California Edison - District					
11/25/2025	6397	Electricity	10-000-6230		4,345.17
11/25/2025	6397	Electricity	20-220-6230		24,899.03
11/25/2025	6397	Electricity	20-230-6230		3,921.44
11/25/2025	6397	Electricity	30-240-6230		1,432.36
				Vendor 01650 - Southern California Edison - District Total:	**34,598.00**
Vendor: 01649 - Southern California Edison - Housing					
11/07/2025	6349	Electricity - SM55	96-000-6115		49.79
				Vendor 01649 - Southern California Edison - Housing Total:	**49.79**
Vendor: 01648 - Southern California Edison - WWTP					
11/25/2025	6398	Electricity	30-240-6230		5,348.24
				Vendor 01648 - Southern California Edison - WWTP Total:	**5,348.24**

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
Vendor: 01993 - Stacey Cook					
11/25/2025	6399	Rebate - HET	10-105-6237		200.00
				Vendor 01993 - Stacey Cook Total:	**200.00**
Vendor: 02005 - State of California Franchise Tax Board					
11/07/2025	6350	XXX	10-000-2170		50.00
11/25/2025	6400	XXX	10-000-2170		50.00
				Vendor 02005 - State of California Franchise Tax Board Total:	**100.00**
Vendor: 01701 - Steve's Auto & Truck Parts					
11/07/2025	6351	Heater for Lift Station Generator	20-320-6145		100.84
11/17/2025	6372	Battery and Terminal Protector #82	10-310-6155		199.09
11/17/2025	6372	Fuel Cap #73	22-340-6155		22.29
11/25/2025	6401	Battery - Lift Station	30-320-6145		163.84
11/25/2025	6401	Battery Core Deposit	30-320-6145		-19.40
11/25/2025	6401	Hitch & Trailer Ball	10-300-6155		97.92
11/25/2025	6401	Pin Clip	10-300-6155		15.75
11/25/2025	6401	Hex Key Set	10-300-6120		18.31
11/25/2025	6401	Wiper Arm #111	20-220-6155		41.70
11/25/2025	6401	Trailer Wire Adapter	20-220-6155		15.15
11/25/2025	6401	Batteries - T1	20-320-6145		426.23
11/25/2025	6401	Rubber Cement	10-320-6155		3.73
				Vendor 01701 - Steve's Auto & Truck Parts Total:	**1,085.45**
Vendor: 01730 - SWRCB Accounting Office					
11/17/2025	6373	Annual Labratory Accreditation Program Fee	10-200-6205		5,525.00
				Vendor 01730 - SWRCB Accounting Office Total:	**5,525.00**
Vendor: 01731 - SWRCB					
11/25/2025	6403	D2 Certification - Simpkins	20-330-6160		80.00
11/25/2025	6402	D2 Certification Renewal - Burnett	30-240-6160		60.00
				Vendor 01731 - SWRCB Total:	**140.00**
Vendor: 01740 - Tamarack Owners Association					
11/07/2025	6352	Increase to HOA Dues (4 mo.) - T140	96-000-6115		300.00
				Vendor 01740 - Tamarack Owners Association Total:	**300.00**
Vendor: 01770 - The Sheet, Inc.					
11/17/2025	6374	Advertising & Job Ad	10-105-6190		717.00
11/17/2025	6374	Advertising & Job Ad	10-110-6190		134.40
				Vendor 01770 - The Sheet, Inc. Total:	**851.40**
Vendor: 01662 - The Standard Insurance Company					
11/01/2025	DFT0001519	Premium Adjustment	10-000-6020		20.90
11/30/2025	DFT0001513	Long Term	10-000-2150		521.32
11/30/2025	DFT0001513	Long Term	20-000-2150		237.68
11/30/2025	DFT0001513	Long Term	30-000-2150		235.48
11/30/2025	DFT0001514	Short Term	10-000-2150		81.30
11/30/2025	DFT0001514	Short Term	20-000-2150		37.26
11/30/2025	DFT0001514	Short Term	30-000-2150		36.52
11/30/2025	DFT0001525	Long Term	10-000-2150		522.62
11/30/2025	DFT0001525	Long Term	20-000-2150		253.49
11/30/2025	DFT0001525	Long Term	30-000-2150		251.73
11/30/2025	DFT0001526	Short Term	10-000-2150		81.50
11/30/2025	DFT0001526	Short Term	20-000-2150		39.78
11/30/2025	DFT0001526	Short Term	30-000-2150		39.01
				Vendor 01662 - The Standard Insurance Company Total:	**2,358.59**
Vendor: 01792 - Timberline HOA					
11/07/2025	6353	Siding Assessment - Unit 11	96-000-6115		1,500.00
11/07/2025	6353	Siding Assessment - Unit 51	96-000-6115		1,500.00

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
11/07/2025	6353	HOA Dues 9/01/25 - 3/01/26 - TL51	96-000-6115		4,970.00
				Vendor 01792 - Timberline HOA Total:	**7,970.00**
Vendor: 02456 - UES Professional Solutions 30, LLC					
11/08/2025	11719	GMRP 09/15/25 - 10/19/25	20-000-1106		5,179.17
11/08/2025	11719	LP - Hydrogeology Services 09/15/25 - 10/19/25	23-000-1301	24WW05MS	25,961.99
				Vendor 02456 - UES Professional Solutions 30, LLC Total:	**31,141.16**
Vendor: 01856 - Verizon Wireless - Data Collectors					
11/18/2025	11735	Data Plan for Meter Data Collectors	20-320-6210		120.68
				Vendor 01856 - Verizon Wireless - Data Collectors Total:	**120.68**
Vendor: 01890 - Wells Fargo VISA					
11/17/2025	DFT0001533	Adobe Pro editing software	10-100-6105		19.99
11/17/2025	DFT0001533	Document Editing - Monthly	10-100-6105		19.99
11/17/2025	DFT0001533	Adobe	10-120-6105		19.99
11/17/2025	DFT0001533	Adobe	10-130-6105		19.99
11/17/2025	DFT0001533	Adobe acrobat monthly subscription	10-200-6105		19.99
11/17/2025	DFT0001533	Adobe subscription	20-220-6105		19.99
11/17/2025	DFT0001533	Monthly subscriptions	30-240-6105		12.99
11/17/2025	DFT0001533	Training	10-320-6215		299.99
11/17/2025	DFT0001533	year end forms	10-120-6180		113.54
11/17/2025	DFT0001533	W2 Envelops	10-120-6180		120.20
11/17/2025	DFT0001533	Year End tax forms	10-120-6180		140.08
11/17/2025	DFT0001533	Latex Gloves	10-310-6180		969.61
11/17/2025	DFT0001533	Manual Lift Table	10-320-6120		1,190.17
11/17/2025	DFT0001533	UPS Service and Shipping Charges	10-210-6185		120.59
11/17/2025	DFT0001533	UPS Service and Shipping Charges	10-210-6185		148.30
11/17/2025	DFT0001533	UPS Service and Shipping Charges	10-210-6185		22.12
11/17/2025	DFT0001533	UPS Service and Shipping Charges	30-240-6185		24.69
11/17/2025	DFT0001533	Epoxy gun Applicator Tips	30-310-6180		152.19
11/17/2025	DFT0001533	Certified Mail - Irrigation Violation	10-100-6185		10.48
11/17/2025	DFT0001533	Certified Mail Postage - Claim 25-002	10-110-6185		6.08
11/17/2025	DFT0001533	Meal	10-130-6220		60.00
11/17/2025	DFT0001533	Cake for Recognition Lunch	10-000-6123		47.99
11/17/2025	DFT0001533	Staff Meeting Snacks	10-000-6123		23.98
11/17/2025	DFT0001533	Retirement Party Supplies	10-000-6123		5.46
11/17/2025	DFT0001533	Retirement Party - Cake	10-000-6123		64.77
11/17/2025	DFT0001533	Staff Meeting Snacks	10-000-6123		66.56
11/17/2025	DFT0001533	Coffee	10-000-6180		65.35
11/17/2025	DFT0001533	Meeting snacks and kitchen supplies	10-100-6215		169.47
11/17/2025	DFT0001533	Meeting snacks and Kitchen supplies	10-100-6215		86.67
11/17/2025	DFT0001533	Board Meeting Snacks	10-100-6215		5.74
11/17/2025	DFT0001533	Accidental charge on business CC	20-310-6120		13.10
11/17/2025	DFT0001533	Accidental usage of wrong CC	10-330-6180		375.60
11/17/2025	DFT0001533	nails for marking whiskers	10-310-6180		197.91
11/17/2025	DFT0001533	Review class for taking D3 exam	20-220-6215		250.00
11/17/2025	DFT0001533	Remote Attendance for Meetings	10-000-6215		40.00
11/17/2025	DFT0001533	stick rods for welding	10-330-6180		166.60

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
11/17/2025	DFT0001533	coffee for staff	10-000-6180		25.27
11/17/2025	DFT0001533	coffee supplies for staff	10-000-6180		87.87
11/17/2025	DFT0001533	IT dept Password Management	10-130-6105		180.00
11/17/2025	DFT0001533	work boots	20-220-6124		221.83
11/17/2025	DFT0001533	Uniform	10-320-6124		155.28
11/17/2025	DFT0001533	clothing	10-320-6124		276.80
11/17/2025	DFT0001533	work pants	10-330-6124		199.86
11/17/2025	DFT0001533	Annual Recognition Luncheon	10-000-6123		1,084.98
11/17/2025	DFT0001533	Retirement Luncheon - CW	10-000-6123		998.47
11/17/2025	DFT0001533	Standby binder update	10-310-6180		21.29
11/17/2025	DFT0001533	Box for well pump to be shipped	30-240-6180		6.72
11/17/2025	DFT0001533	Print Job Activated Sludge Class Day 1	30-240-6215		185.02
11/17/2025	DFT0001533	Print Job Activated Sludge Class Day 2	30-240-6215		223.62
11/17/2025	DFT0001533	Office Supplies - Calendars	10-000-6180		96.84
11/17/2025	DFT0001533	Canva Software	10-130-6105		149.90
11/17/2025	DFT0001533	work pants	10-330-6124		398.64
11/17/2025	DFT0001533	Laurel Pond wellhead painting	23-000-1301	24WW05CS	94.84
11/17/2025	DFT0001533	lunch	10-330-6220		25.54
11/17/2025	DFT0001533	Propane	10-310-6180		30.30
11/17/2025	DFT0001533	gas for travel	10-330-6220		43.75
11/17/2025	DFT0001533	lunch	10-330-6220		17.72
11/17/2025	DFT0001533	dinner	10-330-6220		39.17
11/17/2025	DFT0001533	CSDA Conference - Lunch	10-100-6220		12.80
11/17/2025	DFT0001533	Meal IMGIS Conference.	10-400-6220		7.10
11/17/2025	DFT0001533	Dinner - Deliver LP water samples	23-000-1301	24WW05CS	42.07
11/17/2025	DFT0001533	Paper Goods	10-000-6180		44.16
11/17/2025	DFT0001533	Paper Plates & Cutlery	10-000-6180		36.56
11/17/2025	DFT0001533	Paper Goods	10-000-6180		155.10
11/17/2025	DFT0001533	Paper Goods/Coffee	10-000-6180		51.70
11/17/2025	DFT0001533	Paper Goods/Coffee	10-000-6180		71.83
11/17/2025	DFT0001533	Paper Goods/Coffee	10-000-6180		86.16
11/17/2025	DFT0001533	Paper Goods/Coffee	10-000-6180		47.39
11/17/2025	DFT0001533	Paper Goods	10-000-6180		157.27
11/17/2025	DFT0001533	CSDA Conference - Gas	10-100-6220		39.79
11/17/2025	DFT0001533	CSDA Conference - Gas	10-100-6220		32.40
11/17/2025	DFT0001533	CSDA Conference - Gas	10-100-6220		29.11
11/17/2025	DFT0001533	Meal	10-130-6220		20.21
11/17/2025	DFT0001533	Electric Tea Kettle	10-000-6120		28.00
11/17/2025	DFT0001533	Speed Bag for Gym	10-000-6123		35.50
11/17/2025	DFT0001533	Charcoal Filters for Coffee Maker	10-000-6180		8.61
11/17/2025	DFT0001533	Hand Sanitizer	10-000-6180		53.80
11/17/2025	DFT0001533	Desk Organizer	10-000-6180		13.30
11/17/2025	DFT0001533	Batteries	10-000-6180		10.49
11/17/2025	DFT0001533	Disposable Shop Towels	10-000-6180		171.54
11/17/2025	DFT0001533	Bluetooth Headphones	10-130-6182		85.12
11/17/2025	DFT0001533	Vehicle Phone Mounts	10-130-6182		80.83
11/17/2025	DFT0001533	Wireless Presentation Remote, Cables	10-130-6182		61.14
11/17/2025	DFT0001533	USB Cable	10-130-6182		17.23
11/17/2025	DFT0001533	LED Flashlights	10-310-6120		215.50
11/17/2025	DFT0001533	Rolling File Carts	10-310-6120		77.56
11/17/2025	DFT0001533	Communication Book	10-310-6215		15.27
11/17/2025	DFT0001533	Coat Rack	10-320-6120		69.60
11/17/2025	DFT0001533	Work Boots - Hannon	10-320-6124		247.77
11/17/2025	DFT0001533	Backup Batteries for Data Collectors	20-320-6145		518.08

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
11/17/2025	DFT0001533	Epoxy Gun Applicator Tips	30-310-6180		12.27
11/17/2025	DFT0001533	Epoxy	30-310-6180		45.60
11/17/2025	DFT0001533	Meal IMGIS Conference.	10-400-6220		19.92
11/17/2025	DFT0001533	Jacket	10-320-6124		75.43
11/17/2025	DFT0001533	CWEA renewal	10-330-6160		114.00
11/17/2025	DFT0001533	DirecTV	10-000-6123		150.99
11/17/2025	DFT0001533	TV Van setup	10-310-6180		52.77
11/17/2025	DFT0001533	Electricity - TL51	96-000-6115		70.56
11/17/2025	DFT0001533	Lunch - LP Water Samples to Babcock	23-000-1301	24WW05CS	17.81
11/17/2025	DFT0001533	3 Phase Power Plug for generator	22-000-1301	25W15CM	924.89
11/17/2025	DFT0001533	Meal	10-130-6220		28.44
11/17/2025	DFT0001533	Meal IMGIS Conference.	10-400-6220		33.61
11/17/2025	DFT0001533	GAAP Update Webinar	10-120-6215		180.00
11/17/2025	DFT0001533	GFOA GAAP update	10-120-6215		180.00
11/17/2025	DFT0001533	Credit for Returned Merchandise	10-000-6180		-36.76
11/17/2025	DFT0001533	Cell phone data storage/ management	10-100-6210		0.99
11/17/2025	DFT0001533	ISD employee engagement lunch	10-100-6123		64.14
11/17/2025	DFT0001533	Lunch for Committee Meetings	10-100-6215		160.58
11/17/2025	DFT0001533	Lunch - Activated Sludge Class	30-240-6215		193.84
11/17/2025	DFT0001533	gas for training	10-330-6220		47.60
11/17/2025	DFT0001533	Investment Committee Meeting	10-100-6215		211.54
11/17/2025	DFT0001533	Lunch - HR Interview Panel	10-100-6215		67.29
11/17/2025	DFT0001533	Backup UPS units for data collectors	20-320-6145		1,046.31
11/17/2025	DFT0001533	Payroll Tax webinar	10-120-6215		595.00
11/17/2025	DFT0001533	Easements, Rights-of-Way Training	10-400-6215		339.00
11/17/2025	DFT0001533	Winter/water boots	30-240-6124		157.05
11/17/2025	DFT0001533	Roof patching supplies	23-000-1301	25WW03CS	16.68
11/17/2025	DFT0001533	Safety glasses	10-310-6200		107.75
11/17/2025	DFT0001533	Z87 Safety Glasses	10-320-6200		81.57
11/17/2025	DFT0001533	Work winter Jacket and bibs	30-240-6124		441.78
11/17/2025	DFT0001533	CSDA Conference - Breakfast	10-100-6220		7.38
11/17/2025	DFT0001533	CSDA Conference - Breakfast	10-100-6220		14.53
11/17/2025	DFT0001533	CSDA Conference - Breakfast	10-100-6220		7.08
11/17/2025	DFT0001533	CSDA Conference - Breakfast	10-100-6220		7.96
11/17/2025	DFT0001533	CSDA Conference - Breakfast	10-100-6220		10.85
11/17/2025	DFT0001533	return trip from CWEA class	10-330-6220		152.37
11/17/2025	DFT0001533	Donuts for staff meeting	10-000-6123		52.88
11/17/2025	DFT0001533	hotel CWEA training	10-330-6220		572.79
11/17/2025	DFT0001533	refunded 190.93	10-330-6220		-190.93
11/17/2025	DFT0001533	Junction boxes and conduit parts	22-000-1301	23W02CM	19.18
11/17/2025	DFT0001533	Junction boxes and conduit parts	22-000-1301	23W02CM	19.91
11/17/2025	DFT0001533	Junction boxes and conduit parts	22-000-1301	23W02CM	288.49
11/17/2025	DFT0001533	MCWD gym equipment	10-000-6123		121.45
11/17/2025	DFT0001533	CSDA Conference - Lodging 4 Nights	10-100-6220		758.35
11/17/2025	DFT0001533	CSDA Conference - Hotel 4 Nights	10-100-6220		682.19
11/17/2025	DFT0001533	Travel for water distribution 2 test.	10-330-6220		152.61
11/17/2025	DFT0001533	Updated California Plumbing Code	10-400-6192		259.94

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
11/17/2025	DFT0001533	Kristina Roberts Training	10-400-6215		159.00
11/17/2025	DFT0001533	CSDA Conference - Lunch/Travel	10-100-6220		11.19
11/17/2025	DFT0001533	Meal	10-130-6220		9.35
11/17/2025	DFT0001533	Meal IMGIS Conference.	10-400-6220		14.30
11/17/2025	DFT0001533	CSDA Conference - Dinner	10-100-6220		33.60
11/17/2025	DFT0001533	CSDA Conference - Dinner SH & LB	10-100-6220		75.28
11/17/2025	DFT0001533	AWWA conference	10-105-6220		363.34
11/17/2025	DFT0001533	Band saw blade coolant	10-330-6145		159.69
11/17/2025	DFT0001533	Counterweight for Holder - #75	10-310-6155		3,067.37
11/17/2025	DFT0001533	Work Boots- Higerd & Ferguson	10-400-6124		283.94
11/17/2025	DFT0001533	coffee pods for staff	10-000-6180		37.98
11/17/2025	DFT0001533	Coffee Kcups	10-000-6180		37.98
11/17/2025	DFT0001533	Office Supplies - Lamination	10-000-6180		78.35
11/17/2025	DFT0001533	Meal IMGIS Conference.	10-400-6220		7.56
11/17/2025	DFT0001533	Awwa conference dinner	10-105-6220		30.07
11/17/2025	DFT0001533	fuel for #90	10-300-6125		66.78
11/17/2025	DFT0001533	breakfast travel	10-330-6220		9.09
11/17/2025	DFT0001533	Coffee Beans	10-000-6180		15.58
11/17/2025	DFT0001533	Coffee Supplies	10-000-6180		18.00
11/17/2025	DFT0001533	Parts For side by side	10-320-6155		148.90
11/17/2025	DFT0001533	Wire for Twin PR Controls	22-000-1301	23W02CM	197.05
11/17/2025	DFT0001533	Awwa conference meal	10-105-6220		34.28
11/17/2025	DFT0001533	Training	10-320-6215		-1,195.00
11/17/2025	DFT0001533	AWWA conference - dinner	10-105-6220		37.60
11/17/2025	DFT0001533	huoys tool repair	10-330-6120		64.62
11/17/2025	DFT0001533	lifting hook for new camera	10-310-6120		250.00
11/17/2025	DFT0001533	Automatic LED lights for the backyard	10-330-6150		2,146.97
11/17/2025	DFT0001533	repair Polaris	10-320-6155		649.68
11/17/2025	DFT0001533	studded winter wheels	30-310-6155		1,014.94
11/17/2025	DFT0001533	Maintenance Dept engagement lunch	10-100-6123		43.12
11/17/2025	DFT0001533	Subscription Refund	10-110-6215		-14.95
11/17/2025	DFT0001533	Plant Maintenance Lunch	10-300-6123		22.62
11/17/2025	DFT0001533	Plant Maintenance lunch	10-300-6123		90.46
11/17/2025	DFT0001533	Sac State Wastewater Course SWWS1	30-240-6215		75.00
11/17/2025	DFT0001533	Air monitor calibration gas	10-320-6200		651.89
11/17/2025	DFT0001533	dinner	10-330-6220		44.69
11/17/2025	DFT0001533	Meal IMGIS Conference.	10-400-6220		40.00
11/17/2025	DFT0001533	scribe subscription SOP program	20-220-6105		29.00
11/17/2025	DFT0001533	Gas	10-130-6220		50.00
11/17/2025	DFT0001533	gas travel	10-330-6220		60.45
11/17/2025	DFT0001533	Meal for Julie and Luis	10-130-6220		72.85
11/17/2025	DFT0001533	Conduit connectors	22-000-1301	23W02CM	180.88
11/17/2025	DFT0001533	Office Supplies - Paper Order	10-000-6180		651.54
11/17/2025	DFT0001533	Office Supplies	10-000-6180		86.99
11/17/2025	DFT0001533	Office Supplies	10-000-6180		58.71
11/17/2025	DFT0001533	Office Supplies	10-000-6180		31.67
11/17/2025	DFT0001533	Office Supplies	10-000-6180		27.99
11/17/2025	DFT0001533	Office Supplies	10-000-6180		18.94
11/17/2025	DFT0001533	Battery Monitoring Installation	30-240-6145		440.70
11/17/2025	DFT0001533	Add Battery monitoring to lift stations.	30-240-6145		398.14
11/17/2025	DFT0001533	Meal	10-130-6220		5.25
11/17/2025	DFT0001533	CSDA Conference - Dinner (SH & LB)	10-100-6220		63.96

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
11/17/2025	DFT0001533	CSDA Conference Dinner - SH & LB	10-100-6220		63.95
11/17/2025	DFT0001533	CSDA Conference - Dinner (SH & LB)	10-100-6220		60.49
11/17/2025	DFT0001533	Starlink	10-130-6211		120.00
11/17/2025	DFT0001533	lunch	10-330-6220		34.31
11/17/2025	DFT0001533	payment for treatment certification	10-330-6160		113.03
11/17/2025	DFT0001533	Meal IMGIS Conference.	10-400-6220		42.05
11/17/2025	DFT0001533	Lunch meeting with Board Director	10-100-6215		46.51
11/17/2025	DFT0001533	Winter Tires and Rims #91	30-240-6155		2,198.03
11/17/2025	DFT0001533	winter studded tires	30-310-6155		1,755.99
11/17/2025	DFT0001533	exhaust tip for new Plant 1 Generator	22-000-1301	25W15CM	391.72
11/17/2025	DFT0001533	Work pants	10-100-6124		181.35
				Vendor 01890 - Wells Fargo VISA Total:	**36,499.37**
Vendor: 01900 - Western Nevada Supply Company					
11/08/2025	11720	DI Spools	22-000-1301	25W03CM	1,079.46
11/08/2025	11720	Pipe Stands	22-000-1301	25W13CM	560.30
11/08/2025	11720	Meter Pits	10-000-1200		9,650.74
11/18/2025	11736	Flange, Nut & Bolt Kit, MJ Cap, Grip Ring	22-000-1301	25W13CM	342.04
11/18/2025	11736	Flange and Nut & Bolt Kit	22-000-1301	25W13CM	299.93
11/26/2025	11744	Plug Valves	30-320-6145		2,592.21
				Vendor 01900 - Western Nevada Supply Company Total:	**14,524.68**
Vendor: 01904 - Wienhoff Drug Testing					
11/08/2025	11721	Drug Testing	10-110-6100		85.00
11/08/2025	11721	Drug Testing	10-110-6100		208.00
				Vendor 01904 - Wienhoff Drug Testing Total:	**293.00**
Vendor: 02778 - Wincan, LLC					
11/17/2025	6375	Sewer Footage AI Review (10,000 ft)	10-130-6105		1,500.00
				Vendor 02778 - Wincan, LLC Total:	**1,500.00**
				Grand Total:	**875,462.67**

Report Summary

Fund Summary

Fund	Payment Amount
10 - Administration	343,033.32
20 - Water Operations	115,829.09
21 - Admin Capital Replacement	794.29
22 - Water Capital Replacement	164,034.84
23 - Wastewater Capital Replacement	128,610.74
30 - Wastewater Operations	113,487.53
96 - New Enterprise	9,672.86
Grand Total:	**875,462.67**

Account Summary

Account Number	Account Name	Payment Amount
10-000-1200	Inventory - Warehouse	12,859.91
10-000-2150	Ee Insurance Benefits Pa…	48,433.87
10-000-2151	Health Saving Acct. Paya…	1,193.79
10-000-2160	Pension Contribution Pa…	44,591.70
10-000-2161	Ee Deferred Comp Contr…	28,026.37
10-000-2170	Employee Deductions - …	787.40
10-000-2200	Payroll Taxes - Federal	30,122.21
10-000-2210	Payroll Taxes - State	11,939.62
10-000-6020	Employee Benefits - Gro…	3,628.79
10-000-6100	Outside Services	11,684.24
10-000-6120	Operating Tools/Equipm…	28.00
10-000-6123	Employee Engagement	2,653.03
10-000-6150	M & R - Buildings	6,165.42
10-000-6155	M & R - Vehicles	3,603.85
10-000-6180	Operating Supplies	4,657.79
10-000-6185	Postage/Freight	195.25
10-000-6215	Training & Meetings	40.00
10-000-6230	Utilities - Electric	4,345.17
10-000-6231	Utilities - Propane	891.84
10-100-6105	Software Licenses/Agre…	39.98
10-100-6123	Employee Engagement	107.26
10-100-6124	Employee Uniform	181.35
10-100-6140	Legal Services	6,112.50
10-100-6160	Memberships/Certificati…	3,434.00
10-100-6185	Postage/Freight	10.48
10-100-6210	Telephone	0.99
10-100-6215	Training & Meetings	747.80
10-100-6220	Travel Expenses	1,976.91
10-105-6190	Advertising Publications…	1,567.00
10-105-6220	Travel Expenses	694.89
10-105-6237	Water Conservation	2,100.00
10-110-6100	Outside Services	347.00
10-110-6110	Professional Services	11,550.00
10-110-6185	Postage/Freight	6.08
10-110-6190	Advertising Publications…	134.40
10-110-6200	Safety	105.00
10-110-6215	Training & Meetings	-14.95
10-120-6100	Outside Services	1,963.82
10-120-6105	Software Licenses/Agre…	19.99
10-120-6108	Banking Fees	40.00
10-120-6110	Professional Services	8,160.00
10-120-6155	M & R - Vehicles	556.11
10-120-6180	Operating Supplies	373.82
10-120-6215	Training & Meetings	955.00
10-130-6105	Software Licenses/Agre…	9,379.84
10-130-6181	Computer Systems/Equi…	150.94

Account Summary

Account Number	Account Name	Payment Amount
10-130-6182	Peripherals	244.32
10-130-6211	Internet Service	2,650.00
10-130-6220	Travel Expenses	246.10
10-200-6105	Software Licenses/Agre…	19.99
10-200-6205	Permits & Licensing	5,525.00
10-210-6105	Software Licenses/Agre…	23,689.80
10-210-6111	Outside Lab Services	59.45
10-210-6185	Postage/Freight	291.01
10-300-6120	Operating Tools/Equipm…	18.31
10-300-6123	Employee Engagement	113.08
10-300-6125	Gasoline	66.78
10-300-6155	M & R - Vehicles	113.67
10-310-6100	Outside Services	138.60
10-310-6120	Operating Tools/Equipm…	916.01
10-310-6155	M & R - Vehicles	17,838.79
10-310-6180	Operating Supplies	1,474.59
10-310-6200	Safety	107.75
10-310-6215	Training & Meetings	15.27
10-320-6120	Operating Tools/Equipm…	1,491.98
10-320-6124	Employee Uniform	755.28
10-320-6145	M & R - Line Repair/Equi…	15.51
10-320-6155	M & R - Vehicles	6,945.06
10-320-6180	Operating Supplies	371.70
10-320-6200	Safety	3,799.76
10-320-6215	Training & Meetings	-895.01
10-330-6120	Operating Tools/Equipm…	257.49
10-330-6124	Employee Uniform	598.50
10-330-6145	M & R - Line Repair/Equi…	159.69
10-330-6150	M & R - Buildings	2,751.03
10-330-6155	M & R - Vehicles	3,468.52
10-330-6160	Memberships/Certificati…	227.03
10-330-6180	Operating Supplies	794.22
10-330-6220	Travel Expenses	1,009.16
10-400-6124	Employee Uniform	283.94
10-400-6192	Books & Subscriptions	259.94
10-400-6215	Training & Meetings	498.00
10-400-6220	Travel Expenses	164.54
20-000-1106	A/R - Other	5,179.17
20-000-2150	Ee Insurance Benefits Pa…	23,670.49
20-000-2160	Pension Contribution Pa…	20,703.19
20-000-2161	Ee Deferred Comp Contr…	7,569.98
20-000-2170	Employee Deductions - …	739.70
20-000-2200	Payroll Taxes - Federal	13,499.46
20-000-2210	Payroll Taxes - State	4,953.44
20-200-6110	Professional Services	3,000.00
20-200-6205	Permits & Licensing	1,452.26
20-210-6111	Outside Lab Services	1,030.16
20-220-6105	Software Licenses/Agre…	48.99
20-220-6124	Employee Uniform	221.83
20-220-6126	Diesel Fuel	1,178.32
20-220-6155	M & R - Vehicles	56.85
20-220-6180	Operating Supplies	36.84
20-220-6215	Training & Meetings	250.00
20-220-6230	Utilities - Electric	24,899.03
20-220-6231	Utilities - Propane	669.49
20-230-6120	Operating Tools/Equipm…	70.77
20-230-6230	Utilities - Electric	3,921.44
20-310-6120	Operating Tools/Equipm…	13.10

Account Summary

Account Number	Account Name	Payment Amount
20-320-6145	M & R - Line Repair/Equi…	2,426.21
20-320-6180	Operating Supplies	37.69
20-320-6210	Telephone	120.68
20-330-6160	Memberships/Certificati…	80.00
21-000-1301	Construction in Progress	794.29
22-000-1301	Construction in Progress	161,816.11
22-340-6155	M & R - Vehicles	2,218.73
23-000-1301	Construction in Progress	128,610.74
30-000-2150	Ee Insurance Benefits Pa…	23,641.45
30-000-2160	Pension Contribution Pa…	20,927.45
30-000-2161	Ee Deferred Comp Contr…	9,162.09
30-000-2170	Employee Deductions - …	547.09
30-000-2200	Payroll Taxes - Federal	14,478.58
30-000-2210	Payroll Taxes - State	4,903.89
30-210-6110	Professional Services	771.00
30-210-6111	Outside Lab Services	6,061.63
30-240-6102	Sludge Disposal	2,026.34
30-240-6105	Software Licenses/Agre…	12.99
30-240-6124	Employee Uniform	598.83
30-240-6145	M & R - Line Repair/Equi…	7,416.71
30-240-6155	M & R - Vehicles	2,948.03
30-240-6160	Memberships/Certificati…	60.00
30-240-6180	Operating Supplies	162.09
30-240-6185	Postage/Freight	24.69
30-240-6215	Training & Meetings	677.48
30-240-6230	Utilities - Electric	6,780.60
30-240-6231	Utilities - Propane	1,568.95
30-310-6145	M & R - Line Repair/Equi…	5,000.00
30-310-6155	M & R - Vehicles	2,770.93
30-310-6180	Operating Supplies	210.06
30-320-6145	M & R - Line Repair/Equi…	2,736.65
96-000-6115	Employee Housing Expe…	9,672.86
	Grand Total:	**875,462.67**

Project Account Summary

Project Account Key	Payment Amount
None	584,241.53
23W02CM	1,032.58
24A02CM	31.75
24A02CS	762.54
24WW04CE	50.92
24WW05CS	154.72
24WW05MS	36,638.42
25W01CO	71,739.78
25W03CM	1,079.46
25W06CO	72,302.33
25W12CS	12,962.50
25W13CM	1,270.12
25W15CM	1,429.34
25WW01CS	91,750.00
25WW03CS	16.68
Grand Total:	**875,462.67**

Merchant Name	GL Account	Cardholder	Amount	Description
Adobe	10-200-6105	C. Murray	19.99	Adobe acrobat monthly subscription
Adobe	20-220-6105	E. Solomon	19.99	Adobe subscription
Adobe	10-100-6105	M. Busby	19.99	Adobe Pro editing software
Adobe	10-120-6105	M. Bretz	19.99	Adobe
Adobe	10-130-6105	P. Gregory	19.99	Adobe
Adobe	10-100-6105	S. Hake	19.99	Document Editing - Monthly
Adobe	30-240-6105	S. Sornoso	12.99	Monthly subscriptions
Adobe Total			**132.93**	
Alpine Paint	23-000-1301	N. Holt	94.84	Laurel Pond wellhead painting
Alpine Paint Total			**94.84**	
Amazon	10-000-6180	M. Vendors	(36.76)	Credit for Returned Merchandise
Amazon	10-000-6180	M. Vendors	8.61	Charcoal Filters for Coffee Maker
Amazon	10-130-6182	M. Vendors	61.14	Wireless Presentation Remote, Cables
Amazon	20-320-6145	M. Vendors	518.08	Backup Batteries for Data Collectors
Amazon	10-310-6120	M. Vendors	77.56	Rolling File Carts
Amazon	10-320-6124	M. Vendors	247.77	Work Boots - Hannon
Amazon	30-310-6180	M. Vendors	12.27	Epoxy Gun Applicator Tips
Amazon	10-000-6123	M. Vendors	35.50	Speed Bag for Gym
Amazon	10-130-6182	M. Vendors	80.83	Vehicle Phone Mounts
Amazon	10-320-6120	M. Vendors	69.60	Coat Rack
Amazon	30-310-6180	M. Vendors	45.60	Epoxy
Amazon	10-000-6120	M. Vendors	28.00	Electric Tea Kettle
Amazon	10-130-6182	M. Vendors	17.23	USB Cable
Amazon	10-000-6180	M. Vendors	13.30	Desk Organizer
Amazon	10-000-6180	M. Vendors	53.80	Hand Sanitizer
Amazon	10-310-6215	M. Vendors	15.27	Communication Book
Amazon	10-310-6120	M. Vendors	215.50	LED Flashlights
Amazon	10-000-6180	M. Vendors	10.49	Batteries
Amazon	10-130-6182	M. Vendors	85.12	Bluetooth Headphones
Amazon	10-000-6180	M. Vendors	171.54	Disposable Shop Towels
Amazon Total			**1,730.45**	
Apple.Com	10-100-6210	M. Busby	0.99	Cell phone data storage/ management
Apple.Com Total			**0.99**	
Aroma Coffee	10-100-6220	L. Block	14.53	CSDA Conference - Breakfast
Aroma Coffee	10-100-6220	S. Hake	7.38	CSDA Conference - Breakfast
Aroma Coffee	10-100-6220	S. Hake	7.96	CSDA Conference - Breakfast
Aroma Coffee	10-100-6220	S. Hake	10.85	CSDA Conference - Breakfast
Aroma Coffee	10-100-6220	S. Hake	7.08	CSDA Conference - Breakfast
Aroma Coffee Total			**47.80**	
Atlantis Resort	10-105-6220	M. Draper	363.34	AWWA conference
Atlantis Resort Total			**363.34**	
ATV Systems	10-320-6155	A. Derue	148.90	Parts For side by side
ATV Systems Total			**148.90**	
Audible	10-110-6215	M. Reeves	(14.95)	Subscription Refund
Audible Total			**(14.95)**	

Automation Direct	30-240-6145	D. Pijuan	398.14	Add Battery monitoring to lift stations.
Automation Direct	30-240-6145	D. Pijuan	440.70	Battery Monitoring Installation
Automation Direct Total			**838.84**	
AWC	10-320-6215	M. Lesiak	299.99	Training
AWC Total			**299.99**	
Bakers Gas	10-330-6180	H. Lewis	166.60	stick rods for welding
Bakers Gas Total			**166.60**	
Bitwarden	10-130-6105	P. Gregory	180.00	IT dept Password Management
Bitwarden Total			**180.00**	
Boot Barn	20-220-6124	D. Schneider	221.83	work boots
Boot Barn Total			**221.83**	
Brunt	10-320-6124	A. Derue	155.28	Uniform
Brunt	10-330-6124	H. Lewis	199.86	work pants
Brunt	10-320-6124	M. Hannon	276.80	clothing
Brunt Total			**631.94**	
Burgers	10-000-6123	S. Hake	1,084.98	Annual Recognition Luncheon
Burgers	10-000-6123	S. Hake	998.47	Retirement Luncheon - CW
Burgers Total			**2,083.45**	
Bus. Essentials	30-240-6215	D. Fenstermacher	223.62	Print Job Activated Sludge Class Day 2
Bus. Essentials	10-310-6180	K. Weiland	21.29	Standby binder update
Bus. Essentials	30-240-6215	K. Burnett	185.02	Print Job Activated Sludge Class Day 1
Bus. Essentials	30-240-6180	S. Sornoso	6.72	Box for well pump to be shipped
Bus. Essentials Total			**436.65**	
Calendars.Com	10-000-6180	L. Block	96.84	Office Supplies - Calendars
Calendars.Com Total			**96.84**	
Canva	10-130-6105	J. Burkhart	149.90	Canva Software
Canva Total			**149.90**	
Carhartt	10-330-6124	H. Lewis	398.64	work pants
Carhartt Total			**398.64**	
Carmela's	10-330-6220	H. Lewis	25.54	lunch
Carmela's Total			**25.54**	
Chevron	10-330-6220	H. Lewis	43.75	gas for travel
Chevron	10-310-6180	L. Cox	30.30	Propane
Chevron Total			**74.05**	
Chick-Fil-A	10-330-6220	H. Lewis	17.72	lunch
Chick-Fil-A Total			**17.72**	
Chili's	10-330-6220	H. Lewis	39.17	dinner
Chili's Total			**39.17**	
Chipotle	10-100-6220	L. Block	12.80	CSDA Conference - Lunch
Chipotle Total			**12.80**	
Coffeeism	10-400-6220	L. Vaca	7.10	Meal IMGIS Conference.
Coffeeism Total			**7.10**	
Copper Top	23-000-1301	S. Hake	42.07	Dinner - Deliver LP water samples
Copper Top Total			**42.07**	
Costco	10-000-6180	A. Larson	36.56	Paper Plates & Cutlery
Costco	10-000-6180	M. Vendors	86.16	Paper Goods/Coffee
Costco	10-000-6180	M. Vendors	71.83	Paper Goods/Coffee

Costco	10-000-6180	M. Vendors	51.70	Paper Goods/Coffee
Costco	10-000-6180	M. Vendors	47.39	Paper Goods/Coffee
Costco	10-000-6180	M. Vendors	155.10	Paper Goods
Costco	10-000-6180	M. Vendors	157.27	Paper Goods
Costco	10-000-6180	M. Vendors	44.16	Paper Goods
Costco Total			**650.17**	
Costco Gas	10-100-6220	L. Block	32.40	CSDA Conference - Gas
Costco Gas	10-100-6220	L. Block	29.11	CSDA Conference - Gas
Costco Gas	10-100-6220	L. Block	39.79	CSDA Conference - Gas
Costco Gas Total			**101.30**	
Courtyard	10-130-6220	J. Burkhart	20.21	Meal
Courtyard Total			**20.21**	
Cravings	10-400-6220	L. Vaca	19.92	Meal IMGIS Conference.
Cravings Total			**19.92**	
Creative Image	10-320-6124	A. Derue	75.43	Jacket
Creative Image Total			**75.43**	
CWEA	10-330-6160	H. Lewis	114.00	CWEA renewal
CWEA Total			**114.00**	
DirecTV	10-000-6123	M. Vendors	150.99	DirecTV
DirecTV Total			**150.99**	
DIY	10-310-6180	L. Cox	52.77	TV Van setup
DIY Total			**52.77**	
Edison	96-000-6115	M. Vendors	70.56	Electricity - TL51
Edison Total			**70.56**	
El Pollo Loco	23-000-1301	S. Hake	17.81	Lunch - LP Water Samples to Babcock
El Pollo Loco Total			17.81	
Elecdirect	22-000-1301	D. Pijuan	924.89	3 Phase Power Plug for generator
Elecdirect Total			**924.89**	
Farm	10-130-6220	J. Burkhart	28.44	Meal
Farm	10-400-6220	L. Vaca	33.61	Meal IMGIS Conference.
Farm Total			**62.05**	
GFOA	10-120-6215	J. Beatty	180.00	GFOA GAAP update
GFOA	10-120-6215	M. Bretz	180.00	GAAP Update Webinar
GFOA Total			**360.00**	
Giovanni's	10-100-6215	L. Block	160.58	Lunch for Committee Meetings
Giovanni's	10-100-6123	M. Busby	64.14	ISD employee engagement lunch
Giovanni's	30-240-6215	S. Hake	193.84	Lunch - Activated Sludge Class
Giovanni's Total			**418.56**	
Gold Ranch	10-330-6220	H. Lewis	47.60	gas for training
Gold Ranch Total			**47.60**	
Good Life	10-100-6215	L. Block	211.54	Investment Committee Meeting
Good Life	10-100-6215	S. Hake	67.29	Lunch - HR Interview Panel
Good Life Total			**278.83**	
GovConnect	20-320-6145	J. Mulbay	1,046.31	Backup UPS units for data collectors
GovConnect Total			**1,046.31**	
GovTax	10-120-6215	H. Christensen	595.00	Payroll Tax webinar
GovTax Total			**595.00**	

Halfmoon	10-400-6215	G. Higerd	339.00	Easements, Rights-of-Way Training
Halfmoon Total			**339.00**	
Hantover	30-240-6124	D. Fenstermacher	157.05	Winter/water boots
Hantover Total			**157.05**	
HCL	23-000-1301	N. Holt	16.68	Roof patching supplies
HCL Total			**16.68**	
Heat Wave	10-320-6200	J. Ruiz	81.57	Z87 Safety Glasses
Heat Wave	10-310-6200	L. Cox	107.75	Safety glasses
Heat Wave Total			**189.32**	
Helly Hansen	30-240-6124	D. Fenstermacher	441.78	Work winter Jacket and bibs
Helly Hansen Total			**441.78**	
Hilton	10-330-6220	H. Lewis	152.37	return trip from CWEA class
Hilton Total			**152.37**	
Hing's Donuts	10-000-6123	C. Murray	52.88	Donuts for staff meeting
Hing's Donuts Total			**52.88**	
Holiday Inn	10-330-6220	H. Lewis	(190.93)	refunded 190.93
Holiday Inn	10-330-6220	H. Lewis	572.79	hotel CWEA training
Holiday Inn Total			**381.86**	
Home Depot	22-000-1301	D. Pijuan	288.49	Junction boxes and conduit parts
Home Depot	22-000-1301	D. Pijuan	19.18	Junction boxes and conduit parts
Home Depot	22-000-1301	D. Pijuan	19.91	Junction boxes and conduit parts
Home Depot Total			**327.58**	
Home Pro Gym	10-000-6123	M. Busby	121.45	MCWD gym equipment
Home Pro Gym Total			**121.45**	
Hotel LaRose	10-100-6220	L. Block	758.35	CSDA Conference - Lodging 4 Nights
Hotel LaRose	10-100-6220	S. Hake	682.19	CSDA Conference - Hotel 4 Nights
Hotel LaRose Total			**1,440.54**	
Hotel.com	10-330-6220	R. Simpkins	152.61	Travel for water distribution 2 test.
Hotel.com Total			**152.61**	
IAPMO	10-400-6192	D. Carlson	259.94	Updated California Plumbing Code
IAPMO	10-400-6215	D. Carlson	159.00	Kristina Roberts Training
IAPMO Total			**418.94**	
In-N-Out	10-130-6220	J. Burkhart	9.35	Meal
In-N-Out	10-100-6220	L. Block	11.19	CSDA Conference - Lunch/Travel
In-N-Out	10-400-6220	L. Vaca	14.30	Meal IMGIS Conference.
In-N-Out Total			**34.84**	
Jacksons Bar	10-100-6220	L. Block	75.28	CSDA Conference - Dinner SH & LB
Jacksons Bar	10-100-6220	L. Block	33.60	CSDA Conference - Dinner
Jacksons Bar Total			**108.88**	
JPW	10-330-6145	R. Motley	159.69	Band saw blade coolant
JPW Total			**159.69**	
Kaercher	10-310-6155	M. Vendors	3,067.37	Counterweight for Holder - #75
Kaercher Total			**3,067.37**	
Keen	10-400-6124	D. Carlson	283.94	Work Boots- Higerd & Ferguson
Keen Total			**283.94**	
Keurig	10-000-6180	R. Motley	37.98	Coffee Kcups
Keurig	10-000-6180	R. Motley	37.98	coffee pods for staff

Keurig Total			**75.96**	
Laminations	10-000-6180	L. Block	78.35	Office Supplies - Lamination
Laminations Total			**78.35**	
Lili Boba	10-400-6220	L. Vaca	7.56	Meal IMGIS Conference.
Lili Boba Total			**7.56**	
Maharraja	10-105-6220	M. Draper	30.07	Awwa conference dinner
Maharraja Total			**30.07**	
Manor Market	10-300-6125	R. Motley	66.78	fuel for #90
Manor Market Total			**66.78**	
McDonalds	10-330-6220	H. Lewis	9.09	breakfast travel
McDonalds Total			**9.09**	
Mistobox	10-000-6180	R. Motley	18.00	Coffee Supplies
Mistobox	10-000-6180	R. Motley	15.58	Coffee Beans
Mistobox Total			**33.58**	
Monroe	22-000-1301	D. Pijuan	197.05	Wire for Twin PR Controls
Monroe Total			**197.05**	
Noble Pie	10-105-6220	M. Draper	34.28	Awwa conference meal
Noble Pie Total			**34.28**	
NTT	10-320-6215	M. Lesiak	(1,195.00)	Training
NTT Total			**(1,195.00)**	
Pho Café	10-105-6220	M. Draper	37.60	AWWA conference - dinner
Pho Café Total			**37.60**	
Play Big	10-330-6120	H. Lewis	64.62	huoys tool repair
Play Big Total			**64.62**	
Pryor Tools	10-310-6120	K. Weiland	250.00	lifting hook for new camera
Pryor Tools Total			**250.00**	
Revolve LED	10-330-6150	R. Motley	2,146.97	Automatic LED lights for the backyard
Revolve LED Total			**2,146.97**	
Ridezilla	10-320-6155	M. Hannon	649.68	repair Polaris
Ridezilla Total			**649.68**	
Road Ready	30-310-6155	K. Weiland	1,014.94	studded winter wheels
Road Ready Total			**1,014.94**	
Robertos	10-100-6123	M. Busby	43.12	Maintenance Dept engagement lunch
Robertos Total			**43.12**	
Rolling Chef	10-300-6123	R. Motley	90.46	Plant Maintenance lunch
Rolling Chef	10-300-6123	R. Motley	22.62	Plant Maintenance Lunch
Rolling Chef Total			**113.08**	
Sac State	30-240-6215	D. Fenstermacher	75.00	Sac State Wastewater Course SWWS1
Sac State Total			**75.00**	
Safety Supply	10-320-6200	A. Derue	651.89	Air monitor calibration gas
Safety Supply Total			**651.89**	
Salt	10-330-6220	H. Lewis	44.69	dinner
Salt Total			**44.69**	
Santorini	10-400-6220	L. Vaca	40.00	Meal IMGIS Conference.
Santorini Total			**40.00**	
Scribe	20-220-6105	C. Monroe	29.00	scribe subscription SOP program
Scribe Total			**29.00**	

Shell Oil	10-330-6220	H. Lewis	60.45	gas travel
Shell Oil	10-130-6220	J. Burkhart	50.00	Gas
Shell Oil Total			**110.45**	
Sherman's Deli	10-130-6220	J. Burkhart	72.85	Meal for Julie and Luis
Sherman's Deli Total			**72.85**	
Sonic Electric	22-000-1301	D. Pijuan	180.88	Conduit connectors
Sonic Electric Total			**180.88**	
Staples	10-000-6180	L. Block	31.67	Office Supplies
Staples	10-000-6180	L. Block	651.54	Office Supplies - Paper Order
Staples	10-000-6180	L. Block	18.94	Office Supplies
Staples	10-000-6180	L. Block	58.71	Office Supplies
Staples	10-000-6180	L. Block	27.99	Office Supplies
Staples	10-000-6180	L. Block	86.99	Office Supplies
Staples Total			**875.84**	
Starbucks	10-130-6220	J. Burkhart	5.25	Meal
Starbucks Total			**5.25**	
Starks Steak	10-100-6220	L. Block	63.95	CSDA Conference Dinner - SH & LB
Starks Steak	10-100-6220	S. Hake	63.96	CSDA Conference - Dinner (SH & LB)
Starks Steak	10-100-6220	S. Hake	60.49	CSDA Conference - Dinner (SH & LB)
Starks Steak Total			**188.40**	
Starlink	10-130-6211	M. Vendors	120.00	Starlink
Starlink Total			**120.00**	
Sushi Pier	10-330-6220	H. Lewis	34.31	lunch
Sushi Pier Total			**34.31**	
SWRCB	10-330-6160	H. Lewis	113.03	payment for treatment certification
SWRCB Total			**113.03**	
Tac Quila	10-400-6220	L. Vaca	42.05	Meal IMGIS Conference.
Tac Quila Total			**42.05**	
The Stove	10-100-6215	M. Busby	46.51	Lunch meeting with Board Director
The Stove Total			**46.51**	
Tire Rack	30-310-6155	K. Weiland	1,755.99	winter studded tires
Tire Rack	30-240-6155	M. Vendors	2,198.03	Winter Tires and Rims #91
Tire Rack Total			**3,954.02**	
Truck Pipes USA	22-000-1301	R. Motley	391.72	exhaust tip for new Plant 1 Generator
Truck Pipes USA Total			**391.72**	
Truewerk	10-100-6124	M. Busby	181.35	Work pants
Truewerk Total			**181.35**	
Tyler Forms	10-120-6180	H. Christensen	120.20	W2 Envelops
Tyler Forms	10-120-6180	H. Christensen	140.08	Year End tax forms
Tyler Forms	10-120-6180	H. Christensen	113.54	year end forms
Tyler Forms Total			**373.82**	
ULINE	10-320-6120	M. Vendors	1,190.17	Manual Lift Table
ULINE	10-310-6180	M. Vendors	969.61	Latex Gloves
ULINE Total			2,159.78	
UPS	10-210-6185	M. Vendors	22.12	UPS Service and Shipping Charges
UPS	10-210-6185	M. Vendors	148.30	UPS Service and Shipping Charges
UPS	30-240-6185	M. Vendors	24.69	UPS Service and Shipping Charges

UPS	10-210-6185	M. Vendors	120.59	UPS Service and Shipping Charges
UPS	30-310-6180	M. Vendors	152.19	Epoxy gun Applicator Tips
UPS Total			**467.89**	
USPS	10-100-6185	L. Block	10.48	Certified Mail - Irrigation Violation
USPS	10-110-6185	M. Reeves	6.08	Certified Mail Postage - Claim 25-002
USPS Total			**16.56**	
Viet Fusion	10-130-6220	J. Burkhart	60.00	Meal
Viet Fusion Total			**60.00**	
Vons	10-000-6180	E. Solomon	65.35	Coffee
Vons	10-000-6123	L. Block	64.77	Retirement Party - Cake
Vons	10-000-6123	L. Block	5.46	Retirement Party Supplies
Vons	20-310-6120	L. Cox	13.10	Accidental charge on business CC
Vons	10-100-6215	M. Bretz	5.74	Board Meeting Snacks
Vons	10-000-6123	M. Bretz	47.99	Cake for Recognition Lunch
Vons	10-100-6215	S. Hake	86.67	Meeting snacks and Kitchen supplies
Vons	10-100-6215	S. Hake	169.47	Meeting snacks and kitchen supplies
Vons	10-000-6123	S. Hake	23.98	Staff Meeting Snacks
Vons	10-000-6123	S. Hake	66.56	Staff Meeting Snacks
Vons Total			**549.09**	
Walmart	10-330-6180	D. Pijuan	375.60	Accidental usage of wrong CC
Walmart Total			**375.60**	
White Cap	10-310-6180	K. Weiland	197.91	nails for marking whiskers
White Cap Total			**197.91**	
WQA	20-220-6215	E. Solomon	250.00	Review class for taking D3 exam
WQA Total			**250.00**	
Zoom	10-000-6215	S. Hake	40.00	Remote Attendance for Meetings
Zoom Total			**40.00**	
Zoro Tools	10-000-6180	R. Motley	25.27	coffee for staff
Zoro Tools	10-000-6180	R. Motley	87.87	coffee supplies for staff
Zoro Tools Total			**113.14**	
October Visa Transactions Total			**36,499.37**	



Mammoth Community Water District, CA

Board Check Register

By Vendor Name

Payment Dates 12/1/2025 - 12/31/2025

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
Vendor: 00007 - Aaron DeRue					
12/01/2025	11789	Reimbursement for Personal Devices 7/25 - 12/25	10-320-6210		270.00
				Vendor 00007 - Aaron DeRue Total:	**270.00**
Vendor: 00016 - ACWA / JPIA (HBA)					
12/12/2025	11762	Dental	10-000-2150		540.61
12/12/2025	11762	Life Insurance	10-000-2150		41.34
12/12/2025	11762	Medical Insurance	10-000-2150		9,338.99
12/12/2025	11762	Vision Insurance	10-000-2150		122.00
12/12/2025	11762	Dental	10-000-2150		2,085.34
12/12/2025	11762	Dental	20-000-2150		1,395.19
12/12/2025	11762	Dental	30-000-2150		1,394.71
12/12/2025	11762	EAP Admin. Fee	10-000-2150		49.60
12/12/2025	11762	EAP Admin. Fee	20-000-2150		30.00
12/12/2025	11762	EAP Admin. Fee	30-000-2150		29.52
12/12/2025	11762	Life Ins Dependent	10-000-2150		4.34
12/12/2025	11762	Life Ins Dependent	20-000-2150		3.26
12/12/2025	11762	Life Ins Dependent	30-000-2150		2.94
12/12/2025	11762	Life Insurance	10-000-2150		734.00
12/12/2025	11762	Life Insurance	20-000-2150		161.06
12/12/2025	11762	Life Insurance	30-000-2150		158.94
12/12/2025	11762	Life Insurance	10-000-2150		186.66
12/12/2025	11762	Life Insurance	20-000-2150		185.83
12/12/2025	11762	Life Insurance	30-000-2150		163.30
12/12/2025	11762	Life Ins Supplemental	20-000-2150		15.01
12/12/2025	11762	Life Ins Supplemental	30-000-2150		14.99
12/12/2025	11762	Medical Insurance	10-000-2150		33,645.07
12/12/2025	11762	Medical Insurance	20-000-2150		21,988.50
12/12/2025	11762	Medical Insurance	30-000-2150		21,988.09
12/12/2025	11762	Vision Insurance	10-000-2150		488.00
12/12/2025	11762	Vision Insurance	20-000-2150		293.00
12/12/2025	11762	Vision Insurance	30-000-2150		292.60
12/12/2025	11762	Premium Adjustment	10-000-6020		17,605.25
				Vendor 00016 - ACWA / JPIA (HBA) Total:	**112,958.14**
Vendor: 00025 - AFLAC					
12/31/2025	DFT0001542	AFLAC Pre Tax	10-000-2170		23.92
12/31/2025	DFT0001542	AFLAC Pre Tax	20-000-2170		111.09
12/31/2025	DFT0001542	AFLAC After Tax	20-000-2170		6.06
12/31/2025	DFT0001542	AFLAC After Tax	30-000-2170		3.64
12/31/2025	DFT0001542	AFLAC Pre Tax	30-000-2170		27.56
				Vendor 00025 - AFLAC Total:	**172.27**
Vendor: 02508 - Alpine Landscape					
12/31/2025	6475	Landscaping - 4 Locations	10-000-6150		1,870.00
				Vendor 02508 - Alpine Landscape Total:	**1,870.00**
Vendor: 00063 - American Business Machines Co.					
12/12/2025	11763	Printer/Copier Agreement	10-000-6180		96.19
12/19/2025	11771	OPS Printer/Copier Agreemeent	10-000-6180		70.60
				Vendor 00063 - American Business Machines Co. Total:	**166.79**
Vendor: 00069 - Amerigas (WWTP/Lab)					
12/11/2025	6432	Propane - WWTP/Lab	30-240-6231		530.95

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
12/18/2025	6453	Propane - WWTP/Lab	30-240-6231		594.10
				Vendor 00069 - Amerigas (WWTP/Lab) Total:	**1,125.05**
Vendor: 00072 - Amerigas (GWTP 1)					
12/18/2025	6454	Propane - GWTP 1	20-220-6231		598.71
				Vendor 00072 - Amerigas (GWTP 1) Total:	**598.71**
Vendor: 00068 - Amerigas (Offices)					
12/04/2025	6405	Propane - District Offices	10-000-6231		629.13
12/11/2025	6433	Propane - District Offices	10-000-6231		710.02
				Vendor 00068 - Amerigas (Offices) Total:	**1,339.15**
Vendor: 02271 - Amy Larson					
12/01/2025	11790	Reimbursement for Personal Devices 7/25 - 12/25	10-120-6210		150.00
				Vendor 02271 - Amy Larson Total:	**150.00**
Vendor: 02776 - Anderson Plumbing					
12/04/2025	6429	Customer Repairs - 45 Hill St	22-000-1301	25W01CO	481.00
				Vendor 02776 - Anderson Plumbing Total:	**481.00**
Vendor: 00111 - AT&T					
12/18/2025	6455	First Net	10-130-6211		1,079.40
				Vendor 00111 - AT&T Total:	**1,079.40**
Vendor: 02598 - Avineon, Inc.					
12/19/2025	11772	Utility Network Final Payment	21-000-1301	24A01MS	12,700.00
				Vendor 02598 - Avineon, Inc. Total:	**12,700.00**
Vendor: 00123 - Babcock Laboratories, Inc.					
12/19/2025	11773	Lab Services	30-210-6111		289.82
12/19/2025	11773	Lab Services	20-210-6111		1,388.54
12/19/2025	11773	Lab Services	20-210-6111		653.73
12/19/2025	11773	Lab Services	10-210-6111		59.45
12/19/2025	11773	Invoice Credit	20-210-6111		-190.71
				Vendor 00123 - Babcock Laboratories, Inc. Total:	**2,200.83**
Vendor: 00125 - Backgrounds Online					
12/05/2025	11745	Background Check	10-110-6100		80.00
				Vendor 00125 - Backgrounds Online Total:	**80.00**
Vendor: 00131 - BKS Law Firm, PC					
12/19/2025	11774	Legal Services	10-100-6140		7,100.50
				Vendor 00131 - BKS Law Firm, PC Total:	**7,100.50**
Vendor: 02489 - Bob Hartman					
12/01/2025	11791	Reimbursement for Personal Devices 7/25 - 12/25	10-320-6210		90.00
				Vendor 02489 - Bob Hartman Total:	**90.00**
Vendor: 01484 - Bobby Larson					
12/01/2025	11792	Reimbursement for Personal Devices 7/25 - 12/25	10-310-6210		270.00
				Vendor 01484 - Bobby Larson Total:	**270.00**
Vendor: 02788 - Brian Farley					
12/11/2025	6434	Rebate - HET	10-105-6237		200.00
				Vendor 02788 - Brian Farley Total:	**200.00**
Vendor: 00189 - Britt's Diesel & Automotive					
12/11/2025	6435	Replace Tires #57	10-120-6155		2,819.52
				Vendor 00189 - Britt's Diesel & Automotive Total:	**2,819.52**
Vendor: 02094 - Bruce Medhurst					
12/01/2025	11793	Reimbursement for Personal Devices 7/25 - 12/25	10-210-6210		150.00
				Vendor 02094 - Bruce Medhurst Total:	**150.00**
Vendor: 00201 - CA Tax Payment ACH					
12/03/2025	DFT0001544	CA State Disibility	10-000-2210		1,215.53
12/03/2025	DFT0001544	State Withholding	10-000-2210		4,695.17

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
12/03/2025	DFT0001544	CA State Disibility	20-000-2210		610.42
12/03/2025	DFT0001544	State Withholding	20-000-2210		1,837.73
12/03/2025	DFT0001544	CA State Disibility	30-000-2210		617.19
12/03/2025	DFT0001544	State Withholding	30-000-2210		1,877.14
12/17/2025	DFT0001558	CA State Disibility	10-000-2210		1,271.78
12/17/2025	DFT0001558	State Withholding	10-000-2210		5,003.97
12/17/2025	DFT0001558	CA State Disibility	20-000-2210		642.42
12/17/2025	DFT0001558	State Withholding	20-000-2210		2,056.04
12/17/2025	DFT0001558	State Withholding	30-000-2210		2,040.10
12/17/2025	DFT0001558	CA State Disibility	30-000-2210		639.35
12/31/2025	DFT0001571	CA State Disibility	10-000-2210		1,251.87
12/31/2025	DFT0001571	State Withholding	10-000-2210		4,939.97
12/31/2025	DFT0001571	CA State Disibility	20-000-2210		639.05
12/31/2025	DFT0001571	State Withholding	20-000-2210		2,123.68
12/31/2025	DFT0001571	State Withholding	30-000-2210		2,130.94
12/31/2025	DFT0001571	CA State Disibility	30-000-2210		643.25
				Vendor 00201 - CA Tax Payment ACH Total:	**34,235.60**
Vendor: 00205 - California Broadband Cooperative					
12/19/2025	11775	Internet Service	10-130-6211		1,277.95
				Vendor 00205 - California Broadband Cooperative Total:	**1,277.95**
Vendor: 02559 - California Fair Plan Association					
12/11/2025	6436	Earthquake Insurance - Block	96-000-2000		224.00
				Vendor 02559 - California Fair Plan Association Total:	**224.00**
Vendor: 02179 - California State Disbursement Unit					
12/03/2025	DFT0001538	CA Child Support	20-000-2170		46.18
12/03/2025	DFT0001538	CA Child Support	30-000-2170		46.12
12/17/2025	DFT0001552	CA Child Support	20-000-2170		46.17
12/17/2025	DFT0001552	CA Child Support	30-000-2170		46.13
12/31/2025	DFT0001566	CA Child Support	20-000-2170		46.16
12/31/2025	DFT0001566	CA Child Support	30-000-2170		46.14
				Vendor 02179 - California State Disbursement Unit Total:	**276.90**
Vendor: 00220 - Carmichael Business Technology					
12/04/2025	6406	Monthly Blackpoint Agreement	10-130-6105		345.00
12/04/2025	6406	Additional Office 365 User - HR	10-130-6105		157.56
12/04/2025	6406	Monthly VoIP Phone	10-130-6210		635.53
12/04/2025	6406	Spam Filtering Annual	10-130-6105		2,628.00
12/04/2025	6406	Monthly IT Agreement	10-130-6106		3,356.66
12/18/2025	6456	SSL Certification for GIS	10-130-6105		59.90
12/31/2025	6476	Monthly Blackpoint Agreement	10-130-6105		345.00
12/31/2025	6476	Automate License - Mulbay & Gregory	10-130-6105		720.00
12/31/2025	6476	Telephone Headsets	10-105-6210		299.55
12/31/2025	6476	Annual DUO Agreement	10-130-6105		1,800.00
12/31/2025	6476	Monthly VoIP Phone	10-000-6210		635.19
12/31/2025	6476	Annual Office 365 Backups	10-130-6105		1,908.00
12/31/2025	6476	Annual Office 365 Agreement	10-130-6105		1,814.40
12/31/2025	6476	Monthly IT Agreement	10-130-6106		3,356.66
				Vendor 00220 - Carmichael Business Technology Total:	**18,061.45**
Vendor: 02782 - Cascade Drilling, LP					
12/04/2025	6407	LPMW Install & Development	23-000-1301	24WW05CS	131,305.00
				Vendor 02782 - Cascade Drilling, LP Total:	**131,305.00**
Vendor: 02786 - Cassandra Dunn					
12/04/2025	6430	Holiday Party Band	10-000-6123		900.00
				Vendor 02786 - Cassandra Dunn Total:	**900.00**
Vendor: 02359 - Cecil Bundesen					
12/01/2025	11794	Reimbursement for Personal Devices 7/25 - 12/25	10-105-6210		150.00

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
12/05/2025	11746	Travel Reimbursement - Backflow	10-105-6220		345.10
				Vendor 02359 - Cecil Bundesen Total:	**495.10**
Vendor: 00270 - Chris Weibert					
12/01/2025	11795	Reimbursement for Personal Devices 7/25 - 12/25	10-110-6210		210.00
				Vendor 00270 - Chris Weibert Total:	**210.00**
Vendor: 02017 - Christopher Monroe					
12/01/2025	11796	Reimbursement for Personal Devices 7/25 - 12/25	20-220-6210		270.00
				Vendor 02017 - Christopher Monroe Total:	**270.00**
Vendor: 01957 - City of Fallon					
12/18/2025	6457	Sludge Disposal	30-240-6102		1,626.53
				Vendor 01957 - City of Fallon Total:	**1,626.53**
Vendor: 02792 - CK Insurance Associates, Inc.					
12/24/2025	DFT0001561	Parker - DIC Insurance	96-000-2000		1,167.34
				Vendor 02792 - CK Insurance Associates, Inc. Total:	**1,167.34**
Vendor: 00292 - Clay Murray					
12/01/2025	11797	Reimbursement for Personal Devices 7/25 - 12/25	10-200-6210		270.00
				Vendor 00292 - Clay Murray Total:	**270.00**
Vendor: 00306 - Conriquez Cleaning					
12/04/2025	6408	Janatorial Services	10-000-6150		2,873.11
				Vendor 00306 - Conriquez Cleaning Total:	**2,873.11**
Vendor: 00315 - Courtney Sherman					
12/18/2025	6458	Rebate - HECW	10-105-6237		400.00
				Vendor 00315 - Courtney Sherman Total:	**400.00**
Vendor: 02793 - Covington Construction LLC					
12/31/2025	6477	Hydrant Meter Deposit Refund - Villas	20-000-2325		2,500.00
				Vendor 02793 - Covington Construction LLC Total:	**2,500.00**
Vendor: ZZ0280 - Craft Heating					
12/11/2025	6437	Collar - Well 32	20-220-6145		250.00
				Vendor ZZ0280 - Craft Heating Total:	**250.00**
Vendor: 02761 - Dakeno, Inc.					
12/11/2025	6438	Hydrant Meter Deposit Refund	20-000-2325		2,500.00
				Vendor 02761 - Dakeno, Inc. Total:	**2,500.00**
Vendor: 02517 - Daniel Pijuan					
12/01/2025	11798	Reimbursement for Personal Devices 7/25 - 12/25	10-330-6210		270.00
				Vendor 02517 - Daniel Pijuan Total:	**270.00**
Vendor: 00377 - David Carlson					
12/01/2025	11799	Reimbursement for Personal Devices 7/25 - 12/25	10-400-6210		270.00
				Vendor 00377 - David Carlson Total:	**270.00**
Vendor: 00386 - David Laughton					
12/04/2025	6409	Rebate - HET	10-105-6237		200.00
				Vendor 00386 - David Laughton Total:	**200.00**
Vendor: 02447 - Denise Schneider					
12/01/2025	11800	Reimbursement for Personal Devices 7/25 - 12/25	20-220-6210		270.00
12/05/2025	11747	Wellness Grant	10-110-6200		35.00
				Vendor 02447 - Denise Schneider Total:	**305.00**
Vendor: 00439 - Dewey Pest Control					
12/11/2025	6439	Pest Control - Plant II	10-000-6150		162.00
12/11/2025	6439	Pest Control - Plant I	10-000-6150		187.00

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
12/11/2025	6439	Pest Control - LMTP	10-000-6150		225.00
12/11/2025	6439	Pest Control - District	10-000-6150		662.00
				Vendor 00439 - Dewey Pest Control Total:	**1,236.00**
Vendor: 02677 - Diego Garcia Villalobos					
12/01/2025	11801	Reimbursement for Personal Devices 7/25 - 12/25	10-310-6210		270.00
				Vendor 02677 - Diego Garcia Villalobos Total:	**270.00**
Vendor: 00445 - Dina O'Donnell					
12/11/2025	6440	Rebate - (2) HET	10-105-6237		400.00
				Vendor 00445 - Dina O'Donnell Total:	**400.00**
Vendor: 00452 - DIY Home Center					
12/05/2025	11748	Misc. Hardware & Drill Bit	22-000-1301	23W02CM	37.35
12/05/2025	11748	Batteries	10-310-6180		17.43
12/05/2025	11748	Sandpaper	10-330-6180		42.23
12/05/2025	11748	Clorox Wipes, Valve Caps, Dust-Off, Fasteners	10-310-6180		49.58
12/05/2025	11748	Misc. Hardware #123	10-320-6155		2.98
12/05/2025	11748	Blowgun & Accessory Kit	10-310-6120		62.13
12/05/2025	11748	Tire Plug Kit	10-320-6155		19.37
12/05/2025	11748	Rubber Clamps, Weather Strip	10-310-6155		11.02
12/05/2025	11748	Mouse Traps	10-000-6180		9.29
12/05/2025	11748	Misc. Hardware - Sludge Trailer Repair	30-240-6155		3.46
12/05/2025	11748	Pipe Strap, Connectors, Electrical Tape, Adapters	22-000-1301	24A02CM	55.32
12/05/2025	11748	Misc. Hardware, Wiring Kit, Splices	10-330-6155		110.07
12/05/2025	11748	Conduit	21-000-1301	24A02CM	40.70
12/05/2025	11748	Conduit and Connector	22-000-1301	25W15CM	48.42
12/05/2025	11748	Misc. Hardware & Vent Clip #123	10-320-6155		23.14
12/05/2025	11748	Hex Key, Wrench, Sockets	10-320-6120		44.72
12/05/2025	11748	Misc. Hardware	10-320-6180		22.41
12/12/2025	11764	Drill Bit	10-330-6180		7.26
12/12/2025	11764	Conduit Fittings and Bushing	10-330-6150		4.04
12/12/2025	11764	Conduit Connectors	30-320-6145		24.20
12/12/2025	11764	Splicing Connectors	10-330-6180		16.46
12/12/2025	11764	Conduit Fittings	22-000-1301	25W15CM	21.79
12/12/2025	11764	Slip Hooks	10-310-6155		29.07
12/12/2025	11764	Bathroom Fan & LED Tub…	10-330-6150		83.37
12/12/2025	11764	Trailer Wire	10-330-6155		13.57
12/12/2025	11764	Superglue	10-330-6180		16.17
12/12/2025	11764	Fire Hose Nozzle	10-320-6120		31.01
12/12/2025	11764	Paracord and Eye Swivel	30-240-6180		37.83
12/12/2025	11764	Tap & Drill Bit Sets	10-330-6180		31.96
12/12/2025	11764	U Bolts	10-310-6180		42.63
12/12/2025	11764	Teflon Tape, Backflow Preventer	30-240-6145		26.13
12/19/2025	11776	Valve Box & Connectors	21-000-1301	24A02CM	23.82
12/19/2025	11776	SS Clamps & Nuts & Botls Set	10-310-6180		60.23
12/19/2025	11776	Connectors, Couplings, Misc. Hardware	30-320-6145		25.32
12/19/2025	11776	Scrub Brush	20-220-6180		7.75
12/19/2025	11776	Misc. Hardware	10-330-6180		6.08
12/19/2025	11776	409 Refill	10-310-6180		8.72
12/19/2025	11776	EMT Straps & Conduit	21-000-1301	24A02CM	56.07
12/19/2025	11776	Axe	10-310-6120		25.20
				Vendor 00452 - DIY Home Center Total:	**1,198.30**
Vendor: 00483 - Douglass Truck Bodies					
12/11/2025	6441	Truck Body - #131	22-000-1320		25,678.93

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
12/11/2025	6441	Truck Body - #131	23-000-1320		25,678.94
12/11/2025	6441	Hoist Pendant Controller #94	10-320-6155		184.43
				Vendor 00483 - Douglass Truck Bodies Total:	**51,542.30**
Vendor: 02731 - Dustin Fenstermacher					
12/01/2025	11802	Reimbursement for Personal Devices 7/25 - 12/25	30-240-6210		270.00
				Vendor 02731 - Dustin Fenstermacher Total:	**270.00**
Vendor: 02787 - Eastern Sierra Land Surveys, Inc.					
12/11/2025	6442	CCS Data Sheet & Geotracker - LP Monitoring Wells	23-000-1301	24WW05CS	2,500.00
				Vendor 02787 - Eastern Sierra Land Surveys, Inc. Total:	**2,500.00**
Vendor: 02360 - Eric Solomon					
12/01/2025	11803	Reimbursement for Personal Devices 7/25 - 12/25	20-220-6210		270.00
12/19/2025	11777	Mileage Reimbursement - D Exam	20-220-6220		329.00
				Vendor 02360 - Eric Solomon Total:	**599.00**
Vendor: 02720 - Farmers Insurance Exchange					
12/18/2025	6459	Homeowner's/Fire Insurance - Sornoso	96-000-2000		1,987.06
				Vendor 02720 - Farmers Insurance Exchange Total:	**1,987.06**
Vendor: 00569 - Federal Tax Payment ACH					
12/03/2025	DFT0001543	Federal Withholding	10-000-2200		14,594.24
12/03/2025	DFT0001543	Medicare	10-000-2200		3,110.91
12/03/2025	DFT0001543	Medicare	20-000-2200		1,485.46
12/03/2025	DFT0001543	Social Security	20-000-2200		358.98
12/03/2025	DFT0001543	Federal Withholding	20-000-2200		4,706.53
12/03/2025	DFT0001543	Federal Withholding	30-000-2200		5,310.26
12/03/2025	DFT0001543	Medicare	30-000-2200		1,505.57
12/03/2025	DFT0001543	Social Security	30-000-2200		358.98
12/17/2025	DFT0001557	Federal Withholding	10-000-2200		15,303.62
12/17/2025	DFT0001557	Medicare	10-000-2200		3,251.88
12/17/2025	DFT0001557	Social Security	20-000-2200		293.88
12/17/2025	DFT0001557	Federal Withholding	20-000-2200		5,234.47
12/17/2025	DFT0001557	Medicare	20-000-2200		1,612.27
12/17/2025	DFT0001557	Social Security	30-000-2200		293.88
12/17/2025	DFT0001557	Federal Withholding	30-000-2200		5,703.68
12/17/2025	DFT0001557	Medicare	30-000-2200		1,605.47
12/18/2025	DFT0001546	Social Security	10-000-2200		416.72
12/18/2025	DFT0001546	Medicare	10-000-2200		97.44
12/31/2025	DFT0001570	Federal Withholding	10-000-2200		15,292.95
12/31/2025	DFT0001570	Medicare	10-000-2200		3,261.44
12/31/2025	DFT0001570	Social Security	20-000-2200		66.96
12/31/2025	DFT0001570	Medicare	20-000-2200		1,650.20
12/31/2025	DFT0001570	Federal Withholding	20-000-2200		5,525.44
12/31/2025	DFT0001570	Federal Withholding	30-000-2200		6,109.77
12/31/2025	DFT0001570	Medicare	30-000-2200		1,660.40
12/31/2025	DFT0001570	Social Security	30-000-2200		66.96
				Vendor 00569 - Federal Tax Payment ACH Total:	**98,878.36**
Vendor: 00572 - Ferguson Waterworks # 1423					
12/11/2025	6443	R900 Register - RMA 454136	10-000-1200		124.13
				Vendor 00572 - Ferguson Waterworks # 1423 Total:	**124.13**
Vendor: 00608 - Frontier					
12/04/2025	6410	Landlines	10-000-6210		260.81
12/31/2025	6478	Internet GWTPs	10-130-6211		158.02
12/31/2025	6478	Landlines	10-000-6210		260.81
				Vendor 00608 - Frontier Total:	**679.64**

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
Vendor: 01955 - Garrett Higerd					
12/01/2025	11804	Reimbursement for Personal Devices 7/25 - 12/25	10-400-6210		270.00
				Vendor 01955 - Garrett Higerd Total:	**270.00**
Vendor: 02057 - Geotech Environmental Equipment, Inc.					
12/04/2025	6411	Geosub Pump	30-240-6145		2,328.97
				Vendor 02057 - Geotech Environmental Equipment, Inc. Total:	**2,328.97**
Vendor: 00662 - Grainger, Inc.					
12/05/2025	11749	Trash Bags	30-240-6180		158.23
12/05/2025	11749	Trash Can Dolly	10-000-6120		89.27
12/05/2025	11749	Ear Plugs	10-320-6180		121.36
12/12/2025	11765	Pressure Gauges	10-320-6180		771.70
12/12/2025	11765	Snow Shovels	10-000-1200		391.82
12/12/2025	11765	Gloves	10-000-6180		751.75
12/12/2025	11765	Lens Cleaners & Gloves	10-000-6180		724.30
				Vendor 00662 - Grainger, Inc. Total:	**3,008.43**
Vendor: 00684 - Haaker Equipment Company					
12/05/2025	11750	Valve #77	10-310-6155		753.35
12/05/2025	11750	Carriage Bolt #123	10-320-6155		48.06
12/19/2025	11778	Reterm Kit, Hub Tool, Grabber w/ Spring - #138	23-000-1317		1,637.63
				Vendor 00684 - Haaker Equipment Company Total:	**2,439.04**
Vendor: 00685 - Hach Company					
12/18/2025	6460	Lab Supplies	30-210-6180		175.28
12/18/2025	6460	Lab Supplies	30-210-6180		287.10
12/31/2025	6479	Turbidity Probe Annual Preventative Maintenance	30-240-6145		1,004.24
				Vendor 00685 - Hach Company Total:	**1,466.62**
Vendor: 02388 - Health Equity, Inc.					
12/04/2025	6412	HSA	10-000-2151		397.93
12/04/2025	6412	Check Fee	10-120-6108		20.00
12/17/2025	DFT0001559	HSA	10-000-2151		397.61
				Vendor 02388 - Health Equity, Inc. Total:	**815.54**
Vendor: 00693 - Heidi Christensen					
12/01/2025	11805	Reimbursement for Personal Devices 7/25 - 12/25	10-120-6210		150.00
				Vendor 00693 - Heidi Christensen Total:	**150.00**
Vendor: 00705 - High Country Lumber, Inc.					
12/04/2025	6413	Fasteners #123	10-320-6155		56.72
12/04/2025	6413	Conduit	22-000-1301	23W02CM	80.78
12/04/2025	6413	Black Tubing	10-310-6180		96.96
12/11/2025	6444	Heat Shrink Tubing	10-330-6180		22.60
12/11/2025	6444	Misc. Bolts & Fasteners	22-000-1301	23W02CM	89.80
12/18/2025	6461	Yard Hydrant	30-240-6145		204.71
				Vendor 00705 - High Country Lumber, Inc. Total:	**551.57**
Vendor: 01949 - Honovaa Lewis					
12/01/2025	11806	Reimbursement for Personal Devices 7/25 - 12/25	10-330-6210		270.00
12/05/2025	11751	Wellness Grant	10-110-6200		35.00
				Vendor 01949 - Honovaa Lewis Total:	**305.00**
Vendor: 02152 - Huoy Sytha					
12/01/2025	11807	Reimbursement for Personal Devices 7/25 - 12/25	10-330-6210		150.00
				Vendor 02152 - Huoy Sytha Total:	**150.00**
Vendor: 02789 - Inez Coffman					
12/11/2025	6445	Rebate - (2) HET	10-105-6237		400.00
				Vendor 02789 - Inez Coffman Total:	**400.00**

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
Vendor: 00725 - Infosend, Inc.					
12/19/2025	11779	UB Satement Processing	10-120-6100		1,957.14
				Vendor 00725 - Infosend, Inc. Total:	**1,957.14**
Vendor: 00728 - International Union of Operating Engineers					
12/04/2025	6414	Union Dues	10-000-2170		154.00
12/04/2025	6414	Union Dues	20-000-2170		154.12
12/04/2025	6414	Union Dues	30-000-2170		153.88
				Vendor 00728 - International Union of Operating Engineers Total:	**462.00**
Vendor: 00734 - Inyo-Mono Title Company					
12/31/2025	6480	Rebate - HET	10-105-6237		200.00
				Vendor 00734 - Inyo-Mono Title Company Total:	**200.00**
Vendor: 02404 - Jacobsson Engineering Construction, Inc.					
12/31/2025	6481	Hydrant Meter Deposit Refund - Limelight	20-000-2325		2,500.00
				Vendor 02404 - Jacobsson Engineering Construction, Inc. Total:	**2,500.00**
Vendor: 02794 - Jake Wilson					
12/31/2025	6482	Rebate - HET (2)	10-105-6237		358.00
				Vendor 02794 - Jake Wilson Total:	**358.00**
Vendor: 00805 - Jeffrey Beatty					
12/01/2025	11808	Reimbursement for Personal Devices 7/25 - 12/25	10-120-6210		270.00
				Vendor 00805 - Jeffrey Beatty Total:	**270.00**
Vendor: 02247 - Jessy Ruiz					
12/01/2025	11809	Reimbursement for Personal Devices 7/25 - 12/25	10-320-6210		270.00
				Vendor 02247 - Jessy Ruiz Total:	**270.00**
Vendor: 00907 - Julie Burkhart					
12/01/2025	11810	Reimbursement for Personal Devices 7/25 - 12/25	10-130-6210		270.00
				Vendor 00907 - Julie Burkhart Total:	**270.00**
Vendor: 00915 - Justin Mulbay					
12/01/2025	11811	Reimbursement for Personal Devices 7/25 - 12/25	10-130-6210		270.00
				Vendor 00915 - Justin Mulbay Total:	**270.00**
Vendor: 00958 - Keith Weiland					
12/01/2025	11812	Reimbursement for Personal Devices 7/25 - 12/25	10-310-6210		270.00
				Vendor 00958 - Keith Weiland Total:	**270.00**
Vendor: 02660 - Kelly Simpkins					
12/01/2025	11813	Reimbursement for Personal Devices 7/25 - 12/25	10-330-6210		270.00
				Vendor 02660 - Kelly Simpkins Total:	**270.00**
Vendor: 00993 - KIBS-FM					
12/12/2025	11766	Advertising	10-105-6190		350.00
				Vendor 00993 - KIBS-FM Total:	**350.00**
Vendor: 01003 - KMMT-FM					
12/11/2025	6446	Advertising	10-105-6190		500.00
				Vendor 01003 - KMMT-FM Total:	**500.00**
Vendor: 01012 - Kristina Roberts					
12/01/2025	11814	Reimbursement for Personal Devices 7/25 - 12/25	10-400-6210		150.00
12/05/2025	11752	Travel Reimbursement	10-400-6220		320.78
				Vendor 01012 - Kristina Roberts Total:	**470.78**
Vendor: 02136 - Kyle Burnett					
12/01/2025	11815	Reimbursement for Personal Devices 7/25 - 12/25	30-240-6210		270.00

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
12/05/2025	11753	Wellness Grant	10-110-6200		35.00
				Vendor 02136 - Kyle Burnett Total:	**305.00**
Vendor: 01018 - L'Abri H.O.A.					
12/04/2025	6415	Assessment Increase #6 (Jan-Mar)	96-000-6115		129.00
12/04/2025	6415	Assessment Increase #9 (Jan-Mar)	96-000-6115		129.00
12/04/2025	6415	Assessment Increase #10 (Jan-Mar)	96-000-6115		129.00
				Vendor 01018 - L'Abri H.O.A. Total:	**387.00**
Vendor: 02150 - Leanna Block					
12/01/2025	11816	Reimbursement for Personal Devices 7/25 - 12/25	10-100-6210		150.00
				Vendor 02150 - Leanna Block Total:	**150.00**
Vendor: 00052 - Linde Gas & Equipment, Inc.					
12/31/2025	6483	Welding Supplies	10-000-6180		140.29
12/31/2025	6483	Welding Supplies	10-000-6180		96.51
12/31/2025	6483	Welding Supplies	10-000-6180		96.51
				Vendor 00052 - Linde Gas & Equipment, Inc. Total:	**333.31**
Vendor: 02683 - Luis Vaca					
12/01/2025	11817	Reimbursement for Personal Devices 7/25 - 12/25	10-400-6210		150.00
				Vendor 02683 - Luis Vaca Total:	**150.00**
Vendor: 02657 - Lyndsey Cox					
12/01/2025	11818	Reimbursement for Personal Devices 7/25 - 12/25	10-310-6210		270.00
				Vendor 02657 - Lyndsey Cox Total:	**270.00**
Vendor: 01099 - Mammoth Disposal					
12/11/2025	6447	Trash Service	10-000-6100		1,680.64
12/11/2025	6447	Recycling	10-000-6100		151.20
12/11/2025	6447	Recycling	10-000-6100		140.40
				Vendor 01099 - Mammoth Disposal Total:	**1,972.24**
Vendor: 01101 - Mammoth Lakes Chamber of Commerce					
12/04/2025	6416	Annual Membership Fees	10-100-6160		174.00
				Vendor 01101 - Mammoth Lakes Chamber of Commerce Total:	**174.00**
Vendor: 02583 - Mammoth Sierra Electric					
12/04/2025	6417	Replace Outlets - SM55	96-000-6115		280.00
				Vendor 02583 - Mammoth Sierra Electric Total:	**280.00**
Vendor: 01122 - Marc Hannon					
12/08/2025	11761	Mileage reimbursement	10-320-6220		278.60
				Vendor 01122 - Marc Hannon Total:	**278.60**
Vendor: 01183 - McMaster-Carr Supply Co.					
12/18/2025	6462	Clamps	20-310-6145		93.75
				Vendor 01183 - McMaster-Carr Supply Co. Total:	**93.75**
Vendor: 01191 - Melissa Bretz					
12/01/2025	11819	Reimbursement for Personal Devices 7/25 - 12/25	10-120-6210		270.00
				Vendor 01191 - Melissa Bretz Total:	**270.00**
Vendor: 01193 - Melissa Reeves					
12/01/2025	11820	Reimbursement for Personal Devices 7/25 - 12/25	10-110-6210		150.00
12/05/2025	11754	Wellness Grant	10-110-6200		35.00
				Vendor 01193 - Melissa Reeves Total:	**185.00**
Vendor: 02449 - Michael Draper					
12/01/2025	11821	Reimbursement for Personal Devices 7/25 - 12/25	10-105-6210		270.00
				Vendor 02449 - Michael Draper Total:	**270.00**

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
Vendor: 02323 - Michael Lesiak					
12/01/2025	11822	Reimbursement for Personal Devices 7/25 - 12/25	10-320-6210		270.00
				Vendor 02323 - Michael Lesiak Total:	**270.00**
Vendor: 01240 - Mission Linen Supply					
12/04/2025	6418	Linen Service	10-000-6180		924.18
				Vendor 01240 - Mission Linen Supply Total:	**924.18**
Vendor: 01247 - Mono County Auditor's Office					
12/31/2025	6484	Esri Enterprise License Agreement FY 2025-26	10-130-6105		9,466.66
				Vendor 01247 - Mono County Auditor's Office Total:	**9,466.66**
Vendor: 01254 - Mono County Department of Public Works					
12/18/2025	6464	Solid Waste Non-Participaint Fee	10-000-6205		120.00
12/18/2025	6464	Solid Waste Non-Participaint Fee	10-000-6205		720.00
12/18/2025	6464	Solid Waste Non-Participaint Fee	10-000-6205		60.00
12/18/2025	6463	Dump Fees	10-000-6100		791.20
				Vendor 01254 - Mono County Department of Public Works Total:	**1,691.20**
Vendor: 01257 - Mono County Tax Collector					
12/31/2025	6485	Secured Supplemental Property Taxes - Sornoso	96-000-2000		573.32
12/31/2025	6486	Secured Supplemental Property Taxes - Sornoso	96-000-2000		1,619.06
				Vendor 01257 - Mono County Tax Collector Total:	**2,192.38**
Vendor: 02228 - Mountain Carpet Services, Inc.					
12/18/2025	6473	Deposit - Replace Carpet & Vinyl - L6	96-000-6115		2,819.00
				Vendor 02228 - Mountain Carpet Services, Inc. Total:	**2,819.00**
Vendor: 02783 - Nicholas Gruman					
12/04/2025	6419	Rebate - HET	10-105-6237		200.00
				Vendor 02783 - Nicholas Gruman Total:	**200.00**
Vendor: 02547 - Nicholas Holt					
12/01/2025	11823	Reimbursement for Personal Devices 7/25 - 12/25	10-400-6210		150.00
				Vendor 02547 - Nicholas Holt Total:	**150.00**
Vendor: 02546 - Nolan Ferguson					
12/01/2025	11824	Reimbursement for Personal Devices 7/25 - 12/25	10-400-6210		150.00
				Vendor 02546 - Nolan Ferguson Total:	**150.00**
Vendor: 00609 - Orion					
12/03/2025	DFT0001534	Deferred Comp 457B Roth (%%)	10-000-2161		539.24
12/03/2025	DFT0001534	Deferred Comp 457B Roth (%%)	20-000-2161		607.42
12/03/2025	DFT0001534	Deferred Comp 457B Roth (%%)	30-000-2161		607.24
12/03/2025	DFT0001535	457B Roth Deferred Comp (Flat Amount)	10-000-2161		1,170.00
12/03/2025	DFT0001535	457B Roth Deferred Comp (Flat Amount)	20-000-2161		187.00
12/03/2025	DFT0001535	457B Roth Deferred Comp (Flat Amount)	30-000-2161		477.00
12/03/2025	DFT0001536	Deferred Comp 457B (%%)	10-000-2161		2,164.17
12/03/2025	DFT0001536	Deferred Comp 457B (%%)	20-000-2161		528.67
12/03/2025	DFT0001536	Deferred Comp 457B (%%)	30-000-2161		1,244.92
12/03/2025	DFT0001537	457B Deferred Comp (Flat Amount)	10-000-2161		11,638.77

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
12/03/2025	DFT0001537	457B Deferred Comp (Flat Amount)	20-000-2161		2,535.23
12/03/2025	DFT0001537	457B Deferred Comp (Flat Amount)	30-000-2161		2,337.14
12/03/2025	DFT0001541	457 ER ROTH Match	10-000-2160		156.10
12/03/2025	DFT0001541	457 ER Match	10-000-2160		1,783.07
12/03/2025	DFT0001541	401A Pension	10-000-2160		20,258.64
12/03/2025	DFT0001541	457 ER ROTH Match	20-000-2160		149.75
12/03/2025	DFT0001541	457 ER Match	20-000-2160		635.59
12/03/2025	DFT0001541	401A Pension	20-000-2160		9,591.04
12/03/2025	DFT0001541	401A Pension	30-000-2160		9,711.28
12/03/2025	DFT0001541	457 ER ROTH Match	30-000-2160		233.97
12/03/2025	DFT0001541	457 ER Match	30-000-2160		757.95
12/17/2025	DFT0001548	Deferred Comp 457B Roth (%%)	10-000-2161		569.24
12/17/2025	DFT0001548	Deferred Comp 457B Roth (%%)	20-000-2161		650.06
12/17/2025	DFT0001548	Deferred Comp 457B Roth (%%)	30-000-2161		649.92
12/17/2025	DFT0001549	457B Roth Deferred Comp (Flat Amount)	10-000-2161		1,170.00
12/17/2025	DFT0001549	457B Roth Deferred Comp (Flat Amount)	20-000-2161		187.01
12/17/2025	DFT0001549	457B Roth Deferred Comp (Flat Amount)	30-000-2161		476.99
12/17/2025	DFT0001550	Deferred Comp 457B (%%)	10-000-2161		2,281.67
12/17/2025	DFT0001550	Deferred Comp 457B (%%)	20-000-2161		600.35
12/17/2025	DFT0001550	Deferred Comp 457B (%%)	30-000-2161		1,379.47
12/17/2025	DFT0001551	457B Deferred Comp (Flat Amount)	10-000-2161		11,638.77
12/17/2025	DFT0001551	457B Deferred Comp (Flat Amount)	20-000-2161		2,552.07
12/17/2025	DFT0001551	457B Deferred Comp (Flat Amount)	30-000-2161		2,320.30
12/17/2025	DFT0001555	401A Pension	10-000-2160		21,196.14
12/17/2025	DFT0001555	457 ER Match	10-000-2160		1,861.82
12/17/2025	DFT0001555	457 ER ROTH Match	10-000-2160		166.10
12/17/2025	DFT0001555	401A Pension	20-000-2160		10,230.47
12/17/2025	DFT0001555	457 ER ROTH Match	20-000-2160		157.24
12/17/2025	DFT0001555	457 ER Match	20-000-2160		683.71
12/17/2025	DFT0001555	401A Pension	30-000-2160		10,184.47
12/17/2025	DFT0001555	457 ER Match	30-000-2160		794.46
12/17/2025	DFT0001555	457 ER ROTH Match	30-000-2160		229.31
12/31/2025	DFT0001562	Deferred Comp 457B Roth (%%)	10-000-2161		539.24
12/31/2025	DFT0001562	Deferred Comp 457B Roth (%%)	20-000-2161		624.30
12/31/2025	DFT0001562	Deferred Comp 457B Roth (%%)	30-000-2161		624.20
12/31/2025	DFT0001563	457B Roth Deferred Comp (Flat Amount)	10-000-2161		1,170.00
12/31/2025	DFT0001563	457B Roth Deferred Comp (Flat Amount)	20-000-2161		187.02
12/31/2025	DFT0001563	457B Roth Deferred Comp (Flat Amount)	30-000-2161		476.98
12/31/2025	DFT0001564	Deferred Comp 457B (%%)	10-000-2161		2,164.17
12/31/2025	DFT0001564	Deferred Comp 457B (%%)	20-000-2161		664.84
12/31/2025	DFT0001564	Deferred Comp 457B (%%)	30-000-2161		1,382.80
12/31/2025	DFT0001565	457B Deferred Comp (Flat Amount)	10-000-2161		11,639.78
12/31/2025	DFT0001565	457B Deferred Comp (Flat Amount)	20-000-2161		2,135.22

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
12/31/2025	DFT0001565	457B Deferred Comp (Flat Amount)	30-000-2161		1,937.15
12/31/2025	DFT0001569	457 ER ROTH Match	10-000-2160		156.10
12/31/2025	DFT0001569	457 ER Match	10-000-2160		1,887.44
12/31/2025	DFT0001569	401A Pension	10-000-2160		20,864.27
12/31/2025	DFT0001569	401A Pension	20-000-2160		10,539.72
12/31/2025	DFT0001569	457 ER Match	20-000-2160		634.85
12/31/2025	DFT0001569	457 ER ROTH Match	20-000-2160		196.16
12/31/2025	DFT0001569	401A Pension	30-000-2160		10,615.77
12/31/2025	DFT0001569	457 ER ROTH Match	30-000-2160		196.07
12/31/2025	DFT0001569	457 ER Match	30-000-2160		666.83
				Vendor 00609 - Orion Total:	**206,596.67**
Vendor: 02518 - Parker Gregory					
12/01/2025	11825	Reimbursement for Personal Devices 7/25 - 12/25	10-130-6210		270.00
				Vendor 02518 - Parker Gregory Total:	**270.00**
Vendor: 01396 - Pitney Bowes-Purchase Power					
12/18/2025	6465	Postage Refill	10-000-6185		502.25
				Vendor 01396 - Pitney Bowes-Purchase Power Total:	**502.25**
Vendor: 01399 - Plumber's Depot, Inc.					
12/04/2025	6420	Swivel Termination PCB Replacement Kit	30-310-6145		190.71
				Vendor 01399 - Plumber's Depot, Inc. Total:	**190.71**
Vendor: 01438 - Rich Environmental Services					
12/31/2025	6487	Monthly Tank Inspection	10-000-6100		150.00
				Vendor 01438 - Rich Environmental Services Total:	**150.00**
Vendor: 01462 - Rob Motley					
12/01/2025	11826	Reimbursement for Personal Devices 7/25 - 12/25	10-300-6210		270.00
				Vendor 01462 - Rob Motley Total:	**270.00**
Vendor: 02597 - Robert D. Niehaus, Inc.					
12/12/2025	11767	Rate Study Progress Payment	10-120-6110		10,740.00
				Vendor 02597 - Robert D. Niehaus, Inc. Total:	**10,740.00**
Vendor: 01476 - Robert Gonzalez					
12/01/2025	11827	Reimbursement for Personal Devices 7/25 - 12/25	10-310-6210		270.00
				Vendor 01476 - Robert Gonzalez Total:	**270.00**
Vendor: 02785 - Rose Paschall					
12/04/2025	6421	Rebate - HEDW	10-105-6237		200.00
				Vendor 02785 - Rose Paschall Total:	**200.00**
Vendor: 02772 - Sand Rock West LLC					
12/04/2025	6422	Rebate - HET	10-105-6237		144.61
				Vendor 02772 - Sand Rock West LLC Total:	**144.61**
Vendor: 01952 - Sarah Minich					
12/01/2025	11828	Reimbursement for Personal Devices 7/25 - 12/25	10-210-6210		150.00
12/05/2025	11755	Wellness Grant	10-110-6200		35.00
12/19/2025	11780	Lab Supplies - Reimbursement	30-210-6180		159.28
				Vendor 01952 - Sarah Minich Total:	**344.28**
Vendor: 02338 - Sierra Manors HOA					
12/31/2025	6488	HOA Dues Increase - Jan, Feb, Mar 2026 #55	96-000-6115		82.08
12/31/2025	6488	HOA Dues Increase - Jan, Feb, Mar 2026 #101	96-000-6115		70.08
				Vendor 02338 - Sierra Manors HOA Total:	**152.16**
Vendor: 01639 - Snowcreek Athletic Club					
12/18/2025	6466	Snowcreek Dues	10-000-2170		484.00

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
12/18/2025	6466	Snowcreek Dues	20-000-2170		320.52
12/18/2025	6466	Snowcreek Dues	30-000-2170		160.48
				Vendor 01639 - Snowcreek Athletic Club Total:	**965.00**
Vendor: 01650 - Southern California Edison - District					
12/18/2025	6474	Electricity	10-000-6230		5,635.57
12/18/2025	6474	Electricity	20-220-6230		5,338.01
12/18/2025	6474	Electricity	20-230-6230		4,636.71
12/18/2025	6474	Electricity	30-240-6230		2,526.43
				Vendor 01650 - Southern California Edison - District Total:	**18,136.72**
Vendor: 01649 - Southern California Edison - Housing					
12/04/2025	6423	Electricity - SM51	96-000-6115		71.65
12/11/2025	6448	Electricity - L6	96-000-6115		63.08
12/11/2025	6448	Electricity - SM55	96-000-6115		203.69
12/18/2025	6467	Electricity - L6	96-000-6115		135.63
12/31/2025	6489	Electricity - TL51	96-000-6115		345.81
				Vendor 01649 - Southern California Edison - Housing Total:	**819.86**
Vendor: 01652 - Spiess Construction Co., Inc.					
12/05/2025	11756	Filter Building Roof Replacement - Retention	23-000-1301	25WW03CS	11,400.00
12/05/2025	11756	T2 Roof Replacement - Retention	22-000-1301	25W09CS	11,400.00
12/05/2025	11756	T3 Roof Replacement - Retention	22-000-1301	25W10CS	78,850.00
12/05/2025	11756	T5 Roof Replacement - Retention	22-000-1301	25W11CS	101,650.00
12/05/2025	11756	Paving Project Retention Payment	21-000-1301	24A02CS	152,515.75
				Vendor 01652 - Spiess Construction Co., Inc. Total:	**355,815.75**
Vendor: 02005 - State of California Franchise Tax Board					
12/04/2025	6424	Case No. 618093990	10-000-2170		50.00
12/18/2025	6468	Case No. 618093990	10-000-2170		50.00
12/31/2025	6490	Case No. 618093990	10-000-2170		50.00
				Vendor 02005 - State of California Franchise Tax Board Total:	**150.00**
Vendor: 01669 - Stephanie Hake					
12/01/2025	11829	Reimbursement for Personal Devices 7/25 - 12/25	10-100-6210		270.00
12/05/2025	11757	Planner	10-100-6180		18.49
12/05/2025	11757	Meeting Snacks	10-100-6215		29.68
12/05/2025	11757	Travel Expenses - Reimbursement	10-100-6220		462.00
				Vendor 01669 - Stephanie Hake Total:	**780.17**
Vendor: 01699 - Steven Sornoso					
12/01/2025	11830	Reimbursement for Personal Devices 7/25 - 12/25	30-240-6210		270.00
				Vendor 01699 - Steven Sornoso Total:	**270.00**
Vendor: 01701 - Steve's Auto & Truck Parts					
12/04/2025	6425	Trailer Equipment Chargers	10-310-6155		94.80
12/04/2025	6425	Coolant #79	10-320-6155		11.43
12/11/2025	6449	Lug Nut #74	10-310-6155		16.69
12/11/2025	6449	Motor Oil, Oil & Air Filters	10-000-1200		313.50
12/11/2025	6449	Window Wash Fluid	10-000-6180		43.01
12/18/2025	6469	Battery Cable Lug #133	10-330-6155		15.90
12/18/2025	6469	Windshield Wipers	10-000-1200		158.33
12/18/2025	6469	Heat Shrink Tube	10-330-6180		8.07
12/31/2025	6491	Heat Shrink Tubing	10-330-6180		72.63
12/31/2025	6491	Pump for DEF	10-000-6155		238.12
				Vendor 01701 - Steve's Auto & Truck Parts Total:	**972.48**

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
Vendor: 01730 - SWRCB Accounting Office					
12/04/2025	6426	Annual Permit Fee - 6B260103001	30-200-6205		31,005.00
12/04/2025	6426	Annual Permit Fee - 6SSO111157	30-200-6205		3,945.00
12/04/2025	6426	Annual Permit Fee - 6B260903003	30-200-6205		5,445.00
12/04/2025	6426	Annual Permit Fee - 4DW0341	20-200-6205		881.00
12/11/2025	6450	Water System - Annual Fees	20-200-6205		29,975.16
				Vendor 01730 - SWRCB Accounting Office Total:	**71,251.16**
Vendor: 01731 - SWRCB					
12/18/2025	6470	D3 Certification - Solomon	20-220-6160		90.00
				Vendor 01731 - SWRCB Total:	**90.00**
Vendor: 01762 - Tesco Controls, LLC					
12/12/2025	11768	SCADA Technical Services	10-130-6106		1,020.00
12/12/2025	11768	SCADA Software Subscription Renewals	10-130-6105		3,052.33
				Vendor 01762 - Tesco Controls, LLC Total:	**4,072.33**
Vendor: 01770 - The Sheet, Inc.					
12/18/2025	6471	Advertising	10-105-6190		239.00
12/18/2025	6471	Job Ad	10-110-6190		100.80
12/18/2025	6471	Advertising - Surplus Equipment	10-120-6190		537.60
12/18/2025	6471	Notice of Ordinance	10-100-6190		168.00
				Vendor 01770 - The Sheet, Inc. Total:	**1,045.40**
Vendor: 01662 - The Standard Insurance Company					
12/02/2025	DFT0001545	Premium Adjustment	10-000-6020		36.08
				Vendor 01662 - The Standard Insurance Company Total:	**36.08**
Vendor: 01792 - Timberline HOA					
12/31/2025	6492	Pellet Stove Cleaning #51	96-000-6115		98.00
				Vendor 01792 - Timberline HOA Total:	**98.00**
Vendor: 01816 - Town of Mammoth Lakes					
12/04/2025	6427	Raising Surface Features	23-000-1301	25WW02CS	75,200.00
12/11/2025	6451	2026 Business Tax Certificate Renewal	96-000-6115		119.00
				Vendor 01816 - Town of Mammoth Lakes Total:	**75,319.00**
Vendor: 01828 - Tyler Technologies, Inc.					
12/31/2025	6493	EnerGov Training	10-400-6215		9,300.00
				Vendor 01828 - Tyler Technologies, Inc. Total:	**9,300.00**
Vendor: 02790 - Urban Klintworth					
12/11/2025	6452	Rebate - HET	10-105-6237		200.00
				Vendor 02790 - Urban Klintworth Total:	**200.00**
Vendor: 01840 - USA Blue Book					
12/05/2025	11758	Clorine Tabs	30-240-6180		374.36
12/12/2025	11769	Discharge Hose	20-220-6120		138.14
12/12/2025	11769	Submersible Transmitter	30-240-6145		803.75
12/19/2025	11781	Operating Supplies	30-210-6180		184.64
12/19/2025	11781	Broth Tubes	30-210-6180		500.64
				Vendor 01840 - USA Blue Book Total:	**2,001.53**
Vendor: 01844 - USDA Forest Service					
12/31/2025	6494	Special Use Permit MLD101707 - 2026	10-100-6205		2,875.13
12/31/2025	6494	Special Use Permit MLD18056 - 2026	10-100-6205		8,270.07
				Vendor 01844 - USDA Forest Service Total:	**11,145.20**

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
Vendor: 01856 - Verizon Wireless - Data Collectors					
12/19/2025	11782	Data Plan for Meter Data Collectors	20-320-6210		120.48
				Vendor 01856 - Verizon Wireless - Data Collectors Total:	**120.48**
Vendor: 02795 - Walt Dwelle					
12/31/2025	6495	Rebate - HET	10-105-6237		200.00
				Vendor 02795 - Walt Dwelle Total:	**200.00**
Vendor: 02754 - WasteWater Technology Trainers, LLC					
12/04/2025	6428	Activated Sludge Training	30-240-6215		5,399.45
				Vendor 02754 - WasteWater Technology Trainers, LLC Total:	**5,399.45**
Vendor: 01890 - Wells Fargo VISA					
12/15/2025	DFT0001560	CALPERLA Fuel	10-110-6220		50.61
12/15/2025	DFT0001560	Breakfast - CSDA Conference	10-100-6220		18.53
12/15/2025	DFT0001560	Repair Polaris Track system	20-220-6155		694.40
12/15/2025	DFT0001560	HMI screen - Aeration Basin Blower Room	30-240-6145		1,733.70
12/15/2025	DFT0001560	CALPELRA dinner 11/18	10-110-6220		7.79
12/15/2025	DFT0001560	UPS battery for Bluffs	20-320-6145		58.37
12/15/2025	DFT0001560	Replacement circulation pump.	20-220-6145		186.57
12/15/2025	DFT0001560	High school sports poster	10-105-6190		400.00
12/15/2025	DFT0001560	Windshield replacement vehicle 84	10-100-6155		558.33
12/15/2025	DFT0001560	Lunch	10-130-6220		32.59
12/15/2025	DFT0001560	Rearview Mirror - #84	10-100-6155		185.80
12/15/2025	DFT0001560	Meal - backflow tester re-cert	10-105-6220		10.94
12/15/2025	DFT0001560	Gasoline IMGIS Conference.	10-400-6220		21.78
12/15/2025	DFT0001560	Taking Diego and Lyndsay to CDL test	10-310-6220		245.09
12/15/2025	DFT0001560	Hoodies for Robert	10-310-6124		155.28
12/15/2025	DFT0001560	Uniform	10-320-6124		78.39
12/15/2025	DFT0001560	winter sweaters	10-320-6124		183.14
12/15/2025	DFT0001560	Uniforms	10-320-6124		237.02
12/15/2025	DFT0001560	bob winter boots purchase	10-320-6124		237.04
12/15/2025	DFT0001560	Block - CA Fair Plan Payment	96-000-2000		3,039.80
12/15/2025	DFT0001560	CALPERLA Hotel	10-110-6220		1,241.84
12/15/2025	DFT0001560	fuel for travel to training.	10-200-6220		35.37
12/15/2025	DFT0001560	Fuel - D2 Exam	10-330-6220		32.38
12/15/2025	DFT0001560	Meal IMGIS Conference.	10-400-6220		17.44
12/15/2025	DFT0001560	Compressor for TV Van	30-310-6120		160.55
12/15/2025	DFT0001560	Laundry Detergent	10-000-6180		52.78
12/15/2025	DFT0001560	Meal - backflow tester re-cert	10-105-6220		20.32
12/15/2025	DFT0001560	meal	10-130-6220		23.21
12/15/2025	DFT0001560	hotel	10-130-6220		1,181.82
12/15/2025	DFT0001560	Seat covers for TV truck	10-310-6155		408.36
12/15/2025	DFT0001560	maintenance tools	10-330-6120		143.29
12/15/2025	DFT0001560	C3 application	10-320-6160		255.00
12/15/2025	DFT0001560	CWEA Renewal	10-330-6160		251.00
12/15/2025	DFT0001560	Certification	30-320-6160		370.00
12/15/2025	DFT0001560	Membership and Re-cert	30-320-6160		375.00
12/15/2025	DFT0001560	DirecTV	10-000-6123		152.99
12/15/2025	DFT0001560	Hoist Pendant Controller	10-320-6155		189.72
12/15/2025	DFT0001560	CALPELRA Meal	10-110-6220		7.75
12/15/2025	DFT0001560	Office Supplies - Calendar Orders	10-000-6180		47.15
12/15/2025	DFT0001560	Hotel for CDL license	10-310-6220		124.79
12/15/2025	DFT0001560	Fuel	10-400-6220		34.03
12/15/2025	DFT0001560	Hotel parking- backflow tester re-cert	10-105-6220		30.00
12/15/2025	DFT0001560	Hotel- backflow tester re-certification	10-105-6220		413.09

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
12/15/2025	DFT0001560	Fuel for truck 90	10-300-6125		50.01
12/15/2025	DFT0001560	Local agency/business lunch meeting	10-100-6215		38.81
12/15/2025	DFT0001560	Rate Study Meeting Lunch	10-100-6215		234.24
12/15/2025	DFT0001560	ISD Lunch Meeting	10-130-6123		65.78
12/15/2025	DFT0001560	Lunch with GM	10-200-6215		44.09
12/15/2025	DFT0001560	Adobe pro editing software	10-100-6105		19.99
12/15/2025	DFT0001560	Monthly Document Editing	10-100-6105		19.99
12/15/2025	DFT0001560	Acrobat Pro Annual Subscription	10-110-6105		239.88
12/15/2025	DFT0001560	Monthly adobe subscription	10-200-6105		19.99
12/15/2025	DFT0001560	Adobe software license	10-330-6105		155.88
12/15/2025	DFT0001560	Adobe monthly subscription	20-220-6105		19.99
12/15/2025	DFT0001560	Monthly subscription	30-240-6105		12.99
12/15/2025	DFT0001560	meal	10-400-6220		11.68
12/15/2025	DFT0001560	Work Uniform	10-330-6124		374.20
12/15/2025	DFT0001560	Work Uniform	10-330-6124		203.95
12/15/2025	DFT0001560	CDL test in Bakersfield	10-310-6220		124.76
12/15/2025	DFT0001560	Staff meeting treats	10-000-6180		53.04
12/15/2025	DFT0001560	Admin building ground heating	21-000-1301	24A02CM	115.72
12/15/2025	DFT0001560	Admin building entrance ground heating	21-000-1301	24A02CM	85.05
12/15/2025	DFT0001560	Microwave - CS2	96-000-6115		373.89
12/15/2025	DFT0001560	Lodging for training	10-200-6220		288.72
12/15/2025	DFT0001560	Hotel stay IMGIS Conference.	10-400-6220		731.67
12/15/2025	DFT0001560	meal	10-400-6220		8.00
12/15/2025	DFT0001560	KR Hotel for training	10-400-6220		143.68
12/15/2025	DFT0001560	CALPELRA lunch 11/18	10-110-6220		24.99
12/15/2025	DFT0001560	CALPELRA Meal	10-110-6220		18.84
12/15/2025	DFT0001560	CALPELRA Meal	10-110-6220		21.82
12/15/2025	DFT0001560	Meal IMGIS Conference.	10-400-6220		8.49
12/15/2025	DFT0001560	Block - Homeowner's Insurance Payment	96-000-2000		1,542.79
12/15/2025	DFT0001560	Meal - backflow tester re-cert	10-105-6220		21.58
12/15/2025	DFT0001560	k cups for office machine	10-000-6180		37.98
12/15/2025	DFT0001560	lunch	10-400-6220		25.13
12/15/2025	DFT0001560	CALPELRA fuel	10-110-6220		49.12
12/15/2025	DFT0001560	Meal - backflow tester re-cert	10-105-6220		31.00
12/15/2025	DFT0001560	Smog for Surplus	10-310-6155		102.95
12/15/2025	DFT0001560	Smog for Surplus	10-330-6155		102.95
12/15/2025	DFT0001560	Fuel	10-400-6220		34.41
12/15/2025	DFT0001560	weekly coffee bean delivery	10-000-6180		18.00
12/15/2025	DFT0001560	coffee	10-000-6180		18.00
12/15/2025	DFT0001560	quarterly coffee subscription	10-000-6180		234.00
12/15/2025	DFT0001560	Coffee beans for the building	10-000-6180		18.00
12/15/2025	DFT0001560	Coffee for the building	10-000-6180		18.00
12/15/2025	DFT0001560	Shipped a Hach NTU meter to Hach	30-240-6185		63.37
12/15/2025	DFT0001560	Recalibrated tpsm sensors	30-240-6155		43.00
12/15/2025	DFT0001560	CALPELRA Meal	10-110-6220		31.37
12/15/2025	DFT0001560	TPMS Sensors - #84	10-100-6155		182.68
12/15/2025	DFT0001560	Wire for underground heating	21-000-1301	24A02CM	2,455.39
12/15/2025	DFT0001560	Meal - backflow tester re-cert	10-105-6220		18.46
12/15/2025	DFT0001560	Office Supplies - Name Plates	10-000-6180		31.25
12/15/2025	DFT0001560	Office Supplies - Name Plate	10-000-6180		18.50
12/15/2025	DFT0001560	CALPELRA Meal	10-110-6220		17.43
12/15/2025	DFT0001560	Truck 73	22-340-6155		100.00
12/15/2025	DFT0001560	Replacement seat - truck #86	30-240-6155		1,359.00
12/15/2025	DFT0001560	CSDA Conference - Breakfast	10-100-6220		41.27
12/15/2025	DFT0001560	Temp loggers for WWTP	30-210-6120		528.74
12/15/2025	DFT0001560	meal	10-400-6220		53.47

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
12/15/2025	DFT0001560	Kitchen equipment	10-000-6120		75.63
12/15/2025	DFT0001560	Holiday Party Decor	10-000-6123		207.22
12/15/2025	DFT0001560	Holiday Party Decor	10-000-6123		46.32
12/15/2025	DFT0001560	Holiday Party Decor	10-000-6123		10.76
12/15/2025	DFT0001560	Holiday Party Decor	10-000-6123		39.86
12/15/2025	DFT0001560	Coffee	10-000-6180		56.97
12/15/2025	DFT0001560	Mouse Traps	10-000-6180		41.76
12/15/2025	DFT0001560	Calendars	10-000-6180		109.36
12/15/2025	DFT0001560	Calendar	10-000-6180		14.00
12/15/2025	DFT0001560	Calendar	10-000-6180		19.56
12/15/2025	DFT0001560	AA Batteries	10-000-6180		29.08
12/15/2025	DFT0001560	Calendar	10-000-6180		35.85
12/15/2025	DFT0001560	Calendar	10-000-6180		9.69
12/15/2025	DFT0001560	Amazon Prime Business Membership	10-000-6185		139.00
12/15/2025	DFT0001560	Desk Organizers	10-120-6120		21.50
12/15/2025	DFT0001560	Step Ladder	10-130-6120		72.75
12/15/2025	DFT0001560	Phone Screen Protector	10-130-6182		8.44
12/15/2025	DFT0001560	HVAC Filters	10-330-6150		121.12
12/15/2025	DFT0001560	3-Speed Pump	20-220-6145		171.32
12/15/2025	DFT0001560	Backup Batteries for Meter Data Collectors	20-320-6145		43.08
12/15/2025	DFT0001560	Kitchen Timer	30-240-6120		15.51
12/15/2025	DFT0001560	Tires and Rims for #133	10-330-6155		6,090.00
12/15/2025	DFT0001560	HR Certification Prep	10-110-6215		49.99
12/15/2025	DFT0001560	Parts for 2019 Polaris ranger	20-220-6155		71.82
12/15/2025	DFT0001560	Solar panel connectors	30-330-6145		347.52
12/15/2025	DFT0001560	New Float system for East Mary LS	30-320-6145		515.38
12/15/2025	DFT0001560	Work Boots	10-330-6124		225.50
12/15/2025	DFT0001560	Board Meeting Snacks	10-100-6215		15.00
12/15/2025	DFT0001560	AI QRG creation tool	10-130-6105		708.00
12/15/2025	DFT0001560	Prorated scribe subscription	20-220-6105		6.39
12/15/2025	DFT0001560	Meal - backflow tester re-cert	10-105-6220		25.04
12/15/2025	DFT0001560	Kitchen Supplies	10-100-6180		23.90
12/15/2025	DFT0001560	Cell Phone data storage/management	10-100-6210		0.99
12/15/2025	DFT0001560	Office Supplies	10-000-6180		253.02
12/15/2025	DFT0001560	Office Supplies	10-000-6180		80.55
12/15/2025	DFT0001560	meal	10-130-6220		8.40
12/15/2025	DFT0001560	meal	10-400-6220		14.75
12/15/2025	DFT0001560	Starlink	10-130-6211		120.00
12/15/2025	DFT0001560	Lunch for Strategic Plan Staff Meeting	10-100-6215		93.03
12/15/2025	DFT0001560	disconnect switch for hoist	10-330-6155		56.01
12/15/2025	DFT0001560	CALPELRA Meal	10-110-6220		24.89
12/15/2025	DFT0001560	Meal - D2 Test	10-330-6220		18.23
12/15/2025	DFT0001560	Tires - #3	10-400-6155		655.87
12/15/2025	DFT0001560	Fuel - D2 Exam	10-330-6220		25.34
12/15/2025	DFT0001560	Parking Fee - D2 Exam	10-330-6220		10.00
12/15/2025	DFT0001560	Microwave Installation - CS2	96-000-6115		275.00
12/15/2025	DFT0001560	Work pants	10-100-6124		213.35
12/15/2025	DFT0001560	bob winter jacket	10-320-6124		268.30
12/15/2025	DFT0001560	Envelopes	10-120-6180		152.66
12/15/2025	DFT0001560	UPS Service Fee & Shipping Charges	10-210-6185		228.74
12/15/2025	DFT0001560	UPS Service and Shipping Fees	10-210-6185		95.91
12/15/2025	DFT0001560	UPS Service Fee	10-210-6185		22.08
12/15/2025	DFT0001560	Shipment of Bad Pump to Hydrostal	30-240-6145		654.34

Payment Date	Payment Number	Description (Item)	Account Number	Project Account Key	Amount
12/15/2025	DFT0001560	UPS Service Fee & Shipping Charges	30-240-6185		58.31
12/15/2025	DFT0001560	Travel / meal - backflow tester re-cert	10-105-6220		42.10
12/15/2025	DFT0001560	Staff Meeting Snacks	10-000-6123		97.81
12/15/2025	DFT0001560	Meeting snacks	10-000-6123		18.97
12/15/2025	DFT0001560	Board Meeting Snacks	10-100-6215		16.47
12/15/2025	DFT0001560	Board Meeting Snacks	10-100-6215		84.68
12/15/2025	DFT0001560	Accidental Personal Purchase	10-120-6180		38.75
12/15/2025	DFT0001560	Accidental Personal Purchase	10-120-6180		72.85
12/15/2025	DFT0001560	Lunch meeting with Admin. staff	10-100-6215		88.37
12/15/2025	DFT0001560	Office Supplies - Calendar Order	10-000-6180		22.99
12/15/2025	DFT0001560	Fuel	10-400-6220		30.78
12/15/2025	DFT0001560	Meeting recordings/remote attendance	10-000-6215		40.00
				Vendor 01890 - Wells Fargo VISA Total:	**37,661.89**
Vendor: 02716 - Western Industrial Parts, Inc.					
12/05/2025	11759	Nuts, Bolts, Washers, Bits, Straps	10-000-6180		923.17
				Vendor 02716 - Western Industrial Parts, Inc. Total:	**923.17**
Vendor: 01900 - Western Nevada Supply Company					
12/12/2025	11770	Nut & Bolt Sets	30-320-6145		277.56
12/12/2025	11770	Brass Fittings, Pipe Tape, Gaskets, Couplings	10-000-1200		1,183.68
12/12/2025	11770	DI Spools	30-320-6145		1,073.19
12/12/2025	11770	Pressure Reducing Valve	20-320-6145		6,378.21
12/19/2025	11783	ARI Relief Valves	10-000-1200		2,680.15
				Vendor 01900 - Western Nevada Supply Company Total:	**11,592.79**
Vendor: 02791 - WH SN Mammoth, LLC					
12/18/2025	6472	Holiday Dinner/Party	10-000-6123		7,299.06
				Vendor 02791 - WH SN Mammoth, LLC Total:	**7,299.06**
Vendor: 02778 - Wincan, LLC					
12/05/2025	11760	Sewermatics Coding Servcies	10-130-6105		6,500.00
				Vendor 02778 - Wincan, LLC Total:	**6,500.00**
				Grand Total:	**1,390,675.74**

Report Summary

Fund Summary

Fund	Payment Amount
10 - Administration	414,171.69
20 - Water Operations	158,173.82
21 - Admin Capital Replacement	167,992.50
22 - Water Capital Replacement	218,493.39
23 - Wastewater Capital Replacement	247,721.57
30 - Wastewater Operations	168,645.49
96 - New Enterprise	15,477.28
Grand Total:	**1,390,675.74**

Account Summary

Account Number	Account Name	Payment Amount
10-000-1200	Inventory - Warehouse	4,851.61
10-000-2150	Ee Insurance Benefits Pa…	47,235.95
10-000-2151	Health Saving Acct. Paya…	795.54
10-000-2160	Pension Contribution Pa…	68,329.68
10-000-2161	Ee Deferred Comp Contr…	46,685.05
10-000-2170	Employee Deductions - …	811.92
10-000-2200	Payroll Taxes - Federal	55,329.20
10-000-2210	Payroll Taxes - State	18,378.29
10-000-6020	Employee Benefits - Gro…	17,641.33
10-000-6100	Outside Services	2,913.44
10-000-6120	Operating Tools/Equipm…	164.90
10-000-6123	Employee Engagement	8,772.99
10-000-6150	M & R - Buildings	5,979.11
10-000-6155	M & R - Vehicles	238.12
10-000-6180	Operating Supplies	5,095.33
10-000-6185	Postage/Freight	641.25
10-000-6205	Permits & Licensing	900.00
10-000-6210	Telephone	1,156.81
10-000-6215	Training & Meetings	40.00
10-000-6230	Utilities - Electric	5,635.57
10-000-6231	Utilities - Propane	1,339.15
10-100-6105	Software Licenses/Agre…	39.98
10-100-6124	Employee Uniform	213.35
10-100-6140	Legal Services	7,100.50
10-100-6155	M & R - Vehicles	926.81
10-100-6160	Memberships/Certificati…	174.00
10-100-6180	Operating Supplies	42.39
10-100-6190	Advertising Publications…	168.00
10-100-6205	Permits & Licensing	11,145.20
10-100-6210	Telephone	420.99
10-100-6215	Training & Meetings	600.28
10-100-6220	Travel Expenses	521.80
10-105-6190	Advertising Publications…	1,489.00
10-105-6210	Telephone	719.55
10-105-6220	Travel Expenses	957.63
10-105-6237	Water Conservation	3,102.61
10-110-6100	Outside Services	80.00
10-110-6105	Software Licenses/Agre…	239.88
10-110-6190	Advertising Publications…	100.80
10-110-6200	Safety	175.00
10-110-6210	Telephone	360.00
10-110-6215	Training & Meetings	49.99
10-110-6220	Travel Expenses	1,496.45
10-120-6100	Outside Services	1,957.14
10-120-6108	Banking Fees	20.00
10-120-6110	Professional Services	10,740.00

Account Summary

Account Number	Account Name	Payment Amount
10-120-6120	Operating Tools/Equipm…	21.50
10-120-6155	M & R - Vehicles	2,819.52
10-120-6180	Operating Supplies	264.26
10-120-6190	Advertising Publications…	537.60
10-120-6210	Telephone	840.00
10-130-6105	Software Licenses/Agre…	29,504.85
10-130-6106	IT Services	7,733.32
10-130-6120	Operating Tools/Equipm…	72.75
10-130-6123	Employee Engagement	65.78
10-130-6182	Peripherals	8.44
10-130-6210	Telephone	1,445.53
10-130-6211	Internet Service	2,635.37
10-130-6220	Travel Expenses	1,246.02
10-200-6105	Software Licenses/Agre…	19.99
10-200-6210	Telephone	270.00
10-200-6215	Training & Meetings	44.09
10-200-6220	Travel Expenses	324.09
10-210-6111	Outside Lab Services	59.45
10-210-6185	Postage/Freight	346.73
10-210-6210	Telephone	300.00
10-300-6125	Gasoline	50.01
10-300-6210	Telephone	270.00
10-310-6120	Operating Tools/Equipm…	87.33
10-310-6124	Employee Uniform	155.28
10-310-6155	M & R - Vehicles	1,416.24
10-310-6180	Operating Supplies	275.55
10-310-6210	Telephone	1,350.00
10-310-6220	Travel Expenses	494.64
10-320-6120	Operating Tools/Equipm…	75.73
10-320-6124	Employee Uniform	1,003.89
10-320-6155	M & R - Vehicles	535.85
10-320-6160	Memberships/Certificati…	255.00
10-320-6180	Operating Supplies	915.47
10-320-6210	Telephone	900.00
10-320-6220	Travel Expenses	278.60
10-330-6105	Software Licenses/Agre…	155.88
10-330-6120	Operating Tools/Equipm…	143.29
10-330-6124	Employee Uniform	803.65
10-330-6150	M & R - Buildings	208.53
10-330-6155	M & R - Vehicles	6,388.50
10-330-6160	Memberships/Certificati…	251.00
10-330-6180	Operating Supplies	223.46
10-330-6210	Telephone	960.00
10-330-6220	Travel Expenses	85.95
10-400-6155	M & R - Vehicles	655.87
10-400-6210	Telephone	1,140.00
10-400-6215	Training & Meetings	9,300.00
10-400-6220	Travel Expenses	1,456.09
20-000-2150	Ee Insurance Benefits Pa…	24,071.85
20-000-2160	Pension Contribution Pa…	32,818.53
20-000-2161	Ee Deferred Comp Contr…	11,459.19
20-000-2170	Employee Deductions - …	730.30
20-000-2200	Payroll Taxes - Federal	20,934.19
20-000-2210	Payroll Taxes - State	7,909.34
20-000-2325	Deposits - Miscellaneous	7,500.00
20-200-6205	Permits & Licensing	30,856.16
20-210-6111	Outside Lab Services	1,851.56
20-220-6105	Software Licenses/Agre…	26.38

Account Summary

Account Number	Account Name	Payment Amount
20-220-6120	Operating Tools/Equipm…	138.14
20-220-6145	M & R - Line Repair/Equi…	607.89
20-220-6155	M & R - Vehicles	766.22
20-220-6160	Memberships/Certificati…	90.00
20-220-6180	Operating Supplies	7.75
20-220-6210	Telephone	810.00
20-220-6220	Travel Expenses	329.00
20-220-6230	Utilities - Electric	5,338.01
20-220-6231	Utilities - Propane	598.71
20-230-6230	Utilities - Electric	4,636.71
20-310-6145	M & R - Line Repair/Equi…	93.75
20-320-6145	M & R - Line Repair/Equi…	6,479.66
20-320-6210	Telephone	120.48
21-000-1301	Construction in Progress	167,992.50
22-000-1301	Construction in Progress	192,714.46
22-000-1320	Vehicles	25,678.93
22-340-6155	M & R - Vehicles	100.00
23-000-1301	Construction in Progress	220,405.00
23-000-1317	Equipment	1,637.63
23-000-1320	Vehicles	25,678.94
30-000-2150	Ee Insurance Benefits Pa…	24,045.09
30-000-2160	Pension Contribution Pa…	33,390.11
30-000-2161	Ee Deferred Comp Contr…	13,914.11
30-000-2170	Employee Deductions - …	483.95
30-000-2200	Payroll Taxes - Federal	22,614.97
30-000-2210	Payroll Taxes - State	7,947.97
30-200-6205	Permits & Licensing	40,395.00
30-210-6111	Outside Lab Services	289.82
30-210-6120	Operating Tools/Equipm…	528.74
30-210-6180	Operating Supplies	1,306.94
30-240-6102	Sludge Disposal	1,626.53
30-240-6105	Software Licenses/Agre…	12.99
30-240-6120	Operating Tools/Equipm…	15.51
30-240-6145	M & R - Line Repair/Equi…	6,755.84
30-240-6155	M & R - Vehicles	1,405.46
30-240-6180	Operating Supplies	570.42
30-240-6185	Postage/Freight	121.68
30-240-6210	Telephone	810.00
30-240-6215	Training & Meetings	5,399.45
30-240-6230	Utilities - Electric	2,526.43
30-240-6231	Utilities - Propane	1,125.05
30-310-6120	Operating Tools/Equipm…	160.55
30-310-6145	M & R - Line Repair/Equi…	190.71
30-320-6145	M & R - Line Repair/Equi…	1,915.65
30-320-6160	Memberships/Certificati…	745.00
30-330-6145	M & R - Line Repair/Equi…	347.52
96-000-2000	Payable	10,153.37
96-000-6115	Employee Housing Expe…	5,323.91
	Grand Total:	**1,390,675.74**

Project Account Summary

Project Account Key	Payment Amount
None	809,563.78
23W02CM	207.93
24A01MS	12,700.00
24A02CM	2,832.07
24A02CS	152,515.75
24WW05CS	133,805.00

Project Account Summary

Project Account Key		Payment Amount
25W01CO		481.00
25W09CS		11,400.00
25W10CS		78,850.00
25W11CS		101,650.00
25W15CM		70.21
25WW02CS		75,200.00
25WW03CS		11,400.00
	Grand Total:	**1,390,675.74**

Merchant Name	GL Account	Cardholder	Amount	Description
76 - Highway 49	10-110-6220	M. Reeves	50.61	CALPERLA Fuel
76 - Highway 49 Total			**50.61**	
7-Eleven	10-105-6220	C. Bundesen	10.94	Meal - backflow tester re-cert
7-Eleven	10-400-6220	L. Vaca	21.78	Gasoline IMGIS Conference.
7-Eleven Total			**32.72**	
Acme Tools	10-330-6120	H. Lewis	143.29	maintenance tools
Acme Tools Total			**143.29**	
Adobe	10-200-6105	C. Murray	19.99	Monthly adobe subscription
Adobe	20-220-6105	E. Solomon	19.99	Adobe monthly subscription
Adobe	10-100-6105	M. Busby	19.99	Adobe pro editing software
Adobe	10-110-6105	M. Reeves	239.88	Acrobat Pro Annual Subscription
Adobe	10-330-6105	R. Simpkins	155.88	Adobe software license
Adobe	10-100-6105	S. Hake	19.99	Monthly Document Editing
Adobe	30-240-6105	S. Sornoso	12.99	Monthly subscription
Adobe Total			**488.71**	
Aegis Insurance	96-000-2000	M. Vendors	1,542.79	Block - Homeowner's Insurance Payment
Aegis Insurance Total			**1,542.79**	
Alta Bakery	10-110-6220	M. Reeves	31.37	CALPELRA Meal
Alta Bakery Total			**31.37**	
Amazon	20-220-6145	M. Vendors	171.32	3-Speed Pump
Amazon	10-000-6180	M. Vendors	29.08	AA Batteries
Amazon	10-000-6185	M. Vendors	139.00	Amazon Prime Business Membership
Amazon	20-320-6145	M. Vendors	43.08	Backup Batteries for Meter Data Collectors
Amazon	10-000-6180	M. Vendors	9.69	Calendar
Amazon	10-000-6180	M. Vendors	35.85	Calendar
Amazon	10-000-6180	M. Vendors	19.56	Calendar
Amazon	10-000-6180	M. Vendors	14.00	Calendar
Amazon	10-000-6180	M. Vendors	109.36	Calendars
Amazon	10-000-6180	M. Vendors	56.97	Coffee
Amazon	10-120-6120	M. Vendors	21.50	Desk Organizers
Amazon	10-000-6123	M. Vendors	39.86	Holiday Party Decor
Amazon	10-000-6123	M. Vendors	207.22	Holiday Party Decor
Amazon	10-000-6123	M. Vendors	46.32	Holiday Party Decor
Amazon	10-000-6123	M. Vendors	10.76	Holiday Party Decor
Amazon	10-330-6150	M. Vendors	121.12	HVAC Filters
Amazon	10-000-6120	M. Vendors	75.63	Kitchen equipment
Amazon	30-240-6120	M. Vendors	15.51	Kitchen Timer
Amazon	10-000-6180	M. Vendors	41.76	Mouse Traps
Amazon	10-130-6182	M. Vendors	8.44	Phone Screen Protector
Amazon	10-130-6120	M. Vendors	72.75	Step Ladder
Amazon Total			**1,288.78**	
Apple.Com	10-100-6210	M. Busby	0.99	Cell Phone data storage/management
Apple.Com Total			**0.99**	
Appliances-Mmth	96-000-6115	M. Vendors	275.00	Microwave Installation - CS2
Appliances-Mmth Total			**275.00**	
Aroma Roasters	10-100-6220	L. Block	18.53	Breakfast - CSDA Conference
Aroma Roasters Total			**18.53**	

ATV Tracks	20-220-6155	C. Monroe	694.40	Repair Polaris Track system
ATV Tracks Total			**694.40**	
Auto Direct	30-240-6145	K. Burnett	1,733.70	HMI screen - Aeration Basin Blower Room
Auto Direct Total			**1,733.70**	
Baskin	10-110-6220	M. Reeves	7.79	CALPELRA dinner 11/18
Baskin Total			**7.79**	
Battery Mart	20-320-6145	R. Motley	58.37	UPS battery for Bluffs
Battery Mart Total			**58.37**	
Big Frog Supply	20-220-6145	D. Pijuan	186.57	Replacement circulation pump.
Big Frog Supply Total			**186.57**	
Big Game	10-105-6190	M. Draper	400.00	High school sports poster
Big Game Total			**400.00**	
Bishop Glass	10-100-6155	M. Busby	558.33	Windshield replacement vehicle 84
Bishop Glass Total			**558.33**	
Blue Coyote Grill	10-130-6220	J. Burkhart	32.59	Lunch
Blue Coyote Grill Total			**32.59**	
Bob Howard	10-100-6155	M. Vendors	185.80	Rearview Mirror - #84
Bob Howard Total			**185.80**	
Booking.com	10-310-6220	R. Gonzalez	245.09	Taking Diego and Lyndsay to CDL test
Booking.com Total			**245.09**	
Brunt	10-320-6124	A. Derue	78.39	Uniform
Brunt	10-320-6124	J. Ruiz	237.04	bob winter boots purchase
Brunt	10-320-6124	J. Ruiz	183.14	winter sweaters
Brunt	10-320-6124	M. Lesiak	237.02	Uniforms
Brunt	10-310-6124	R. Gonzalez	155.28	Hoodies for Robert
Brunt Total			**890.87**	
CA Fair Plan	96-000-2000	M. Vendors	3,039.80	Block - CA Fair Plan Payment
CA Fair Plan Total			**3,039.80**	
Cannery Row Inn	10-110-6220	M. Reeves	1,241.84	CALPERLA Hotel
Cannery Row Inn Total			**1,241.84**	
Chevron	10-200-6220	C. Murray	35.37	fuel for travel to training.
Chevron	10-330-6220	R. Simpkins	32.38	Fuel - D2 Exam
Chevron Total			**67.75**	
Chick-Fil-A	10-400-6220	L. Vaca	17.44	Meal IMGIS Conference.
Chick-Fil-A Total			**17.44**	
Compressors	30-310-6120	K. Weiland	160.55	Compressor for TV Van
Compressors Total			**160.55**	
Cosco	10-000-6180	M. Vendors	52.78	Laundry Detergent
Cosco Total			**52.78**	
Courtyard	10-105-6220	C. Bundesen	20.32	Meal - backflow tester re-cert
Courtyard	10-130-6220	J. Burkhart	1,181.82	hotel
Courtyard	10-130-6220	J. Burkhart	23.21	meal
Courtyard Total			**1,225.35**	
Covercraft	10-310-6155	L. Cox	408.36	Seat covers for TV truck
Covercraft Total			**408.36**	
CWEA	10-330-6160	D. Pijuan	251.00	CWEA Renewal
CWEA	10-320-6160	J. Ruiz	255.00	C3 application
CWEA	30-320-6160	M. Hannon	375.00	Membership and Re-cert
CWEA	30-320-6160	M. Lesiak	370.00	Certification

CWEA Total			**1,251.00**	
DirecTV	10-000-6123	M. Vendors	152.99	DirecTV
DirecTV Total			**152.99**	
Douglass	10-320-6155	M. Hannon	189.72	Hoist Pendant Controller
Douglass Total			**189.72**	
Dutch Bros	10-110-6220	M. Reeves	7.75	CALPELRA Meal
Dutch Bros Total			**7.75**	
Etsy, Inc.	10-000-6180	L. Block	47.15	Office Supplies - Calendar Orders
Etsy, Inc. Total			**47.15**	
Expedia	10-310-6220	D. Garcia	124.79	Hotel for CDL license
Expedia Total			**124.79**	
Exxon	10-400-6220	K. Roberts	34.03	Fuel
Exxon Total			**34.03**	
Fairfield Inn	10-105-6220	C. Bundesen	413.09	Hotel- backflow tester re-certification
Fairfield Inn	10-105-6220	C. Bundesen	30.00	Hotel parking- backflow tester re-cert
Fairfield Inn Total			**443.09**	
Giggle Springs	10-300-6125	R. Motley	50.01	Fuel for truck 90
Giggle Springs Total			**50.01**	
Giovannis	10-200-6215	C. Murray	44.09	Lunch with GM
Giovannis	10-130-6123	J. Mulbay	65.78	ISD Lunch Meeting
Giovannis	10-100-6215	L. Block	234.24	Rate Study Meeting Lunch
Giovannis	10-100-6215	M. Busby	38.81	Local agency/business lunch meeting
Giovannis Total			**382.92**	
Great Basin	10-400-6220	K. Roberts	11.68	meal
Great Basin Total			**11.68**	
Helly Hansen	10-330-6124	R. Simpkins	203.95	Work Uniform
Helly Hansen	10-330-6124	R. Simpkins	374.20	Work Uniform
Helly Hansen Total			**578.15**	
Hilton	10-310-6220	L. Cox	124.76	CDL test in Bakersfield
Hilton Total			**124.76**	
Hing's Donuts	10-000-6180	R. Motley	53.04	Staff meeting treats
Hing's Donuts Total			**53.04**	
Home Depot	96-000-6115	M. Vendors	373.89	Microwave - CS2
Home Depot	21-000-1301	R. Simpkins	85.05	Admin building entrance ground heating
Home Depot	21-000-1301	R. Simpkins	115.72	Admin building ground heating
Home Depot Total			**574.66**	
Hyatt	10-200-6220	C. Murray	288.72	Lodging for training
Hyatt	10-400-6220	D. Carlson	143.68	KR Hotel for training
Hyatt	10-400-6220	K. Roberts	8.00	meal
Hyatt	10-400-6220	L. Vaca	731.67	Hotel stay IMGIS Conference.
Hyatt Total			**1,172.07**	
Indian Pizza	10-110-6220	M. Reeves	24.99	CALPELRA lunch 11/18
Indian Pizza Total			**24.99**	
Iniburger	10-110-6220	M. Reeves	18.84	CALPELRA Meal
Iniburger Total			**18.84**	
Jacks	10-110-6220	M. Reeves	21.82	CALPELRA Meal
Jacks Total			**21.82**	
Jamba Juice	10-400-6220	L. Vaca	8.49	Meal IMGIS Conference.
Jamba Juice Total			**8.49**	

Jet Restaurant	10-105-6220	C. Bundesen	21.58	Meal - backflow tester re-cert
Jet Restaurant Total			**21.58**	
Keurig	10-000-6180	R. Motley	37.98	k cups for office machine
Keurig Total			**37.98**	
La Vaca	10-400-6220	K. Roberts	25.13	lunch
La Vaca Total			**25.13**	
Loves	10-110-6220	M. Reeves	49.12	CALPELRA fuel
Loves Total			**49.12**	
Lowbrau	10-105-6220	C. Bundesen	31.00	Meal - backflow tester re-cert
Lowbrau Total			**31.00**	
Mammoth Smogs	10-310-6155	A. Larson	102.95	Smog for Surplus
Mammoth Smogs	10-330-6155	A. Larson	102.95	Smog for Surplus
Mammoth Smogs Total			**205.90**	
Manor Market	10-400-6220	K. Roberts	34.41	Fuel
Manor Market Total			**34.41**	
Mistobox	10-000-6180	R. Motley	18.00	coffee
Mistobox	10-000-6180	R. Motley	18.00	Coffee beans for the building
Mistobox	10-000-6180	R. Motley	18.00	Coffee for the building
Mistobox	10-000-6180	R. Motley	234.00	quarterly coffee subscription
Mistobox	10-000-6180	R. Motley	18.00	weekly coffee bean delivery
Mistobox Total			**306.00**	
Mmth Bus Ess	30-240-6185	D. Fenstermacher	63.37	Shipped a Hach NTU meter to Hach
Mmth Bus Ess Total			**63.37**	
Mmth Mobile Tire	30-240-6155	S. Sornoso	43.00	Recalibrated tpsm sensors
Mmth Mobile Tire Total			**43.00**	
Modern Chevrolet	10-100-6155	M. Vendors	182.68	TPMS Sensors - #84
Modern Chevrolet Total			**182.68**	
Monroe Titan	21-000-1301	D. Pijuan	2,455.39	Wire for underground heating
Monroe Titan Total			**2,455.39**	
Mykonos Gyro	10-105-6220	C. Bundesen	18.46	Meal - backflow tester re-cert
Mykonos Gyro Total			**18.46**	
Naag Tag	10-000-6180	L. Block	18.50	Office Supplies - Name Plate
Naag Tag	10-000-6180	L. Block	31.25	Office Supplies - Name Plates
Naag Tag Total			**49.75**	
Nacho Bizness	10-110-6220	M. Reeves	17.43	CALPELRA Meal
Nacho Bizness Total			**17.43**	
Norco	22-340-6155	R. Gonzalez	100.00	Truck 73
Norco Total			**100.00**	
OEM Seats	30-240-6155	K. Burnett	1,359.00	Replacement seat - truck #86
OEM Seats Total			**1,359.00**	
Omelette Exp	10-100-6220	S. Hake	41.27	CSDA Conference - Breakfast
Omelette Exp Total			**41.27**	
Onset Computer	30-210-6120	R. Medhurst	528.74	Temp loggers for WWTP
Onset Computer Total			**528.74**	
Outback	10-400-6220	K. Roberts	53.47	meal
Outback Total			**53.47**	
Perez Quality Tires	10-330-6155	M. Vendors	6,090.00	Tires and Rims for #133
Perez Quality Tires Total			**6,090.00**	
Pocket Prep	10-110-6215	M. Reeves	49.99	HR Certification Prep

Pocket Prep Total			**49.99**	
Polaris	20-220-6155	E. Solomon	71.82	Parts for 2019 Polaris ranger
Polaris Total			**71.82**	
PowerWerx	30-330-6145	R. Motley	347.52	Solar panel connectors
PowerWerx Total			**347.52**	
Pump Products	30-320-6145	D. Pijuan	515.38	New Float system for East Mary LS
Pump Products Total			**515.38**	
Salomom USA	10-330-6124	R. Simpkins	225.50	Work Boots
Salomom USA Total			**225.50**	
Schats Bakery	10-100-6215	S. Hake	15.00	Board Meeting Snacks
Schats Bakery Total			**15.00**	
Scribe	20-220-6105	C. Monroe	6.39	Prorated scribe subscription
Scribe	10-130-6105	P. Gregory	708.00	AI QRG creation tool
Scribe Total			**714.39**	
Seoul Express	10-105-6220	C. Bundesen	25.04	Meal - backflow tester re-cert
Seoul Express Total			**25.04**	
Smart And Final	10-100-6180	S. Hake	23.90	Kitchen Supplies
Smart And Final Total			**23.90**	
Staples	10-000-6180	L. Block	253.02	Office Supplies
Staples	10-000-6180	L. Block	80.55	Office Supplies
Staples Total			**333.57**	
Starbucks	10-130-6220	J. Burkhart	8.40	meal
Starbucks	10-400-6220	K. Roberts	14.75	meal
Starbucks Total			**23.15**	
Starlink	10-130-6211	M. Vendors	120.00	Starlink
Starlink Total			**120.00**	
Subway	10-100-6215	L. Block	93.03	Lunch for Strategic Plan Staff Meeting
Subway Total			**93.03**	
Summit Racing	10-330-6155	H. Lewis	56.01	disconnect switch for hoist
Summit Racing Total			**56.01**	
Sunrise Cafe	10-110-6220	M. Reeves	24.89	CALPELRA Meal
Sunrise Cafe Total			**24.89**	
Taco Bell	10-330-6220	R. Simpkins	18.23	Meal - D2 Test
Taco Bell Total			**18.23**	
Tire Rack	10-400-6155	M. Vendors	655.87	Tires - #3
Tire Rack Total			**655.87**	
Topaz Lodge	10-330-6220	R. Simpkins	25.34	Fuel - D2 Exam
Topaz Lodge Total			**25.34**	
Towneplace	10-330-6220	R. Simpkins	10.00	Parking Fee - D2 Exam
Towneplace Total			**10.00**	
Truewerk	10-320-6124	J. Ruiz	268.30	bob winter jacket
Truewerk	10-100-6124	M. Busby	213.35	Work pants
Truewerk Total			**481.65**	
U-Line	10-120-6180	M. Vendors	152.66	Envelopes
U-Line Total			**152.66**	
UPS	30-240-6145	M. Vendors	654.34	Shipment of Bad Pump to Hydrostal
UPS	10-210-6185	M. Vendors	95.91	UPS Service and Shipping Fees
UPS	10-210-6185	M. Vendors	22.08	UPS Service Fee
UPS	10-210-6185	M. Vendors	228.74	UPS Service Fee & Shipping Charges

UPS	30-240-6185	M. Vendors	58.31	UPS Service Fee & Shipping Charges
UPS Total			**1,059.38**	
Urban Plates	10-105-6220	C. Bundesen	42.10	Travel / meal - backflow tester re-cert
Urban Plates Total			**42.10**	
Vons	10-100-6215	S. Hake	16.47	Board Meeting Snacks
Vons	10-100-6215	S. Hake	84.68	Board Meeting Snacks
Vons	10-000-6123	S. Hake	18.97	Meeting snacks
Vons	10-000-6123	S. Hake	97.81	Staff Meeting Snacks
Vons Total			**217.93**	
Walmart	10-120-6180	M. Bretz	72.85	Accidental Personal Purchase
Walmart	10-120-6180	M. Bretz	38.75	Accidental Personal Purchase
Walmart Total			**111.60**	
Warming Hut	10-100-6215	M. Busby	88.37	Lunch meeting with Admin. staff
Warming Hut Total			**88.37**	
Willow Creek	10-000-6180	L. Block	22.99	Office Supplies - Calendar Order
Willow Creek Total			**22.99**	
Yuhubi Nobi	10-400-6220	K. Roberts	30.78	Fuel
Yuhubi Nobi Total			**30.78**	
Zoom	10-000-6215	S. Hake	40.00	Meeting recordings/remote attendance
Zoom Total			**40.00**	
November Visat Transaction Total			**37,661.89**	

MINUTES

Tuesday, November 18, 2025
Mammoth Community Water District
Special Board Workshop
Water and Wastewater Rate Study

The Board of Directors convened in session at the hour of 9:06 a.m. A brief recess was taken, and the meeting was adjourned at 11:14 a.m.

Prepared by:

Stephanie Hake
Executive Assistant

ATTEST:

Mark Busby
Board Secretary

DRAFT

THE RATE STUDY PLANNING WORKSHOP of the Board of Directors of the Mammoth Community Water District was held on Tuesday, November 18, 2025 at 9:06 a.m.

ROLL CALL

Board Present
Director: Tom Cage
Director: Dennis Domaille
Director: Elizabeth Hylton
Director: Tom Smith
Director: Gary Thompson

Board Staff Present
General Manager: Mark Busby
Finance Manager: Jeff Beatty
Operations Superintendent: Clay Murray
Principal Administrative Analyst: Michael Draper
Executive Assistant: Stephanie Hake
Legal Counsel: Joshua Horowitz

Guests Present
Anthony Elowsky – RDN Consulting *(remote attendance)*
Zach VanDinther – RDN Consulting *(remote attendance)*
Leanna Block – MCWD Staff
Melissa Bretz – MCWD Staff
David Carlson – MCWD Staff

WATER AND WASTEWATER RATE STUDY PLANNING WORKSHOP

1. Receive a Presentation from Consultant Robert D. Niehaus, Inc. (RDN) Regarding the Draft MCWD Water and Wastewater Rate Study

Jeff Beatty introduced RDN's Anthony Elowsky, the lead working with staff and the Board ad-hoc committee in the rate study. Mr. Elowsky delivered a Power Point presentation that provided the Board with a thorough cost-of-service analysis that the ad-hoc committee has been focused on over the past several months.

2. The Board Will Review, Discuss, and Provide Input and Direction to Staff and RDN Regarding the Draft MCWD Water and Wastewater Rate Study and Proposed Adjustments to the Water and Wastewater Rate Structure

Board members engaged with staff and Mr. Elowsky throughout the presentation, asking many questions. The discussion focused on the differences between the existing and proposed rate structures, breakdown of fixed and variable charges for both water and sewer service, and the impact of the proposed change on different customer classes. They also discussed how much an annual increase in rates should be.

Board members agreed that the proposed water rate structure should be based on meter ratios by allowable fixture units under the California Plumbing Code and water usage charges should be a two-tiered rate structure

for all customer classes. The proposed sewer rates will also be based on allowable fixture units under the California Plumbing Code.

Direction was given to staff and RDN to set the public hearing for the new water and sewer rates and charges and to provide the required mailed notice to property owners and ratepayers of the public hearing to be held at the March 19, 2026 regular Board meeting. The notice should include the new exhaustion of remedies process under AB 2257. Following the hearing, the Board will consider adopting the proposed rate changes and implementing the new rates effective April 1, 2026.

ADJOURNMENT

Director Domaille made a motion to adjourn the workshop.

BOARD ACTION – To adjourn the workshop

MOVED BY:	Director Domaille
SECONDED BY:	Director Cage
AYES:	Directors Cage, Domaille, Hylton, Smith, and Thompson
NAYS:	None

President Smith adjourned the workshop at 11:14 a.m.

DRAFT

MINUTES

Thursday, November 20, 2025
Mammoth Community Water District
Regular Board Meeting

The Board of Directors convened in session at the hour of 5:35 p.m. A brief recess was taken, and the meeting was adjourned at 7:05 p.m.

Prepared by:

Stephanie Hake
Executive Assistant

ATTEST:

Mark Busby
Board Secretary

DRAFT

THE REGULAR MEETING of the Board of Directors of the Mammoth Community Water District was held on Thursday, November 20, 2025, at 5:35 p.m.

ROLL CALL

Board Present
Director: Tom Cage
Director: Dennis Domaille
Director: Elizabeth Hylton
Director: Tom Smith
Director: Gary Thompson

Board Absent
None

Board Staff Present
General Manager: Mark Busby
Operations Superintendent: Clay Murray
Maintenance Superintendent: Rob Motley
Information Services Manager: Justin Mulbay
Principal Administrative Analyst: Michael Draper
Executive Assistant: Stephanie Hake
District Counsel: Josh Horowitz *(attending via Zoom)*

Guests Present
Leanna Block – MCWD Staff
Melissa Bretz – MCWD Staff
Kyle Burnett – MCWD Staff
David Carlson – MCWD Staff
Bruce Medhurst – MCWD Staff
Chris Monroe – MCWD Staff

Some items were taken out of order to facilitate the meeting

PUBLIC FORUM

President Smith opened the public forum at 5:35 p.m.

No one addressed the Board and President Smith closed the public forum at 5:36 p.m.

CONSENT AGENDA A

A-1 Approve the October 2025 Check Disbursements
A-2 Approve the Minutes from the Regular Meeting held October 16, 2025
A-3 Approve Changing the Dates of the January 2026 Board Activity Schedule:
- **a. Change the Date of the January 2026 Regular Board Meeting from January 15 to January 22, 2026 at 3:00 p.m.;**
- **b. Change the Date of the January 2026 Standing Committee Meetings i.e., Technical Services and Finance from January 14, 2026 to January 21, 2026**

There was no discussion. Director Hylton made a motion.

BOARD ACTION – To approve Consent Agenda A

MOVED BY: Director Hylton
SECONDED BY: Director Cage
AYES: Directors Cage, Domaille, Hylton, Smith, and Thompson
NAYS: None

CONSENT AGENDA B – DEPARTMENT REPORTS

B-1 Operations Department Report
B-2 Maintenance Department Report
B-3 Finance Department Report
B-4 Engineering Department Report
B-5 Information Services Report
B-6 Personnel Services Report
B-7 Regulatory Support Services Report
B-8 General Manager's Report

Director Domaille made a motion.

BOARD ACTION – To approve Consent Agenda B

MOVED BY: Director Domaille
SECONDED BY: Director Thompson
AYES: Directors Cage, Domaille, Hylton, Smith, and Thompson
NAYS: None

CURRENT BUSINESS

C-1 Update on the District's Annual "Years of Service" Recognition Luncheon

- Mark Busby 30 Years
- Heidi Christensen 20 Years
- Stephanie Hake 20 Years
- Justin Mulbay 20 Years
- Jeff Beatty 10 Years
- Julie Burkhart 5 Years
- Aaron DeRue 5 Years
- Garrett Higerd 5 Years
- Honovaa Lewis 5 Years
- Sarah Minich 5 Years
- Melissa Reeves 5 Years

President Smith commended each of the eleven staff members for their commitment to the District and the cumulative number of years of service.

Mark Busby shared some comments on the District's overall recognition program.

A brief discussion followed.

BOARD ACTION – None, information only

C-2 Discuss and Consider Adopting Resolution No. 11-20-25-14 Declaring Thursday, January 22, 2026 as MCWD Staff Appreciation Day; the District Offices will be Closed from 11:30 a.m. through 4:30 p.m.

Following a brief discussion, Director Cage made a motion.

BOARD ACTION – To adopt Resolution No. 11-20-25-14 declaring Thursday, January 22, 2026 as MCWD Staff Appreciation Day; the District offices will be closed from 11:30 a.m. through 4:30 p.m.

MOVED BY: Director Cage
SECONDED BY: Director Hylton
AYES: Directors Cage, Domaille, Hylton, Smith, and Thompson
NAYS: None

C-3 Discuss and Consider Approving an Adjustment in Directors' Compensation for Each Day's Service in an Amount Not to Exceed the Lesser of the CPI or Statutory Limit of 5.0%, Effective January 1, 2026, and Discussion of Possible Future Amendments to the Director Compensation Ordinance

Stephanie Hake presented the item. Attorney Horowitz noted that the annual process provided in the Director Compensation Policy has limitations and the Board should consider making amendments to the policy at a future meeting to allow more flexibility with the process. Direction was given to bring back the policy for possible updates.

There was very little discussion and Director Cage made a motion.

BOARD ACTION – To approve an adjustment in Director's compensation for each day's service of 3.0%, effective January 1, 2026

MOVED BY: Director Cage
SECONDED BY: Director Hylton
AYES: Directors Cage, Domaille, Hylton, Smith, and Thompson
NAYS: None

C-4 MCWD Cross-Connection Control Policy

1. **Discuss and Consider Enacting Ordinance No. 11-20-25-15 Amending Section 3.34 of Division III of Chapter 12 of the MCWD Code;**
2. **Discuss and Consider Adopting Resolution No. 11-20-25-16 Adopting a New MCWD Cross-Connection Control Policy (PL-ADM-025) to Update and Replace Existing Code Provisions**

Michael Draper briefly described the background for developing the policy; stating that the policy provisions align the District's current cross-connection control (CCC) program with the state's recently adopted Cross-Connection Control Policy Handbook. He also said that the District's current CCC program provisions are found in the MCWD Water Code and best practice is to have a stand-alone policy rather than being part of the Code. Mr. Draper highlighted a couple of the new requirements.

A brief discussion followed then President Smith called for a motion.

BOARD ACTION – 1. To enact Ordinance No. 11-20-25-15 amending Section 3.34 of Division III of the MCWD Code

MOVED BY: Director Cage
SECONDED BY: Director Hylton
AYES: Directors Cage, Domaille, Hylton, Smith, and Thompson
NAYS: None

BOARD ACTION – 2. To adopt Resolution No. 11-20-25-16 adopting a new MCWD Cross-Connection Control Policy

MOVED BY: Director Cage
SECONDED BY: Director Thompson
AYES: Directors Cage, Domaille, Hylton, Smith, and Thompson
NAYS: None

C-5 Consider and Possibly Approve Agreement to Employ Clay Murray in the Position of General Manager (to be considered after closed session)

The Board returned from closed session and President Smith said the Board had been updated with the details of the agreement that had been negotiated with Mr. Murray and the General Manager Selection Committee.

President Smith called for a motion to approve the agreement with Clay Murray.

Director Cage clarified that the term of the agreement is broken into two parts, one is for the first seven months, with a review in October, then annually for the subsequent three years.

There was no further discussion and Director Cage made a motion.

BOARD ACTION – To approve the agreement with Clay Murray in the position of General Manager, effective March 1, 2026

MOVED BY: Director Cage
SECONDED BY: Director Hylton
AYES: Directors Cage, Domaille, Hylton, Smith, and Thompson
NAYS: None

COMMITTEE MEETINGS HELD DURING THE MONTH

Technical Services Committee – *November 19, 2025*
Dennis Domaille
Gary Thompson
Finance Committee – *November 19, 2025*
Tom Cage
Elizabeth Hylton

Technical Services Committee:

Director Domaille said the committee discussed the possibility of installing a fire sprinkler system on the roof of the Lake Mary Water Treatment facility and emergency backup generators had been installed at the Groundwater Treatment Plant No. 1 and Well 1 for fire hardening. Staff reported that the results of the initial testing conducted at the Laurel Pond monitoring wells were better than expected.

Director Thompson said staff provided the committee with a tour of the new sewer TV truck.

~

Finance Committee:

Director Hylton reported that the District received a property tax payment from the unsecured tax base.

DIRECTOR COMMENTS, REQUESTS, AND REPORTS

There were no comments from the Board.

ATTORNEY REPORT

Attorney Horowitz said there was nothing to report.

CLOSED SESSION

No recess was taken, and the Board went into closed session at 6:18 p.m. to discuss items D-2 and D-3.

The Board came out of closed session at 6:40 p.m. to address item C-5, then returned to closed session at 6:44 p.m. to discuss item D-1. At this time, Directors Smith and Domaille recused themselves, left the boardroom and did not participate in the discussion of Closed Session item D-1.

D-1 Conference with Real Property Negotiators
Pursuant to Government Code Sections 54954.5(e) and 54956.8
Property Description: Mono County APNs – 022-400-023-000; 022-400-024-000; 022-400-025-000
Under Negotiation: Price and Terms of Payment
MCWD Negotiators: Mark Busby
Property Owner Negotiator: Plum Family Limited Partnership

D-2 Public Employee Appointment
Involving the Position of General Manager
Pursuant to Government Code Sections 54954.5(e) and 54957(b)(1)

D-3 Conference with Labor Negotiators
Involving Unrepresented Employee in the Position of General Manager
Pursuant to Government Code Sections 54954.5(f) and 654957.6

ADJOURNMENT

The Board returned from closed session at 7:05 p.m. and there was no report out.

Vice President Cage adjourned the meeting at 7:05 p.m.

DRAFT

MINUTES

Wednesday, December 17, 2025
Mammoth Community Water District
Special Board Workshop
Annual Strategic Planning

The Board of Directors convened in session at the hour of 8:05 a.m. A brief recess was taken, and the meeting was adjourned at 11:08 a.m.

Prepared by:

Stephanie Hake
Executive Assistant

ATTEST:

Mark Busby
Board Secretary

DRAFT

THE ANNUAL STRATEGIC PLANNING WORKSHOP of the Board of Directors of the Mammoth Community Water District was held on Wednesday, December 17, 2025 at 8:05 a.m.

ROLL CALL

Board Present
Director: Tom Cage
Director: Dennis Domaille
Director: Elizabeth Hylton
Director: Tom Smith
Director: Gary Thompson *(attended remotely) (left the meeting at 10:45 a.m.)*

Staff Present
General Manager: Mark Busby
District Engineer: Garrett Higerd
Finance Manager: Jeff Beatty
Operations Superintendent: Clay Murray
Maintenance Superintendent: Rob Motley
Information Services Manager: Justin Mulbay
Principal Administrative Analyst: Michael Draper
Executive Assistant: Stephanie Hake

Guests Present
Leanna Block – MCWD Staff
Melissa Bretz – MCWD Staff
Kyle Burnett – MCWD Staff
Chris Monroe – MCWD Staff

DRAFT

STRATEGIC PLANNING WORKSHOP FY 2027

1. **Discuss and Provide Direction Regarding the Proposed FY 2027 Strategic Plan**

Mark Busby opened by describing the annual strategic plan process and that the Board's engagement in the process begins with this December workshop. He said depending on direction from the Board during the workshop, staff target presenting the plan for possible adoption in January. This timeline coincides with the annual budgeting process and the new fiscal year that begins April 1.

Staff engaged the Board of Directors in a thorough review of the Draft FY 2027 Strategic Plan (Plan). Many objectives and metrics for progress were discussed in varying detail, with consideration of both short- and longer-term planning. Discussion highlights were on projects and priorities that will be focused on in the coming fiscal year.

Following the lengthy discussion, Board members expressed their appreciation for staff's hard work and their ability to articulate the multitude and diverse activities and projects that the District plans for and accomplishes each year. The Board did not suggest any changes to this year's draft Plan.

The Board will be presented with the final Plan for possible adoption at the January 22, 2026 Regular Board Meeting.

ADJOURNMENT

Director Domaille made a motion to adjourn the workshop.

BOARD ACTION – To adjourn the workshop

MOVED BY:	Director Domaille
SECONDED BY:	Director Cage
AYES:	Directors Cage, Domaille, Hylton, and Smith
NAYS:	None
ABSENT:	Director Thompson *(left the meeting at 10:45 a.m.)*

President Smith adjourned the workshop at 11:08 a.m.

DRAFT

MAMMOTH COMMUNITY WATER DISTRICT

Agenda Item: B-1

Operations Department Report

01-22-2026

January 2026

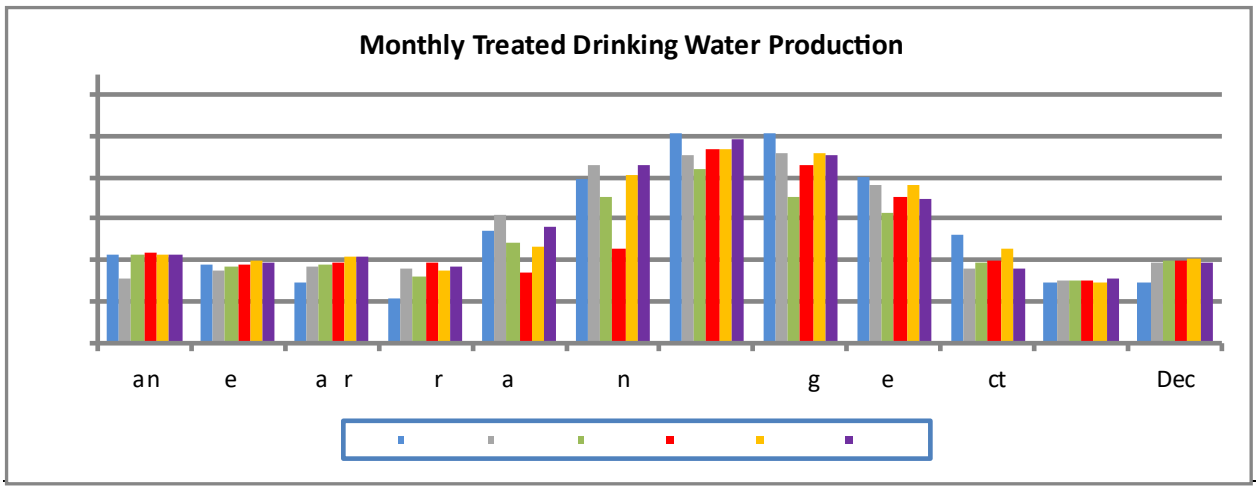
Report Summary

December Production Data *(In Million Gallons)*	2023	2024	**2025**
Treated Surface Water	39.3	40.9	**37.9**
Treated Groundwater	0.3	0.3	**0.6**
Untreated Groundwater	0.0	0.0	**0.0**
Reclaimed Wastewater	0.0	0.0	**0.0**
Totals	39.6	41.2	**38.6**
Non-Revenue Water	4.5	3.4	**4.3**
Treated Wastewater	45.2	48.4	**44.9**
Photovoltaic Power Produced (kWh)	69,312	73,325	**50,295**
Photovoltaic Solar Irradiance (kW/m^2)	457	474	**403**

Monthly - Water Treatment, Production & Supply Management

- **Drinking Water Treatment**

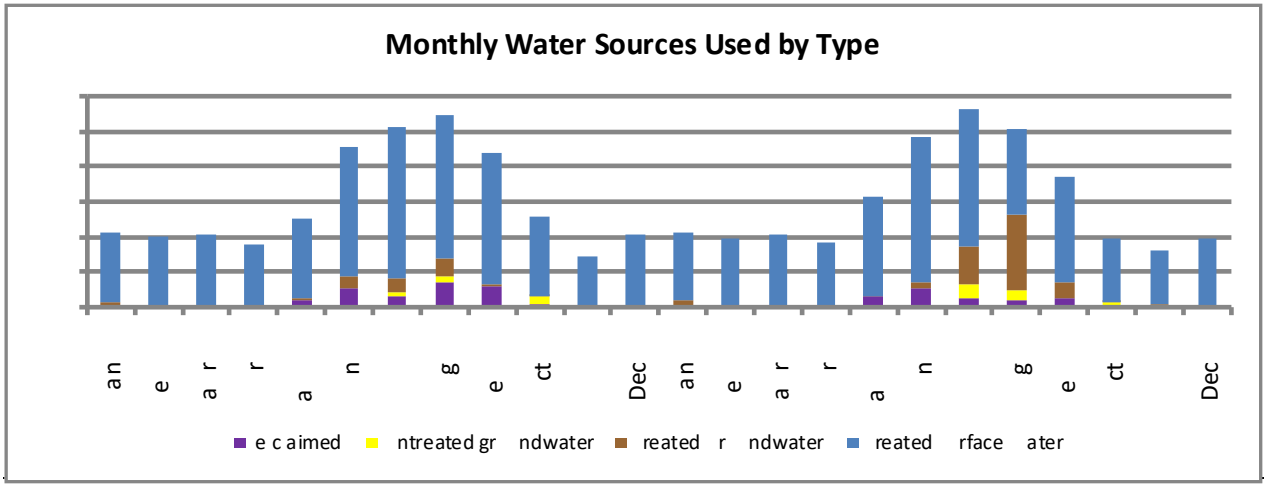
Routine samples for clarity, chlorine residual, and bacteriological analysis of the District's drinking water were conducted during the month. The results of all sampling for the month were in compliance with the standards set by the State Water Resources Control Board Drinking Water Division. A total of 38.56 million gallons (MG) were treated for drinking water with an average of 1.24 million gallons per day (MGD). Drinking water was produced from surface and groundwater supplies, 98% and 2% respectively.



MAMMOTH COMMUNITY WATER DISTRICT

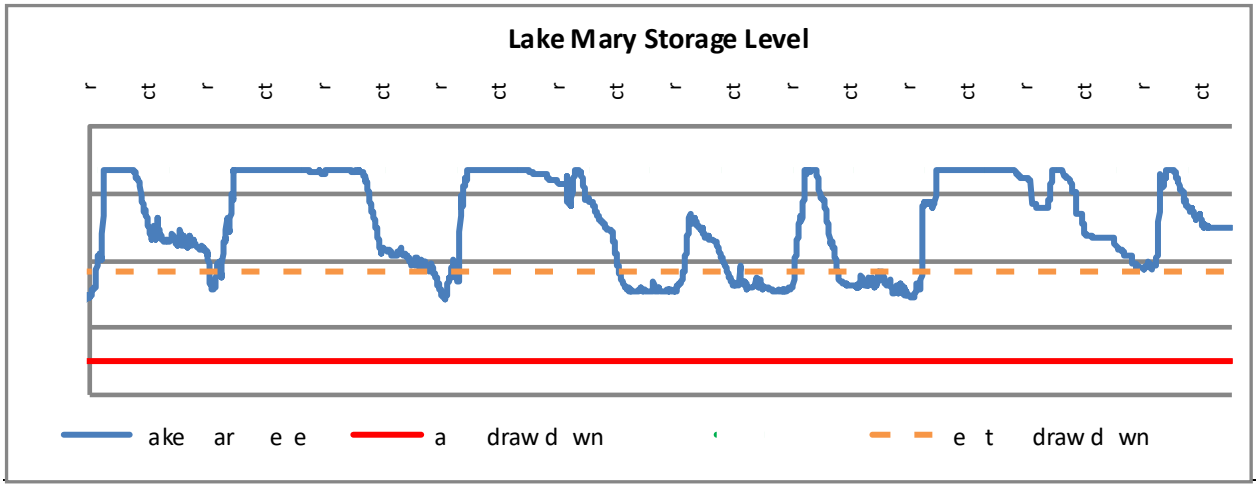
Operations Department Report

January 2026



- **Surface Water**

The minimum daily stream flow requirement for the month was 5.9 *cfs* for Mammoth Creek, as measured at Old Mammoth Road. Flow rates in the creek ranged from 5.9 *cfs* to 25.6 *cfs.* The flow requirement for January increases to 6.4 *cfs* and current flows are above the requirement. Lake Mary is currently 1.73' fr m full with a balance of 419 ac-ft in storage. Surface water will continue to be the primary source of supply using a combination of direct diversion and lake storage depending on stream flows meeting the requirements.



- **Groundwater**

Approximately 0.619 MG or two percent (2%) of the drinking water produced was fr m the District's gr ndwa ter sources during the month. Groundwater production Wells 1, 6, 10, 15, 17, 18, 20, 25, and 32 are operating as expected and are available for service.

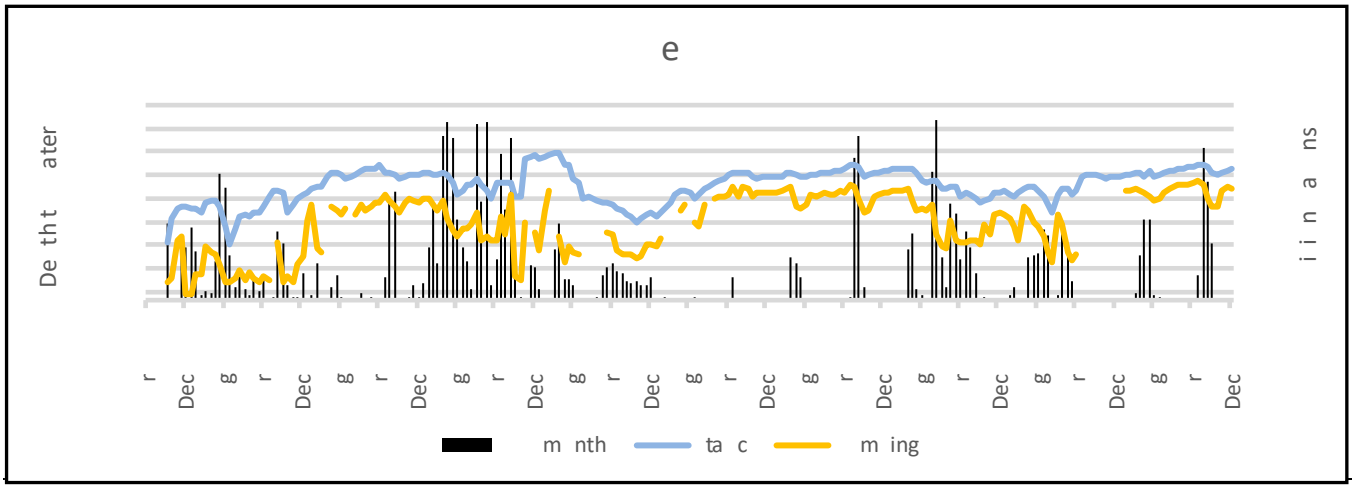
MAMMOTH COMMUNITY WATER DISTRICT

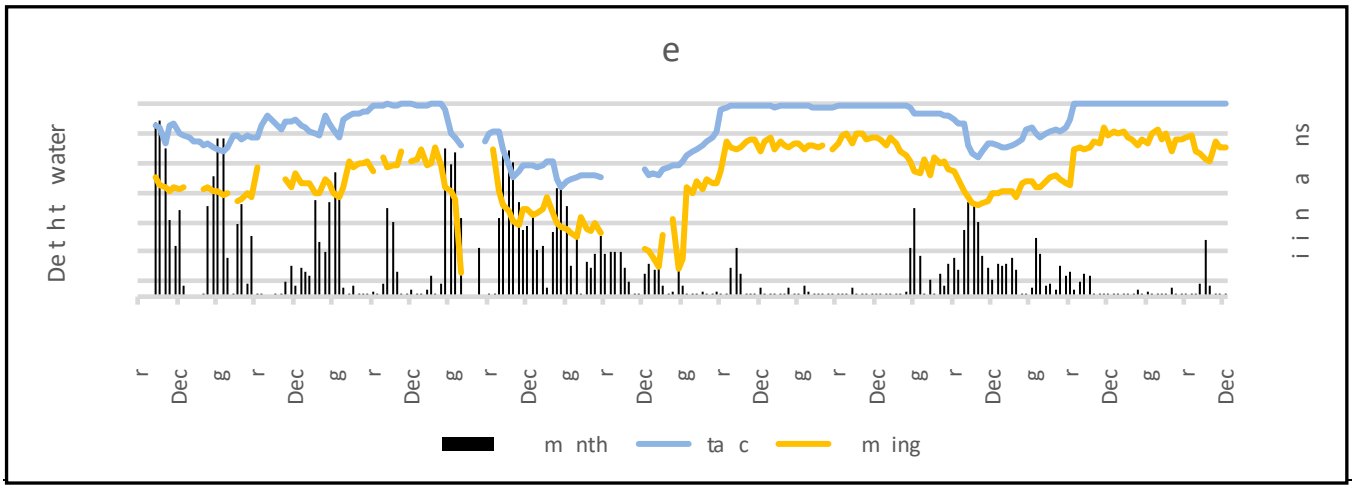
Agenda Item: B-1

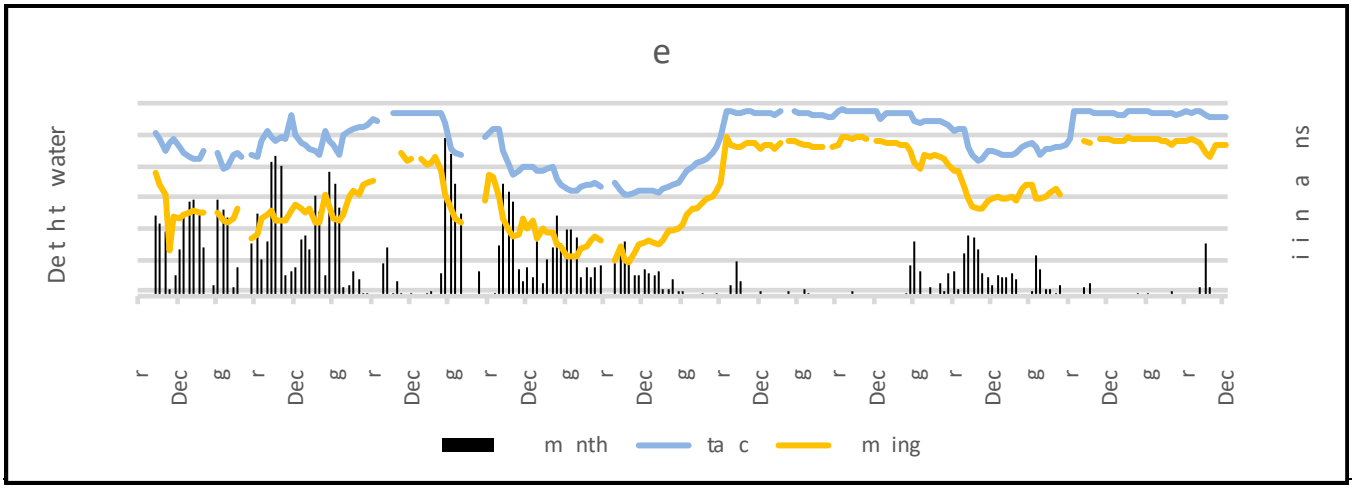
Operations Department Report

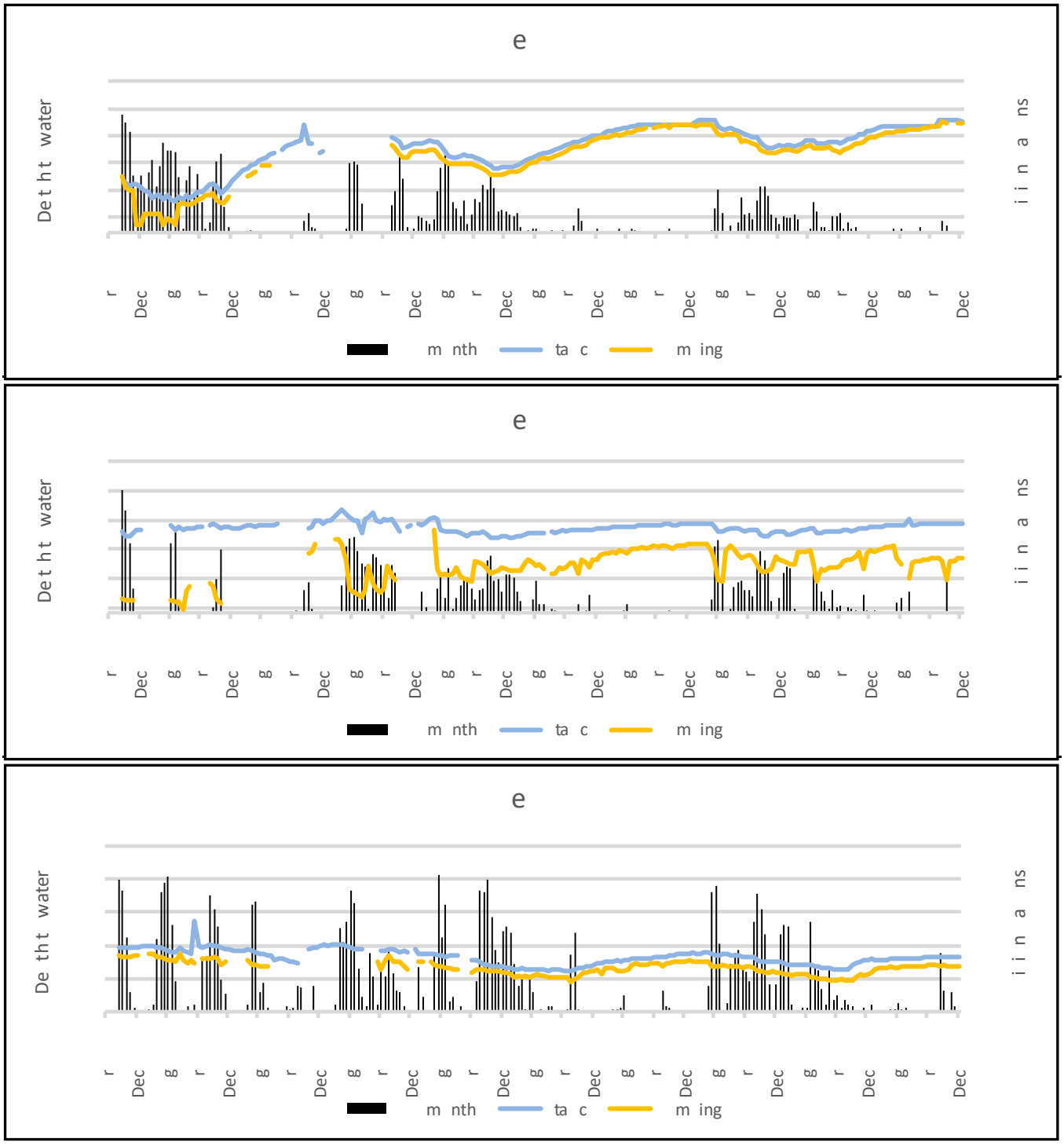
01-22-2026

January 2026



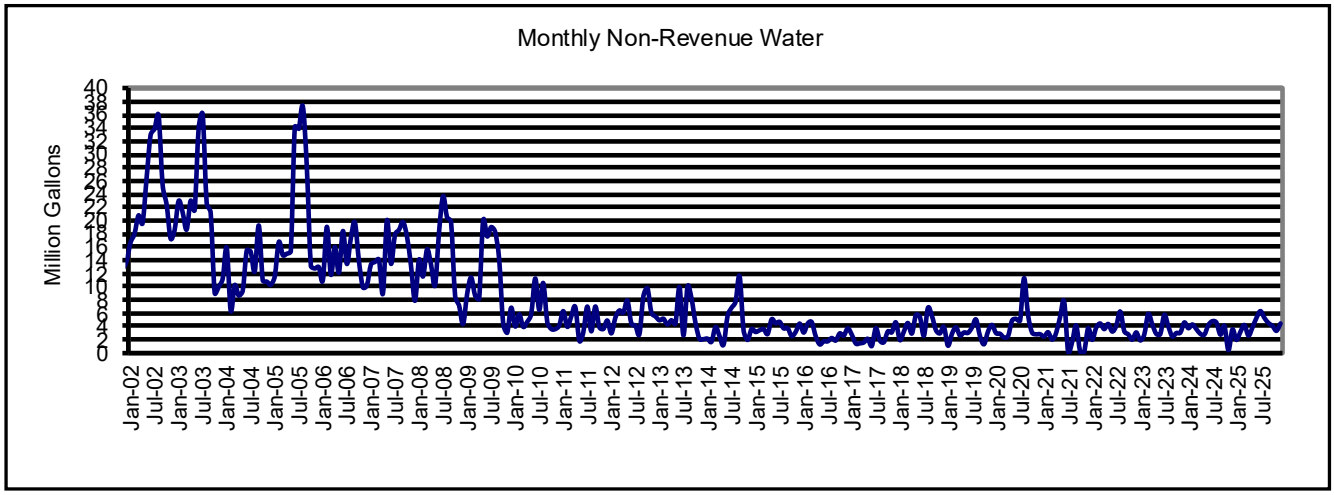





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- **Water Audit Information**

The water audit for this billing period shows a total of 4.3 MG of non-revenue water.



Wastewater – Treatment & Flow

- **Wastewater Treatment**

The wastewater treatment plant violated the average Biochemical Oxygen Demand (BOD) MCL of 30 mg/L in November with a value of 41.75 mg/L. The high BOD level was attributed to anomalous conditions and an outdated compliance monitoring sample location. The plant effluent sample was well below the MCL at 1.51 mg/L, but our outdated WDR requires that we take our sample at a location that is no longer representative of the effluent water quality as it is prior to filtration and chlorination. In addition to this violation, we also exceeded the MBAS MCL of 2.0 mg/L with a value of 3.7 mg/L in December. However, the sample may not be representative due to a holding time exceedance caused by UPS delivering the sample to our 3rd party laboratory 4 days after the holding deadline. The high MBAS was never replicated, and subsequent samples have been below the MCL with a value of 0.86 mg/L. The Lahontan Regional Water Quality Control Board is currently working with MCWD to update the Monitoring and Reporting Plan to move the sample location to the final effluent of the plant which will alleviate future erroneous compliance issues.

- **Wastewater Flows**

The total volume of wastewater treated during the month was 44.9 MG. This results in an average of 1.45 MGD of wastewater flow.

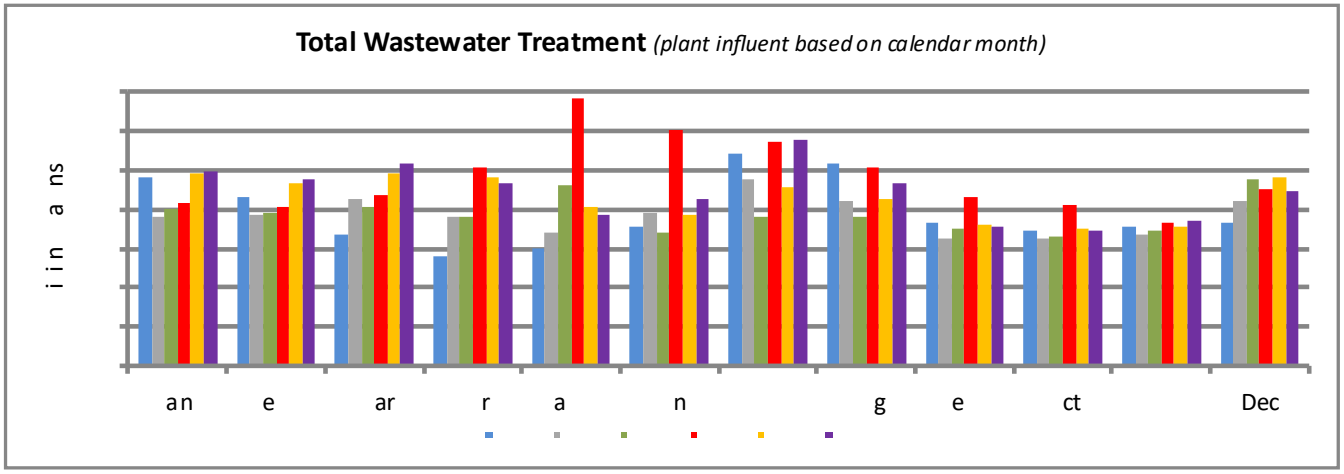
MAMMOTH COMMUNITY WATER DISTRICT

Agenda Item: B-1

Operations Department Report

01-22-2026

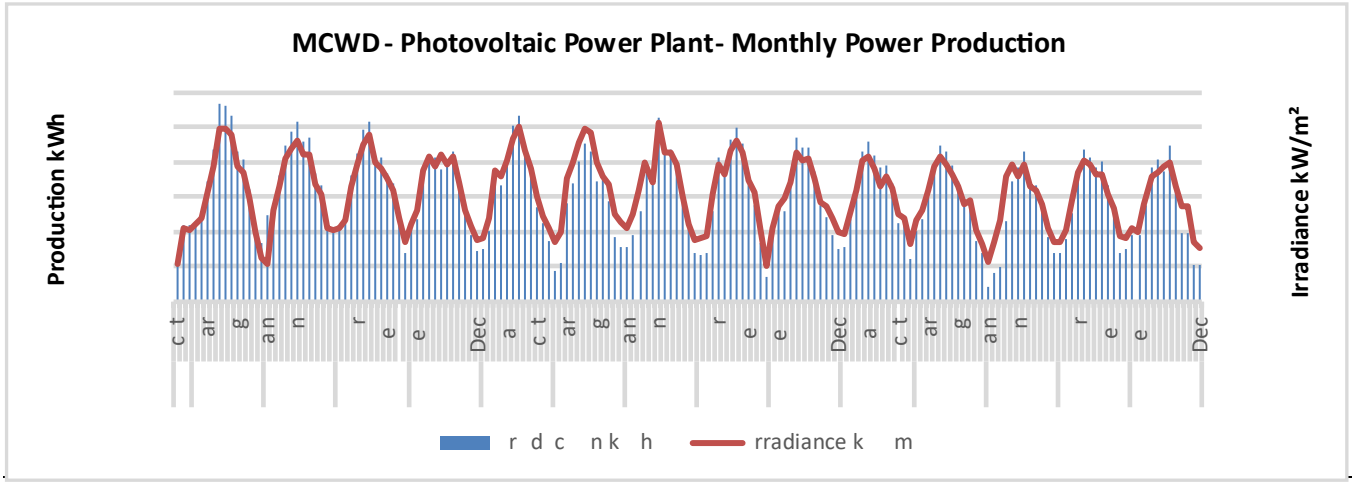
January 2026



Photovoltaic Power Plant Operations & Total District Electrical Usage

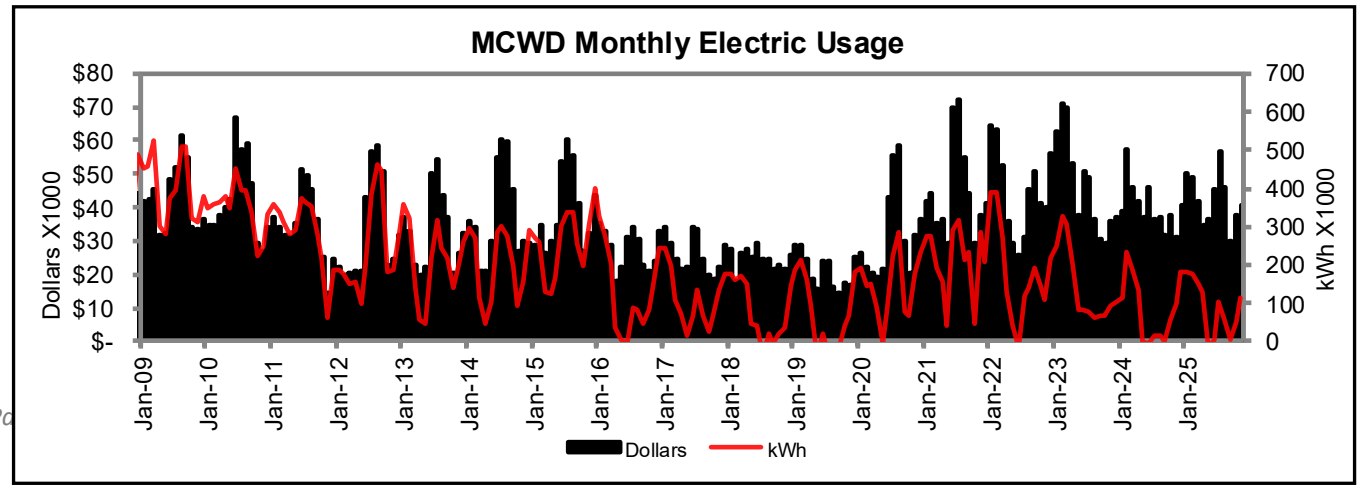
- **Solar Plant Production**

The total kilowatt hours of energy produced for the month was 50,295 kWh.



- **Total Electrical Energy Use**

Monthly energy usage chart from 2009 through November2025. We have not received an update to the Well 15 electric bill since July.



MAMMOTH COMMUNITY WATER DISTRICT

Operations Department Report
January 2026

MAMMOTH COMMUNITY WATER DISTRICT

Agenda Item: B-2

Maintenance Department Report

1-22-2026

January 2026

Report Summary

During the past two months, all maintenance divisions have continued executing preventive maintenance activities while advancing planning and budget development for upcoming capital improvement projects scheduled for the summer construction season. Crews also supported sustained winter operations, including snow removal and facility access, ensuring uninterrupted service. District facilities across all systems remain fully operational, with no regulatory compliance issues, spills, overflows, or unplanned service disruptions reported.

Wastewater Treatment Plant and Recycled Water Maintenance

The Plant Maintenance team has recently completed several critical repairs and initiated key upgrade projects to enhance system reliability and performance. Highlights include:

- The Plant water supply pump failed and was replaced with a new stainless drop pipe and pump.
- The Clorine Contact Tank (CCT) flow meter failed and was replaced. This was a challenge in that the meter is not supported any longer and the team had to source surplus parts from the used market.
- Rebuilt the waste activated sludge pump.

Wastewater Collection System Operations & Maintenance

The maintenance divisions perform year-round preventative maintenance operations on both the lift stations and collection systems to ensure smooth operations without spills or overflows. Highlights are:

- Continued replacement of unsupported legacy Program Logic Controllers (PLCs) at older lift stations, reducing risk associated with obsolete controls.
- Installed new check valves at the Tamarack lift station.
- Received the new sewer TV inspection truck. Staff are actively training on the vehicle, software, and inspection equipment to expand in-house condition assessment capabilities.



MAMMOTH COMMUNITY WATER DISTRICT

Agenda Item: B-2

Maintenance Department Report

1-22-2026

January 2026

Surface Water Treatment Plant and Related Facilities Maintenance

The Plant Maintenance team continues to address ongoing communication challenges between Tank 6 and the Lake Mary Water Treatment Plant (LMWTP). Efforts are underway to identify and implement more reliable communication methods to ensure consistent and dependable connectivity between the two facilities.

- Fabrication of the Wildland Fire Protection System for the treatment plant is underway. The goal is to complete this project this winter, along with routine maintenance.

Groundwater Treatment and Related Facilities Maintenance

Groundwater treatment plants continue to be operated monthly to maintain operational readiness. All systems are regularly maintained, ensuring they remain in a ready-to-run condition.

- Replaced sample pump and ordered new valve for sample water feed.
- Continued work on wiring the new generator and transfer switch at Groundwater Treatment Plant 1 to improve emergency power reliability.
- Preformed maintenance on pneumatic valves controls for filters.

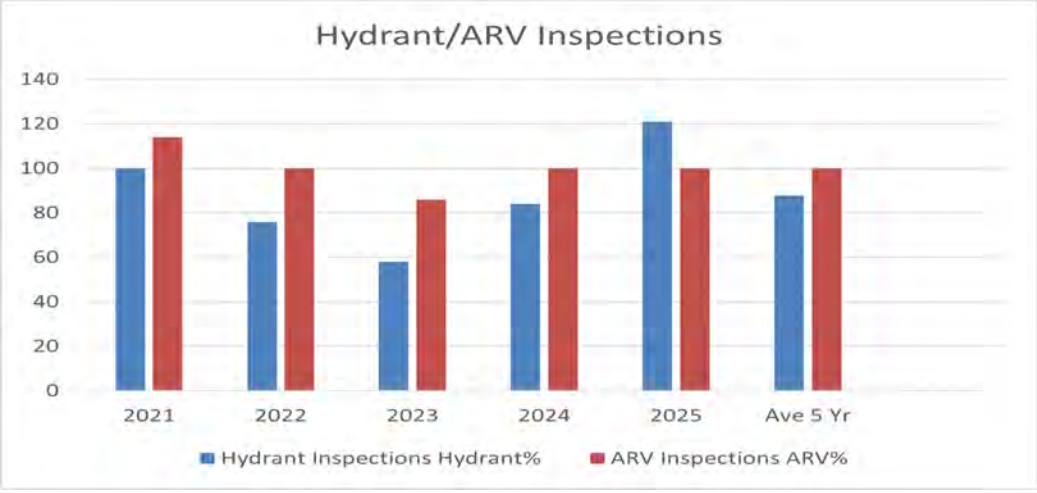
Solar Power Plant Maintenance

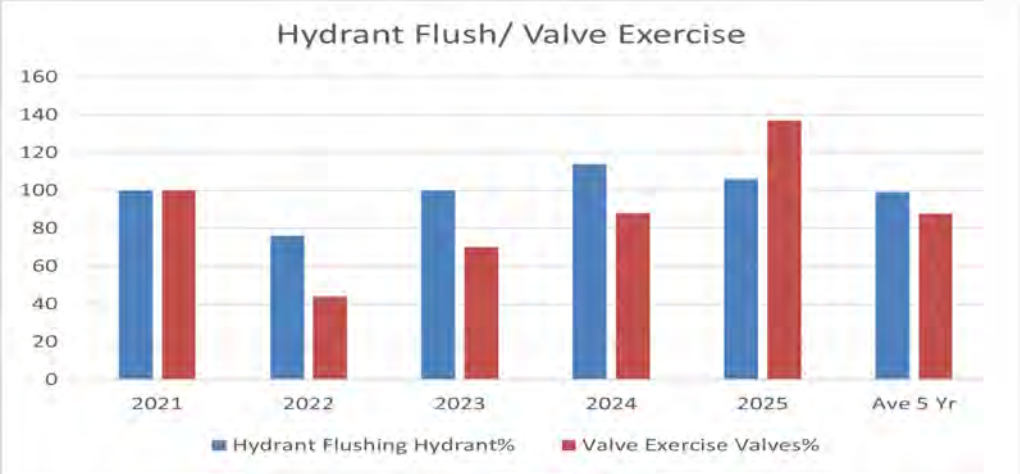
The solar array continues to perform exceptionally well, consistently exceeding forecasted production targets. We have had no lost production days in the past months.

Water Distribution System Operations & Maintenance

No major leaks were reported this month. Key activities included:

- AMI Water Meter System Health: Completed 46 system repairs and 15 manual reads, maintaining a 98.3% system read rate, supporting accurate billing and leak detection.
- Relocated meter at 2 Snow Ridge.
- Inspected all pressure reducing valve (PRV) stations to confirm proper operation.
- Completed installation and testing of all controls at the Twin PRV Station. Next steps include establishing a radio communication link and developing a SCADA interface to support remote monitoring and control.





Special Projects/Programs

In-House Construction Projects

- All underground electrical conduits to support ongoing District campus communication system upgrades have been installed or located. The pulling of the new fiber optic cables remains on the summer construction list and will be completed this spring.

Contracted Improvements

- All contract work has been completed for the year 2025.
- We are planning the construction projects for 2026.

Departmental/General

- Staff have responded to and marked 670 tickets for USA dig alerts to date in 2025.
- Preparation for surplus equipment sales is complete. All the equipment has been sold.
- The in-ground heating system at the Administration Building front entrance has been installed and is fully operational, improving winter access and pedestrian safety.

MAMMOTH COMMUNITY WATER DISTRICT

Agenda Item: B-3

Finance Department Report

01-22-2026

January 2026

Finance Department Update

At the end of December, total revenue (excluding the change in market value of the investment portfolio) is $1,086,711 (11%) higher than budgeted. The most significant components of the revenue increase are early payment of $646,717 of unsecured property tax revenue and connection fee revenue $247,520 over budget. Personnel expenses are $108,104 (2%) below budget, and operating expenses are $596,769 (15%) below budget.

Work on the water and wastewater rate study is concluding. We have received the final report from RDN and sent notice to all parcel owners of the public hearing on March 19th to consider the change in rates.

Work on the FY 2027 budget is ongoing, with Finance staff collaborating with District managers and supervisors to prepare the operating and capital budgets. The draft budget will be presented to the Board for consideration at the regular February meeting.

An employee renting a District condo purchased a home in December through the employee home purchase assistance program.

Significant expenditures in November and December include:

- $491,246 to Fidelity National Title for an employee home purchase assistance loan
- $355,816 to Spiess Construction for work on paving the District campus
- $143,480 to Chuck Villar Construction for paving following summer construction projects
- $131,305 to Cascade Drilling for work on the Laurel Pond monitoring wells
- $96,750 to Robotic Sewer Solutions for work on the collection system rehab project. $5,000 of this total was reimbursed by a property owner for damage done during construction.
- $75,200 to TOML for work on District water and sewer surface features during Town paving projects
- $51,542 to Douglass Truck Bodies for a service body on our new F-450
- Payments to the State Water Resources Control Board totaling $71,251 for annual permit fees and $5,525 for laboratory accreditation

Payroll Expenses for November 2025:

Gross Payroll	$410,524
Employer Paid Payroll Taxes	$6,987
Employer Paid 401a and 457b Match	$86,222
Employee Paid 457b Contributions	$46,485
Other Employer Paid Benefits	$99,527

Payroll Expenses for December 2025 (three pay checks):

Gross Payroll	$625,109
Employer Paid Payroll Taxes	$10,119
Employer Paid 401a and 457b Match	$134,538
Employee Paid 457b Contributions	$72,058
Other Employer Paid Benefits	$115,412

Graphs and Tables

Details on capital expenditures are listed in Table A, revenue and expenses in Table B, fund balance in Table C, and utility bill aging in Table D, followed by a summary of the District's investment portfolio including the monthly report of transactions. Summary graphs of revenue and expenses are presented below.



* Total revenue excludes the change in market value of the District's investment portfolio.

Financial Reports

Table A Capital Project Management

Capital Project Summary
Fiscal Year: 2026
Spending through December 2025

Project No	Project Name	Original Budget	FY 2026 Budget	FY 2026 YTD Expenditure	Prior Project Expenditure	Total Project Expenditure
21WW06	Parcel Relief Main	400,000	-	8,000	331,174	339,174
23W02	Twin Lakes PR Remote Monitoring and Control	81,360	57,513	26,825	19,960	46,785
24A01	GIS Utility Network Implementation	249,912	92,775	71,077	155,336	226,413
24A02	MCWD Paving*	2,900,000	1,690,693	1,833,063	1,454,964	3,288,027
24W04	Tank 7 Rehab	642,508	642,508	876,530	23,200	899,730
24W05	LMTP Backwash Tank Rehab	139,618	134,154	17,961	-	17,961
24WW04	WWTP Step Screen	225,504	141,007	154,285	86,370	240,655
24WW05	Laurel Pond Monitoring Wells	345,459	345,459	197,732	20,459	218,191
25W01	Hill Street Distribution System Improvements	103,484	103,484	151,134		151,134
25W03	Zone 4-5 Connection	743,388	743,388	7,146	3,441	10,587
25W06	Air Relief Valve Upgrade	294,199	294,199	283,274		283,274
25W07	Bridges Distribution System Improvements	103,234	103,234	0		-
25W08	Perimeter Fire Hydrants	162,192	162,192	73,154	220	73,374
25W09	Tank 2 Pump Station Roof (Juniper Ridge)	132,762	132,762	20,526		20,526
25W10	Tank 3 Pump Station Roof (Timber Ridge)	74,941	74,941	89,714		89,714
25W11	Tank 5 Pump Station Roof (Knolls)	190,583	190,583	119,127		119,127
25W12	Cathodic Protection	339,755	219,755	21,612	1,882	23,494
25W13	Snowcreek PRV Rehab	60,037	60,037	57,864		57,864
25W14	LMTP Wildland Fire Protection			19,808		19,808
25W15	Groundwater Emergency Backup Power	400,000	400,000	318,766		318,766
25WW01	Collection System Sliplining & Top Hats	446,079	446,079	110,833		110,833
25WW02	Sewer Manhole Rehab	240,035	240,035	195,804		195,804
25WW03	Filter Building Roof	1,071,559	1,071,559	56,048		56,048
	**A budget amendment of $332,000 was passed in July of 2026, increasing the total budget to $3,232,000.*					
	Capital Equipment					
	Small Excavator		135,000	182,947		
	Skid Steer		121,000	131,028		
	Replace Truck 70 - F450		55,000	63,508		
	Replace Truck 53 - F550 and Service Bed		93,000	95,136		
	Replace Truck 58 - F550 and Service Bed		104,000	105,365		
	TV Van		420,000	386,711		
	Employee housing					
	EHPA loan		800,000	1,239,250		
	Condo purchase		800,000	587,932		
	Total Capital		**9,874,355**	**7,502,161**		

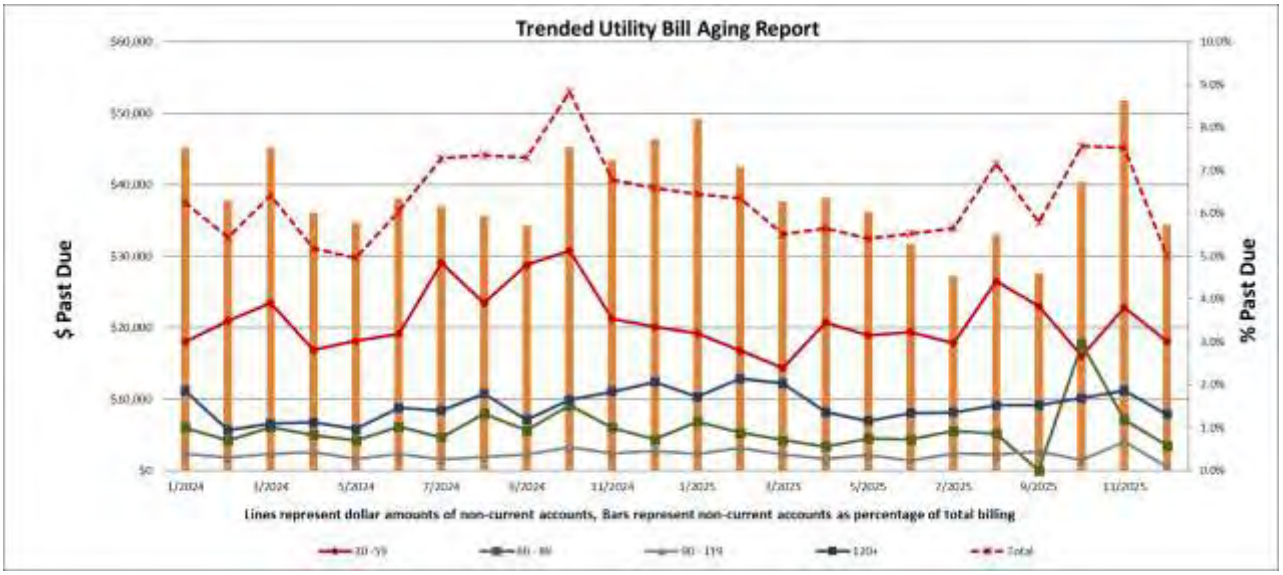
Table B Revenue and Expenses

Account	YTD Actual	YTD Budget	Annual Budget	YTD Better/Worse	% Diff
Billing - Water Usage	1,643,228	1,636,310	1,918,300	6,918	0%
Water Base Rates	1,506,012	1,510,945	2,015,400	(4,934)	0%
Wastewater Base Rates	2,119,163	2,130,198	2,841,400	(11,035)	-1%
Wastewater Flow Rates	435,815	396,666	529,100	39,148	10%
Taxes and Assessments	2,926,985	2,401,980	11,438,000	525,005	22%
Interest Income	1,357,238	1,271,116	1,695,500	86,121	7%
Permits - Connection Fees	584,885	337,365	450,000	247,520	73%
Engineering Fees	33,296	29,988	40,000	3,308	11%
Lab Fees	43,373	48,731	65,000	(5,357)	-11%
Housing Rents	147,157	165,579	220,860	(18,421)	-11%
Miscellaneous Revenue	255,614	284,217	374,100	(28,603)	-10%
Subtotal Revenue	**11,052,765**	**10,213,095**	**21,587,660**	839,670	8%
Investment Gain (Loss)	247,040	-	-	247,040	
Total Revenue	**11,299,806**	**10,213,095**	**21,587,660**	**1,086,711**	**11%**
Salaries & Wages	4,079,884	4,128,894	5,533,421	49,009	1%
Employee Benefits - Group Insu	978,181	998,917	1,198,700	20,736	2%
Employee Benefits - Pension	851,661	870,243	1,166,305	18,582	2%
Employer Paid Taxes	140,774	160,552	215,172	19,777	12%
Total Personnel Expense	**6,050,501**	**6,158,605**	**8,113,599**	108,104	**2%**
Outside Services	108,948	148,615	198,233	39,667	27%
Property Tax Admin. Fee	56,996	220,000	220,000	163,004	74%
Sludge Disposal	26,358	35,048	46,750	8,690	25%
Software Licenses/Agreements	198,199	200,783	267,819	2,585	1%
IT Services	36,630	37,698	50,284	1,068	3%
Banking Fees	56,382	50,920	67,920	(5,462)	-11%
Professional Services	229,686	384,671	513,100	154,985	40%
Outside Lab Services	36,023	51,729	69,000	15,706	30%
Equipment Rental	-	7,497	10,000	7,497	100%
Employee Housing Expenses	91,474	95,640	108,320	4,166	4%
Operating Tools/Equipment	73,805	43,445	57,950	(30,360)	-70%
Employee Engagement	19,338	15,901	21,210	(3,437)	-22%
Employee Uniform	16,814	16,988	22,650	173	1%
Gasoline	37,944	26,895	35,875	(11,048)	-41%
Diesel Fuel	22,683	18,368	24,500	(4,315)	-23%
Insurance	265,255	287,098	382,950	21,842	8%
Legal Services	36,657	59,976	80,000	23,319	39%
M & R - Line Repair/Equipment	595,747	608,040	700,318	12,293	2%
M & R - Buildings	68,559	106,060	141,470	37,500	35%
M & R - Vehicles	125,558	96,545	128,778	(29,014)	-30%
Memberships/Certifications	23,558	45,104	60,163	21,546	48%
Permit Meters	89,495	42,733	57,000	(46,762)	-109%
Operating Chemicals	250,733	284,024	378,850	33,291	12%
Operating Supplies	107,529	100,283	133,765	(7,246)	-7%
Computer Systems/Equipment	38,914	23,840	31,800	(15,074)	-63%
Computer Peripherals	9,634	3,749	5,000	(5,886)	-157%
IT Network	7,307	20,692	27,600	13,384	65%
Postage/Freight	7,631	7,579	10,110	(52)	-1%
Advertising Publications & PR	23,959	21,717	28,968	(2,242)	-10%
Books & Subscriptions	769	1,198	1,598	429	36%
Safety	20,351	20,759	27,690	408	2%
Permits & Licensing	110,109	91,916	122,604	(18,193)	-20%
Settlement Cost	14,430	14,400	14,400	(30)	0%
Telephone	25,941	24,470	32,640	(1,471)	-6%
Internet Service	23,132	22,761	30,360	(371)	-2%
Training & Meetings	41,006	68,055	90,777	27,050	40%
Travel Expenses	40,651	57,764	77,050	17,114	30%
Utilities - Electric	325,266	423,506	564,900	98,240	23%
Utilities - Propane	11,650	18,240	38,000	6,590	36%
Water Conservation	30,305	97,491	130,040	67,186	69%
Total Operating Expense	**3,305,428**	**3,902,197**	**5,010,441**	**596,769**	**15%**

Table C Fund Balance

	Operating Funds			Capital R&R Funds					
	10	20	30	21	22	23	96	98	
	Admin	Water	Wastewater	Admin	Water	Wastewater	Enterprise	LADWP	Total
Cash Total	2,098,068	3,284,615	2,395,568	1,809,386	7,967,170	14,062,930	3,293,255	2,311,675	37,222,668
Current Assets	1,127,714	275,772	221,598	-103	-4,829	-115	37,947	0	1,657,984
Non-current Assets	0	0	0	0	0	0	5,698,440	0	5,698,440
Capital Assets	0	0	0	5,599,619	37,399,288	26,373,958	4,625,850	0	73,998,715
Total Assets	3,225,782	3,560,387	2,617,166	7,408,902	45,361,630	40,436,772	13,655,493	2,311,675	118,577,807
Current Liabilities	-104,080	-60,705	-47,189	60	-16,901	1,287	-16,331	0	-243,859
Non-current Liabilities	-567,144	-131,341	-137,702	0	0	0	0	0	-836,187
Assets - Liabilities	2,554,559	3,368,341	2,432,275	7,408,962	45,344,728	40,438,059	13,639,162	2,311,675	117,497,761
Target Fund Balance	370,000	4,875,000	4,905,000	2,420,000	9,244,000	15,479,000	3,200,000	2,250,000	42,743,000
Available Fund Balance	1,993,988	3,223,910	2,348,379	1,809,446	7,950,269	14,064,217	3,276,925	2,311,675	36,978,808
Over/(Under)	1,623,988	-1,651,090	-2,556,621	-610,554	-1,293,731	-1,414,783	76,925	61,675	-5,764,192

Table D Trended Utility Bill Aging Report

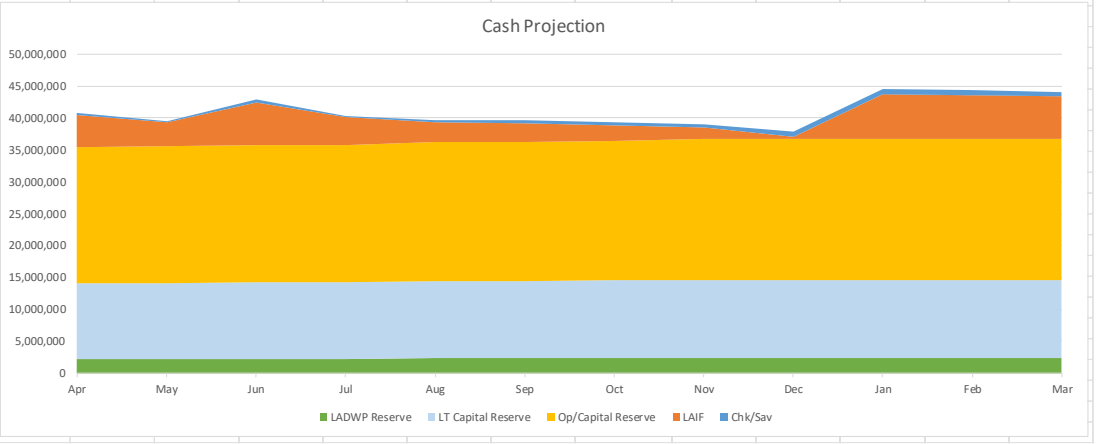


The total amount past due is $30,002 as of December 31, 2025.

Table E Investment Summary and Cash Balance

The District's reserve funds have been separated into a multi-layer investment strategy to match the liquidity needs of operations and capital projects while maximizing the opportunity for interest earnings. The chart below illustrates the allocation, from most liquid to least liquid, and the projected balance through the end of the fiscal year.

FY 2026	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Projection Jan	Feb	Mar
Chk/Sav	222,655	171,864	476,975	234,579	283,051	520,547	528,520	496,166	750,967	806,069	777,252	689,117
LAIF	5,144,426	3,789,766	6,589,766	4,343,708	3,143,708	2,843,708	2,337,959	1,837,959	437,959	7,037,959	6,837,959	6,637,959
Bank CDs	122	128	128	128	128	128	128	128	0	0	0	0
Op/Capital Reserve	21,303,148	21,427,722	21,571,466	21,569,272	21,774,804	21,830,235	21,929,665	22,031,103	22,077,937	22,077,937	22,077,937	22,077,937
LT Capital Reserve	11,827,205	11,877,358	11,982,599	11,944,667	12,120,310	12,164,653	12,199,154	12,288,055	12,276,922	12,276,922	12,276,922	12,276,922
LADWP Reserve	2,238,432	2,250,313	2,271,548	2,265,576	2,299,150	2,304,994	2,313,588	2,330,377	2,326,956	2,326,956	2,326,956	2,326,956
Total	40,735,988	39,517,151	42,892,482	40,357,929	39,621,150	39,664,265	39,309,014	38,983,788	37,870,741	44,525,843	44,297,026	44,008,891





PORTFOLIO SUMMARY

CHANDLER ASSET MANAGEMENT

MCWD Long Term Reserves | Account #11043 | As of December 31, 2025

Portfolio Characteristics

Average Modified Duration	3.44
Average Coupon	3.84%
Average Purchase YTM	4.32%
Average Market YTM	3.82%
Average Credit Quality*	AA
Average Final Maturity	4.01
Average Life	3.89

Account Summary

	End Values as of 11/30/2025	End Values as of 12/31/2025
Market Value	12,288,054.72	12,276,922.12
Accrued Interest	100,324.07	114,122.77
Total Market Value	12,388,378.80	12,391,044.89
Income Earned	32,370.53	34,638.30
Cont/WD	0.00	0.00
Par	12,363,824.31	12,279,516.85
Book Value	12,074,193.73	12,110,859.91
Cost Value	11,943,066.24	11,982,604.84

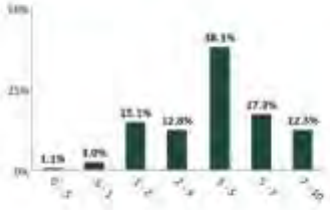
Top Issuers

United States	42.21%
Federal Home Loan Banks	11.97%
Farm Credit System	7.18%
FHLMC	4.27%
State of Tennessee	3.12%
Northern Trust Corporation	2.94%
American Honda Finance Corporation	1.80%
Merck & Co., Inc.	1.31%

Sector Allocation



Maturity Distribution



Credit Quality*



Performance Review

Total Rate of Return**	1M	3M	YTD	1YR	2YRS	3YRS	5YRS	10YRS	Since Inception (02/01/21)
MCWD Long Term Reserves	(0.01%)	1.13%	6.67%	6.67%	4.08%	–	–	–	4.79%
Benchmark: Return	(0.01%)	1.09%	6.38%	6.38%	4.45%	–	–	–	3.95%

PORTFOLIO SUMMARY

CHANDLER ASSET MANAGEMENT

MCWD LADWP Settlement Fund | Account #10992 | As of December 31, 2025

Portfolio Characteristics

Average Modified Duration	3.52
Average Coupon	3.71%
Average Purchase YTM	4.28%
Average Market YTM	3.85%
Average Credit Quality*	AA
Average Final Maturity	4.09
Average Life	3.98

Account Summary

	End Values as of 11/30/2025	End Values as of 12/31/2025
Market Value	2,330,378.04	2,328,955.88
Accrued Interest	18,288.69	21,409.17
Total Market Value	2,348,645.23	2,350,365.05
Income Earned	6,553.14	7,776.61
Cont/WD	0.00	0.00
Par	2,336,106.22	2,330,865.33
Book Value	2,287,514.05	2,303,679.38
Cost Value	2,265,312.90	2,277,068.50

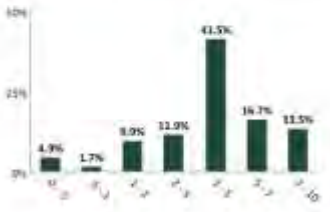
Top Issuers

United States	38.76%
Federal Home Loan Banks	10.68%
Farm Credit System	10.34%
FHLMC	4.09%
Blackrock, Inc.	1.98%
PACCAR Inc	1.97%
State of Tennessee	1.95%
UnitedHealth Group Incorporated	1.93%

Sector Allocation



Maturity Distribution



Credit Quality*



Performance Review

Total Rate of Return**	1M	3M	YTD	1YR	2YRS	3YRS	5YRS	10YRS	Since Inception (10/01/21)
MCWD LADWP Settlement Fund	(0.01%)	1.11%	6.64%	6.64%	4.38%	4.56%	–	–	4.75%
Benchmark: Return	(0.01%)	1.09%	6.38%	6.38%	4.45%	4.37%	–	–	4.35%

TRANSACTION LEDGER

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Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
ACQUISITIONS										
Purchase	11/03/2025	31846V203	400,000.00	FIRST AMER:GVT OBLG Y	1.000	3.68%	(400,000.00)	0.00	(400,000.00)	0.00
Purchase	11/04/2025	31846V203	524.11	FIRST AMER:GVT OBLG Y	1.000	3.69%	(524.11)	0.00	(524.11)	0.00
Purchase	11/04/2025	31846V203	42.99	FIRST AMER:GVT OBLG Y	1.000	3.69%	(42.99)	0.00	(42.99)	0.00
Purchase	11/04/2025	31846V203	183.27	FIRST AMER:GVT OBLG Y	1.000	3.69%	(183.27)	0.00	(183.27)	0.00
Purchase	11/05/2025	24422EYF0	200,000.00	JOHN DEERE CAPITAL CORP 4.375 10/15/2030	100.692	4.22%	(201,384.00)	(486.11)	(201,870.11)	0.00
Purchase	11/05/2025	31846V203	2,418.89	FIRST AMER:GVT OBLG Y	1.000	3.62%	(2,418.89)	0.00	(2,418.89)	0.00
Purchase	11/10/2025	31846V203	4,228.13	FIRST AMER:GVT OBLG Y	1.000	3.55%	(4,228.13)	0.00	(4,228.13)	0.00
Purchase	11/10/2025	31846V203	5,000.00	FIRST AMER:GVT OBLG Y	1.000	3.55%	(5,000.00)	0.00	(5,000.00)	0.00
Purchase	11/12/2025	31846V203	1,000.00	FIRST AMER:GVT OBLG Y	1.000	3.57%	(1,000.00)	0.00	(1,000.00)	0.00
Purchase	11/12/2025	31846V203	225.00	FIRST AMER:GVT OBLG Y	1.000	3.57%	(225.00)	0.00	(225.00)	0.00
Purchase	11/12/2025	31846V203	500.00	FIRST AMER:GVT OBLG Y	1.000	3.57%	(500.00)	0.00	(500.00)	0.00
Purchase	11/17/2025	30303MAB8	250,000.00	META PLATFORMS INC 4.2 11/15/2030	100.400	4.11%	(251,000.00)	(408.33)	(251,408.33)	0.00
Purchase	11/17/2025	31846V203	5,651.46	FIRST AMER:GVT OBLG Y	1.000	3.57%	(5,651.46)	0.00	(5,651.46)	0.00
Purchase	11/17/2025	31846V203	35,544.07	FIRST AMER:GVT OBLG Y	1.000	3.57%	(35,544.07)	0.00	(35,544.07)	0.00
Purchase	11/19/2025	31846V203	200,497.11	FIRST AMER:GVT OBLG Y	1.000	3.56%	(200,497.11)	0.00	(200,497.11)	0.00
Purchase	11/20/2025	31846V203	3,952.87	FIRST AMER:GVT OBLG Y	1.000	3.54%	(3,952.87)	0.00	(3,952.87)	0.00
Purchase	11/20/2025	31846V203	77.00	FIRST AMER:GVT OBLG Y	1.000	3.54%	(77.00)	0.00	(77.00)	0.00
Purchase	11/20/2025	31846V203	404.09	FIRST AMER:GVT OBLG Y	1.000	3.54%	(404.09)	0.00	(404.09)	0.00
Purchase	11/21/2025	31846V203	4,357.56	FIRST AMER:GVT OBLG Y	1.000	3.53%	(4,357.56)	0.00	(4,357.56)	0.00
Purchase	11/21/2025	31846V203	57.13	FIRST AMER:GVT OBLG Y	1.000	3.53%	(57.13)	0.00	(57.13)	0.00
Purchase	11/21/2025	31846V203	342.75	FIRST AMER:GVT OBLG Y	1.000	3.53%	(342.75)	0.00	(342.75)	0.00
Purchase	11/25/2025	31846V203	7,406.18	FIRST AMER:GVT OBLG Y	1.000	3.57%	(7,406.18)	0.00	(7,406.18)	0.00
Purchase	11/25/2025	31846V203	371.38	FIRST AMER:GVT OBLG Y	1.000	3.57%	(371.38)	0.00	(371.38)	0.00
Purchase	11/25/2025	31846V203	2,167.90	FIRST AMER:GVT OBLG Y	1.000	3.57%	(2,167.90)	0.00	(2,167.90)	0.00
Purchase	11/26/2025	06051GHQ5	30,000.00	BANK OF AMERICA CORP 3.974 02/07/2030	99.574	4.33%	(29,872.20)	(360.97)	(30,233.17)	0.00
Purchase	11/26/2025	06051GHQ5	155,000.00	BANK OF AMERICA CORP 3.974 02/07/2030	99.574	4.33%	(154,339.70)	(1,865.02)	(156,204.72)	0.00
Purchase	11/26/2025	31846V203	10,406.56	FIRST AMER:GVT OBLG Y	1.000	3.58%	(10,406.56)	0.00	(10,406.56)	0.00

TRANSACTION LEDGER

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Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Total Purchase			**1,320,358.45**				**(1,321,954.35)**	**(3,120.43)**	**(1,325,074.78)**	**0.00**
TOTAL ACQUISITIONS			**1,320,358.45**				**(1,321,954.35)**	**(3,120.43)**	**(1,325,074.78)**	**0.00**
DISPOSITIONS										
Maturity	11/03/2025	62479LY33	(400,000.00)	MUFG Bank, Ltd., New York Branch 11/03/2025	100.000	4.40%	400,000.00	0.00	400,000.00	0.00
Total Maturity			**(400,000.00)**				**400,000.00**	**0.00**	**400,000.00**	**0.00**
Sale	11/05/2025	24422EXF1	(200,000.00)	JOHN DEERE CAPITAL CORP 4.5 01/08/2027	100.682	4.06%	201,364.00	(2,925.00)	204,289.00	399.37
Sale	11/12/2025	31846V203	(2,860.54)	FIRST AMER:GVT OBLG Y	1.000	3.57%	2,860.54	0.00	2,860.54	0.00
Sale	11/17/2025	31846V203	(187,697.20)	FIRST AMER:GVT OBLG Y	1.000	3.57%	187,697.20	0.00	187,697.20	0.00
Sale	11/19/2025	084670BS6	(200,000.00)	BERKSHIRE HATHAWAY INC 3.125 03/15/2026	99.693	3.39%	199,386.00	(1,111.11)	200,497.11	(456.98)
Sale	11/26/2025	3133EN5E6	(40,000.00)	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.0 12/29/2025	99.966	4.29%	39,986.40	(653.33)	40,639.73	(3.94)
Sale	11/26/2025	91282CEF4	(110,000.00)	UNITED STATES TREASURY 2.5 03/31/2027	98.617	3.64%	108,478.91	(430.63)	108,909.54	30.73
Sale	11/26/2025	31846V203	(47,295.18)	FIRST AMER:GVT OBLG Y	1.000	3.58%	47,295.18	0.00	47,295.18	0.00
Total Sale			**(787,852.92)**				**787,068.23**	**(5,120.07)**	**792,188.30**	**(30.81)**
TOTAL DISPOSITIONS			**(1,187,852.92)**				**1,187,068.23**	**(5,120.07)**	**1,192,188.30**	**(30.81)**
OTHER TRANSACTIONS										
Coupon	11/01/2025	3137FETN0	0.00	FHMS K-073 A2 3.35 01/25/2028		4.34%	656.04	0.00	656.04	0.00
Coupon	11/01/2025	3137FJXV6	0.00	FHMS K-083 A2 4.05 09/25/2028		4.31%	793.13	0.00	793.13	0.00
Coupon	11/01/2025	3137FJXV6	0.00	FHMS K-083 A2 4.05 09/25/2028		4.31%	151.88	0.00	151.88	0.00

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Coupon	11/01/2025	3137FPJG1	0.00	FHMS K-099 A2 2.595 09/25/2029		4.29%	346.00	0.00	346.00	0.00
Coupon	11/01/2025	3137FEZU7	0.00	FHMS K-076 A2 3.9 04/25/2028		4.16%	162.50	0.00	162.50	0.00
Coupon	11/01/2025	3137FEZU7	0.00	FHMS K-076 A2 3.9 04/25/2028		4.16%	893.75	0.00	893.75	0.00
Coupon	11/01/2025	3137FX3Q9	0.00	FHMS K-117 A2 1.406 08/25/2030		4.01%	410.08	0.00	410.08	0.00
Coupon	11/01/2025	3137FLN91	0.00	FHMS K-091 A2 3.505 03/25/2029		3.99%	1,168.33	0.00	1,168.33	0.00
Coupon	11/01/2025	3137FJEH8	0.00	FHMS K-081 A2 3.9 08/25/2028		3.73%	1,300.00	0.00	1,300.00	0.00
Coupon	11/01/2025	31307PNB1	0.00	FH J33086 3.0 11/01/2030		2.38%	18.89	0.00	18.89	0.00
Coupon	11/01/2025	3138YDAS8	0.00	FN AY0016 2.5 01/01/2030		2.16%	11.02	0.00	11.02	0.00
Coupon	11/01/2025	31307PEF2	0.00	FH J32834 2.5 09/01/2030		2.08%	13.33	0.00	13.33	0.00
Coupon	11/01/2025	3137BSRE5	0.00	FHMS K-059 A2 3.12 09/25/2026		1.98%	713.29	0.00	713.29	0.00
Coupon	11/10/2025	713448FW3	0.00	PEPSICO INC 5.125 11/10/2026		4.10%	4,228.13	0.00	4,228.13	0.00
Coupon	11/10/2025	665859AW4	0.00	NORTHERN TRUST CORP 4.0 05/10/2027		3.98%	5,000.00	0.00	5,000.00	0.00
Coupon	11/12/2025	023135BX3	0.00	AMAZON.COM INC 1.0 05/12/2026		4.91%	500.00	0.00	500.00	0.00
Coupon	11/12/2025	023135BX3	0.00	AMAZON.COM INC 1.0 05/12/2026		4.54%	225.00	0.00	225.00	0.00
Coupon	11/12/2025	023135BX3	0.00	AMAZON.COM INC 1.0 05/12/2026		0.80%	1,000.00	0.00	1,000.00	0.00
Coupon	11/15/2025	47786WAD2	0.00	JDOT 2024-B A3 5.2 03/15/2029		5.81%	390.00	0.00	390.00	0.00
Coupon	11/15/2025	47787CAC7	0.00	JDOT 2023-C A3 5.48 05/15/2028		5.55%	554.46	0.00	554.46	0.00

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Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Coupon	11/15/2025	44934QAD3	0.00	HART 2024-B A3 4.84 03/15/2029		5.45%	181.50	0.00	181.50	0.00
Coupon	11/15/2025	58768PAC8	0.00	MBART 2022-1 A3 5.21 08/16/2027		5.27%	234.50	0.00	234.50	0.00
Coupon	11/15/2025	161571HT4	0.00	CHAIT 2023-1 A 5.16 09/15/2028		5.23%	752.50	0.00	752.50	0.00
Coupon	11/15/2025	47800BAC2	0.00	JDOT 2022-C A3 5.09 06/15/2027		5.15%	185.94	0.00	185.94	0.00
Coupon	11/15/2025	448979AD6	0.00	HART 2023-A A3 4.58 04/15/2027		5.14%	84.68	0.00	84.68	0.00
Coupon	11/15/2025	927804GH1	0.00	VIRGINIA ELECTRIC AND POWER CO 3.75 05/15/2027		5.05%	2,812.50	0.00	2,812.50	0.00
Coupon	11/15/2025	91324PEG3	0.00	UNITEDHEALTH GROUP INC 3.7 05/15/2027		4.96%	2,775.00	0.00	2,775.00	0.00
Coupon	11/15/2025	05522RDJ4	0.00	BACCT 2024-1 A 4.93 05/15/2029		4.93%	369.75	0.00	369.75	0.00
Coupon	11/15/2025	912828X88	0.00	UNITED STATES TREASURY 2.375 05/15/2027		4.88%	2,375.00	0.00	2,375.00	0.00
Coupon	11/15/2025	927804GH1	0.00	VIRGINIA ELECTRIC AND POWER CO 3.75 05/15/2027		4.87%	750.00	0.00	750.00	0.00
Coupon	11/15/2025	44935CAD3	0.00	HART 2025-A A3 4.32 10/15/2029		4.84%	468.00	0.00	468.00	0.00
Coupon	11/15/2025	912828YS3	0.00	UNITED STATES TREASURY 1.75 11/15/2029		4.82%	1,487.50	0.00	1,487.50	0.00
Coupon	11/15/2025	89240JAD3	0.00	TAOT 2025-A A3 4.64 08/15/2029		4.69%	483.33	0.00	483.33	0.00
Coupon	11/15/2025	58768YAD7	0.00	MBALT 2025-A A3 4.61 04/16/2029		4.66%	422.58	0.00	422.58	0.00
Coupon	11/15/2025	91282CFV8	0.00	UNITED STATES TREASURY 4.125 11/15/2032		4.61%	4,537.50	0.00	4,537.50	0.00
Coupon	11/15/2025	91282CKQ3	0.00	UNITED STATES TREASURY 4.375 05/15/2034		4.60%	984.37	0.00	984.37	0.00

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Coupon	11/15/2025	91282CKQ3	0.00	UNITED STATES TREASURY 4.375 05/15/2034		4.60%	4,703.13	0.00	4,703.13	0.00
Coupon	11/15/2025	02582JKM1	0.00	AMXCA 2025-1 A 4.56 12/17/2029		4.57%	893.00	0.00	893.00	0.00
Coupon	11/15/2025	4581X0EK0	0.00	INTER-AMERICAN DEVELOPMENT BANK 4.5 05/15/2026		4.53%	7,087.50	0.00	7,087.50	0.00
Coupon	11/15/2025	47800UAD8	0.00	JDOT 2025-B A3 4.17 12/17/2029		4.52%	52.13	0.00	52.13	0.00
Coupon	11/15/2025	47800UAD8	0.00	JDOT 2025-B A3 4.17 12/17/2029		4.52%	260.63	0.00	260.63	0.00
Coupon	11/15/2025	91282CHC8	0.00	UNITED STATES TREASURY 3.375 05/15/2033		4.52%	4,218.75	0.00	4,218.75	0.00
Coupon	11/15/2025	91324PEG3	0.00	UNITEDHEALTH GROUP INC 3.7 05/15/2027		4.38%	832.50	0.00	832.50	0.00
Coupon	11/15/2025	9128285M8	0.00	UNITED STATES TREASURY 3.125 11/15/2028		4.34%	3,906.25	0.00	3,906.25	0.00
Coupon	11/15/2025	92970QAJ4	0.00	WFCIT 2025-1 A 4.34 05/15/2030		4.33%	72.33	0.00	72.33	0.00
Coupon	11/15/2025	92970QAJ4	0.00	WFCIT 2025-1 A 4.34 05/15/2030		4.33%	343.58	0.00	343.58	0.00
Coupon	11/15/2025	02079KAK3	0.00	ALPHABET INC 4.0 05/15/2030		4.33%	5,927.78	0.00	5,927.78	0.00
Coupon	11/15/2025	912810FF0	0.00	UNITED STATES TREASURY 5.25 11/15/2028		4.30%	8,531.25	0.00	8,531.25	0.00
Coupon	11/15/2025	92970QAE5	0.00	WFCIT 2024-2 A 4.29 10/15/2029		4.29%	375.38	0.00	375.38	0.00
Coupon	11/15/2025	34532BAG6	0.00	FORDO 2025-B A3 3.91 04/15/2030		4.27%	342.12	0.00	342.12	0.00
Coupon	11/15/2025	437921AD1	0.00	HAROT 252 A3 4.15 10/15/2029		4.15%	17.29	0.00	17.29	0.00
Coupon	11/15/2025	437921AD1	0.00	HAROT 252 A3 4.15 10/15/2029		4.15%	121.04	0.00	121.04	0.00

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Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Coupon	11/15/2025	91282CAV3	0.00	UNITED STATES TREASURY 0.875 11/15/2030		3.94%	656.25	0.00	656.25	0.00
Coupon	11/15/2025	912828YS3	0.00	UNITED STATES TREASURY 1.75 11/15/2029		3.85%	393.75	0.00	393.75	0.00
Coupon	11/15/2025	9128285M8	0.00	UNITED STATES TREASURY 3.125 11/15/2028		3.80%	625.00	0.00	625.00	0.00
Coupon	11/15/2025	89231CAD9	0.00	TAOT 2022-C A3 3.76 04/15/2027		3.80%	60.26	0.00	60.26	0.00
Coupon	11/15/2025	91282CEP2	0.00	UNITED STATES TREASURY 2.875 05/15/2032		3.78%	2,731.25	0.00	2,731.25	0.00
Coupon	11/15/2025	47800AAC4	0.00	JDOT 2022-B A3 3.74 02/16/2027		3.77%	51.40	0.00	51.40	0.00
Coupon	11/15/2025	91282CFV8	0.00	UNITED STATES TREASURY 4.125 11/15/2032		3.75%	928.13	0.00	928.13	0.00
Coupon	11/15/2025	91282CHC8	0.00	UNITED STATES TREASURY 3.375 05/15/2033		3.72%	759.38	0.00	759.38	0.00
Coupon	11/15/2025	91282CAV3	0.00	UNITED STATES TREASURY 0.875 11/15/2030		3.63%	218.75	0.00	218.75	0.00
Coupon	11/15/2025	912828R36	0.00	UNITED STATES TREASURY 1.625 05/15/2026		2.46%	3,250.00	0.00	3,250.00	0.00
Coupon	11/16/2025	362549AD9	0.00	GMCAR 2025-2 A3 4.28 04/16/2030		4.71%	178.33	0.00	178.33	0.00
Coupon	11/16/2025	362549AD9	0.00	GMCAR 2025-2 A3 4.28 04/16/2030		4.71%	17.83	0.00	17.83	0.00
Coupon	11/16/2025	362549AD9	0.00	GMCAR 2025-2 A3 4.28 04/16/2030		4.71%	107.00	0.00	107.00	0.00
Coupon	11/17/2025	58933YBH7	0.00	MERCK & CO INC 4.05 05/17/2028		4.07%	911.25	0.00	911.25	0.00
Coupon	11/20/2025	379929AD4	0.00	GMALT 2023-3 A3 5.38 11/20/2026		5.38%	11.70	0.00	11.70	0.00
Coupon	11/20/2025	362962AD4	0.00	GMALT 2025-2 A3 4.58 05/22/2028		4.84%	381.67	0.00	381.67	0.00
Coupon	11/20/2025	362962AD4	0.00	GMALT 2025-2 A3 4.58 05/22/2028		4.84%	38.17	0.00	38.17	0.00

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Coupon	11/20/2025	362962AD4	0.00	GMALT 2025-2 A3 4.58 05/22/2028		4.84%	209.92	0.00	209.92	0.00
Coupon	11/20/2025	36271VAD9	0.00	GMALT 2025-1 A3 4.66 02/21/2028		4.66%	349.50	0.00	349.50	0.00
Coupon	11/20/2025	36271VAD9	0.00	GMALT 2025-1 A3 4.66 02/21/2028		4.66%	38.83	0.00	38.83	0.00
Coupon	11/20/2025	36271VAD9	0.00	GMALT 2025-1 A3 4.66 02/21/2028		4.66%	194.17	0.00	194.17	0.00
Coupon	11/20/2025	92348KDY6	0.00	VZMT 2025-3 A1A 4.51 03/20/2030		4.51%	601.33	0.00	601.33	0.00
Coupon	11/21/2025	438123AC5	0.00	HAROT 2023-4 A3 5.67 06/21/2028		5.74%	212.23	0.00	212.23	0.00
Coupon	11/21/2025	43813YAC6	0.00	HAROT 2024-3 A3 4.57 03/21/2029		4.66%	380.83	0.00	380.83	0.00
Coupon	11/21/2025	43814VAC1	0.00	HAROT 2025-1 A3 4.57 09/21/2029		4.57%	609.33	0.00	609.33	0.00
Coupon	11/21/2025	43814VAC1	0.00	HAROT 2025-1 A3 4.57 09/21/2029		4.57%	57.13	0.00	57.13	0.00
Coupon	11/21/2025	43814VAC1	0.00	HAROT 2025-1 A3 4.57 09/21/2029		4.57%	342.75	0.00	342.75	0.00
Coupon	11/25/2025	05592XAD2	0.00	BMWOT 2023-A A3 5.47 02/25/2028		5.47%	71.66	0.00	71.66	0.00
Coupon	11/25/2025	096919AD7	0.00	BMWOT 2024-A A3 5.18 02/26/2029		5.18%	345.33	0.00	345.33	0.00
Coupon	11/25/2025	096924AD7	0.00	BMWOT 2025-A A3 4.56 09/25/2029		4.56%	57.00	0.00	57.00	0.00
Coupon	11/25/2025	096924AD7	0.00	BMWOT 2025-A A3 4.56 09/25/2029		4.56%	285.00	0.00	285.00	0.00
Coupon	11/25/2025	096924AD7	0.00	BMWOT 2025-A A3 4.56 09/25/2029		4.56%	532.00	0.00	532.00	0.00
Coupon	11/30/2025	91282CHE4	0.00	UNITED STATES TREASURY 3.625 05/31/2028		4.69%	2,628.13	0.00	2,628.13	0.00
Coupon	11/30/2025	91282CFY2	0.00	UNITED STATES TREASURY 3.875 11/30/2029		4.32%	6,781.25	0.00	6,781.25	0.00

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Coupon	11/30/2025	91282CHF1	0.00	UNITED STATES TREASURY 3.75 05/31/2030		4.24%	4,406.25	0.00	4,406.25	0.00
Coupon	11/30/2025	91282CHF1	0.00	UNITED STATES TREASURY 3.75 05/31/2030		4.24%	843.75	0.00	843.75	0.00
Coupon	11/30/2025	91282CLZ2	0.00	UNITED STATES TREASURY 4.125 11/30/2031		3.86%	721.88	0.00	721.88	0.00
Coupon	11/30/2025	91282CLZ2	0.00	UNITED STATES TREASURY 4.125 11/30/2031		3.86%	3,712.50	0.00	3,712.50	0.00
Total Coupon			**0.00**				**109,826.03**	**0.00**	**109,826.03**	**0.00**
Custody Fee	11/04/2025	CCYUSD	(278.95)	Cash		0.00%	(278.95)	0.00	(278.95)	0.00
Custody Fee	11/25/2025	CCYUSD	(279.84)	Cash		0.00%	(279.84)	0.00	(279.84)	0.00
Total Custody Fee			**(558.79)**				**(558.79)**	**0.00**	**(558.79)**	**0.00**
Dividend	11/30/2025	31846V203	0.00	FIRST AMER:GVT OBLG Y		3.64%	3,848.99	0.00	3,848.99	0.00
Total Dividend			**0.00**				**3,848.99**	**0.00**	**3,848.99**	**0.00**
Management Fee	11/12/2025	CCYUSD	(2,860.54)	Cash		0.00%	(2,860.54)	0.00	(2,860.54)	0.00
Total Management Fee			**(2,860.54)**				**(2,860.54)**	**0.00**	**(2,860.54)**	**0.00**
Principal Paydown	11/01/2025	31307PNB1	343.19	FH J33086 3.0 11/01/2030		2.38%	343.19	--	343.19	0.00
Principal Paydown	11/01/2025	3138YDAS8	185.00	FN AY0016 2.5 01/01/2030		2.16%	185.00	--	185.00	(0.00)
Principal Paydown	11/01/2025	31307PEF2	209.71	FH J32834 2.5 09/01/2030		2.08%	209.71	--	209.71	0.00
Principal Paydown	11/01/2025	3137BSRE5	539.66	FHMS K-059 A2 3.12 09/25/2026		1.98%	539.66	--	539.66	0.00
Principal Paydown	11/15/2025	47787CAC7	10,286.02	JDOT 2023-C A3 5.48 05/15/2028		5.55%	10,286.02	--	10,286.02	(0.00)
Principal Paydown	11/15/2025	58768PAC8	7,962.65	MBART 2022-1 A3 5.21 08/16/2027		5.27%	7,962.65	--	7,962.65	0.00
Principal Paydown	11/15/2025	47800BAC2	6,112.63	JDOT 2022-C A3 5.09 06/15/2027		5.15%	6,112.63	--	6,112.63	(0.00)
Principal Paydown	11/15/2025	448979AD6	4,369.62	HART 2023-A A3 4.58 04/15/2027		5.14%	4,369.62	--	4,369.62	0.00

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Principal Paydown	11/15/2025	89231CAD9	3,533.11	TAOT 2022-C A3 3.76 04/15/2027		3.80%	3,533.11	--	3,533.11	(0.00)
Principal Paydown	11/15/2025	47800AAC4	3,635.16	JDOT 2022-B A3 3.74 02/16/2027		3.77%	3,635.16	--	3,635.16	(0.00)
Principal Paydown	11/20/2025	379929AD4	2,608.67	GMALT 2023-3 A3 5.38 11/20/2026		5.38%	2,608.67	--	2,608.67	0.01
Principal Paydown	11/21/2025	438123AC5	3,155.17	HAROT 2023-4 A3 5.67 06/21/2028		5.74%	3,155.17	--	3,155.17	(0.00)
Principal Paydown	11/25/2025	05592XAD2	1,603.63	BMWOT 2023-A A3 5.47 02/25/2028		5.47%	1,603.63	--	1,603.63	0.00
Total Principal Paydown			**44,544.22**				**44,544.22**	**--**	**44,544.22**	**0.01**
TOTAL OTHER TRANSACTIONS			**41,124.89**				**154,799.91**	**0.00**	**154,799.91**	**0.01**

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
ACQUISITIONS										
Purchase	12/01/2025	31846V203	6,781.25	FIRST AMER:GVT OBLG Y	1.000	3.64%	(6,781.25)	0.00	(6,781.25)	0.00
Purchase	12/01/2025	31846V203	1,565.63	FIRST AMER:GVT OBLG Y	1.000	3.64%	(1,565.63)	0.00	(1,565.63)	0.00
Purchase	12/01/2025	31846V203	10,746.88	FIRST AMER:GVT OBLG Y	1.000	3.64%	(10,746.88)	0.00	(10,746.88)	0.00
Purchase	12/02/2025	31846V203	3,717.69	FIRST AMER:GVT OBLG Y	1.000	3.64%	(3,717.69)	0.00	(3,717.69)	0.00
Purchase	12/02/2025	31846V203	36.45	FIRST AMER:GVT OBLG Y	1.000	3.64%	(36.45)	0.00	(36.45)	0.00
Purchase	12/02/2025	31846V203	94.85	FIRST AMER:GVT OBLG Y	1.000	3.64%	(94.85)	0.00	(94.85)	0.00
Purchase	12/08/2025	31846V203	5,937.50	FIRST AMER:GVT OBLG Y	1.000	3.53%	(5,937.50)	0.00	(5,937.50)	0.00
Purchase	12/08/2025	31846V203	8,768.75	FIRST AMER:GVT OBLG Y	1.000	3.53%	(8,768.75)	0.00	(8,768.75)	0.00
Purchase	12/09/2025	91282CPN5	300,000.00	UNITED STATES TREASURY 3.5 11/30/2030	98.805	3.77%	(296,414.06)	(259.62)	(296,673.68)	0.00
Purchase	12/09/2025	31846V203	568.75	FIRST AMER:GVT OBLG Y	1.000	3.52%	(568.75)	0.00	(568.75)	0.00
Purchase	12/09/2025	31846V203	1,218.75	FIRST AMER:GVT OBLG Y	1.000	3.52%	(1,218.75)	0.00	(1,218.75)	0.00
Purchase	12/10/2025	31846V203	1,700.00	FIRST AMER:GVT OBLG Y	1.000	3.50%	(1,700.00)	0.00	(1,700.00)	0.00
Purchase	12/10/2025	31846V203	1,643.75	FIRST AMER:GVT OBLG Y	1.000	3.50%	(1,643.75)	0.00	(1,643.75)	0.00
Purchase	12/10/2025	31846V203	11,000.00	FIRST AMER:GVT OBLG Y	1.000	3.50%	(11,000.00)	0.00	(11,000.00)	0.00
Purchase	12/11/2025	3137FNAE0	250,000.00	FHMS K-095 A2 2.785 06/25/2029	96.285	3.92%	(240,712.89)	(193.40)	(240,906.29)	0.00
Purchase	12/12/2025	31846V203	984.38	FIRST AMER:GVT OBLG Y	1.000	3.35%	(984.38)	0.00	(984.38)	0.00
Purchase	12/15/2025	31846V203	47,441.09	FIRST AMER:GVT OBLG Y	1.000	3.37%	(47,441.09)	0.00	(47,441.09)	0.00
Purchase	12/15/2025	31846V203	141.75	FIRST AMER:GVT OBLG Y	1.000	3.37%	(141.75)	0.00	(141.75)	0.00
Purchase	12/15/2025	31846V203	5,116.22	FIRST AMER:GVT OBLG Y	1.000	3.37%	(5,116.22)	0.00	(5,116.22)	0.00
Purchase	12/16/2025	31846V203	178.33	FIRST AMER:GVT OBLG Y	1.000	3.37%	(178.33)	0.00	(178.33)	0.00
Purchase	12/16/2025	31846V203	17.83	FIRST AMER:GVT OBLG Y	1.000	3.37%	(17.83)	0.00	(17.83)	0.00
Purchase	12/16/2025	31846V203	107.00	FIRST AMER:GVT OBLG Y	1.000	3.37%	(107.00)	0.00	(107.00)	0.00
Purchase	12/18/2025	31846V203	84.38	FIRST AMER:GVT OBLG Y	1.000	3.35%	(84.38)	0.00	(84.38)	0.00
Purchase	12/22/2025	31846V203	12,802.46	FIRST AMER:GVT OBLG Y	1.000	3.33%	(12,802.46)	0.00	(12,802.46)	0.00
Purchase	12/22/2025	31846V203	134.13	FIRST AMER:GVT OBLG Y	1.000	3.33%	(134.13)	0.00	(134.13)	0.00
Purchase	12/22/2025	31846V203	746.84	FIRST AMER:GVT OBLG Y	1.000	3.33%	(746.84)	0.00	(746.84)	0.00
Purchase	12/26/2025	31846V203	10,480.03	FIRST AMER:GVT OBLG Y	1.000	3.34%	(10,480.03)	0.00	(10,480.03)	0.00
Purchase	12/26/2025	31846V203	1,083.88	FIRST AMER:GVT OBLG Y	1.000	3.34%	(1,083.88)	0.00	(1,083.88)	0.00

TRANSACTION LEDGER

Mammoth Community Water District Cons | Account #10988 | As of December 31, 2025

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Purchase	12/26/2025	31846V203	5,687.00	FIRST AMER:GVT OBLG Y	1.000	3.34%	(5,687.00)	0.00	(5,687.00)	0.00
Purchase	12/30/2025	58933YBQ7	30,000.00	MERCK & CO INC 4.15 09/15/2030	100.662	3.99%	(30,198.60)	(383.88)	(30,582.48)	0.00
Purchase	12/30/2025	58933YBQ7	160,000.00	MERCK & CO INC 4.15 09/15/2030	100.662	3.99%	(161,059.20)	(2,047.33)	(163,106.53)	0.00
Purchase	12/30/2025	91282CNR8	50,000.00	UNITED STATES TREASURY 4.0 07/31/2032	100.902	3.84%	(50,451.17)	(826.09)	(51,277.26)	0.00
Purchase	12/30/2025	91282CNR8	250,000.00	UNITED STATES TREASURY 4.0 07/31/2032	100.902	3.84%	(252,255.86)	(4,130.43)	(256,386.29)	0.00
Purchase	12/31/2025	31846V203	7,312.50	FIRST AMER:GVT OBLG Y	1.000	3.38%	(7,312.50)	0.00	(7,312.50)	0.00
Total Purchase			**1,186,098.07**				**(1,177,189.85)**	**(7,840.75)**	**(1,185,030.60)**	**0.00**
TOTAL ACQUISITIONS			**1,186,098.07**				**(1,177,189.85)**	**(7,840.75)**	**(1,185,030.60)**	**0.00**
DISPOSITIONS										
Sale	12/05/2025	31846V203	(2,871.98)	FIRST AMER:GVT OBLG Y	1.000	3.52%	2,871.98	0.00	2,871.98	0.00
Sale	12/09/2025	31846V203	(291,798.68)	FIRST AMER:GVT OBLG Y	1.000	3.52%	291,798.68	0.00	291,798.68	0.00
Sale	12/11/2025	31846V203	(240,906.29)	FIRST AMER:GVT OBLG Y	1.000	3.50%	240,906.29	0.00	240,906.29	0.00
Sale	12/24/2025	31846V203	(281.00)	FIRST AMER:GVT OBLG Y	1.000	3.34%	281.00	0.00	281.00	0.00
Sale	12/30/2025	9128284V9	(40,000.00)	UNITED STATES TREASURY 2.875 08/15/2028	98.457	4.71%	39,382.81	(428.13)	39,810.94	1,113.47
Sale	12/30/2025	9128285M8	(200,000.00)	UNITED STATES TREASURY 3.125 11/15/2028	98.961	4.34%	197,921.88	(776.93)	198,698.81	4,121.22
Sale	12/30/2025	9128284V9	(200,000.00)	UNITED STATES TREASURY 2.875 08/15/2028	98.457	4.00%	196,914.06	(2,140.63)	199,054.69	2,228.87
Sale	12/30/2025	9128285M8	(20,000.00)	UNITED STATES TREASURY 3.125 11/15/2028	98.961	3.80%	19,792.19	(77.69)	19,869.88	137.81
Sale	12/30/2025	31846V203	(22,178.92)	FIRST AMER:GVT OBLG Y	1.000	3.38%	22,178.92	0.00	22,178.92	0.00
Sale	12/30/2025	31846V203	(21,739.32)	FIRST AMER:GVT OBLG Y	1.000	3.38%	21,739.32	0.00	21,739.32	0.00
Total Sale			**(1,039,776.19)**				**1,033,787.13**	**(3,423.38)**	**1,037,210.51**	**7,601.37**
TOTAL DISPOSITIONS			**(1,039,776.19)**				**1,033,787.13**	**(3,423.38)**	**1,037,210.51**	**7,601.37**

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
OTHER TRANSACTIONS										
Coupon	12/01/2025	3137FETN0	0.00	FHMS K-073 A2 3.35 01/25/2028		4.34%	656.04	0.00	656.04	0.00
Coupon	12/01/2025	3137FJXV6	0.00	FHMS K-083 A2 4.05 09/25/2028		4.31%	793.13	0.00	793.13	0.00
Coupon	12/01/2025	3137FJXV6	0.00	FHMS K-083 A2 4.05 09/25/2028		4.31%	151.88	0.00	151.88	0.00
Coupon	12/01/2025	3137FPJG1	0.00	FHMS K-099 A2 2.595 09/25/2029		4.29%	346.00	0.00	346.00	0.00
Coupon	12/01/2025	3137FEZU7	0.00	FHMS K-076 A2 3.9 04/25/2028		4.16%	162.50	0.00	162.50	0.00
Coupon	12/01/2025	3137FEZU7	0.00	FHMS K-076 A2 3.9 04/25/2028		4.16%	893.75	0.00	893.75	0.00
Coupon	12/01/2025	3137FX3Q9	0.00	FHMS K-117 A2 1.406 08/25/2030		4.01%	410.08	0.00	410.08	0.00
Coupon	12/01/2025	3137FLN91	0.00	FHMS K-091 A2 3.505 03/25/2029		3.99%	1,168.33	0.00	1,168.33	0.00
Coupon	12/01/2025	3137FJEH8	0.00	FHMS K-081 A2 3.9 08/25/2028		3.73%	1,300.00	0.00	1,300.00	0.00
Coupon	12/01/2025	31307PNB1	0.00	FH J33086 3.0 11/01/2030		2.38%	18.04	0.00	18.04	0.00
Coupon	12/01/2025	3138YDAS8	0.00	FN AY0016 2.5 01/01/2030		2.16%	10.63	0.00	10.63	0.00
Coupon	12/01/2025	31307PEF2	0.00	FH J32834 2.5 09/01/2030		2.08%	12.89	0.00	12.89	0.00
Coupon	12/01/2025	3137BSRE5	0.00	FHMS K-059 A2 3.12 09/25/2026		1.98%	711.89	0.00	711.89	0.00
Coupon	12/08/2025	3130B1BC0	0.00	FEDERAL HOME LOAN BANKS 4.625 06/08/2029		4.10%	5,087.50	0.00	5,087.50	0.00
Coupon	12/08/2025	3130AXQK7	0.00	FEDERAL HOME LOAN BANKS 4.75 12/08/2028		4.05%	5,937.50	0.00	5,937.50	0.00

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Coupon	12/08/2025	3130AXQK7	0.00	FEDERAL HOME LOAN BANKS 4.75 12/08/2028		4.05%	3,681.25	0.00	3,681.25	0.00
Coupon	12/09/2025	3133ENGS3	0.00	FEDERAL FARM CREDIT BANKS FUNDING CORP 1.625 12/09/2031		4.33%	1,218.75	0.00	1,218.75	0.00
Coupon	12/09/2025	3130AEB25	0.00	FEDERAL HOME LOAN BANKS 3.25 06/09/2028		4.04%	4,875.00	0.00	4,875.00	0.00
Coupon	12/09/2025	3130AEB25	0.00	FEDERAL HOME LOAN BANKS 3.25 06/09/2028		3.95%	568.75	0.00	568.75	0.00
Coupon	12/10/2025	3130AVWG3	0.00	FEDERAL HOME LOAN BANKS 4.0 06/10/2033		4.45%	2,500.00	0.00	2,500.00	0.00
Coupon	12/10/2025	3130AVWG3	0.00	FEDERAL HOME LOAN BANKS 4.0 06/10/2033		4.18%	900.00	0.00	900.00	0.00
Coupon	12/10/2025	58933YBC8	0.00	MERCK & CO INC 1.7 06/10/2027		4.10%	1,700.00	0.00	1,700.00	0.00
Coupon	12/10/2025	3130ATUS4	0.00	FEDERAL HOME LOAN BANKS 4.25 12/10/2027		4.02%	743.75	0.00	743.75	0.00
Coupon	12/10/2025	3130ATUS4	0.00	FEDERAL HOME LOAN BANKS 4.25 12/10/2027		3.88%	8,500.00	0.00	8,500.00	0.00
Coupon	12/12/2025	3130AWGR5	0.00	FEDERAL HOME LOAN BANKS 4.375 06/12/2026		4.41%	984.38	0.00	984.38	0.00
Coupon	12/15/2025	47786WAD2	0.00	JDOT 2024-B A3 5.2 03/15/2029		5.81%	390.00	0.00	390.00	0.00
Coupon	12/15/2025	47787CAC7	0.00	JDOT 2023-C A3 5.48 05/15/2028		5.55%	507.49	0.00	507.49	0.00
Coupon	12/15/2025	44934QAD3	0.00	HART 2024-B A3 4.84 03/15/2029		5.45%	181.50	0.00	181.50	0.00
Coupon	12/15/2025	58768PAC8	0.00	MBART 2022-1 A3 5.21 08/16/2027		5.27%	199.93	0.00	199.93	0.00
Coupon	12/15/2025	161571HT4	0.00	CHAIT 2023-1 A 5.16 09/15/2028		5.23%	752.50	0.00	752.50	0.00
Coupon	12/15/2025	47800BAC2	0.00	JDOT 2022-C A3 5.09 06/15/2027		5.15%	160.01	0.00	160.01	0.00

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Coupon	12/15/2025	448979AD6	0.00	HART 2023-A A3 4.58 04/15/2027		5.14%	68.00	0.00	68.00	0.00
Coupon	12/15/2025	74340XCG4	0.00	PROLOGIS LP 4.875 06/15/2028		5.10%	5,484.38	0.00	5,484.38	0.00
Coupon	12/15/2025	05522RDJ4	0.00	BACCT 2024-1 A 4.93 05/15/2029		4.93%	369.75	0.00	369.75	0.00
Coupon	12/15/2025	44935CAD3	0.00	HART 2025-A A3 4.32 10/15/2029		4.84%	468.00	0.00	468.00	0.00
Coupon	12/15/2025	89240JAD3	0.00	TAOT 2025-A A3 4.64 08/15/2029		4.69%	483.33	0.00	483.33	0.00
Coupon	12/15/2025	58768YAD7	0.00	MBALT 2025-A A3 4.61 04/16/2029		4.66%	422.58	0.00	422.58	0.00
Coupon	12/15/2025	02582JKM1	0.00	AMXCA 2025-1 A 4.56 12/17/2029		4.57%	893.00	0.00	893.00	0.00
Coupon	12/15/2025	47800UAD8	0.00	JDOT 2025-B A3 4.17 12/17/2029		4.52%	52.13	0.00	52.13	0.00
Coupon	12/15/2025	47800UAD8	0.00	JDOT 2025-B A3 4.17 12/17/2029		4.52%	260.63	0.00	260.63	0.00
Coupon	12/15/2025	92970QAJ4	0.00	WFCIT 2025-1 A 4.34 05/15/2030		4.33%	72.33	0.00	72.33	0.00
Coupon	12/15/2025	92970QAJ4	0.00	WFCIT 2025-1 A 4.34 05/15/2030		4.33%	343.58	0.00	343.58	0.00
Coupon	12/15/2025	92970QAE5	0.00	WFCIT 2024-2 A 4.29 10/15/2029		4.29%	375.38	0.00	375.38	0.00
Coupon	12/15/2025	34532BAG6	0.00	FORDO 2025-B A3 3.91 04/15/2030		4.27%	342.12	0.00	342.12	0.00
Coupon	12/15/2025	437921AD1	0.00	HAROT 252 A3 4.15 10/15/2029		4.15%	17.29	0.00	17.29	0.00
Coupon	12/15/2025	437921AD1	0.00	HAROT 252 A3 4.15 10/15/2029		4.15%	121.04	0.00	121.04	0.00
Coupon	12/15/2025	89231CAD9	0.00	TAOT 2022-C A3 3.76 04/15/2027		3.80%	49.19	0.00	49.19	0.00
Coupon	12/15/2025	47800AAC4	0.00	JDOT 2022-B A3 3.74 02/16/2027		3.77%	40.07	0.00	40.07	0.00

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Coupon	12/15/2025	91282CKV2	0.00	UNITED STATES TREASURY 4.625 06/15/2027		3.77%	8,093.75	0.00	8,093.75	0.00
Coupon	12/15/2025	91282CJP7	0.00	UNITED STATES TREASURY 4.375 12/15/2026		3.60%	6,562.50	0.00	6,562.50	0.00
Coupon	12/16/2025	362549AD9	0.00	GMCAR 2025-2 A3 4.28 04/16/2030		4.71%	178.33	0.00	178.33	0.00
Coupon	12/16/2025	362549AD9	0.00	GMCAR 2025-2 A3 4.28 04/16/2030		4.71%	17.83	0.00	17.83	0.00
Coupon	12/16/2025	362549AD9	0.00	GMCAR 2025-2 A3 4.28 04/16/2030		4.71%	107.00	0.00	107.00	0.00
Coupon	12/18/2025	89236TJK2	0.00	TOYOTA MOTOR CREDIT CORP 1.125 06/18/2026		4.63%	84.38	0.00	84.38	0.00
Coupon	12/20/2025	362962AD4	0.00	GMALT 2025-2 A3 4.58 05/22/2028		4.84%	381.67	0.00	381.67	0.00
Coupon	12/20/2025	362962AD4	0.00	GMALT 2025-2 A3 4.58 05/22/2028		4.84%	38.17	0.00	38.17	0.00
Coupon	12/20/2025	362962AD4	0.00	GMALT 2025-2 A3 4.58 05/22/2028		4.84%	209.92	0.00	209.92	0.00
Coupon	12/20/2025	36271VAD9	0.00	GMALT 2025-1 A3 4.66 02/21/2028		4.66%	349.50	0.00	349.50	0.00
Coupon	12/20/2025	36271VAD9	0.00	GMALT 2025-1 A3 4.66 02/21/2028		4.66%	38.83	0.00	38.83	0.00
Coupon	12/20/2025	36271VAD9	0.00	GMALT 2025-1 A3 4.66 02/21/2028		4.66%	194.17	0.00	194.17	0.00
Coupon	12/20/2025	92348KDY6	0.00	VZMT 2025-3 A1A 4.51 03/20/2030		4.51%	601.33	0.00	601.33	0.00
Coupon	12/21/2025	438123AC5	0.00	HAROT 2023-4 A3 5.67 06/21/2028		5.74%	197.32	0.00	197.32	0.00
Coupon	12/21/2025	43813YAC6	0.00	HAROT 2024-3 A3 4.57 03/21/2029		4.66%	380.83	0.00	380.83	0.00
Coupon	12/21/2025	43814VAC1	0.00	HAROT 2025-1 A3 4.57 09/21/2029		4.57%	609.33	0.00	609.33	0.00
Coupon	12/21/2025	43814VAC1	0.00	HAROT 2025-1 A3 4.57 09/21/2029		4.57%	57.13	0.00	57.13	0.00

TRANSACTION LEDGER

Mammoth Community Water District Cons | Account #10988 | As of December 31, 2025

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Coupon	12/21/2025	43814VAC1	0.00	HAROT 2025-1 A3 4.57 09/21/2029		4.57%	342.75	0.00	342.75	0.00
Coupon	12/22/2025	3133EN4S6	0.00	FEDERAL FARM CREDIT BANKS FUNDING CORP 3.75 12/22/2027		3.87%	7,500.00	0.00	7,500.00	0.00
Coupon	12/25/2025	05592XAD2	0.00	BMWOT 2023-A A3 5.47 02/25/2028		5.47%	64.35	0.00	64.35	0.00
Coupon	12/25/2025	096919AD7	0.00	BMWOT 2024-A A3 5.18 02/26/2029		5.18%	345.33	0.00	345.33	0.00
Coupon	12/25/2025	437076DC3	0.00	HOME DEPOT INC 4.75 06/25/2029		4.58%	712.50	0.00	712.50	0.00
Coupon	12/25/2025	437076DC3	0.00	HOME DEPOT INC 4.75 06/25/2029		4.58%	3,562.50	0.00	3,562.50	0.00
Coupon	12/25/2025	096924AD7	0.00	BMWOT 2025-A A3 4.56 09/25/2029		4.56%	57.00	0.00	57.00	0.00
Coupon	12/25/2025	096924AD7	0.00	BMWOT 2025-A A3 4.56 09/25/2029		4.56%	285.00	0.00	285.00	0.00
Coupon	12/25/2025	096924AD7	0.00	BMWOT 2025-A A3 4.56 09/25/2029		4.56%	532.00	0.00	532.00	0.00
Coupon	12/31/2025	91282CEV9	0.00	UNITED STATES TREASURY 3.25 06/30/2029		4.12%	7,312.50	0.00	7,312.50	0.00
Total Coupon			**0.00**				**94,202.19**	**0.00**	**94,202.19**	**0.00**
Custody Fee	12/24/2025	CCYUSD	(281.00)	Cash		0.00%	(281.00)	0.00	(281.00)	0.00
Total Custody Fee			**(281.00)**				**(281.00)**	**0.00**	**(281.00)**	**0.00**
Dividend	12/31/2025	31846V203	0.00	FIRST AMER:GVT OBLG Y		3.40%	3,085.11	0.00	3,085.11	0.00
Total Dividend			**0.00**				**3,085.11**	**0.00**	**3,085.11**	**0.00**
Management Fee	12/05/2025	CCYUSD	(2,871.98)	Cash		0.00%	(2,871.98)	0.00	(2,871.98)	0.00
Total Management Fee			**(2,871.98)**				**(2,871.98)**	**0.00**	**(2,871.98)**	**0.00**
Principal Paydown	12/01/2025	31307PNB1	366.74	FH J33086 3.0 11/01/2030		2.38%	366.74	--	366.74	0.00
Principal Paydown	12/01/2025	3138YDAS8	141.99	FN AY0016 2.5 01/01/2030		2.16%	141.99	--	141.99	0.00

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Principal Paydown	12/01/2025	31307PEF2	233.35	FH J32834 2.5 09/01/2030		2.08%	233.35	--	233.35	0.00
Principal Paydown	12/01/2025	3137BSRE5	2,410.23	FHMS K-059 A2 3.12 09/25/2026		1.98%	2,410.23	--	2,410.23	(0.00)
Principal Paydown	12/15/2025	47787CAC7	5,773.75	JDOT 2023-C A3 5.48 05/15/2028		5.55%	5,773.75	--	5,773.75	0.00
Principal Paydown	12/15/2025	58768PAC8	6,709.92	MBART 2022-1 A3 5.21 08/16/2027		5.27%	6,709.92	--	6,709.92	0.00
Principal Paydown	12/15/2025	47800BAC2	3,599.94	JDOT 2022-C A3 5.09 06/15/2027		5.15%	3,599.94	--	3,599.94	0.00
Principal Paydown	12/15/2025	448979AD6	4,048.01	HART 2023-A A3 4.58 04/15/2027		5.14%	4,048.01	--	4,048.01	0.00
Principal Paydown	12/15/2025	89231CAD9	3,054.54	TAOT 2022-C A3 3.76 04/15/2027		3.80%	3,054.54	--	3,054.54	0.01
Principal Paydown	12/15/2025	47800AAC4	2,171.40	JDOT 2022-B A3 3.74 02/16/2027		3.77%	2,171.40	--	2,171.40	(0.00)
Principal Paydown	12/21/2025	438123AC5	2,782.48	HAROT 2023-4 A3 5.67 06/21/2028		5.74%	2,782.48	--	2,782.48	0.00
Principal Paydown	12/25/2025	05592XAD2	1,384.84	BMWOT 2023-A A3 5.47 02/25/2028		5.47%	1,384.84	--	1,384.84	0.00
Principal Paydown	12/25/2025	096919AD7	1,150.94	BMWOT 2024-A A3 5.18 02/26/2029		5.18%	1,150.94	--	1,150.94	(0.00)
Total Principal Paydown			**33,828.13**				**33,828.13**	**--**	**33,828.13**	**0.02**
TOTAL OTHER TRANSACTIONS			**30,675.15**				**127,962.45**	**0.00**	**127,962.45**	**0.02**

MAMMOTH COMMUNITY WATER DISTRICT

Agenda Item: B-4

Engineering Department Report

01-22-2026

January 2026

*****Text shown in bold has changed from the previous update*****

Active Capital Projects

Project	Status
Capital Improvement Plan	**The 2026 Capital Improvement Plan update is being prepared.**
Seismic/Snow Risk Assessment	**Phase 2 is moving forward with further analysis of Tank T-2 (Juniper Ridge) for potential steel retrofits in advance of recoating. Analysis continues on the administration building, the vehicle maintenance building, and the welding/maintenance shop.**
Structural Roof Replacements	**Structural components and waterproofing are complete at the 3 pump station buildings. The Wastewater Treatment Filter Building is prepped for demolition and in winter suspension.**
Fire Protection Projects (in partnership with MLFPD and USFS)	New fire hydrants on the Scenic Loop and additional locations for fire trucks to draft water for fire fighting in the Lakes Basin are **ready for construction as soon as USFS permits are issued and weather allows.**
Admin Building Seismic/ADA/Energy Assessment and Alternatives	**An RFQ for architectural services is out to procure an architect** to complete the assessment and develop alternatives for consideration.
GIS Utility Network	**This project is now substantially complete. A new Engineering/GIS intern has been hired to assist with continued data collection and cleanup.**
Wells and Water Supply Study	**UES has started work on an analysis that will be used in the 2025 Urban Water Management Plan Update and for future capital project planning.**
Tank Coatings and Cathodic Protection	Coating work on Tank T-2 (Juniper Ridge) is scheduled for 2026. The tank cathodic protection project is being engineered and an RFB is being prepared.
Water Distribution Improvements	**Projects are being identified for 2026.**
Industrial Park (Zone 4/5) Connector	This project will connect the Mammoth Mountain RV Park to the Industrial Park with a new ductile iron water pipeline to improve water distribution system reliability. **Permits with the USFS are pending. Easement agreements are being finalized with property owners. Construction is expected in 2026.**
Wastewater Collection Improvements	**Projects are being identified for 2026.**
Laurel Pond Basin Plan Amendment Study	**UES is preparing a technical memo with analysis of water quality data from the new monitoring wells. Preliminary results indicate that nutrients are not present in the groundwater at high concentrations and our proposal to Lahontan for next steps is being refined.**

Engineering Department Activities

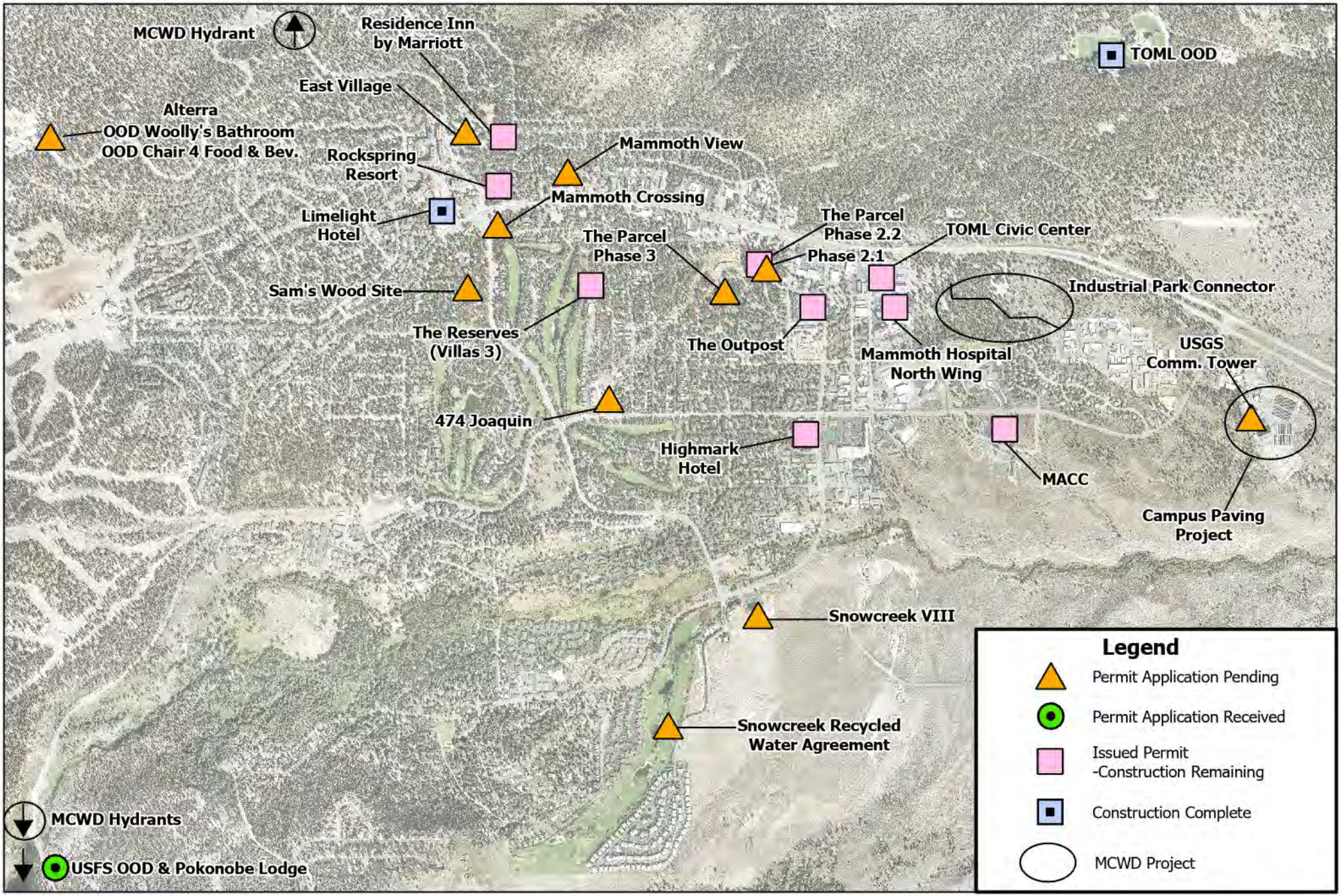
Activities	Status
Ormat CD IV Geothermal Monitoring and Response Plan (GMRP)	UES continues to perform ongoing monitoring and the pass-through agreement with Ormat is functioning as planned. **A 3rd Party Report is being prepared analyzing three years of data since CD-IV has been on-line.**
Sludge Hauling Contract	**An RFP was issued for a new 3-5 year sludge hauling contract in October. Significant outreach was done to potential haulers; however, only one proposal was received from Villar Construction (our hauler for the last 5 years). Staff performed an internal analysis of what it would cost MCWD to rent a truck and perform the hauling in-house. Staff was able to negotiate a competitive hauling contract that is a good value for MCWD and will continue the existing hauling solution.**
Out-of-District (OOD) Service	OOD agreements for the Inyo National Forest and Pokonobe Lodge have been drafted and presented for signature.
Irrigation Meter Sizing Procedure	This is a follow-up item from the 2025 Capacity Fee Study. Staff will draft a procedure to standardize meter sizing as time allows.

Permits with Recent Activity

Project Name	Description	Status
Mammoth Hospital North Wing	Permits have been issued for the North Wing. Temporary meters have been installed and construction is underway and expected to last three years.	Construction
Snowcreek VIII	The developer says no construction will occur in 2025. The golf course operator has indicated that they will operate the golf course exclusively on surface water and Snowcreek well water this season. The following items are outstanding: • Phase 1A Water and Sewer plan review and permitting (in process) • 2-year Untreated Water Sale Agreement (updated for time delays and re-sent to developer for approval in April) • Negotiate new long-term Recycled Water Agreement • Snowcreek Recycled Water System Engineering Report Update and System Re-design (required from developer/developer's engineer)	Engineering/ Permitting

The Parcel 2.2 & Parcel 2.1 Utilities	Connection and Construction permits have been issued for Phase 2.2. MCWD is working with the developer on a transfer agreement for water mains. **Construction is underway. Developer has resumed communication with MCWD regarding permitting phase 2.1.**	Construction
The Parcel 3	Phase 3 will be a "planned unit development", allowing ownership. **On hold.**	Engineering/ Permitting
The Villas (Obsidian)	Construction of water and sewer mains to be accepted by MCWD is complete. **Construction of condos is ongoing.**	Construction
Limelight Hotel	**Hotel is complete and final signoffs have been issued.**	Construction
Residence Inn by Marriott	**The Connection Permit has been paid for and is issued.**	**Construction**
Rockspring Resort (6060 Minaret Road)	**A temporary meter has been installed and construction is underway.**	Construction
College Pkwy Daycare Center	The foundation and shell construction is complete, and the interior is in design. Occupancy is expected in 2026.	Design
TOML Civic Center	**Construction is underway. Occupancy is expected fall 2026.**	Construction
Highmark Hotel (Sierra Center Mall)	MCWD has issued a construction and connection permit for the demolition and "core and shell" phase of this project. The developer has requested TOML Building Permit extensions. **Demolition started in December, meeting the minimum requirement to keep the permit from expiring.**	Permitting
McCoy Arts and Cultural Center (MACC) 100 College Parkway	Mammoth Lakes Foundation, in partnership with other local agencies, is planning an expansion to the Edison Theater located at 100 College Pkwy. **Construction is underway. Construction of main water lines is planned for 2026.**	Construction
Woodsite Condos	**This is a new proposal to construct approximately 70 condo units on the Sam's Woodsite parcels.** Well #17 is located on a small parcel that is surrounded by the project and significant coordination is needed to ensure the development does not negatively impact our operation and maintenance activities.	Permitting
Mammoth Crossing	This is a new proposal to construct resort hotel/condo development on each of the three corners (in addition to the Rockspring Residences) at Minaret Road and Lake Mary Road. Preliminary plans have been submitted to the Town Planning Department. **A demolition permit has been issued for structures on the southwest corner, and demolition has begun.**	Planning

Alterra Main Lodge Redevelopment	The President and COO of Mammoth and June Mountains paused planning and environmental work indefinitely and closed their escrow account with the Town of Mammoth Lakes for this purpose.	On-Hold
"Golden Connect" Last Mile Fiber Project	This is a new project funded by grants that is expected to bring improved fiberoptic service to the Town of Mammoth Lakes. The project will likely produce a lot of utility marking work for Line Maintenance staff. It may benefit MCWD communications.	Planning
Caltrans Highway 203 Rehab	This project will rehabilitate Highway 203 from Highway 395 to Minaret Summit. MCWD has provided as-built records to assist the design process. Construction is anticipated in 2029.	Planning
Mammoth View	**A new owner has purchased the seven lots in between Viewpoint Rd, Mountain Blvd, and Alpine Circle. A concept has been presented to TOML staff showing single family residences along the elevated Viewpoint Road and a multifamily structure along Mountain Blvd/Alpine Circle.**	**Planning**



Mammoth Community Water District
P.O. Box 597, Mammoth Lakes, CA 93546
(760) 934-2596 FAX: (760) 934-2143

Land Development Activity and Projects - January 2026

Engineering Department Report

MAMMOTH COMMUNITY WATER DISTRICT

Agenda Item: B-5

Information Systems Report

01-22-2026

January 2026

Executive Summary

Staff have made significant progress integrating the Utility Network throughout all District GIS systems and are nearing completion of the infraMap and Wincan integrations as well. In addition, the Safety and Security Committee remains busy implementing recommendations and hosting regular meetings with MLPD and CISA. Please see below for further details.

Hardware Systems

- *SCADA System* – The MCWD SCADA system is performing well. Routine maintenance was performed on the system and new staff have been trained in secure SCADA access protocol. ISD and Operations staff are tracking more detailed troubleshooting logs for specific SCADA errors. Staff have been in discussions with Tesco for development of an EMASS (Engineering Maintenance and Support Services) contract to help support, train, maintain and develop new functionality for the SCADA system.
- *AMI System* - The Automated Meter Infrastructure (AMI) Team continues monthly meetings to support the health of the District R450/R900 systems. All collectors are currently working properly. The AMI system maintained a 98.3% read rate as of January 13, 2026. MCWD will run a dual R900/R450 network for the duration of the 20-year AMI life cycle. The system went live in Fall of 2012.
- *FY 26 Workstation Replacement Program* - Overall, 14 out of the 18 FY26 workstation PCs have been set up and deployed, including the new Sewer TV Truck PC.
- Ongoing hardware support, maintenance, and updates.

Software Systems

- *EnerGov Permitting and Licensing (EP&L*) – ISD and Engineering staff worked with EP&L support to optimize the configuration of the software after several recent program changes. Staff will work with Tyler Technologies to conduct the Crystal Reports to SSRS custom report conversion plan later this year.
- *Wincan Sewer Maintenance Software* – The ISD and Line Maintenance teams continue to refine the data in the new Wincan platform. The team is still migrating and refining 15 years of historic Granite Net data and media to the Wincan cloud environment. While the new system is functional, staff have identified key areas for improvement and are working to refine GIS data integration with Wincan. Staff will continue optimizing the software over the next several months.
- *infraMap Water Maintenance Software* – ISD staff has completed UN implementation work with infraMap for water asset maintenance integration. Staff are currently conducting field tests to verify all data schema are correct. The next step for the infraMap platform is to configure the 2025 backflow season data against the new UN backflow service schema.
- ISD and Administration staff continue to advance the District's Laserfiche system and Records Retention Program, collaborating closely with Laserfiche technical support to implement new workflows and design templates supporting the Records Retention Schedule.
- Ongoing software support, maintenance, and updates.

Administrative

- *Safety and Security Committee* – The Safety and Security Committee evaluates physical and digital security measures in place and implements solutions to protect MCWD personnel and property. The committee held their regular quarterly Safety and Security and MLPD Liaison meetings in early December. The committee also presented a summarized version of the CalOES International and Domestic Terrorism training to all staff in January to increase awareness of international and domestic threats affecting the U.S. critical infrastructure landscape. In addition, staff met with CISA representatives in early January for additional cybersecurity resources and information regarding UAV drone liabilities for U.S. critical infrastructure. CISA representatives have tentatively scheduled another onsite visit to MCWD this summer.
- Created new SOP/QRG for SCADA and Trend access and delivered to operators.
- Evaluated DocAccess PDF Web Content and Accessibility Guidelines (WCAG) software solution with Administration staff and determined to wait until closer to April 2027 deadline to implement a solution that meets WCAG standards for sufficient color contrast, keyboard navigation, clear headings, captions, and compatibility with assistive technologies within the PDF.
- Created new templates and practiced sending test Emergency Notifications with Security Committee members for Pocketstop RedFlag emergency notification system.
- Participated in and contributed to ISD Department Strategic Plan Workshop and materials.
- Conducted ISD employee onboarding/offboarding activities as needed.
- Conducted Office 365 maintenance, distribution group and email account administration.
- Continued administration of VoIP phones, iPads and laptops.

Network and Cybersecurity

- All ISP redundancy and failover measures are in place and tested quarterly.
- ISD and Maintenance are still anticipating a project to install new 10GB fiber lines for the Administration, Engineering and WWTP buildings. The fiber lines will be pulled by District staff and installed on new network patch panels back to the point of entry at the Server Room. ISD is awaiting Maintenance staff availability to start this project.
- Continued administration of District cybersecurity measures and services, all CISA cyber services and protective applications, the staff Cybersecurity Training Program, and backup/disaster recovery procedures. See January 2026 Quarterly Cybersecurity Report for further details.
- Renewed and applied new Secure Socket Layer (SSL) Certificates for MCWD hosted websites: mcwd.dst.ca.us, gismaps.mcwd.dst.ca.us, and devgismaps.mcwd.dst.ca.us. All the SSL Certs contain each site's public key and identity are verified by a Certificate Authority for a secure data exchange.
- Managing remote access client connection software and devices, administering additional machines and users as necessary for remote access.
- All network systems are secure, no data loss or intrusions.

GIS

- *Utility Network* – Staff continue to rollout the UN through the District and have finalized the primary contract for the UN implementation. However, staff are still working with the consultant to finalize minor punch list items. Overall, the project is closing out smoothly and staff are acclimating well to the UN environment. Staff have nearly completed UN integrations for the infraMap and

Wincan systems that consume UN GIS data but will continually make minor adjustments and improvements in the way the data interacts.
- UN GIS project templates have been created for most departmental maps and users are expanding their footprint for individual Engineering and Maintenance maps as well.
- Created new GIS Edit Web Form for field staff to document GIS Change Requests from anywhere and submit attachments. ISD, Engineering and Maintenance staff also met to discuss next phase of GIS priorities and responsibilities.

MCWD Websites

- Continued maintenance and security for all MCWD web platforms: MCWD Internet, MCWD Intranet, and MCWD GIS Portal sites.
- Postings or updates to Internet/Facebook sites:
    - Mammoth Creek Streamflow Data ending 12-31-25.
    - Posted 2025 Biosolids Handling Request for Bids.
    - Posted all December Board activity Notices of Cancellation.
    - Updated website with winterization messaging and images.
    - Posted Summer Construction Season wrap-up messaging.
    - Properly Dispose of Fats, Oils, and Grease Press Release 11-25-25.
    - Posted MCWD Surplus Equipment Listings and Bid Forms.
    - Posted all Board Meeting Minutes through current.
    - Posted Board Strategic Planning Workshop Agenda and Materials.
    - Posted updated Construction Permit New Structure Application on Permit page.
    - Posted new Temporary Hydrant Meter Application and Service Agreement.
    - Posted 3-19-26 Notice of Public Hearing for Water and Sewer Rate Adjustments.
    - Posted 2026 Water and Sewer Rate Study.
- Postings or updates to Intranet site:
    - Performed general maintenance and updated department pages as requested.

MCWD Quarterly Cybersecurity Report – January 2026
Justin Mulbay, MCWD Information Services Manager

Introduction

The January 2026 Cybersecurity Report will update employee cybersecurity training metrics, workstation and endpoint replacement status, CIRP incidents incurred within the period, and a variety of different scanning services and cybersecurity measures in place. The Information Services Department (ISD) remains fully staffed with three full-time employees who handle all aspects of District cybersecurity.

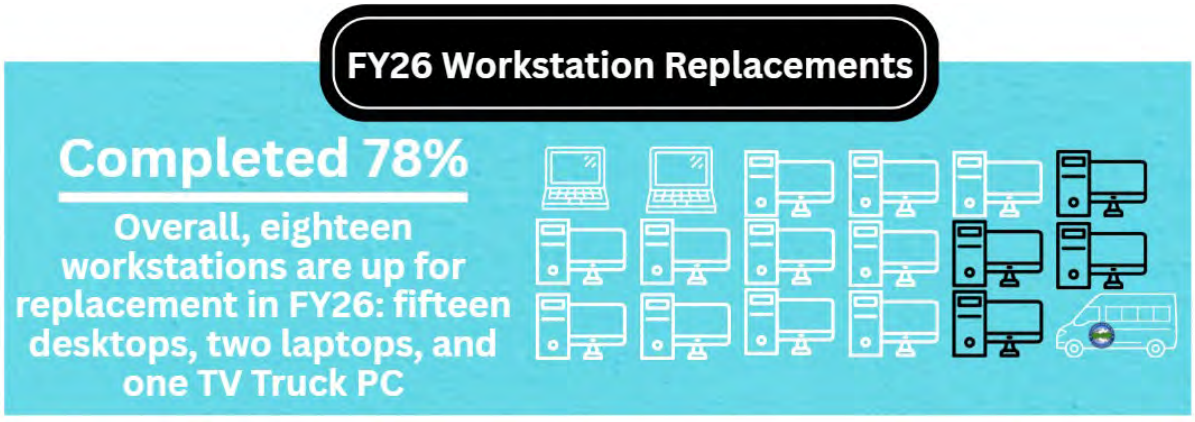
Measures in Place

The following services are currently utilized at MCWD for protection of digital assets:

- Monthly MDR (Managed Detection and Response) Reports for threat analysis and response
- Vulnerability scanning against ISO/IEC 27001:2022, SOC2 and CIS v8.0 standards
- Employing DNS Filtering Service for all corporate web traffic
- Receiving all CISA Exploited Vulnerability Catalog notifications
- Monthly Web Application Scanning
- Weekly Cyber Hygiene reports
- PCI Compliance with Finance Department via annual questionnaire responses
- Multi-Factor Authentication (MFA) for all sensitive accounts and PCs
- Password Manager utilization for all staff
- Firewall content filtering and traffic restriction for potentially harmful or malicious material
- Backup ISP configured and tested regularly for emergency scenarios

Workstation Replacements

A major element of District cybersecurity is to keep hardware endpoints current. With outdated hardware, exploits become more common and operating systems and security patches can become incompatible with current software systems. To that end, ISD maintains a current hardware environment and quarterly reporting for the FY26 Workstation Replacement Program.



CIRP Incidents

MCWD follows a Cybersecurity Incident Response Plan (CIRP) that details the response steps taken in a cybersecurity event. During the past quarter, there were no reportable CIRP incidents.

Backups
ISD performs scheduled encrypted immutable backups for all Corporate and SCADA Servers. ISD also employs offsite Corporate and SCADA backups. Any issues or problems with backups are dealt with in a prompt manner.

Training
Another component of the MCWD cybersecurity strategy is to train staff on good cyber practices. Water utilities are part of the nation's critical infrastructure and are under increasing cyber-attacks. Regular, targeted training strengthens staff awareness, reduces human error, supports regulatory compliance, and fosters a shared culture of responsibility for protecting digital and operational assets. The MCWD SCADA system requires focused departmental training for new employee access. All access to SCADA network data is accessible by authorized users only and requires several layers of complex access methods. In addition, all District staff are required to complete a monthly cybersecurity training for common industry threats affecting the public sector. Staff achieved a 95% completion rate for IT Trainings through the month of January.

CISA Activity
MCWD continues to maintain a relationship with the Cybersecurity and Infrastructure Security Agency (CISA) to enhance the District's overall security posture. In addition to running CISA cyber services, the District coordinates with CISA for critical infrastructure assessments and recommendations. CISA and MLPD representatives provide regular feedback for physical and digital measures in place at MCWD. CISA also provided several tabletop exercise templates for a variety of physical and digital emergency scenarios. The agency also conducted a Cybersecurity Performance Goals (CPG) Assessment and provided a Security at First Entry (SAFE) Assessment. CISA has also offered support for conducting a Validated Architecture Design Review (VADR) Assessment, should the District wish to conduct a full in-depth analysis on all IT/OT infrastructure. The District will hold the next regular meeting with CISA staff on January 13th, 2026.

MAMMOTH COMMUNITY WATER DISTRICT

Agenda Item: B-6

Personnel Services Department Report

01-22-2026

January 2026

Administration

- Continuous and ongoing activities associated with day-to-day administration, including but not limited to:
  - Administrative, organizational, and operational policy development, guidelines, implementation, and related day-to-day projects
  - Non-personnel and personnel-based legal matters, e.g., ADA/FEHA, COBRA/CalCOBRA, etc.
- Legislative/Client Update 12/2025 & 01/2026 (provided by LCW/CSDA):
  - None to report at this time

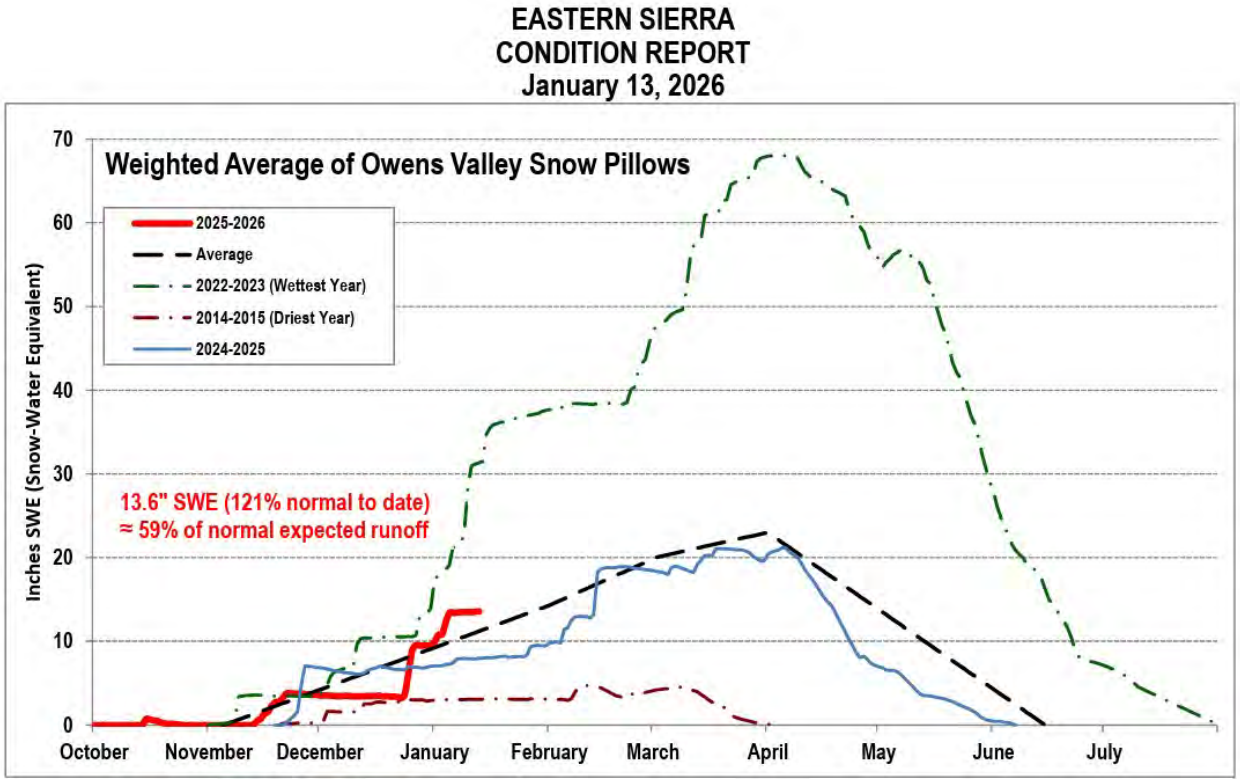
Workforce Planning

- Effective Monday, 01/05/2026, please welcome James Peavey, Human Resources Manager, Personnel Services Department
- Effective Sunday, 03/01/2026, please congratulate Christopher Monroe on his promotion to Water and Wastewater Operations Superintendent, Operations Administration, Operations Department
- Ongoing administration of one internal recruitment for a position in the Operations Department

Risk/Safety/Training

- Risk/Safety:
  - Processed Weekly Safety & Wellness Talks logs for Safety Incentive Program
  - Completed monthly restock of Cal/OSHA compliant first aid safety kits at all locations
  - Continuous and ongoing activities associated with the Injury and Illness Prevention Program written program development and guidelines
  - Claims received and/or processed:
    - One denied and closed
    - Two claims related to the same property under review by ACWA JPIA
- Training:
  - Various webcasts/onsite/offsite training processed, provided, attended, and/or proctored

Conservation



Water Supply Outlook

As of January 13, 2026, Eastern Sierra Current Precipitation Conditions reported 19.5 inches of water content at Mammoth Pass, equating to 96% of normal to date and 45% of normal for April 1. The above graph shows the weighted average for all Owens Valley snow pillows, which is above levels from last winter at this time. Snowfall in late December and early January created a snow base greater than last year's, however since January 7, 2026, the Sierra Nevada has been holding a pattern of abundant sun, above-average temperatures, and no sign of a storm in the forecast. The conditions are consistent with a La Niña weather pattern that favors Northern California with wetter conditions, leaving the southern parts of the state drier.

Leaks

In November, staff notified 43 customers about leaks, and in December, 56 customers were informed using WaterSmart's advanced leak detection software. Staff continue to actively engage customers through direct messages via WaterSmart and provide a link to the Tyler Customer Portal. Nine accounts that were notified of leaks in November or December continue to experience ongoing leaks. Of these, eight accounts are multifamily properties with more than 70 units, making it challenging to pinpoint the source of the leaks.

Rebate Program

The FY26 Indoor Rebate Program is continuing to be utilized by customers and advertised on the radio and on the MCWD website. In November, six applications were received, and 12 were received in December. The table below displays the results of the program thus far, along with the previous three

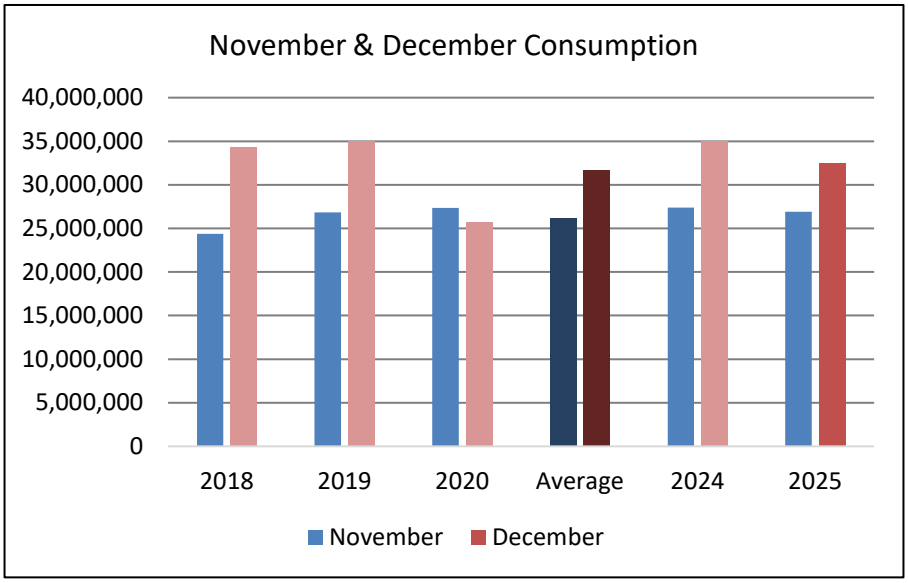
years for comparison. Applications for FY26 are accepted until March 31, and FY27 will begin April 1.

Regulatory Services Division (RSD) continues to work on an amendment to the Water Code that will consolidate and further define the rebate programs.

Indoor Rebate Program	FY 2026	FY 2025	FY 2024	FY 2023
Applications Processed	86	141	121	201
High-efficiency Toilets	89	144	112	186
Clothes Washers	8	22	18	25
Dishwashers	15	31	22	38
Estimated Annual Savings (gallons)	287,099	648,274	608,004	944,387
Rebate Awards	$23,305	$42,568	$33,188	$48,612

MCWD Customer Water Consumption

The chart to the right illustrates water consumption for November and December, alongside data from 2018, 2019, and 2020, which were used to calculate the average consumption. For comparison, the chart also includes consumption data for 2024. Water Conservation Level 0, established by the Board in March 2025, imposes no reduction requirements. Compared to the historical average, water consumption in November increased by 2.7%, while December saw a 2.5% rise. The increase in consumption during both months can be attributed to winter storms during the holidays, which led to a surge in Town visitation and, consequently, higher water usage.



Regulatory

Fats, Oil and Grease Control Program (FOG)

RSD continues to conduct regular inspections and monitor grease interceptors at Food Service Establishments (FSE). Staff completed six inspections in November and issued no violations. One new FSE at the Limelight Hotel was permitted. In December, 11 inspections were completed and no violations were issued. One new FSE was permitted within the Westin Hotel.

Cross Contamination Control (Backflow) Program

To date, there are a total of 1,925 backflow assemblies in the system. The 2025 testing is closed; three accounts on fire suppression systems remain untested, and 15 irrigation system tests were not complete prior to customers winterizing their system. These customers have been notified by staff as being noncompliant, and must complete a test as soon as possible. A total of 54 waivers were issued for

irrigation systems not used in 2025, and these customers have also been notified that a test is required prior to any use in 2026. Notices for 2026 test reports will begin going out in late January, with the earliest due dates set for March 6, 2026, including customers who failed to complete a test in 2025.

This winter, RSD staff have updated the test report template by removing outdated and unnecessary information. Staff continue to update records to remove inaccurate and conflicting information, coordinating with the IT and Mechanical Maintenance Departments as necessary. Staff have also reached out to testers to confirm their contact information and update certification records.

Mono County Local Hazard Mitigation Plan (Plan)
On November 7, a 30-day public review period notice was provided to the District prior to submitting the Plan to the California's Governor's Office of Emergency Services (CalOES) for approval. Staff reviewed the District's chapter within the Plan and provided edits prior to the public review deadline. Mono County staff and their consultant are now incorporating edits into the Plan, with the goal to submit to CalOES in February which will initiate a 45-day review process. During that time, the Federal Emergency Management Agency (FEMA) is required to review and approve the Plan. Due to the 2025 government shutdown, FEMA has a backlog of projects that will delay this process. Following CalOES and FEMA approval, the Plan will be agendized at a Mono County Board of Supervisors meeting for approval and adoption. Staff anticipate this occurring in Summer/Fall 2026. Staff will continue to monitor progress and participate in meetings pertaining to the Plan's completion.

Lead and Copper Rule (LCR/The Rule)
RSD and Engineering staff have been working on compliance reporting for this EPA regulation. The Rule requires water districts to identify privately-owned sources of lead and copper within the system to protect public health. The District has record of its system and lateral materials, however the Rule requires staff to compile data and verify the materials of customer's private connections.

Staff met the EPA's deadline to provide an updated inventory and complete outreach in 2026 to customers with unknown service lateral materials, requesting customers complete the digital survey identifying interior service line material. The most recent public notification to customers was provided via email and mailed letters on December 11, 2025. A page on the District's website has been created to disseminate information about the requirement and includes a link to the survey. To date, staff have identified 1,824 customer lines and have 1,895 remaining to classify by the October 2027 deadline. Staff continue to field customer questions and will conduct additional outreach to non-responsive customers in Spring 2026.

Making Water Conservation a California Way of Life (SB X7-7)
RSD met the January 1, 2026 deadline to complete and submit this report. While MCWD is required to submit this report annually, compliance with SB X7-7 will not be enforced until January 2027. Staff will continue to track reporting details included in this report, and review State assumptions that are based on MCWD's reporting of annual water use, state monitoring programs, state efficiency metrics, and state research.

On December 22, MCWD staff met virtually with State Water Board (SWB) staff to discuss reporting, variances, and the District's target for compliance. The meeting provided clarification and understanding specific to the challenges of establishing a population for MCWD's service population. MCWD will

continue to engage with SWB staff and complete a Seasonal Population Variance application in Summer 2026, based on the effective population as described by the Urban Water Management Plan.

Urban Water Management Plan (UWMP) 2025 Update
Beginning in November, RSD staff began outlining necessary tasks to update the District's 2020 Urban Water Management to meet the June 1, 2026 submittal deadline. The Department of Water Resources has yet to finalize the 2025 Guidebook, however staff is utilizing a published Draft Guidebook to inform necessary updates. The process of updating the UWMP will necessitate input by all District departments, and utilize water supply and consumption data, planning documents, land use permits and projections, population data and projections, and climate change data completed by District, consultants, and local jurisdictions and agencies, including the Town of Mammoth Lakes, Mammoth Lakes Tourism, and Mono County.

Public Affairs and Outreach

Out-Of-District Service Agreements
In November, the out-of-district service agreement for Pokonobe Marina was sent to property representatives. The property was listed for sale and entered escrow in December, requiring updating the agreement with the new owner's information. The new owners signed the agreement in early January.

Draft agreements for YMCA Camp High Sierra and Mammoth Mountain Ski Area have also been compiled and are anticipated to be sent to property owner representatives in the coming weeks. No response has been received from the Inyo National Forest (INF) regarding the agreement provided in May 2025, and staff will continue to follow up with INF staff.

Eastern Sierra Golden Mussel Collective (ESGMC)
On November 13, MCWD staff participated in the first meeting of the Eastern Sierra Golden Mussel Collective (ESGMC), a newly comprised regional partnership of tribes, local governments, landowners, reservoir operators, nonprofit organizations, and state agencies, working together to safeguard the pristine waters of Inyo and Mono Counties. California Trout (CalTrout) will serve as the lead coordinating entity with support from California Department of Fish and Wildlife (CDFW), Eastern Sierra Council of Governments (ESCOG), Los Angeles Department of Water and Power (LADWP), Inyo National Forest (INF), reservoir operators, and the Bishop Paiute Tribe environmental offices.

The group's focus is aquatic invasive species management pertaining to the golden mussel, an invasive freshwater species native to Southeast Asia. It was first introduced to South America in the 1990s through ballast water from ships and has since caused catastrophic ecological and economic damage in the infested regions.

On October 17, 2024, several golden mussels were detected in the Port of Stockton (San Joaquin County). Less than one year later, golden mussels have spread over 250 miles south to Silverwood Reservoir (San Bernardino County). The rapid spread of this species poses a serious risk to California's freshwater infrastructure and biodiversity.

Unlike other invasive aquatic species, golden mussels can persist in low-calcium environments posing a greater threat to the lakes of California's Easten Sierra Region. In addition to a broader tolerance of water quality conditions, golden mussels can colonize nearly any submerged surface, creating dense biofouling

that clogs research equipment, recreational infrastructure, and water conveyance systems.

Collectively, the group will work towards establishing a watershed-based approach to mussel prevention. This approach includes three components:

1. Outreach to boaters, marinas, and business owners.
2. Establishing Watercraft Inspection and Decontamination (WID) stations along highways entering Inyo and Mono Counties; collaborate with Agricultural inspection stations on US 395 and HWY 6.
3. Seeking support from the counties for local legislation supporting these inspection programs.

MCWD staff will continue to participate in the group and report to the Board on future activities.

Inyo National Forest Service Affairs
On December 7, the General Manager and RSD Manager met with the District Ranger and Lands Specialist to discuss District projects and goals relevant to the Inyo National Forest (INF). The meeting provided both agencies with valuable insights and feedback that will drive the efficient progress of current and future projects. District staff would like to continue meeting with INF staff on a quarterly basis and is working to schedule the next meeting for late February/early March.

Conservation Advertisements
RSD continues to utilize MCWD social media platforms, Facebook and Instagram, to share pertinent information and repost information shared by partner agencies when appropriate.

The adjacent ad was placed in The Sheet newspaper during the holiday periods of November and December to encourage customers to prevent FOG (fat, oil and grease) build up and avoid sewer backups.



Press Release
A press release was issued in November urging customers to properly dispose of fats, oils, and grease during the holiday season to prevent sewer backups.

MAMMOTH COMMUNITY WATER DISTRICT

Agenda Item: B-8

General Manager's Report

01-22-2026

January 2026

The General Manager's report is designed to summarize important District activities and to highlight developments that may require Board action in the future.

Key items for the past two months included workforce planning, budget and strategic plan development, and reviewing District Code and policies.

Other ongoing items included working with the local development community, supporting District capital improvement activities, local agency meetings, groundwater monitoring related to geothermal pumping, continued participation in the Mammoth Lakes Wildfire Task Force and working with state regulators on the District's waste discharge requirements.

Departmental/General

Staff Resources and Management

- In anticipation of my retirement in March 2026, I continued to provide succession planning support following the Board's selection of the new GM elect, Clay Murray. Specifically, I worked with Mr. Murray on planning for the transfer of duties, which included identifying Mr. Murray's replacement.
- Congratulations to Chris Monroe who was the successful internal applicant and will succeed Mr. Murray as the District's Water and Wastewater Operations Superintendent starting March 1st, 2026
- I'm pleased to announce that James Peavey started on January 5th as the District's new Human Resources (HR) Manager. James brings a collaborative leadership style and extensive public sector HR expertise to the position. Please join me in welcoming him to the MCWD family.
- Held monthly General/All-Staff, Board Staff, and Senior Management Staff meetings.
- Engineering, Operations, and Maintenance hold weekly collaborative meetings, reporting on and tracking progress of current and future capital projects and programs.
- Discussions with management staff regarding short-term and long-term workforce planning strategies are ongoing. Considerations for both current and anticipated vacancies, specific workflow needs to support District operations, department head input and recommendations, along with agency benchmarking comparisons.

District Employee Home Purchase Assistance and Rental Programs

The Mammoth Community Water District (MCWD) values its employees and has two policies which address local housing challenges. The policies include an Employee Home Purchase Assistance Policy (EHPAP) to facilitate home ownership for District employees and a Rental Housing Policy which offers District-owned rental housing opportunities in or near the town of Mammoth Lakes. Both policies are designed to promote and support retention and also provide an incentive for recruiting potential employees to ensure the District maintains the most skilled and professional workforce possible. The combined programs currently provide housing for around 50% of the District's permanent workforce.

- The District currently has 13 employees participating in the EHPAP program: 5 in the shared value option, 7 in the shared value/loan option, and 1 in the loan only option. Employees continue to actively look for potential properties which would utilize this program.
- The District currently has 11 rental units occupied by MCWD staff and 1 unoccupied unit maintained for potential recruitment needs. The District maintains a waiting list which currently has 2 staff members who are interested in District owned rental units.

Water Conservation and Supply Update

Staff continually monitor the District's water supply and demand conditions and based on this analysis make recommendations to the Board regarding water conservation levels. The District's various levels of water conservation measures are designed to balance water use with ongoing conservation needs for maintaining a consistent water supply for our community during both heavy water years and drought years.

Current surface and groundwater supply projections, along with water demand ratios continue to show that the District will have an adequate supply to remain at Water Conservation Level 0 and meet demand for the first quarter of 2026.

Water and Wastewater

Water Operations continue to utilize surface water as the primary source for meeting the community's overall water supply demands.

Total water produced in December 2025 was 38.6 million gallons, which is down from the 41.2 million gallons produced in December 2024. Water sources included 98% surface water, 2% groundwater and 0% recycled water. Currently, Lake Mary has a balance of 419 ac/ft, which is 69% of the District's total surface water storage capacity of 606 ac/ft.

Total wastewater treated in December 2025 was 44.9 million gallons, which is down from the 48.4 million gallons treated in December 2024. (See B-1 Operations Department Report for more details.)

Financial Management

Revenue, as of the end of December, is trending above budgeted projections. Both operating and personnel expenses are currently under budgeted projections. (See B-3 Finance Department Report for more details.)

Letters of Support, Contracts, and Agreements

- Signed a 5-year services agreement with Villar Construction for trucking of sludge to Russel Pass landfill in Nevada.

Departmental Activities

- Engineering Department staff continue supporting operations and maintenance activities along with working on the many active and planned construction projects at the District and throughout the community. (See B-4 Engineering Department Report for more details.)
- Regulatory Services Division staff continue to provide regulatory support for community fuels reduction projects, conservation efforts monitoring and notifying customers of water leaks, processing rebates, administering Backflow and FOG programs, and PR/advertising support. (See B-7 Regulatory Services Division Report for more details.)
- Personnel Services Department activities included onboarding new employees, updating job descriptions, workforce planning, and communicating with L12 Union as needed. (See B-6 Personnel Services Department Report for more details.)
- Information Services Department staff continue to support all the District's technology needs. (See B-5 Information Services Report for more details.)
- Operations Department staff continue to monitor water and wastewater production for compliance with all State Water Resources Control Board regulations. (See B-1 Operations Department Report for more details.)

- Maintenance Department staff continue working on in-house construction project activities and meeting maintenance goals and requirements. (See B-2 Maintenance Department Report for more details.)

Projects/Related

Water and Wastewater Rate Study

Following the completion of the Water and Wastewater capacity/connection fee study, the District initiated a new study to update its water and wastewater rates. The Board's ad-hoc committee is working with staff and RDN consulting on the process with a goal of implementing the study's results in April 2026. Public noticing will be issued in January regarding the study, which will be available on the District's web site. This will also include a public hearing scheduled for March 19th.

MCWD Code and Policy Review and Update

MCWD staff and the Board's Code/Policy Committee continue to work on reviewing and updating the District's Code and policies. This extensive project will bring the District's Code into alignment with current laws and practices.

The MCWD Code Book has three chapters remaining. Staff and legal counsel continue to work on extensive updates to Chapters 11 and 12, the MCWD Sewer Code and Water Code. As part of the proposed restructuring, Chapters 11 and 12 will be repealed and renamed the MCWD Sewer Code and the MCWD Water Code respectively. The final remaining chapter contains procedures for environmental review of District projects.

MCWD Water Discharge Requirements (WDR)

District staff are working with the Lahontan Water Board (the state regulator that oversees the District's region) to better identify the appropriateness of specific use classifications for Laurel Pond. This past summer, a well driller completed construction of four new monitoring wells with initial samples showing positive results. Staff will continue to sample over the next year, monitoring for any changes related to seasonality. Following this sampling period District staff will work with Lahontan, focusing on Laurel Pond's use classification and any potential updates to the District's WDR which has the associated possibility for treatment process changes at the District's wastewater treatment plant. (See B-4 Engineering Department Report for more details.)

Wildland Fire Mitigation Support and Planned Projects

The General Manger and District staff continue to look for opportunities to support wildland firefighting and mitigation efforts. These efforts currently include:

- Coordinating with the MLFPD and USFS on a project which will add fire hydrants in key perimeter locations in the Lakes Basin, Old Mammoth, and on the Scenic Loop. The additional hydrants will further support fire suppression efforts in the event of a wildland fire.
- Coordinating a project which will increase the defensible space adjacent to MCWD facilities.
- Participating in Mono County multi-jurisdictional planning process to identify and mitigate hazards.
- Attending meetings as a member of the Mammoth Lakes Wildfire Task Force and discussing opportunities for coordinating local agency hazard mitigation efforts.
- Continued participating in the Whitebark Institute's Eastern Sierra Climate and Communities Resilience Project (ESCCRP) and associated Financial Advisory Team meetings.
- MCWD, along with other local stakeholder agencies, signed an MOU with Blue Forest Financial to explore stakeholder benefits related to expanding funding options for forest fuels reduction projects. Blue Forest

Financial will study and report how forest fuels reduction projects benefit local stakeholders related to funding. Blue Forest utilizes this approach to assign agencies with potential funding responsibilities managed through a forest resilience bond. A forest resilience bond could ultimately provide additional forest treatment capacity.

AGENDA ITEM

Subject: Elect the Board President, Vice President, and Assign Board Committee Members for 2026

Information Provided By: Mark Busby, General Manager

Background and Discussion

In January of each year the Board of Directors selects a President, a Vice President, and assigns members to the standing committees. Additionally, if the need for an ad-hoc committee is anticipated in the coming months, that committee can be assigned at this time.

Standing Committees

Each standing committee has two members assigned as well as an alternate. The District's current standing committees are as follows: Technical Services, Finance, Investment, Employee Housing, and Code/Policy.

Of these standing committees, the Finance and Technical Services Committees meet monthly, usually a day prior to the regular Board meeting which is held on the third Thursday of each month. The Investment Committee, whose members are the same as the Finance Committee, meets quarterly while the Code-Policy and Employee Housing Committees typically meet annually or on an as-needed basis.

Ad-Hoc Committees

Periodically, there is a need for an ad-hoc committee to work with staff on a specific subject matter for a limited period of time. When the need arises, the Board President will assign no more than two directors to an ad-hoc committee.

Currently, there are three active ad-hoc committees. In 2024 the Board formed: 1) The Recycled Water Committee to work with staff on possible options for expanding the District's recycled water program and to ensure consistency in the agreements with the recycled water customers. 2) The Rate Fee Study Committee has been working with staff and a consultant on a comprehensive water and wastewater rate fee study. The committee's goal is to present updated fee structures for possible adoption in March 2026. 3) The MOU Negotiations Committee was appointed in 2025 to work with staff in preparation for the MOU negotiations with the Local 12 Union anticipated in early 2026.

Other Board Assignments

The Mono Local Agency Formation Commission (LAFCO) has two Special District members and an alternate that are elected by all Special Districts within Mono County every four years. Director Cage was elected to a four-year term in 2022, and Director Thompson was appointed to a four-year term as an alternate in 2024. In spring of this year, the LAFCO Executive Officer will solicit nominations to fill the Special District commission seat that expires in May.

Per MCWD Board policy one Board member shall serve as a trustee of the District's Pension Plan. This trustee is nominated and voted on by the MCWD Board of Directors and confirmed by resolution each January as a separate agenda item. Agenda item C-2 at this meeting addresses this subject.

Past Board Assignments - 2025

Position / Committee (standing)	Member/s	Alternate
President of the Board	Tom Smith	
Vice-President	Tom Cage	
Board Secretary	Mark Busby	
LAFCO Representative	Tom Cage	Gary Thompson
Pension Representative	Tom Cage	*None*
Finance	Tom Cage, Elizabeth Hylton	Tom Smith
Investment	Tom Cage, Elizabeth Hylton	Tom Smith
Technical Services	Dennis Domaille, Gary Thompson	Tom Cage
Employee Housing (EHPAP)	Tom Smith, Gary Thompson	Elizabeth Hylton
Code/Policy	Tom Smith, Dennis Domaille	Elizabeth Hylton
Committee (ad-hoc)		
MOU Negotiations	Tom Smith, Tom Cage	*None*
Rate Fee Study	Tom Smith, Tom Cage	*None*
Recycled Water Agreements	Tom Smith, Elizabeth Hylton	*None*

Board Assignments for 2026

Position / Committee (standing)	Member/s	Alternate	Action
President of the Board			Elect
Vice-President			Elect
Board Secretary	Mark Busby (Through 02/28/26)	*n/a*	*n/a*
Board Secretary	Clay Murray (Beginning 03/01/26)	*n/a*	*n/a*
LAFCO Representative	Cage	Thompson	*n/a*
Pension Representative		*None*	**ACTION under C-2**
Finance			Appoint
Investment			Appoint *(same as Finance)*
Technical Services			Appoint
Employee Housing (EHPAP)			Appoint
MCWD Code Book/Policy			Appoint
Committee (ad-hoc)	Member/s	Alternate	Action
Rate Fee Study	Smith, Domaille	*None*	*n/a*
Recycled Water Agreements	Smith, Hylton	*None*	*n/a*
MOU Negotiations with L12	Smith, Cage	*None*	*n/a*

Requested Action

Staff request that the Board elect a President and Vice President for 2026. Then it is requested that the President appoint the 2026 standing committee members, highlighted in the above table.

RESOLUTION NO. 01-22-26-01

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE MAMMOTH COMMUNITY WATER DISTRICT REGARDING THE TRUSTEE OF THE MAMMOTH COMMUNITY WATER DISTRICT PENSION PLAN

WHEREAS, a trustee shall be determined by the Mammoth Community Water District Board of Directors at the first Board of Directors' meeting held in January of each calendar year. (Policy for the Appointment and Number of Trustees of the Mammoth Community Water District Money Purchase Pension Plan)

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Mammoth Community Water District, in accordance with Article 2, Section 2.3 of the Trust, confirms the appointment of Director _____ as Trustee effective as of the date of their acceptance.

BE IT FURTHER RESOLVED by the Board of Directors that the officers of the District be, and they hereby are, authorized and directed to execute any and all necessary and proper documents to effect the foregoing including, but not limited to, (i) sending a written notice of removal to each of the removed Trustees and (ii) obtaining from each of the appointed Trustees an acceptance of office substantially in the form attached hereto. A copy of each such notice and acceptance shall be filed with the records of the Trust.

PASSED AND ADOPTED by the Board of Directors of the Mammoth Community Water District at its regular meeting held on January 22, 2026, by the following vote:

AYES:
NAYS:
ABSENT:
ABSTAIN:

MAMMOTH COMMUNITY WATER DISTRICT

_____
Thomas R. Smith, President
Board of Directors

ATTEST:

_____
Mark Busby, Secretary
Board of Directors

ACCEPTANCE

The undersigned hereby accepts the office of trustee in the Mammoth Community Water District Pension Plan Trust effective as of the date of execution hereof.

Dated: January 22, 2026 _____

The current Trustees for the Mammoth Community Water District Pension Plan Trust include:

Mark Busby, General Manager
Jeffrey Beatty, Finance Department Manager
Mike Lesiak, Employee Representative
Garrett Higerd, Employee Representative
_____, Representative, Board of Directors

AGENDA ITEM

Subject: Discuss and Consider Adopting the Mammoth Community Water District FY 2027 Strategic Plan

Information Provided By: Mark Busby, General Manager

Background

Mammoth Community Water District's Strategic Plan (Plan) is an important tool that provides a foundational focus for the fiscal year and gives staff direction for priority projects in each department.

The Plan is a living document that helps staff align the District's projects and day-to-day activities with its mission statement, core values, and overall operations plan. It is an integral piece in the annual budgeting process. Historically, the early phase of plan development was done by staff. Then the Board's Long-Range Planning (LRP) Committee would meet with staff to provide feedback and guidance. Ultimately, a full Board workshop would be held at the end of the annual process in January. In 2024, the long-range and strategic planning processes were combined by involving the entire Board earlier in the development planning stage to affect a more productive and efficient process. Therefore, the annual full Board workshop was moved up from late January to December to encourage input from the entire Board during the development stage. Streamlining the District's annual planning process eliminated the need for an LRP Committee and allows staff to incorporate the entire Board's feedback earlier in the process.

Discussion

The annual Strategic Planning Board Workshop was held on December 17, 2025. There were lengthy discussions regarding many of the Plan's strategic objectives and other, both short- and long-term, areas of interest to the District. In the end, the Board expressed appreciation for the hard work staff had put into the Plan and did not request any changes be made.

Because there were no recommended changes to the Plan, another workshop would not be necessary and the final draft would be presented for possible adoption at the January 22, 2026 Regular Board Meeting.

Fiscal Impact

There is no direct fiscal impact by adopting this plan. The plan ties to and supports the annual budgeting process.

Requested Action

The Board of Directors is requested to discuss and consider adopting the FY 2027 Strategic Plan.

Attachment: FY 2027 Strategic Plan

Water Resource and Wastewater Management & Planning

Strategic Objectives	Metrics for Progress	Status	A/O	26	27	28	29	30	5+	Comments
1 Secure adequate future water supply	a. Property acquisition for new well sites	O	X							Pending while the well exploration and expansion plan is being developed.
	b. Drill exploratory boreholes for replacement wells	I				X	X			A hydrogeologist consultant has been hired to evaluate wells and plan replacements and exploration.
	c. Continued monitoring as defined in the Groundwater Monitoring Plan	O	X							Monitoring is active and ongoing.
	d. Water Supply Analysis	O	X							Surface water and groundwater are evaluated quarterly (or as needed) as part of the Water Supply Update. A long-term water supply analysis will be included in the 2025 Urban Water Management Plan (UWMP) update.
2 Conserve water	a. Maintain MCWD's *Water Shortage Contingency Plan* (Plan)	O	X	X						Any recommended amendments will be reviewed during UWMP comment period due June '26.
	b. Review TOML projects affecting water demand	O	X							Ongoing via regular meetings w/ TOML staff & review of Planning Commission & Council meeting materials.
	c. Maintain and enforce state water conservation regulations	O	X							Ongoing, continue to monitor & enforce state regulations, provide reporting & meet deadlines as needed.
	d. Maintain MCWD rebate program	O	X							Indoor & outdoor rebate programs remain active; Program elements are being updated and consolidated into a Rebate Policy that will be presented to the Board for possible adoption in the coming months.
	e. Support conservation education programs	O	X							Continue supporting the Mammoth Middle School's LivingWise program, as well as annual tours for various educational and community groups.
	f. Advertisements & press releases to educate the community re: water conservation practices & issues	O	X							Continue to inform the community of water conservation requirements with a focus on landscape irrigation and leaks.
3 Balance production & use of surface water, groundwater & recycled water	a. Optimize recycled water, groundwater and surface water treatment processes	O	X							Groundwater and surface water treatment processes are continually evaluated for optimization opportunities.
	b. Maintain awareness of recycled water (RW) expansion opportunities	O	X							A report that evaluated the RW System Supply & Demand indicated Snowcreek GC is the best opportunity for expanded RW use. Shady Rest Park presents an opportunity, but requires significant investment.
	c. Recycled water direct use	O	X							Monitor state regulations and development of processes related to recycled water direct use.
4 Groundwater Resource Protection	a. Administer monitoring and mitigation plans	O	X							GMRP sampling by UES is ongoing; A 3rd-party report on the first 3 years of CD-IV operation (2023-2025) is being prepared.
5 Effective Water Resource Data and Wastewater management & reporting	a. Continued resource monitoring to meet compliance and resource management objectives	O	X							All compliance and process control monitoring is current and ongoing.
	b. Urban Water Management Plan (UWMP)	I		X						UWMP is currently being reviewed and updated to meet the submission deadline of June 30, 2026.
6 Evaluate for adequate future system capacity	a. Water distribution system modeling	O			X					Engineering is coordinating with IS for UN progress. See item 2c. under Information Systems.
	b. Wastewater collection system modeling	O			X					Engineering is coordinating with IS for UN progress. See item 2c. under Information Systems.
	c. Water treatment system	O	X							Evaluate future capacity of the system while working on the UWMP.
	d. Wastewater treatment system	O	X							Evaluate future capacity of the system while working on the UWMP.
7 Stay informed of local, regional and State water resource issues	a. Attend/participate in group and administrative meetings	O	X							Attending and participating as needed; Continue to review all local agency meeting agendas.
	b. Provide input for effective, region-specific goals & objectives to regional water-resource groups & DWR	O	X							Provide comments as requested/needed.
	c. Engagement with CSDA, ACWA, DWR, SWRCB, and electeds	O	X							Maintain relationships through meetings and memberships.
	d. Review TOML project applications	O	X							Ongoing via regular meetings with TOML staff & review of Planning Commission & Council meeting materials.
	e. Coordinate with Out-of-District customers on the potential to supply future water & wastewater needs	I	X	X						MMSA is planning an additional bathroom at Woolly's Tube Park & expanded facilities at Chair 4, both are out-of-district & will require an OOD agreement. The Main Lodge redevelopment project is on hold indefinitely.
8 Surface Watershed Protection	a. Community fuels reduction	O	X							Ongoing, attending regular ESCCRP meetings along with newly formed groups, Mammoth Lakes Wildfire Team, and the Eastern Sierra Wildfire Alliance.
	b. Watershed Sanitary Survey (Lakes Basin)	N		X						SWRCB requires the survey be conducted every 5 years. The last survey was in 2021. Staff will begin the 2026 survey in early summer.
	c. Source water protection	O	X							MCWD is working to safeguard Lake Mary from invasive species such as golden mussels through partnership in the Eastern Sierra Golden Mussel Collective (ESGMC), with additional support planned from Clean Up The Lake (CUTL) in the coming year.

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Engineering, Operations & Maintenance

	Strategic Objectives		Metrics for Progress	Status	A/O	26	27	28	29	30	5+	Comments
1	Maintain Water Distribution, Collection Systems & Treatment and Administrative Facilities to a high standard	a.	Update the long-term Capital Improvement Plan (CIP)	O	X							Adding detailed placeholders from ongoing preliminary engineering work. Several sub-projects are underway, including Tank Asset Mgmt Program, Well Asset Mgmt Program, and Seismic/Snow Structural Risk Assessment & Mitigation Plan.
		b.	Zero sanitary/sewer over flows (SSO)	O	X							Standard preventative maintenance best practices are used to meet this goal.
		c.	Deliver water at 99% of customer service hours or better by managing outages	O	X							Standard preventative maintenance best practices are used to meet this goal.
		d.	Exercise 20% of distribution system valves annually	O	X							Standard preventative maintenance best practices are used to meet this goal.
		e.	Maintain 50% of hydrants annually	O	X							Standard preventative maintenance best practices are used to meet this goal.
		f.	Clean and CCTV 20% of collection system annually	O	X							Standard preventative maintenance best practices are used to meet this goal.
		g.	Monitor, maintain, and enforce collection system source control program	O	X							Sewer Code is being updated with best practices relative to the source control program.
		h.	Maximize the lifecycle of District facilities and equipment	O	X							Ongoing efforts to meet this goal include preventative maintenance and a strategic equipment replacement schedule.
		i.	Maintain AMI system	O	X							Staff hold monthly meetings to monitor the system's health & set appropriate maintenance schedules; System is 13 years into its 20 year life expectancy.
2	Protect Water Distribution system from contamination	a.	Maintain Backflow/Cross Connection protection program	O	X							The Cross-Connection Control Policy is in place and being enforced.
		b.	Conduct District-wide Backflow/Cross Connection Control sanitary survey	N						X		The next survey is planned for 2030. Staff is working to complete recommended actions resulting from the 2025 survey.
		c.	Recycled Water/Cross-connection control compliance annual testing and reporting	N		X	X					Annual inspections and reporting are due at the end of the RW season; Multi-year cross-connection reports for golf courses are scheduled & completed as needed.
3	Maximize reliability of water production	a.	Follow best practices for well inspections and maintenance	O	X							Ongoing compilation of well data. A hydrogeologist has been hired to help develop a well asset management plan.
		b.	Surface water treatment plant production	O	X							Plant is optimized for production & reliability; Staff maintains awareness for opportunities for improvement.
		c.	Groundwater treatment plant production	O	X							Plants are optimized for production & reliability; Staff maintains awareness for opportunities for improvement.
4	Maximize availability of recycled water	a.	Meet all recycled water (RW) demands during irrigation season	O	X							Ops & Maint. practices have been implemented to continually meet demands. New treatment strategies were identified to address some seasonal challenges in order to stabilize RW production & reduce chemical costs. The implementation of these strategies is pending system repairs.
5	Minimize non-revenue water	a.	Stay under threshold of AWWA standards of 10% non-revenue water (annually)	O	X							This goal has been consistently met annually; Non-revenue water for 2025 was at 7%.
		b.	Monitor meter system for accuracy	O	X							The "non-revenue water" remains below 10% indicating accurate meter reads. Monthly & annual water audits indicate meters are meeting accuracy standards.
6	Maximize energy efficiency and reduce energy costs	a.	Optimize and monitor current energy usage practices	O	X							Maintain awareness of opportunities to reduce inefficiencies. Staff continually monitor time-of-use and thermostat settings.
		b.	Operation and Maintenance of MCWD Solar PV system	O	X							Staff is monitoring the aging infrastructure, looking for options and opportunities to maintain or replace components of the system.
		c.	Maintain awareness of potential renewable energy opportunities	O	X							Ongoing
7	Emergency preparedness	a.	Emergency Response Plan Update	N		X						Updates to the Plan are required every 5 years; The next update is due December 2026.
		b.	Seismic/Snow Structural Risk Assessment & Mitigation Plan	I		X						The initial analysis is complete. 3 roofs were retrofitted and replaced; the final roof is planned for 2026. Phase 2 is underway and will provide supplemental analysis of remaining potential risks.
		c.	Defensible space of MCWD facilities	O	X							MCWD is working with Whitebark Institute to ensure defensible space is completed around MCWD facilities. Defensible space may be established under current INF Special Use Permit, Operations & Maintenance Plan. An update to this Plan may not be completed until the permit expires in 2040, based on INF feedback.
		d.	Support community wildfire preparedness & initiatives	O	X							Perimeter fire hydrants scheduled for installation pending USFS approval; Generators have been installed at GWTP 1 & Well 1 to provide reliable water availability in the case of a fire related power outage.
		e.	Stay current with appropriate equipment and staff training for emergency response	O	X							All Ee's are assigned Emergency Response and/or Emergency Action Plan training annually. The Safety and Security Committee is exploring "tabletop exercises" on real-life scenarios.
		f.	Participate & coordinate with local agencies re: training, equipment & emergency response protocol	O	X							Remain actively involved in the quarterly Mono Co. Unified Command meetings. Currently researching table top exercises for future implementation.
8	Maintain physical security of MCWD assets	a.	Manage agency security measures & implement new protocols as needed	O	X							MCWD's in-house Safety & Security Comm. meet quarterly to review objectives; Working with CISA to evaluate & implement SAFE recommendations; Implementing upgrades and improvements to District signage, lighting, and perimeter fencing.

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Information Systems & GIS

	Strategic Objectives		Metrics for Progress	Status	A/O	26	27	28	29	30	5+	Comments
1	Keep MCWD hardware environment current	a.	Carryout Device Replacement Program for all IT equipment	O	X							Adhering to annual PC replacement schedule.
		b.	Continue to explore new hardware applications to streamline technical operations	O	X							Implementing new hardware as needed.
		c.	Replace scheduled MCWD servers	N	X		X					No major servers are scheduled for replacement this year
		d.	Manage dynamic and secure remote work environment as needed	O	X							All remote work needs being met; Managing secure remote access to SCADA system.
		e.	WinCan integration with new sewer inspection vehicle	O		X						Optimize configuration of UN and WinCan platform, maximize existing equipment, create and refine processes for data collection
		f.	Fiber & Network Upgrade Project	I		X						Install and configure 10GB fiber runs and network equipment; MCWD fiber/network will be modernized for next 20 yrs.
2	Keep MCWD software environment current	a.	Install latest versions for all MCWD software platforms	O	X							All software versions current.
		b.	EnerGov Revisions in accordance with changes in permit process	I		X						Implement process & fee revisions through EnerGov EP&L software, optimize workflows, Crystal Reports to SSRS conversion.
		c.	Evaluate/install new water/sewer modeling software	I			X					Conduct analysis w/ Engineering staff for best fit modeling software for UN environment & MCWD needs; Integrate new modeling software w/ UN schema & products. Aquanuity for Water, Fluidit for Sewer.
		d.	Achieve stability & resilience for all new software applications	I		X						Work with all departments to maximize value of software systems & reduce technical debt.
3	Development of GIS to support MCWD work functions	a.	Maintain MCWD ArcGIS online mapping	O	X							Continued ESRI mapping improvements, increase utilization of Utility Network features and functionality.
		b.	Leverage ESRI MOU with TOML/MC for shared services & collaborative mapping	O	X							Continue to leverage and maintain this partnership. Explore potential ELA alternatives as ESRI rumored to change licensing model.
		c.	Manage and administer MCWD GIS Utility Network (UN)	I		X						Continue implementation and integration of UN of all GIS systems.
4	Maintain web services platforms to current technology	a.	Manage both MCWD public and intranet sites for current content & regulatory compliance	O	X							Both sites current for content and compliance; Staff conduct reviews quarterly to ensure content remains current.
5	Maintain digital security of MCWD assets	a.	Accomplish MCWD Security Committee objectives	O	X							Meet quarterly to discuss digital/physical measures. Evaluate & implement measures as needed for protection of MCWD IT/OT assets.
		b.	Manage agency cybersecurity measures & implement new protocols as needed	O	X							Continue proactive work with CISA, staff cybersecurity training program, quarterly MLPD and biannual MLFPD meetings. Continue quarterly Cybersecurity Report to Board.
6	MCWD Network administration	a.	Maintain MCWD network health and improvements	O	X							All network resilience and redundant measures in place. Developing new network asset replacement program.

Financial Management

	Strategic Objectives		Metrics for Progress	Status	A/O	26	27	28	29	30	5+	Comments
1	Maintain financially sound organization	a.	Monitor revenue and adjust expenses as needed	O	X							Finance staff regularly reviews all revenue and expense activity
		b.	Conduct a water & wastewater rate study every 5 years and implement recommendations	N		X					X	Changes from the 2025/26 rate study are anticipated to be implemented 4/1/26. Work on next rate study could likely begin in 2030.
		c.	Review connection fees as needed	O	X						X	Connection fees adopted in 2025 have an annual inflation increment. These fees will be reviewed regularly for appropriateness and the next study will be scheduled if an adjustment is required.
		d.	Maintain purchasing controls and Warehouse inventory levels	O	X							Finance staff collaborates with the Maintenance staff to maintain appropriate inventory for regular operations and capital projects.
		e.	Maintain an appropriate accounting and reporting system	O	X							Finance staff tracks any new requirements of GASB and collaborates with District auditors regarding best practices.
		f.	Regular Investment Committee meetings to monitor investments and ensure best investment strategy	O	X							Working with our investment managers, the District's reserve fund structure is regularly reviewed to confirm it meets the requirements of safety, liquidity and yield.
		g.	Regular Pension Trustee meetings to monitor pension plan	O	X							Continue to work with the plan trustees, administrators, and fiduciary monitoring firm to find opportunities for improvement of the plan.
		h.	Minimize operating cost	O	X							Finance maintains an organizational ethos of fiduciary responsibility for ratepayer funds.
2	FY Budget	a.	Annual draft budget review by Board in February, approval in March	I	X							Work on the FY 2027 budget is on schedule for an anticipated adoption in March.
3	Ensure adequate reserves in all funds	a.	Monitor and adjust fund balance structure and allocation	O	X							Evaluation of fund balance targets are done when necessary.
		b.	Regular evaluation of Capital balances related to CIP - adjust as necessary	O	X							Balance short and long-term investments according to expected cash flow.
		c.	Develop robust calculation of life-cycle asset cost	I		X						Compile complete capital asset list using GIS, Tyler software, and JPIA asset listing. In cooperation with Maintenance & Engineering, develop estimated maintenance and replacement cost for life of assets.
		d.	Reserve policy review and recommend changes if necessary	O	X							Review capital reserve policy and reserve fund targets as part of the FY 2027 budget preparation.
		e.	Continue to maintain fund for LA DWP 50 year payment	O	X							Tracking interest earned on the fund balance to determine future contributions required. Staff is adhering to the terms of agreement.
4	Leverage financial systems software	a.	Maximize value of Tyler Technology software suite	O	X							Regular engagement and training for Tyler Tech re software capabilities.
		b.	Reduce number of paper bills going out monthly	O	X							Continue to encourage customers to opt for e-bills vs. paper bills.
		c.	Ensure accuracy of utility billing	O	X							Regular meetings with IT and Maintenance departments to reduce estimated reads on monthly bills.

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Personnel & Administrative

	Strategic Objectives		*Metrics for Progress*	*Status*	*A/O*	*26*	*27*	*28*	*29*	*30*	*5+*	*Comments*
1	Attract & retain knowledgeable & talented staff	a.	Conduct Employee Engagement Survey	N				X			X	Next survey will be conducted in 2028.
		b.	Follow through with targeted goals identified through survey process to maintain high level of Ee engagement	O	X							The management team will develop an implementation plan once they have defined the targeted goals.
2	Coordinate workforce planning with overall MCWD Strategic Plan	a.	Implement staffing needs through the budget and personnel review process	O	X							Continuing to work with Department Managers regarding their staffing needs.
		b.	Work with departments to facilitate hiring and onboarding processes of new employees	O	X							Continually coordinating with Department Managers regarding the orientation necessary for new hires.
		c.	District-wide workforce continuity planning, cross-training, and capturing of institutional knowledge	O	X							Departments are actively cross-training and preparing for vacancies due to upcoming retirements.
3	Provide housing opportunities for MCWD staff	a.	Maintain engagement with HOAs for MCWD owned condo units	O	X							Finance staff is actively engaged in 3 HOAs representing 5 units, and reviewing agendas and reports of the other HOAs.
		b.	Maintain Rental Housing Program that aligns with District needs and is consistent with state statutes (bylaws, tenant communication, financial reporting, maintenance, etc.)	O	X							Based on discussion with Ee Housing Committee, add to or modify the inventory of District condos available for employee rental.
		c.	Monitor Ee Home Purchase Assist. Program to ensure the goals of the program are appropriate & meeting staff's needs while remaining consistent with state statutes	O	X							Evaluate with the Ee Housing Committee any opportunities for potential improvements to the EHPA loan program.
4	Maintain a collaborative labor relationship with staff; both Represented (IOUE Local 12) and Unrepresented	a.	Facilitate Meet & Confer obligations with Local 12 when necessary	O	X							Continue to comply with Meet & Confer obligations.
		b.	Manage reporting requirements to Local 12	O	X							Meeting the 120-day periodic reporting requirements with an occasional supplemental report when needed.
		c.	Meeting with Un-Represented group	O	X							Meeting as needed.
		d.	MOU negotiations with Local 12	N		X						Negotiations for a successor MOU anticipated in the near future.
5	Maximize software & technology to support personnel related operations	a.	Maintain HRMS (Ee data) in Tyler software	O	X							Data kept up-to-date; continuing to explore improvements and other features available.
6	Risk Management	a.	Assist, facilitate & provide resources to departments to enable them to minimize risk	O	X							Continually working with departments to minimize risk.
		b.	Evaluate & mitigate Workplace Violence Prevention Plan (WVPP) measures	O	X							Continue evaluation of WVPP measures to comply with regulations.
7	Maintain MCWD Code, Policies, & Procedures	a.	Review and revise MCWD Code, Policies, & Procedures per legal recommendations	I	X	X						A rewrite of the Sewer Code is in progress. The District's Water Code will be tackled next. The remaining chapter in the Code addresses environmental processes and will be turned into policy. Staff are actively working with legal counsel and regulators to develop and update policies as needed.
8	Maintain MCWD Records	a.	Adherence to the MCWD Records Retention Policy	O	X						X	The Board adopts recommended updates to the Records Retention Schedules (RRS) annually; Staff are working to implement records management software which will automate records retention, retrieval, and destruction.
		b.	Establish and maintain MCWD Records Room	I		X						Ongoing project

Government and Community Relations & Outreach

	Strategic Objectives		*Metrics for Progress*	*Status*	*A/O*	*26*	*27*	*28*	*29*	*30*	*5+*	*Comments*
1	Develop & maintain relationships with local partners & agencies	a.	Maintain relationships with local agencies regarding issues that involve or relate to MCWD	O	X							Regular interaction (phone & meetings) w/ TOML manager & engineer & Mono Co. staff re anything MCWD related; Join local business/agency group at least monthly; Review other agency meeting agendas & minutes.
2	Develop and maintain relationships with State & Federal representatives	a.	Maintain relationships with State-level representatives regarding MCWD issues	O	X							Interactions (phone & meetings) w/ agencies including GBUAPCD, SWRCB, CSDA, CDFW & ACWA; Review of other agency Board meeting agendas & minutes as needed.
		b.	Maintain relationships with Federal-level representatives regarding MCWD issues	O	X							Interactions (phone & meetings) w/ federal agencies including BLM & USFS as needed.
3	Maintain consistent, positive profile in community	a.	Regular Press Releases	O	X							Issue press releases as needed.
		b.	Web-based outreach	O	X							Utilizing web tools and resources.
		c.	Event participation and sponsorship	O	X							Continued sponsorship at annual Hospital Golf Tourn., Town of Mammoth Lakes, and Mam. HS advertisement w/ conservation messaging; Water Bar & LivingWise sponsorship.
		d.	Encourage customers to use Tyler customer portal for billing & account information and water use & leaks	O	X							In progress; Regular meetings with customer-facing staff to build & maintain consistent customer communications.

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Regulatory Compliance & Agreements

Strategic Objectives	Metrics for Progress	Status	A/O	26	27	28	29	30	5+	Comments
1 Federal *Comply with federal permit requirements*	a. Maintain Lake Mary dam operations & the Granger-Thye permit	O	X							Currently meeting compliance; Continuing to communicate w/ USFS on future needs and requirements.
	b. Comply with NEPA for MCWD projects	O	X							NEPA reviews completed as needed.
	c. USFS Master Use Permit updates	O	X							An amendment request needs to be submitted to include the Laurel Pond monitoring wells. Permit is valid until 2040.
	d. Comply with EPA Lead and Copper Rule	I	X	X						Inventory of private service lateral material data has been submitted to the SWRCB as required. Work continues on the annual inventory update. Complying with annual customer noticing requirements.
	e. Maintain ADA compliance	O	X							Ingress and egress compliance of District buildings has been addressed; Evaluating other areas that may need updating.
2 State *Comply with state public health, state water board, water quality and environmental documentation and permit requirements*	a. Meet Lahontan Regional Water Quality Control Board discharge requirements	O	X							Meeting all requirements; Additional Laurel Pond monitoring wells have been drilled and sampled. Discussions on going with Lahontan staff re: Basin Plan Amendment studies @ Laurel Pond.
	b. Maintain permits received from SWRCB for each facility	O	X							Approved SWRCB permits are all current.
	c. Sewer Sanitary Management Plan (SSMP)	N				X				Next audit due in 2028.
	d. Compliance with State mandates for conservation	O	X							Currently meeting compliance. Urban Water Use Objective requires state established objectives to be met by 2027.
	e. Comply with CEQA for MCWD projects	O	X							CEQA review completed as needed.
	f. Laboratory compliance with TNI and ELAP standards	O	X							Meeting all requirements.
3 Special District	a. Brown Act compliance	O	X							Updates to the Brown Act will occur in January 2026. Staff are being diligent to conform to applicable changes and educate the Board and Board staff on the changes.
	b. State Water Code compliance	O	X							Continually monitor for any updates or changes.
	c. Required Board of Director's training	O	X							Newly passed SB 827 requires annual fiscal & financial training for all local agency officials effective January 1, 2026. Directors are required to go through Ethics and Sexual Harassment & Abusive Conduct Prevention training biennially. These 3 trainings will be conducted early in 2026.
4 Agreements	a. Coordinate with CalTrout and CDFW to implement Mammoth Creek settlement terms	O	X							Ongoing, awaiting proposal for a habitat restoration project on Lower Mammoth Creek.
	b. Comply with LADWP settlement agreement with a goal of extending the primary term	O	X							Currently on track with extending the primary term.
	c. Update agreements for "Out-of-District" connections	I		X						New agreements have been drafted for the USFS and Pokonobe Lodge and are awaiting signatures.
	d. Monitor all active agreements and leases	O	X	X						Both USGS and AmeriGas leases are current and due for another extension in June 2026.

Key Strategic Driven Expenditures

Strategic Objectives	Metrics for Progress	Status	A/O	26	27	28	29	30	5+	Comments
1 Maintain regulatory compliance	a. Vehicle & equipment replacement	O	X							Vehicle & equipment needs are evaluated during the annual budget development process.
	b. Other potential regulatory driven items	O	X							The Laurel Pond Basin Plan Amendment study may result in a project in coming years.
2 Correct assets that have failed or are projected to fail	a. Well Rehabilitation / Replacement	O		X	X		X			A hydrogeologist has been hired to help develop a well asset management plan. Well rehabilitations and replacements will be prioritized and planned as this work progresses.
	b. Water Distribution improvements	O	X							Maintenance and Engineering staff are working on project list annually.
	c. Collection System improvements	O	X							Maintenance and Engineering staff are working on project list annually.
	d. Water tank rehabilitation	I		X	X					The last remaining tank (T-2 Juniper Ridge) is scheduled for 2026. A cathodic protection project for all tanks is in design.
	e. WWTP repairs	N		X						Scheduled repairs are installation of the secondary clarifiers, weir replacement & aeration basin.
3 Improve operational efficiency and reliability	a. Administration building improvements	I			X					The seismic analysis defines the structural retrofits that are needed. Next step is to hire an architect to design the recommended changes, including ADA upgrades.

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AGENDA ITEM

Subject: Discuss and Possibly Adopt the Revised Human Resources Policies:

- **a.** MCWD Personnel Policy Manual (PL-HR-OO1);
- **b.** MCWD Employer-Employee Relations Policy (PL-HR-002)

Information Provided By: James Peavey, Human Resources Manager

Background

The Personnel Policy Manual and the Employer-Employee Relations Policy were adopted by the Board of Directors on July 20, 2023. Best practices are to review the policies annually for accuracy and potential revisions.

Discussion

The Personnel Policy Manual was revised to include changes to laws for 2026. Other revisions include a provision to bring the policy to the Board annually for ratification (with or without any changes), minor language modifications to reflect intent, the addition of premium certification pay for the Executive Assistant to maintain a Notary Public Commission certification, and the addition of the Information Services Manager to the Take-Home Vehicles – Regular Basis provision.

The only revision to the Employer-Employee Relations Policy is an added provision to bring the policy to the Board annually for ratification (with or without any changes).

The District satisfied its meet and confer obligations with the International Union of Operating Engineers, Local Union No. 12 (L12). L12 did not have any comments.

Fiscal Impact

There is no fiscal impact for this agenda item.

Requested Action

Discuss and consider adopting the revised Personnel Policy Manual (PL-HR-001) and the Employer-Employee Relations Policy (PL-HR-002).

Attachment(s): Revised Personnel Policy Manual (Redlined)
Revised Employer-Employee Relations Policy (Redlined)

Mammoth Community Water District

Personnel Policy Manual

Revised: January XX~~23~~, 202~~65~~

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APPENDIX A 99

MAMMOTH COMMUNITY WATER DISTRICT

Personnel Policy Manual

Adopted: July 20, 2023
Effective: July 21, 2023
Revised: January XX~~23~~, 202~~6~~5

DIVISION I. GENERAL PROVISIONS

Section 1. Effect and Applicability of the Personnel Policy Manual

The policies contained in this Personnel Policy Manual ("Policies") apply to all categories of employees of the Mammoth Community Water District ("District") unless a specific section or provision excludes them.

Independent contractors, volunteers, members of the District Board of Directors, the General Manager, and any other person as determined from time to time by the Board shall not be covered by these Policies unless a specific section or provision expressly includes them in its scope.

These Policies do not create any contract right, or any express or implied contract of employment. The District retains the full discretion to modify these Policies at any time in accordance with law.

Section 2. Conflict Between These Policies and Federal, State, or Local Rule or Regulation

If a provision of these Policies conflicts with any provision of federal, state, or local rule or regulation, the provisions of the federal, state, or local rule or regulation shall apply.

Section 3. Conflict Between These Policies and a Collective Bargaining Agreement

If a provision of these Policies conflicts with any provision of a valid collective bargaining agreement between the District and a recognized employee organization, the provision of the collective bargaining agreement that is in conflict shall apply to employees covered by that collective bargaining agreement.

Section 4. Policy Review

This Policy shall be reviewed at least annually and either (a) recommend changes for Board consideration and action; or, (b) provide for ratification without changes.

Section 5. Employee Acceptance of Policies and Revisions to the Policies

As a condition of employment, the District requires that employees read and, if necessary, request clarification regarding these Policies. Each employee must sign a statement of receipt acknowledging that: (a) they have received a copy or have been provided access to the Policies;

and, (b) they understand that they are responsible for reading and becoming familiar with the content of these Policies and any subsequent revisions to these Policies. (See Appendix A.)

Section 6. Delegation of Appointing and Personnel Authority to the General Manager

The Board of Directors and the Water Code delegates to the General Manager the authority to authorize employment, establish job responsibilities, and perform other personnel actions as to all subordinate employees in accordance with all federal and state laws and regulations and these Policies.

Section 7. Delegation of Powers by the General Manager; Personnel Officer

The General Manager may delegate responsibility and authority to perform personnel actions as set forth in these Policies, as the General Manager may deem appropriate and necessary. As used in these Policies, the term "Personnel Officer" refers to the General Manager or another individual to whom the General Manager has delegated authority in accordance with this section.

Section 8. Tenure of Employment

The tenure of every employee shall be based upon continuing satisfactory service, proper personal conduct, and fitness for the position, as determined by the General Manager, as well as the continued need for the work performed as determined in the sole discretion of the District and the availability of funds.

The General Manager, all temporary employees, and any other employee as determined from time to time by the Board shall serve at the will or pleasure of the Board.

Section 9. Retention of Personnel Authority as to Certain Personnel

As to the General Manager and any other employees who report directly to the Board, the Board retains authority over all personnel actions as authorized by law and these Policies.

Section 10. Equal Opportunity Employment Policy

The District affords equal employment opportunity for all qualified employees and applicants as to all terms of employment, including compensation, hiring, training, promotion, transfer, discipline, and termination. The District prohibits discrimination against employees or applicants for employment based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age (40 and over), sexual orientation, or military and veteran status, or any other basis protected by law. Employees, volunteers, or applicants who believe they have experienced any form of employment discrimination or abusive conduct are encouraged to report the conduct immediately by using the complaint procedures provided in these Policies, or by contacting the U.S. Equal Employment Opportunity Commission ("EEOC"), or the California Civil Rights Department ("CRD").

Section 11. Definitions

For purposes of these Policies, the terms defined herein have the following meanings:

(a) "At-Will Employee" means those classifications designated as "at-will" within the job specification. Generally, non-represented employees.

(b) "For-Cause Employee" means those classifications that are not "at-will." Generally, represented employees.

(c) "Management Employee" means District management employees who have responsibility for formulating, administering, or managing District policies or programs. Management employees include any positions designated by the General Manager.

(d) "Non-Regular Part-Time Employee" means an employee of the District who is regularly scheduled to work less than 30 hours per week and has successfully completed their probationary period. Unless required by law, a non-regular part-time employee is not entitled to benefits.

(e) "Probationary Employee" means a Full-Time or Part-Time employee that has not completed their probationary period.

(f) "Regular Full-Time Employee" means an employee of the District who is regularly scheduled to work 80 hours per pay period and has successfully completed their probationary period.

(g) "Regular Part-Time Employee" means an employee of the District who is regularly scheduled to work 30 to 39 hours per week and has successfully completed their probationary period. A regular part-time employee is entitled to benefits.

(h) "Safety Sensitive" classifications are defined as those requiring a Commercial Driver License and are regulated by Department of Transportation.

DIVISION II. EMPLOYEE ORGANIZATION

Section 1. Classification Plan

The District is organized into several departments. Each department includes one or more job classification(s).

The Personnel Officer shall ascertain and record the duties and responsibilities of all positions and, after consulting with affected department heads, shall recommend a classification plan, including job specifications, for such positions. The Personnel Officer shall allocate every position to one (or series) of the classifications established by the plan.

When a new classification is created, such classification may not be assigned until the classification plan has been amended to provide for the new classification.

Section 2. Reclassification

The Personnel Officer may initiate a job audit to determine whether the duties of a position have changed to such an extent that they necessitate reclassification of the position from the existing classification to a more appropriate classification. Upon completion of the job audit, the Personnel Officer shall make the final determination to reclassify or to not reclassify the position.

DIVISION III. RECRUITMENT, SELECTION, AND APPOINTMENTS

Section 1. Vacancies

When a vacancy occurs in an authorized position which the District chooses to fill, the District shall try, whenever reasonable, to fill the vacant position with an existing District employee qualified for the position.

This section shall not be construed to limit in any way the District's right to hire the most qualified person available for the vacancy. The District may fill any vacancy with a person who is not a District employee or may determine that it is in the District's best interest to leave the position vacant.

Section 2. Job Announcements

The Personnel Officer will prepare a job announcement to announce a proposed recruitment. The announcement may be posted on the District's website, bulletin board(s), and other locations the Personnel Officer deems appropriate, depending upon whether the recruitment is open to the public or current employees only. All announcements will be published for at least seven calendar days. The announcement will include:

(a) The title and pay for the position;

(b) The nature of the work to be performed and essential job duties of the position;

(c) The minimum qualifications, including whether the job is a promotional position;

(d) The last date and time that the Personnel Officer will accept applications;

(e) The time, place, and type of employment examination required, if known, and a statement whether a drug screening will be required following a conditional offer of employment; and,

(f) Such other information as determined at the discretion of the Personnel Officer.

Section 3. Qualifications of Applicants

Applicants shall possess the education and experience required by the job specifications or classification by the date their application is submitted, except as provided in these Policies.

In the event an applicant is found to possess qualifications extraordinary for the position for which the applicant is being hired, the General Manager may authorize the employment of such applicant at a salary that is greater than the minimum of the appropriate pay range. If the General Manager proposes a starting salary greater than 2/3 of the appropriate pay range, the Board of Directors must approve such higher salary. For the purposes of this provision, "extraordinary" means that the applicant has education, experience, and/or skills superior to that commonly required and expected for the classification.

Section 4. Submitting Applications

Job applications shall require information describing an individual's training, experience, and other pertinent information as deemed necessary to assess qualifications for the job. Applicants may be required to provide supplementary information, including but not limited to: answers to job-related questions; resume; licenses; certifications; diplomas; letters of recommendation; or, references. Licenses and/or other certification required by federal, state, and/or local law in the treatment, transmission, and maintenance of water and wastewater operations will be required as determined by the Personnel Officer pursuant to the prerequisites of each job classification.

All applications must be completed in full and signed, physically or electronically, by the person applying. The Personnel Officer will not process any application which is not fully completed and signed. Should an applicant be appointed to a position, the supplemental information shall become a part of the individual's permanent employment record.

Section 5. Disqualification

The Personnel Officer may disqualify an applicant for any lawful reason including, but not limited to, any of the following:

(a) Failure to properly complete the application;

(b) Failure to submit the application prior to the application deadline;

(c) Failure to demonstrate that the applicant meets the requirements and minimum qualifications established for the position;

(d) Falsification of information on the application and/or during the application process; or,

(e) Being under the influence of alcohol or illegal drugs while engaging in recruitment activities.

Whenever an application is rejected, notice of such rejection shall be mailed or emailed to the applicant.

Section 6. Employment Examinations

For some vacancies, the District may conduct an examination as part of the application process.

(a) The Personnel Officer will determine the manner and methods of administering employment examinations. Examinations may consist of any or all of the following: written tests; oral tests; performance tests; evaluations of prior training and performance, experience and/or education; interviews; working style assessments; practical exercises; file review; or, any combination thereof. The content of all examinations will be job-related and designed to test knowledge, skills, or abilities that help predict successful completion of job duties.

(b) The content of all examinations will be kept confidential prior to the administration of the examination. All applicants who are invited to the examination will be notified of the nature of the examination.

(c) An applicant with a disability may request accommodation in an examination process. Following receipt of a request for accommodation, the Personnel Officer may require additional information, such as reasonable documentation of the existence of a disability.

(d) Failure in one part of the examination, or the failure to meet established standards described in the job announcement, may be grounds for declaring such applicant as failing in the entire examination or as disqualified for subsequent parts of an examination. Each applicant will be notified by mail or email whether they will continue in the examination process.

(e) Applicants who meet the minimum qualifications and pass all examinations may be subject to a background and/or reference check.

Section 7. Criminal Conviction Check

After the District makes a conditional offer of employment, the Personnel Officer may then request information about criminal convictions, except for misdemeanor marijuana-related convictions that are over two years old, or convictions that have been judicially sealed, eradicated, or expunged. Unless required by law, the District will not deny employment to any applicant solely because they have been convicted of a crime. The District will consider the nature, date, and circumstances of the offense, evidence of rehabilitation, as well as whether the offense is relevant to the duties of the position.

Section 8. Medical Examination

A post-offer, pre-employment medical examination will be required before commencement of employment. Such examination shall be performed by a licensed physician without cost to the applicant. Documents indicating that the prospective employee has received a medical clearance shall be made part of their employment medical history file.

Section 9. Probationary Appointment

Except as otherwise provided herein, every new, regular and non-regular District employee shall be a probationary employee for a period of six months. Exceptions:

(a) The Personnel Officer establishes a longer period because the duration of the required training is such that it is not possible to adequately evaluate performance within a six-month period;

(b) The probationary period is extended by the District at the discretion of the Personnel Officer; or,

(c) If a probationary employee is absent for three or more consecutive workdays, the probationary period will be extended an equivalent number of calendar days.

The probationary period is part of the examination process and is used to determine whether work performance or work-related behavior meets the required standards of the position. A probationary employee may be rejected at any time during the probationary period with or

without cause or reason, without advance notice, appeal or grievance, and without any rights set forth in the disciplinary procedure described in these Policies. The probationary employee will be notified prior to the expiration of the probationary period that they have either successfully completed their probationary period, are having their probationary period extended, or have been rejected from probation.

Section 10. Probationary Period for Promotional Appointments or Transfers into a Different Classification

Except as otherwise provided herein, all employees on accepting a promotion or transfer into a different classification will serve a new probationary period of six months. The following exceptions apply:

(a) The probationary period is extended by the District at the discretion of the Personnel Officer.

(b) The General Manager may waive the probationary period for an employee laterally transferring to a position with the same or similar duties, under which they have already passed probation. A lateral transfer is defined as the movement of a permanent employee from one position to another position in the same class, or different class, that has substantially the same level of duties, responsibilities, and salary. Lateral transfers are at the sole discretion of the General Manager and can be either voluntary or involuntary on the part of the employee.

(c) If a probationary employee is absent for three or more consecutive workdays, the probationary period will be extended an equivalent number of calendar days.

A promotional/transferred probationary employee may be rejected at any time during the probationary period with or without cause or reason; without notice, appeal, or grievance; and, without any rights set forth in the disciplinary procedure described in these Policies. If the employee fails to satisfactorily complete the probationary period in the promotional/transferred position, and the employee's prior position is vacant, the employee may return to the position held prior to promotion/transfer at the hourly rate held prior to the promotion/transfer, unless they are terminated for cause. If their prior position is no longer vacant, other vacancies will be assessed by the Personnel Officer to determine, in the Personnel Officer's sole discretion, if it is in the best interest of the District for the employee to be appointed to the vacant position, provided the employee meets the minimum qualifications of that position. If there are no appropriate vacant positions, as determined at the sole discretion of the Personnel Officer, the employee will be terminated without right of appeal or grievance.

DIVISION IV. EMPLOYMENT OF RELATIVES, SPOUSES, DOMESTIC PARTNERS

Section 1. Policy

The District regulates the employment and placement of relatives, spouses, and domestic partners to avoid conflicts of interest and to promote safety, security, supervision, and morale.

Section 2. Definitions

For purposes of this Division, the terms defined herein have the following meanings:

(a) "Relative" means child, stepchild, parent, grandparent, grandchild, brother, sister, half-brother, half-sister, aunt, uncle, niece, nephew, first cousin, or in-laws of those enumerated by marriage or domestic partnership.

(b) "Spouse" means one of two persons to a marriage, or two people who are registered domestic partners, as those terms are defined by California law.

(c) "Supervisory relationship" means one in which one employee exercises the right or responsibility to control, direct, reward, or discipline another by virtue of the duties and responsibilities assigned to their District appointment.

Section 3. Employment of Relatives

The District will not appoint, promote, or transfer a person to a position within the same department, division, or facility in which the person's relative already holds a position, if any of the following would result:

(a) A direct or indirect supervisory relationship between the relatives;

(b) The two employees having job duties which require performance of shared duties on the same or related work assignment;

(c) Both employees having the same supervisor; or,

(d) A potential for creating an adverse impact on supervision, safety, security, morale, or efficiency.

Section 4. Spouses or Domestic Partners

The District will not appoint, promote, or transfer a person, to the same department, division, or facility in which the person's spouse or registered domestic partner already holds a position, if such employment would result in any of the following:

(a) One spouse or domestic partner being under the direct supervision of the other spouse or domestic partner; or,

(b) Potential conflicts of interest or hazards for married persons or those in domestic partnership which are greater than for those who are not married or in domestic partnerships.

Section 5. Marriage or Domestic Partnership After Employment

(a) Transfer: If two District employees who work in the same department later become spouses or domestic partners, the Personnel Officer has discretion to transfer one of the employees to a similar position in another department. Although the wishes of the two employees will be considered, the Personnel Officer retains sole discretion to determine which employee will be transferred based upon District needs for supervision, safety, security, or morale. Any such transfer that results in a salary reduction is not disciplinary and is not subject to any grievance or appeal, or pre- or post-disciplinary appeal due process.

(b) Separation: If continuing employment of both employees, who work in the same department and who later become spouses or domestic partners, cannot be accommodated in a manner the Personnel Officer finds to be consistent with the District's interest in the promotion of supervision, safety, security, or morale, then the Personnel Officer retains sole discretion to separate one employee from District employment. Absent the resignation of one employee, the less senior employee will be separated. Any such separation is not considered to be disciplinary and is not subject to any grievance or appeal, or pre- or post-disciplinary appeal due process.

DIVISION V. EMPLOYEE COMPENSATION AND ADVANCEMENT

Section 1. Pay Day

Employees shall be paid biweekly on Wednesday. In the event a pay day falls on a recognized holiday, employees will be paid on the last scheduled business day preceding the holiday.

Section 2. Wage Range

The District Board of Directors has adopted minimum and maximum hourly rates for each job classification, which shall continue in effect until and unless changed by the Board of Directors.

Section 3. Salary Review

As the need is determined, the Personnel Officer will review the wage ranges for job classifications and make recommendations for changes thereof and will include consideration of the Association of California Water Agencies ("ACWA"), California Association of Sanitation Agencies ("CASA"), or other salary surveys. The review will include consideration of the following factors:

(a) Job specifications, classifications, actual wages, and the number of authorized positions within the District;

(b) Wages paid by other employers, public and private, to employees performing work similar to that performed by District employees; and,

(c) The effect of inflation, and changes in the cost of living and consumer price indices relevant to the local community.

This section shall not be construed as binding the General Manager's discretion in recommending changes to any particular methodology. For unrepresented employees, this review is generally completed prior to the end of the Fiscal Year. For represented employees, the District will comply with any applicable meet and confer requirements before implementing changes to wages, hours, or terms and conditions of employment.

Section 4. Performance Evaluations

From time to time, each employee's supervisor will prepare a written performance evaluation of the employee's performance. Performance evaluations will generally be prepared in the following instances:

(a) When an employee reaches the end of probation in a new job classification (including new hires, promotions, and transfers), and annually thereafter;

(b) Whenever the employee's supervisor believes it is warranted by the employee's performance; or,

(c) Whenever requested by the General Manager.

Each department head will review and approve all performance evaluations of subordinates in their department. The General Manager will review and approve all performance evaluations.

Additional licensure and/or certifications related to the treatment, transmission, and maintenance of water and wastewater system operations may be required as prerequisites for promotion to the next higher job classification. When an employee becomes certified at a higher level, is qualified for the higher level position, and has served sufficient time in the grade level, the District, in its sole discretion, may increase the employee's pay and/or promote the employee to the next higher job classification.

Section 5. Performance Evaluation Meeting

The supervisor will meet with the employee to discuss the evaluation. The employee shall sign the evaluation to acknowledge its contents and that they have met with their supervisor to discuss the evaluation. The employee's signature shall not mean that they endorse the contents of the evaluation.

Section 6. No Appeal Right

An employee does not have the right to appeal or submit a grievance regarding any matter relating to the content of a performance evaluation. Instead, the employee may comment on the evaluation in a written statement which will then be placed with the evaluation in the employee's personnel file. The written statement must be submitted within ten calendar days after the employee receives the evaluation.

Section 7. Wage Plan Administration

Except as otherwise provided for in these Policies, employees shall initially be placed at the minimum hourly rate of the wage range for the classification to which the employee is hired, promoted, or transferred. Advancement within a wage range shall not be automatic but shall be based on merit and shall be given only upon affirmative recommendation of the employee's supervisor and approval of the General Manager.

As a general rule, upon progress and productivity, an employee may be considered for advancement within a wage range following the satisfactory completion of the employee's probationary period, and annually thereafter (as set forth in Section 4, Performance Evaluations, above) until such time as the employee reaches the maximum hourly rate of the range for the employee's classification.

Section 8. Performance Bonus

The General Manager has discretion to award a performance bonus to an employee whose performance has been extraordinary. This bonus shall be based upon, but not be limited to, the following factors:

(a) Demonstrated level of job performance relative to others in the same job classification.

(b) Attendance record.

(c) Initiative in work environment.

(d) Willingness to cooperate with fellow employees.

(e) Preparations for future promotions.

(f) Absence of disciplinary record.

The granting of a performance bonus will not affect any merit increase for which the employee may be considered during the employee's performance review.

DIVISION VI. TEMPORARY EMPLOYEES

Section 1. Hiring of Temporary Employees

Temporary employees may be hired for a specific purpose for a limited period of time to fill in for employees on leave of absence or to assist with or complete special projects. They are not eligible for any accrued leave, except for sick leave as specifically provided in these Policies, or eligible for any insurance or retirement benefits except as required by law.

Section 2. Wages of Temporary Employees

The General Manager shall determine the wage rates for each temporary employee. The factors taken into consideration will include the type of work to be performed, the qualifications of the temporary employee, and the anticipated duration of employment.

Section 3. Duration of Temporary Employment

The duration of temporary employment shall generally not exceed 240 calendar days in a rolling 12-month period.

Section 4. Termination of Temporary Employees

A temporary employee serves at the will or pleasure of the District and may be terminated at any time without cause or prior notice. A temporary employee does not have the right to appeal discipline or termination.

DIVISION VII. TEMPORARY ASSIGNMENTS

Section 1. Assignment of Temporary Work

The Personnel Officer may temporarily assign an employee to perform work normally performed by an employee in a different classification or at a different level of salary.

Section 2. Temporary Wage and Bonus

The Personnel Officer shall consider the following when establishing pay for a temporary assignment for an employee:

(a) An employee's relative experience and capability to perform the work required; and,

(b) The disruptive effect, if any, of the assignment on the employee's regular work schedule.

Section 3. Distribution of Temporary Assignments

The General Manager shall consider the following when making temporary assignments among qualified employees:

(a) An employee's relative experience and capability to perform the work required;

(b) Whether the employee has previously served in a temporary assignment; and,

(c) The disruptive effect, if any, of the assignment on the employee's regular work schedule.

DIVISION VIII. RESIGNATION, JOB ABANDONMENT, LAYOFF, AND SEPARATION

Section 1. Types of Separation

All employees separated from District employment are designated as one of the following types:

(a) Probationary release;

(b) Release of temporary employee;

(c) Resignation;

(d) Retirement;

(e) Job abandonment;

(f) Layoff;

(g) Non-disciplinary separation; or,

(h) Disciplinary separation.

Section 2. Probationary Release

Probationary employees serving in their initial probationary period with the District may be released at any time during the probationary period as recommended by the department head or Personnel Officer, without cause, reason, or notice. A released probationary employee has no right to appeal or to submit a grievance.

Section 3. Release of Temporary Employee

As provided in Division VI of these Policies, a temporary employee serves at the will or pleasure of the District and may be terminated at any time without cause, prior notice, or opportunity for appeal.

Section 4. Resignation

An employee who wishes to resign their District employment in good standing must submit written notice of resignation to the department head, the Personnel Services Department, or the General Manager at least two weeks prior to the planned separation date. The written notice must state the reasons for the resignation. Failure to follow the aforementioned procedure may be cause for denying future employment with the District. A resignation becomes final when the District accepts the resignation in writing. Once a resignation has been accepted, it is final and irrevocable. A resignation can be accepted by the District even if it is submitted less than two weeks prior to the planned resignation date.

Section 5. Retirement

An employee planning to retire must provide a written notice to the department head, the Personnel Services Department, or the General Manager at least two weeks prior to the effective

date of retirement. A notice of retirement becomes final when the District accepts the notice of retirement in writing. Once a notice of retirement has been accepted, it is final and irrevocable.

Section 6. Job Abandonment

An employee is deemed to have resigned from their position if they are absent for five consecutive scheduled workdays/shifts without prior authorization and without notification during the period of the absence. The employee will be given written notice, at their address of record, of the circumstances of the job abandonment, and an opportunity to provide an explanation for their unauthorized absence. An employee who promptly responds to the District's written notice, within the timeframe set forth in the written notice, can make an appointment with the Personnel Officer before final action is taken, to explain the unauthorized absence and failure of notification. An employee separated for job abandonment will be reinstated upon proof of justification for such absence, such as severe accident, severe illness, false arrest, or mental or physical impairment which prevented notification. No employee separated for job abandonment has the right to a post-separation appeal.

Section 7. Layoff

In the judgment of the Board of Directors, when a reduction in personnel is necessary for economic or operational reasons, any employee may be laid off or demoted for non-disciplinary reasons.

Employees will be laid off in the inverse order of their seniority in their classification. Seniority is determined based on the length of employment in the affected classification. Length of employment includes all days of employment in attendance at work and on authorized or legally protected leaves of absence. Length of service does not include unauthorized periods of leave or suspension or layoff. Within each classification, employees will be laid off in the following order: temporary; part-time; probationary; and, for-cause status. If two or more employees in a classification to be laid off have the same length of employment, the employee to be laid off will be decided by lottery.

Employees to be laid off will be given a minimum of 21 calendar days' notice of layoff.

If the Personnel Officer determines that a for-cause employee who is subject to layoff is qualified to perform the duties of a vacant position, the employee will receive a written notice of option to transfer in lieu of layoff. An employee who does not accept a transfer within ten calendar days after the date of the written notice, forfeits the option to transfer. An employee who accepts a transfer will be paid the rate applicable to the position into which they transfer.

An employee who has been noticed for layoff, and who has any questions or concerns about the layoff decision or process may make an appointment to be heard by the General Manager for an informal pre-layoff review. If the employee wants to appeal the decision, the employee must request an appeal in writing within five business days from the date of the notice of layoff. The General Manager's decision is final.

Section 8. Non-Disciplinary Separation

Any employee separated because of an inability to accommodate after the reasonable accommodation and interactive process is concluded, will be given a written pre-separation notice of the reasons for the separation, the evidence supporting the decision to separate for non-disciplinary reasons, and an opportunity to respond before the separation takes effect.

Section 9. Disciplinary Separation

A for-cause employee may be separated for disciplinary reasons pursuant to the Policy and Procedures in Division XXI of these Policies.

Section 10. Return of District Property

All District property in the employee's possession must be returned prior to separation, including keys, key fobs, identification cards, equipment, credit cards, gas cards, cell phones, pagers, and any other District equipment.

Section 11. Job References/Verification of Employment

All reference inquiries and verifications of employment must be referred to and approved by the Personnel Officer. Unless the Personnel Officer receives a written waiver signed by the employee, the District will release only the employee's dates of employment, last position held, and final salary rate. Department heads and supervisors should not provide information in response to requests for reference checks or verification of employment, unless specifically approved by the Personnel Officer on a case-by-case basis.

DIVISION IX. WORK SCHEDULES AND ATTENDANCE

Section 1. Office Hours

District office hours are from 7:30 a.m. to 4:30 p.m., Monday through Friday.

Section 2. Work Hours

Regular full-time employees are assigned to one of three Schedules:

(a) Employees with Schedule A are generally assigned to work five shifts of eight hours in the workweek (5/8 schedule). The workweek for these employees begins and ends on Sunday at 12:00 a.m. (midnight).

(b) Employees with Schedule B are generally assigned to work four shifts of ten hours in the workweek (4/10 schedule). The workweek for these employees begins and ends on Sunday at 12:00 a.m. (midnight).

(c) Employees with Schedule C are generally assigned to work four shifts of nine hours in each workweek, as well as one shift of eight hours on a designated alternating flex day. The work period shall begin half-way through the day designated as the eight-hour flex day and the corresponding alternate day off. In other words, each 14-day pay period, employees will work eight shifts of nine hours and one shift of eight hours with 40-hours of scheduled work each work period.

The Personnel Officer shall determine in the District's best interest to which schedule each employee is to be assigned while maintaining prescribed office hours.

Regular part-time, overtime-eligible employees have varied work hours and the workweek begins and ends on Sunday at 12:00 a.m. (midnight).

Nothing in this section shall be construed as a guarantee of any minimum number of hours to which an employee is entitled, or as a restriction on the maximum number of hours that the District may assign an employee.

Section 3. Standby Service

In order to maintain a high standard of emergency service to the community, operations and field personnel are required to be available for duty during off-hour periods. Standby duty is assigned weekly, Tuesday through Monday, on a rotating basis. Time spent on standby is compensated at a fixed daily amount set forth in the collective bargaining agreement or the Salary and Authorized Positions Resolution. Call back time is compensated at the employee's regular rate, or overtime rate, if applicable.

Section 4. Meal and Rest Periods

All overtime-eligible employees are to take, at minimum, a ½ hour or one hour (as determined by their schedule) meal break during each shift, during which they are relieved of all duties. Overtime-eligible employees are also provided two ten-minute rest periods during each shift,

one in the morning and one in the afternoon. Rest periods may not be combined to shorten the workday or to extend the meal period. To accommodate emergency and/or special work assignments, working hours of all personnel may be adjusted as required by each employee's supervisor, by the applicable department head, or by the Personnel Officer.

Employees exempt from overtime are to take a ½ hour or one hour (as determined by their schedule) meal break during each shift. Employees exempt from overtime also take two ten-minute rest periods during each shift, one in the morning and one in the afternoon.

Section 5. Advance Request for Permission to Deviate from Regular Work Hours

An overtime-eligible employee is required to seek advance permission from their supervisor for any foreseeable absence or deviation from regular working times, rest periods, and meal breaks.

Section 6. Unauthorized Absence is Prohibited

Arriving late to work or leaving early in connection with scheduled work times, rest periods, or meal breaks is prohibited, absent authorization. An overtime-eligible employee who fails to timely notify the supervisor of any absence as required by these Policies, or who is not present and ready to work during all scheduled work times will be deemed to have an unauthorized tardy or absence and will not receive compensation for the period of absence.

Section 7. Excessive Tardiness/Absenteeism and Abuse of Leave

Excessive tardiness occurs when an employee who, without authorization, is late to work or late to return from breaks more than three times during any 30-day period. Excessive absenteeism, without authorization, is defined as more than six instances in any 90-day period. Instances are defined as non-consecutive leave. If patterns (i.e., in conjunction with Fridays, Mondays, Holidays, the employee's regular day off, etc.) in the use of non-protected sick leave appear abusive, a sick leave usage review may be conducted. In cases of suspected abuse or misuse of sick leave the Personnel Officer may require a physician's certificate to support the absence without prior notification.

Excessive tardiness, absenteeism, or abuse of leave may be grounds for discipline up to and including termination under the District's Policy for Disciplinary Action and Dismissal (Division XXI). Authorized absences include, but are not limited to, pre-approved leave, bereavement leave, jury duty, military leave, and leave protected under state or federal law.

Section 8. Lactation Accommodation

An employee may make a request for lactation accommodation, either orally or in writing, with the Personnel Services Department.

Following receipt of a request for lactation accommodation, the District will provide a timely written response to the employee in which the District will indicate if it is unable to provide the requested break time or a requested location for the purposes of expressing breast milk.

An employee who believes that the District is not providing an appropriate lactation accommodation should immediately inform the Personnel Services Department.

An employee who does not believe that the District is providing an appropriate lactation accommodation required by state law has the right to file a complaint with the California Division of Labor Standards Enforcement ("DLSE")/Labor Commissioner.

Section 9. Lactation Break Time

The District will provide a reasonable amount of break time to accommodate any employee desiring to express breast milk for the employee's infant child each time the employee has a need to express milk. The break time shall, if possible, run concurrently with any rest period already provided to the employee. If the employee takes lactation breaks at times other than their provided rest periods, then the lactation break shall be unpaid or the employee may choose to use accrued leave.

Those desiring to take a lactation break at times other than their provided rest periods must notify their supervisor prior to taking such a break. Breaks may be reasonably delayed if they would seriously disrupt operations. Once a lactation break has been approved, the break should not be interrupted except for emergency or exigent circumstances.

The District will provide a room or other appropriate location in close proximity to the employee's worksite that is not in a bathroom to express milk in private. The room or location will meet the following requirements:

(a) Be shielded from view and free from intrusion while being used to express milk;

(b) Be safe, clean, and free of hazardous materials;

(c) Contain a surface on which to place a breast pump and personal items;

(d) Contain a place to sit; and,

(e) Have access to electricity needed to operate an electric powered breast pump.

An employee occupying the location shall either secure the door or otherwise make it clear to others through signage that the area is occupied and should not be disturbed. All other employees should avoid interrupting an employee during an authorized break under this section, except to announce an emergency or other urgent circumstance.

The District will provide access to a sink with running water and a refrigerator, or other cooling device, suitable for storing milk, in close proximity to the employee's work area.

Any employee storing expressed milk in an authorized refrigerated area shall clearly label it as such. No expressed milk shall be stored at the District beyond the employee's workday/shift.

DIVISION X. WORKWEEK AND OVERTIME

Section 1. Workweek

Unless otherwise designated in an applicable labor agreement, Division IX. Section 2 defines the workweek for employees with Schedules A, B, and C.

Section 2. Overtime

Overtime is all hours an overtime-eligible employee works in excess of their daily scheduled hours (Division IX. Section 2) or over 40 hours in their designated workweek. Overtime-eligible employees will be paid at 1 ½ times their regular rate of pay for all hours worked over their daily scheduled hours or over 40 hours in a workweek.

Section 3. Remote Access for Overtime-Eligible Employees

Except as specified in writing by the Personnel Officer, as provided in the Remote Work Policy, or while on standby duty, overtime-eligible employees shall not remotely access District equipment, resources, or email.

Section 4. Prior Approval Required for Overtime

The general policy of the District is to discourage the use of overtime. Overtime-eligible employees are not permitted to work overtime except as directed and authorized by their supervisor, or in case of emergency as determined by the District. Working overtime without prior authorization or approval is grounds for discipline. In emergency situations that necessitate working overtime, the employee must notify their supervisor as soon as possible, and in no event later than the end of that day upon which the emergency occurred. If the supervisor denies the request to work overtime, the employee must obey the supervisor's directive and cease working. Failure to follow these overtime approval procedures may subject the employee to disciplinary action, up to and including termination, for violating the overtime approval procedures.

Section 5. Accurate Time Reporting

All employees must accurately report all work time and leave time to the nearest tenth of an hour.

Minutes	0-2	3-8	9-14	15-20	21-26	27-32	33-38	39-44	45-50	51-56	57-60
Hours	0.0	0.1	0.2	0.3	0.4	0.5	0.6	0.7	0.8	0.9	1.0

Section 6. No Volunteering of Work Time

All time spent for the benefit of the District must be reported as hours worked on time records so that the employee is paid for all work. Overtime-eligible employees may not "volunteer" work time. Employees have no authorization to work without compensation. No supervisor has authority to request overtime-eligible employees to volunteer work time.

Section 7. Compensatory Time Off

An overtime-eligible employee may opt to accrue compensatory time-off ("CTO") in lieu of cash payment for overtime worked if their supervisor agrees prior to overtime work being performed.

CTO accrues at the rate of 1 ½ hours for each hour, or fraction thereof, worked in excess of their daily scheduled hours or over 40 hours of actual work within the employee's designated workweek. Time in paid leave status does not count toward CTO. CTO cannot be accumulated in excess of 40 hours at any given time.

The District will grant an employee's request to use accumulated CTO provided that:

(a) the department can accommodate the use of CTO on the day requested without undue disruption to department operations;

(b) the employee shall submit leave requests to their supervisor or the General Manager as soon as practical when planning time off. Unless there are extenuating circumstances, employees should submit leave requests in advance at least twice the time off being requested, but at a minimum one week prior. For example, if an employee is requesting one week off, a leave request should be submitted no less than two weeks in advance; or, if an employee is requesting one day off, a leave request shall be submitted no less than one week in advance.

If the employee does not provide the necessary advanced notice, or if the department cannot accommodate the time off without undue disruption, the District will provide the employee the opportunity to cash out the amount of compensatory hours requested at the end of the current pay period.

The District will compensate by cash payment all CTO balances on the last pay day in each fiscal year at the employee's current hourly rate of pay, or in any given pay period at the employee's request.

Employees separating from District service shall be compensated for all accrued, unused compensatory hours at their current hourly rate of pay.

DIVISION XI. REMOTE WORK POLICY

Section 1. Purpose and Scope

The purpose of this Remote Work Policy is to facilitate the ability of District employees to perform their regular job duties from an alternative location when it is appropriate to do so. Circumstances where this Policy may apply include, but are not limited to, the following:

(a) Working remotely to maintain continuous District operations during emergency situations, such as a public health emergency or inclement weather, that prevent employees from reporting to work at District facilities; or,

(b) Authorized by the General Manager for extraordinary or extenuating circumstances.

Section 2. Prior Authorization Required

Employees are not authorized to work remotely without prior approval of the General Manager.

Section 3. Eligibility

Remote work is not an employee benefit intended to be available to all District employees at all times and is not suitable for all employees and/or positions. The District has the discretion to determine the employees and positions who may work remotely utilizing criteria that includes, but is not limited to:

(a) The operational needs of the employee's department and the District;

(b) The potential for disruption to District functions;

(c) The ability of the employee to perform their specific job duties from a location separate from their District Worksite ("Alternate Worksite") without diminishing the quantity or quality of the work performed;

(d) The degree of face-to-face interaction with other District employees and the public that the employee's position requires;

(e) The portability of the employee's work;

(f) The ability to create a functional, reliable, safe, and secure Alternate Worksite for the employee at a reasonable cost;

(g) The risk factors associated with performing the employee's job duties from a location separate from their District Worksite;

(h) The ability to measure the employee's work performance from a location separate from their District Worksite;

(i) The employee's supervisory responsibilities;

(j) The employee's need for supervision; and,

(k) Other considerations deemed necessary and appropriate by the employee's immediate supervisor, department head, or the Personnel Officer.

Section 4. Remote Work Agreement

(a) An employee may only be approved to work remotely pursuant to a Remote Work Agreement ("RWA" or "Agreement"; see the District's Administrative Procedures.)

(b) Any RWA is only valid for the time period specified in the Agreement. The Agreement is invalid after this time unless the District approves an extension in writing. The District may, in its discretion, decide to terminate the Agreement earlier.

(c) Employee acknowledges and agrees that the RWA is temporary and subject to the discretion of the General Manager. Remote work will be approved on a case-by-case basis consistent with the eligibility criteria above.

(d) Overtime-eligible employees shall be assigned a "Remote Work Schedule" in the RWA, including rest periods and meal breaks. Any deviation from the Remote Work Schedule must be approved in advance and in writing by their supervisor. Overtime-eligible employees must take meal breaks and rest periods while working remotely, just as they would if they were reporting to work at their District Worksite. Overtime-eligible employees may not work remotely outside their normal work hours without prior written authorization from their supervisor. An overtime-eligible employee who fails to secure written authorization before working remotely outside their normal work hours may face discipline in accordance with the District Policy for working unauthorized overtime.

Section 5. Remote Work Assignment

(a) Employees working remotely are required to be accessible in the same manner as if they are working at their District Worksite during their established Remote Work Schedule, regardless of the designated location for working remotely, or "Alternate Worksite." Employees must be accessible via telephone, email, and/or network. Employees must also be available to their supervisor and other District employees while working remotely, as if working at their District Worksite. Employees shall check their District-related business phone messages and emails on a consistent basis, as if working at their District Worksite.

(b) Employees shall work according to their established Remote Work Schedule. Employees are required to maintain an accurate record of all hours worked at the Alternate Worksite and make that record available to their supervisor upon request. Employees shall record all non-productive work time on their timesheet.

(c) While working remotely, employees shall adhere to the following:

(1) Be available to the District via telephone and/or email during all designated work hours.

(2) Have the Alternate Worksite be quiet and free of distractions, with reliable and secure internet and/or wireless access.

(3) All periods of employees' unavailability must be approved in advance by their supervisor in accordance with District Policy and documented on the appropriate leave of absence slip.

(4) Employees shall ensure dependent care will not interfere with work responsibilities.

(5) Employees must notify their supervisor promptly when unable to perform work assignments because of equipment failure or other unforeseen circumstances.

(6) If the District has provided District-owned equipment, employees agree to follow the District's Policy for the use of such equipment. Employees will report to their supervisor any loss, damage, or unauthorized access to District-owned equipment, immediately upon discovery of such loss, damage, or unauthorized access.

Section 6. General Duties, Obligations and Responsibilities

Employees must adhere to the provisions set forth in this Policy and the terms of the RWA. Any deviation from the RWA requires prior written approval from the District.

(a) All existing duties, obligations, responsibilities, and conditions of employment remain unchanged. Employees working remotely are expected to abide by all District policies, procedures, rules, and regulations, applicable Memoranda of Understanding, and all other official District documents and directives.

(b) Employees authorized to perform work at an Alternate Worksite must meet the same standards of performance and professionalism expected of District employees in terms of job responsibilities, work product, timeliness of assignments, and contact with other District employees and the public.

(c) Employees shall ensure that all official District documents are retained and maintained according to the normal operating procedures in the same manner as if working at their District Worksite.

(d) Employees may receive approval to use personal computer equipment or be provided with District issued equipment at the discretion of the Personnel Officer.

(e) Unless directed to work remotely, the District shall not be responsible for costs associated with the use of computer and/or cellular equipment, including energy, data or maintenance costs, network costs, home maintenance, home workspace furniture, ergonomic equipment, liability for third party claims, or any other incidental costs (e.g., utilities associated with the employee's working remotely). (See Division XII., Section 12.)

(f) If an employee's work requires access to sensitive information, or where the Personnel Officer otherwise deems appropriate, employees may be required to use a virtual private network ("VPN") account.

(g) Employees shall continue to abide by practices, policies, and procedures for requests of sick, vacation, and other leaves of absences. Requests to work overtime, declare vacation, or take other time off from work must be pre-approved in writing by the employee's supervisor. If an employee becomes ill while working under an RWA, they shall notify their supervisor immediately and record on their timesheet any hours not worked due to incapacitation.

(h) Employees must take reasonable precautions to ensure their devices (e.g., computers, laptops, tablets, smart phones, etc.) are secure before connecting remotely to the District's network and must close or secure all connections to District desktop or system resources (e.g., remote desktop, VPN connections, etc.) when not conducting work for the District. Employees must maintain adequate firewall and security protection on all such devices used to conduct District business from the Alternate Worksite.

(i) Employees shall exercise the same precautions to safeguard electronic and paper information, protect confidentiality, and adhere to the District's records retention policies, especially as it pertains to the Public Records Act. Employees must safeguard all sensitive and confidential information (both on paper and in electronic form) relating to District business they access from the Alternate Worksite or transport from their District Worksite to the Alternate Worksite. Employees must also take reasonable precautions to prevent third parties from accessing or handling sensitive and confidential information they access from the Alternate Worksite or transport from their District Worksite to the Alternate Worksite. Employees must return all records, documents, and correspondence to the District at the termination of the RWA or upon request by their supervisor, department head, or Personnel Officer.

(j) Employees' salary or wages and benefits remain unchanged. Workers' Compensation benefits will apply only to injuries arising out of and in the course of employment as defined by workers' compensation laws. Employees must report any such work-related injuries to their supervisor immediately. The District shall not be responsible for injuries or property damage unrelated to such work activities, including injuries to third persons when said injuries occur at the Alternate Worksite.

(k) All of the employees' existing supervisory relationships, lines of authority, and supervisory practices remain in effect. Prior to the approval of the Agreement, supervisors and employees shall agree upon a reasonable set of goals and objectives to be accomplished. Supervisors shall use reasonable means to ensure that timelines are adhered to, and that goals and objectives are achieved.

(l) Any breach of the RWA by the employee may result in termination of the Agreement and/or disciplinary action, up to and including termination.

DIVISION XII. BENEFITS

Section 1. Tools and Equipment

Necessary tools and equipment will be provided to all employees of the District who require such equipment on the job. It is the employee's responsibility to utilize, protect, and safeguard such tools or equipment from damage. An employee who continually loses or damages equipment may be subject to disciplinary action if, in the opinion of the Personnel Officer, neglect or carelessness on the part of the employee has occurred.

Section 2. Uniforms

Uniforms are provided at District expense for all District personnel required to wear a uniform. Uniforms can be obtained from each department or through the Warehouse, and the employee will be responsible for and required to wear their uniform while on duty. Laundering thereof will normally be the responsibility of the District; however, the employees may elect to launder the uniform themselves at no cost to the District. The employee is responsible for turning in soiled uniforms so they may be laundered. The District will provide only that number of uniforms per employee necessary to ensure that the employee has available a clean uniform for each regular working day. Uniforms will be issued to the employee, who will be responsible for them during employment until termination.

The District uniform consists of ~~the~~ District ~~–~~ issued clothing for all seasons of the year. Additionally, insulated coveralls, overalls, and a winter and summer jacket will be issued to employees in positions for which such items are necessary or appropriate, as determined by the District.

When the District requires that regular employees wear safety shoes as a condition of employment, the District shall reimburse regular employees for the cost of an acceptable safety shoe. The reimbursement amount is set forth in the collective bargaining agreement or the Salary and Authorized Positions Resolution. To be eligible for this reimbursement, the regular employee must obtain prior authorization from the District before purchasing safety shoes and must submit the receipt to the District to verify the cost and substantiate the reimbursement. The District maintains the right to specify the type of required safety shoes.

Commented [CW1]: To distinguish that temporary employees do not get this benefit.

Section 3. Insurance Benefits

Group medical, dental, vision, and life insurance is available to all regular full-time and regular part-time employees, and their eligible dependents (employees regularly scheduled to ~~must~~ work a minimum of 30 hours per week are ~~to be~~ eligible). An eligible employee may be enrolled on the first day of the month following employment.

In addition, these employees are eligible to participate in group insurance plans providing for benefits in the event of accidental death or dismemberment, long-term disability, and short-term disability.

Coverage for any employee or their dependents is subject to the terms and conditions of such plan. Coverage is not immediate or automatic and may be subject to waiting periods, documentation requirements, exclusions, or other limitations as set forth in the terms of each plan.

District contributions towards group insurance premiums, if any, are subject to change at the discretion of the District unless otherwise provided in the collective bargaining agreement.

If an employee dies, or leaves District service and is eligible for Long-Term Disability, the District shall continue group medical, dental, and vision insurance for a period of three calendar months via the Consolidated Omnibus Budget Reconciliation Act ("COBRA") continuation coverage for the employee and the employee's eligible dependents. ~~The District will waive the administrative fee during the time that the District is paying for COBRA continuation coverage.~~ Thereafter, the employee and eligible dependents will be offered COBRA continuation coverage in accordance with all federal and state laws.

Commented [CW2]: We removed the 20% COBRA Fee on 01/01/2025.

Section 4. Retirement

The District has established a pension plan for eligible employees. This plan covers only regular full-time and regular part-time employees (employees regularly scheduled to~~must~~ work a minimum of 30 hours per week ~~to be eligible~~). Plan documents describing benefits under these plans are available from the Personnel Services Department.

Section 5. Educational Achievements

(a) Higher Education:

Employees may, with prior written approval from the General Manager, be eligible for an educational achievement award based upon successful completion of a degree which is directly related to their current job classification series. Approval shall be at the sole discretion of the General Manager. Final grade or completion statements must be filed with the District. Attendance at educational courses in this category shall not be considered as authorized District business for purposes of expense reimbursement.

(1) Qualifying Degrees: Bachelor's, Master's, Doctorate/PhD.

(2) Employees meeting the criteria shall receive a 5.0% increase to base pay plus a one-time bonus equal to 5.0% of the employee's annual base pay. However, the increase to base pay cannot cause the employee to exceed the maximum salary range limits. The percentage exceeding the salary range shall be awarded as an additional one-time lump-sum bonus.

(3) Only one Educational Achievement award may be granted during an employee's tenure or tenures with the District.

(b) Licensure, Certification, Training, Educational Support Classes:

Employees may, with prior approval from the General Manager, be eligible to attend District funded courses which are directly related to their current job classification series. Approval shall be at the sole discretion of the General Manager. Attendance at educational courses in this category shall be considered as authorized District business for purposes of expense reimbursement. Any additional reimbursements for expenses related to educational courses shall be at the sole discretion of the General Manager. The District shall pay for the fees (including the employee's time, use of a District vehicle, and license or training fee) associated with obtaining and maintaining the license or training. Such reimbursement or payment shall be made only for license or training while the employee is employed by the District and shall include only the costs associated with the employee's first two attempts to secure the license or training. Any employee seeking license or training who is unsuccessful in the testing process after their second attempt shall be responsible for all costs (District will not pay for the employee's time, use of a District vehicle, or license/training fee) of any subsequent license or training efforts in which they may participate.

(c) Certification Pay:

Certification Pay is available to overtime-eligible regular employees who are required to take an exam/test to obtain the certification. Compensation is calculated at 2.5% of the employee's base rate of pay, for obtaining specified professional certifications required as minimum qualifications for flexible promotion in an employee's current job classification series (see job specification of qualifying certifications). The addition of Certification Pay to an employee's current hourly rate must fall within the employee's salary range. Certifications obtained in this category may also qualify employees for flex promotion in their job classification series. Flex promotions should incorporate any unaccounted-for Certification Pay as part of a flex promotional pay increase.

Commented [CW3]: Added to distinguish that a Wastewater OIT does not get certification pay for their OIT certification.

The District shall pay for the costs (including the employee's travel and attendance time, use of a District vehicle, and certification fee) associated with obtaining and maintaining identified certifications. Such reimbursement or payment shall be made only for certifications obtained and maintained while the employee is employed by the District and shall include only the costs associated with the employee's first two attempts to secure the certification. Any employee seeking certification who is unsuccessful in the testing or certification process after their second attempt shall be responsible for all costs (District will not pay for the employee's travel and attendance time, use of a District vehicle, or certification fee) of any subsequent certification efforts in which they may participate.

(d) Certification Premium Pay:

Certification Premium Pay is available to overtime-eligible regular employees. Compensation for Certification Premium Pay is $1.25 hourly for obtaining specified desirable professional certifications above and beyond those required as minimum

qualifications for an employee's current job classification series and are regulatorily required for administration of a district program.

Certification Premium Pay is in addition to and separate from an employee's salary range.

The Certification Premium Pay for desirable certifications shall be limited to $1.25 hourly per employee. In no event shall an employee earn more than $1.25 in Certification Premium Pay for obtaining specified desirable professional certifications.

The District shall pay for the costs (including the employee's travel and attendance time, use of a District vehicle, and certification fee) associated with obtaining and maintaining identified certifications. Such reimbursement or payment shall be made only for certifications obtained and maintained while the employee is employed by the District and shall include only the costs associated with the employee's first two attempts to secure the certification. Any employee seeking desirable certification who is unsuccessful in the testing or certification process after their first two attempts shall be responsible for all costs (District will not pay for the employee's travel and attendance time, use of a District vehicle, or certification fee) of any subsequent certification efforts in which they may participate.

Certification Premium Pay will be approved per classification on a first-come basis (first employee to request to obtain the certificate will receive Certification Premium Pay when the certificate is attained). Qualifying classifications and certifications are listed below:

Classification	**Certification**	**# Allotted**
Line/Mechanical Maintenance	Backflow Prevention Assembly Tester	1
Assigned Cross Connection Control Specialist	Cross Connection Control Specialist	1
Administrative Analyst/Permits	Backflow Prevention Assembly Tester	1
Executive Assistant	Notary Public Commission	1

Section 6. Vehicle Take-Home/Commuting

For purposes of this section, the employee must live within the boundaries established in the Employee Home Purchase Assistance Program Policy (see District's Policies) to take a vehicle home. Currently established as within Mono County as far north as Mono City and Inyo County as far south as Big Pine (subject to change).

(a) Take-Home Vehicles – Temporary Basis

For the purpose of emergency response, those employees assigned to standby service may take a District vehicle home on a temporary basis while on standby.

(b) Take-Home Vehicles – Regular Basis

For the purpose of emergency response and/or part of their compensation package, the job classifications or vehicles listed below may take a District vehicle home on a regular

basis. The District reports the use of a District vehicle on a regular basis (excluding the Vanpool Vehicle) as a taxable fringe benefit.

(1) General Manager

(2) District Engineer

(3) Water and Wastewater Maintenance Superintendent

(4) Water and Wastewater Operations Superintendent

~~(4)~~(5) Information Services Manager

~~(5)~~(6) Plant Mechanical and Electrical Instrumentation Supervisor

~~(6)~~(7) Operations Department Chief Operators

~~(7)~~(8) Vanpool Vehicle

Section 7. Training Programs and Travel Outside of Regular Work Hours

Employee attendance at, and travel to and from District-required training, seminars, conferences, and other similar activities, shall normally be done during regular working hours. If attendance or travel must occur outside of regular working hours, as determined in advance by the employee's supervisor, the overtime-eligible employee shall be paid for the time. If the time results in overtime for the workweek, the employee, with their supervisor's approval, may elect to receive compensatory time off at the rate of 1 ½ hours for each hour up to the cap on compensatory time set forth in these Policies.

Section 8. Meal Reimbursement

Except as provided herein, and upon prior written authorization, the District will reimburse an employee for meals when the employee travels for District business during meal times, and while attending authorized conferences, seminars, or meetings away from the District, up to the per diem rate provided for in the General Services Administration (GSA) Publications for the locality of the conference, seminar, or other meeting. The GSA per diem rate tables in effect at the time of travel shall apply. For both the day that the employee's travel begins and the day that the employee's travel ends, the employee may request up to ¾ of the per diem meal allowance for each such day. The District will reimburse the employee for actual charges, but only up to the maximum per diem rates provided for in the GSA Publications. If an employee seeks reimbursement for a meal expense, they shall fill out an expense report and attach evidence of the meal expenditure. A copy of the current GSA Publications regarding the per diem rate tables can be obtained from the District Finance Manager.

For purposes of this section, "travel" does not include driving within the District or between District facilities that is part of an employee's regular job duties.

Section 9. Mileage Reimbursement

When authorized in advance by the General Manager, an employee authorized to utilize their personal vehicle in the conduct of District business shall be entitled to reimbursement at the currently permitted IRS mileage allowance. The employee must timely submit an accounting of actual mileage on District business to initiate reimbursement.

Section 10. Reimbursement for Lodging and Incidental Expenses

When authorized in advance by the General Manager, an employee shall be entitled to reimbursement for necessary costs of lodging, registration fees, parking fees, bridge and highway tolls, taxi, and van/shuttle services in the conduct of authorized District business. Lodging accommodations shall be approved in advance by the General Manager or their designee. Requests for reimbursement must be timely submitted and accompanied by receipts showing payment by the employee.

Section 11. Reimbursement for Travel

When authorized in advance by the General Manger, an employee shall be entitled to reimbursement for actual costs of travel personally incurred (by commercial carrier) in connection with authorized District business, when timely substantiated by receipt showing payment for such travel.

Section 12. Reimbursement of Employee Expenses for Personal Devices/Services

The District will reimburse eligible employees for personal expenses incurred while conducting District business. This reimbursement covers the employee's expenses, collectively, for equipment/service costs such as: personal cell phone, landline, home internet, personal computer or tablet, utilities, fax machine, teleconferencing software or hardware, etc. The reimbursement amount established is based on a balance of use on behalf of the District and personal use. (See the District's Administrative Procedures.)

DIVISION XIII. PAID LEAVES, VACATION, AND HOLIDAYS

Section 1. Paid Holidays

All regular full-time, regular part-time, and District temporary employees are entitled to the following holidays with pay:

(a) January 1st

(b) Third Monday in February (Presidents' Day)

(c) Last Monday in May (Memorial Day)

(d) July 4th

(e) First Monday in September (Labor Day)

(f) November 11th

(g) Fourth Thursday in November (Thanksgiving Day)

(h) Day after Thanksgiving

(i) December 25th

If an employee does not work the holiday, they will receive their regular rate of pay for eight hours. If an overtime-eligible employee works the holiday, they will be paid at 1 ½ times the regular rate for the hours actually worked on the holiday, plus the regular pay for the holiday.

A regular part-time employee and temporary part-time employee (employees regularly scheduled to~~must~~ work a minimum of 30 hours per week~~ to be eligible~~) shall be entitled to holiday pay on a prorated basis.

If any District holiday falls on a Sunday, the next regular business day will be observed as the holiday. If any District holiday falls on a Saturday, the preceding regular business day will be observed as the holiday.

Section 2. Personal Holidays

All employees in regular full-time positions will receive up to 24 hours of paid "Personal Holiday" leave on January 1st of each calendar year.

A regular part-time employee and employees hired during the calendar year shall receive Personal Holiday leave on a prorated basis.

Any Personal Holiday leave unused at the end of the year will roll over to the next year. Additional leave will be accrued at the beginning of the year to bring the total balance to the maximum of 24 hours, or a prorated amount for regular part-time employees.

Section 3. Administrative Leave

Management employees who regularly attend evening meetings of the Board of Directors shall receive paid administrative leave in recognition of extraordinary working hours. The annual amount of such paid administrative leave shall be up to 80 hours per year and shall be awarded on January 1 of each year.

Regular part-time employees and a person who becomes a management employee during the course of the year shall receive administrative leave on a prorated basis.

Any employee leaving the District's employ shall be compensated for all unused administrative leave at the employee's hourly rate. Any Administrative Leave unused at the end of the year will roll over to the next year. Additional leave will be accrued at the beginning of the year to bring the total balance to the maximum of 80 hours, or a prorated amount for regular part-time employees.

Section 4. Longevity Recognition Holidays

On the anniversary dates set forth below, regular full-time employees who meet the following milestones of continuous employment with the District shall receive "recognition holidays" with pay and bonus amounts ($50 for each year of service), as set forth below:

Longevity	Recognition Holidays	Bonus Amount
Five Years:	16 Hours	$250.00
Ten Years:	24 Hours	$500.00
Fifteen Years:	32 Hours	$750.00
Twenty Years:	40 Hours	$1,000.00
Twenty-Five Years:	80 Hours	$1,250.00
Thirty Years:	80 Hours	$1,500.00
Thirty-Five Years:	80 Hours	$1,750.00

Unused recognition holidays will carry over from year to year.

A regular part-time employee will receive recognition holidays and bonus amounts on a prorated basis, but the years of service are on a year for year basis. For example, an employee who has worked 30 hours per week for the District for ten years would receive 18 hours and $375.00.

Section 5. Paid Vacation for Regular Full-Time Employees

Regular full-time employees, regardless of probationary status, will accrue paid vacation on the following schedule:

(a) First year through two full years of service: 80 hours/year

(b) Third year through four years: 120 hours/year

(c) Fifth year through eight years: 136 hours/year

(d) Ninth year through fourteen years: 152 hours/year

(e) Fifteenth year and beyond: 160 hours/year

Vacation time is accrued at a biweekly rate of 1/26 of the annual amount the employee may earn.

Section 6. Paid Vacation for Regular Part-Time Employees

Regular part-time employees, regardless of probationary status, or full-time employees who are in unpaid status for part of a pay period, shall accrue paid vacation using the above schedule on a prorated basis, but the years of service are on a year for year basis. For example, an employee who has worked for the District for ten years and works 30 hours per week would receive 114 hours/year.

Section 7. Maximum Vacation Accrual for Regular Full-Time and Regular Part-Time Employees

While accrued, unused vacation will carry over from year to year. The maximum vacation a regular full-time employee may accrue (except as set forth below) is 240 hours. Once an employee reaches this cap, they will cease accruing vacation until they use vacation leave and the accrued vacation drops below the cap.

Regular full-time employees in supervisory classifications designated by the General Manager can accrue up to a maximum of 320 hours.

A regular part-time employee can accrue up to a prorated basis.

Section 8. Election to Cash Out Vacation Time

Once per calendar year a regular full-time employee may elect to cash out up to 40 hours of accrued vacation provided a minimum of 40 hours remain in the vacation bank after the cash out. At the discretion of the General Manager and under special circumstances, an employee may cash out more than 40 hours.

For regular part-time employees, the maximum amount an employee can elect to cash out in one calendar year is 40 hours or the maximum amount of vacation the employee is eligible to accrue during the calendar year, whichever is less. After the cash out, a minimum of 40 hours or the maximum amount of vacation the employee is eligible to accrue during the calendar year, whichever is less, shall remain in the vacation bank.

Section 9. Disposition of Vacation Time Upon Termination

Any employee leaving the District's employ shall be compensated for all unused vacation leave at the employee's hourly rate.

Section 10. Scheduling of Vacation

Vacation must be authorized in advance by the employee's supervisor or by the General Manager.

(a) Employees shall submit leave requests to their supervisor or the General Manager as soon as practical when planning time off. Unless there are extenuating circumstances, employees should submit leave requests in advance at least twice the time off being requested, but at a minimum one week prior. For example, if an employee is requesting one week off, a leave request should be submitted no less than two weeks in advance; or, if an employee is requesting one day off, a leave request shall be submitted no less than one week in advance.

(b) Should a conflict arise in the scheduling of vacations, the conflict will be resolved to meet District needs, and then in favor of the employee who submitted the leave request, and received approval, earliest.

The District will attempt to allow employees to take vacation when requested. However, the General Manager or their designee may deny vacation at a particular time if it would adversely affect District operations.

Vacation leave may not be used until accrued.

Section 11. Sick Leave – Regular Employees

Regular full-time employees are eligible to accrue paid sick leave at a rate of 3.69 hours per pay period (prorated for a partial pay period), commencing with the first day of employment. Part-time employees, or full-time employees who are in unpaid status for part of a pay period, shall accrue sick leave on a prorated basis.

Section 12. Sick Leave – Temporary Employees

A District temporary employee is eligible to use five days or a minimum of 40 hours, whichever is greater, of sick leave per calendar year beginning on the 90th day of employment. On the temporary employee's 90th day of employment, the District will "front load" five days or a minimum of 40 hours, whichever is greater, of sick leave to the temporary employee's leave bank when the temporary employee is eligible. Unused sick leave does not carry over from calendar year to calendar year. At the beginning of each calendar year, the District will "front load" five days or a minimum of 40 hours, whichever is greater, of sick leave to the temporary employee's leave bank. Temporary employees rehired within 12 months of leaving the District will have their unused sick leave restored. Unused sick leave is not compensable when the temporary employee is separated from District service.

Section 13. Maximum Accrual of Sick Leave

The maximum amount of sick leave accrual for regular full-time employees is 500 hours.

The maximum amount of sick leave accrual for regular part-time employees is up to a prorated basis.

Section 14. Sick Leave Use

A regular employee may use accrued sick leave after the first day of employment with the District, subject to the limits and request provisions in these Policies.

Paid sick leave may not be used until accrued.

Section 15. Sick Leave Request

To request to use sick leave if the need for leave is foreseeable, an employee must give the immediate supervisor reasonable advance written or oral notice. If the need for sick leave is not foreseeable, the employee shall provide written or oral notice of the need for the leave as soon as practicable. If the employee is required to be absent on sick leave for more than one day, the employee must keep the immediate supervisor informed each day as to the date the employee expects to return to work and the purpose of the leave. Failure to request sick leave as required by these Policies without good reason, may result in the employee being treated as absent without approval.

Section 16. Purposes for Sick Leave

Accrued sick leave can be used for the following purposes:

(a) Diagnosis, care, or treatment of an existing health condition of, or preventative care for, an employee or any of the following of the employee's family members: child of any age or dependency status; parent; parent-in-law; spouse; registered domestic partner; grandparent; grandchildren; or, sibling;

(b) Diagnosis, care, or treatment of an existing health condition of, or preventative care for a "designated person";

(c) Personal needs of the employee (e.g., childcare reasons), limited to 48 hours per calendar year (see the District's Administrative Procedures);

(d) Bonding leave; or,

(e) For an employee who is a victim of domestic violence, sexual assault, or stalking, to obtain any relief to help ensure the health, safety, or welfare of the victim or their child, including, but not limited to: a temporary restraining order, restraining order, or other injunctive relief; or, to seek medical attention; obtain services from a domestic violence shelter, program, or rape crisis center; obtain psychological counseling; or, to participate in safety planning or other action to increase safety including temporary or permanent relocation.

Section 17. Sick Leave Certification

The District may require a physician's certification for sick leave use where an employee is absent for three or more consecutive days, or 24 hours, whichever is greater; sick leave has been excessive as defined under Division IX, Section 7; or the District has reason to doubt the validity of the leave. All employees who use paid leave to address issues related to domestic violence,

sexual assault, or stalking, and who cannot provide advance notice of their need for leave must provide certification of the need for leave within a reasonable time thereafter.

Section 18. Payment for Unused Sick Leave

(a) **Quarterly Cash Out:** Once per calendar quarter, on the last pay day in March, June, September, and December, an employee may elect to cash out any sick leave the employee has accumulated in excess of 360 hours.

(b) **Upon Separation:** A regular full-time or regular part-time employee separating from District employment in good standing shall be compensated for ½ of unused sick leave. An employee retiring from District service who is eligible to begin receiving District pension benefits at the time of separation shall be compensated for all unused sick leave or the employee can apply accumulated unused sick leave toward an early retirement on a day-for-day basis at the employee's regular pay period amount, with benefits. No additional accruals of any paid time off benefits shall be provided for the period of early retirement. An employee cashing out accrued sick leave under this section shall not be eligible for rehire or reinstatement as a regular full-time or regular part-time employee for 90 days following the effective date of their termination.

(c) **Rate:** Any payment for unused sick leave shall be at the employee's hourly rate.

(d) **On Death:** If an employee who is eligible for sick leave cash out under this section dies, subject to any legal requirements governing the payment of wages for a deceased employee, the District shall pay the value of all unused sick leave to the employee's beneficiary.

Section 19. Bereavement Leave

Employees may utilize bereavement leave to attend a funeral or memorial service, or to take care of family matters, that are related to the death of a member of immediate family. "Immediate family" consists of the following: employee's spouse; domestic partner; child; stepchild; parent; grandparent; grandchild; brother; sister; mother- or father-in-law; son- or daughter-in-law; brother- or sister-in-law; legal guardian; custodial child; or, the same relatives of a domestic partner.

Employees are entitled to five days of bereavement leave for each death in the immediate family. A full-time employee will receive the first 24 hours paid by the District as Bereavement Leave, separate from vacation or sick leave. A part-time employee will receive the first 24 hours on a prorated basis paid by the District as Bereavement Leave, separate from vacation or sick leave. An employee may elect to take the remaining leave (up to five days) as unpaid or they may use vacation, personal holiday, administrative leave, sick leave, or compensatory time off that is otherwise available to the employee. An employee who utilizes bereavement leave shall notify their supervisor or department head of the intent to use such leave. The days of bereavement leave need not be consecutive, and the bereavement leave shall be completed within one year of the date of death of the family member.

In addition to the five days bereavement leave, on request, regular full-time employees may use accrued paid sick leave due to the death of a person in the employee's immediate family for up to 24 hours for each death. Regular part-time employees are eligible on a prorated basis.

Section 20. Reproductive Loss Leave

Employees are entitled to five days of reproductive loss leave for a reproductive loss event. A "reproductive loss event" means the day or, for a multiple-day event, the final day of a failed adoption, failed surrogacy, miscarriage, stillbirth, or an unsuccessful assisted reproduction. An employee may elect to take the leave as unpaid, or they may use vacation, personal holiday, administrative leave, sick leave, or compensatory time off that is otherwise available to the employee. An employee who utilizes reproductive loss leave shall notify their supervisor, the PSD, or department head of the intent to use such leave.

The days of reproductive loss leave need not be consecutive, and the reproductive loss leave shall be completed within three months of the reproductive loss event. However, if an employee is on California Family Rights Act ("CFRA") leave, Pregnancy Disability Leave ("PDL"), or another leave protected by state or federal law at the time of or immediately following the reproductive loss event, the employee may use reproductive loss leave within three ~~(3)~~ months of the end date of the other protected leave.

If more than one reproductive loss event occurs in a 12-month period, the employee is limited to 20 days within a 12-month period.

The District will ensure confidentiality of employees requesting reproductive loss leave.

Section 21. Leave for Jury Duty or Court Appearances

Any employee who is summoned to serve on a jury, or subpoenaed or ordered to be a witness, must notify their supervisor or department head as soon as possible. Any employee who is released from jury service prior to the end of their scheduled work hours must report to work unless otherwise authorized by their supervisor. Evidence of jury duty or witness attendance must be presented to the District.

All overtime-eligible employees will be paid for actual work hours missed because of time spent in jury service or as a witness regarding District-related business. The time spent on jury duty is not work time for purposes of calculating overtime compensation.

Employees exempt from overtime will continue to receive their normal salary while on jury duty or serving as a witness regarding District-related business for any workweek in which they perform any work duties.

The District will offset from pay any amount the employee receives from the Court for jury fees.

This section does not apply to court proceedings initiated by the employee.

Section 22. Court Appearance Leave – Employee-Initiated Proceedings

Any employee who is subpoenaed to appear or appears in court because of civil or administrative proceedings that they initiated, is not entitled to receive compensation for time spent related to those proceedings. An employee will be required to use any accrued leave other than sick leave, or if they have no paid leave available can request time off without pay, for time spent related to those proceedings. The time spent in these proceedings is not considered work time. Notwithstanding the above, an employee who is testifying or appearing as the designated labor representative at proceedings before the Public Employment Relations Board, or at a personnel hearing before the Board of Directors, shall be provided paid release time to the extent required by the Meyers-Milias-Brown Act.

Section 23. Leave for Crime Victims' Court Appearance

Any employee, who is a victim of a crime that is a serious or violent felony, or a felony involving theft or embezzlement, may take leave from work to attend judicial proceedings related to that crime, if the employee provides the District a copy of the notice of the scheduled proceeding in advance. If advance notice is not feasible, the employee must provide the District, within a reasonable time after the leave is taken, documentation from the district attorney, victim's rights office, or court/governing agency that shows that the judicial proceeding occurred when the leave was used. An employee who is an immediate family member of such a crime victim, including: child, parent, grandparent, grandchild, sibling, spouse, or domestic partner, or designated person (as defined in Government Code section 12945.2) is also entitled to leave from work to attend judicial proceedings relating to that crime. The leave is unpaid unless the employee elects to use accrued paid leave or compensatory time off.

Section 24. Leave for Court Proceedings Relating to Crime Victim's Rights

Any employee, who is a victim of a crime listed in ~~Labor~~Government Code section 12945.8~~230.5(a)(2)~~, may take leave from work to appear in court to be heard at any proceeding in which the right of the victim is at issue, if the employee provides the employer reasonable advance notice. If advance notice is not feasible, the employee must provide the District, within a reasonable time after the leave is taken, certification from a police report, a district attorney or court, or from a health care provider or victim advocate, that the employee was a victim of any of the crimes listed in ~~Labor~~Government Code section 12945.8~~230.5(a)(2)~~. An employee who is a spouse, parent, child, sibling, or guardian of such a crime victim is also entitled to this leave if the above notice or certification requirements are met. The leave is unpaid unless the employee elects to use accrued paid leave or compensatory time off.

Section 25. Leave for Victims of a Qualifying Act of Violence to Seek Relief

Any employee, who is a victim of a qualifying act of violence may take leave from work for any of the following purposes:

(a) To seek medical attention for injuries caused by a qualifying act of violence;

(b) To obtain services from a domestic violence shelter, program, rape crisis center, or victim services organization or agency;

(c) To obtain psychological counseling or mental health services related to an experience of a qualifying act of violence;

(d) To participate in safety planning and take other actions to increase safety from future qualifying acts of violence, including temporary or permanent relocation; or,

(e) To obtain or attempt to obtain any relief, including, but not limited to a temporary restraining order, restraining order, or other injunctive relief to help ensure the health, safety, or welfare of the employee or their child.

The employee must provide reasonable advance notice, if feasible, of their intention to take time off. If advance notice is not feasible, the employee must provide any of the following certifications within a reasonable time after the leave: a police report indicating that the employee was a victim; a court order protecting the employee from the perpetrator; evidence from the district attorney or court that the employee has appeared in court; or, documentation from a health care provider or counselor that the employee was undergoing treatment for physical or mental injuries or abuse, or any other form of documentation that reasonably verified that the qualifying act of violence occurred.

For purposes of this section, a "victim of a qualifying act of violence" means a victim of stalking, domestic violence, or sexual assault; a victim of a crime that caused physical injury or that caused mental injury and a threat of physical injury, or a person whose immediate family member is deceased as the direct result of a crime. "Crime" means a crime or public offense as set forth in Section 13951 of the Government Code, regardless of whether any person is arrested for, prosecuted for, or convicted of, committing the crime.

The leave is unpaid unless the employee elects to use accrued paid leave or compensatory time off. An employee who is a victim of domestic violence, sexual assault, or stalking may use accrued sick leave for time off taken under this section.

Section 26. Time Off to Vote

Any employee, if they do not have sufficient time outside of working hours to vote, may request up to two hours of paid leave either at the beginning or end of scheduled working hours to enable them to vote. The employee must request time off to vote from their supervisor at least two days prior to Election Day.

Section 27. Military Leave

Military leave will be granted in accordance with state and federal law. An employee requesting leave for this purpose shall promptly provide the department head with a copy of the military orders specifying the dates, site, and purpose of the activity or mission. Within the limits of such orders, the department head may determine when the leave is to be taken and may modify the employee's work schedule to accommodate the request for leave.

Military leave is unpaid leave except to the extent required by law.

Section 28. School-Related Leave

(a) School or Licensed Day Care Activity Leave

Any employee who is a parent, guardian, stepparent, foster parent, grandparent, or person who stands in loco parentis to one or more children who are in kindergarten or grades 1 through 12, or who are in a licensed child care facility, shall be allowed up to 40 hours each school year, not to exceed eight hours in any calendar month of the school year, to: participate in activities of their child's school or licensed child care facility; find, enroll, or reenroll a child in a school or with a licensed child care provider; or, to pick up a child due to a child care provider or school emergency. The employee must provide reasonable advance notice to their supervisor of the planned absence. ~~The leave is unpaid unless the employee uses vacation, personal holiday, or compensatory time off.~~ The employee must provide documentation from the school or licensed child care facility as verification that the employee participated in school or child care facility activities on a specific date and at a particular time. If both parents, guardians, or grandparents having custody work for the District at the same District work site, only the first parent requesting leave will be entitled to leave under this provision.

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(b) Child Suspension Leave

Any employee who is the parent or guardian of a child in grades 1 through 12 may take time off to go to the child's school in response to a request from the child's school, if the employee gives advance notice to their supervisor. A school has the authority to request that the parent attend the child's school if the child has: committed any obscene act; habitually used profanity or vulgarity; disrupted school activities; or, otherwise willfully defied the valid authority of school personnel.

Section 29. Paid Administrative Leave

The District has the right to place an employee on leave with full pay for non-disciplinary reasons at any time when the General Manager has determined that the employee's and/or District's best interests warrant the leave. The employee does not have a right to appeal the decision to be placed on administrative leave with pay.

Section 30. Integration of Paid Leaves with State Leave Benefits

An employee who is on a leave of absence for which they qualify for workers' compensation benefits or state disability insurance ("SDI") payments (including paid family leave benefits) may elect to integrate accrued paid leaves to make up the difference between the employee's regular compensation and the amount of benefit payments received. An employee may reconsider their election only once per leave of absence to be effective the next pay period.

The employee may use paid sick leave for this purpose if the leave of absence is for a qualifying purpose as set forth in these Policies. If the employee does not qualify to use sick leave, or if the employee's sick leave accruals are exhausted, the employee may elect to integrate accrued vacation time or any other accrued paid time off during the leave instead.

If an employee elects to integrate, they may use as much of their accrued, unused time that, when combined with worker's compensation and/or SDI is less than or equal to their regular pay for the pay period. In no event shall an employee receive more compensation on any day of absence than they would have received if they had worked a regularly scheduled shift.

During the time the employee is absent from work in paid status pursuant to this section, they shall continue to accrue sick leave and vacation benefits on a prorated basis, based on their use of leave, as though they were not on leave of absence.

Section 31. Leave of Absence Without Pay Must be Authorized by Law or These Policies

Unless authorized by law or extraordinary circumstances as determined at the discretion of the General Manager, an employee is not entitled to a leave of absence without pay. An employee must exhaust all accrued time appropriate to the leave of absence before a leave without pay is approved. An authorized leave of absence without pay is not a break in service for purposes of calculating seniority. Unless required by law, vacation leave credits, sick leave credits, increases in salary, all other paid leaves, holidays and fringe benefits, and other similar benefits do not accrue to an employee on unpaid leave. Unless required by law, the District will not maintain contributions toward group insurance or retirement coverage for the employee on such leave. During the period of authorized unpaid leave, all service and leave credits shall be retained at the levels existing as of the effective date of the leave.

Section 32. Personal Leave

A personal leave of absence may be available for leaves for personal reasons other than those reasons qualifying as medical leave, pregnancy disability leave, or family care leave. For example, an employee may request a personal leave to care for an uncle or to further their education.

Approval of such leaves will be based on a combination of factors, including the reason for the request, the length of the requested leave, the District's needs, and the employee's performance and/or length of service with the District, and level of responsibility.

Only regular full-time and regular part-time employees who have completed their probationary periods are eligible to request a personal leave. Employees with at least one year of employment are eligible to request a personal leave.

Personal leave will be granted or denied at the General Manager's discretion. Appropriate accrued leave must be used first during a period of personal leave. If the employee exhausts their appropriate leave, they would then be governed by the provisions in Section 31 above for Leave of Absence Without Pay. Personal leave will not exceed 30 days without written approval of the Board. If the employee exhausts all of their leave and is on leave without pay, the employee is not eligible for employer-paid benefits. Employees may elect to continue group health coverage in accordance with the law.

DIVISION XIV. FAMILY AND MEDICAL CARE LEAVE

Section 1. Statement of Purpose

The District is committed to providing family and medical care leave for eligible employees as required by state and federal law. Employees who misuse or abuse family and medical care leave may be disciplined up to and including termination. This Policy is supplemented by the Federal Family and Medical Leave Act ("FMLA"), and the California Family Rights Act ("CFRA"). Employees who fraudulently obtain or use CFRA leave are not protected by the CFRA's job restoration or maintenance of health benefits provisions. Unless otherwise stated in this Division of these Policies, "Leave" means leave pursuant to the FMLA or CFRA. Unless otherwise provided by law, the District will run each employee's FMLA and CFRA leaves concurrently.

Section 2. Definitions

For purposes of this Division of these Policies, the following definitions apply.

(a) "12-Month Period" means a rolling 12-month period measured backward from the date leave is taken and continuous with each additional leave day taken.

(b) "Child"

(1) Under the FMLA, "child" means a child under the age of 18 years of age, or 18 years of age or older who is incapable of self-care because of a mental or physical disability. An employee's child is one for whom the employee has actual day-to-day responsibility for care, and includes a biological, adopted, foster, or stepchild. A child is "incapable of self-care" if they require active assistance or supervision to provide daily self-care in three or more of the activities of daily living or instrumental activities of daily living, such as caring for grooming and hygiene, bathing, dressing and eating, cooking, cleaning, shopping, taking public transportation, paying bills, maintaining a residence, or using telephones and directories.

(2) Under the CFRA, "child" means a child, including a child who is 18 years of age or older who is capable of self-care. An employee's child means a biological, adopted, foster, stepchild, legal ward, a child of a domestic partner, or a person to whom the employee stands in loco parentis.

(c) "Covered Active Duty" means: (1) in the case of a member of a regular component of the Armed Forces, duty during deployment of the member with the Armed Forces to a foreign country; or, (2) in the case of a member of the reserve component of the Armed Forces, duty during the deployment of members of the Armed Forces to a foreign country under a call or order to active duty under certain specified provisions.

(d) "Covered Service Member" means: (1) a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness; or, (2) a veteran who is

undergoing medical treatment, recuperation, or therapy, for a serious injury or illness and who was a member of the Armed Forces, including a member of the National Guard or Reserves, at any time during the period of five years preceding the date on which the veteran undergoes that medical treatment, recuperation, or therapy.

(e) "Designated Person" means any individual related by blood or whose association with the employee is the equivalent of a family relationship. The designated person may be identified by the employee at the time the employee requests the leave. An employer may limit an employee to one designated person per 12-month period for family care and medical leave.

(f) "Domestic Partner" is another adult with whom the employee has chosen to share their life in an intimate and committed relationship of mutual caring and with whom the employee has filed a Declaration of Domestic Partnership with the Secretary of State, and who meets the criteria specified in California Family Code section 297. A legal union formed in another state that is substantially equivalent to the California domestic partnership is also sufficient.

(g) "Family member" for FMLA leave means an employee's child, parent, and spouse. "Family member" for CFRA leave means an employee's child, parent, parent-in-law, spouse, domestic partner, grandchild, grandparent, and sibling.

(h) "Grandchild" means a child of the employee's child.

(i) "Grandparent" means a parent of the employee's parent.

(j) "Health Care Provider" means:

(1) A doctor of medicine or osteopathy who is authorized to practice medicine or surgery by the state in which they practice;

(2) Individuals duly licensed as a physician, surgeon, or osteopathic physician or surgeon in another state or jurisdiction, including another country, which directly treats or supervises treatment of a serious health condition;

(3) Podiatrists, dentists, clinical psychologists, optometrists, and chiropractors (limited to treatment consisting of manual manipulation of the spine to correct a subluxation as demonstrated by x-ray to exist) authorized to practice by the state in which they practice and performing within the scope of their practice as defined under state law;

(4) Nurse practitioners and nurse-midwives and clinical social workers who are authorized to practice under state law and who are performing within the scope of their practice as defined under state law;

(5) Christian Science practitioners listed with the First Church of Christ, Scientist in Boston, Massachusetts; and,

(6) Any health care provider from whom an employer or group health plan's benefits manager will accept certification of the existence of a serious health condition to substantiate a claim for benefits.

(k) "Next of Kin of a Covered Service Member" means the nearest blood relative other than the covered service member's spouse, parent, son, or daughter, in the following order of priority: blood relatives who have been granted legal custody of the covered service member by court decree or statutory provisions, brothers and sisters, grandparents, aunts and uncles, and first cousins, unless the covered service member has specifically designated in writing another blood relative as their nearest blood relative for purposes of military caregiver leave under the FMLA.

(l) "Outpatient Status" means, with respect to a covered service member, the status of a member of the Armed Forces assigned to either: (1) a military medical treatment facility as an outpatient; or, (2) a unit established for the purpose of providing command and control of members of the Armed Forces receiving medical care as outpatients.

(m) "Parent" means the biological parent of an employee or an individual who stands or stood in loco parentis (in place of a parent) to an employee when the employee was a child. This term does not include parents-in-law.

(n) "Serious Health Condition" means an illness, injury impairment, or physical or mental condition that involves:

(1) Inpatient Care in a hospital, hospice, or residential medical care facility, including any period of incapacity (e.g., inability to work or perform other regular daily activities due to the serious health condition, treatment involved, or recovery therefrom). A person is considered "inpatient" when a health care facility admits them to the facility with the expectation that they will remain at least overnight, even if it later develops that such person can be discharged or transferred to another facility, and does not actually remain overnight; or,

(2) Continuing treatment by a health care provider. A serious health condition involving continuing treatment by a health care provider includes any one or more of the following:

a. A period of incapacity (i.e., inability to work or perform other regular daily activities) due to a serious health condition of more than three consecutive calendar days; and,

b. Any subsequent treatment or period of incapacity relating to the same condition, that also involves:

i. Treatment two or more times by a health care provider, by a nurse or physician's assistant under direct supervision by a health care provider, or by a provider of health care services (e.g., a physical therapist) under orders of, or on referral by a health care provider; or,

ii. Treatment by a health care provider on at least one occasion which results in a regimen of continuing treatment under the supervision of the health care provider. This includes, for example, a course of prescription medication or therapy requiring special equipment to resolve or alleviate the health condition. If the medication is over the counter and can be initiated without a visit to a health care provider, it does not constitute a regimen of continuing treatment.

(3) Any period of incapacity due to pregnancy or for prenatal care. Note that pregnancy is a "serious health condition" only under the FMLA. Under California law, an employee disabled by pregnancy is entitled to pregnancy disability leave. (See Division XV. Pregnancy Disability Leave.)

(4) Any period of incapacity or treatment for such incapacity due to a chronic serious health condition. A chronic serious health condition is one which:

a. Requires periodic visits for treatment by a health care provider, or by a nurse or physician's assistant under direct supervision of a health care provider;

b. Continues over an extended period of time (including recurring episodes of a single underlying condition); and,

c. May cause episodic rather than a continuing period of incapacity (e.g., asthma, diabetes, epilepsy, etc.). Absences for such incapacity qualify for leave even if the absence lasts only one day.

(5) A period of incapacity that is permanent or long-term due to a condition for which treatment may not be effective. The employee or family member must be under the continuing supervision of, but need not be receiving active treatment by, a health care provider.

(6) Any period of absence to receive multiple treatments (including any period of recovery therefrom) by a health care provider or by a provider of health care services under orders of, or on referral by, a health care provider, either for restorative surgery after an accident or other injury, or for a condition that would likely result in a period of incapacity of more than three consecutive calendar days in the absence of medical intervention or treatment.

(o) "Serious Injury or Illness" means: (1) in the case of a member of the Armed Forces, including a member of the National Guard or Reserves, means an injury or illness that a covered service member incurred in the line of duty on active duty in the Armed Forces (or existed before the beginning of the member's active duty and was aggravated by the service in the line of duty on active duty in the Armed Forces) and that may render the service member medically unfit to perform the duties of the member's office, grade, rank, or rating; or, (2) in the case of a veteran who was a member of the Armed Forces, including a member of the National Guard or Reserves, means an injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces (or existed before

the beginning of the member's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces) and that manifested itself before or after the member became a veteran.

(p) "Sibling" means a person related to the employee by blood, adoption, or affinity through a common legal or biological parent.

(q) "Single 12-Month Period" means a 12-month period which begins on the first day the eligible employee takes FMLA leave to take care of a covered service member and ends 12 months after that date.

(r) "Spouse" means one or two persons to a marriage, regardless of the sex of the persons, and for purposes of CFRA leave, includes a registered domestic partner as defined below.

Section 3. Reasons for Leave

Leave is only permitted for the reasons listed below.

(a) The birth of a child or to care for a newborn of an employee;

(b) The placement of a child with an employee in connection with the adoption or foster care of a child;

(c) Leave to care for a child, parent, or spouse, who has a serious health condition;

(d) Under the CFRA only, leave is also permitted to care for a domestic partner, grandparent, grandchild, parent-in-law, sibling, or any designated person who has a serious health condition. Leave for this purpose does not apply to FMLA leave and will not run concurrently with leave under the FMLA.

(e) Leave because of a serious health condition that makes the employee unable to perform any one or more essential functions of their position;

(f) Leave for a variety of "qualifying exigencies" arising out of the fact that an employee's spouse, son, daughter, or parent is on active duty or call to active duty status in the National Guard or Reserves in support of a contingency operation;

(g) Under the CFRA only, leave for a variety of "qualifying exigencies" arising out of the fact that an employee's domestic partner is on active duty or call to active duty status in the National Guard or Reserves in support of a contingency operation. Leave for this purpose does not apply to FMLA leave and will not run concurrently with leave under the FMLA; or,

(h) Leave to care for a spouse, son, daughter, parent, or "next of kin" who is a covered service member of the Armed Forces who has a serious injury or illness: incurred in the line of duty while on active military duty; or, existed before the beginning of the member's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces. This leave can run up to 26 weeks of unpaid leave during a single 12-month period.

Section 4. Employees Eligible for Leave

An employee is eligible for leave if:

(a) The employee has been employed by the District for at least 12 months; and,

(b) The employee has worked at least 1,250 hours during the 12-month period immediately preceding the commencement of the leave.

Section 5. Amount of Leave

Under both the FMLA and CFRA, eligible employees are entitled to a total of 12 workweeks of leave during any 12-month period. For FMLA leave, this is extended to 26 workweeks for military caregiver leave to care for a covered service member. If FMLA leave qualifies as both military caregiver leave and care for a family member with a serious health condition, the leave will be designated as military caregiver leave first.

Section 6. Minimum Duration of Leave

(a) If leave is requested for the birth, adoption or foster care placement of a child of the employee, leave must be concluded within one year of the birth or placement of the child. In addition, the basic minimum duration of such leave is two weeks. However, an employee is entitled to leave for one of these purposes (e.g., bonding with a newborn) for less than two weeks duration on any two occasions.

(b) If leave is requested to care for a child, parent, spouse, domestic partner, grandparent, grandchild, sibling, or the employee's self with a serious health condition, there is no minimum amount of leave that must be taken. However, compliance with the notice and medical certification provisions in these Policies is required.

Section 7. Parents Both Employed by the District

If both parents of a child, adoptee, or foster child are employed by the District and are entitled to bonding leave:

(a) The aggregate number of workweeks of FMLA leave to which both may be entitled may be limited to 12 workweeks during any 12-month period; and,

(b) Each parent is entitled to take 12 workweeks of CFRA leave during any 12-month period.

If both parents of a covered service member are employed by the District and are entitled to leave to care for a covered service member, the aggregate number of workweeks of leave to which both may be entitled is limited to 26 workweeks during the 12-month period. This limitation does not apply to any other type of leave under these Policies.

Section 8. Employee Benefits While on Leave

(a) **Group Health Insurance During Unpaid Leave:** While on unpaid FMLA or CFRA leave, employees will continue to be covered by the District's group health insurance to the same extent that coverage is provided while the employee is on the job.

(b) **Benefit Plans Not Provided through the District's Group Health Plan:** While on unpaid leave, employees are not covered by or entitled to benefits that are not part of the District's group health plan, including accrual of paid leaves or seniority. However, the leave is not a break in service for purposes of longevity, seniority, or leave accruals. Benefits will be resumed upon the employee's reinstatement in the same manner and at the same levels as provided when the unpaid leave began.

(c) **Payment of Insurance Premiums for Extended Medical Leaves:** Employees who have exhausted applicable protected leaves, or who are ineligible for such leaves, and who are in unpaid status (i.e., have exhausted all of their accrued leave benefits) shall have their health insurance premiums paid by the District for any authorized extension of medical leave up to a total of three calendar months. Thereafter, the General Manager may, upon written request of the employee, approve District payment of health insurance premiums up to an additional one calendar month. Thereafter, only the Board of Directors may approve a request for District payment of medical insurance premiums to continue.

(d) **Payment of Premiums:** Employees may make the appropriate contributions for continued coverage under the health benefits plans by payroll deductions (if the employee is using their paid leave) or direct payments (if the employee is not using their paid leave). The District will inform the employee whether the direct payments for premiums should be paid to the carrier or to the District, and the deadlines for paying premiums to prevent lapse of coverage. Employee contribution rates are subject to any changes in rates that occur while the employee is on leave.

(e) **Recovery of Premium if the Employee Fails to Return from Leave:** If an employee fails to return to work after their leave entitlement has been exhausted or expires, as defined under the FMLA/CFRA, the District shall have the right to recover its share of health plan premiums for the entire leave period, unless the employee does not return because of the continuation, recurrence, or onset of a serious health condition of the employee or their family member which would entitle the employee to leave, or because of circumstances beyond the employee's control.

Section 9. Substitution of Paid Accrued Leaves

Although family and medical care leave is unpaid, an employee may elect and the District will require an employee to concurrently use all paid accrued leaves during family and medical care leave as described below.

An employee may use any earned or accrued paid leave except sick leave for all or part of any unpaid family and medical care leave. An employee is entitled to use sick leave concurrently with family and medical care leave for the employee's own serious health condition or that of the employee's parent, spouse, domestic partner, child, grandparent, grandchild, or sibling.

Employees must use and exhaust their accrued leaves concurrently with family and medical care leave to the same extent that employees have the right to use their accrued leaves concurrently with family and medical care leave with two exceptions:

(a) Employees are not required to use paid leave during leave pursuant to a disability plan that pays a portion of the employee's salary while on leave unless the employee agrees to use paid leave to cover the unpaid portion of the disability leave benefit (e.g., SDI); and,

(b) An employee must agree to use accrued sick leave to care for a child, parent, spouse, domestic partner, grandparent, grandchild, or sibling.

Section 10. District's Right to Require an Employee to Exhaust FMLA/CFRA Leave Concurrently with Other Leaves

If an employee takes a leave of absence for any purpose which also qualifies under the FMLA and/or CFRA, the District will designate that leave as running concurrently with the employee's 12-week FMLA and/or CFRA leave entitlement. FMLA leave may run concurrently with pregnancy disability leave; CFRA leave does not.

Section 11. Medical Certification/Recertification

Employees who request leave must provide a medical certification and/or recertification to support the need for the leave as described below:

(a) **Employee's Own Serious Health Condition:** Employees who request leave for their own serious health condition must provide written certification from the health care provider that contains all of the following: the date, if known, on which the serious health condition commenced; the probable duration of the condition; and, a statement that, due to the serious health condition, the employee is unable to work at all or is unable to perform any one or more of the essential functions of their position. Upon expiration of the time period the health care provider originally estimated that the employee needed for their own serious health condition, the employee must obtain recertification if additional leave is requested.

(b) **Family Member Serious Health Condition:** Employees who request leave to care for a child, parent, domestic partner, spouse, grandparent, grandchild, or sibling who has serious health condition must provide written certification from the health care provider of the family member requiring care that contains all of the following: the date, if known, on which the serious health condition commenced; the probable duration of the condition; an estimate of the amount of time which the health care provider believes the employee needs to care for the child, parent, domestic partner, spouse, grandparent, grandchild, or sibling and a statement that the serious health condition warrants the participation of the employee to provide care during a period of treatment or supervision of the child, parent, domestic partner, spouse, grandparent, grandchild, or sibling. The term "warrants the participation of the employee" includes, but is not limited to, providing psychological comfort, and arranging third party care for the covered family member, as well as directly providing, or participating in, the medical care. Upon

expiration of the time period the health care provider originally estimated that the employee needed to care for a covered family member, the employee must obtain recertification if additional leave is requested.

(c) **Service Member Serious Injury or Illness:** Employees who request FMLA leave to care for a covered service member who is a child, spouse, parent, or "next of kin" of the employee, must provide written certification from a health care provider regarding the injured service member's serious injury or illness. The District will verify the certification as permitted by the FMLA regulations.

(d) **Qualifying Exigency:** The first time an employee requests leave because of a qualifying exigency, the District may require the employee to provide a copy of the military member's active duty orders or other documentation issued by the military which indicates that the military member is on covered active duty or called to active duty status in a foreign country, and the dates of the military member's active duty service. A copy of the new active duty orders or similar documentation shall be provided to the District if the need for leave because of a qualifying exigency arises out of a different active duty or call to active duty status of the same or a different service member. The District will verify the certification as permitted by the FMLA and CFRA regulations.

Section 12. Time to Provide a Medical Certification

When an employee has provided at least 30 calendar days' notice for a foreseeable leave, the employee must provide a medical certification before the leave begins. When this is not possible, the employee must provide the medical certification to the District within the time frame requested by the District (which must allow at least 15 calendar days after the employer's request), unless it is not practicable under the particular circumstances to do so despite the employee's diligent, good faith efforts.

Section 13. Consequences for Failure to Provide an Adequate or Timely Certification

If an employee provides an incomplete medical certification, the employee will be given a reasonable opportunity to cure any such deficiency. However, if an employee fails to provide a medical certification within the time frame established in these Policies, the District may delay the taking of FMLA/CFRA leave until required certification is provided or deny FMLA/CFRA protections following the expiration of the time period to provide an adequate certification.

Section 14. Review of the Contents of Medical Certification for Employee's Own Serious Health Condition

(a) **Complete and Sufficient:** The employee must provide a certification for their own serious health condition that is complete and sufficient to support the request for leave. A certification is incomplete if one or more of the applicable entries on the certification form have not been completed. A certification is insufficient if the information on the certification form is vague, ambiguous, or not responsive. If the certification is incomplete or insufficient, the Personnel Officer will give the employee written notice of the

deficiencies and seven days to cure, unless a longer period is necessary in light of the employee's diligent, good faith efforts to address the deficiencies.

(b) **Authentication and Clarification:** After giving the employee an opportunity to cure the deficiencies in a medical certification for the employee's own serious health condition, the Personnel Officer may contact the health care provider who provided the certification to clarify and/or authenticate the certification. "Authentication" means providing the health care provider with a copy of the certification form and requesting verification that the information on the form was completed or authorized by the health care provider who signed the form. "Clarification" means contacting the health care provider to understand the handwriting on the medical certification or to understand the meaning of the response. The Personnel Officer may not ask for additional information beyond that required on the certification form.

Section 15. Second and Third Medical Opinions for Employee's Own Serious Health Condition

If the District has a good faith, objective reason to doubt the validity of a certification for the employee's serious health condition, the District may require a medical opinion of a second health care provider chosen and paid for by the District. If the second opinion is different from the first, the District may require the opinion of a third provider jointly approved by the District and the employee but paid for by the District. The opinion of the third provider will be binding. Upon the request of the employee, the District must provide the employee with a copy of the second and third medical opinions, where applicable, without cost.

Section 16. Intermittent Leave or Leave on a Reduced Leave Schedule

If an employee requests leave intermittently (a few days or hours at a time) or on a reduced leave schedule for their own serious health condition, or to care for a family member with a serious health condition, the employee must provide medical certification that such leave is medically necessary. "Medically necessary" means there must be a medical need for the leave and that the leave can best be accomplished through an intermittent or reduced leave schedule. The District may require an employee who certifies the need for a reduced schedule or intermittent leave to temporarily transfer to an alternate position of equivalent pay and benefits that better accommodates the leave schedule.

Section 17. Employee Notice of Leave

Although the District recognizes that emergencies arise which may require employees to request immediate leave, employees are required to give as much verbal or written notice as possible of their need for leave. If leave is foreseeable, at least 30 calendar days' notice is required. In addition, if an employee knows that they will need leave in the future but does not know the exact day(s) (e.g., for the birth of a child or to take care of a newborn), the employee shall inform their supervisor as soon as possible that such leave will be needed. For foreseeable leave due to a qualifying exigency, an employee must provide verbal or written notice of the need for leave as soon as practicable, regardless of how far in advance such leave is foreseeable.

Section 18. Reinstatement Upon Return from Leave

(a) **Reinstatement to Same or Equivalent Position:** Upon the expiration of the leave, an employee is entitled to be reinstated to the position of employment held when the leave commenced, or to an equivalent position with equivalent benefits and pay. Employees have no greater rights to reinstatement, benefits, and other conditions of employment than if the employee had been continuously employed during the FMLA/CFRA period.

(b) **Date of Reinstatement:** If a definite date of reinstatement has been agreed upon at the beginning of the leave, the employee will be reinstated on the date agreed upon. If the reinstatement date differs from the original agreement of the employee and the District, the employee will be reinstated within two business days, where feasible, after the employee notifies the employer of their readiness to return.

(c) **Employee's Obligation to Periodically Report on Their Condition:** Employees may be required to periodically report on their status and intent to return to work. This will avoid any delays to reinstatement when the employee is ready to return.

(d) **Fitness for Duty Certification:** As a condition of reinstatement of an employee whose leave was due to the employee's own serious health condition, which made the employee unable to perform their job, the employee must obtain and present a fitness-for-duty certification from the health care provider stating that the employee is able to resume work. Failure to provide such certification will result in denial of reinstatement.

(e) **Reinstatement of "Key Employees":** Under the FMLA only, the District may deny reinstatement to a "key" employee (i.e., an employee who is among the highest paid ten percent of all employed by the District within 75 miles of the worksite) if such denial is necessary to prevent substantial and grievous economic injury to the operations of the District, and the employee is notified of the District's intent to deny reinstatement on such basis at the time the employer determines that such injury would occur. Under the CFRA, the District may not deny reinstatement to a "key" employee during or upon the expiration of CFRA leave.

Section 19. Required Forms

Employees must complete the applicable forms to receive family and medical care leave. The forms are available on request from the Personnel Services Department.

DIVISION XV. PREGNANCY DISABILITY LEAVE

Section 1. Amount of Leave

An employee who is disabled because of pregnancy, childbirth, or a related medical condition is entitled to an unpaid leave for up to the number of hours they would normally work within four calendar months (one-third of a year or 17 1/3 weeks). For a full-time employee who works 40 hours per week, "four months" means 693 hours of leave entitlement, based on 40 hours per week times 17 1/3 weeks. An employee who works less than 40 hours per week will receive a prorated or proportional amount of leave. Pregnancy disability leave may run concurrently with FMLA leave but is in addition to leave rights provided by CFRA.

Section 2. Notice and Certification Requirements

(a) **Notice:** Requests for pregnancy disability leave must be submitted in writing with reasonable advance notice of the medical need for the leave. All leaves must be confirmed in writing, have an agreed-upon specific date of return, and be submitted to the Personnel Officer.

(b) **Certification:** The request for pregnancy disability leave must be supported by a written certification from the attending physician stating that: (1) the employee is disabled from working by pregnancy, childbirth, or a related medical condition; (2) the date on which the employee became disabled by pregnancy, childbirth, or a related medical condition; and, (3) the estimated duration or end date of the leave.

Section 3. Compensation During Leave

Pregnancy disability leave under this Division of these Policies is an unpaid leave right. An employee on pregnancy disability shall concurrently use accrued paid sick leave, to the extent the employee has any accrued. Once sick leave is depleted, the employee may elect to use vacation leave or any other accrued paid time off during the leave.

Section 4. Benefits During Leave

(a) **Group Health Insurance during Unpaid Leave:** While on unpaid pregnancy disability leave, employees will continue to be covered by the District's group health insurance to the same extent that coverage is provided while the employee is on the job.

(b) **Benefit Plans Not Provided through the District's Group Health Plan:** While on unpaid leave, employees are not covered by or entitled to benefits that are not part of the District's group health plan, including accrual of paid leaves. However, the leave is not a break in service for purposes of longevity, seniority, or leave accruals. Benefits will be resumed upon the employee's reinstatement in the same manner and at the same levels as provided when the unpaid leave began.

(c) **Payment of Insurance Premiums for Extended Medical Leaves:** Employees who have exhausted applicable protected leaves, or who are ineligible for such leaves, and who are in unpaid status (i.e., have exhausted all of their accrued leave benefits) shall have their

health insurance premiums paid by the District for any authorized extension of medical leave up to a total of three full calendar months. Thereafter, the General Manager may, upon written request of the employee, approve District payment of health insurance premiums up to an additional one calendar month. Thereafter, only the Board of Directors may approve a request for District payment of medical insurance premiums to continue.

(d) **Payment of Premiums:** Employees may make the appropriate contributions for continued coverage under the health benefits plans by payroll deductions (if the employee is using their paid leave) or direct payments (if the employee is not using their paid leave). The District will inform the employee whether the direct payments for premiums should be paid to the carrier or to the District, and the deadlines for paying premiums in order to prevent lapse of coverage. Employee contribution rates are subject to any changes in rates that occur while employee is on leave.

(e) **Recovery of Premium if the Employee Fails to Return from Leave:** If an employee fails to return to work after their leave entitlement has been exhausted or expires within the meaning of the FMLA/CFRA/PDL, the District shall have the right to recover its share of health plan premiums for the entire leave period, unless the employee does not return because of the continuation, recurrence, or onset of a serious health condition of the employee or their family member which would entitle the employee to leave, or because of circumstances beyond the employee's control.

Section 5. Reinstatement

(a) Upon the expiration of pregnancy leave, the employee will be reinstated to their original or a comparable position, so long as it was not eliminated for a legitimate business reason during the leave.

(b) If the employee's original position is no longer available, the employee will be assigned to a comparable, open position.

(c) If upon return from leave an employee is unable to perform the essential functions of their job because of a physical or mental disability, the District will initiate an interactive process with the employee in order to identify a potential reasonable accommodation in accordance with these Policies.

DIVISION XVI. POLICY AGAINST DISCRIMINATION, HARASSMENT AND RETALIATION; COMPLAINT PROCEDURE

Section 1. Purpose

The District has a strong commitment to prohibiting and preventing discrimination, harassment, and retaliation in the workplace. The District has zero tolerance for any conduct that violates this Policy. Conduct need not arise to the level of a violation of state or federal law to violate this Policy. A single act can violate this Policy and provide grounds for discipline or other appropriate sanctions. This Policy establishes a complaint procedure for investigating and resolving internal complaints of discrimination, harassment, and retaliation. The District encourages all covered individuals to report any conduct they believe violates this Policy as soon as possible. Any retaliation against an employee because they filed or supported a complaint or because they participated in the complaint resolution process is prohibited. Individuals found to have retaliated in violation of this Policy will be subject to appropriate sanction or disciplinary action, up to and including termination.

Section 2. Covered Individuals and Scope of Policy

The individuals covered by this Policy are: applicants; employees regardless of rank or title; elected or appointed officials; interns; volunteers; and, contractors. This Policy applies to all terms and conditions of employment, internships, and volunteer opportunities, including, but not limited to, selection, hiring, placement, promotion, disciplinary action, layoff, recall, transfer, leave of absence, compensation, and training.

Section 3. Protected Classification

This Policy prohibits harassment, discrimination, or retaliation because of an individual's protected classification. "Protected Classification" includes race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age (40 and over), sexual orientation, reproductive health decision making, or military and veteran status, or any other basis protected by law. This Policy prohibits discrimination, harassment, or retaliation because: (a) of an individual's protected classification; (b) the perception that an individual has a protected classification; or, (c) the individual associates with a person who has, or is perceived to have, a protected classification.

Section 4. Protected Activity

This Policy prohibits discrimination, harassment, or retaliation because of an individual's protected activity. Protected activity includes: (a) making a request for an accommodation for a disability; (b) making a request for accommodation for religious beliefs; (c) making a complaint under this Policy; (d) opposing violations of this Policy; or, (e) participating in an investigation under this Policy.

Section 5. Discrimination

This Policy prohibits treating covered individuals differently and adversely because of the individual's protected classification, actual or perceived; because the individual associates with a person who is member of a protected classification, actual or perceived; or, because the individual participates in a protected activity as defined in this Policy.

Section 6. Harassment

Harassment includes, but is not limited to, the following types of behavior that are taken because of a person's actual or perceived protected classification:

(a) Speech, such as epithets, derogatory comments, or slurs, and propositioning on the basis of a protected classification. This includes inappropriate comments about appearance, dress, physical features, gender identification, or race-oriented stories and jokes.

(b) Physical acts, such as assault, impeding or blocking movement, offensive touching, or physical interference with normal work or movement. This includes pinching, grabbing, patting, or making explicit or implied job threats or promises in return for submission to physical acts.

(c) Visual acts, such as derogatory posters, cartoons, emails, pictures, or drawings related to a protected classification.

(d) Unwanted sexual advances, requests for sexual favors and other acts of a sexual nature, where submission is made a term or condition of employment, where submission to or rejection of the conduct is used as the basis for employment decisions, or where the conduct is intended to or actually does unreasonably interfere with an individual's work performance or create an intimidating, hostile, or offensive working environment.

Section 7. Guidelines for Identifying Harassment

Harassment includes any conduct that would be unwelcome or unwanted to an individual of the recipient's same protected classification. The following guidelines to determine if conduct is unwelcomed or unwanted should be followed:

(a) It is no defense that the recipient "appears" to have consented to the conduct at issue by failing to protest about the conduct. A recipient may not protest for many legitimate reasons, including the need to avoid being insubordinate or to avoid being ostracized or subjected to retaliation.

(b) Simply because no one has complained about a joke, gesture, picture, physical contact, or comment does not mean that the conduct is welcome. Harassment can evolve over time. Small, isolated incidents might be tolerated up to a point. The fact that no one has yet complained does not preclude someone from complaining if the conduct is repeated in the future.

(c) Even visual, verbal, or physical conduct between two people who appear to welcome the conduct can constitute harassment of a third person who witnesses the conduct or learns

about the conduct later. Conduct can constitute harassment even if it is not explicitly or specifically directed at a particular individual.

(d) Conduct can constitute harassment even if the individual has no intention to harass. Even well-intentioned conduct can violate this Policy if the conduct is directed at, or implicates a protected classification, and if an individual would find it offensive (e.g., gifts, over-attention, endearing nicknames, hugs).

Section 8. Retaliation

Retaliation occurs when an employer takes adverse conduct against a covered individual because of the individual's protected activity as defined in this Policy. "Adverse conduct" may include but is not limited to: (a) disciplinary action; (b) counseling; (c) taking sides because an individual has reported harassment or discrimination; (d) spreading rumors about a complainant or about someone who supports or assists the complainant; (e) shunning or avoiding an individual who reports harassment or discrimination; or, (f) making real or implied threats of intimidation to prevent or deter an individual from reporting harassment or discrimination.

Section 9. Complaint Procedure

A covered individual who believes they have been subjected to discrimination, harassment, or retaliation may make a complaint – orally or in writing – to any supervisor, manager, or department head, without regard to any chain of command. Any supervisory or management employee who receives a harassment complaint should immediately notify the Personnel Officer. Upon receiving notification of a harassment complaint, the Personnel Officer will complete and/or delegate the following steps. If the Personnel Officer is accused or a material witness to the events at issue, an individual with higher authority (or the Board, if no such individual exists) shall complete or delegate the following steps.

(a) Authorize and supervise the investigation of the complaint and/or investigate the complaint. The investigation will usually include interviews with: (1) the complainant; (2) the accused; and, (3) other persons who have relevant knowledge concerning the allegations in the complaint.

(b) Review the factual information gathered through the investigation to determine whether the alleged conduct violates the Policy giving consideration to all factual information, the totality of the circumstances, including the nature of the conduct, and the context in which the alleged incidents occurred.

(c) Report a summary of the determination as to whether this Policy has been violated to appropriate persons. If discipline or sanctions are imposed, the level of discipline or sanctions will not be communicated to the complainant.

(d) If conduct in violation of this Policy occurred, take or recommend to the Personnel Officer prompt and effective remedial action. The remedial action will be commensurate with the severity of the offense.

(e) Take reasonable steps to protect the complainant from further harassment, discrimination, or retaliation.

Section 10. Proactive Approach

The District takes a proactive approach to potential Policy violations and will conduct an investigation if its supervisory or management employees become aware that harassment, discrimination, or retaliation may be occurring, regardless of whether the recipient or third party reports a potential violation.

Section 11. Option to Report to Outside Administrative Agencies

An individual has the option to report harassment, discrimination, or retaliation to the EEOC or the CRD. These administrative agencies offer legal remedies and a complaint process. The nearest offices are listed on the Internet, in the government section of the telephone book, or employees can check the posters that are located on District bulletin boards for office locations and telephone numbers.

Section 12. Confidentiality

Every effort will be made to assure the confidentiality of complaints made under this Policy to the greatest extent allowed by law. Complete confidentiality cannot occur, however, due to the need to fully investigate and the duty to take effective remedial action. An employee who is interviewed during the course of an investigation is prohibited from attempting to influence any potential witness while the investigation is ongoing. An employee may discuss their interview with a designated representative. The District will not disclose a completed investigation report except as it deems necessary to support a disciplinary action, to take remedial action, to defend itself in adversarial proceedings, or to comply with the law or court order.

Section 13. Responsibilities

(a) Each non-manager or non-supervisor is responsible for:

(1) Treating all individuals in the workplace or on worksites with respect and consideration.

(2) Modeling behavior that conforms to this Policy.

(3) Participating in periodic training.

(4) Cooperating with the District's investigations pursuant to this Policy by responding fully and truthfully to all questions posed during the investigation.

(5) Taking no actions to influence any potential witness while the investigation is ongoing.

(6) Reporting any act they believe in good faith constitutes harassment, discrimination, or retaliation as defined in this Policy, to their immediate supervisor, department head, or the Personnel Officer.

(b) In addition to the responsibilities listed above, each manager and supervisor is responsible for:

(1) Informing employees of this Policy.

(2) Taking all steps necessary to prevent harassment, discrimination, and retaliation from occurring, including monitoring the work environment and taking immediate appropriate action to stop potential violations, such as removing inappropriate pictures or correcting inappropriate language.

(3) Receiving complaints in a fair and serious manner, and documenting steps taken to resolve complaints.

(4) Following up with those who have complained to ensure that the behavior has stopped and that there are no reprisals.

(5) Informing those who complain of harassment or discrimination of their option to contact the EEOC or CRD regarding alleged Policy violations.

(6) Assisting, advising, or consulting with employees and the Personnel Officer regarding this Policy.

(7) Assisting in the investigation of complaints involving employee(s) in their departments and, when appropriate, if the complaint is substantiated, recommending appropriate corrective or disciplinary action in accordance with these Policies, up to and including termination.

(8) Implementing appropriate disciplinary and remedial actions.

(9) Reporting potential violations of this Policy of which they become aware to the Personnel Officer, regardless of whether a complaint has been submitted.

(10) Participating in periodic training and scheduling employees for training.

DIVISION XVII. REASONABLE ACCOMMODATIONS

Section 1. Reasonable Accommodation

Absent undue hardship or direct threats to the health and safety of employee(s), the District provides employment-related reasonable accommodations to:

(a) qualified individuals with disabilities, both applicants and employees, to enable them to perform essential job functions;

(b) employees with conditions related to pregnancy, childbirth, or a related medical condition, if they so request, and with the advice of their health care provider;

(c) employees who are victims of domestic violence, sexual assault, or stalking to promote the safety of the employee while at work; and,

(d) employees who request reasonable accommodation to address a conflict between religious belief or observance and any employment requirement.

Section 2. Reasonable Medical Documentation of Disability

If the disability or the need for reasonable accommodation is not obvious, the District may require the individual to provide reasonable medical documentation confirming the existence of the disability and the need for reasonable accommodation, along with the name and credentials of the individual's health care provider. If the individual provides insufficient documentation, the District will: (a) explain the insufficiency; (b) allow the employee or applicant to supplement the documentation; and, (c) pursue the interactive process only to the extent that the request for reasonable accommodation is supported by the medical documentation provided.

Section 3. Medical Certification Indicating the Need for a Reasonable Accommodation or Transfer Due to Pregnancy or Related Conditions

If a pregnant employee, or an employee with a pregnancy-related condition, requests a reasonable accommodation or transfer due to pregnancy, the District will provide the employee with notice of the need for a medical certification within two business days after the employee's request for accommodation. A medical certification confirming the need for a reasonable accommodation, including transfer, is sufficient if it contains: (a) a description of the requested accommodation; (b) a statement describing the medical advisability of the accommodation due to pregnancy; and, (c) the date that the need for the accommodation will become necessary and the estimated duration of the accommodation.

Section 4. Certification of Victim Status

An employee who is a victim of domestic violence, sexual assault, or stalking and who requests an accommodation to provide for their safety while at work must provide both of the following:

(a) A written statement signed by the employee or an individual acting on the employee's behalf, to certify that the accommodation is to address victim-safety concerns while at work; and,

(b) A certification demonstrating the employee's status as a victim of domestic violence, sexual assault, or stalking, which can be in the form of: a police report indicating the employee's victim status; a court order separating the perpetrator from the employee or that the employee has appeared in court for that purpose; or, documentation from a medical professional or counselor that the employee is undergoing treatment for physical or mental injuries or abuse resulting from an act of domestic violence, sexual assault, or stalking.

DIVISION XVIII. FITNESS FOR DUTY EXAMINATIONS

Section 1. Applicants

After the District extends a conditional offer of employment to an applicant, the District may require the applicant to submit to a fitness for duty examination that is job-related, necessary for efficient operations of the District, and required of all applicants for the job classification. The District will notify an applicant who is required to pass a medical and/or psychological examination of their right to obtain a second opinion at their expense and that they may submit such second opinions for consideration.

Section 2. Current Employee

The Personnel Officer may require an employee to submit to a fitness for duty examination to determine if the employee has a disability and is able to perform the essential functions of their job when there is significant evidence that:

(a) the employee's ability to perform one or more essential functions of their job has declined; or,

(b) could cause a reasonable person to question whether an employee is still capable of performing one or more of their essential job duties or is still capable of performing those duties in a manner that does not harm themselves or others.

The District will notify the employee who is required to pass a medical and/or psychological examination of their right to obtain a second opinion at their expense and that they may submit such second opinions for consideration.

Section 3. Role of Health Care Provider

The District may request the applicant's or employee's health care provider to conduct a fitness for duty exam on the applicant or employee, or may request a District-selected health care provider to do so at the District's expense. The District will allow an employee paid time off to attend the exam. The District will provide the heath care provider with a letter requesting a fitness for duty examination and a written description of the essential functions of the job. The examination will be limited to determining whether the applicant or employee can perform the essential functions of the position and any work restrictions and/or functional limitations that apply to the applicant or employee. The health care provider will examine the employee and provide the District with non-confidential information regarding whether:

(a) The applicant or employee has a disability within the meaning of the California Fair Employment and Housing Act ("FEHA");

(b) The applicant or employee is fit to perform essential job functions;

(c) Workplace restrictions or functional limitations apply to the applicant or employee, and the duration of the work restrictions or functional limitations;

(d) There are any reasonable accommodations that would enable the employee to perform essential job functions; and,

(e) The employee's continued employment poses a threat to the health and safety of themself or others.

Should the health care provider exceed the scope of the District's request and provide confidential health information, without valid consent of the applicant or employee, the District will return the report to the health care provider and request another report that includes only the non-confidential fitness for duty information that the District has requested.

Section 4. Authorization for Use of Medical Information

During the course of a fitness for duty examination, the District will not seek or use information regarding an employee's medical history, diagnoses, or course of treatment without an employee's written authorization.

Section 5. Medical Information from the Employee or Applicant

If an employee or applicant submits medical information to the District from their own health care provider, the Personnel Officer will not forward that information on to the health care provider who conducted the examination for the District, without the employee or applicant's written authorization. Upon receipt of the written authorization, the Personnel Officer will request the District-paid health care provider to determine whether the information alters the original fitness for duty assessment.

Section 6. Access to Medical Information Regarding Fitness for Duty

Medical records and information regarding fitness for duty, or the need for an accommodation, will be maintained separately from non-medical records and information. Medical records and information regarding fitness for duty and the need for accommodation will be accessible only by the Personnel Officer, the District's legal counsel, first aid and safety personnel in case of emergency, and supervisors who are responsible for identifying reasonable accommodations. Medical records and information contained therein may be released pursuant to state and federal law.

DIVISION XIX. INTERACTIVE PROCESS

Section 1. When to Initiate the Interactive Process

The Personnel Officer will initiate the interactive process when:

(a) An applicant or employee with a known physical or mental disability or medical condition requests reasonable accommodation(s);

(b) The District otherwise becomes aware of the need for an accommodation through a third party (e.g., a doctor's note requesting an accommodation), or by observation of the employee's work;

(c) The District becomes aware of the possible need for an accommodation because the employee with a disability has exhausted workers' compensation leave, FMLA/CFRA leave, or other leave rights, but the employee and/or the employee's health care provider indicate that further accommodation is still necessary for recuperative leave or other accommodation;

(d) An employee disabled by pregnancy, childbirth or related medical conditions requests a reasonable accommodation or transfer based on the advice of their health care provider;

(e) An employee with a physical or mental disability, regardless of cause, fails to return to work following pregnancy disability leave;

(f) An employee who is a victim of domestic violence, sexual assault, or stalking requests a reasonable accommodation(s) for their safety at work;

(g) An employee requests an accommodation to address a conflict between religious belief, observance, or practice and any employment requirement; or,

(h) An employer is aware of the need for a reasonable accommodation for an employee's or applicant's religious beliefs, observance, or practices.

Section 2. Interactive Communication

After the occurrence of any of the above-stated circumstances that trigger the need to conduct an interactive process meeting, the Personnel Officer will promptly arrange for a discussion or discussions, in person or via conference telephone call, with the applicant or employee and their designated representative (if any). The purpose of the interactive communications will be to discuss in good faith all feasible potential reasonable accommodations. The Personnel Officer will document these communications in writing.

Section 3. Potential Accommodations for Applicants or Employees with Disabilities

Depending on the facts of each case, the interactive process analysis will generally begin with a review of possible reasonable accommodations that would enable the individual to retain their current job. The process will generally then move on to possible reasonable accommodations in other vacant jobs, for which the individual is qualified, if there is no reasonable accommodation

in the current job that does not cause undue hardship, or that does not present a risk of harm to the individual or others. The District will consider accommodations that the applicant or employee suggests but has the right to select and implement any reasonable accommodation that it deems effective. The range of potential reasonable accommodations includes, but is not limited to:

(a) Making existing facilities used by employees readily accessible to, and usable by, individuals with disabilities, including: acquisition or modification of equipment or devices; adjustment or modifications of examinations, training materials or policies; and/or, the provision of qualified readers or interpreters;

(b) Job restructuring;

(c) Part-time or modified work schedules;

(d) Paid or unpaid leave of absence of a finite duration that is likely to enable the employee to return to work at the end of the leave;

(e) Preferential consideration of reassignment to a vacant, comparable position, except when such preference would violate a bona fide seniority system;

(f) Reassignment to a vacant lower-paid position if there is no funded, vacant, comparable position for which the individual is qualified for; or,

(g) Reassignment to a temporary position if the individual agrees.

Section 4. Potential Accommodations for Employees Affected by Pregnancy and Related Medical Conditions

Depending on the facts of each case, the interactive process will attempt to identify and implement a reasonable accommodation that is consistent with the medical certification applicable to the applicant or employee. Whether an accommodation is reasonable is a case-by-case analysis that takes into account several factors, including, but not limited to: the employee's medical needs; the duration of the needed accommodation; and, the employer's legally permissible past and current practices. The range of potential temporary accommodations includes, but is not limited to:

(a) Transfer to a less strenuous or hazardous position for the duration of the pregnancy;

(b) Change in or restructuring of work duties, such as modifying lifting requirements;

(c) Providing more frequent breaks;

(d) Providing seating;

(e) Time off for medical appointments; and,

(f) Transfer temporarily to a job with equivalent pay and benefits that the employee is qualified to perform in order to accommodate reduced work schedule or intermittent

leave. However, a reduction in work hours may be considered a form of pregnancy disability leave and deducted from the employee's four-month pregnancy disability leave entitlement.

Section 5. Potential Accommodations for Employees Who are Victims of Domestic Violence, Sexual Assault, or Stalking

Depending on the facts of each individual case, the interactive process analysis will review all possible accommodations that would enhance the safety of the employee at work. In determining what accommodation is reasonable, the District will consider the exigent circumstance or danger facing the employee. The District will consider the preferences of the employee to be accommodated but has the right to select and implement any accommodation that it deems effective. The range of potential safety measure accommodations includes, but is not limited to:

(a) Transfer, reassignment, modified schedule;

(b) Change in work telephone number;

(c) Change in location of work station;

(d) Installation of locks;

(e) Assistance in documenting domestic violence, sexual assault, or stalking that occurs in the workplace;

(f) The implementation of a safety procedure(s);

(g) Adjustment to job structure, workplace facility, or work requirement; and,

(h) Referral to a victim assistance organization.

Section 6. Potential Accommodations for Religious Creed, Religious Dress Practice, or Religious Grooming Practice

Depending on the facts of each case, the interactive process analysis will review all possible accommodations that would resolve the conflict between the religious belief or observance and any employment requirement. The District will consider the preference of the employee or applicant but has the right to select and implement any accommodation that it deems effective. The range of potential accommodations includes, but is not limited to:

(a) Job restructuring or job reassignment (but not segregation from other employees or the public);

(b) Modification of work practices, including dress or grooming; and,

(c) Allowing time off in an amount equal to the amount of non-regularly scheduled time the employee has worked in order to avoid a conflict with their religious observances.

Section 7. Determination

After the interactive process communications, the Personnel Officer will review the information received, and determine: whether all available information has been reviewed; whether all potential accommodations that the applicant or employee has suggested have been considered; whether additional discussions with the applicant or employee would be helpful; whether the applicant's or employee's preferences have been taken into account; if there is a reasonable accommodation that would enable the applicant or employee to perform essential job functions without harming themselves or others; and, if the accommodations would pose an undue hardship on District finances or operations. The Personnel Officer will inform the applicant or employee of their determination in writing. The Personnel Officer will use their discretion based upon the particular facts of each case.

DIVISION XX. WHISTLEBLOWER PROTECTION

Section 1. Policy

The District prohibits all of the following:

(a) Taking any retaliatory adverse employment action against an employee because the employee has or is believed to have disclosed information to any government or law enforcement agency, including to the District, if the employee has reasonable cause to believe that the information discloses a violation of state or federal law, or a violation or noncompliance with a local, state, or federal rule or regulation;

(b) Preventing an employee from disclosing information to a government agency, including to the District, if the employee has reasonable cause to believe that the information discloses a violation of state or federal law, or a violation or noncompliance with a local, state, or federal rule or regulation;

(c) Retaliating against an employee for refusing to participate in any activity that would result in a violation of state or federal law, or a violation or noncompliance with a local, state, or federal rule or regulation; and,

(d) Retaliating against an employee because the employee's family member has, or is perceived to have, engaged in any of the activities listed in (a) – (c) above.

Section 2. Policy Coverage

This Policy governs and protects District officials, officers, employees, or applicants for employment.

Section 3. "Protected Activity"

For purposes of this Policy, "protected activity" includes any of the following:

(a) Filing a complaint with a federal or state enforcement or administrative agency that discloses any information that the employee has reasonable cause to believe violates state or federal law or a violation or noncompliance with a local, state, or federal rule or regulation;

(b) Participating in or cooperating in good faith with a local, federal, or state enforcement agency that is conducting an investigation into alleged unlawful activity;

(c) Testifying in good faith and with reasonable cause as a party, witness, or accused regarding alleged unlawful activity;

(d) Associating with another covered individual who is engaged in any of the protected activities enumerated here;

(e) Making or filing in good faith and with reasonable cause an internal complaint with the District regarding alleged unlawful activity;

(f) Providing informal notice to the District regarding alleged unlawful activity;

(g) Calling a governmental agency's "Whistleblower hotline" in good faith;

(h) Filing a written complaint under penalty of perjury that the District has engaged in gross mismanagement, a significant waste of public funds, or a substantial and specific danger to public health or safety; and,

(i) Refusing to participate in any activity that the employee reasonably believes would result in a violation of state or federal law, or a violation or noncompliance with a local, state, or federal rule or regulation.

Section 4. "Adverse Action"

For purposes of this Policy, "adverse action" may include, but is not limited to, any of the following:

(a) Real or implied threats of intimidation to attempt or prevent an individual from reporting alleged wrongdoing or because of actual or potential protected activity;

(b) Refusing to hire an individual because of actual or potential protected activity;

(c) Denying promotion to an individual because of actual or potential protected activity;

(d) Taking any form of disciplinary action because of actual or potential protected activity;

(e) Extending a probationary period because of actual or potential protected activity;

(f) Altering work schedules or work assignments because of actual or potential protected activity;

(g) Condoning hostility and criticism of coworkers and third parties because of actual or potential protected activity;

(h) Spreading rumors about a person because of that person's actual or perceived protected activity; and,

(i) Shunning or unreasonably avoiding a person because of that person's actual or perceived protected activity.

Section 5. Complaint Procedure

An applicant or employee who feels they have been retaliated against in violation of this Policy should immediately report the conduct according to the complaint procedure in the District's Policy Against Discrimination, Harassment and Retaliation (Division XVI) so that the complaint can be resolved fairly and quickly. Supervisors and managers have the same responsibilities as defined in the Policy Against Discrimination, Harassment and Retaliation.

DIVISION XXI. DISCIPLINARY ACTION AND DISMISSAL

Section 1. Initiation of Disciplinary Action or Dismissal

Disciplinary action or dismissal may be initiated by the General Manager, or upon written recommendation to the General Manager by the employee's supervisor or department head.

Section 2. Causes for Discipline

Employees may be disciplined for, including but not limited to, any of the following causes of discipline:

(a) Violation of any department rule, District Policy or District regulation, ordinance or resolution;

(b) Absence without authorized leave or tardiness;

(c) Excessive absenteeism and/or tardiness as defined by the employee's department head, and/or these Policies;

(d) Use of leave from work in a manner not authorized or provided for under District policies;

(e) Making any false representation or statement, or making any omission of a material fact;

(f) Providing wrong or misleading information or other fraud in securing appointment, promotion, or maintaining employment;

(g) Unsatisfactory job performance;

(h) Inefficiency;

(i) Damaging any District property, equipment, resource, or vehicle, or the waste of District supplies through negligence or misconduct.

(j) Insubordination or insulting or demeaning the authority of a supervisor or manager;

(k) Dishonesty;

(l) Theft;

(m) Possession, use, and/or being under the influence of alcohol~~ic beverages~~ or marijuana while on duty or on District property;

(n) Possession, use and/or being under the influence of illegal drugs while on duty or on District property;

(o) Neglect of duty;

(p) Violation of the District's confidentiality policies, or disclosure of confidential District information to any unauthorized person or entity;

(q) Misuse or unauthorized use of any District property, including, but not limited to: physical property; electronic resources; supplies; tools; equipment; communication systems; vehicles; or, intellectual property;

(r) Mishandling of public funds;

(s) Falsifying or tampering with any District record, including work time or financial records;

(t) Discourteous or offensive treatment of the public or other employees;

(u) Abusive conduct, including malicious verbal, visual or physical actions, or the gratuitous sabotage or undermining of a person's work performance;

(v) Conviction, meaning any judicial determination of guilt, of a crime that has a nexus to the employee's job duties;

(w) Outside employment or activity, or other enterprise that constitutes a conflict of interest with service to the District;

(x) Any conduct that impairs, disrupts or causes discredit to the District, to the public service, or other employee's employment;

(y) Reckless or unsafe conduct;

(z) Working overtime without prior authorization or refusing to work assigned overtime;

(aa) Carrying firearms or other dangerous weapons while on duty when not required by job duties; or,

(bb) Horseplay or fighting.

Section 3. Types of Counseling, Reprimands, and Discipline

The following are types of counseling, reprimands, and discipline which the District may impose:

(a) **Counseling Memo:** A counseling memo will be provided to an employee to identify: a failure of appropriate conduct or performance issue; the performance the employee is to demonstrate in the future; and, consequences for failure to correct the behavior or problem. A counseling memo will be retained in the supervisor's file until the completion of the performance evaluation time frame, and then documented in the performance evaluation, as the supervisor deems necessary. A counseling memo is not subject to the discipline or discipline appeal procedures described below.

(b) **Verbal Reprimand:** A verbal reprimand is a verbal direction from a supervisor to discontinue inappropriate conduct or to correct a performance issue. A verbal reprimand will be documented in writing and retained in the supervisor's file until the completion of the evaluation time frame and then documented in the performance evaluation, as the

supervisor deems necessary. A verbal reprimand is not subject to the discipline or discipline appeal procedures described below.

(c) **Written Reprimand:** A written reprimand is written direction from a supervisor to discontinue inappropriate conduct or to correct a performance issue. A written reprimand will be retained in the employee's personnel file and documented in the performance evaluation. Unless required by law, a written reprimand is not subject to the discipline or discipline appeal procedures described below. The employee has the right to have their written rebuttal attached to the reprimand in the employee's personnel file if the employee submits the rebuttal to the Personnel Officer within 14 calendar days after the written reprimand is received.

(d) **Suspension Without Pay:** The District may suspend an employee from their position without pay for cause. Documents related to a suspension shall become part of the employee's personnel file when the suspension is final, and will be documented in the performance evaluation. A suspension without pay is subject to the discipline and discipline appeal procedures described below. Employees who are exempt from overtime will only be suspended as authorized by the Fair Labor Standards Act ("FLSA").

(e) **Reduction in Pay or Paid Leave:** The District may reduce an employee's pay or paid leave for cause. A reduction in pay for disciplinary purposes may take one of three forms: (1) a decrease in salary to a lower level within the salary range; (2) a decrease in salary paid to an employee for a fixed period of time; or, (3) loss of accrued paid vacation or administrative leave, personal holiday, or compensatory time off. Documents related to a reduction in pay shall become part of the employee's personnel file when the reduction in pay is final, and will be documented in the performance evaluation. A reduction in pay is subject to the discipline and discipline appeal procedures described below. Employees who are exempt from the FLSA overtime requirements are not subject to pay reduction, except loss of accrued vacation, administrative leave, or personal holiday.

(f) **Demotion:** The District may demote an employee from their position to a lower position for cause. Documents related to a demotion shall become part of the employee's personnel file when the demotion is final, and will be documented in the performance evaluation. A demotion is subject to the discipline and discipline appeal procedures described below.

(g) **Dismissal:** The District may dismiss an employee from their position for cause. Documents related to the dismissal shall become a part of an employee's personnel file when the dismissal is final. A dismissed employee is entitled to the discipline and discipline appeal procedures described below.

Section 4. Discipline Procedures

The following discipline procedures only apply to the District's for-cause employees. All employees other than for-cause employees, including temporary employees, and such other employees as determined from time to time by the Board, may be disciplined or separated at

will, with or without cause, and without the disciplinary procedures listed below. The following discipline procedures apply only to suspension without pay, reduction in pay, demotion, or dismissal.

(a) **"*Skelly*" Notice of Intended Disciplinary Action to Employee**: A written notice of the intended disciplinary action shall be given to the employee, which will include the following information:

(1) The level of the intended discipline;

(2) The specific charges that support the intended discipline;

(3) A summary of the facts that show that the elements of each charge at issue in the intended discipline;

(4) A copy of all materials upon which the intended discipline is based;

(5) Notice of the employee's right to respond to the Notice of Intended Disciplinary Action within ten business days from the date of the notice (or a later date specified in the Notice), either by requesting a *Skelly* conference, or by providing a written response, or both;

(6) Notice of the employee's right to have a representative of their choice at the *Skelly* conference; and,

(7) Notice that failure to respond by the time specified constitutes a waiver of the right to respond prior to final discipline being imposed.

(b) **Response by Employee and *Skelly* Conference:** If the employee requests a *Skelly* conference, the Personnel Officer will conduct an informal meeting with the employee. During the informal meeting, the employee shall have the opportunity to rebut the charges against them and present any mitigating circumstances. The Personnel Officer will consider the employee's presentation before issuing the disciplinary action. The employee's failure to attend the conference, or to deliver a written response by the date specified in the *Skelly* notice, is a waiver of the right to respond, and the intended disciplinary action will be imposed on the date specified in the *Skelly* notice.

(c) **Final Notice of Discipline:** After the *Skelly* conference and/or timely receipt of the employee's written response, the Personnel Officer will do one of the following:

(1) Take no disciplinary action;

(2) Modify the intended discipline; or,

(3) Impose the intended disciplinary action.

In any case, the Personnel Officer will provide the employee with a notice that contains the following:

(4) The level of discipline, if any, to be imposed and the effective date of the discipline;

(5) The specific charges upon which the discipline is based;

(6) A summary of the facts that show that the elements of each charge at issue in the intended discipline;

(7) A copy of all materials upon which the discipline is based; and,

(8) A reference to the employee's appeal right and deadline to appeal.

(d) **Delivery of the Final Notice of Discipline:** The final notice of discipline will be sent by mail method that verifies delivery to the last known address of the employee or delivered to the employee in person. If the notice is not deliverable because the employee has moved without notifying the District or the employee refuses to accept delivery, the effective date of discipline will be the date the post office or delivery service attempted delivery.

Section 5. Discipline Appeal Procedures

The following appeal procedures only apply to the District's for-cause employees. The following appeal procedures apply only to suspension without pay, demotion, reduction in pay, or dismissal.

(a) **Request for Appeal Hearing:** An employee may submit a written request for appeal to the Personnel Officer within 15 calendar days from: (1) receipt of the final notice of discipline; or, (2) the date of attempted delivery by the post office or delivery service of the notice to the last known address of the employee. Failure to file a timely written request for an appeal waives the right to an appeal hearing and any appeal of the discipline.

(b) **Appeal Hearing Officer:** The appeal hearing officer shall be the General Manager, or an individual designated by the General Manager who is selected through the State Mediation and Conciliation Service ("SMCS"). Whether to designate another individual shall be at the General Manager's sole discretion.

(c) **Date and Time of the Appeal Hearing:** Once the appeal hearing officer has been designated, the Personnel Officer will set a date for an appeal hearing. The employee shall be notified in writing at least 21 calendar days prior to the scheduled date of the hearing.

(d) **Prehearing Notice of Witnesses and Evidence:** No later than ten calendar days before the hearing date, each party will provide the other and the appeal hearing officer a list of all witnesses to be called (except rebuttal witnesses), and a copy of all evidence (except rebuttal evidence) to be submitted at the hearing. The District will use numbers to identify its evidence; the employee will use alphabet letters. Neither party will be permitted to call any witness or evidence that has not been listed, unless that party can show that the party could not have reasonably anticipated the need for the witness or exhibit.

(e) **Subpoenas:** Upon the request of either party and upon their own motion, the appeal hearing officer will issue subpoenas to compel attendance at the appeal hearing. Each party is responsible for serving their or its own subpoenas. District employees who are subpoenaed to testify during working hours will be released with pay to appear at the hearing. District employees who are subpoenaed to testify during non-working hours will be compensated for the time they actually spend testifying.

(f) **Continuances:** The appeal hearing officer may continue a scheduled hearing only upon showing good cause.

(g) **Record of the Appeal Hearing:** The hearing shall be recorded, either electronically or by a court reporter, at the option of the District. If the District orders a transcript or makes a transcript of the recording, the District will notify the employee within three days of ordering or making the transcript and will provide a copy of the transcript to the employee upon receipt of the cost of duplication.

(h) **Employee Appearance:** The employee must appear personally before the appeal hearing officer at the time and place set for the hearing. The employee may be represented by any person they may select.

(i) **Conduct of the Hearing:**

(1) **Sworn Testimony:** All witnesses shall be sworn in prior to testifying. The appeal hearing officer or court reporter shall request each witness to raise their hand and respond to the following: "Do you swear that the testimony that you are about to give is the truth, the whole truth, and nothing but the truth?"

(2) **Evidence:** Hearings need not be conducted according to technical rules relating to evidence and witnesses, but hearings shall be conducted in a manner that the appeal hearing officer decides is the most conducive to determining the truth. The rules dealing with privileges shall be effective to the same extent that they are recognized in civil actions. Irrelevant or unduly repetitious evidence may be excluded. The appeal hearing officer shall determine the relevance, weight, and credibility of testimony and evidence.

(3) **Exclusion of Witnesses:** During the examination of a witness, all other witnesses, except the parties, shall be excluded from the hearing.

(4) **Burden of Proof:** The District has the burden of proof by the preponderance of the evidence.

(5) **Authority of Appeal Hearing Officer:** The appeal hearing officer shall not have the power to alter, amend, change, add to, or subtract from any of the terms of these Policies.

(6) **Professionalism:** All parties and their attorneys or representatives shall not, by written submission or oral presentation, disparage the intelligence, ethics, morals, integrity, or personal behavior of their adversaries or the appeal hearing officer.

(j) **Presentation of the Case:** The parties will address their remarks, evidence, and objections to the appeal hearing officer. The appeal hearing officer may terminate argument at any time and issue a ruling regarding an objection or any other matter. The appeal hearing officer may limit redundant or irrelevant testimony, or directly question the witness. The hearing will proceed in the following order unless the appeal hearing officer directs otherwise:

(1) The District is permitted to make an opening statement;

(2) The employee is permitted to make an opening statement;

(3) The District will produce its evidence;

(4) The employee will produce their evidence;

(5) The District, followed by the employee, may present rebuttal evidence; and,

(6) Oral closing arguments of no more than 20 minutes may be permitted at the discretion of the appeal hearing officer. The District argues first, the employee argues second, and if the District reserved a portion of its time for rebuttal, the District may present a rebuttal.

(k) **Written Briefs:** Either party may request to submit a written brief and/or a draft decision. The appeal hearing officer will determine whether to allow written briefs or draft decisions, the deadline for submitting briefs, and the page limit for briefs.

(l) **Appeal Hearing Officer's Recommended Decision:** Within 60 days of the conclusion of the hearing, the appeal hearing officer shall make written findings and a recommended decision as to the discipline. The Board of Directors shall review the findings and recommendations of the appeal hearing officer and may then affirm, revoke, or modify the findings, recommendations, or disciplinary action taken. The decision of the Board is final. There is no process for reconsideration.

(m) **Proof of Service of the Written Findings and Decision:** The District will mail a copy of the final written findings and decision, along with a proof of service of mailing that confirms that each of the parties and each of the parties' representatives were mailed the final written findings and decision. It shall be the responsibility of the employee to inform the District of their address. A copy of the decision shall also be provided to the Personnel Officer.

DIVISION XXII. GRIEVANCES

Section 1. Purpose of Grievance Procedure

The grievance procedures set forth herein are designed to resolve grievances informally and to provide a prompt and orderly procedure for doing so.

Section 2. Definition of a Grievance

A grievance is an alleged violation of a specific provision of these Policies that adversely affects the employee and that contains all of the information listed in the "Statement of the Grievance" below. The following procedure applies to all District employees, unless the employee is covered by an alternative grievance procedure set forth in a memorandum of understanding, another dispute resolution procedure applies to the dispute, or a discipline Policy and Procedure applies. The grievance procedure cannot be utilized to challenge the content of a performance evaluation or disciplinary action.

Section 3. Statement of the Grievance

A concern is not a grievance unless the affected employee is able to state each of the following:

(a) The date of the alleged violation;

(b) The specific provision(s) of these Policies that were allegedly violated;

(c) A description of all facts regarding how the alleged violation occurred; and,

(d) A list of all persons who are witnesses or are involved.

A Statement of the Grievance must be signed by the employee filing the grievance to certify that it is filed in good faith.

Section 4. Timelines

Failure of the District to comply with the time limits of the grievance procedures allows the grievant to appeal to the next level of review. Failure of the grievant to comply with the time limits of the grievance procedures constitutes settlement and resolution of the grievance on the basis of the last disposition. The parties may extend time limits by mutual written agreement in advance of a deadline.

Section 5. Procedures

(a) **Step I – Informal Resolution with Supervisor:** The employee must first work in good faith to resolve the grievance informally through discussion with their immediate supervisor no later than five calendar days after the grievant first became aware of the facts or circumstances resulting in the filing of the grievance. The supervisor will respond in writing within five calendar days after the date of this discussion.

(b) **Step II – Personnel Officer:** If the employee believes that the grievance has not been resolved through Step I, the employee may submit a written Statement of the Grievance

to the Personnel Officer. The employee must submit the Statement of the Grievance within 20 calendar days after the grievant first became aware of the facts or circumstances resulting in the filing of the grievance. The Personnel Officer shall consider the information presented, discuss the grievance with the grievant, and/or investigate as they deem appropriate, and shall, within 14 calendar days of receipt of the written Statement of the Grievance, submit their decision in writing to the grievant.

(c) **Step III – Appeal:** If the employee believes that the grievance has not been resolved through Step II, the employee may appeal the grievance decision of the Personnel Officer to the Board of Directors. Such appeal must be filed within 14 calendar days of the date of the Personnel Officer's written decision.

(d) Within 14 calendar days after the date of filing, or as soon thereafter as the District deems practicable, a quorum of the Board shall convene to discuss the grievance with the aggrieved employee and, if applicable, their representative. The Board has discretion to hear such evidence or review such documents as it deems appropriate. However, nothing in this section shall be construed as requiring a formal evidentiary hearing before the Board.

(e) Within 14 calendar days after meeting on the appeal, the Board shall issue a written decision concerning the employee's appeal. The decision of the Board of Directors shall be final and binding.

DIVISION XXIII. LIMITATIONS ON OUTSIDE EMPLOYMENT

Section 1. No Outside Employment Without Prior Approval

An employee shall not engage in any paid or self-employment, activity, or enterprise which is inconsistent, incompatible, or in conflict with their District duties, functions, responsibilities, or that of the department in which they are employed at the District. In order to avoid perceived or actual conflicts of interest that may arise from outside employment, all employees must obtain written approval from the General Manager prior to undertaking any outside employment as described in this Policy.

Section 2. Authorization and Appeal

(a) **Written Request:** Any employee who wants to undertake a paid outside employment, activity, or enterprise must submit a written request to their department head. The written request must include: (1) the work hours and/or time required; (2) job title or the nature of the activity; (3) the work location; (4) and the supervisor, manager and name of the employer or activity. (See the District's Administrative Procedures.)

(b) **Analysis and Decision:** The General Manager will determine if the outside employment, activity, or enterprise is compatible with the employee's employment at the District. If the General Manager determines such activity is compatible, or would be if any conditions or restrictions applied, they will authorize the activity and specify the conditions/ restrictions in writing, give the employee the outside employment authorization, and place a copy of the written authorization in the employee's personnel file.

(c) **One Year Authorization:** An outside employment authorization is valid only up to one year. Should the employee continue the outside employment, activity, or enterprise for a longer duration, they must make another request following the process in this Policy.

(d) **Appeal:** If the General Manager denies an employee's outside employment request, the employee may submit a written notice of appeal to the Board within 10 days after the date of the denial. The Board will consider the appeal within 14 days after receipt of the appeal or as soon thereafter as a Board meeting can be convened. The decision of the Board will be final.

Section 3. Prohibited Outside Activities

An employee's outside employment, activity, or enterprise may be prohibited if it:

(a) Involves the use for private gain or advantage of District time, facilities, equipment, and supplies, or the badge, uniform, prestige, or influence of the District or employment at the District;

(b) Involves receipt or acceptance by the employee of any money or other consideration from anyone other than the District for the performance of an act which the employee would be required or expected to render in the regular course of their District employment;

(c) Involves the performance of an act in other than their capacity as a District employee which act may later be subject directly or indirectly to the control, inspection, review, audit, or enforcement by such employee or the department by which they are employed; or,

(d) Involves time demands that would render the employee's performance of their regular District employment less efficient or dangerous to the employee.

Section 4. Changes in Outside Employment Status

The employee must promptly report in writing to the General Manager any of the following changes that may occur during the year of an authorized outside employment: the outside employment ends; the outside employer changes; or, the authorized employment changes as to the number of work hours, location, or types of duties.

Section 5. Revocation/Suspension of Outside Employment Authorization

Any outside employment authorization may be revoked or suspended under the circumstances listed below. An employee may appeal the revocation or suspension as provided in this Policy.

(a) The employee's work performance declines; or,

(b) An employee's conduct or outside employment conflicts with the conditions of the outside work authorization or is incompatible with the employee's work for the District.

Section 6. Use of District Equipment Prohibited

Under no circumstances may an employee use any District equipment, vehicles, tools, supplies, machines, or any other item that is District property while the employee is engaged in any outside employment, activity, or enterprise.

DIVISION XXIV. LIMITATIONS ON POLITICAL ACTIVITY

Section 1. No Solicitation During Work Hours or in District Offices

District employees or officers may not solicit or receive political funds or contributions to promote the passage or defeat of any ballot measure that would affect working conditions during the working hours of its officers and employees, or in District offices.

Section 2. No Targeted Solicitation of District Officers or Employees

Officers or employees of the District, or candidates for elective office of the District, may not directly or indirectly solicit political contributions from other officers or employees of the District unless the solicitation is part of a solicitation made to a significant segment of the public which may incidentally include officers from and employees of the District.

Section 3. No Political Activity in Uniform

No District employee or official shall participate in political activities of any kind while in a District uniform or other District-issued clothing.

Section 4. No Political Activity on District Property or During Work Hours

District employees and officials are prohibited from engaging in political activity during working hours or on District property.

DIVISION XXV. DISTRICT EQUIPMENT AND RESOURCES

Section 1. Policy and Applicability

District equipment and resources may only be used to conduct District business, except for incidental personal use that is consistent with this Policy. As a result, District equipment and resources are non-public forums. Every District employee is required to adhere to this Policy.

Section 2. District Equipment or Resources

District equipment or resources is any District-owned or supplied item or resource, including, but not limited to: intellectual property (e.g., photographs, plans, drawings, formulas, customer lists, designs), vehicles, telephones, cell phones, pagers, tools, machines, supplies, copy machines, facsimile machines, desks, office equipment, computers (including hardware and software), file cabinets, lockers, Wi-Fi, internet, intranet, District network, data systems, routers, voice mail, servers, and email or voice mail communications stored in or transmitted through District electronic resources or equipment.

Section 3. No Expectation of Privacy

Although lockers and desks are made available for the convenience of employees while at work, employees should remember that all lockers, desks, storage areas, vehicles, and cabinets remain the sole property of the District. Moreover, the District reserves the right to open and inspect such areas, as well as any contents, effects, or articles in them. Such an inspection can occur at any time, with or without advance notice or consent. An inspection may be conducted before, during, or after working hours by any supervisor, manager, or security personnel designated by the District. (See Appendix A.)

Prohibited materials, including weapons, explosives[1], alcohol, marijuana, and non-prescribed drugs or medications (excluding over-the-counter medications), may not be placed in a locker, desk, District-owned ~~storage~~ area, or cabinet. Perishable items also should not be stored in lockers or desks or left for prolonged periods. Employees who fail to cooperate in any inspection may be subject to disciplinary action, including suspension or termination.

The District periodically and without prior notice, monitors, reviews, accesses, or retrieves data from its equipment or resources, including electronic communications and content contained in or transmitted through District networks or electronic resources. District employees must provide the District with the employee's username or password for any District issued equipment or resource. The existence of passwords or delete functions does not restrict the District's access. As a result, District employees have no expectation of privacy in their use of any District equipment or resources. The District also has several security cameras monitoring District facilities.

[1] For purposes of this Policy, "explosives" does not include materials owned and maintained by the District and are used for District purposes.

Section 4. Appropriate Use Only – No Misuse

Employees may only use District equipment or resources in compliance with District Policies. Except as authorized by this Policy, employees are expected to avoid any use or communication which is unrelated to District business, destructive, wasteful, or illegal. The District has discretion to restrict or rescind employee access to District equipment or resources. The following are examples of misuse of District equipment or resources:

(a) Any use that violates applicable law and/or District policies, rules, or procedures;

(b) Exposing others to material which is offensive, harassing, obscene, or in poor taste. This includes information which could create an intimidating, offensive, or hostile work environment;

(c) Any use that may create or further a hostile attitude or give offense on the basis of race, color, religion, sex, gender, gender expression, gender identity, national origin, ancestry, citizenship, age, marital status, physical or mental disability, medical condition, genetic information, sexual orientation, veteran status, or any other basis protected by law;

(d) Communication of confidential District information to unauthorized individuals within or outside of the District;

(e) Unauthorized attempts to access or use District data or break into any District or non-District system;

(f) Theft or unauthorized transmission or copying of paper or electronic files or data;

(g) Initiating or sustaining chain/spam letters, e-mail, or other unauthorized mass communication;

(h) Misrepresentation of one's identity for improper or illegal purposes;

(i) Personal commercial or business activities (e.g., "for sale" notices, personal ads, etc.);

(j) Transmitting/accessing obscene material and/or pornography;

(k) Commercial transactions conducted electronically on the internet (e-commerce);

(l) Online gambling;

(m) Installing or downloading unauthorized software or equipment;

(n) Violating terms of software licensing agreements;

(o) Using District equipment or resources to access and/or use dating web resources, personal social media, or games of any type;

(p) Any unauthorized access to District equipment or resources, including: using keys or key cards; using or disclosing the username or password of another person or employee to

gain access to their email or other electronic resources; or, making District equipment or resources available to others who would otherwise have no authorized access; and,

(q) Using District equipment or resources to speak on the District's behalf without authorization.

Section 5. District Email Address Must be Used for District Business

The District's email system is an official communication tool for District business. The District establishes and assigns official email addresses to each employee as the District deems necessary. Employees must send all District communications that are sent via email to and from their official District email address. Employees are prohibited from using their private email address (e.g., Gmail, Yahoo, MSN/Hotmail, etc.) when communicating District business via email. Should an email related to District business be sent to an employee's personal email account, the email should be immediately forwarded to the employee's District email account and responded to accordingly.

Section 6. Incidental Personal Use of District Communications Equipment Permitted

Employees may use District telephones, cell phones, internet access, and e-mail for incidental personal communications provided that the use:

(a) Is kept to a minimum and limited to break times or non-working hours;

(b) Does not interfere or conflict with District operations or the work performance of any District employees;

(c) Allows the employee to more efficiently perform District work;

(d) Is not abusive, illegal, inappropriate, or prohibited by this Policy (for example, no social media use, no electronic dating, no gaming); and,

(e) Clearly indicates it is for personal use and does not indicate or imply District sponsorship or endorsement.

Section 7. Use of District Property for Personal Use

Use of District property and/or equipment for personal use is not permitted without specific written approval of the General Manager or their designee.

The District has a procedure for storage of personal items on District property which is only available to District employees. The Employee Request to Store Personal Items on District Property form is to be used for requesting use of District property for storage (see the District's Administrative Procedures). This request form contains additional guidelines and requirements for an employee wishing to store personal items on District property.

DIVISION XXVI. POLICY AGAINST VIOLENCE IN THE WORKPLACE

Refer to the District's Workplace Violence Prevention Plan ("WVPP").

DIVISION XXVII. DRUG- AND ALCOHOL-FREE WORKPLACE POLICY

Section 1. Purpose and Scope

The purpose of this Policy is to promote a drug- and alcohol-free workplace and to eliminate drug- and alcohol-related inefficiencies and risks. This Policy applies to all District employees, whether they are on District property, or they are performing District-related business elsewhere, except if this Policy is superseded by a memorandum of understanding or federally mandated drug and alcohol policy. Compliance with this Policy is a condition of employment. Disciplinary action will be taken against those who violate this Policy.

Section 2. Drug- and Alcohol-Free Awareness Program

The District's employee assistance provider offers counseling and treatment of drug- or alcohol-related problems. The employee assistance provider has information about: (a) the dangers of drug or alcohol abuse in the workplace; (b) the penalties that may be imposed for drug or alcohol abuse violations; and, (c) any available drug or alcohol counseling, rehabilitation, or employee assistance programs.

Section 3. Prohibited Conduct

(a) The manufacture, distribution, sale, purchase, dispensation, possession, or use of any controlled substance, narcotic (including marijuana), ~~or~~ prescription drug that has not been lawfully prescribed to the employee, or alcohol in either District workplaces or wherever District business is performed during the workday.

(b) Working or being subject to call ~~in~~back on standby if impaired by alcohol or any controlled substance, narcotic (including marijuana), or prescription drug that has not been lawfully prescribed to the employee.

(c) An employee's failure to notify their supervisor or department head before beginning work when taking medications or drugs, including but not limited to: prescription drugs; over the counter medications; or, illegal drugs or narcotics (including marijuana) which could interfere with the safe and effective performance of duties or operation of District equipment.

(d) An employee's criminal conviction for a drug violation that occurred in the workplace.

(e) An employee's failure to notify their supervisor or department head of any criminal conviction for a drug violation that occurred in the workplace within five days after such conviction.

Section 4. Drug and Alcohol Testing

The District has discretion to test applicants and employees for alcohol and drug use under the following circumstances. The District will use an outside laboratory to perform all testing.

(a) **Pre-Employment Testing for External Applicants for Certain Jobs:** Those external applicants who apply for certain jobs where a special need for pre-employment drug and/or alcohol testing exists must take and pass a drug and/or alcohol test following a conditional offer of employment. The categories of jobs subject to pre-employment drug and/or alcohol testing include safety sensitive jobs that have public safety implications, such as employees operating heavy machinery.

(b) **Reasonable Suspicion Testing:** The District may require a blood test, urinalysis, or other drug and/or alcohol screening where there is a reasonable suspicion that an employee is using or under the influence of a drug or alcohol at work.

(1) "Reasonable suspicion" to test exists if, based on objective factors, a reasonable person would believe that the employee is under the influence of drugs or alcohol at work. Examples of objective factors, include, but are not limited to: unusual behavior; slurred or altered speech; body odor; red or watery eyes; unkempt appearance; unsteady gait; lack of coordination; sleeping on the job; a pattern of abnormal or erratic behavior; a verbal or physical altercation; puncture marks or sores on skin; runny nose; dry mouth; dilated or constricted pupils; agitation; hostility; confused or incoherent behavior; paranoia; euphoria; disorientation; inappropriate wearing of sunglasses; tremors; or, other evidence of recent drug or alcohol use. If the District suspects drugs or alcohol may have played a role in an accident involving District property or equipment, that will also constitute reasonable suspicion.

(2) **Document and Analysis:** In order to receive authority to test, the supervisor must record the factors that support reasonable suspicion in writing and analyze the matter with the department head or the Personnel Services Department. Any reasonable suspicion testing must be pre-approved by the Personnel Officer.

(3) **Testing Protocol:** If the documentation and analysis show that there is a reasonable suspicion of drug or alcohol abuse at work, and the Personnel Officer has approved, the employee will be relieved from duty, transported to the testing facility, and to their home after the test. The employee will be placed on paid administrative leave until the test results are received.

DIVISION XXVIII. DRUG AND ALCOHOL TESTING POLICY FOR OPERATORS OF COMMERCIAL MOTOR VEHICLES

Section 1. Background and Purpose

(a) Regulations adopted by the United States Department of Transportation, Federal Highway Administration ("FHWA") require employers who operate commercial motor vehicles ("CMVs") to implement drug and alcohol testing policies. (See 49 CFR part 382, incorporated herein by reference. A copy of these regulations is available on request from the Personnel Services Department.)

(b) The District operates CMVs within the meaning of 49 CFR part 382. (See 49 CFR section 382.107.)

(c) The purpose of this Drug and Alcohol Testing Policy for Operators of Commercial Motor Vehicles ("Policy") is to comply with the FHWA regulations in order to prevent accidents and injuries resulting from the misuse of alcohol or use of drugs by District employees who operate CMVs. If this Policy is not in compliance with FHWA regulations in any respect, the regulations supersede the non-compliant provision of this Policy.

Section 2. Scope

(a) This Policy shall incorporate the definitions of words and phrases set forth in 49 CFR section 382.107.

(b) This Policy shall apply to District employees that possess a commercial driver license (either Class A or Class B) as required by the minimum qualifications of their job classification, which involve operating CMVs and the performance of other safety-sensitive functions with regard to operation of CMVs for the District ("covered employees").

(c) Safety-sensitive functions performed for the District include, but are not limited to, the following activities: (1) driving a CMV; (2) riding in a CMV; (3) assisting, supervising, or attending the loading or unloading of a CMV; (4) inspecting, servicing, repairing, or conditioning a CMV; (5) remaining on duty while waiting to operate a CMV; and, (6) repairing, obtaining assistance, or remaining in attendance upon a disabled CMV. (See 49 CFR sections 382.107 and 395.2, subds. (1) – (~~7~~9).)

(d) To the extent that this Policy applies to a covered employee performing safety-sensitive functions with regard to operation of CMVs for the District, any other District Policies governing drugs and alcohol in the workplace do not apply.

Section 3. Prohibited Conduct

(a) Covered employees shall not engage in, and the District shall not knowingly permit a covered employee to engage in, the following conduct:

(1) Driving a CMV or performing other CMV safety-sensitive functions for the District while the covered employee has a breath alcohol concentration of 0.04 or greater. (See 49 CFR section 382.201.)

(2) Driving a CMV or performing other CMV safety-sensitive functions for the District while in possession of alcohol, while using alcohol, or within four hours after using alcohol. (See 49 CFR sections 382.205 and 382.207.)

(3) Using alcohol within eight hours following a CMV accident for which a post-accident alcohol test is required, if a post-accident test has not been administered. (See CFR section 382.209.)

(4) Driving a CMV or performing other CMV safety-sensitive functions for the District when using any drug (except for drugs prescribed by the covered employee's physician as safe for use while operating a CMV) or when the covered employee has tested positive for drugs. (See 49 CFR sections 382.213 and 382.215.)

(5) Refusing to submit to a test for drugs and/or alcohol required under this Policy by failing to provide enough breath or urine sample for testing or by otherwise obstructing the testing process. (See 49 CFR sections 382.107 and 382.211.)

(b) Any covered employee who engages in conduct prohibited by this Policy shall be removed from duties involving driving a CMV and other CMV safety-sensitive functions. The covered employee may also be required to undergo alcohol/drug abuse evaluation and treatment at the covered employee's sole expense, and may be subject to employee discipline, up to and including termination. (See 49 CFR sections 382.501 and 382.605~~, subd. (b) – (e)~~.)

(c) Any covered employee found to have a breath alcohol concentration between 0.02 and 0.04 shall be prohibited from driving a CMV and performing other CMV safety-sensitive functions until the covered employee's next shift that is not less than 24 hours after the alcohol test. (See 49 CFR section 382.505, subd. (a).)

Section 4. Mandatory Drug and Alcohol Tests

(a) Every covered employee shall take all tests for drugs and/or alcohol administered by the District and its agents pursuant to 49 CFR part 382. These tests for drugs and/or alcohol shall be administered under the following circumstances:

(1) **Pre-Employment Testing.** Before the covered employee first operates a CMV or performs other CMV safety-sensitive functions for the District, the covered employee shall undergo testing for drugs and/or alcohol in accordance with 49 CFR section 382.301.

(2) **Post-Accident Testing.** As soon as practicable following an accident involving the District's CMV, a covered employee, upon notice from the District, shall take a test for alcohol and/or drugs in accordance with 49 CFR section 382.303 if: (a) the accident

involved a fatality; (b) one or more motor vehicles are towed from the scene or in which someone is treated medically away from the scene *and* a citation is issued to the covered employee.

(3) **Random Testing.** Subject to the minimum annual percentage rates for alcohol testing set by the Administrator of the FHWA, a covered employee, upon notice from the District, shall take random tests for drugs and/or alcohol in accordance with 49 CFR section 382.305.

(4) **Reasonable-Suspicion Testing.** A covered employee, upon notice from the District, shall take a test for drugs and/or alcohol in accordance with 49 CFR section 382.307 if, based upon observations of a trained supervisor, there is a reasonable suspicion that the covered employee has violated this Policy (except in cases of suspected possession of alcohol) and the trained supervisor concludes testing is appropriate.

(5) **Return-To-Duty Testing.**

a. If a covered employee violates the provisions of this Policy, the covered employee, upon notice from the District, shall take a test for drugs and/or alcohol in accordance with 49 CFR section 382.309 before returning to duties involving driving a CMV or other CMV safety-sensitive functions.

b. If a covered employee is removed from a random testing pool for more than 30 days, the driver must again submit to a pre-employment test, unless an exception is met.

(6) **Follow-up Testing.** A covered employee who has violated this Policy shall take unannounced tests for drugs and/or alcohol, as directed by the District's substance abuse professional, in accordance with 49 CFR section 382.311.

(b) The District will retain an outside drug and alcohol testing service to administer and evaluate the District's tests for drugs and alcohol under 49 CFR part 382 and this Policy. In administering and evaluating the District's tests for drugs and alcohol, the outside service will comply with all requirements set forth in 49 CFR part 40 regarding procedures for drug and alcohol detection and for evaluation of test results. (See 49 CFR section 382.105.)

Section 5. Other Duties of the District

(a) The District shall ensure that all drug and/or alcohol testing conducted pursuant to this Policy complies with the requirements set forth in 49 CFR part 40. (See 49 CFR section 382.105.)

(b) The District shall prepare, maintain, and release records regarding the District's implementation of this Policy in accordance with 49 CFR sections 382.401 through 382.413.

(c) The District shall advise covered employees who violate this Policy of resources available for evaluating and resolving drug and alcohol problems. (See 49 CFR section 382.605~~, subd (a)~~.)

(d) The District shall distribute a copy of this Policy to all covered employees as the educational materials describing the requirements and procedures associated with the District's implementation of 49 CFR part 382. The District shall require every covered employee to sign a statement certifying that they received a copy of this Policy. (See 49 CFR section 382.601.)

(e) Upon request, the District shall provide to a covered employee available information concerning the effects of alcohol and controlled substance use on an individual's health, work, and personal life; signs and symptoms of an alcohol or controlled substance problem (the covered employee's or a coworker's); and, available methods of intervening when an alcohol or controlled substance problem is suspected, including confrontation, referral to any employee assistance program.

(f) For further information regarding this Policy, or for information regarding symptoms, effects, and methods of intervention and treatment of drug and alcohol problems, please contact the Personnel Officer.

DIVISION XXIX. SMOKE-FREE WORKPLACE POLICY

Section 1. Purpose and Policy

The purpose of the District's Smoke-Free Workplace Policy is to provide District employees with a smoke-free environment and to promote a high level of health and fitness. In recognizing the health issues of smoking and second-hand smoke, the District supports a Policy of restrictions on smoking in and adjacent to District buildings and working areas and wishes to maintain all of its working areas smoke-free.

Section 2. Scope

This Policy shall apply to all District employees, elected or appointed officials, interns, volunteers, contractors, and any other visitors.

Section 3. Smoking Rules

(a) Smoking is prohibited in all District buildings.

(b) Smoking is allowed outside of District buildings only in areas at least 50 feet from doors, windows, or venting areas of District buildings.

(c) Smoking is prohibited in all District vehicles and equipment.

(d) Smokers on an offsite District jobsite must be courteous to non-smokers and step away from the work area and down-wind for a smoke break.

(e) If, on an offsite District jobsite, smoking or second-hand smoke bothers someone or drifts into an area of non-smokers or otherwise cannot be controlled, then the smoking must be discontinued.

Section 4. Violations of Smoking Rules

District employees violating the smoking rules contained in this Policy may be subject to disciplinary action.

DIVISION XXX. MISCELLANEOUS POLICIES

Section 1. Personnel Files

(a) **Confidential Personnel Files:** The District maintains a personnel file on each employee. Files are kept for at least ten years after separation of employment. A personnel file will contain only material that the District deems necessary and relevant or that is required by law. Personnel files are the property of the District, and access to the information they contain is restricted to protect employee privacy interests.

(b) **Notification of Changes:** Each employee is responsible to promptly notify the Personnel Services Department of any changes in their contact and benefits information, including: mailing address; telephone number; persons to contact in emergency; and, number and names of dependents.

(c) **Access to Applicant or Employee Medical Information:** All medical information about an employee or applicant is kept in separate medical files and is treated as confidential. Access to employee or applicant medical information shall be strictly limited to only those with a legitimate need to have such information for District business reasons, or if access is required by law, subpoena, or court order. In the case of an employee with a disability, managers and supervisors may be informed regarding necessary restrictions on the work or duties of the employee and necessary accommodations.

Section 2. Employee Access to Personnel File

(a) **Inspection of File:** A current employee may inspect their own personnel file, at reasonable times and at reasonable intervals, within 30 calendar days of a written request. A former employee is entitled to inspect their personnel records one time per year. A current or former employee and/or their representative, who wishes to review their personnel file should make a written request to the Personnel Services Department. The inspection must occur in the presence of the Personnel Officer or designee and: (1) at the District's offices and at a time other than the employee's work time; or, (2) at another agreed upon location without loss of compensation to the employee.

(b) **Copies:** A current or former employee is entitled to receive a copy of their personnel records within 30 calendar days after the employer receives a written request. A current or former employee who wishes to receive such a copy should contact the Personnel Services Department in writing. The District may charge a fee for the cost of copying in accordance with the District's Master Fee Schedule.

(c) **Representative's Inspection:** If the current or former employee wishes to have another person and/or representative inspect their personnel file, they must provide the person and/or representative with written authorization. The Personnel Services Department will notify the employee and/or representative of the date, time, and place of the inspection in writing.

(d) **No Removal of File Documents:** No person inspecting a personnel file is permitted to add or remove any document or other item to/from the personnel file.

Section 3. Limitations on Access or Copying of Personnel File

Prior to making a copy of personnel records or allowing inspection, the District may redact the names of nonsupervisory employees. Under no circumstances will the District provide access or copying of the following categories of personnel file documents: records relating to the investigation of a possible criminal offense; letters of reference; ratings, reports, or records that were obtained prior to employment, prepared by identifiable examination committee members, or obtained in connection with a promotional examination.

Section 4. Public Relations

All employees shall conduct themselves in a manner that will reflect creditably on the District. In dealing with the public, all employees will be polite and helpful.

Section 5. Restrictions on Representations by Employees

No employee shall have any right or authority to make any representation to members of the public or others with whom the District has contracted or is obligated to provide services that would make or tend to make the District legally responsible for any action, omission, or event causing injury, financial loss, damage, or inconvenience to any person or property. All such inquiries shall be referred to the Personnel Officer.

Section 6. Appearance Standards and Dress Code

The following appearance standards are designed to promote the District's legitimate and non-discriminatory goals to promote workplace safety and a professional image that is consistent with the employee's job duties and level of public contact.

(a) **Dress Code:** Employees are required to dress appropriately for the jobs they are performing. The following dress code regulations shall apply to all District employees. If an employee has questions about how these standards apply to them, the matter should be immediately raised with their supervisor for consideration and determination:

(1) All clothing and footwear must be neat, clean, in good repair, and appropriate for the work environment and functions performed;

(2) Prescribed uniforms and safety equipment must be worn;

(3) Hair must be neat, clean, and well-groomed;

(4) Beards, mustaches, and sideburns must be maintained in neat and well-groomed fashion;

(5) Jewelry that does not pierce the skin is acceptable except where it constitutes a health or safety hazard;

(6) Good personal hygiene is required; and,

(7) Dress must be professionally appropriate to the work setting, particularly if the employee has contact with the public at work.

(b) **Piercing:** Employees are expected to project a professional appearance while at work and not endanger themselves or others with excessive body piercing. If an employee has questions about how these standards apply to them, the matter should be immediately raised with their supervisor for consideration and determination.

(1) No objects, articles, jewelry, or ornamentation of any kind shall be attached to or through the skin if visible on any body part including the tongue or any part of the mouth except that one set of reasonably sized pierced earrings may be worn in each lobe;

(2) Any non-conforming piercing shall be removed, covered with a bandage, or replaced with a clear, plastic spacer.

APPENDIX A

ACKNOWLEDGEMENT OF RECEIPT OF

PERSONNEL POLICY MANUAL

I hereby acknowledge that I have received a copy of the Mammoth Community Water District's Personnel Policy Manual and understand that it contains important information on the District's general personnel policies and on my privileges and obligations as an employee. I acknowledge that I am expected to read, understand, and adhere to the District's policies, and that my continued employment with the District is contingent on my agreement to do so. I will familiarize myself with the Personnel Policy Manual and understand that I am governed by the contents of the Personnel Policy Manual, as amended from time to time.

_____
Employee's Name (printed)

_____ _____
Employee's Signature Date

CONSENT FORM

I understand that the District provides lockers, desks, and other storage spaces for the convenience and use of its employees during work. Although I may have a personal lock on these areas (e.g., locker), I understand that these spaces are and shall remain the sole property of the District and that the District reserves the right to open and inspect them, as well as any contents, effects, or articles in them, at any time with or without advance notice or my further consent. Such an inspection may be conducted during or after my working hours by a supervisor, department head, Personnel Officer, or any security personnel designated by the District. I understand that, if asked, I will cooperate with the District or its designated representative in connection with any such inspection and hereby consent to such inspections.

I declare that I have read this agreement, understand it, and voluntarily agree to its provisions.

_____
Employee's Name (printed)

_____ _____
Employee's Signature Date

Mammoth Community Water District

Employer-Employee Relations Policy

~~Updated~~Revised: January XX, 2026~~July 21, 2023~~

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MAMMOTH COMMUNITY WATER DISTRICT

Employer-Employee Relations Policy

Adopted: July 20, 2023
Effective: July 21, 2023
Revised: January XX, 2026

DIVISION I. GENERAL PROVISIONS

Section 1. Statement of Purpose

This Policy implements Chapter 10, Division 4, Title 1 of the Government Code of the State of California (Sections 3500 et seq.) captioned "Local Public Employee Organizations," (the Meyers-Milias-Brown Act ["MMBA"]) by providing orderly procedures for the administration of employer-employee relations between the Mammoth Community Water District ("District") and its employee organizations. However, nothing contained herein shall be deemed to supersede the provisions of state law, ordinances, resolutions, and rules which establish and regulate the civil service system, or which provide for other methods of administering employer-employee relations. This Policy is intended, instead, to strengthen civil service and other methods of administering employer-employee relations through the establishment of uniform and orderly methods of communications between employees, employee organizations, and the District.

It is the purpose of this Policy to provide procedures for meeting and conferring in good faith with Recognized Employee Organizations regarding matters that directly and significantly affect and primarily involve the wages, hours, and other terms and conditions of employment of employees in appropriate units and that are not preempted by federal or state law. However, nothing herein shall be construed to restrict any legal or inherent exclusive District rights with respect to matters of general legislative or managerial policy, which include among others: The exclusive right to determine the mission of its constituent departments, commissions, and boards; set standards of service; determine the procedures and standards of selection for employment; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for other lawful reasons; determine the content of job classifications; subcontract work; maintain the efficiency of District operations; determine the methods, means, and personnel by which District operations are to be conducted; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work.

Section 2. Policy Review

This Policy shall be reviewed at least annually and either (a) recommend changes for Board consideration and action; or, (b) provide for ratification without changes.

~~Section 2.~~ Section 3. Definitions

As used in this Policy, the following terms shall have the meanings indicated:

(a) "Appropriate unit" means a unit of employee classes or positions, established pursuant to Division II. hereof.

(b) "District" means the Mammoth Community Water District, and, where appropriate herein, refers to the District Board or any duly authorized District representative as herein defined.

(c) "Confidential Employee" means an employee who, in the course of their duties, has access to confidential information relating to the District's administration of employer-employee relations.

(d) "Consult/Consultation in Good Faith" means to communicate orally or in writing with all effected recognized employee organizations for the purpose of presenting and obtaining views or advising of proposed actions in a good faith effort to reach a consensus; and, as distinguished from meeting and conferring in good faith regarding matters within the required scope of the meet and confer process, does not involve an exchange of proposals and counterproposals in an endeavor to reach agreement in the form of a Memorandum of Understanding, nor is it subject to Division IV. hereof.

(e) "Day" means calendar day unless expressly stated otherwise.

(f) "Employee Relations Officer" means the General Manager or their duly authorized representative.

(g) "Exclusively Recognized Employee Organization" means an employee organization which has been formally acknowledged by the District as the sole employee organization representing the employees in an appropriate representation unit pursuant to Division II. hereof, having the exclusive right to meet and confer in good faith concerning statutorily required subjects pertaining to unit employees, and thereby assuming the corresponding obligation of fairly representing such employees.

Such recognition status may only be challenged by another employee organization as set forth in Division II. Section 6.

(h) "Impasse" means that the representatives of the District and a Recognized Employee Organization have reached a point in their meeting and conferring in good faith where their differences on matters to be included in a Memorandum of Understanding, and concerning which they are required to meet and confer, remain so substantial and prolonged that further meeting and conferring would be futile.

(i) "Management Employee" means an employee having responsibility for formulating, administering, or managing the implementation of District policies and programs.

(j) "Proof of Employee Support" means (1) an authorization card recently signed and personally dated by an employee, provided that the card has not been subsequently revoked in writing by the employee, (2) a verified authorization petition or petitions recently signed and personally dated by an employee, or (3) employee dues deduction authorizations, using the payroll register for the period immediately prior to the date a

petition is filed hereunder, except that dues deduction authorizations for more than one employee organization for the account of any one employee shall not be considered as proof of employee support for any employee organization. The only authorization which shall be considered as proof of employee support hereunder shall be the authorization last signed by an employee. The words "recently signed" shall mean within 90 days prior to the filing of such proof of support.

(k) "Supervisory Employee" means any employee having authority, in the interest of the District, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibly to direct them, or to adjust their grievances, or effectively to recommend such action if, in connection with the foregoing, the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.

(l) Terms not defined herein shall have the meanings as set forth in the MMBA.

DIVISION II. REPRESENTATION PROCEEDINGS

Section 1. Filing of Recognition Petition by Employee Organization

An employee organization which seeks to be formally acknowledged as an Exclusively Recognized Employee Organization representing the employees in an appropriate unit shall file a petition with the Employee Relations Officer containing the following information and documentation:

(a) Name and address of the employee organization.

(b) Names and titles of its officers.

(c) Names of employee organization representatives who are authorized to speak on behalf of the organization.

(d) A statement that the employee organization has, as one of its primary purposes, the responsibility of representing employees in their employment relations with the District.

(e) A statement whether the employee organization is a chapter of, or affiliated directly or indirectly in any manner, with a local, regional, state, national, or international organization, and, if so, the name and address of each such other organization.

(f) Certified copies of the employee organization's constitution and bylaws.

(g) A designation of those persons, not exceeding two in number, and their addresses, to whom notice sent by regular United States mail will be deemed sufficient notice on the employee organization for any purpose.

(h) A statement that the employee organization has no restriction on membership based on race, color, religion, creed, sex, national origin, age, sexual orientation, mental or physical disability, or medical condition.

(i) The job classifications or job titles of employees in the unit claimed to be appropriate and the approximate number of member employees therein.

(j) A statement that the employee organization has in its possession proof of employee support as herein defined to establish that a majority of the employees in the unit claimed to be appropriate have designated the employee organization to represent them in their employment relations with the District. Such written proof shall be submitted for confirmation to the Employee Relations Officer or to a mutually agreed upon disinterested third party.

(k) A request that the Employee Relations Officer formally acknowledge the petitioner as the Exclusively Recognized Employee Organization representing the employees in the unit claimed to be appropriate for the purpose of meeting and conferring in good faith.

The Petition, including the proof of employee support and all accompanying documentation, shall be declared to be true, correct, and complete, under penalty of perjury, by the duly authorized officer(s) of the employee organization executing it.

Section 2. District Response to Recognition Petition:

Upon receipt of the Petition, the Employee Relations Officer shall determine whether:

(a) There has been compliance with the requirements of the Recognition Petition, and

(b) The proposed representation unit is an appropriate unit in accordance with Section 9. of this Division II.

If an affirmative determination is made by the Employee Relations Officer on the foregoing two matters, they shall so inform the petitioning employee organization, shall give written notice of such request for recognition to the employees in the unit and shall take no action on said request for 30 days thereafter. If either of the foregoing matters are not affirmatively determined, the Employee Relations Officer shall offer to consult thereon with such petitioning employee organization and, if such determination thereafter remains unchanged, shall inform that organization of the reasons therefore in writing.

The petitioning employee organization may appeal such determination in accordance with Division II., Section 10. of this Policy.

Section 3. Open Period for Filing Challenging Petition

Within 30 days of the date written notice was given to affected employees that a valid recognition petition for an appropriate unit has been filed, any other employee organization may file a competing request to be formally acknowledged as the Exclusively Recognized Employee Organization of the employees in the same or in an overlapping unit (one which corresponds with respect to some, but not all the classifications or positions set forth in the recognition petition being challenged), by filing a petition evidencing proof of employee support in the unit claimed to be appropriate of at least 30 percent and otherwise in the same form and manner as set forth in Section 1. of this Division II. If such challenging petition seeks establishment of an overlapping unit, the Employee Relations Officer shall call for a hearing on such overlapping petitions for the purpose of ascertaining the more appropriate unit, at which time the petitioning employee organizations shall be heard. Thereafter, the Employee Relations Officer shall determine the appropriate unit or units in accordance with the standards in Section 7. of this Division II. The petitioning employee organizations shall have 15 days from the date notice of such unit determination is communicated to them by the Employee Relations Officer to amend their petitions to conform to such determination or to appeal such determination pursuant to Section 10. of this Division II.

Section 4. Granting Recognition Without an Election

If the Petition is in order, and the proof of support shows that a majority of the employees in the appropriate unit have designated the petitioning employee organization to represent them, and if no other employee organization filed a challenging petition, the petitioning employee organization and the Employee Relations Officer shall request the California State Mediation and Conciliation Service, or another agreed upon neutral third party, to review the count, form, accuracy, and propriety of the proof of support. If the neutral third party makes an affirmative

determination, the Employee Relations Officer shall formally acknowledge the petitioning employee organization as the Exclusive Recognized Employee Organization for the designated unit.

Section 5. Election Procedure

Where recognition is not granted pursuant to Division II., Section 4. the Employee Relations Officer shall arrange for a secret ballot election to be conducted by a party agreed to by the Employee Relations Officer and the concerned employee organization(s), in accordance with such party's rules and procedures subject to the provisions of this Policy. All employee organizations who have duly submitted petitions which have been determined to be in conformance with this DIVISION shall be included on the ballot. The ballot shall also reserve to employees the choice of representing themselves individually in their employment relations with the District. Employees entitled to vote in such election shall be those persons employed in regular permanent positions within the designated appropriate unit who were employed during the pay period immediately prior to the date which ended at least 15 days before the date the election commences, including those who did not work during such period because of illness, vacation, or other authorized leaves of absence, and who are employed by the District in the same unit on the date of the election. An employee organization shall be formally acknowledged as the Exclusively Recognized Employee Organization for the designated appropriate unit following an election or run-off election if it received a numerical majority of all valid votes cast in the election. In an election involving three or more choices, where none of the choices receives a majority of the valid votes cast, a run-off election shall be conducted between the two choices receiving the largest number of valid votes cast; the rules governing an initial election being applicable to a run-off election.

There shall be no more than one valid election under this Policy pursuant to any petition in a 12-month period affecting the same unit.

In the event that the parties are unable to agree on a third party to conduct an election, the election shall be conducted by the California State Mediation and Conciliation Service.

Costs of conducting elections shall be borne in equal shares by the District and by each employee organization appearing on the ballot.

Section 6. Procedure for Decertification of Exclusively Recognized Employee Organization

A Decertification Petition alleging that the incumbent Exclusively Recognized Employee Organization no longer represents a majority of the employees in an established appropriate unit may be filed with the Employee Relations Officer only during the month of December of any year following the first full year of recognition or during the 30-day period commencing 120 days prior to the termination date of a Memorandum of Understanding then having been in effect less than three years, whichever occurs later. A Decertification Petition may be filed by two or more employees or their representative, or an employee organization, and shall contain the following information and documentation declared by the duly authorized signatory under penalty of perjury to be true, correct, and complete:

(a) The name, address, and telephone number of the petitioner and a designated representative authorized to receive notices or requests for further information.

(b) The name of the established appropriate unit and of the incumbent Exclusively Recognized Employee Organization sought to be decertified as a representative of that unit.

(c) An allegation that the incumbent Exclusively Recognized Employee Organization no longer represents a majority of the employees in the appropriate unit, and any other relevant and material facts relating thereto.

(d) Proof of employee support that at least 30 percent of the employees in the established appropriate unit no longer desire to be represented by the incumbent Exclusively Recognized Employee Organization. Such proof shall be submitted for confirmation to the Employee Relations Officer or to a mutually agreed upon disinterested third party within the time limits specified in the first paragraph of this Section.

An employee organization may, in satisfaction of the Decertification Petition requirements hereunder, file a Petition under this Section in the form of a Recognition Petition that evidences proof of employee support of at least 30 percent, that includes the allegation and information required under this Division II., Section 6., and otherwise conforms to the requirements of Division II., Section 1.

The Employee Relations Officer shall initially determine whether the Petition has been filed in compliance with the applicable provisions of this DIVISION. If their determination is in the negative, they shall offer to consult thereon with the representative(s) of such petitioning employees or employee organization and, if such determination thereafter remains unchanged, shall return such Petition to the employees or employee organization with a statement of the reasons therefore in writing. The petitioning employees or employee organization may appeal such determination in accordance with Section 10. of this Division II. If the determination of the Employee Relations Officer is in the affirmative, or if their negative determination is reversed on appeal, they shall give written notice of such Decertification or Recognition Petition to the incumbent Exclusively Recognized Employee Organization and to unit employees.

The Employee Relations Officer shall thereupon arrange for a secret ballot election to be held on or about 15 days after such notice to determine the wishes of unit employees as to the question of decertification and, if a Recognition Petition was duly filed hereunder, the question of representation. Such election shall be conducted in conformance with Section 5. of this Division II.

During the “open period” specified in the first paragraph of this Division II., Section 6., the Employee Relations Officer may on their own motion, when they have reason to believe that a majority of unit employees no longer wish to be represented by the incumbent Exclusively Recognized Employee Organization, give notice to that organization and all unit employees that they will arrange for an election to determine that issue. In such event any other employee

organization may within 15 days of such notice file a Recognition Petition in accordance with this Section 6., which the Employee Relations Officer shall act on in accordance with this Section 6.

If, pursuant to this Section 6., a different employee organization is formally acknowledged as the Exclusively Recognized Employee Organization, such organization shall be bound by all the terms and conditions of any Memorandum of Understanding then in effect for its remaining term.

Section 7. Policy and Standards for Determination of Appropriate Units

The policy objectives in determining the appropriateness of units shall be the effect of a proposed unit on (1) the efficient operations of the District and its compatibility with the primary responsibility of the District and its employees to effectively and economically serve the public, and (2) providing employees with effective representation based on recognized community of interest considerations. These policy objectives require that the appropriate unit shall be the broadest feasible grouping of positions that share an identifiable community of interest. Factors to be considered shall be:

(a) Similarity of the general kinds of work performed, types of qualifications required, and the general working conditions.

(b) History of representation in the District and similar employment; except however, that no unit shall be deemed to be an appropriate unit solely on the basis of the extent to which employees in the proposed unit have organized.

(c) Consistency with the organizational patterns of the District.

(d) Effect of differing legally mandated impasse resolution procedures.

(e) Number of employees and classifications, and the effect on the administration of employer-employee relations created by the fragmentation of classifications and proliferation of units.

(f) Effect on the classification structure and impact on the stability of the employer-employee relationship of dividing a single or related classifications among two or more units.

Notwithstanding the foregoing provisions of this Section, managerial, supervisory, and confidential responsibilities, as defined in Division I., Section 2., are determining factors in establishing appropriate units hereunder, and therefore managerial, supervisory, and confidential employees may only be included in units that do not include non-managerial, non-supervisory, and non-confidential employees. Managerial, supervisory, and confidential employees may not represent any employee organization which represents other employees.

Under the MMBA, professional employees have the right to be represented separately from non-professional employees.

The Employee Relations Officer shall, after notice to and consultation with affected employee organizations, allocate new classifications or positions, delete eliminated classifications or

positions, and retain, reallocate, or delete modified classifications or positions from units in accordance with the provisions of this Section. The decision of the Employee Relations Officer shall be final.

Section 8. Procedure for Modification of Established Appropriate Units

Requests by employee organizations for modifications of established appropriate units may be considered by the Employee Relations Officer only during the period specified in Section 6. of this Division II. Such requests shall be submitted in the form of a Recognition Petition and, in addition to the requirements set forth in Section 1. of this Division II., shall contain a complete statement of all relevant facts and citations in support of the proposed modified unit in terms of the policies and standards set forth in Section 7. hereof. The Employee Relations Officer shall process such petitions as other Recognition Petitions under this Division II.

The Employee Relations Officer may by his own motion propose that an established unit be modified. The Employee Relations Officer shall give written notice of the proposed modification(s) to any affected employee organization and shall hold a meeting concerning the proposed modification(s), at which time all affected employee organizations shall be heard. Thereafter the Employee Relations Officer shall determine the composition of the appropriate unit or units in accordance with Section 7. of this Division II., and shall give written notice of such determination to the affected employee organizations. The Employee Relations Officer's determination may be appealed as provided in Section 10. of this Division II. If a unit is modified pursuant to the motion of the Employee Relations Officer hereunder, employee organizations may thereafter file Recognition Petitions seeking to become the Exclusively Recognized Employee Organization for such new appropriate unit or units pursuant to Section 1. of this Division II.

Section 9. Procedure for Processing Severance Requests

An employee organization may file a request to become the recognized employee organization of a unit alleged to be appropriate that consists of a group of employees who are already a part of a larger established unit represented by another recognized employee organization. The timing, form and processing of such request shall be as specified in Section 8. for modification requests.

Section 10. Appeals

An employee organization aggrieved by an appropriate unit determination of the Employee Relations Officer; or an employee organization aggrieved by a determination of the Employee Relations Officer that a Recognition Petition (Division II., Section 1.), Challenging Petition (Division II., Section 3.), Decertification Petition (Division II., Section 6.), Unit Modification Petition (Division II., Section 8.) --- or employees aggrieved by a determination of the Employee Relations Officer that a Decertification Petition (Division II., Section 6.) or Severance Request (Division II., Section 9.) --- has not been filed in compliance with the applicable provisions of this Division II., may, within ten days of notice of the Employee Relations Officer's final decision, request to submit the matter to mediation by the California State Mediation and Conciliation

Service, or may, in lieu thereof or thereafter, appeal such determination to the District Board for final decision within 15 days of notice of the Employee Relations Officer's determination or the termination of mediation proceedings, whichever is later.

Appeals to the District Board shall be filed in writing with the Board Secretary, and a copy thereof served on the Employee Relations Officer. The District Board shall commence to consider the matter within 30 days of the filing of the appeal. The District Board may, in its discretion, refer the dispute to a non-binding third party hearing process. Any decision of the District Board on the use of such procedure, and/or any decision of the District Board determining the substance of the dispute shall be final and binding.

DIVISION III. ADMINISTRATION

Section 1. Submission of Current Information by Recognized Employee Organizations

All changes in the information filed with the District by an Exclusively Recognized Employee Organization under items (a) through (h) of its Recognition Petition under Division II., Section 1., of this Policy shall be submitted in writing to the Employee Relations Officer within 14 days of such change.

Exclusively Recognized Employee Organizations that are party to an agency shop provision shall provide annually to the Employee Relations Officer and to unit members within 60 days after the end of its fiscal year the financial report required under Government Code Section 3502.5(f) of the MMBA.

Section 2. Employee Organization Activities -- Use of District Resources

Access to District work locations and the use of District paid time, facilities, equipment, and other resources by employee organizations and those representing them shall be authorized only to the extent provided for in Memoranda of Understanding and/or administrative procedures, shall be limited to lawful activities consistent with the provisions of this Policy that pertain directly to the employer-employee relationship and not such internal employee organization business as soliciting membership, campaigning for office, and organization meetings and elections, and shall not interfere with the efficiency, safety, and security of District operations.

Section 3. Administrative Rules and Procedures

The General Manager is hereby authorized to establish such rules and procedures as appropriate to implement and administer the provisions of this Policy after consultation with affected employee organizations.

DIVISION IV. IMPASSE PROCEDURES

Section 1. Initiation of Impasse Procedures

If the meet and confer process has reached impasse as defined in Division I., Section 2., of this Policy, either party may initiate the impasse procedures by filing with the other party a written request for an impasse meeting, together with a statement of its position on all issues. An impasse meeting shall then be scheduled promptly by the Employee Relations Officer. The purpose of such meeting shall be:

(a) To review the position of the parties in a final effort to reach agreement on a Memorandum of Understanding; and

(b) If the impasse is not resolved, to discuss arrangements for the utilization of the impasse procedures provided herein.

Section 2. Impasse Procedures

Impasse procedures are as follows:

(a) If the parties agree to submit the dispute to mediation, and agree on the selection of a mediator, the dispute shall be submitted to mediation. All mediation proceedings shall be private. The mediator shall make no public recommendation, nor take any public position at any time concerning the issues The cost for the services of a mediator utilized by the parties, and other mutually incurred costs of mediation, shall be borne equally by the District and Exclusively Recognized Employee Organization. Any separately incurred costs shall be borne by such party.

(b) If the parties agree to, and do participate in mediation, and if the mediator is unable to effect settlement of the controversy, the employee organization may present a request to the District and the Public Employment Relations Board ("PERB") to submit the impasse to fact-finding. This request by the employee organization to submit the impasse to fact-finding must be made no sooner than 30 days, but no later than 45 days, following the selection of a mediator by the parties.

(c) If the parties do not agree to participate in mediation, the employee organization may present a request to the District and PERB to submit the impasse to fact-finding no later than 30 days following the date that either party has provided the other a written notice of declaration of impasse.

(d) Within five working days after PERB's determination that the request for fact-finding is sufficient, a fact-finding panel of three shall be appointed in the following manner: One member of the panel shall be appointed by the Employee Relations Officer, and one member shall be appointed by the Exclusively Recognized Employee Organization. PERB shall, within five working days after making its determination that the request for fact-finding is sufficient, submit the names of seven persons, drawn from the list of neutral fact-finders established pursuant to Government Code section 3541.3(d). PERB shall thereafter designate one of the seven persons to serve as the chairperson unless notified

by the parties within five working days that they have mutually agreed upon a person to chair the panel in lieu of a chairperson selected by PERB.

(e) The following constitute the jurisdictional and procedural requirements for fact-finding:

(1) The panel shall, within ten days after its appointment, meet with the parties or their representatives, either jointly or separately, and may make inquiries and investigations, hold hearings, and take any other steps it deems appropriate. The panel shall have subpoena power with regard to hearings, investigations, and inquiries.

(2) Subject to the stipulations of the parties, the fact-finders shall consider, weigh, and be guided by the following measures and criteria in arriving at their findings and recommendations:

a. State and federal laws that are applicable to the employer.

b. Local rules, regulations, or ordinances.

c. Stipulations of the parties.

d. The interests and welfare of the public, and the financial ability of the public agency.

e. Comparison of the wages, hours, and conditions of employment of the employees involved in the fact-finding proceeding with the wages, hours, and conditions of employment of other employees performing similar services in comparable public agencies.

f. The consumer price index for goods and services, commonly known as the cost of living.

g. The overall compensation presently received by the employees, including direct wage compensation, vacations, holidays, and other excused time, insurance and pensions, medical and hospitalization benefits, the continuity and stability of employment, and all other benefits received.

h. Any other facts not confined to those specified in paragraphs (a) through (g), inclusive, which are normally or traditionally taken into consideration in making the findings and recommendations, including, but not limited to:

i. Maintaining appropriate compensation relationships between classifications and positions within the District;

ii. Other legislatively determined and projected demands on agency resources (i.e., budgetary priorities as established by the governing body);

iii. Allowance for equitable compensation increases for other employees and employee groups for the corresponding fiscal period(s);

iv. Revenue projections not to exceed currently authorized tax and fee rates for the relevant fiscal year(s);

v. Assurance of sufficient and sound budgetary reserves; and

vi. Constitutional, statutory, and District Policy limitations on the level and use of revenues and expenditures.

(3) Within 30 days after the appointment of the fact-finding panel, or, upon agreement by both parties within a longer period, the panel shall make written findings of fact and advisory recommendations for the resolution of the issues in dispute, which shall be presented in terms of the criteria and limitations specified above. Any member of a fact-finding panel shall be accorded the right to file dissenting written findings of fact and recommendations. The fact-finder or chairperson of the fact-finding panel shall serve such findings and recommendations on the Employee Relations Officer and the designated representative of the Exclusively Recognized Employee Organization before they are made available to the public.

(f) If these parties have not resolved the impasse within ten days after service of the findings and recommendations upon them, the District shall make them public by submitting them to the Board Secretary for consideration by the District Board in connection with the Board's legislative consideration of the impasse.

(g) After any applicable mediation and fact-finding procedures have been exhausted, but no earlier than ten days after the fact finders' written findings of fact and recommended terms of settlement have been submitted to the parties, the District Board may hold a public hearing regarding the impasse, and take such action regarding the impasse as it in its discretion deems appropriate in the public interest, including implementation of the District's last, best, and final offer. Any legislative action by the District Board on the impasse shall be final and binding.

(h) The costs for the services of the panel chairperson agreed upon by the parties shall be equally divided between the parties, and shall include per diem fees, if any, and actual and necessary travel and subsistence expenses. The per diem fees shall not exceed the per diem fees stated on the chairperson's resume on file with PERB. The chairperson's bill showing the amount payable by the parties shall accompany their final report to the parties and PERB. The parties shall make payment directly to the chairperson.

(i) Any other mutually incurred costs shall be borne equally by the parties. Any separately incurred costs for the panel member selected by each party shall be borne by that party.

DIVISION V. MISCELLANEOUS PROVISIONS

Section 1. Construction

This Policy shall be administered and construed as follows:

(a) Nothing in this Policy shall be construed to deny to any person, employee, organization, the District, or any authorized officer, body, or other representative of the District, the rights, powers, and authority granted by federal law, state law, or District Policy provisions.

(b) This Policy shall be interpreted so as to carry out its purpose as set forth in Division I.

(c) Nothing in this Policy shall be construed as making the provisions of California Labor Code Section 923 applicable to District employees or employee organizations, or of giving employees or employee organizations the right to participate in, support, cooperate, or encourage, directly or indirectly, any strike, sickout, or other total or partial stoppage or slowdown of work. In consideration of and as a condition of initial and continued employment by the District, employees recognize that any such actions by them are in violation of their conditions of employment except as expressly otherwise provided by legally preemptive state or contrary local law. In the event employees engage in such actions, they shall subject themselves to discipline up to and including termination, and may be replaced, to the extent such actions are not prohibited by preemptive law; and employee organizations may thereby forfeit rights accorded them under District Policy or contract.

Section 2. Severability

If any provision of this Policy, or the application of such provision to any persons or circumstances, shall be held invalid, the remainder of this Policy, or the application of such provision to persons or circumstances other than those as to which it is held invalid, shall not be affected thereby.

AGENDA ITEM

Subject: Water Supply Update

Information Provided By: Clay Murray, Operations Superintendent

Background

Due to the sustained low snowpack resulting in multi-year drought conditions from April 2012 through 2015, the staff recommended the Board implement various levels of water restrictions to conserve water supplies. With the record drought recorded in the winter of 2014-15, the Board implemented Level 3 water conservation measures in April 2015 through April 2017. After a massive winter in 2017, the Board modified the conservation level to Level 0 and requested that the Water Supply Update be produced on a quarterly basis. The District is currently operating under water conservation Level 0 which was approved in March 2024 following staff recommendations on the Water Supply Update and has remained the recommendation since. The purpose of this update is to provide an analysis of supply and demand patterns.

Discussion

Staff reviewed the status of both surface water and groundwater sources and compared the available supplies against historical monthly demands. From this analysis staff projected demands and our ability to meet those demands.

Surface water: Surface water from Lake Mary provided 99% of our supply in the 4th quarter and is 99% of the current supply. A total of 321 ac-ft of surface water was supplied from October through December. Lake Mary is 1.73' from full and stream flows have been mostly above the requirement. Surface water supplies have been met mostly by direct diversion and with minimal usage of lake storage late in the 4th quarter. During the last quarter stream flows were above the requirements 98% of the time. A total of 419 ac-ft is stored in Lake Mary and is being used to meet demands when stream flows decline below the requirement.

Surface water will be the primary source of supply for the next quarter using a combination of direct diversion and lake storage. The current flows are above the requirement but will likely decline with lower temperatures. The January 13th snow survey report reveals that snow accumulations at Mammoth Pass are 96% of the seasonal average to date and 45% of the typical level expected by April 1st.

Groundwater: Engineering staff closely track groundwater levels in all nine of the District's production wells and have conducted an aquifer monitoring analysis of over 30 years of groundwater data spanning multiple drought periods. This analysis indicates that multiple wet or normal years are required to recover the aquifer following a multi-year drought. This example was demonstrated by the 2012 – 2015 drought and the massive winter of 2017. The recharge that was experienced in 2017 did not recover the aquifer

to predrought levels and it took 2 more normal and above normal snow years to see complete recovery. This pattern will continue until multiple wet or normal years reduce dependence on groundwater production and allow the aquifer to recharge to pre-drought conditions. Engineering recently updated aquifer monitoring analysis by including all values recorded in 2023. The analysis determined that the large winter and subsequent run off, coupled with a reduction in groundwater usage, has given the opportunity for some aquifer recharge. By meeting most demand with surface water supplies there were only 259 ac-ft of groundwater used in 2025. Aquifer levels continue to show stability with the lack of pumping.

Demand: Water production for the previous quarter was as follows:

October: 111 ac-ft

November: 97 ac-ft

December: 118 ac-ft

The total demand for last quarter was 326 ac-ft. This is 3% or 9 ac-ft less than the projected volume of 335 ac-ft.

Demand Projections: The demand projection for the January - March quarter is 367 ac-ft and is based on the average water consumption since 2011.

January: 129 ac-ft

February: 118 ac-ft

March: 120 ac-ft

Conclusion and Recommendation

Current surface water and groundwater supplies are sufficient to meet our projected demands. Staff are recommending no change to the current water conservation level of 0 as both ground and surface water supplies can meet the projected 1st quarter demands.

MAMMOTH COMMUNITY WATER DISTRICT
Post Office Box 597
Mammoth Lakes, California 93546-0597

NOTICE OF AN INVESTMENT COMMITTEE MEETING

NOTICE IS HEREBY GIVEN that the Investment Committee of the Board of Directors of the Mammoth Community Water District will hold an **INVESTMENT COMMITTEE MEETING** on **WEDNESDAY, JANUARY 21, 2026** at **11:45 A.M.**

Please Note:
Members of the public will have the opportunity to directly address the District Board of Directors concerning any item listed on the Agenda below before or during consideration of that item.

The agenda items are:

1. Review Management of Investment Accounts with Advisors from Chandler Asset Management, Inc. (CAM)

2. Provide Direction to General Manager to Maintain or Change Current Allocation of Investments, Maintain or Change Specific Investments, or Make a Combination of Changes to Allocations or Investments to Meet Cash Flow Objectives

The meeting will be held in the conference room at the District facility located one mile east of Old Mammoth Road on Meridian Boulevard, just off Highway 203, Mammoth Lakes, California.

MARK BUSBY
General Manager

Date of Issuance: Friday, January 16, 2026

Posted: *MCWD Office*
MCWD Website: www.mcwd.dst.ca.us
cc: *Members, Board of Directors*
Town of Mammoth Lakes
KMMT, KIBS, KSRW Radio

If you are an individual with a disability and need assistance or accommodation to participate in this Board meeting at any time, please call Stephanie Hake at (760) 934-2596, ext. 321, or email Mrs. Hake at: shake@mcwd.dst.ca.us.

Documents and material relating to an open session agenda item that are provided to the Mammoth Community Water District Board of Directors less than 72 hours prior to a regular meeting will be available for public inspection and copying at the District facility located at 1315 Meridian Boulevard, Mammoth Lakes, California.

CHANDLER ASSET MANAGEMENT

INVESTMENT REPORT

Mammoth Community Water District | As of December 31, 2025

CHANDLER ASSET MANAGEMENT | chandlerasset.com

Chandler Team:

For questions about your account, please call (800) 317-4747,
or contact clientservice@chandlerasset.com

Information contained herein is confidential. We urge you to compare this statement to the one you receive from your qualified custodian. Please see Important Disclosures at the end of the statement.

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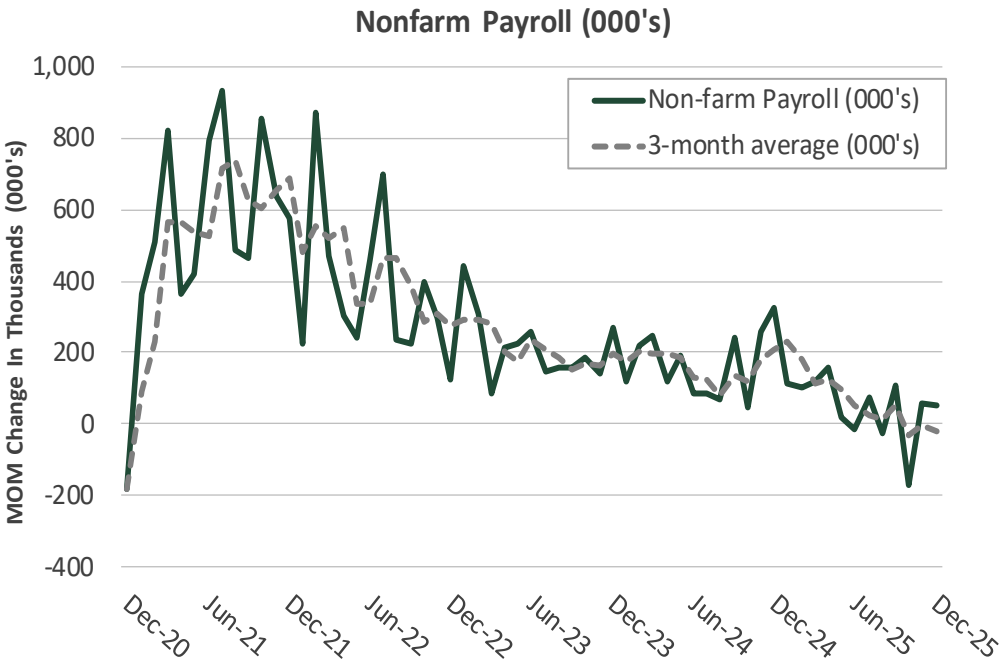
CHANDLER ASSET MANAGEMENT

ECONOMIC UPDATE

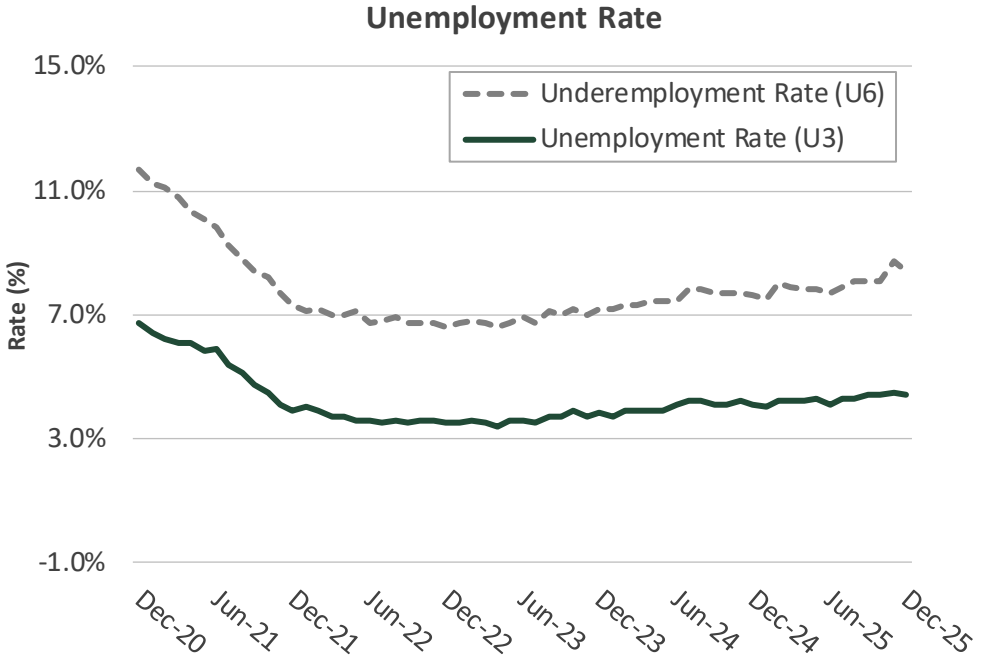
- The near-term economic outlook continues to be distorted by the data delays from the government shutdown. Recently released government data—reflecting conditions from two to three months ago—indicate inflation remains moderately above the Federal Reserve's target, while labor market conditions have continued to soften. As the flow of economic data normalizes, the Chandler team expects further yield curve steepening as the Federal Reserve moves the policy rate toward a more neutral range. U.S. trade and fiscal policy also remain sources of elevated market uncertainty.

- The Federal Reserve's December Federal Open Market Committee meeting concluded with the third consecutive 25-basis-point rate cut in 2025, lowering the target range to 3.50%–3.75%. However, policymakers remain divided on the path forward. Four Fed governors project one additional 25-basis-point cut in 2026, another four anticipate no further easing, eight expect multiple cuts, and three call for a potential rate hike. Chair Jerome Powell noted that the Fed is now "well placed to wait and see" how labor market conditions and inflation evolve in the near term.

- The US Treasury yield curve steepened in December, as the 2-year Treasury yield dropped 2 basis points to 3.48%, the 5-year Treasury was up 13 basis points to 3.73%, and the 10-year Treasury yield was 15 basis points higher at 4.17%. The spread between the 2-year and 10-year Treasury yield points on the curve was 17 basis points wider from November at +69 basis points at December month-end. The spread between the 2-year Treasury and 10-year Treasury yield one year ago was +33 basis points. The spread between the 3-month and 10-year Treasury yield points on the curve was +54 basis points in December versus +21 basis points in November.

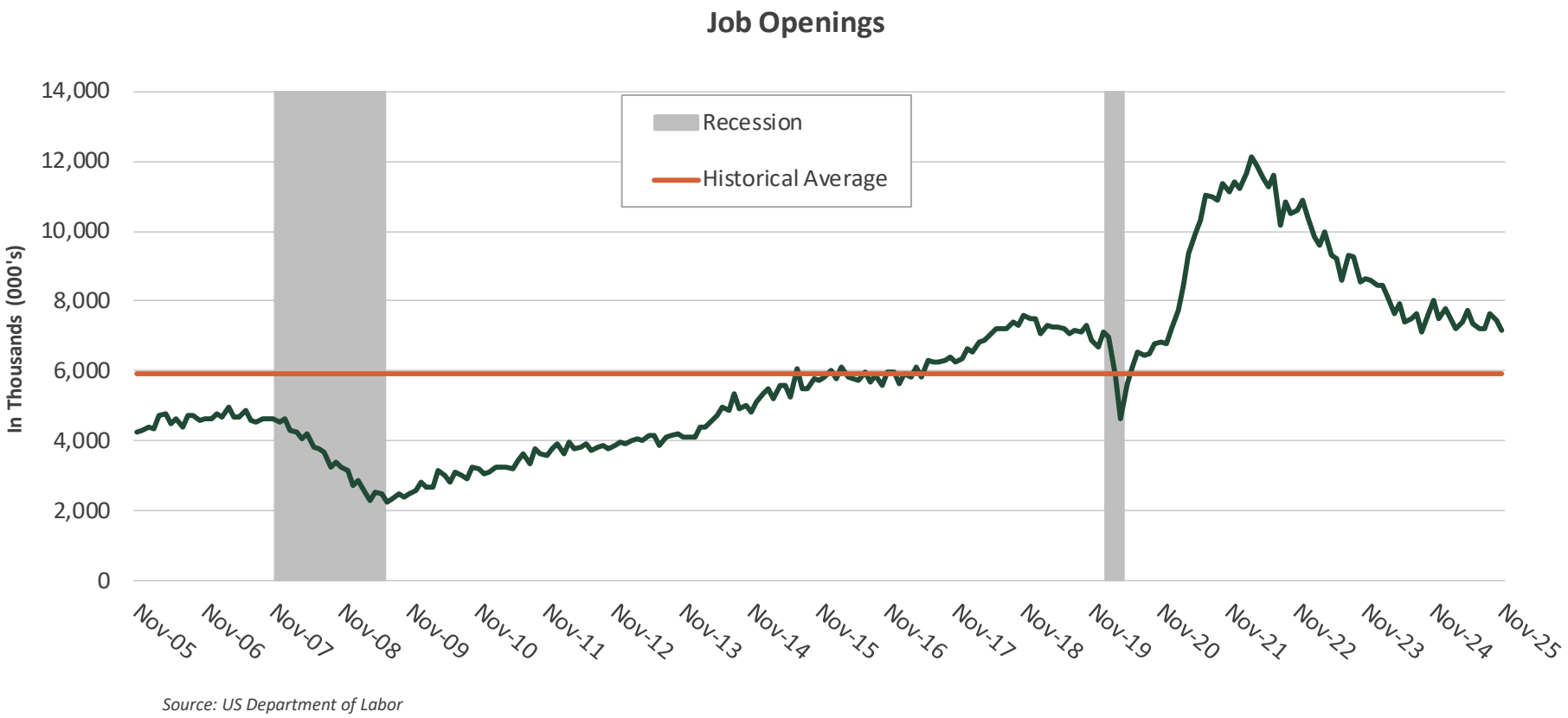


Source: US Department of Labor



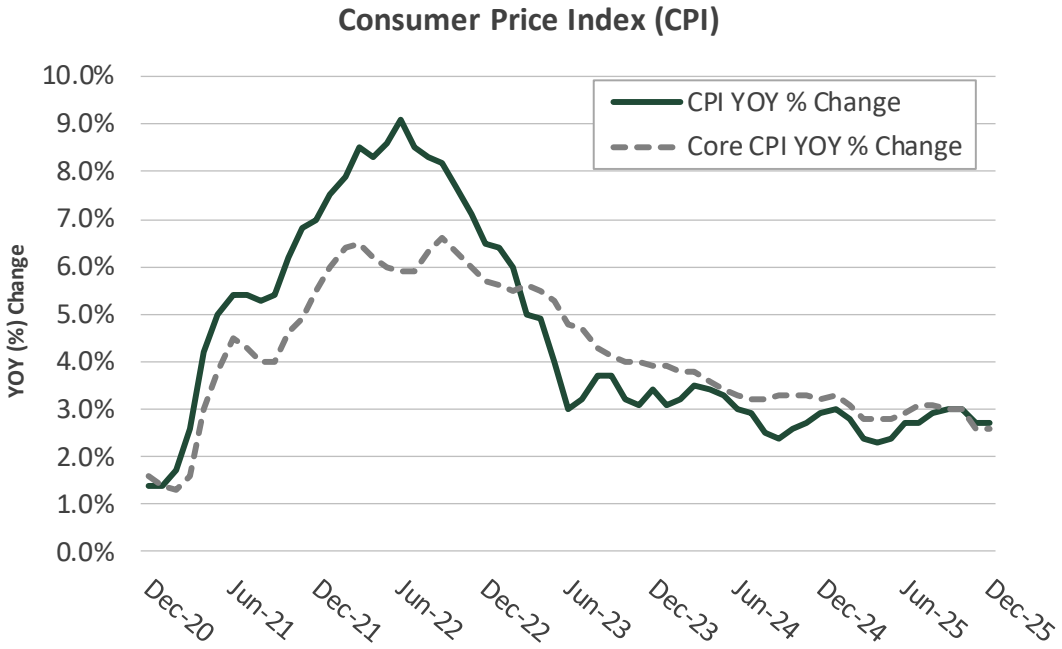
Source: US Department of Labor

The December Nonfarm Payrolls report showed weaker-than-expected job growth, with payrolls rising by 50,000 compared with the consensus estimate of 70,000. This follows a downwardly revised gain of 56,000 in November. Employment declines were most pronounced in retail trade and construction, while leisure and hospitality posted the strongest gains. Notably, the unemployment rate edged down to 4.4% after increasing to 4.6% in November.

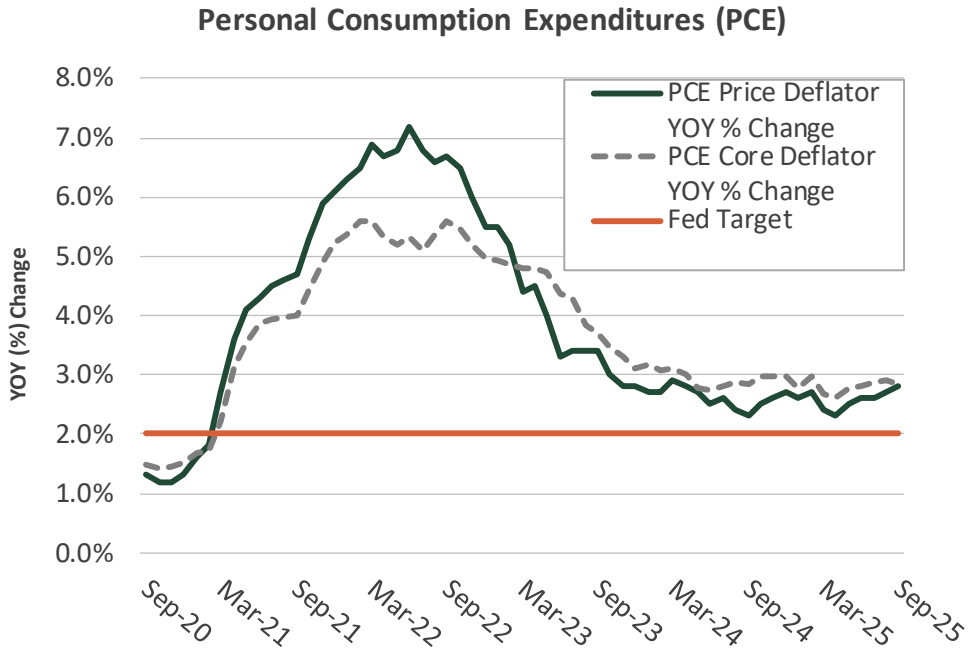


Source: US Department of Labor

The Labor Department's Job Openings and Labor Turnover Survey (JOLTS) reported that job openings fell to 7.1 million in November from a downwardly revised 7.4 million in October. The drop in vacancies, alongside slower hiring, suggests the labor market continues to soften, though employers remain cautious about laying off workers. The number of openings now roughly matches the number of unemployed individuals, pointing to a labor market that is approaching equilibrium.

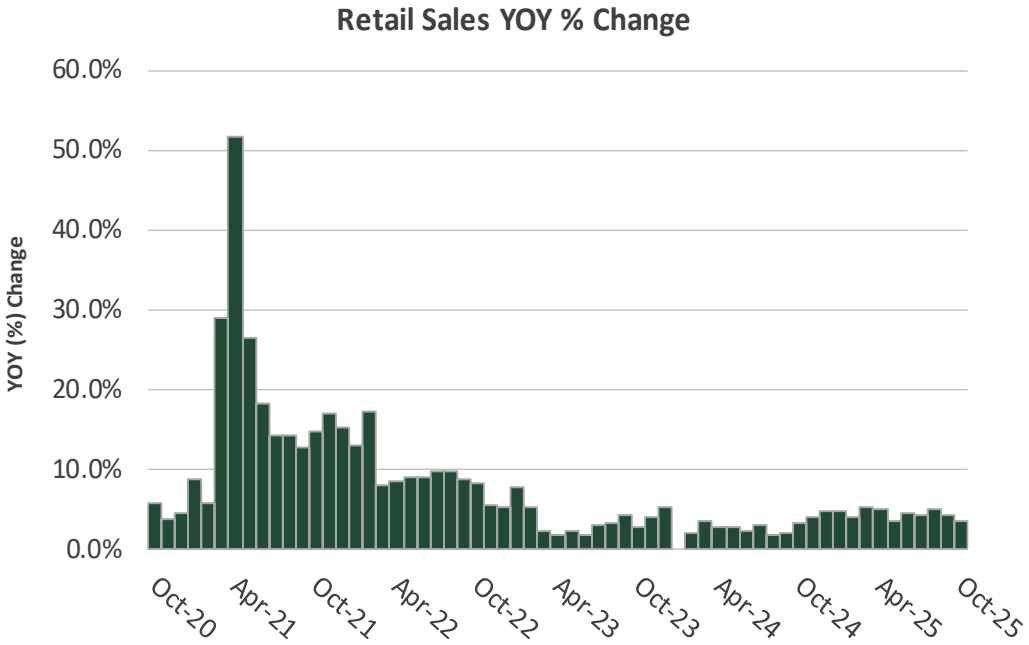


Source: US Department of Labor

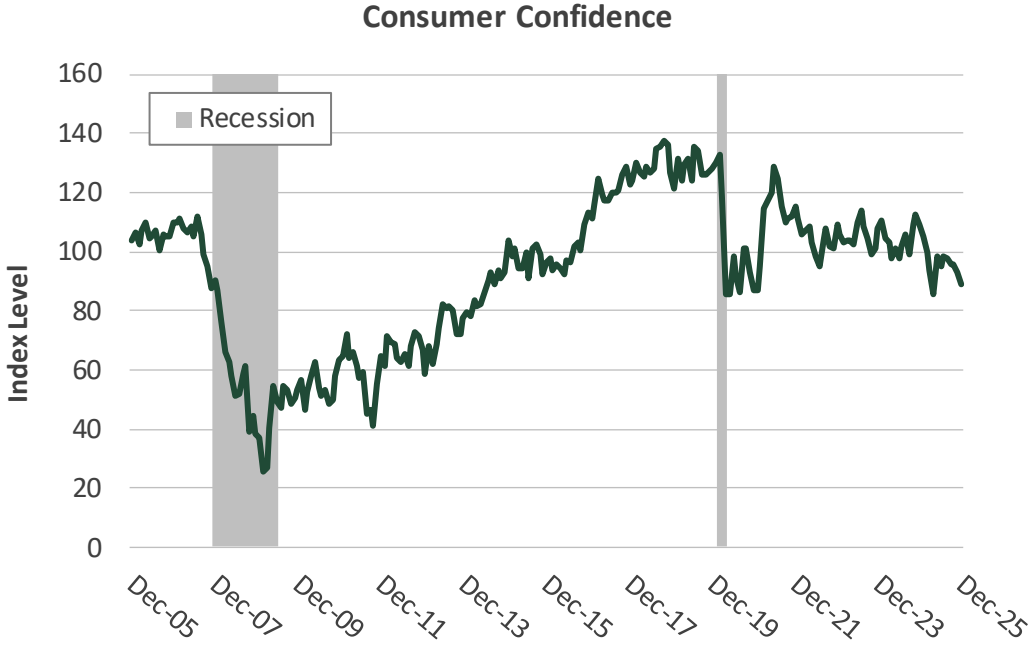


Source: US Department of Commerce

Inflation came in lower than expected in November, with the Consumer Price Index (CPI) rising 2.7% year over year and core CPI easing to 2.6%. Notably, both Owners' Equivalent Rent and Rent of Primary Residence contributed to the slowdown in services inflation. Shelter costs typically lag broader market trends by 12 to 18 months. Services, meanwhile, have remained the dominant driver of inflation throughout the post-pandemic period. The Personal Consumption Expenditures (PCE) Index for September, released on December 5, showed headline inflation up 0.3% from August and 2.8% year over year. Core PCE rose 0.2% on the month and 2.8% on an annual basis.

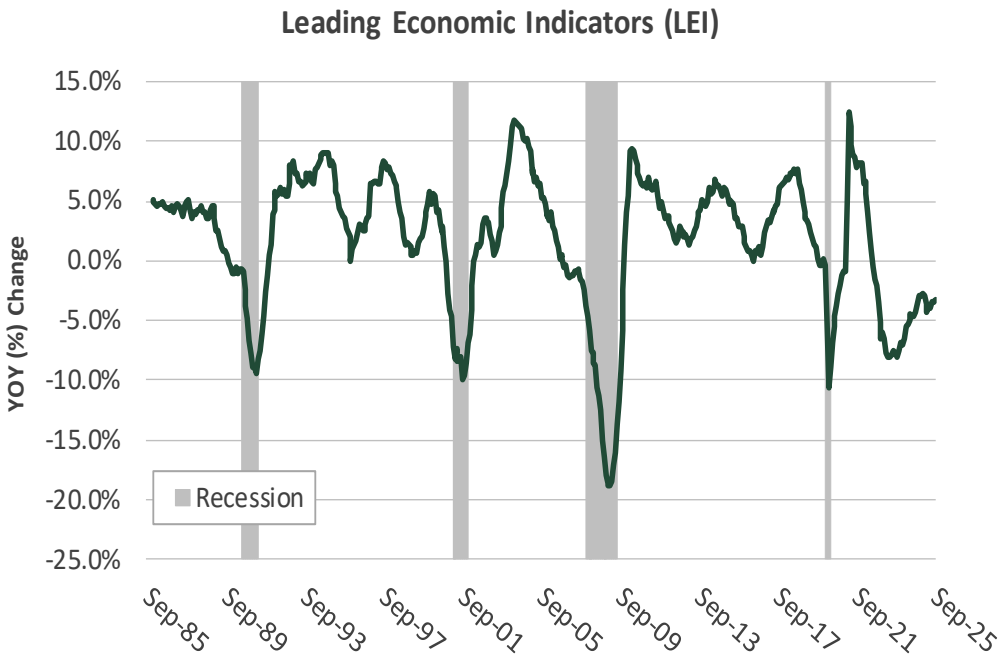


Source: US Department of Commerce

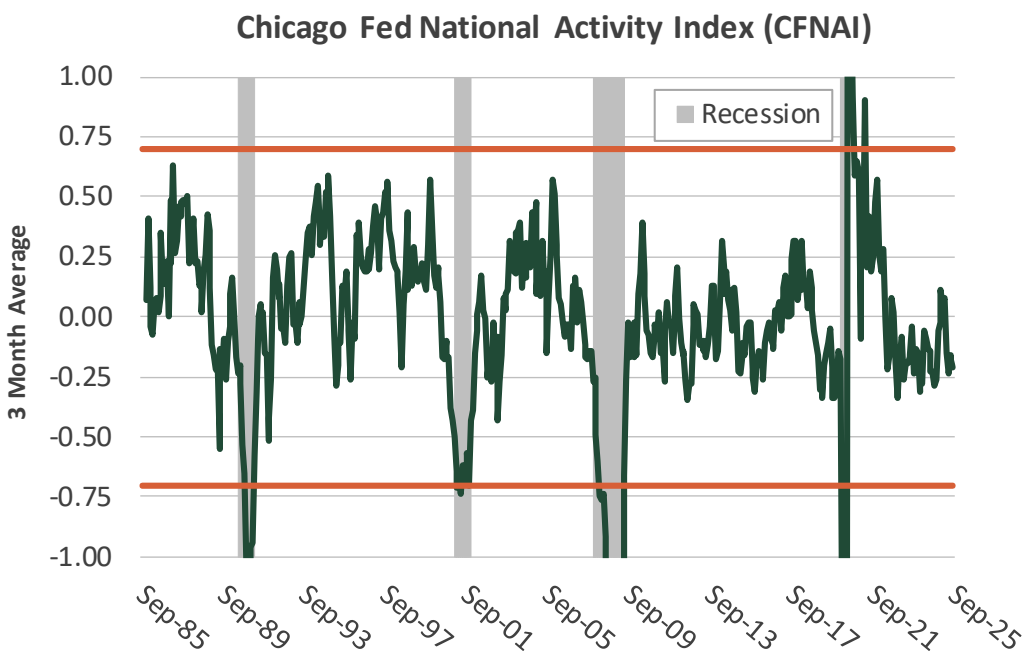


Source: The Conference Board
All time high is 144.70 (1/31/00); All time low is 25.30 (2/28/09)

October Retail Sales, released with a one-month delay, were flat from the prior month but up 3.5% year over year. Eight of thirteen major categories posted gains, while motor vehicle sales declined following the expiration of federal tax incentives for electric vehicles, and gas station sales weakened amid lower fuel prices. The government shutdown may have weighed on consumer confidence regarding jobs, incomes, and overall financial conditions, both current and in the future. The Conference Board's Consumer Confidence Index declined to 89.1 in December from an upwardly revised 92.9 in November, marking its fifth consecutive monthly drop. Consumers were pessimistic about both business conditions and the labor market.

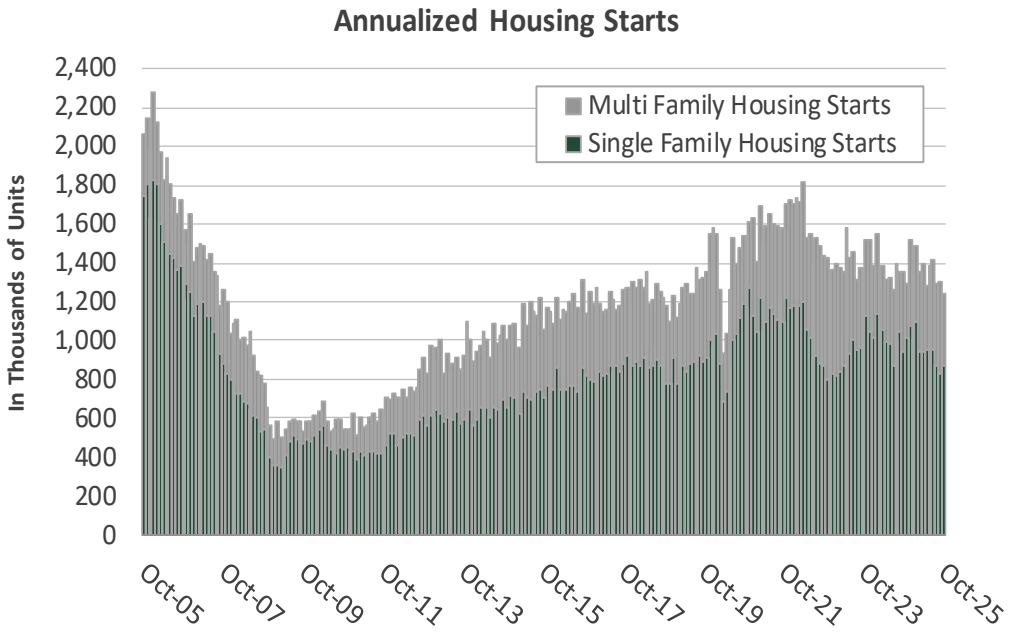


Source: The Conference Board

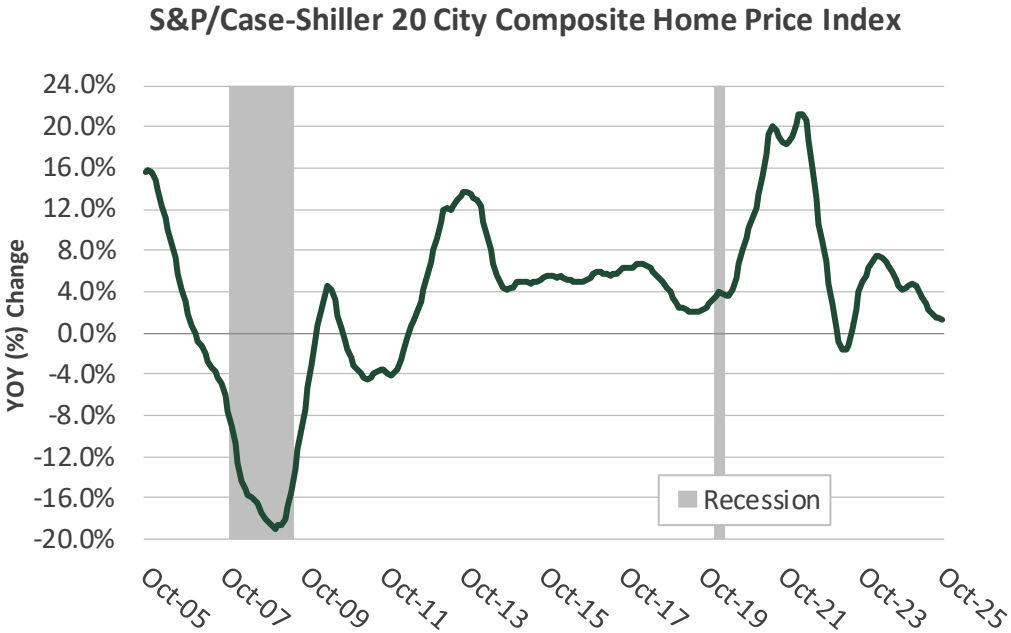


Source: Federal Reserve Bank of Chicago

The Conference Board's Leading Economic Index (LEI) declined 0.3% in September, marking its second consecutive monthly decrease after a revised 0.3% drop in August. On a year-over-year basis, the index fell 3.3%. According to the Conference Board, weakening expectations among consumers and businesses contributed most to the LEI's overall decline. The index continues to signal slower economic growth through the end of 2025 and into 2026. The Chicago Fed National Activity Index (CFNAI) came in at -0.21 in September, following a downwardly revised -0.31 in August, signaling that U.S. economic activity remained below its historical trend for the sixth consecutive month. The three-month moving average ticked down to -0.21 in September from -0.18 in August, reinforcing signs of ongoing below-trend national growth. Employment-related indicators turned slightly positive, contributing +0.01 in September after a -0.11 result in August.

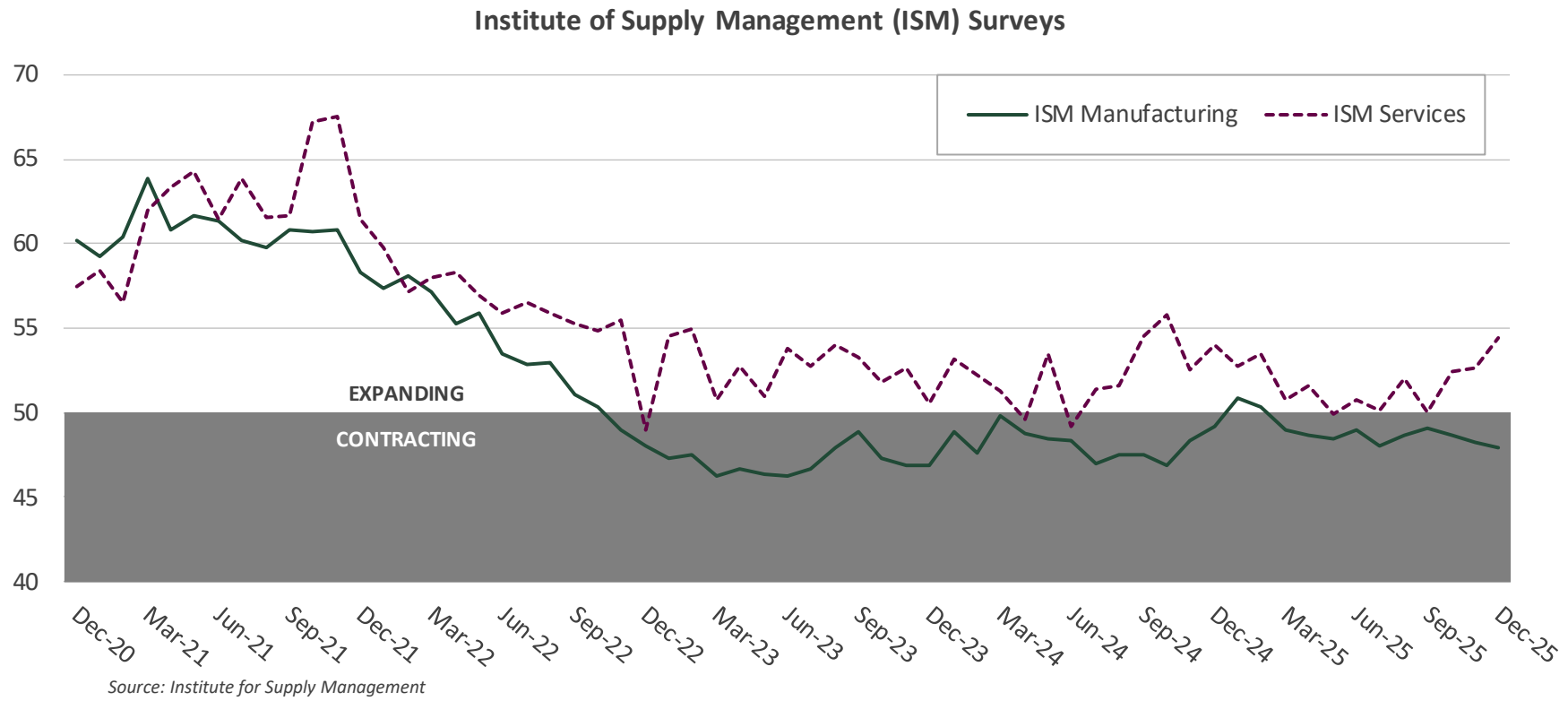


Source: US Department of Commerce



Source: S&P

The S&P Cotality Case-Shiller 20-City Composite Home Price Index rose 1.3% year over year in October, slightly down from a 1.4% gain in September and marking the slowest annual increase since mid-2023. Short-term momentum also weakened, with 80 percent of the 20 tracked markets recording month-over-month price declines on a non-seasonally adjusted basis. Housing starts declined in October to an annualized rate of 1.25 million units, down from 1.29 million in September. Existing home sales inched higher in November to a 4.13 million-unit pace, indicating only modest improvement despite some relief in mortgage rates. The Freddie Mac 30-year fixed mortgage rate fell throughout 2025 and averaged 6.18% at the end of December.



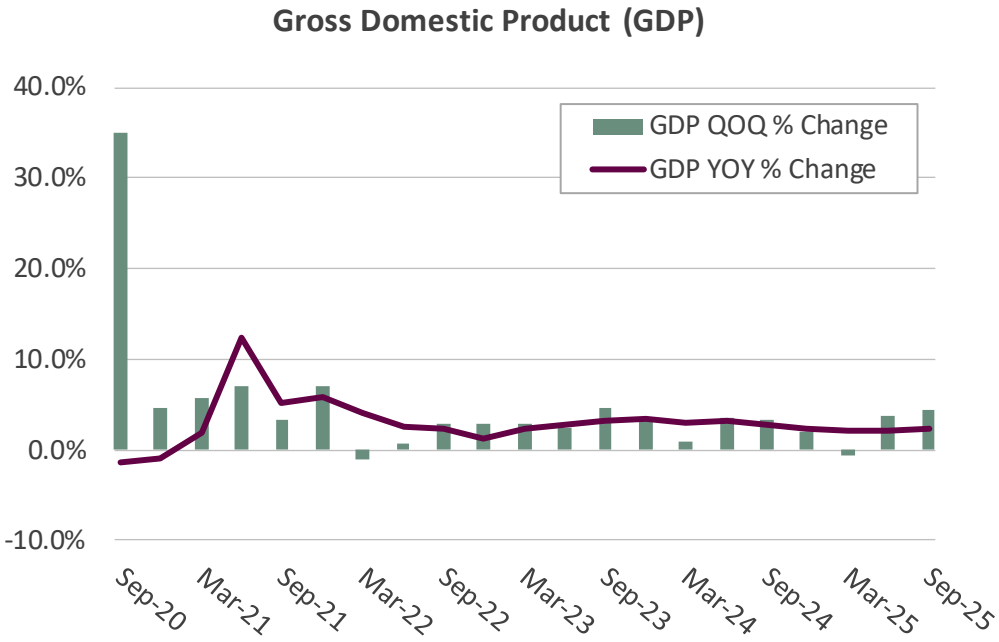
Source: Institute for Supply Management

The Institute for Supply Management's (ISM) manufacturing index slipped to 47.9 in December, down from 48.2 in November, marking continued weakness across the sector. Manufacturing activity has now been in contraction for 36 of the past 38 months, as readings below 50 indicate contraction and those above 50 signal expansion. The latest decline was driven primarily by pullbacks in the Production and Inventories components. In contrast, the ISM services index remained in expansion territory, rising to 54.4 in December from 52.6 in November. Respondents attributed the improvement to seasonal strength, though many remained cautious about the potential impact of tariffs.

GROSS DOMESTIC PRODUCT (GDP)

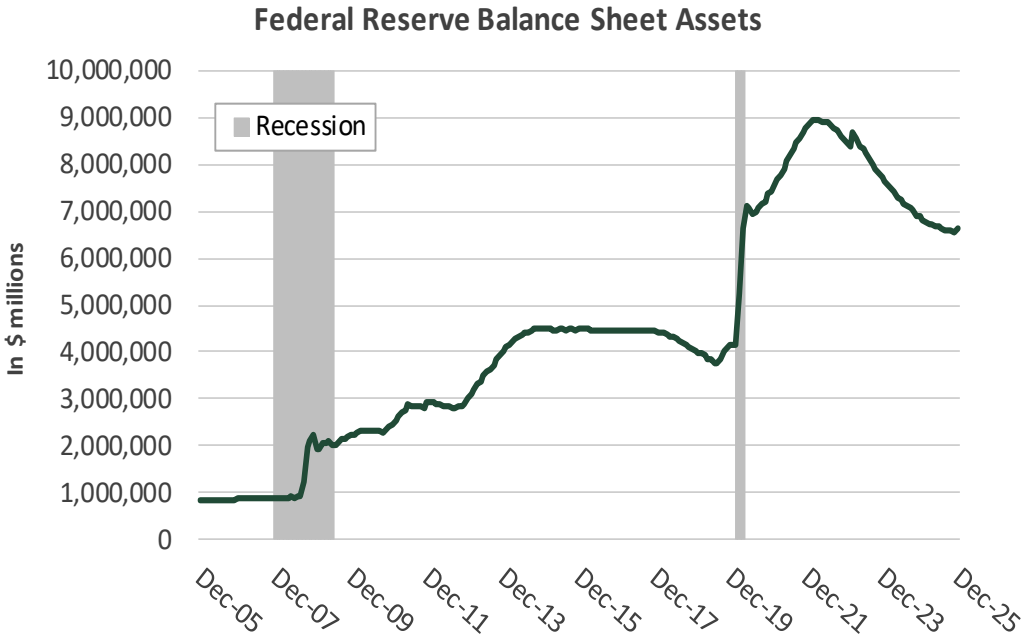
Components of GDP	12/24	3/25	6/25	9/25
Personal Consumption Expenditures	2.6%	0.4%	1.7%	2.4%
Gross Private Domestic Investment	-1.3%	3.8%	-2.7%	0.0%
Net Exports and Imports	-0.1%	-4.7%	4.8%	1.6%
Federal Government Expenditures	0.3%	-0.4%	-0.4%	0.2%
State and Local (Consumption and Gross Investment)	0.3%	0.2%	0.3%	0.2%
Total	**1.9%**	**-0.6%**	**3.8%**	**4.3%**

Source: US Department of Commerce

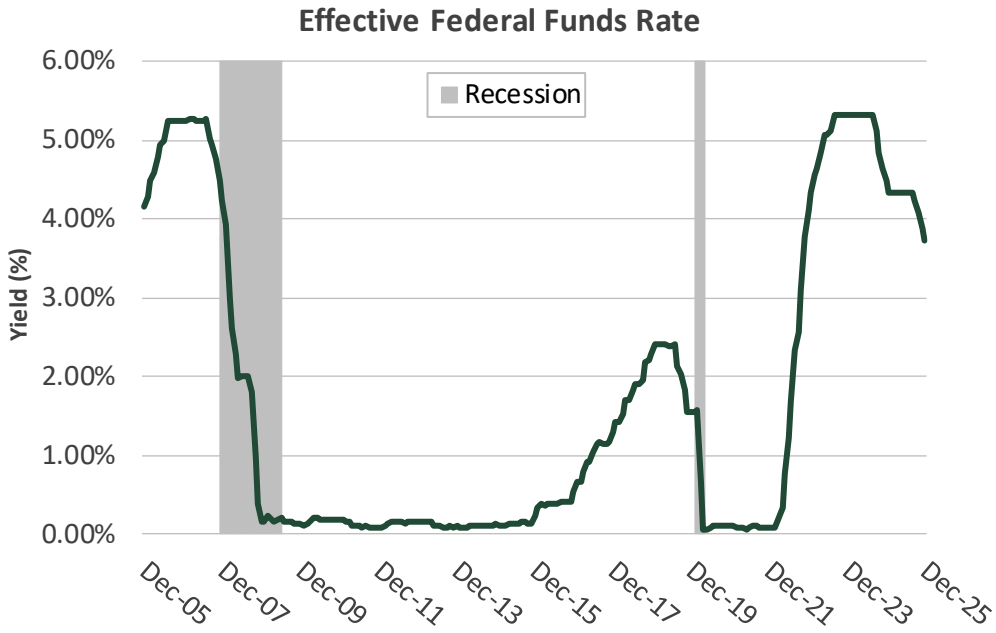


Source: US Department of Commerce

The U.S. inflation adjusted gross domestic product (GDP) report demonstrated continued strength in the third quarter, with the first estimate showing a 4.3% annualized quarter-over-quarter increase, up from 3.8% in the second quarter. Consumer spending accelerated, while exports contributed 1.6 percentage points to growth—both key drivers of the quarter's performance. The stronger-than-expected result represented the fastest pace of U.S. economic expansion in two years. The consensus projection calls for 1.1% growth in the fourth quarter and 2.0% growth for the full year 2025.

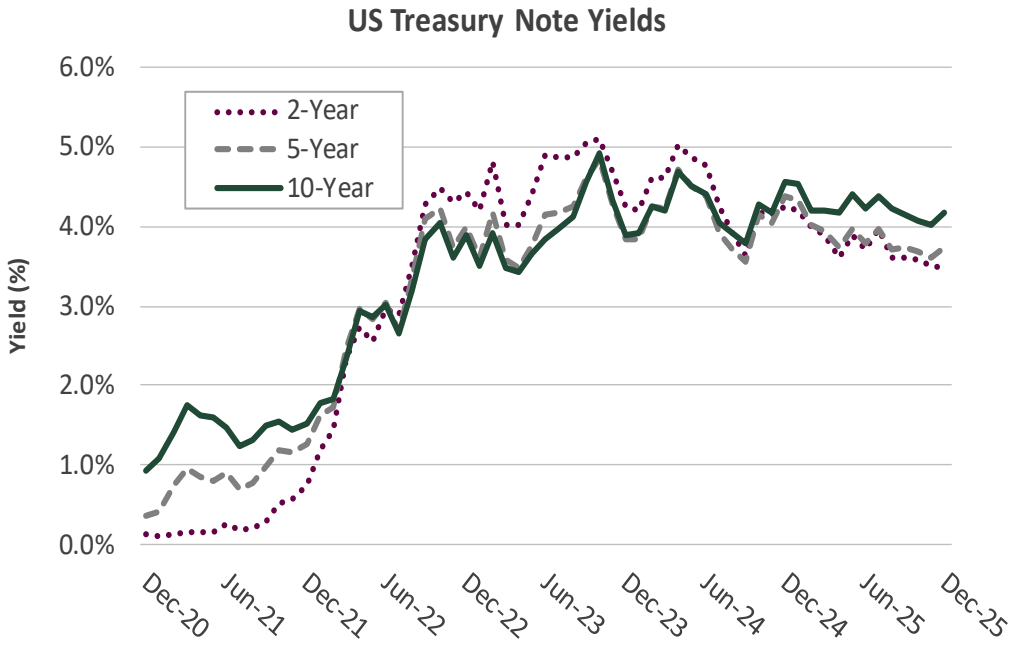


Source: Federal Reserve

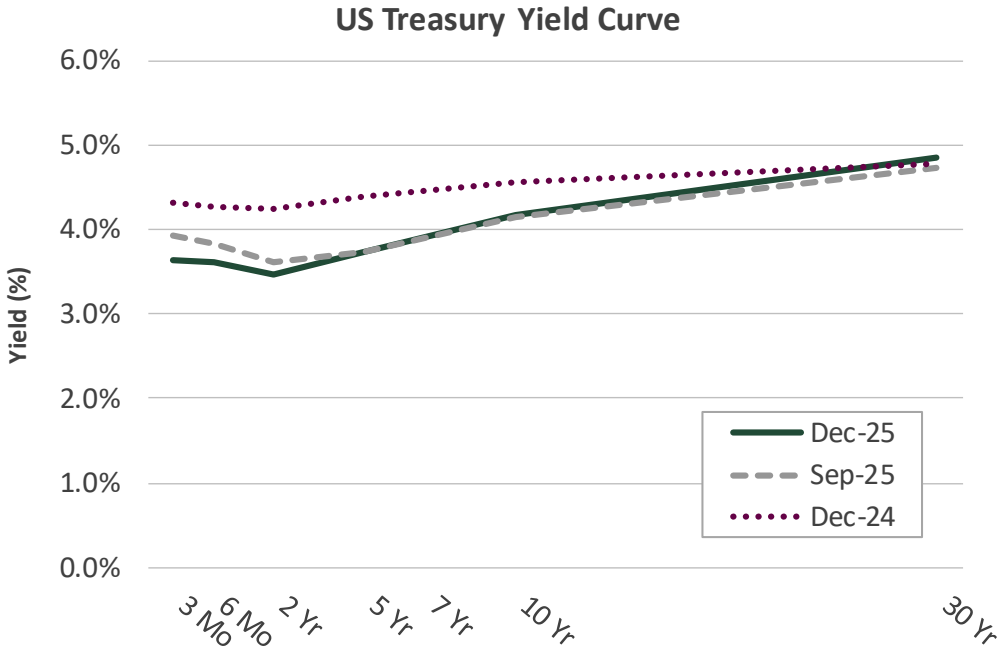


Source: Bloomberg

The Federal Reserve lowered its benchmark interest rate by a quarter point to a target range of 3.50% to 3.75% at its December meeting, citing concerns about emerging weakness in the labor market. A few policymakers dissented, arguing that tighter monetary policy may still be warranted to ensure progress on price stability. Beginning December 1, the Fed also halted its balance sheet runoff, announcing that principal and interest payments from its holdings will be reinvested in Treasury securities to maintain ample reserves and support market stability.



Source: Bloomberg



Source: Bloomberg

At the end of December, the 2-year yield was 77 basis points lower, and the 10-year yield was 40 basis points lower, year-over-year. The spread between the 2-year and 10-year Treasury yield points on the curve increased to +69 basis points at December month-end versus +52 basis points at November month-end. The prior 2-year/10-year yield curve inversion, which spanned from July 2022 to August 2024, was historically long. The average historical spread (since 2005) is about +95 basis points. The spread between the 3-month and 10-year Treasury yield points on the curve was +54 basis points in December versus +21 basis points in November.

PERIODIC TABLE OF ASSET CLASS RETURNS

CHANDLER ASSET MANAGEMENT

2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
US Real Estate 2.5%	US Small Cap Stocks 20.4%	Emerging Market Stocks 37.3%	International Bonds 3.2%	US Large Cap Stocks 31.5%	US Mid Cap Stocks 19.8%	US Real Estate 43.1%	Diversified Commodities 26.0%	US Large Cap Stocks 26.3%	US Large Cap Stocks 25.0%	Emerging Market Stocks 33.6%
US Large Cap Stocks 1.4%	US High Yield Bonds 17.5%	International Stocks 25.0%	US Core Bonds 0.0%	US Mid Cap Stocks 30.6%	US Small Cap Stocks 19.2%	Diversified Commodities 40.4%	US High Yield Bonds -11.2%	US Small Cap Stocks 19.1%	US Mid Cap Stocks 17.2%	International Stocks 31.2%
International Bonds 1.3%	US Mid Cap Stocks 12.6%	US Large Cap Stocks 21.8%	US High Yield Bonds -2.3%	US Small Cap Stocks 25.9%	US Large Cap Stocks 18.4%	US Large Cap Stocks 28.7%	International Bonds -12.7%	International Stocks 18.2%	US Small Cap Stocks 11.0%	International Real Estate 25.2%
US Core Bonds 0.6%	US Large Cap Stocks 12.0%	US Mid Cap Stocks 20.3%	US Large Cap Stocks -4.4%	US Real Estate 25.8%	Emerging Market Stocks 18.3%	US Mid Cap Stocks 24.0%	US Core Bonds -13.3%	US Mid Cap Stocks 14.5%	Diversified Commodities 9.2%	US Large Cap Stocks 17.9%
US Mid Cap Stocks -0.6%	Diversified Commodities 11.4%	International Real Estate 20.0%	US Real Estate -4.6%	International Stocks 22.0%	International Stocks 7.8%	US Small Cap Stocks 21.1%	International Stocks -14.5%	US Real Estate 13.7%	US Real Estate 8.8%	US Small Cap Stocks 12.1%
International Stocks -0.8%	Emerging Market Stocks 11.2%	US Small Cap Stocks 15.2%	International Real Estate -6.4%	International Real Estate 21.0%	US Core Bonds 7.6%	International Stocks 11.3%	US Mid Cap Stocks -16.9%	US High Yield Bonds 13.5%	US High Yield Bonds 8.2%	US Mid Cap Stocks 11.3%
International Real Estate -3.8%	US Real Estate 8.6%	US High Yield Bonds 7.5%	US Mid Cap Stocks -8.1%	Emerging Market Stocks 18.4%	US High Yield Bonds 6.2%	International Real Estate 8.1%	US Small Cap Stocks -17.8%	Emerging Market Stocks 9.8%	Emerging Market Stocks 7.5%	US High Yield Bonds 8.5%
US Small Cap Stocks -4.1%	International Bonds 4.9%	Diversified Commodities 5.8%	US Small Cap Stocks -11.0%	Diversified Commodities 17.6%	International Bonds 4.7%	US High Yield Bonds 5.4%	US Large Cap Stocks -18.1%	International Bonds 8.7%	International Stocks 3.8%	US Core Bonds 7.2%
US High Yield Bonds -4.6%	US Core Bonds 2.6%	US Real Estate 5.1%	International Stocks -13.8%	US High Yield Bonds 14.4%	International Real Estate -7.1%	US Core Bonds -1.6%	Emerging Market Stocks -20.1%	International Real Estate 6.3%	International Bonds 3.8%	Diversified Commodities 7.1%
Emerging Market Stocks -14.9%	International Real Estate 1.3%	US Core Bonds 3.6%	Diversified Commodities -13.8%	US Core Bonds 9.0%	US Real Estate -7.6%	International Bonds -2.1%	International Real Estate -24.3%	US Core Bonds 5.4%	US Core Bonds 1.3%	International Bonds 3.0%
Diversified Commodities -32.9%	International Stocks 1.0%	International Bonds 2.6%	Emerging Market Stocks -14.6%	International Bonds 8.1%	Diversified Commodities -23.7%	Emerging Market Stocks -2.5%	US Real Estate -24.5%	Diversified Commodities -4.3%	International Real Estate -8.4%	US Real Estate 2.9%

Index returns as of 12/31/2025. Past performance is not indicative of future results. Index returns assume reinvestment of all distributions and do not reflect fees or expenses. It is not possible to invest directly in an index. This information is not intended to constitute an offer, solicitation, recommendation, or advice regarding securities or investment strategy. Please see attached Asset Class Disclosure.

CHANDLER ASSET MANAGEMENT

ACCOUNT PROFILE

Investment Objectives

The Mammoth Community Water District's investment objectives, in order of priority, are to provide safety to ensure the preservation of capital in the overall portfolio, provide sufficient liquidity for cash needs and a market rate of return consistent with the investment program.

Chandler Asset Management Performance Objective

The performance objective for the portfolio is to earn a total rate of return through a market cycle that is equal to or above the return on the benchmark.

Strategy

In order to achieve these objectives, the portfolio invests in high quality fixed income securities consistent with the investment policy and California Government Code.

STATEMENT OF COMPLIANCE

Mammoth Community Water District Cons | Account #10988 | As of December 31, 2025

Rules Name	Limit	Actual	Compliance Status	Notes
AGENCY MORTGAGE SECURITIES				
Max % (MV)	20.0	7.2	Compliant	
Max % Issuer (MV)	25.0	7.2	Compliant	
Max Maturity (Years)	10.0	4.8	Compliant	
ASSET-BACKED SECURITIES (ABS)				
Max % (MV; Non Agency ABS & MBS)	20.0	8.1	Compliant	
Max % Issuer (MV)	5.0	0.7	Compliant	
Max Maturity (Years)	5	4	Compliant	
Min Rating (AA- by 1)	0.0	0.0	Compliant	
BANKERS' ACCEPTANCES				
Max % (MV)	40.0	0.0	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (Days)	180	0.0	Compliant	
Min Rating (A-1 by 1 or A- by 1)	0.0	0.0	Compliant	
CERTIFICATE OF DEPOSIT PLACEMENT SERVICE (CDARS)				
Max % (MV)	30.0	0.0	Compliant	
Max Maturity (Years)	5.0	0.0	Compliant	
Max Maturity (Years)	10.0	0.0	Compliant	
COLLATERALIZED TIME DEPOSITS (NON-NEGOTIABLE CD/TD)				
Max % (MV)	20.0	0.0	Compliant	
Max Maturity (Years)	5.0	0.0	Compliant	
Max Maturity (Years)	10.0	0.0	Compliant	
COMMERCIAL PAPER				
Max % (MV)	25.0	0.0	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (Days)	270	0.0	Compliant	
Min Rating (A-1 by 1 or A- by 1)	0.0	0.0	Compliant	
CORPORATE MEDIUM TERM NOTES				

STATEMENT OF COMPLIANCE

Mammoth Community Water District Cons | Account #10988 | As of December 31, 2025

Rules Name	Limit	Actual	Compliance Status	Notes
Max % (MV)	30.0	26.6	Compliant	
Max % Issuer (MV)	5.0	1.3	Compliant	
Max Maturity (Years)	5	4	Compliant	
Min Rating (A- by 1)	0.0	0.0	Compliant	
FDIC INSURED TIME DEPOSITS (NON-NEGOTIABLE CD/TD)				
Max % (MV)	20.0	0.0	Compliant	
Max Maturity (Years)	5.0	0.0	Compliant	
Max Maturity (Years)	10.0	0.0	Compliant	
FEDERAL AGENCIES				
Max % (MV)	100.0	18.7	Compliant	
Max % Issuer (MV)	25.0	8.8	Compliant	
Max Callables (MV)	20.0	0.0	Compliant	
Max Maturity (Years)	5.0	2.9	Compliant	
Max Maturity (Years)	10.0	8.6	Compliant	
LOCAL AGENCY INVESTMENT FUND (LAIF)				
Max Concentration (MV)	75.0	0.0	Compliant	
LOCAL GOVERNMENT INVESTMENT POOL (LGIP)				
Max % (MV)	100.0	0.0	Compliant	
MONEY MARKET MUTUAL FUNDS				
Max % (MV)	20.0	2.5	Compliant	
Max % Issuer (MV)	20.0	2.5	Compliant	
Min Rating (AAA by 2)	0.0	0.0	Compliant	
MORTGAGE-BACKED SECURITIES (NON-AGENCY)				
Max % (MV)	20.0	0.0	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (Years)	5.0	0.0	Compliant	
Min Rating (AA- by 1)	0.0	0.0	Compliant	
MUNICIPAL SECURITIES (CA, LOCAL AGENCY)				
Max % (MV)	30.0	0.0	Compliant	

STATEMENT OF COMPLIANCE

Mammoth Community Water District Cons | Account #10988 | As of December 31, 2025

Rules Name	Limit	Actual	Compliance Status	Notes
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (Years)	10.0	0.0	Compliant	
Max Maturity (Years)	5.0	0.0	Compliant	
Min Rating (A- by 1)	0.0	0.0	Compliant	
MUNICIPAL SECURITIES (CA, OTHER STATES)				
Max % (MV)	30.0	0.0	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (Years)	5.0	0.0	Compliant	
Max Maturity (Years)	10.0	0.0	Compliant	
Min Rating (A- by 1)	0.0	0.0	Compliant	
MUTUAL FUNDS				
Max % (MV)	20.0	0.0	Compliant	
Max % Issuer (MV)	10.0	0.0	Compliant	
Min Rating (AAA by 2)	0.0	0.0	Compliant	
NEGOTIABLE CERTIFICATES OF DEPOSIT (NCD)				
Max % (MV)	30.0	1.0	Compliant	
Max % Issuer (MV)	5.0	1.0	Compliant	
Max Maturity (Years)	10.0	0.0	Compliant	
Max Maturity (Years)	5.0	0.2	Compliant	
Min Rating (A-1 by 1 or A- by 1 if > FDIC Limit)	0.0	0.0	Compliant	
REPURCHASE AGREEMENTS				
Max Maturity (Years)	1.0	0.0	Compliant	
SUPRANATIONAL OBLIGATIONS				
Max % (MV)	30.0	0.9	Compliant	
Max % Issuer (MV)	10.0	0.9	Compliant	
Max Maturity (Years)	5	0.0	Compliant	
Min Rating (AA- by 1)	0.0	0.0	Compliant	
U.S. TREASURIES				
Max % (MV)	100.0	34.9	Compliant	

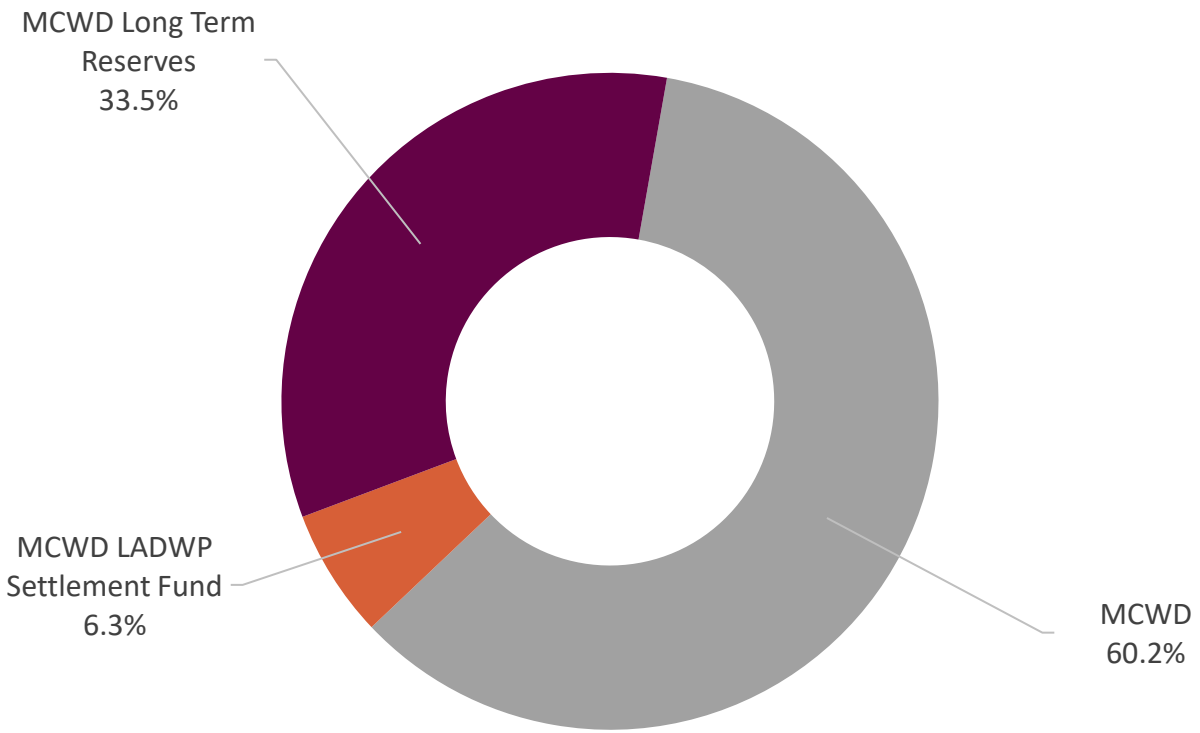
STATEMENT OF COMPLIANCE

Mammoth Community Water District Cons | Account #10988 | As of December 31, 2025

Rules Name	Limit	Actual	Compliance Status	Notes
Max Maturity (Years)	5.0	4.9	Compliant	
Max Maturity (Years)	10.0	8.4	Compliant	

MCWD CONSOLIDATED PORTFOLIO

Account #10988 | As of December 31, 2025



PORTFOLIO CHARACTERISTICS

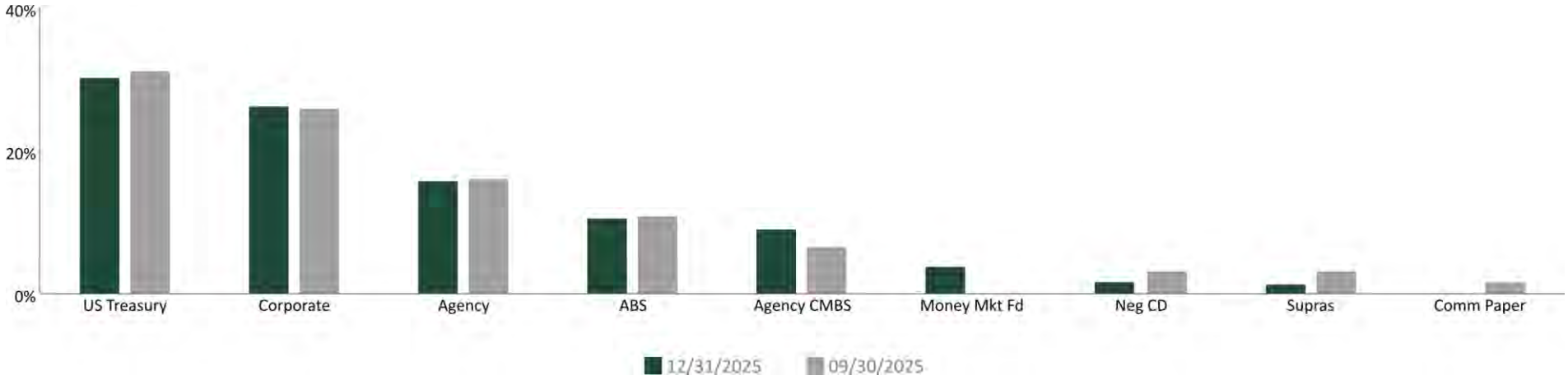
Mammoth Community Water District | Account #10652 | As of December 31, 2025

	Benchmark*	12/31/2025 Portfolio	9/30/2025 Portfolio
Average Maturity (yrs)	2.15	2.60	2.57
Average Modified Duration	2.02	2.14	2.11
Average Purchase Yield		4.09%	4.00%
Average Market Yield	3.51%	3.74%	3.87%
Average Quality**	AA+	AA+	AA+
Total Market Value		22,250,488	22,010,195

*Benchmark: ICE BofA 0-5 Year US Treasury Index
**The credit quality is a weighted average calculation of the highest of S&P, Moody's and Fitch.

SECTOR DISTRIBUTION

Mammoth Community Water District | Account #10652 | As of December 31, 2025



Sector as a Percentage of Market Value

Sector	12/31/2025	09/30/2025
US Treasury	30.51%	31.26%
Corporate	26.56%	26.05%
Agency	16.11%	16.27%
ABS	10.63%	11.22%
Agency CMBS	9.08%	6.65%
Money Mkt Fd	3.99%	0.15%
Neg CD	1.70%	3.30%
Supras	1.43%	3.28%
Comm Paper	--	1.83%

Issuer	Investment Type	% Portfolio
United States	US Treasury	30.50%
Farm Credit System	Agency	9.56%
FHLMC	Agency CMBS	9.08%
Federal Home Loan Banks	Agency	6.55%
First American Govt Oblig Fund	Money Mkt Fd	3.99%
Westpac Banking Corporation	Neg CD	1.70%
PepsiCo, Inc.	Corporate	1.66%
Inter-American Development Bank	Supras	1.43%
Honda Auto Receivables Owner Trust	ABS	1.37%
BNY Mellon Corp	Corporate	1.28%
Alphabet Inc.	Corporate	1.25%
JPMorgan Chase & Co.	Corporate	1.23%
Toyota Motor Corporation	Corporate	1.21%
The Home Depot, Inc.	Corporate	1.21%
Duke Energy Corporation	Corporate	1.20%
State Street Corporation	Corporate	1.20%
Morgan Stanley	Corporate	1.18%
Cisco Systems, Inc.	Corporate	1.16%
Meta Platforms, Inc.	Corporate	1.13%
PACCAR Inc	Corporate	1.13%
Walmart Inc.	Corporate	1.11%
Target Corporation	Corporate	1.11%
Merck & Co., Inc.	Corporate	1.09%
American Express Credit Master Trust	ABS	1.08%
Caterpillar Inc.	Corporate	1.07%
BMW Vehicle Owner Trust	ABS	1.06%
Prologis, Inc.	Corporate	1.04%
Bank of America Corporation	Corporate	1.03%
UnitedHealth Group Incorporated	Corporate	1.03%
The Goldman Sachs Group, Inc.	Corporate	0.95%

ISSUERS

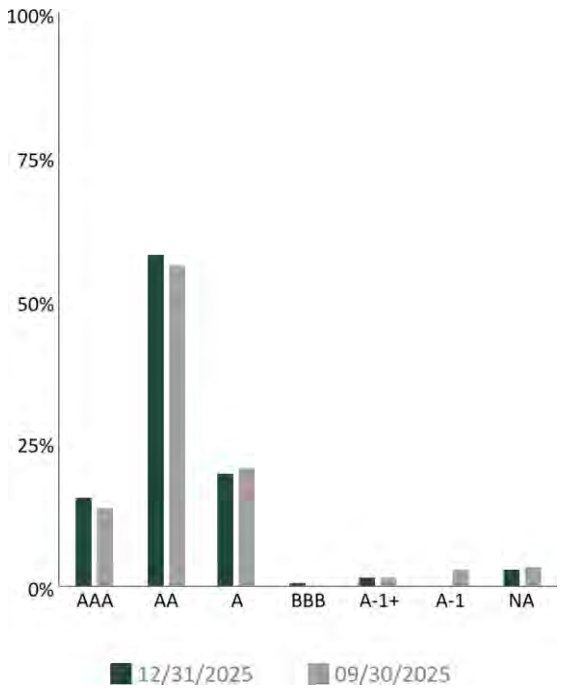
Mammoth Community Water District | Account #10652 | As of December 31, 2025

Issuer	Investment Type	% Portfolio
John Deere Owner Trust	ABS	0.94%
Deere & Company	Corporate	0.92%
Amazon.com, Inc.	Corporate	0.90%
Chubb Limited	Corporate	0.88%
GM Financial Automobile Leasing Trus	ABS	0.87%
Hyundai Auto Receivables Trust	ABS	0.86%
Chase Issuance Trust	ABS	0.80%
Verizon Master Trust	ABS	0.73%
Mercedes-Benz Auto Receivables Trust	ABS	0.68%
Toyota Auto Receivables Owner Trust	ABS	0.63%
Eli Lilly and Company	Corporate	0.57%
WF Card Issuance Trust	ABS	0.48%
Ford Credit Auto Owner Trust	ABS	0.48%
Bank of America Credit Card Trust	ABS	0.41%
GM Financial Securitized Term	ABS	0.23%
Cash	Cash	0.01%
TOTAL		**100.00%**

QUALITY DISTRIBUTION

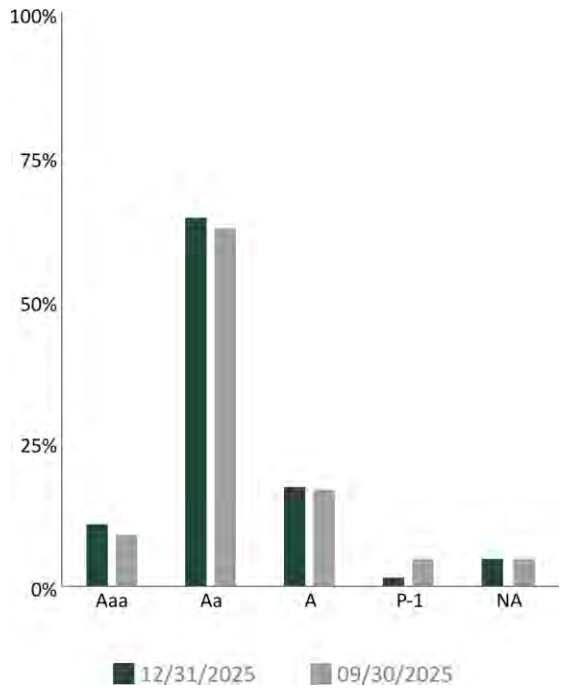
Mammoth Community Water District | Account #10652 | As of December 31, 2025

S&P Rating



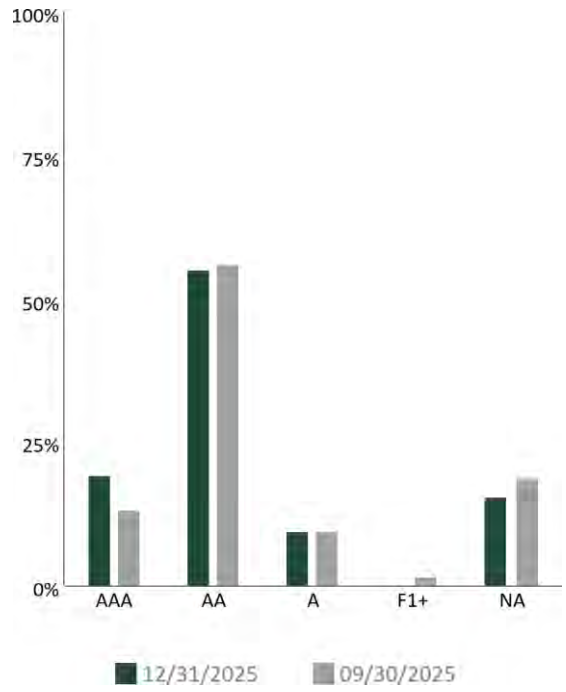
Rating	12/31/2025	09/30/2025
AAA	15.62%	14.03%
AA	58.24%	56.50%
A	20.12%	20.71%
BBB	0.95%	--
A-1+	1.73%	1.73%
A-1	--	3.45%
NA	3.34%	3.58%

Moody's Rating



Rating	12/31/2025	09/30/2025
Aaa	11.03%	9.42%
Aa	64.54%	62.83%
A	17.77%	17.41%
P-1	1.73%	5.18%
NA	4.93%	5.15%

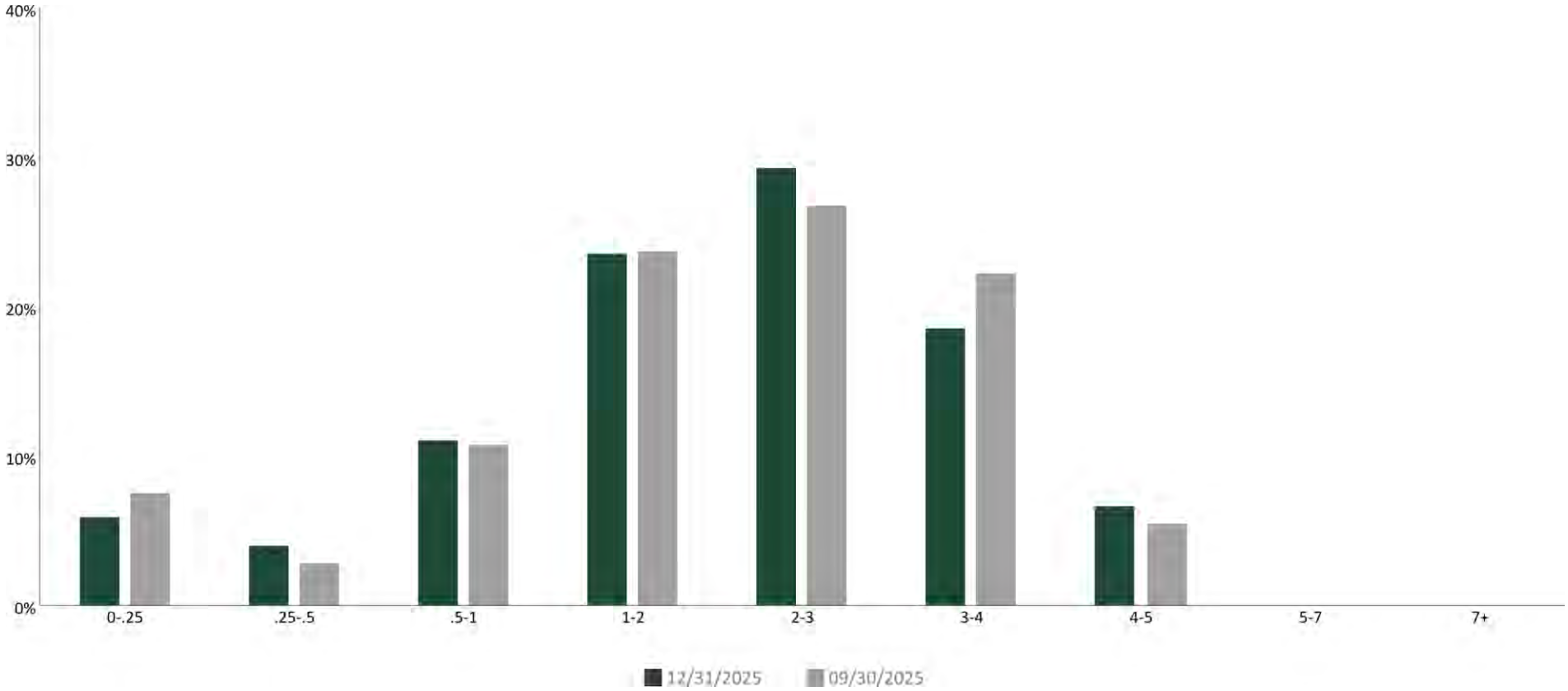
Fitch Rating



Rating	12/31/2025	09/30/2025
AAA	19.49%	13.68%
AA	55.23%	56.15%
A	9.58%	9.62%
F1+	--	1.64%
NA	15.70%	18.91%

DURATION DISTRIBUTION

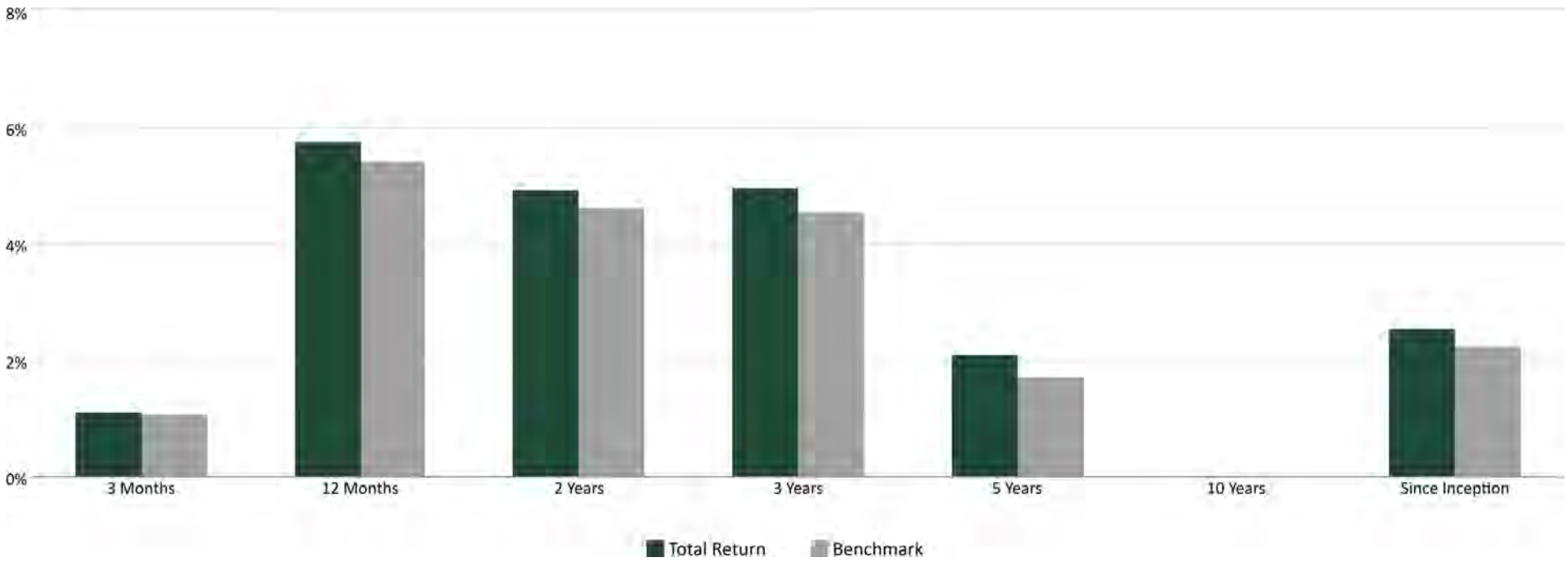
Mammoth Community Water District | Account #10652 | As of December 31, 2025



Date	0-.25	.25-.5	.5-1	1-2	2-3	3-4	4-5	5-7	7+
12/31/2025	6.0%	4.2%	11.2%	23.7%	29.4%	18.6%	6.8%	0.0%	0.0%
09/30/2025	7.6%	2.9%	10.8%	23.8%	26.9%	22.4%	5.6%	0.0%	0.0%

Mammoth Community Water District | Account #10652 | As of December 31, 2025

Total Rate of Return : Inception | 02/01/2019



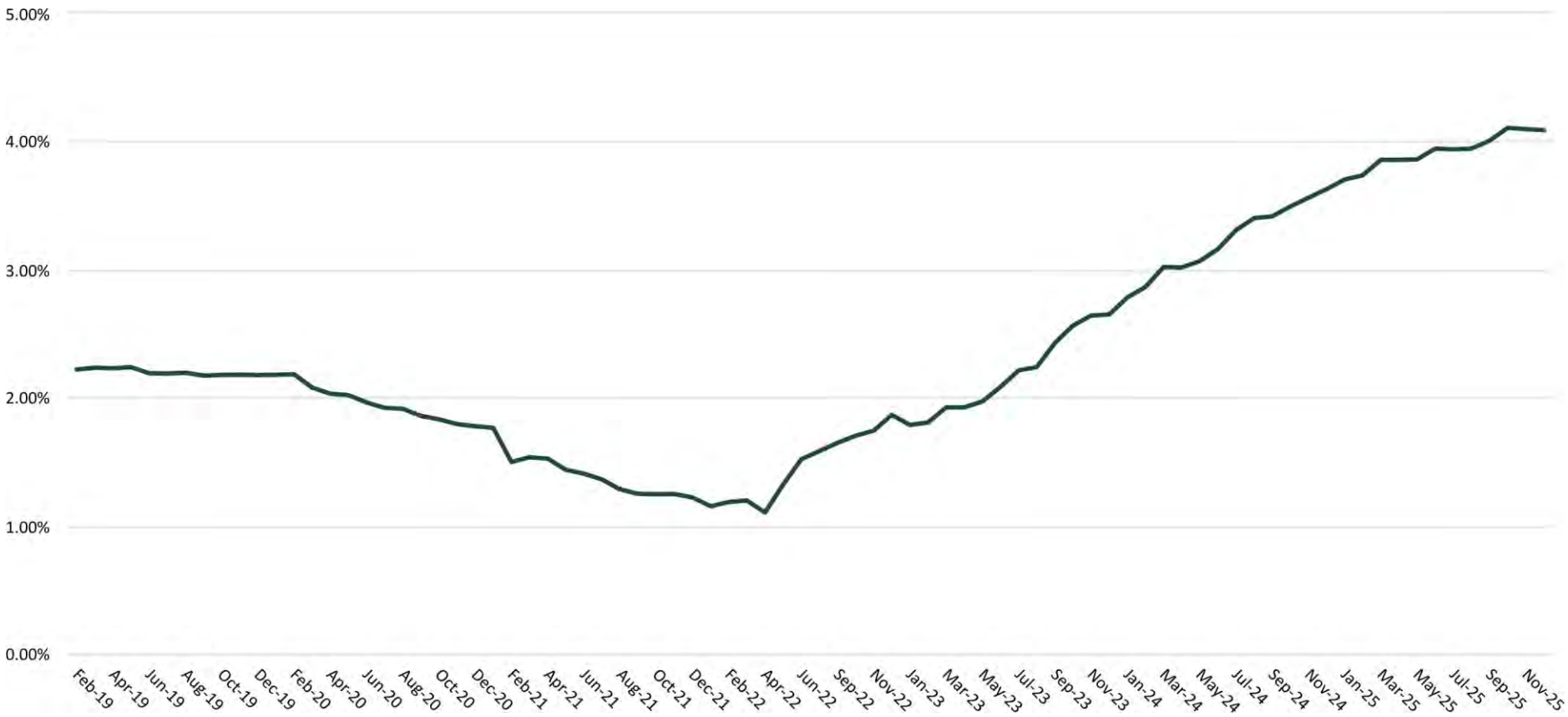
TOTAL RATE OF RETURN*	3 Months	12 Months	2 Years	3 Years	5 Years	10 Years	Since Inception
Mammoth Comm Water District	1.13%	5.77%	4.94%	4.99%	2.10%		2.58%
Benchmark	*1.10%*	*5.44%*	*4.62%*	*4.58%*	*1.73%*		*2.28%*

*Periods over 1 year are annualized.
Total rate of return: A measure of a portfolio's performance over time. It is the internal rate of return, which equates the beginning value of the portfolio with the ending market value; it includes interest earnings, realized and unrealized gains and losses in the portfolio.
Benchmark: ICE BofA 0-5 Year US Treasury Index

HISTORICAL AVERAGE PURCHASE YIELD

Mammoth Community Water District | Account #10652 | As of December 31, 2025

Purchase Yield as of 12/31/25 = 4.09%



PORTFOLIO CHARACTERISTICS

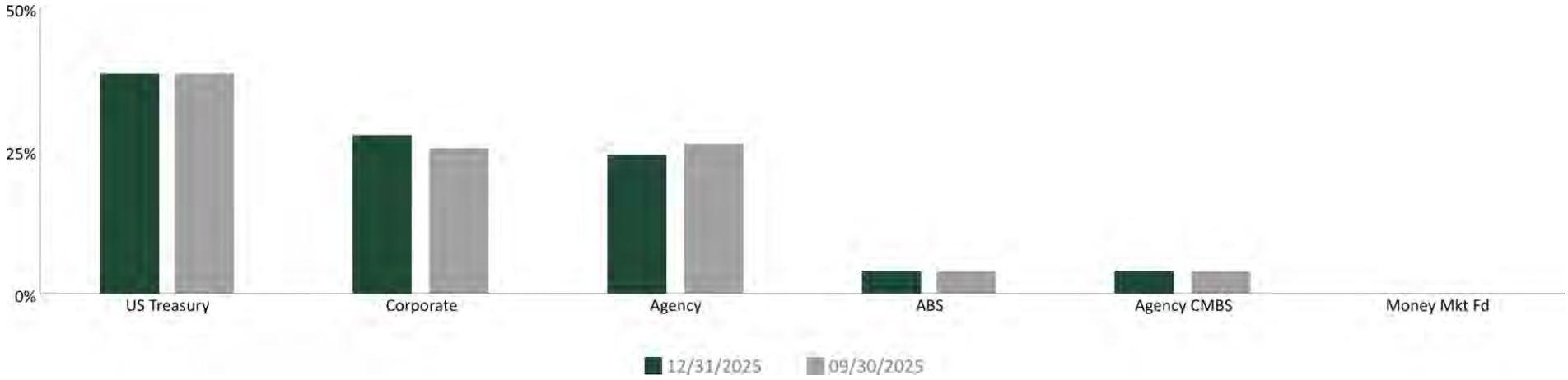
MCWD LADWP Settlement Fund | Account #10992 | As of December 31, 2025

	Benchmark*	12/31/2025 Portfolio	9/30/2025 Portfolio
Average Maturity (yrs)	3.85	4.09	4.09
Average Modified Duration	3.45	3.52	3.53
Average Purchase Yield		4.28%	4.30%
Average Market Yield	3.66%	3.85%	3.90%
Average Quality**	AA+	AA	AA
Total Market Value		2,348,365	2,322,688

*Benchmark: ICE BofA 1-10 Year Unsubordinated US Treasury & Agency Index
**The credit quality is a weighted average calculation of the highest of S&P, Moody's and Fitch.

SECTOR DISTRIBUTION

MCWD LADWP Settlement Fund | Account #10992 | As of December 31, 2025



Sector as a Percentage of Market Value

Sector	12/31/2025	09/30/2025
US Treasury	38.76%	38.97%
Corporate	28.16%	25.77%
Agency	24.50%	26.42%
ABS	4.12%	4.16%
Agency CMBS	4.09%	4.13%
Money Mkt Fd	0.37%	0.56%

ISSUERS

MCWD LADWP Settlement Fund | Account #10992 | As of December 31, 2025

Issuer	Investment Type	% Portfolio
United States	US Treasury	38.76%
Federal Home Loan Banks	Agency	10.68%
Farm Credit System	Agency	10.34%
FHLMC	Agency CMBS	4.09%
Blackrock, Inc.	Corporate	1.98%
PACCAR Inc	Corporate	1.97%
State of Tennessee	Agency	1.95%
UnitedHealth Group Incorporated	Corporate	1.93%
JPMorgan Chase & Co.	Corporate	1.92%
Amazon.com, Inc.	Corporate	1.91%
Cisco Systems, Inc.	Corporate	1.76%
DOMINION ENERGY, INC.	Corporate	1.72%
Caterpillar Inc.	Corporate	1.55%
FNMA	Agency	1.52%
Toyota Motor Corporation	Corporate	1.49%
The Home Depot, Inc.	Corporate	1.32%
Chubb Limited	Corporate	1.32%
Morgan Stanley	Corporate	1.32%
Walmart Inc.	Corporate	1.31%
American Express Company	Corporate	1.30%
Merck & Co., Inc.	Corporate	1.29%
Duke Energy Corporation	Corporate	1.28%
Bank of America Corporation	Corporate	1.28%
Deere & Company	Corporate	0.88%
WF Card Issuance Trust	ABS	0.87%
Honda Auto Receivables Owner Trust	ABS	0.87%
GM Financial Automobile Leasing Trus	ABS	0.87%
BMW Vehicle Owner Trust	ABS	0.65%
John Deere Owner Trust	ABS	0.65%
The Charles Schwab Corporation	Corporate	0.63%

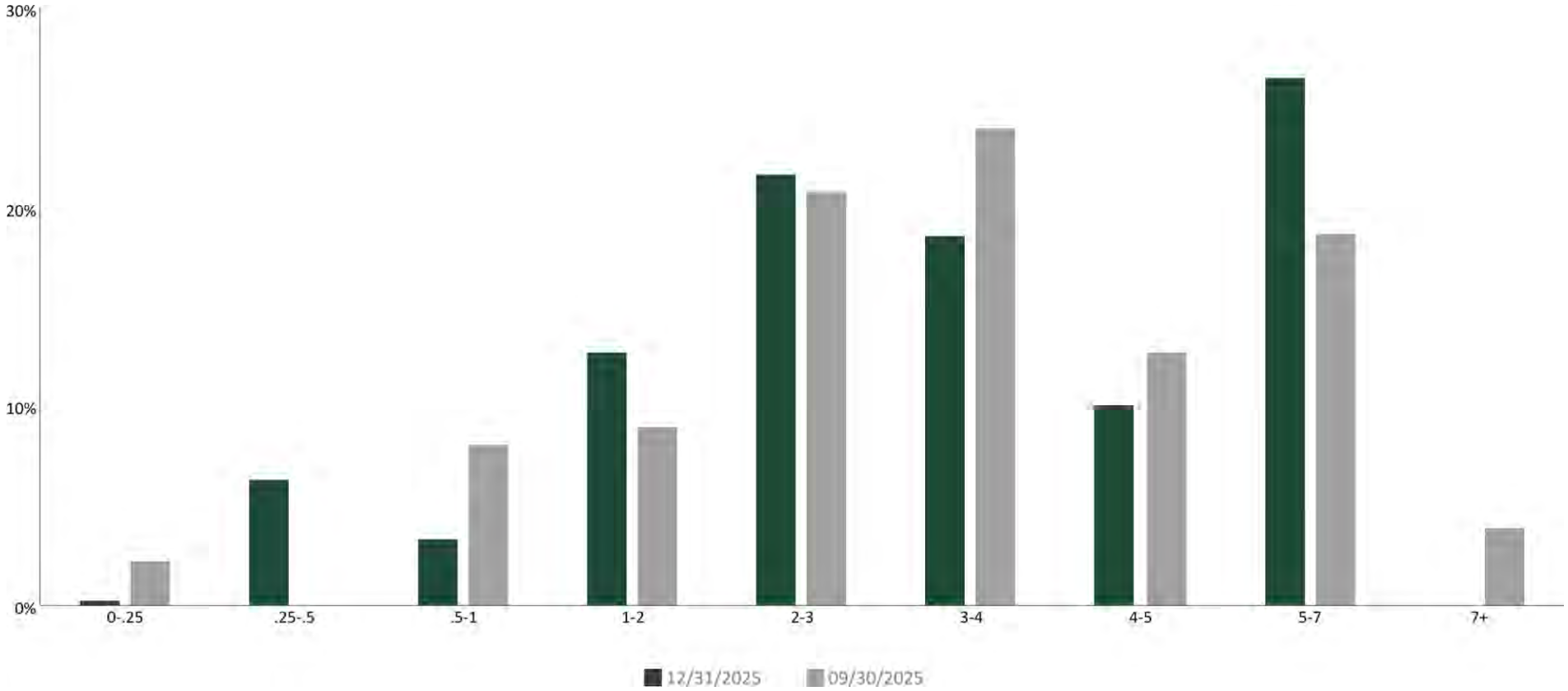
ISSUERS

MCWD LADWP Settlement Fund | Account #10992 | As of December 31, 2025

Issuer	Investment Type	% Portfolio
First American Govt Oblig Fund	Money Mkt Fd	0.37%
GM Financial Securitized Term	ABS	0.22%
Cash	Cash	0.00%
TOTAL		**100.00%**

DURATION DISTRIBUTION

MCWD LADWP Settlement Fund | Account #10992 | As of December 31, 2025

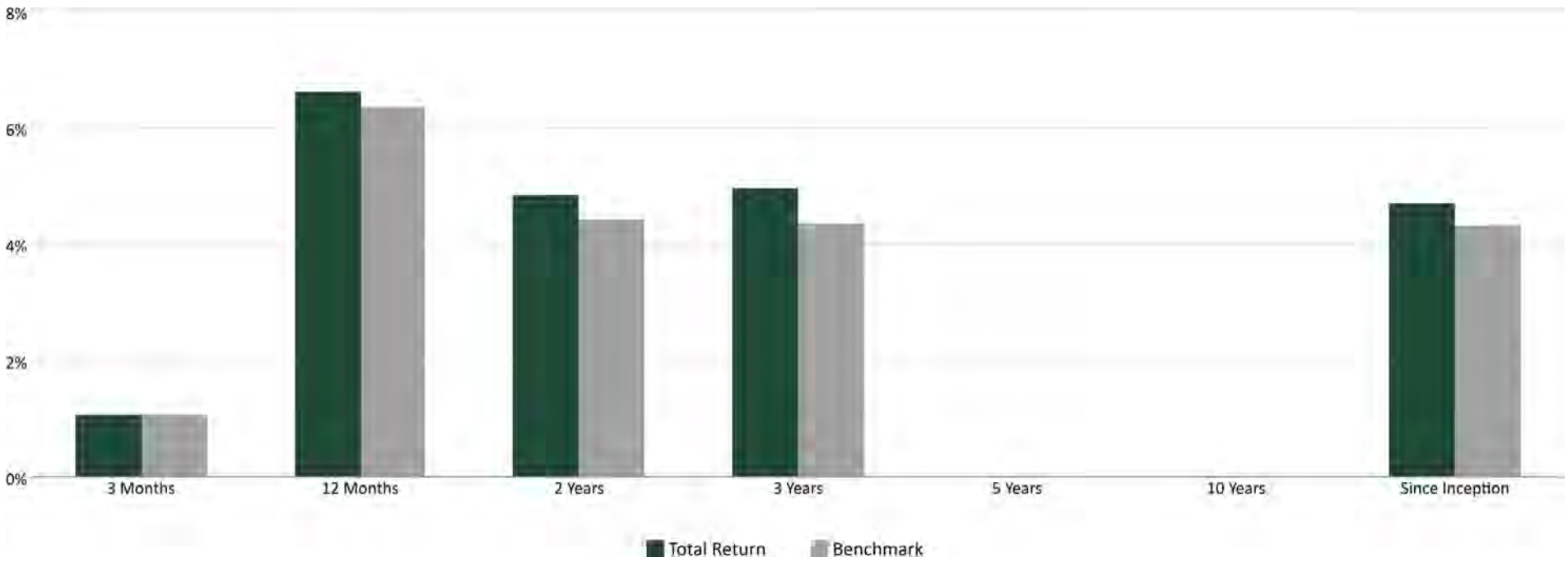


Date	0-.25	.25-.5	.5-1	1-2	2-3	3-4	4-5	5-7	7+
12/31/2025	0.4%	6.4%	3.5%	12.8%	21.7%	18.6%	10.1%	26.6%	0.0%
09/30/2025	2.3%	0.0%	8.2%	9.1%	20.8%	24.0%	12.8%	18.8%	4.0%

INVESTMENT PERFORMANCE

MCWD LADWP Settlement Fund | Account #10992 | As of December 31, 2025

Total Rate of Return : Inception | 10/01/2022



TOTAL RATE OF RETURN*	3 Months	12 Months	2 Years	3 Years	5 Years	10 Years	Since Inception
MCWD LADWP Settlement Fund	1.11%	6.64%	4.88%	4.96%			4.73%
Benchmark	*1.09%*	*6.38%*	*4.45%*	*4.37%*			*4.35%*

*Periods over 1 year are annualized.
Total rate of return: A measure of a portfolio's performance over time. It is the internal rate of return, which equates the beginning value of the portfolio with the ending market value; it includes interest earnings, realized and unrealized gains and losses in the portfolio.
Benchmark: ICE BofA 1-10 Year Unsubordinated US Treasury & Agency Index

PORTFOLIO CHARACTERISTICS

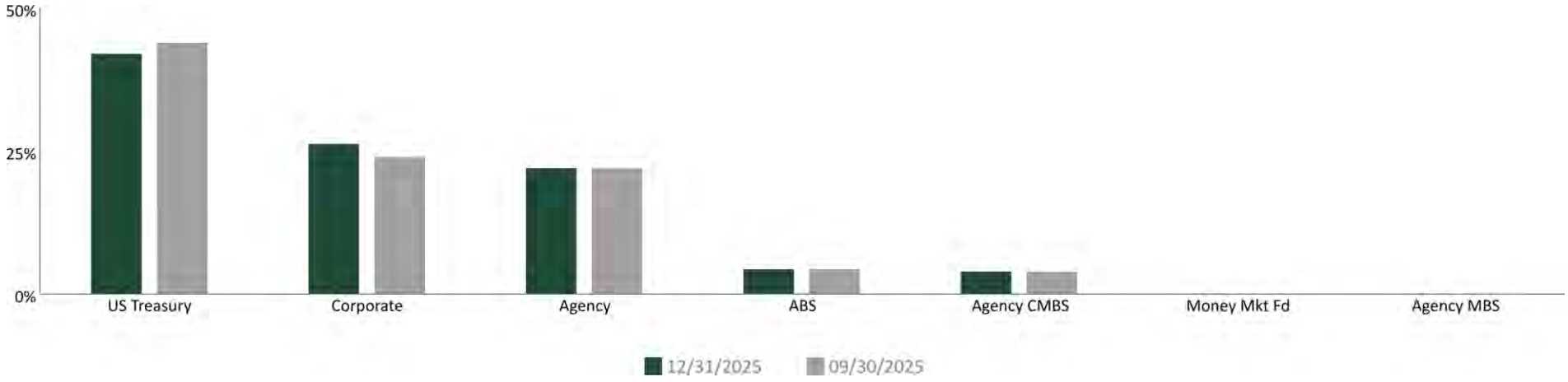
MCWD Long Term Reserves | Account #11043 | As of December 31, 2025

	Benchmark*	12/31/2025 Portfolio	9/30/2025 Portfolio
Average Maturity (yrs)	3.85	4.01	4.07
Average Modified Duration	3.45	3.44	3.51
Average Purchase Yield		4.32%	4.33%
Average Market Yield	3.66%	3.82%	3.88%
Average Quality**	AA+	AA	AA
Total Market Value		12,391,045	12,252,455

*Benchmark: ICE BofA 1-10 Year Unsubordinated US Treasury & Agency Index
**The credit quality is a weighted average calculation of the highest of S&P, Moody's and Fitch.

SECTOR DISTRIBUTION

MCWD Long Term Reserves | Account #11043 | As of December 31, 2025

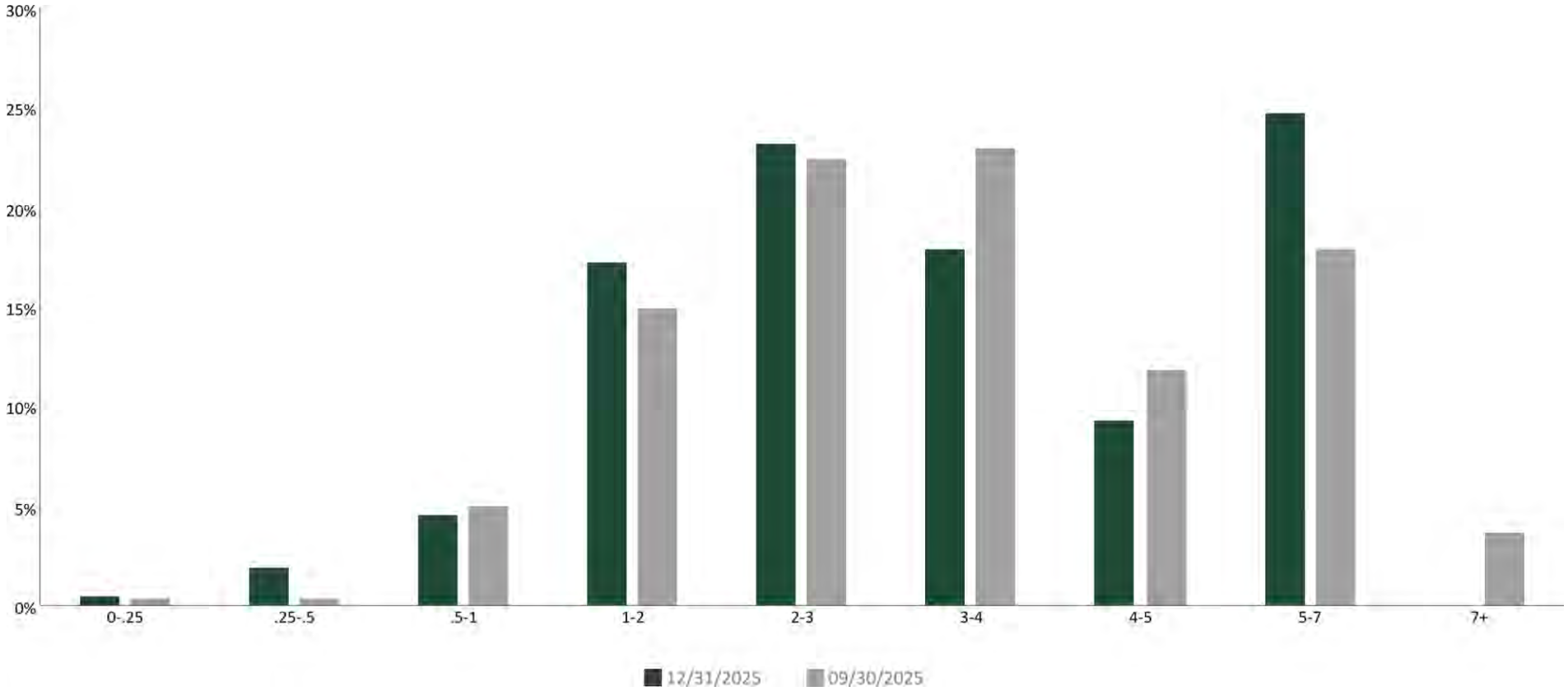


Sector as a Percentage of Market Value

Sector	12/31/2025	09/30/2025
US Treasury	42.21%	44.10%
Corporate	26.48%	24.08%
Agency	22.27%	22.42%
ABS	4.43%	4.60%
Agency CMBS	4.17%	4.20%
Money Mkt Fd	0.31%	0.43%
Agency MBS	0.14%	0.16%

DURATION DISTRIBUTION

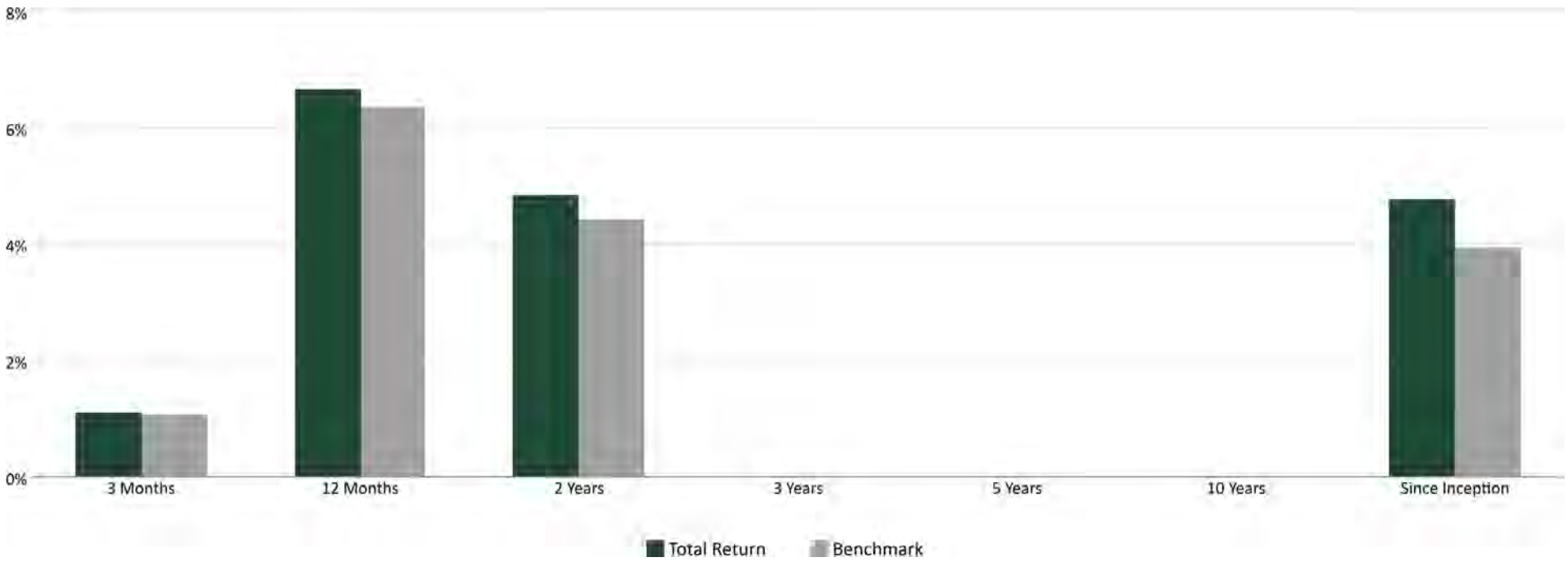
MCWD Long Term Reserves | Account #11043 | As of December 31, 2025



Date	0-.25	.25-.5	.5-1	1-2	2-3	3-4	4-5	5-7	7+
12/31/2025	0.6%	2.0%	4.7%	17.3%	23.3%	18.0%	9.4%	24.8%	0.0%
09/30/2025	0.5%	0.4%	5.0%	15.0%	22.5%	23.0%	11.9%	18.0%	3.7%

MCWD Long Term Reserves | Account #11043 | As of December 31, 2025

Total Rate of Return : Inception | 02/01/2023



TOTAL RATE OF RETURN*	3 Months	12 Months	2 Years	3 Years	5 Years	10 Years	Since Inception
MCWD Long Term Reserves	1.13%	6.67%	4.88%				4.79%
Benchmark	*1.09%*	*6.38%*	*4.45%*				*3.95%*

*Periods over 1 year are annualized.
Total rate of return: A measure of a portfolio's performance over time. It is the internal rate of return, which equates the beginning value of the portfolio with the ending market value; it includes interest earnings, realized and unrealized gains and losses in the portfolio.
Benchmark: ICE BofA 1-10 Year Unsubordinated US Treasury & Agency Index

CHANDLER ASSET MANAGEMENT

CONSOLIDATED INFORMATION

PORTFOLIO CHARACTERISTICS

Mammoth Community Water District Cons | Account #10988 | As of December 31, 2025

	12/31/2025 Portfolio	9/30/2025 Portfolio
Average Maturity (yrs)	3.16	3.17
Average Modified Duration	2.66	2.67
Average Purchase Yield	4.18%	4.13%
Average Market Yield	3.77%	3.88%
Average Quality**	AA	AA+
Total Market Value	36,989,898	36,585,338

*Benchmark: NO BENCHMARK REQUIRED
**The credit quality is a weighted average calculation of the highest of S&P, Moody's and Fitch.

SECTOR DISTRIBUTION

Mammoth Community Water District Cons | Account #10988 | As of December 31, 2025



Sector as a Percentage of Market Value

Sector	12/31/2025	09/30/2025
US Treasury	34.95%	36.05%
Corporate	26.63%	25.37%
Agency	18.70%	18.98%
ABS	8.14%	8.55%
Agency CMBS	7.12%	5.67%
Money Mkt Fd	2.53%	0.27%
Neg CD	1.02%	1.99%
Supras	0.86%	1.97%
Agency MBS	0.05%	0.05%
Comm Paper	--	1.10%

ISSUERS

Mammoth Community Water District Cons | Account #10988 | As of December 31, 2025

Issuer	Investment Type	% Portfolio
United States	US Treasury	34.95%
Farm Credit System	Agency	8.81%
Federal Home Loan Banks	Agency	8.62%
FHLMC	Agency CMBS	7.12%
First American Govt Oblig Fund	Money Mkt Fd	2.53%
JPMorgan Chase & Co.	Corporate	1.27%
The Home Depot, Inc.	Corporate	1.23%
Cisco Systems, Inc.	Corporate	1.23%
Toyota Motor Corporation	Corporate	1.23%
Honda Auto Receivables Owner Trust	ABS	1.22%
Duke Energy Corporation	Corporate	1.21%
Morgan Stanley	Corporate	1.21%
PACCAR Inc	Corporate	1.20%
Merck & Co., Inc.	Corporate	1.17%
State of Tennessee	Agency	1.17%
Walmart Inc.	Corporate	1.17%
Caterpillar Inc.	Corporate	1.16%
UnitedHealth Group Incorporated	Corporate	1.15%
Bank of America Corporation	Corporate	1.12%
Chubb Limited	Corporate	1.03%
Westpac Banking Corporation	Neg CD	1.02%
Deere & Company	Corporate	1.02%
PepsiCo, Inc.	Corporate	1.00%
Amazon.com, Inc.	Corporate	0.93%
John Deere Owner Trust	ABS	0.91%
BMW Vehicle Owner Trust	ABS	0.89%
GM Financial Automobile Leasing Trus	ABS	0.87%
Inter-American Development Bank	Supras	0.86%
BNY Mellon Corp	Corporate	0.77%
Alphabet Inc.	Corporate	0.75%

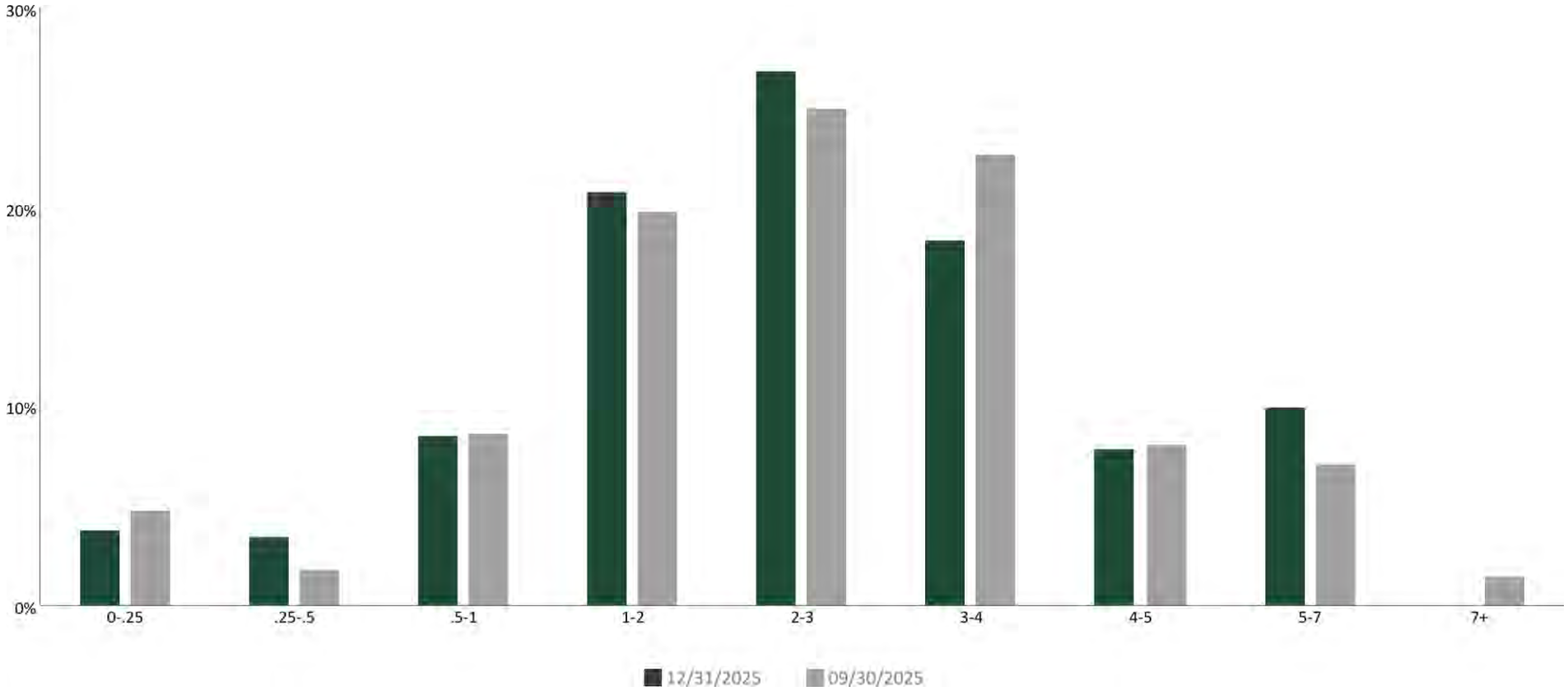
ISSUERS

Mammoth Community Water District Cons | Account #10988 | As of December 31, 2025

Issuer	Investment Type	% Portfolio
State Street Corporation	Corporate	0.72%
Northern Trust Corporation	Corporate	0.68%
Meta Platforms, Inc.	Corporate	0.68%
Target Corporation	Corporate	0.67%
American Express Credit Master Trust	ABS	0.65%
Prologis, Inc.	Corporate	0.63%
WF Card Issuance Trust	ABS	0.61%
American Honda Finance Corporation	Corporate	0.60%
The Goldman Sachs Group, Inc.	Corporate	0.57%
Blackrock, Inc.	Corporate	0.54%
Hyundai Auto Receivables Trust	ABS	0.52%
DOMINION ENERGY, INC.	Corporate	0.52%
American Express Company	Corporate	0.49%
Chase Issuance Trust	ABS	0.48%
Verizon Master Trust	ABS	0.44%
Mercedes-Benz Auto Receivables Trust	ABS	0.41%
Toyota Auto Receivables Owner Trust	ABS	0.38%
Eli Lilly and Company	Corporate	0.34%
The Charles Schwab Corporation	Corporate	0.31%
Ford Credit Auto Owner Trust	ABS	0.29%
Bank of America Credit Card Trust	ABS	0.25%
GM Financial Securitized Term	ABS	0.23%
FNMA	Agency	0.10%
FHLMC	Agency MBS	0.03%
FNMA	Agency MBS	0.01%
Cash	Cash	0.01%
TOTAL		**100.00%**

DURATION DISTRIBUTION

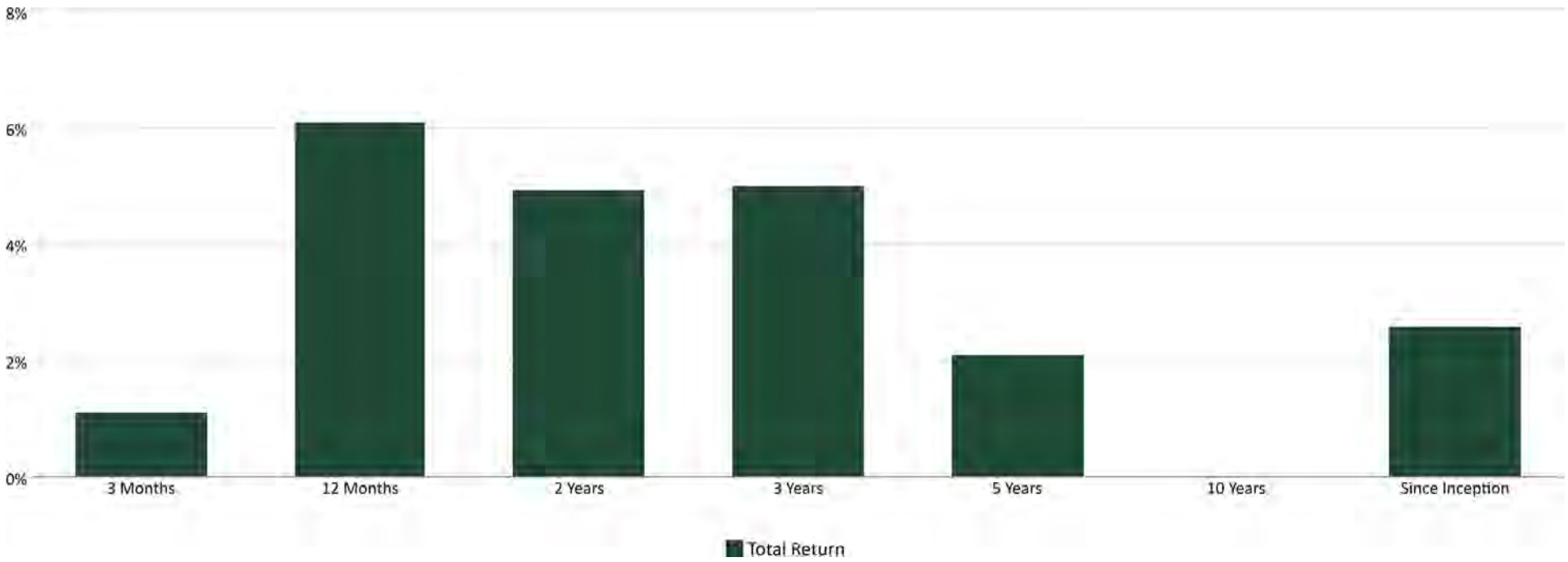
Mammoth Community Water District Cons | Account #10988 | As of December 31, 2025



Date	0-.25	.25-.5	.5-1	1-2	2-3	3-4	4-5	5-7	7+
12/31/2025	3.9%	3.6%	8.5%	20.9%	26.9%	18.4%	7.9%	10.0%	0.0%
09/30/2025	4.9%	1.9%	8.7%	19.9%	25.0%	22.7%	8.2%	7.2%	1.5%

Mammoth Community Water District Cons | Account #10988 | As of December 31, 2025

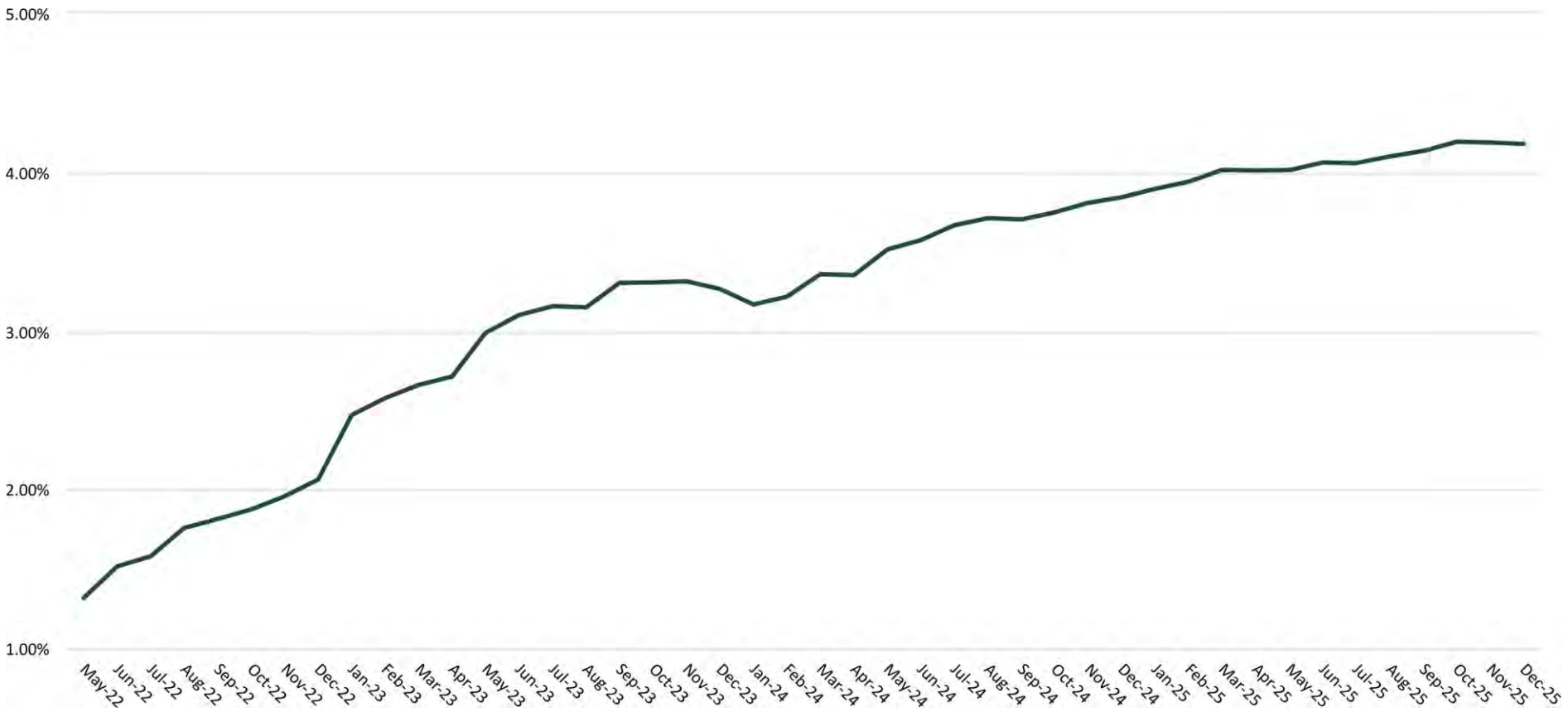
Total Rate of Return : Inception | 02/01/2019



TOTAL RATE OF RETURN*	3 Months	12 Months	2 Years	3 Years	5 Years	10 Years	Since Inception
MCWD Cons Agg	1.13%	6.13%	4.94%	5.03%	2.12%		2.59%

*Periods over 1 year are annualized.
Total rate of return: A measure of a portfolio's performance over time. It is the internal rate of return, which equates the beginning value of the portfolio with the ending market value; it includes interest earnings, realized and unrealized gains and losses in the portfolio.

Purchase Yield as of 12/31/25 = 4.18%



CHANDLER ASSET MANAGEMENT

PORTFOLIO HOLDINGS

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
ABS									
47800AAC4	JDOT 2022-B A3 3.74 02/16/2027	10,684.13	07/12/2022 3.77%	10,683.11 10,683.92	99.96 4.07%	10,680.18 17.76	0.05% (3.73)	Aaa/NA AAA	1.13 0.12
89231CAD9	TAOT 2022-C A3 3.76 04/15/2027	12,644.16	08/08/2022 3.80%	12,642.05 12,643.64	99.98 3.90%	12,641.82 21.13	0.06% (1.82)	NA/AAA AAA	1.29 0.17
448979AD6	HART 2023-A A3 4.58 04/15/2027	13,768.91	04/04/2023 5.14%	13,767.57 13,768.48	100.08 4.01%	13,780.56 28.03	0.06% 12.08	NA/AAA AAA	1.29 0.14
58768PAC8	MBART 2022-1 A3 5.21 08/16/2027	39,339.72	11/15/2022 5.27%	39,331.94 39,337.14	100.29 4.06%	39,455.66 91.09	0.18% 118.52	Aaa/AAA NA	1.62 0.24
36271VAD9	GMALT 2025-1 A3 4.66 02/21/2028	90,000.00	02/05/2025 4.66%	89,989.38 89,992.49	100.82 3.88%	90,737.01 128.15	0.41% 744.52	NA/AAA AAA	2.14 0.98
05592XAD2	BMWOT 2023-A A3 5.47 02/25/2028	12,732.90	07/11/2023 5.47%	12,730.64 12,731.85	100.60 4.08%	12,809.71 11.61	0.06% 77.86	NA/AAA AAA	2.15 0.42
47787CAC7	JDOT 2023-C A3 5.48 05/15/2028	105,354.56	09/12/2023 5.55%	105,347.32 105,350.88	100.89 4.03%	106,294.64 256.60	0.48% 943.76	Aaa/NA AAA	2.37 0.59
362962AD4	GMALT 2025-2 A3 4.58 05/22/2028	100,000.00	05/20/2025 4.84%	99,998.34 99,998.67	100.90 3.87%	100,897.40 139.94	0.46% 898.73	NA/AAA AAA	2.39 1.18
438123AC5	HAROT 2023-4 A3 5.67 06/21/2028	38,978.06	11/01/2023 5.74%	38,971.19 38,974.39	101.09 4.09%	39,403.43 61.39	0.18% 429.04	Aaa/NA AAA	2.47 0.64
161571HT4	CHAIT 2023-1 A 5.16 09/15/2028	175,000.00	09/07/2023 5.23%	174,951.49 174,973.77	100.94 3.83%	176,646.93 401.33	0.80% 1,673.16	NA/AAA AAA	2.71 0.68
096919AD7	BMWOT 2024-A A3 5.18 02/26/2029	78,849.06	06/04/2024 5.18%	78,837.08 78,841.04	100.91 3.98%	79,568.71 68.07	0.36% 727.67	Aaa/AAA NA	3.16 0.73
47786WAD2	JDOT 2024-B A3 5.2 03/15/2029	90,000.00	06/11/2024 5.81%	89,982.41 89,988.12	101.43 4.01%	91,282.77 208.00	0.41% 1,294.65	Aaa/NA AAA	3.20 1.14
44934QAD3	HART 2024-B A3 4.84 03/15/2029	45,000.00	07/16/2024 5.45%	44,993.21 44,995.32	101.12 3.83%	45,503.28 96.80	0.21% 507.96	NA/AAA AAA	3.20 1.05
43813YAC6	HAROT 2024-3 A3 4.57 03/21/2029	100,000.00	08/09/2024 4.66%	99,984.29 99,988.97	100.76 3.84%	100,760.00 126.94	0.46% 771.03	Aaa/NA AAA	3.22 0.97
58768YAD7	MBALT 2025-A A3 4.61 04/16/2029	110,000.00	05/14/2025 4.66%	109,986.59 109,988.71	101.32 3.94%	111,450.46 225.38	0.50% 1,461.75	NA/AAA AAA	3.29 1.84
05522RDJ4	BACCT 2024-1 A 4.93 05/15/2029	90,000.00	06/06/2024 4.93%	89,994.95 89,996.56	101.57 3.78%	91,409.94 197.20	0.41% 1,413.38	Aaa/AAA NA	3.37 1.30

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
89240JAD3	TAOT 2025-A A3 4.64 08/15/2029	125,000.00	01/22/2025 4.69%	124,994.99 124,996.01	101.07 3.95%	126,338.00 257.78	0.57% 1,341.99	Aaa/NA AAA	3.62 1.46
43814VAC1	HAROT 2025-1 A3 4.57 09/21/2029	160,000.00	02/04/2025 4.57%	159,995.07 159,996.02	101.11 3.88%	161,773.92 203.11	0.73% 1,777.90	NA/AAA AAA	3.72 1.50
096924AD7	BMWOT 2025-A A3 4.56 09/25/2029	140,000.00	02/04/2025 4.56%	139,986.21 139,988.85	101.01 3.82%	141,407.98 106.40	0.64% 1,419.13	Aaa/AAA NA	3.73 1.27
92970QAE5	WFCIT 2024-2 A 4.29 10/15/2029	105,000.00	10/17/2024 4.29%	104,984.40 104,988.13	100.97 3.76%	106,017.14 200.20	0.48% 1,029.01	Aaa/AAA NA	3.79 1.69
44935CAD3	HART 2025-A A3 4.32 10/15/2029	130,000.00	03/04/2025 4.84%	129,980.83 129,984.20	100.74 3.90%	130,962.65 249.60	0.59% 978.45	NA/AAA AAA	3.79 1.61
02582JKM1	AMXCA 2025-1 A 4.56 12/17/2029	235,000.00	02/04/2025 4.57%	234,947.81 234,957.36	101.62 3.73%	238,801.36 476.27	1.08% 3,844.00	NA/AAA AAA	3.96 1.83
92348KDY6	VZMT 2025-3 A1A 4.51 03/20/2030	160,000.00	03/25/2025 4.51%	159,993.12 159,994.17	100.79 4.13%	161,271.68 220.49	0.73% 1,277.51	Aaa/NA AAA	4.22 1.16
34532BAG6	FORDO 2025-B A3 3.91 04/15/2030	105,000.00	09/23/2025 4.27%	104,988.67 104,989.33	100.35 3.78%	105,371.18 182.47	0.48% 381.84	Aaa/NA AAA	4.29 2.18
362549AD9	GMCAR 2025-2 A3 4.28 04/16/2030	50,000.00	05/06/2025 4.71%	49,992.64 49,993.59	100.76 3.82%	50,378.95 89.17	0.23% 385.36	Aaa/AAA NA	4.29 1.52
Total ABS		**2,322,351.51**	**4.81%**	**2,322,055.31** **2,322,141.58**	**101.00** **3.89%**	**2,345,645.34** **4,064.91**	**10.62%** **23,503.75**		**3.35** **1.28**
AGENCY									
3133EPQC2	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.625 07/17/2026	300,000.00	07/28/2023 4.64%	299,856.00 299,973.85	100.48 3.72%	301,441.20 6,320.83	1.37% 1,467.35	Aa1/AA+ AA+	0.54 0.52
3133EPZA6	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.875 10/20/2026	350,000.00	10/23/2023 4.99%	348,862.50 349,695.83	100.96 3.64%	353,371.55 3,365.10	1.60% 3,675.72	Aa1/AA+ AA+	0.80 0.77
3130AYPN0	FEDERAL HOME LOAN BANKS 4.125 01/15/2027	250,000.00	01/29/2024 4.16%	249,742.50 249,909.72	100.64 3.49%	251,600.50 4,755.21	1.14% 1,690.78	Aa1/AA+ AA+	1.04 0.99
3133EPBM6	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.125 08/23/2027	270,000.00	02/24/2023 4.35%	267,526.80 269,095.58	100.98 3.50%	272,656.80 3,960.00	1.23% 3,561.22	Aa1/AA+ AA+	1.64 1.56
3133EPDJ1	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.375 09/15/2027	300,000.00	03/28/2023 3.90%	305,748.00 302,192.06	101.42 3.50%	304,265.40 3,864.58	1.38% 2,073.34	Aa1/AA+ AA+	1.71 1.61

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
3133EN4S6	FEDERAL FARM CREDIT BANKS FUNDING CORP 3.75 12/22/2027	400,000.00	12/22/2022 3.87%	397,788.00 399,125.40	100.42 3.53%	401,670.00 375.00	1.82% 2,544.60	Aa1/AA+ AA+	1.97 1.88
3130ATS57	FEDERAL HOME LOAN BANKS 4.5 03/10/2028	300,000.00	03/28/2023 3.89%	308,124.00 303,590.20	102.09 3.50%	306,271.80 4,162.50	1.39% 2,681.60	Aa1/AA+ AA+	2.19 2.05
3133EPGW9	FEDERAL FARM CREDIT BANKS FUNDING CORP 3.875 04/25/2028	300,000.00	04/27/2023 3.72%	302,061.00 300,954.79	100.80 3.51%	302,406.00 2,131.25	1.37% 1,451.21	Aa1/AA+ AA+	2.32 2.18
3130AEB25	FEDERAL HOME LOAN BANKS 3.25 06/09/2028	300,000.00	06/28/2023 4.04%	289,404.00 294,781.16	99.40 3.51%	298,214.40 595.83	1.35% 3,433.24	Aa1/AA+ AA+	2.44 2.32
3133EPUN3	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.5 08/28/2028	170,000.00	08/31/2023 4.32%	171,239.30 170,659.06	102.20 3.62%	173,741.19 2,613.75	0.79% 3,082.13	Aa1/AA+ AA+	2.66 2.45
3130AWTR1	FEDERAL HOME LOAN BANKS 4.375 09/08/2028	325,000.00	09/22/2023 4.63%	321,321.00 323,006.02	102.14 3.53%	331,951.75 4,463.11	1.50% 8,945.73	Aa1/AA+ AA+	2.69 2.49
3130AXQK7	FEDERAL HOME LOAN BANKS 4.75 12/08/2028	250,000.00	01/29/2024 4.05%	257,582.50 254,581.98	103.05 3.64%	257,626.75 758.68	1.17% 3,044.77	Aa1/AA+ AA+	2.94 2.72
Total Agency		**3,515,000.00**	**4.22%**	**3,519,255.60** **3,517,565.67**	**101.15** **3.56%**	**3,555,217.34** **37,365.85**	**16.10%** **37,651.67**		**1.88** **1.77**
AGENCY CMBS									
3137BSRE5	FHMS K-059 A2 3.12 09/25/2026	271,392.28	02/18/2022 1.98%	283,053.67 273,109.68	99.38 3.77%	269,715.07 705.62	1.22% (3,394.61)	Aa1/AAA AAA	0.73 0.65
3137FETN0	FHMS K-073 A2 3.35 01/25/2028	235,000.00	05/24/2023 4.34%	225,857.03 231,020.05	99.07 3.75%	232,824.61 656.04	1.05% 1,804.55	Aa1/AA+ AAA	2.07 1.86
3137FJEH8	FHMS K-081 A2 3.9 08/25/2028	400,000.00	09/16/2025 3.73%	401,140.63 401,027.33	100.08 3.79%	400,336.00 1,300.00	1.81% (691.33)	Aa1/AA+ AAA	2.65 2.45
3137FLN91	FHMS K-091 A2 3.505 03/25/2029	400,000.00	08/25/2025 3.99%	393,312.50 393,970.29	98.88 3.84%	395,534.00 1,168.33	1.79% 1,563.71	Aa1/AAA AA+	3.23 2.90
3137FNAE0	FHMS K-095 A2 2.785 06/25/2029	250,000.00	12/08/2025 3.92%	240,712.89 240,866.70	96.49 3.87%	241,236.25 580.21	1.09% 369.55	Aa1/AA+ AAA	3.48 3.15
3137FPJG1	FHMS K-099 A2 2.595 09/25/2029	160,000.00	06/11/2025 4.29%	149,631.25 150,972.85	95.51 3.91%	152,815.20 346.00	0.69% 1,842.35	Aa1/AA+ AAA	3.73 3.40
3137FX3Q9	FHMS K-117 A2 1.406 08/25/2030	350,000.00	10/07/2025 4.01%	310,611.32 312,473.09	89.14 4.02%	312,001.20 410.08	1.41% (471.89)	Aa1/AA+ AAA	4.65 4.34

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
Total Agency CMBS		**2,066,392.28**	**3.73%**	**2,004,319.29** **2,003,439.99**	**97.15** **3.85%**	**2,004,462.33** **5,166.29**	**9.08%** **1,022.34**		**2.93** **2.68**
CASH									
CCYUSD	Receivable	2,876.82	--	2,876.82 2,876.82	1.00	2,876.82 0.00	0.01% 0.00	Aaa/AAA AAA	0.00 0.00
Total Cash		**2,876.82**		**2,876.82** **2,876.82**	**1.00**	**2,876.82** **0.00**	**0.01%** **0.00**		**0.00** **0.00**
CORPORATE									
023135BX3	AMAZON.COM INC 1.0 05/12/2026	200,000.00	07/28/2021 0.80%	201,804.00 200,106.91	99.02 3.74%	198,044.20 272.22	0.90% (2,062.71)	A1/AA AA-	0.36 0.36
931142ER0	WALMART INC 1.05 09/17/2026	250,000.00	09/29/2021 1.06%	249,820.00 249,974.29	98.21 3.63%	245,527.50 758.33	1.11% (4,446.79)	Aa2/AA AA	0.71 0.69
713448FW3	PEPSICO INC 5.125 11/10/2026	165,000.00	-- 4.10%	168,289.07 166,249.37	101.05 3.87%	166,724.91 1,197.97	0.76% 475.54	A1/A+ NA	0.86 0.75
87612EBM7	TARGET CORP 1.95 01/15/2027	250,000.00	01/28/2022 1.96%	249,905.00 249,980.11	98.20 3.73%	245,504.50 2,247.92	1.11% (4,475.61)	A2/A A	1.04 1.00
437076CN0	HOME DEPOT INC 2.875 04/15/2027	270,000.00	11/25/2024 4.37%	260,938.80 265,115.28	98.93 3.73%	267,122.34 1,638.75	1.21% 2,007.06	A2/A A	1.29 1.24
58933YBC8	MERCK & CO INC 1.7 06/10/2027	200,000.00	08/29/2024 4.10%	187,514.00 193,535.36	97.38 3.59%	194,753.60 198.33	0.88% 1,218.25	Aa3/A+ NA	1.44 1.40
713448FL7	PEPSICO INC 3.6 02/18/2028	200,000.00	03/27/2024 4.49%	193,698.00 196,552.07	99.78 3.71%	199,554.20 2,660.00	0.90% 3,002.13	A1/A+ NA	2.13 2.00
857477CU5	STATE STREET CORP 4.536 02/28/2028	260,000.00	02/25/2025 4.51%	260,000.00 260,000.00	101.53 3.79%	263,987.62 4,029.48	1.20% 3,987.62	Aa3/A AA-	2.16 1.94
58933YBH7	MERCK & CO INC 4.05 05/17/2028	45,000.00	05/08/2023 4.07%	44,963.55 44,982.70	100.72 3.73%	45,324.23 222.75	0.21% 341.52	Aa3/A+ NA	2.38 2.16
74340XCG4	PROLOGIS LP 4.875 06/15/2028	225,000.00	05/28/2024 5.10%	223,125.75 223,863.78	102.36 3.86%	230,314.95 487.50	1.04% 6,451.17	A2/A NA	2.46 2.22
06051GKW8	BANK OF AMERICA CORP 4.948 07/22/2028	225,000.00	08/29/2024 4.51%	227,616.75 226,405.02	101.42 4.67%	228,185.78 4,917.08	1.03% 1,780.76	A1/A- AA-	2.56 1.46

HOLDINGS REPORT

CHANDLER ASSET MANAGEMENT

Mammoth Community Water District | Account #10652 | As of December 31, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
91324PEU2	UNITEDHEALTH GROUP INC 4.25 01/15/2029	225,000.00	05/28/2024 5.05%	217,615.50 220,155.56	100.74 3.99%	226,659.83 4,409.38	1.03% 6,504.27	A2/A+ A	3.04 2.70
46647PAM8	JPMORGAN CHASE & CO 3.509 01/23/2029	275,000.00	03/27/2024 5.06%	260,312.25 267,087.97	99.05 4.28%	272,390.53 4,235.17	1.23% 5,302.55	A1/A AA-	3.06 1.93
17275RBR2	CISCO SYSTEMS INC 4.85 02/26/2029	250,000.00	02/27/2024 4.84%	250,130.00 250,081.28	102.64 3.95%	256,603.00 4,210.07	1.16% 6,521.72	A1/AA- NA	3.16 2.79
26442UAH7	DUKE ENERGY PROGRESS LLC 3.45 03/15/2029	270,000.00	11/25/2024 4.59%	258,122.70 261,156.33	98.43 3.97%	265,766.13 2,742.75	1.20% 4,609.80	Aa3/A NA	3.20 2.97
532457CQ9	ELI LILLY AND CO 4.2 08/14/2029	125,000.00	08/12/2024 4.25%	124,726.25 124,801.96	100.97 3.91%	126,211.50 1,997.92	0.57% 1,409.54	Aa3/A+ NA	3.62 3.21
171239AL0	CHUBB INA HOLDINGS LLC 4.65 08/15/2029	190,000.00	03/27/2025 4.50%	191,098.20 190,903.04	102.21 3.99%	194,197.29 3,337.67	0.88% 3,294.25	A2/A A	3.62 3.19
69371RT48	PACCAR FINANCIAL CORP 4.0 09/26/2029	250,000.00	09/26/2024 4.05%	249,495.00 249,622.56	100.13 3.96%	250,327.25 2,638.89	1.13% 704.69	A1/A+ NA	3.74 3.40
38141GD27	GOLDMAN SACHS GROUP INC 4.153 10/21/2029	210,000.00	-- 4.26%	210,061.00 210,057.04	99.98 4.27%	209,952.96 1,695.81	0.95% (104.08)	A2/BBB+ A	3.80 2.60
06406RBV8	BANK OF NEW YORK MELLON CORP 4.975 03/14/2030	275,000.00	06/12/2025 4.49%	279,510.00 278,856.28	102.87 4.19%	282,896.63 4,066.37	1.28% 4,040.34	Aa3/A AA-	4.20 2.90
89236TGY5	TOYOTA MOTOR CREDIT CORP 3.375 04/01/2030	275,000.00	05/28/2025 4.69%	259,539.50 261,437.08	97.26 4.08%	267,474.08 2,320.31	1.21% 6,036.99	A1/A+ A+	4.25 3.88
149123CH2	CATERPILLAR INC 2.6 04/09/2030	250,000.00	08/25/2025 4.11%	234,277.50 235,470.43	94.60 3.99%	236,492.00 1,480.56	1.07% 1,021.57	A2/A A+	4.27 3.96
61747YFQ3	MORGAN STANLEY 5.656 04/18/2030	250,000.00	08/25/2025 4.37%	260,725.00 259,693.60	104.18 4.43%	260,456.50 2,867.28	1.18% 762.91	A1/A- A+	4.30 2.96
02079KAK3	ALPHABET INC 4.0 05/15/2030	275,000.00	05/28/2025 4.33%	271,009.75 271,487.61	100.21 3.95%	275,580.25 1,405.56	1.25% 4,092.64	Aa2/AA+ NA	4.37 3.88
24422EYF0	JOHN DEERE CAPITAL CORP 4.375 10/15/2030	200,000.00	11/04/2025 4.22%	201,384.00 201,340.29	101.05 4.13%	202,106.80 1,847.22	0.92% 766.51	A1/A A+	4.79 4.25
30303MAB8	META PLATFORMS INC 4.2 11/15/2030	250,000.00	11/12/2025 4.11%	251,000.00 250,974.90	100.21 4.15%	250,528.25 1,691.67	1.13% (446.65)	Aa3/AA- NA	4.87 4.27
Total Corporate		**5,860,000.00**	**4.10%**	**5,786,681.57** **5,809,890.83**	**100.09** **3.99%**	**5,862,686.80** **59,576.93**	**26.55%** **52,795.97**		**2.98** **2.51**

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
MONEY MARKET FUND									
31846V203	FIRST AMER:GVT OBLG Y	881,130.39	-- 3.38%	881,130.39 881,130.39	1.00 3.38%	881,130.39 0.00	3.99% 0.00	Aaa/AAAm AAA	0.00 0.00
Total Money Market Fund		**881,130.39**	**3.38%**	**881,130.39** **881,130.39**	**1.00** **3.38%**	**881,130.39** **0.00**	**3.99%** **0.00**		**0.00** **0.00**
NEGOTIABLE CD									
96130AB31	Westpac Banking Corporation - New York Branch 4.39 03/11/2026	375,000.00	06/12/2025 4.33%	375,153.15 375,039.58	100.10 3.77%	375,369.00 9,328.75	1.70% 329.42	P-1/A-1+ NA	0.19 0.19
Total Negotiable CD		**375,000.00**	**4.33%**	**375,153.15** **375,039.58**	**100.10** **3.77%**	**375,369.00** **9,328.75**	**1.70%** **329.42**		**0.19** **0.19**
SUPRANATIONAL									
4581X0EK0	INTER-AMERICAN DEVELOPMENT BANK 4.5 05/15/2026	315,000.00	06/27/2023 4.53%	314,757.45 314,968.87	100.25 3.78%	315,801.05 1,811.25	1.43% 832.18	Aaa/AAA NA	0.37 0.36
Total Supranational		**315,000.00**	**4.53%**	**314,757.45** **314,968.87**	**100.25** **3.78%**	**315,801.05** **1,811.25**	**1.43%** **832.18**		**0.37** **0.36**
US TREASURY									
912828R36	UNITED STATES TREASURY 1.625 05/15/2026	400,000.00	-- 2.46%	396,976.56 398,824.16	99.30 3.56%	397,186.00 843.92	1.80% (1,638.16)	Aa1/AA+ AA+	0.37 0.36
91282CJP7	UNITED STATES TREASURY 4.375 12/15/2026	300,000.00	09/26/2024 3.60%	304,910.16 302,112.16	100.78 3.53%	302,353.20 612.98	1.37% 241.04	Aa1/AA+ AA+	0.96 0.92
912828V98	UNITED STATES TREASURY 2.25 02/15/2027	450,000.00	06/22/2022 3.30%	429,626.95 445,080.71	98.62 3.52%	443,777.40 3,824.39	2.01% (1,303.31)	Aa1/AA+ AA+	1.13 1.08
912828X88	UNITED STATES TREASURY 2.375 05/15/2027	200,000.00	10/23/2023 4.88%	183,812.50 193,781.71	98.49 3.51%	196,984.40 616.71	0.89% 3,202.69	Aa1/AA+ AA+	1.37 1.33
91282CKV2	UNITED STATES TREASURY 4.625 06/15/2027	350,000.00	08/29/2024 3.77%	357,888.67 354,099.01	101.60 3.48%	355,591.95 756.01	1.61% 1,492.94	Aa1/AA+ AA+	1.45 1.39
91282CHQ7	UNITED STATES TREASURY 4.125 07/31/2028	450,000.00	-- 4.39%	445,522.66 447,240.04	101.49 3.51%	456,714.90 7,768.00	2.07% 9,474.86	Aa1/AA+ AA+	2.58 2.39

HOLDINGS REPORT

CHANDLER ASSET MANAGEMENT

Mammoth Community Water District | Account #10652 | As of December 31, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
912810FE3	UNITED STATES TREASURY 5.5 08/15/2028	375,000.00	-- 4.32%	393,783.40 385,366.15	104.94 3.51%	393,515.63 7,790.42	1.78% 8,149.48	Aa1/AA+ AA+	2.62 2.39
91282CJF9	UNITED STATES TREASURY 4.875 10/31/2028	380,000.00	12/23/2024 4.40%	386,219.53 384,593.57	103.54 3.54%	393,463.40 3,172.79	1.78% 8,869.83	Aa1/AA+ AA+	2.84 2.61
912810FF0	UNITED STATES TREASURY 5.25 11/15/2028	325,000.00	02/27/2024 4.30%	337,961.91 332,896.08	104.64 3.53%	340,081.95 2,215.30	1.54% 7,185.87	Aa1/AA+ AA+	2.88 2.64
9128286B1	UNITED STATES TREASURY 2.625 02/15/2029	350,000.00	03/27/2024 4.21%	325,718.75 334,479.04	97.23 3.57%	340,320.40 3,470.28	1.54% 5,841.36	Aa1/AA+ AA+	3.13 2.93
91282CKP5	UNITED STATES TREASURY 4.625 04/30/2029	400,000.00	08/29/2024 3.70%	415,640.63 411,152.21	103.23 3.58%	412,922.00 3,168.51	1.87% 1,769.79	Aa1/AA+ AA+	3.33 3.05
91282CEV9	UNITED STATES TREASURY 3.25 06/30/2029	450,000.00	10/29/2024 4.12%	433,458.98 437,613.65	98.86 3.60%	444,867.30 40.40	2.01% 7,253.65	Aa1/AA+ AA+	3.50 3.27
91282CLC3	UNITED STATES TREASURY 4.0 07/31/2029	400,000.00	09/26/2024 3.56%	407,718.75 405,706.11	101.29 3.61%	405,172.00 6,695.65	1.84% (534.11)	Aa1/AA+ AA+	3.58 3.26
91282CFJ5	UNITED STATES TREASURY 3.125 08/31/2029	380,000.00	12/23/2024 4.43%	359,382.03 363,810.54	98.31 3.62%	373,587.50 4,034.88	1.69% 9,776.96	Aa1/AA+ AA+	3.67 3.38
91282CFT3	UNITED STATES TREASURY 4.0 10/31/2029	375,000.00	07/30/2025 3.91%	376,245.12 376,121.65	101.31 3.63%	379,907.25 2,569.06	1.72% 3,785.60	Aa1/AA+ AA+	3.83 3.50
91282CFY2	UNITED STATES TREASURY 3.875 11/30/2029	350,000.00	01/30/2025 4.32%	343,314.45 344,584.10	100.84 3.64%	352,925.65 1,192.31	1.60% 8,341.55	Aa1/AA+ AA+	3.91 3.59
91282CNX5	UNITED STATES TREASURY 3.625 08/31/2030	450,000.00	09/22/2025 3.68%	448,857.42 448,920.79	99.64 3.71%	448,400.25 5,542.65	2.03% (520.54)	Aa1/AA+ AA+	4.67 4.20
91282CPN5	UNITED STATES TREASURY 3.5 11/30/2030	300,000.00	12/08/2025 3.77%	296,414.06 296,459.45	98.99 3.73%	296,976.60 923.08	1.35% 517.15	Aa1/AA+ AA+	4.91 4.45
Total US Treasury		**6,685,000.00**	**3.92%**	**6,643,452.53 6,662,841.14**	**100.79 3.58%**	**6,734,747.78 55,237.33**	**30.50% 71,906.64**		**2.86 2.63**
Total Portfolio		**22,022,750.99**	**4.09%**	**21,849,682.11 21,889,894.86**	**96.34 3.74%**	**22,077,936.83 172,551.31**	**100.00% 188,041.97**		**2.60 2.14**
Total Market Value + Accrued						**22,250,488.14**			

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
ABS									
36271VAD9	GMALT 2025-1 A3 4.66 02/21/2028	10,000.00	02/05/2025 4.66%	9,998.82 9,999.17	100.82 3.88%	10,081.89 14.24	0.43% 82.72	NA/AAA AAA	2.14 0.98
362962AD4	GMALT 2025-2 A3 4.58 05/22/2028	10,000.00	05/20/2025 4.84%	9,999.83 9,999.86	100.90 3.87%	10,089.74 13.99	0.43% 89.88	NA/AAA AAA	2.39 1.18
43814VAC1	HAROT 2025-1 A3 4.57 09/21/2029	15,000.00	02/04/2025 4.57%	14,999.54 14,999.63	101.11 3.88%	15,166.31 19.04	0.65% 166.68	NA/AAA AAA	3.72 1.50
096924AD7	BMWOT 2025-A A3 4.56 09/25/2029	15,000.00	02/04/2025 4.56%	14,998.52 14,998.80	101.01 3.82%	15,150.86 11.40	0.65% 152.05	Aaa/AAA NA	3.73 1.27
437921AD1	HAROT 252 A3 4.15 10/15/2029	5,000.00	04/29/2025 4.15%	4,999.44 4,999.52	100.61 3.84%	5,030.59 9.22	0.22% 31.06	Aaa/NA AAA	3.79 1.77
47800UAD8	JDOT 2025-B A3 4.17 12/17/2029	15,000.00	07/10/2025 4.52%	14,996.51 14,996.87	100.78 3.86%	15,117.02 27.80	0.65% 120.14	Aaa/NA AAA	3.96 2.24
362549AD9	GMCAR 2025-2 A3 4.28 04/16/2030	5,000.00	05/06/2025 4.71%	4,999.26 4,999.36	100.76 3.82%	5,037.90 8.92	0.22% 38.54	Aaa/AAA NA	4.29 1.52
92970QAJ4	WFCIT 2025-1 A 4.34 05/15/2030	20,000.00	06/03/2025 4.33%	19,999.67 19,999.71	101.33 3.78%	20,265.50 38.58	0.87% 265.79	NA/AAA AAA	4.37 2.21
Total ABS		**95,000.00**	**4.54%**	**94,991.59 94,992.92**	**100.99 3.84%**	**95,939.79 143.19**	**4.12% 946.87**		**3.63 1.66**
AGENCY									
3130AWGR5	FEDERAL HOME LOAN BANKS 4.375 06/12/2026	45,000.00	06/28/2023 4.41%	44,953.20 44,992.97	100.29 3.69%	45,132.21 103.91	1.94% 139.24	Aa1/AA+ AA+	0.45 0.44
3133EPZY4	FEDERAL FARM CREDIT BANKS FUNDING CORP 5.0 07/30/2026	40,000.00	10/30/2023 5.01%	39,983.60 39,996.57	100.73 3.71%	40,290.64 838.89	1.73% 294.07	Aa1/AA+ AA+	0.58 0.56
3130ATUS4	FEDERAL HOME LOAN BANKS 4.25 12/10/2027	35,000.00	12/27/2022 4.02%	35,363.30 35,141.95	101.44 3.47%	35,504.63 86.77	1.53% 362.68	Aa1/AA+ AA+	1.94 1.85
3133EN5N6	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.0 01/06/2028	40,000.00	01/30/2023 3.75%	40,448.40 40,182.89	100.95 3.51%	40,380.76 777.78	1.74% 197.87	Aa1/AA+ AA+	2.02 1.88
3130AEB25	FEDERAL HOME LOAN BANKS 3.25 06/09/2028	35,000.00	12/22/2022 3.95%	33,804.05 34,465.40	99.40 3.51%	34,791.68 69.51	1.50% 326.29	Aa1/AA+ AA+	2.44 2.32
3133EPUN3	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.5 08/28/2028	45,000.00	08/30/2023 4.32%	45,332.10 45,176.61	102.20 3.62%	45,990.32 691.88	1.98% 813.70	Aa1/AA+ AA+	2.66 2.45

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
3133ERDH1	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.75 04/30/2029	40,000.00	04/29/2024 4.70%	40,081.20 40,054.03	103.60 3.59%	41,440.00 321.94	1.78% 1,385.97	Aa1/AA+ AA+	3.33 3.04
3130AGUW3	FEDERAL HOME LOAN BANKS 2.125 09/14/2029	45,000.00	07/28/2023 4.32%	39,726.00 41,812.50	94.47 3.74%	42,509.25 284.22	1.83% 696.75	Aa1/AA+ AA+	3.70 3.49
3133EN7B0	FEDERAL FARM CREDIT BANKS FUNDING CORP 3.75 01/25/2030	35,000.00	01/31/2023 3.88%	34,726.65 34,840.88	99.78 3.81%	34,923.77 568.75	1.50% 82.89	Aa1/AA+ AA+	4.07 3.68
3135G05Q2	FEDERAL NATIONAL MORTGAGE ASSOCIATION 0.875 08/05/2030	40,000.00	01/31/2023 3.62%	32,832.40 35,617.91	88.23 3.68%	35,291.44 141.94	1.52% (326.47)	Aa1/AA+ AA+	4.59 4.40
3133ENUJ7	FEDERAL FARM CREDIT BANKS FUNDING CORP 2.9 04/12/2032	40,000.00	12/29/2022 4.50%	35,177.60 36,740.05	94.23 3.95%	37,693.24 254.56	1.62% 953.19	Aa1/AA+ AA+	6.28 5.62
3130AV4X7	FEDERAL HOME LOAN BANKS 4.375 03/11/2033	45,000.00	10/30/2023 5.32%	41,881.05 42,604.46	102.07 4.04%	45,929.30 601.56	1.97% 3,324.84	Aa1/AA+ AA+	7.19 6.06
3130AVWG3	FEDERAL HOME LOAN BANKS 4.0 06/10/2033	45,000.00	06/28/2023 4.18%	44,334.90 44,502.73	99.42 4.09%	44,740.35 105.00	1.92% 237.62	Aa1/AA+ AA+	7.44 6.36
880591FB3	TENNESSEE VALLEY AUTHORITY 4.375 08/01/2034	45,000.00	08/29/2024 4.24%	45,498.60 45,431.30	100.92 4.25%	45,412.97 820.31	1.95% (18.34)	Aa1/AA+ AA+	8.58 6.98
Total Agency		**575,000.00**	**4.33%**	**554,143.05** **561,560.25**	**99.29** **3.77%**	**570,030.55** **5,667.02**	**24.50%** **8,470.30**		**4.02** **3.55**
AGENCY CMBS									
3137FEZU7	FHMS K-076 A2 3.9 04/25/2028	50,000.00	06/12/2025 4.16%	49,582.03 49,663.25	100.11 3.76%	50,053.55 162.50	2.15% 390.31	Aa1/AA+ AAA	2.32 2.09
3137FJXV6	FHMS K-083 A2 4.05 09/25/2028	45,000.00	05/28/2025 4.31%	44,574.61 44,651.82	100.46 3.80%	45,205.34 151.88	1.94% 553.51	Aa1/AA+ AAA	2.74 2.53
Total Agency CMBS		**95,000.00**	**4.23%**	**94,156.64** **94,315.07**	**100.27** **3.78%**	**95,258.89** **314.38**	**4.09%** **943.82**		**2.52** **2.30**
CASH									
CCYUSD	Receivable	78.98	--	78.98 78.98	1.00	78.98 0.00	0.00% 0.00	Aaa/AAA AAA	0.00 0.00
Total Cash		**78.98**		**78.98** **78.98**	**1.00**	**78.98** **0.00**	**0.00%** **0.00**		**0.00** **0.00**

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
CORPORATE									
023135BX3	AMAZON.COM INC 1.0 05/12/2026	45,000.00	-- 4.54%	40,522.90 44,471.56	99.02 3.74%	44,559.95 61.25	1.91% 88.39	A1/AA AA-	0.36 0.36
89236TJK2	TOYOTA MOTOR CREDIT CORP 1.125 06/18/2026	15,000.00	12/27/2022 4.63%	13,330.80 14,778.67	98.79 3.80%	14,817.89 6.09	0.64% 39.22	A1/A+ A+	0.46 0.45
26444HAC5	DUKE ENERGY FLORIDA LLC 3.2 01/15/2027	30,000.00	10/30/2023 5.56%	27,944.70 29,335.36	99.44 3.75%	29,832.84 442.67	1.28% 497.48	A1/A NA	1.04 0.99
808513BY0	CHARLES SCHWAB CORP 2.45 03/03/2027	15,000.00	12/27/2022 4.63%	13,768.65 14,656.03	98.42 3.84%	14,763.35 120.46	0.63% 107.32	A2/A- A	1.17 1.13
89236TJZ9	TOYOTA MOTOR CREDIT CORP 3.05 03/22/2027	20,000.00	01/30/2023 4.41%	18,978.40 19,699.13	99.14 3.78%	19,827.14 167.75	0.85% 128.01	A1/A+ A+	1.22 1.18
46647PCB0	JPMORGAN CHASE & CO 1.578 04/22/2027	45,000.00	-- 5.57%	40,408.65 44,532.16	99.25 4.49%	44,662.50 136.10	1.92% 130.34	A1/A AA-	1.31 0.30
91324PEG3	UNITEDHEALTH GROUP INC 3.7 05/15/2027	45,000.00	-- 4.38%	43,885.50 44,619.44	99.82 3.84%	44,917.20 212.75	1.93% 297.76	A2/A+ A	1.37 1.32
927804GH1	VIRGINIA ELECTRIC AND POWER CO 3.75 05/15/2027	40,000.00	06/28/2023 4.87%	38,426.80 39,445.21	99.81 3.89%	39,922.44 191.67	1.72% 477.23	A3/BBB+ A	1.37 1.32
24422EWR6	JOHN DEERE CAPITAL CORP 4.75 01/20/2028	20,000.00	01/30/2023 4.34%	20,358.60 20,147.98	101.92 3.77%	20,383.04 424.86	0.88% 235.06	A1/A A+	2.05 1.90
69371RS80	PACCAR FINANCIAL CORP 4.6 01/31/2029	45,000.00	01/29/2024 4.52%	45,151.65 45,093.46	101.84 3.96%	45,826.02 868.25	1.97% 732.56	A1/A+ NA	3.08 2.80
61747YFA8	MORGAN STANLEY 5.123 02/01/2029	30,000.00	03/28/2025 4.64%	30,379.50 30,278.50	102.08 4.50%	30,624.99 640.38	1.32% 346.49	A1/A- A+	3.09 1.92
17275RBR2	CISCO SYSTEMS INC 4.85 02/26/2029	40,000.00	02/27/2024 4.84%	40,020.80 40,013.00	102.64 3.95%	41,056.48 673.61	1.76% 1,043.48	A1/AA- NA	3.16 2.79
14913UAJ9	CATERPILLAR FINANCIAL SERVICES CORP 4.85 02/27/2029	35,000.00	05/29/2024 5.05%	34,702.50 34,802.18	102.75 3.91%	35,962.85 584.69	1.55% 1,160.67	A2/A A+	3.16 2.86
09290DAA9	BLACKROCK INC 4.7 03/14/2029	45,000.00	03/28/2024 4.65%	45,090.00 45,057.51	102.22 3.95%	45,999.99 628.63	1.98% 942.48	Aa3/AA- NA	3.20 2.84
437076DC3	HOME DEPOT INC 4.75 06/25/2029	30,000.00	07/30/2024 4.58%	30,212.70 30,149.94	102.52 3.97%	30,757.32 23.75	1.32% 607.38	A2/A A	3.48 3.12
025816EJ4	AMERICAN EXPRESS CO 4.351 07/20/2029	30,000.00	08/26/2025 4.19%	30,128.10 30,112.72	100.73 4.18%	30,218.88 565.63	1.30% 106.16	A2/A- A	3.55 2.35

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
171239AL0	CHUBB INA HOLDINGS LLC 4.65 08/15/2029	30,000.00	10/30/2024 4.52%	30,163.20 30,122.64	102.21 3.99%	30,662.73 527.00	1.32% 540.09	A2/A A	3.62 3.19
06051GHQ5	BANK OF AMERICA CORP 3.974 02/07/2030	30,000.00	11/25/2025 4.33%	29,872.20 29,875.20	99.44 4.40%	29,831.07 476.88	1.28% (44.13)	A1/A- AA-	4.10 2.84
931142FN8	WALMART INC 4.35 04/28/2030	30,000.00	04/29/2025 4.13%	30,292.80 30,252.63	101.58 3.95%	30,473.31 228.38	1.31% 220.68	Aa2/AA AA	4.32 3.82
58933YBQ7	MERCK & CO INC 4.15 09/15/2030	30,000.00	12/29/2025 3.99%	30,198.60 30,198.36	100.36 4.06%	30,106.74 387.33	1.29% (91.62)	Aa3/A+ NA	4.71 4.11
Total Corporate		**650,000.00**	**4.65%**	**633,837.05** **647,641.69**	**100.82** **4.00%**	**655,206.72** **7,368.12**	**28.16%** **7,565.03**		**2.53** **2.11**
MONEY MARKET FUND									
31846V203	FIRST AMER:GVT OBLG Y	8,586.15	-- 3.38%	8,586.15 8,586.15	1.00 3.38%	8,586.15 0.00	0.37% 0.00	Aaa/AAAm AAA	0.00 0.00
Total Money Market Fund		**8,586.15**	**3.38%**	**8,586.15** **8,586.15**	**1.00** **3.38%**	**8,586.15** **0.00**	**0.37%** **0.00**		**0.00** **0.00**
US TREASURY									
9128285M8	UNITED STATES TREASURY 3.125 11/15/2028	20,000.00	12/22/2022 3.80%	19,292.97 19,655.04	98.88 3.54%	19,776.56 81.15	0.85% 121.52	Aa1/AA+ AA+	2.88 2.71
9128286B1	UNITED STATES TREASURY 2.625 02/15/2029	45,000.00	06/28/2023 3.97%	41,967.77 43,318.87	97.23 3.57%	43,755.48 446.18	1.88% 436.61	Aa1/AA+ AA+	3.13 2.93
91282CFJ5	UNITED STATES TREASURY 3.125 08/31/2029	55,000.00	-- 3.94%	52,838.68 53,544.11	98.31 3.62%	54,071.88 584.00	2.32% 527.76	Aa1/AA+ AA+	3.67 3.38
91282CFT3	UNITED STATES TREASURY 4.0 10/31/2029	35,000.00	01/30/2023 3.64%	35,746.48 35,423.66	101.31 3.63%	35,458.01 239.78	1.52% 34.35	Aa1/AA+ AA+	3.83 3.50
912828YS3	UNITED STATES TREASURY 1.75 11/15/2029	45,000.00	12/29/2022 3.85%	39,332.81 41,811.22	93.39 3.60%	42,024.02 102.24	1.81% 212.79	Aa1/AA+ AA+	3.87 3.68
91282CGQ8	UNITED STATES TREASURY 4.0 02/28/2030	45,000.00	05/28/2025 4.05%	44,906.84 44,918.49	101.27 3.67%	45,573.03 611.60	1.96% 654.55	Aa1/AA+ AA+	4.16 3.75
91282CGS4	UNITED STATES TREASURY 3.625 03/31/2030	45,000.00	04/29/2025 3.80%	44,651.95 44,699.62	99.81 3.67%	44,915.63 416.78	1.93% 216.00	Aa1/AA+ AA+	4.25 3.86

MCWD LADWP Settlement Fund | Account #10992 | As of December 31, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
91282CHF1	UNITED STATES TREASURY 3.75 05/31/2030	45,000.00	11/26/2024 4.24%	43,934.77 44,146.65	100.25 3.69%	45,110.75 148.35	1.94% 964.09	Aa1/AA+ AA+	4.41 4.02
91282CAV3	UNITED STATES TREASURY 0.875 11/15/2030	50,000.00	12/22/2022 3.63%	40,630.86 44,212.61	87.42 3.73%	43,709.00 56.80	1.88% (503.61)	Aa1/AA+ AA+	4.87 4.67
91282CJX0	UNITED STATES TREASURY 4.0 01/31/2031	35,000.00	09/29/2025 3.78%	35,363.67 35,346.14	101.15 3.75%	35,403.31 585.87	1.52% 57.17	Aa1/AA+ AA+	5.08 4.49
91282CKN0	UNITED STATES TREASURY 4.625 04/30/2031	45,000.00	05/31/2024 4.52%	45,265.43 45,204.46	104.09 3.77%	46,840.41 356.46	2.01% 1,635.95	Aa1/AA+ AA+	5.33 4.67
91282CLM1	UNITED STATES TREASURY 3.625 09/30/2031	50,000.00	06/30/2025 3.95%	49,117.19 49,188.73	99.00 3.82%	49,500.00 463.08	2.13% 311.27	Aa1/AA+ AA+	5.75 5.09
91282CLZ2	UNITED STATES TREASURY 4.125 11/30/2031	35,000.00	09/29/2025 3.86%	35,500.39 35,479.51	101.50 3.84%	35,526.37 126.92	1.53% 46.85	Aa1/AA+ AA+	5.91 5.19
91282CNR8	UNITED STATES TREASURY 4.0 07/31/2032	50,000.00	12/29/2025 3.84%	50,451.17 50,450.79	100.52 3.91%	50,261.70 836.96	2.16% (189.09)	Aa1/AA+ AA+	6.58 5.65
91282CFF3	UNITED STATES TREASURY 2.75 08/15/2032	45,000.00	12/27/2022 3.80%	41,199.61 42,387.91	93.21 3.92%	41,946.66 467.43	1.80% (441.25)	Aa1/AA+ AA+	6.62 5.89
91282CNZ0	UNITED STATES TREASURY 3.875 09/30/2032	45,000.00	10/30/2025 3.88%	44,982.42 44,982.85	99.69 3.93%	44,861.13 445.52	1.93% (121.72)	Aa1/AA+ AA+	6.75 5.82
91282CFV8	UNITED STATES TREASURY 4.125 11/15/2032	45,000.00	06/28/2023 3.75%	46,314.84 45,963.01	101.14 3.93%	45,515.03 241.00	1.96% (447.99)	Aa1/AA+ AA+	6.88 5.91
91282CGM7	UNITED STATES TREASURY 3.5 02/15/2033	45,000.00	06/28/2023 3.74%	44,149.22 44,370.92	97.18 3.96%	43,732.62 594.90	1.88% (638.30)	Aa1/AA+ AA+	7.13 6.14
91282CHC8	UNITED STATES TREASURY 3.375 05/15/2033	45,000.00	06/28/2023 3.72%	43,708.01 44,036.38	96.14 3.98%	43,261.52 197.19	1.86% (774.86)	Aa1/AA+ AA+	7.37 6.41
91282CHT1	UNITED STATES TREASURY 3.875 08/15/2033	45,000.00	09/25/2023 4.52%	42,714.84 43,238.83	99.17 4.00%	44,625.60 658.64	1.92% 1,386.77	Aa1/AA+ AA+	7.62 6.44
91282CKQ3	UNITED STATES TREASURY 4.375 05/15/2034	45,000.00	05/29/2024 4.60%	44,194.92 44,323.53	102.19 4.06%	45,986.13 255.61	1.98% 1,662.60	Aa1/AA+ AA+	8.37 6.93
Total US Treasury		**915,000.00**	**3.96%**	**886,264.84 896,703.32**	**98.71 3.80%**	**901,854.80 7,916.46**	**38.76% 5,151.48**		**5.53 4.88**
Total Portfolio		**2,338,665.13**	**4.28%**	**2,272,058.30 2,303,878.38**	**99.24 3.85%**	**2,326,955.86 21,409.17**	**100.00% 23,077.48**		**4.09 3.52**

HOLDINGS REPORT

MCWD LADWP Settlement Fund | Account #10992 | As of December 31, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
Total Market Value + Accrued						**2,348,365.03**			

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
ABS									
47800BAC2	JDOT 2022-C A3 5.09 06/15/2027	34,123.90	10/12/2022 5.15%	34,121.25 34,123.12	100.24 4.16%	34,206.99 77.20	0.28% 83.87	Aaa/NA AAA	1.45 0.24
36271VAD9	GMALT 2025-1 A3 4.66 02/21/2028	50,000.00	02/05/2025 4.66%	49,994.10 49,995.83	100.82 3.88%	50,409.45 71.19	0.41% 413.62	NA/AAA AAA	2.14 0.98
362962AD4	GMALT 2025-2 A3 4.58 05/22/2028	55,000.00	05/20/2025 4.84%	54,999.09 54,999.27	100.90 3.87%	55,493.57 76.97	0.45% 494.30	NA/AAA AAA	2.39 1.18
43814VAC1	HAROT 2025-1 A3 4.57 09/21/2029	90,000.00	02/04/2025 4.57%	89,997.23 89,997.76	101.11 3.88%	90,997.83 114.25	0.74% 1,000.07	NA/AAA AAA	3.72 1.50
096924AD7	BMWOT 2025-A A3 4.56 09/25/2029	75,000.00	02/04/2025 4.56%	74,992.61 74,994.03	101.01 3.82%	75,754.28 57.00	0.62% 760.25	Aaa/AAA NA	3.73 1.27
437921AD1	HAROT 252 A3 4.15 10/15/2029	35,000.00	04/29/2025 4.15%	34,996.09 34,996.66	100.61 3.84%	35,214.10 64.56	0.29% 217.43	Aaa/NA AAA	3.79 1.77
47800UAD8	JDOT 2025-B A3 4.17 12/17/2029	75,000.00	07/10/2025 4.52%	74,982.57 74,984.38	100.78 3.86%	75,585.08 139.00	0.62% 600.69	Aaa/NA AAA	3.96 2.24
362549AD9	GMCAR 2025-2 A3 4.28 04/16/2030	30,000.00	05/06/2025 4.71%	29,995.58 29,996.15	100.76 3.82%	30,227.37 53.50	0.25% 231.22	Aaa/AAA NA	4.29 1.52
92970QAJ4	WFCIT 2025-1 A 4.34 05/15/2030	95,000.00	06/03/2025 4.33%	94,998.42 94,998.60	101.33 3.78%	96,261.13 183.24	0.78% 1,262.53	NA/AAA AAA	4.37 2.21
Total ABS		**539,123.90**	**4.57%**	**539,076.94** **539,085.81**	**100.93** **3.86%**	**544,149.78** **836.91**	**4.43%** **5,063.98**		**3.48** **1.56**
AGENCY									
3133EPZY4	FEDERAL FARM CREDIT BANKS FUNDING CORP 5.0 07/30/2026	150,000.00	10/30/2023 5.01%	149,938.50 149,987.12	100.73 3.71%	151,089.90 3,145.83	1.23% 1,102.78	Aa1/AA+ AA+	0.58 0.56
3133EPDJ1	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.375 09/15/2027	150,000.00	03/28/2023 3.90%	152,874.00 151,096.03	101.42 3.50%	152,132.70 1,932.29	1.24% 1,036.67	Aa1/AA+ AA+	1.71 1.61
3130ATUS4	FEDERAL HOME LOAN BANKS 4.25 12/10/2027	400,000.00	12/22/2022 3.88%	406,616.00 402,589.35	101.44 3.47%	405,767.20 991.67	3.31% 3,177.85	Aa1/AA+ AA+	1.94 1.85
3130ATS57	FEDERAL HOME LOAN BANKS 4.5 03/10/2028	150,000.00	02/24/2023 4.32%	151,242.00 150,539.91	102.09 3.50%	153,135.90 2,081.25	1.25% 2,595.99	Aa1/AA+ AA+	2.19 2.05
880591EZ1	TENNESSEE VALLEY AUTHORITY 3.875 03/15/2028	155,000.00	03/30/2023 3.97%	154,319.55 154,697.91	100.71 3.54%	156,095.39 1,768.51	1.27% 1,397.47	Aa1/AA+ AA+	2.21 2.07

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
3130AWTR1	FEDERAL HOME LOAN BANKS 4.375 09/08/2028	140,000.00	09/25/2023 4.68%	138,147.80 138,995.57	102.14 3.53%	142,994.60 1,922.57	1.16% 3,999.03	Aa1/AA+ AA+	2.69 2.49
3130AXQK7	FEDERAL HOME LOAN BANKS 4.75 12/08/2028	155,000.00	01/29/2024 4.05%	159,701.15 157,840.83	103.05 3.64%	159,728.59 470.38	1.30% 1,887.75	Aa1/AA+ AA+	2.94 2.72
3130B1BC0	FEDERAL HOME LOAN BANKS 4.625 06/08/2029	220,000.00	07/30/2024 4.10%	225,020.40 223,550.81	103.29 3.60%	227,227.88 650.07	1.85% 3,677.07	Aa1/AA+ AA+	3.44 3.15
3130AGUW3	FEDERAL HOME LOAN BANKS 2.125 09/14/2029	125,000.00	07/28/2023 4.32%	110,350.00 116,145.82	94.47 3.74%	118,081.25 789.50	0.96% 1,935.43	Aa1/AA+ AA+	3.70 3.49
3133EN7B0	FEDERAL FARM CREDIT BANKS FUNDING CORP 3.75 01/25/2030	150,000.00	02/27/2023 4.36%	144,549.00 146,791.62	99.78 3.81%	149,673.30 2,437.50	1.22% 2,881.68	Aa1/AA+ AA+	4.07 3.68
3133ENGS3	FEDERAL FARM CREDIT BANKS FUNDING CORP 1.625 12/09/2031	150,000.00	02/27/2023 4.33%	120,642.00 130,147.18	88.25 3.86%	132,372.30 148.96	1.08% 2,225.12	Aa1/AA+ AA+	5.94 5.55
3133END64	FEDERAL FARM CREDIT BANKS FUNDING CORP 3.25 07/28/2032	150,000.00	10/30/2023 5.25%	129,204.00 134,368.81	95.78 3.99%	143,671.05 2,071.88	1.17% 9,302.24	Aa1/AA+ AA+	6.57 5.76
3133EPCJ2	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.375 03/03/2033	150,000.00	03/28/2023 4.17%	152,479.50 151,789.72	101.80 4.08%	152,695.95 2,151.04	1.24% 906.23	Aa1/AA+ AA+	7.17 6.03
3130AV4X7	FEDERAL HOME LOAN BANKS 4.375 03/11/2033	135,000.00	04/27/2023 4.11%	137,884.95 137,101.49	102.07 4.04%	137,787.89 1,804.69	1.12% 686.39	Aa1/AA+ AA+	7.19 6.06
3130AVWG3	FEDERAL HOME LOAN BANKS 4.0 06/10/2033	125,000.00	07/28/2023 4.45%	120,507.50 121,611.29	99.42 4.09%	124,278.75 291.67	1.01% 2,667.46	Aa1/AA+ AA+	7.44 6.36
880591FB3	TENNESSEE VALLEY AUTHORITY 4.375 08/01/2034	225,000.00	08/29/2024 4.24%	227,493.00 227,156.52	100.92 4.25%	227,064.83 4,101.56	1.85% (91.69)	Aa1/AA+ AA+	8.58 6.98
Total Agency		**2,730,000.00**	**4.27%**	**2,680,969.35 2,694,409.99**	**100.27 3.75%**	**2,733,797.46 26,759.36**	**22.27% 39,387.47**		**4.09 3.61**
AGENCY CMBS									
3137FEZU7	FHMS K-076 A2 3.9 04/25/2028	275,000.00	06/12/2025 4.16%	272,701.17 273,147.85	100.11 3.76%	275,294.53 893.75	2.24% 2,146.67	Aa1/AA+ AAA	2.32 2.09
3137FJXV6	FHMS K-083 A2 4.05 09/25/2028	235,000.00	05/28/2025 4.31%	232,778.51 233,181.74	100.46 3.80%	236,072.31 793.13	1.92% 2,890.57	Aa1/AA+ AAA	2.74 2.53
Total Agency CMBS		**510,000.00**	**4.23%**	**505,479.68 506,329.59**	**100.27 3.77%**	**511,366.83 1,686.88**	**4.17% 5,037.24**		**2.51 2.29**

HOLDINGS REPORT

MCWD Long Term Reserves | Account #11043 | As of December 31, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
AGENCY MBS									
3138YDAS8	FN AY0016 2.5 01/01/2030	4,962.49	09/01/2015 2.16%	5,046.80 4,984.55	97.59 3.89%	4,842.77 10.34	0.04% (141.77)	Aa1/AA+ AA+	4.00 1.64
31307PEF2	FH J32834 2.5 09/01/2030	5,954.77	10/14/2015 2.08%	6,098.91 5,997.55	97.10 4.08%	5,782.20 12.41	0.05% (215.35)	Aa1/AA+ AA+	4.67 1.80
31307PNB1	FH J33086 3.0 11/01/2030	6,847.95	11/12/2015 2.38%	7,080.08 6,917.87	98.41 3.87%	6,738.78 17.12	0.05% (179.09)	Aa1/AA+ AA+	4.84 1.75
Total Agency MBS		**17,765.20**	**2.22%**	**18,225.79** **17,899.97**	**97.74** **3.94%**	**17,363.76** **39.86**	**0.14%** **(536.21)**		**4.55** **1.74**
CASH									
CCYUSD	Receivable	129.31	--	129.31 129.31	1.00	129.31 0.00	0.00% 0.00	Aaa/AAA AAA	0.00 0.00
Total Cash		**129.31**		**129.31** **129.31**	**1.00**	**129.31** **0.00**	**0.00%** **0.00**		**0.00** **0.00**
CORPORATE									
023135BX3	AMAZON.COM INC 1.0 05/12/2026	100,000.00	02/24/2023 4.91%	88,534.00 98,715.10	99.02 3.74%	99,022.10 136.11	0.81% 307.00	A1/AA AA-	0.36 0.36
02665WDZ1	AMERICAN HONDA FINANCE CORP 1.3 09/09/2026	225,000.00	05/02/2022 3.60%	204,063.75 221,692.89	98.21 3.96%	220,979.93 910.00	1.80% (712.96)	A3/A- A	0.69 0.67
26444HAC5	DUKE ENERGY FLORIDA LLC 3.2 01/15/2027	150,000.00	-- 5.03%	143,059.50 147,367.75	99.44 3.75%	149,164.20 2,213.33	1.21% 1,796.45	A1/A NA	1.04 0.99
808513BY0	CHARLES SCHWAB CORP 2.45 03/03/2027	100,000.00	02/24/2023 5.03%	90,744.00 97,306.66	98.42 3.84%	98,422.30 803.06	0.80% 1,115.64	A2/A- A	1.17 1.13
89236TJZ9	TOYOTA MOTOR CREDIT CORP 3.05 03/22/2027	150,000.00	-- 5.04%	140,233.00 146,700.49	99.14 3.78%	148,703.55 1,258.13	1.21% 2,003.06	A1/A+ A+	1.22 1.18
46647PCB0	JPMORGAN CHASE & CO 1.578 04/22/2027	150,000.00	-- 5.79%	134,920.00 148,314.08	99.25 4.49%	148,875.00 453.68	1.21% 560.92	A1/A AA-	1.31 0.30
665859AW4	NORTHERN TRUST CORP 4.0 05/10/2027	250,000.00	06/27/2022 3.98%	250,232.50 250,061.91	100.33 3.75%	250,815.50 1,416.67	2.04% 753.59	A2/A+ A+	1.36 1.22
91324PEG3	UNITEDHEALTH GROUP INC 3.7 05/15/2027	150,000.00	-- 4.96%	143,654.00 147,672.93	99.82 3.84%	149,724.00 709.17	1.22% 2,051.07	A2/A+ A	1.37 1.32

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
927804GH1	VIRGINIA ELECTRIC AND POWER CO 3.75 05/15/2027	150,000.00	-- 5.05%	144,529.00 147,559.21	99.81 3.89%	149,709.15 718.75	1.22% 2,149.94	A3/BBB+ A	1.37 1.32
24422EWR6	JOHN DEERE CAPITAL CORP 4.75 01/20/2028	150,000.00	-- 4.93%	149,013.00 149,510.41	101.92 3.77%	152,872.80 3,186.46	1.25% 3,362.39	A1/A A+	2.05 1.90
69371RS80	PACCAR FINANCIAL CORP 4.6 01/31/2029	140,000.00	-- 4.68%	139,587.80 139,713.50	101.84 3.96%	142,569.84 2,701.22	1.16% 2,856.34	A1/A+ NA	3.08 2.80
61747YFA8	MORGAN STANLEY 5.123 02/01/2029	150,000.00	03/28/2025 4.64%	151,897.50 151,392.48	102.08 4.50%	153,124.95 3,201.88	1.25% 1,732.47	A1/A- A+	3.09 1.92
17275RBR2	CISCO SYSTEMS INC 4.85 02/26/2029	150,000.00	-- 4.91%	149,610.50 149,739.03	102.64 3.95%	153,961.80 2,526.04	1.25% 4,222.77	A1/AA- NA	3.16 2.79
14913UAJ9	CATERPILLAR FINANCIAL SERVICES CORP 4.85 02/27/2029	150,000.00	05/29/2025 4.40%	152,280.00 151,920.26	102.75 3.91%	154,126.50 2,505.83	1.26% 2,206.24	A2/A A+	3.16 2.86
09290DAA9	BLACKROCK INC 4.7 03/14/2029	150,000.00	-- 4.78%	149,495.50 149,657.33	102.22 3.95%	153,333.30 2,095.42	1.25% 3,675.97	Aa3/AA- NA	3.20 2.84
437076DC3	HOME DEPOT INC 4.75 06/25/2029	150,000.00	07/30/2024 4.58%	151,063.50 150,749.71	102.52 3.97%	153,786.60 118.75	1.25% 3,036.89	A2/A A	3.48 3.12
025816EJ4	AMERICAN EXPRESS CO 4.351 07/20/2029	150,000.00	08/26/2025 4.19%	150,640.50 150,563.62	100.73 4.18%	151,094.40 2,828.15	1.23% 530.78	A2/A- A	3.55 2.35
171239AL0	CHUBB INA HOLDINGS LLC 4.65 08/15/2029	150,000.00	10/30/2024 4.52%	150,816.00 150,613.19	102.21 3.99%	153,313.65 2,635.00	1.25% 2,700.46	A2/A A	3.62 3.19
06051GHQ5	BANK OF AMERICA CORP 3.974 02/07/2030	155,000.00	11/25/2025 4.33%	154,339.70 154,355.20	99.44 4.40%	154,127.20 2,463.88	1.26% (228.00)	A1/A- AA-	4.10 2.84
931142FN8	WALMART INC 4.35 04/28/2030	150,000.00	04/29/2025 4.13%	151,464.00 151,263.14	101.58 3.95%	152,366.55 1,141.88	1.24% 1,103.41	Aa2/AA AA	4.32 3.82
58933YBQ7	MERCK & CO INC 4.15 09/15/2030	160,000.00	12/29/2025 3.99%	161,059.20 161,057.95	100.36 4.06%	160,569.28 2,065.78	1.31% (488.67)	Aa3/A+ NA	4.71 4.11
Total Corporate		**3,230,000.00**	**4.58%**	**3,151,236.95** **3,215,926.82**	**100.66** **3.98%**	**3,250,662.59** **36,089.16**	**26.48%** **34,735.77**		**2.45** **2.05**
MONEY MARKET FUND									
31846V203	FIRST AMER:GVT OBLG Y	37,498.45	-- 3.38%	37,498.45 37,498.45	1.00 3.38%	37,498.45 0.00	0.31% 0.00	Aaa/AAAm AAA	0.00 0.00

HOLDINGS REPORT

MCWD Long Term Reserves | Account #11043 | As of December 31, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
Total Money Market Fund		**37,498.45**	**3.38%**	**37,498.45** **37,498.45**	**1.00** **3.38%**	**37,498.45** **0.00**	**0.31%** **0.00**		**0.00** **0.00**
US TREASURY									
91282CEF4	UNITED STATES TREASURY 2.5 03/31/2027	165,000.00	-- 3.64%	157,046.48 162,843.28	98.76 3.53%	162,956.81 1,053.91	1.33% 113.52	Aa1/AA+ AA+	1.25 1.20
91282CHE4	UNITED STATES TREASURY 3.625 05/31/2028	145,000.00	05/29/2024 4.69%	139,443.55 141,651.69	100.26 3.51%	145,379.47 462.09	1.18% 3,727.77	Aa1/AA+ AA+	2.42 2.28
9128285M8	UNITED STATES TREASURY 3.125 11/15/2028	50,000.00	-- 4.34%	47,250.39 48,453.11	98.88 3.54%	49,441.40 202.87	0.40% 988.29	Aa1/AA+ AA+	2.88 2.71
912810FG8	UNITED STATES TREASURY 5.25 02/15/2029	205,000.00	05/29/2024 4.51%	211,326.17 209,191.73	105.17 3.48%	215,602.40 4,065.18	1.76% 6,410.66	Aa1/AA+ AA+	3.13 2.82
9128286B1	UNITED STATES TREASURY 2.625 02/15/2029	250,000.00	10/31/2024 4.22%	234,453.13 238,686.88	97.23 3.57%	243,086.00 2,478.77	1.98% 4,399.12	Aa1/AA+ AA+	3.13 2.93
91282CFJ5	UNITED STATES TREASURY 3.125 08/31/2029	190,000.00	-- 3.85%	182,715.23 185,563.97	98.31 3.62%	186,793.75 2,017.44	1.52% 1,229.78	Aa1/AA+ AA+	3.67 3.38
91282CFL0	UNITED STATES TREASURY 3.875 09/30/2029	220,000.00	-- 3.97%	219,357.81 219,315.24	100.86 3.62%	221,899.26 2,178.09	1.81% 2,584.02	Aa1/AA+ AA+	3.75 3.42
91282CFT3	UNITED STATES TREASURY 4.0 10/31/2029	220,000.00	-- 4.28%	216,925.78 217,954.41	101.31 3.63%	222,878.92 1,507.18	1.82% 4,924.51	Aa1/AA+ AA+	3.83 3.50
912828YS3	UNITED STATES TREASURY 1.75 11/15/2029	170,000.00	10/30/2023 4.82%	142,906.25 152,641.34	93.39 3.60%	158,757.39 386.26	1.29% 6,116.05	Aa1/AA+ AA+	3.87 3.68
91282CGQ8	UNITED STATES TREASURY 4.0 02/28/2030	220,000.00	-- 4.02%	220,296.88 219,869.84	101.27 3.67%	222,801.48 2,990.06	1.81% 2,931.64	Aa1/AA+ AA+	4.16 3.75
91282CGS4	UNITED STATES TREASURY 3.625 03/31/2030	240,000.00	04/29/2025 3.80%	238,143.75 238,398.00	99.81 3.67%	239,550.00 2,222.80	1.95% 1,152.00	Aa1/AA+ AA+	4.25 3.86
91282CHF1	UNITED STATES TREASURY 3.75 05/31/2030	235,000.00	11/26/2024 4.24%	229,437.11 230,543.60	100.25 3.69%	235,578.34 774.73	1.92% 5,034.73	Aa1/AA+ AA+	4.41 4.02
91282CAV3	UNITED STATES TREASURY 0.875 11/15/2030	150,000.00	02/27/2023 3.94%	119,683.59 130,854.49	87.42 3.73%	131,127.00 170.41	1.07% 272.51	Aa1/AA+ AA+	4.87 4.67
91282CJX0	UNITED STATES TREASURY 4.0 01/31/2031	180,000.00	09/29/2025 3.78%	181,870.31 181,780.15	101.15 3.75%	182,074.14 3,013.04	1.48% 293.99	Aa1/AA+ AA+	5.08 4.49

HOLDINGS REPORT

MCWD Long Term Reserves | Account #11043 | As of December 31, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
912810FP8	UNITED STATES TREASURY 5.375 02/15/2031	200,000.00	11/29/2023 4.23%	214,132.81 210,038.91	107.51 3.75%	215,023.40 4,060.46	1.75% 4,984.49	Aa1/AA+ AA+	5.13 4.40
91282CKN0	UNITED STATES TREASURY 4.625 04/30/2031	215,000.00	05/31/2024 4.52%	216,268.17 215,976.87	104.09 3.77%	223,793.07 1,703.07	1.82% 7,816.20	Aa1/AA+ AA+	5.33 4.67
91282CLZ2	UNITED STATES TREASURY 4.125 11/30/2031	180,000.00	09/29/2025 3.86%	182,573.44 182,466.07	101.50 3.84%	182,707.02 652.75	1.49% 240.95	Aa1/AA+ AA+	5.91 5.19
91282CEP2	UNITED STATES TREASURY 2.875 05/15/2032	190,000.00	-- 3.78%	177,392.97 180,807.45	94.29 3.90%	179,149.29 709.22	1.46% (1,658.16)	Aa1/AA+ AA+	6.37 5.71
91282CNR8	UNITED STATES TREASURY 4.0 07/31/2032	250,000.00	12/29/2025 3.84%	252,255.86 252,253.98	100.52 3.91%	251,308.50 4,184.78	2.05% (945.48)	Aa1/AA+ AA+	6.58 5.65
91282CFF3	UNITED STATES TREASURY 2.75 08/15/2032	250,000.00	10/31/2024 4.30%	224,638.67 228,445.10	93.21 3.92%	233,037.00 2,596.81	1.90% 4,591.90	Aa1/AA+ AA+	6.62 5.89
91282CNZ0	UNITED STATES TREASURY 3.875 09/30/2032	160,000.00	10/30/2025 3.88%	159,937.50 159,939.03	99.69 3.93%	159,506.24 1,584.07	1.30% (432.79)	Aa1/AA+ AA+	6.75 5.82
91282CFV8	UNITED STATES TREASURY 4.125 11/15/2032	220,000.00	05/29/2024 4.61%	212,540.63 213,942.73	101.14 3.93%	222,517.90 1,178.25	1.81% 8,575.17	Aa1/AA+ AA+	6.88 5.91
91282CGM7	UNITED STATES TREASURY 3.5 02/15/2033	220,000.00	-- 3.80%	215,178.90 216,119.36	97.18 3.96%	213,803.92 2,908.42	1.74% (2,315.44)	Aa1/AA+ AA+	7.13 6.14
91282CHC8	UNITED STATES TREASURY 3.375 05/15/2033	250,000.00	-- 4.52%	228,316.41 232,933.09	96.14 3.98%	240,341.75 1,095.48	1.96% 7,408.66	Aa1/AA+ AA+	7.37 6.41
91282CHT1	UNITED STATES TREASURY 3.875 08/15/2033	225,000.00	-- 4.46%	214,743.16 216,941.68	99.17 4.00%	223,128.00 3,293.22	1.82% 6,186.32	Aa1/AA+ AA+	7.62 6.44
91282CKQ3	UNITED STATES TREASURY 4.375 05/15/2034	215,000.00	05/29/2024 4.60%	211,153.51 211,767.98	102.19 4.06%	219,711.51 1,221.25	1.79% 7,943.53	Aa1/AA+ AA+	8.37 6.93
Total US Treasury		**5,215,000.00**	**4.18%**	**5,049,988.47 5,099,379.98**	**99.52 3.77%**	**5,181,953.94 48,710.60**	**42.21% 82,573.96**		**5.18 4.57**
Total Portfolio		**12,279,516.85**	**4.32%**	**11,982,604.94 12,110,659.91**	**99.78 3.82%**	**12,276,922.12 114,122.77**	**100.00% 166,262.21**		**4.01 3.44**
Total Market Value + Accrued						**12,391,044.89**			

CHANDLER ASSET MANAGEMENT

TRANSACTIONS

TRANSACTION LEDGER

Mammoth Community Water District | Account #10652|10/01/2025 Through 12/31/2025|

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
ACQUISITIONS										
Purchase	10/10/2025	3137FX3Q9	350,000.00	FHMS K-117 A2 1.406 08/25/2030	88.746	4.01%	(310,611.32)	(123.03)	(310,734.35)	0.00
Purchase	10/21/2025	38141GD27	110,000.00	GOLDMAN SACHS GROUP INC 4.153 10/21/2029	100.000	4.37%	(110,000.00)	0.00	(110,000.00)	0.00
Purchase	10/22/2025	38141GD27	100,000.00	GOLDMAN SACHS GROUP INC 4.153 10/21/2029	100.061	4.13%	(100,061.00)	(11.54)	(100,072.54)	0.00
Purchase	11/05/2025	24422EYF0	200,000.00	JOHN DEERE CAPITAL CORP 4.375 10/15/2030	100.692	4.22%	(201,384.00)	(486.11)	(201,870.11)	0.00
Purchase	11/17/2025	30303MAB8	250,000.00	META PLATFORMS INC 4.2 11/15/2030	100.400	4.11%	(251,000.00)	(408.33)	(251,408.33)	0.00
Purchase	12/09/2025	91282CPN5	300,000.00	UNITED STATES TREASURY 3.5 11/30/2030	98.805	3.77%	(296,414.06)	(259.62)	(296,673.68)	0.00
Purchase	12/11/2025	3137FNAE0	250,000.00	FHMS K-095 A2 2.785 06/25/2029	96.285	3.92%	(240,712.89)	(193.40)	(240,906.29)	0.00
Total Purchase			**1,560,000.00**				**(1,510,183.27)**	**(1,482.03)**	**(1,511,665.30)**	**0.00**
TOTAL ACQUISITIONS			**1,560,000.00**				**(1,510,183.27)**	**(1,482.03)**	**(1,511,665.30)**	**0.00**
DISPOSITIONS										
Maturity	10/01/2025	89115DAX4	(346,000.00)	Toronto-Dominion Bank - New York Branch 4.5 10/01/2025	100.000	4.40%	346,000.00	0.00	346,000.00	(0.00)
Maturity	10/28/2025	459058JL8	(400,000.00)	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 0.5 10/28/2025	100.000	0.61%	400,000.00	0.00	400,000.00	0.00
Maturity	10/31/2025	91282CAT8	(370,000.00)	UNITED STATES TREASURY 0.25 10/31/2025	100.000	0.75%	370,000.00	0.00	370,000.00	0.00

TRANSACTION LEDGER

Mammoth Community Water District | Account #10652|10/01/2025 Through 12/31/2025|

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Maturity	11/03/2025	62479LY33	(400,000.00)	MUFG Bank, Ltd., New York Branch 11/03/2025	100.000	4.40%	400,000.00	0.00	400,000.00	0.00
Total Maturity			**(1,516,000.00)**				**1,516,000.00**	**0.00**	**1,516,000.00**	**(0.00)**
Sale	10/16/2025	91282CAT8	(30,000.00)	UNITED STATES TREASURY 0.25 10/31/2025	99.844	0.75%	29,953.13	34.44	29,987.57	(40.76)
Sale	10/22/2025	713448FW3	(100,000.00)	PEPSICO INC 5.125 11/10/2026	101.285	4.10%	101,285.00	2,306.25	103,591.25	337.12
Sale	11/05/2025	24422EXF1	(200,000.00)	JOHN DEERE CAPITAL CORP 4.5 01/08/2027	100.682	4.06%	201,364.00	2,925.00	204,289.00	399.37
Sale	11/19/2025	084670BS6	(200,000.00)	BERKSHIRE HATHAWAY INC 3.125 03/15/2026	99.693	3.39%	199,386.00	1,111.11	200,497.11	(456.98)
Total Sale			**(530,000.00)**				**531,988.13**	**6,376.80**	**538,364.93**	**238.76**
TOTAL DISPOSITIONS			**(2,046,000.00)**				**2,047,988.13**	**6,376.80**	**2,054,364.93**	**238.75**

TRANSACTION LEDGER

MCWD LADWP Settlement Fund | Account #10992|10/01/2025 Through 12/31/2025|

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
ACQUISITIONS										
Purchase	10/31/2025	91282CNZ0	45,000.00	UNITED STATES TREASURY 3.875 09/30/2032	99.961	3.88%	(44,982.42)	(148.51)	(45,130.93)	0.00
Purchase	11/26/2025	06051GHQ5	30,000.00	BANK OF AMERICA CORP 3.974 02/07/2030	99.574	4.33%	(29,872.20)	(360.97)	(30,233.17)	0.00
Purchase	12/30/2025	58933YBQ7	30,000.00	MERCK & CO INC 4.15 09/15/2030	100.662	3.99%	(30,198.60)	(383.88)	(30,582.48)	0.00
Purchase	12/30/2025	91282CNR8	50,000.00	UNITED STATES TREASURY 4.0 07/31/2032	100.902	3.84%	(50,451.17)	(826.09)	(51,277.26)	0.00
Total Purchase			**155,000.00**				**(155,504.39)**	**(1,719.45)**	**(157,223.84)**	**0.00**
TOTAL ACQUISITIONS			**155,000.00**				**(155,504.39)**	**(1,719.45)**	**(157,223.84)**	**0.00**
DISPOSITIONS										
Sale	10/31/2025	9128284N7	(35,000.00)	UNITED STATES TREASURY 2.875 05/15/2028	98.266	4.23%	34,392.97	462.11	34,855.08	474.95
Sale	11/26/2025	3133EN5E6	(40,000.00)	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.0 12/29/2025	99.966	4.29%	39,986.40	653.33	40,639.73	(3.94)
Sale	12/30/2025	9128284V9	(40,000.00)	UNITED STATES TREASURY 2.875 08/15/2028	98.457	4.71%	39,382.81	428.13	39,810.94	1,113.47
Sale	12/30/2025	9128285M8	(20,000.00)	UNITED STATES TREASURY 3.125 11/15/2028	98.961	3.80%	19,792.19	77.69	19,869.88	137.81
Total Sale			**(135,000.00)**				**133,554.37**	**1,621.26**	**135,175.63**	**1,722.29**
TOTAL DISPOSITIONS			**(135,000.00)**				**133,554.37**	**1,621.26**	**135,175.63**	**1,722.29**

TRANSACTION LEDGER

MCWD Long Term Reserves | Account #11043|10/01/2025 Through 12/31/2025|

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
ACQUISITIONS										
Purchase	10/31/2025	91282CNZ0	160,000.00	UNITED STATES TREASURY 3.875 09/30/2032	99.961	3.88%	(159,937.50)	(528.02)	(160,465.52)	0.00
Purchase	11/26/2025	06051GHQ5	155,000.00	BANK OF AMERICA CORP 3.974 02/07/2030	99.574	4.33%	(154,339.70)	(1,865.02)	(156,204.72)	0.00
Purchase	12/30/2025	58933YBQ7	160,000.00	MERCK & CO INC 4.15 09/15/2030	100.662	3.99%	(161,059.20)	(2,047.33)	(163,106.53)	0.00
Purchase	12/30/2025	91282CNR8	250,000.00	UNITED STATES TREASURY 4.0 07/31/2032	100.902	3.84%	(252,255.86)	(4,130.43)	(256,386.29)	0.00
Total Purchase			**725,000.00**				**(727,592.26)**	**(8,570.80)**	**(736,163.06)**	**0.00**
TOTAL ACQUISITIONS			**725,000.00**				**(727,592.26)**	**(8,570.80)**	**(736,163.06)**	**0.00**
DISPOSITIONS										
Sale	10/31/2025	91282CFM8	(100,000.00)	UNITED STATES TREASURY 4.125 09/30/2027	100.945	4.51%	100,945.31	351.30	101,296.61	1,630.58
Sale	11/26/2025	91282CEF4	(110,000.00)	UNITED STATES TREASURY 2.5 03/31/2027	98.617	3.64%	108,478.91	430.63	108,909.54	30.73
Sale	12/30/2025	9128284V9	(200,000.00)	UNITED STATES TREASURY 2.875 08/15/2028	98.457	4.00%	196,914.06	2,140.63	199,054.69	2,228.87
Sale	12/30/2025	9128285M8	(200,000.00)	UNITED STATES TREASURY 3.125 11/15/2028	98.961	4.34%	197,921.88	776.93	198,698.81	4,121.22
Total Sale			**(610,000.00)**				**604,260.16**	**3,699.49**	**607,959.65**	**8,011.40**
TOTAL DISPOSITIONS			**(610,000.00)**				**604,260.16**	**3,699.49**	**607,959.65**	**8,011.40**

IMPORTANT DISCLOSURES

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Fixed income investments are subject to interest, credit and market risk. Interest rate risk: the value of fixed income investments will decline as interest rates rise. Credit risk: the possibility that the borrower may not be able to repay interest and principal. Low rated bonds generally have to pay higher interest rates to attract investors willing to take on greater risk. Market risk: the bond market in general could decline due to economic conditions, especially during periods of rising interest rates.

Ratings information have been provided by Moody's, S&P and Fitch through data feeds we believe to be reliable as of the date of this statement, however we cannot guarantee its accuracy.

Security level ratings for U.S. Agency issued mortgage-backed securities ("MBS") reflect the issuer rating because the securities themselves are not rated. The issuing U.S. Agency guarantees the full and timely payment of both principal and interest.

PERIODIC TABLE OF ASSET CLASS RETURNS DISCLOSURES

- **US Small Cap Stocks – Morgan Stanley Capital International (MSCI) Small Cap 1750** – The MSCI Small Cap 1750 is a market capitalization weighted index that measures the performance of small capitalization U.S. stocks.

- **US Mid Cap Stocks – Morgan Stanley Capital International (MSCI) Mid Cap 450** – The MSCI Mid Cap 450 is a market capitalization weighted index that measures the performance of mid-capitalization U.S. stocks.

- **US Large Cap Stocks – Standard & Poor's 500** – The S&P 500 is a market value weighted index of 500 large capitalization stocks. The 500 companies included in the index capture approximately 80% of available U.S. market capitalization.

- **International Stocks – Morgan Stanley Capital International (MSCI) EAFE** – The MSCI EAFE International Equity Index is a market capitalization weighted index that captures international equity performance of large and mid-cap stocks in the developed stock markets of Europe, Australasia, and the Far East.

- **Emerging Market Stocks – Morgan Stanley Capital International (MSCI) Emerging Markets** – The MSCI Emerging Markets Index is a market capitalization weighted index that captures equity performance of large and mid-cap stocks across emerging market countries.

- **U.S. Real Estate – Morgan Stanley Capital International (MSCI) REIT** – The MSCI US REIT Index is a free float-adjusted market capitalization index that is comprised of equity REITs. It represents about 99% of the US REIT universe and securities are classified in the REIT sector according to the Global Industry Classification Standard (GICS®). It excludes Mortgage REITs and selected Specialized REITs.

- **International Real Estate – S&P Developed Ex-US Property** – The S&P Developed Ex-US Property Index is a market capitalization weighted index that captures the performance of a universe of publicly traded property companies based in developing countries outside of the US. The companies included are engaged in real estate related activities, such as property ownership, management, development, rental and investment.

- **US Core Bonds – ICE BofA US Corporate, Government, Mortgage** – The ICE BofA US Corporate, Government, Mortgage index is a broad measure of US investment grade bond performance, including US Treasuries, agencies, investment-grade corporates and mortgage securities.

- **US High Yield Bonds – ICE BofA US High Yield** – The ICE BofA High Yield Bond Index measures the market of USD-denominated, non-investment grade, fixed-rate, taxable corporate bonds.

- **International Bonds – Bloomberg Barclays Global Aggregate ex-USD Total Return Index Value Unhedged USD** – Index from 2/1/2013 – current. This index measures the performance of global investment grade debt from 24 local currency markets. This multi- currency benchmark includes treasury, government-related, corporate and securitized fixed-rate bonds from both developed and emerging markets issuers. S&P Citigroup International Govt Bond – Index from 1/1/2009 – 1/31/2013. This index measures the performance of sovereign bonds of non-U.S. developed countries.

- **Diversified Commodities – S&P GSCI Commodity Index** – The S&P GSCI Commodity Index is a world production-weighted measure of general commodity price movements and inflation in the world economy. It consists of a basket of physical commodity futures contracts.

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BENCHMARK DISCLOSURES

Benchmark	Disclosure
ICE BofA 0-5 Yr US Treasury Index	The ICE BofA 0-5 Year US Treasury Index tracks the performance of US Dollar denominated Sovereign debt publicly issued by the US government in its domestic market with maturities less than five years. Qualifying securities must have at least 18 months to maturity at point of issuance, at least one month and less than five years remaining term to final maturity, a fixed coupon schedule and a minimum amount outstanding of $1 billion.
ICE BofA 1-10 Yr Unsubordinated US Treasury & Agency Index	The ICE BofA 1-10 Year Unsubordinated US Treasury & Agency Index tracks the performance of US dollar denominated US Treasury and nonsubordinated US agency debt issued in the US domestic market. Qualifying securities must have an investment grade rating (based on an average of Moody's, S&P and Fitch). Qualifying securities must have at least one year remaining term to final maturity and less than ten years remaining term to final maturity, at least 18 months to maturity at time of issuance, a fixed coupon schedule, and a minimum amount outstanding of $1 billion for sovereigns and $250 million for agencies.