



# Utica Regular Board Meeting

April 28, 2026



## Order of Business

1. Call to Order / Pledge of Allegiance
2. Roll Call



## Item 3 – Approval of Agenda



## Approval of Agenda

Motion to approve agenda



## Item 4 – Public Comment



## Public Comment

- Comments are limited to three minutes per speaker.
- Members of the public may address the Board on any item not listed on the Agenda.
  - Public comment on agenda items will be heard at the time the item is considered by the Board.
- The public is encouraged to work with staff to put future items on a regular meeting agenda for Board consideration.



## Item 5 – Consent Calendar



## Consent Calendar

Motion to approve the consent calendar



## Item 6A – Public Hearing



## AB 2561 Addressing Vacancies for Public Sector Employers



## Legislative Intent of AB 2561

- Effective January 1, 2025, public employers are required to disclose the status of vacancies and recruitment/retention efforts
- AB 2561 is designed to foster transparency about the number and types of vacancies public agencies are experiencing, and how public agencies conduct recruitment, job vacancies, and staff efforts to address them.
- Long-term or position-specific vacancies in local government can be a problem in the public sector affecting occupation wage levels and educational requirements
- High vacancies impact public service delivery and other workers

## Requirements of AB 2561

- Hold an annual public hearing prior to budget adoption
- Present status of vacancies
- Describe recruitment and retention efforts
- Identify obstacles in the hiring process
- Recognized employee organization may present at the hearing

## Utica Water and Power Authority Calendar Year 2025: Staffing

- Total authorized full-time positions: 9
  - Total authorized part-time positions: 1
  - Number of vacancies: 0
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- Temporary full-time employees are excluded. These temporary positions are filled to complete the annual maintenance outage, and employment is terminated when the maintenance is complete.

## Utica Water and Power Authority: Recruitment

Utica allocates a small budget each fiscal year to support recruitment efforts as needed. When a vacancy arises, the position is promptly posted on the Authority's website and shared through its official social media accounts to maximize visibility.

## Utica Water and Power Authority Calendar Year 2025: Recruitment

### General Manager:

- Opening Date – July 28, 2025
- Candidates Interviewed – 5
- Conditional offers made – 1
- Position Filled – December 23, 2025

## Utica Water and Power Authority: Challenges

- Rural location limits the size of the applicant pool, especially for specialized/technical positions.
- Compensation levels lower than regional standards
- Remote or hybrid work options are not available

## Utica Water and Power Authority: Employee Retention

The Authority offers a variety of incentives and structured benefits designed to promote long-term employment and career development.

These include:

- A clearly defined salary schedule with step increases to support career growth within the organization
- Generous PTO policy to support work-life balance that increases with years of service
- CalPERS Retirement
- Health Benefits for full-time employees
- Longevity pay for continued service
- Additional pay for certain certifications

## Public Comment

- The Chair will now invite members of the public to comment on this item.
  - Each speaker will have three minutes.
  - The speaker may state their name for the record, or choose to remain anonymous.

## Close Public Hearing

- With no further comments from the public. The public hearing is now closed.

## Board Discussion

- Questions
- Comments
- Direction for staff?



## Item 7A – FY 2024-2025 Financial Audit



## FY 24-25 Financial Audit

Motion to accept and file the financial audit for fiscal year 2024-2025, as presented.



## Item 7B – Irrigation Contractor Addendums



### Irrigation Rates

- Annual Fees:
  - Administration: \$374.00
  - Operations and Maintenance: \$216.00
  - Meter Replacement Fee: \$100.00
- On-Season Water per Acre-Foot (May 1 – Oct 31)
  - Above MPH: \$71.24
  - Below MPH: \$29.62
- Off-Season Water per Acre-Foot (Nov 1\* – April 30)
  - Above MPH: \$92.61
  - Below MPH: \$38.51

\*Water is typically not available in November due to annual maintenance outage.

# Irrigation Contractor Addendums

Motion to approve the addendums to irrigation contractor agreements for the 2026-2027 irrigation season and authorize the General Manager to execute the agreements.



## Item 7C – Ad Hoc CIP Committee Update



# CIP Committee Updates

- Recommendations for FY 2026-2027
  - Murphys Powerhouse Relays - \$250,000
  - Hunters Dam Concrete Comprehensive Study - \$50,000
  - Murphys Powerhouse Rewind Scoping - \$50,000
  - Angels Penstock Project Scoping/Cost Study - \$75,000
  - Darby Knob Tunnel Feasibility Study - \$25,000



## Item 7D – Ad Hoc Budget Committee Update



## Budget Committee

- COLA of 3%
  - Estimated increase in personnel costs \$24,300
  - CPI-U indicates a 3.3% inflation rate over the past 12 months
- Hunter Rental Rate – Unchanged

## Budget Committee Update

Motion to support a 3% COLA and to maintain current Hunter rental rates, and direct staff to include these assumptions in the draft Fiscal Year 2026–2027 budget.



## Item 7E – Strategic Plan Review



### Strategic Plan Review

- **Priorities:** Are they focused on the right things?
- **Alignment:** Does this match CIP and budget direction?
- **Focus:** What should staff prioritize or adjust?
- **Success:** How should progress be measured?



## Item 8A – Correspondance



## Correspondance

- To FERC – Requesting extension of time for Part 12D Comprehensive Inspection
- To FERC – Transmittal of DSSMRs
- To DSOD – Transmittal of DSSMRs



## Item 8B – General Manager Report



## General Manager Report



## Item 7C – Board Reports



## Member Agency Reports

- City of Angels
- Union Public Utility
- At Large Director



## Item 7D – Future Agenda Items



### Future Agenda Items

- General Manager Performance Evaluation
- Fiscal Year 2026-2027 Adoption



## Item 8 – Upcoming Meetings



## Upcoming Meetings

- **Set Special Meeting Date:**
  - May 4, 2026 – after 2 p.m.
  - May 7, 2026 – between 11 a.m. and 2 p.m.
  - May 8, 2026 – after 1 p.m.
- **Scheduled:**
  - **Wednesday, May 20, 2026, at 3:00 p.m.**
  - **CANCELLED – Tuesday, May 26, 2026**
  - **Tuesday, June 23, 2026, at 5:30 p.m.**



## Item 9 - Adjournment

