



## **SPECIAL NOTICE REGARDING CORONAVIRUS DISEASE 2019 (COVID-19) AND PARTICIPATION IN PUBLIC MEETINGS**

On March 4, 2020, Governor Newsom declared a State of Emergency resulting from the threat of COVID-19. On September 16, 2021, Governor Newsom signed Assembly Bill No. 361 into law. Assembly Bill No. 361 amends Government Code section 54953(e) by adding provisions for remote teleconferencing participation in meetings by members of a legislative body, without the requirements of Government Code section 54953(b)(3), subject to the existence of certain conditions. The San Bernardino Valley Municipal Water District adopted a resolution determining, by majority vote, that, as a result of the declared State of Emergency, a meeting in person would present imminent risks to the health or safety of attendees. Accordingly, it has been determined that all Board and Workshop meetings of the San Bernardino Valley Municipal Water District will be held pursuant to the Brown Act and will be conducted via teleconference. There will be no public access to the meeting venue.

### **BOARD OF DIRECTORS WORKSHOP - POLICY THURSDAY, JUNE 9, 2022 – 2:00 P.M.**

#### **PUBLIC PARTICIPATION**

Public participation is welcome and encouraged. You may participate in the June 9, 2022, meeting of the San Bernardino Valley Municipal Water District online and by telephone as follows:

**Dial-in Info: (877) 853 5247 US Toll-free**

**Meeting ID: 831 7559 3663**

**PASSCODE: 3802020**

**<https://sbvmwd.zoom.us/j/83175593663>**

If you are unable to participate online or by telephone, you may also submit your comments and questions in writing for the District's consideration by sending them to [comments@sbvmwd.com](mailto:comments@sbvmwd.com) with the subject line "Public Comment Item #" (insert the agenda item number relevant to your comment) or "Public Comment Non-Agenda Item". Submit your written comments by 6:00 p.m. on Wednesday, June 8, 2022. All public comments will be provided to the Chair and may be read into the record or compiled as part of the record.

**IMPORTANT PRIVACY NOTE: Participation in the meeting via the Zoom app is strongly encouraged. Online participants MUST log in with a Zoom account. The Zoom app is a free download. Please keep in mind: (1) This is a public meeting; as such, the virtual meeting information is published on the World Wide Web and available to everyone. (2) Should you participate remotely via telephone, your telephone number will be your "identifier" during the meeting and available to all meeting participants; there is no way to protect your privacy if you elect to call in to the meeting.**



**SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT**  
380 E. Vanderbilt Way, San Bernardino, CA 92408

**BOARD OF DIRECTORS WORKSHOP - POLICY**

**AGENDA**

**2:00 PM Thursday, June 9, 2022**

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**CALL TO ORDER**

Chairperson: Director Botello

Vice-Chair: Director Kielhold

**1) INTRODUCTIONS**

**2) PUBLIC COMMENT**

Any person may address the Board on matters within its jurisdiction.

**3) SUMMARY OF PREVIOUS MEETING**

3.1 Board of Directors' Workshop - Policy - May 12, 2022 (Page 3)  
[Summary Notes BOD Workshop - Policy 051222](#)

**4) DISCUSSION ITEMS**

4.1 Discuss State and Federal Legislative Update (Page 9)  
[Staff Memo - State and Federal Legislative Update](#)  
[State Priority Legislative Tracking Report June 1, 2022](#)  
[Federal Legislative Matrix May 2022](#)

4.2 Human Resources and Risk Management Report of Activities (Page 28)  
[Staff Report - Human Resources and Risk Management Activities Update](#)

4.3 San Bernardino Valley Municipal Water District Name Change Discussion (Page 33)  
[Staff Memo - San Bernardino Valley Municipal Water District Name Change Discussion](#)

**5) FUTURE BUSINESS**

**6) ADJOURNMENT**

**PLEASE NOTE:**

Materials related to an item on this Agenda submitted to the Board after distribution of the agenda packet are available for public inspection in the District's office located at 380 E. Vanderbilt Way, San Bernardino, during normal business hours. Also, such documents are available on the District's website at [www.sbvmd.com](http://www.sbvmd.com) subject to staff's ability to post the documents before the meeting. The District recognizes its obligation to provide equal access to those individuals with disabilities. Please contact Melissa Zoba at (909) 387-9228 two working days prior to the meeting with any special requests for reasonable accommodation.



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**DATE:** June 9, 2022  
**TO:** Board of Directors Workshop – Policy  
**FROM:** Staff  
**SUBJECT:** Summary of May 12, 2022, Board of Directors Workshop – Policy

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The Policy Workshop convened on May 12, 2022. Director Botello chaired the meeting via video conference.

Directors Present: President Kielhold, Vice President Hayes, Director Botello, Director Harrison, and Director Longville.

Staff Present:

Heather Dyer, MS, MBA – Chief Executive Officer/General Manager  
Jose Macedo, ML, CPT-P (USA Retired) – Chief of Staff/Clerk of the Board  
Cindy Saks, CPA – Deputy General Manager/Chief Financial Officer  
Bob Tincher, PE, MS – Deputy General Manager/Chief Water Resources Officer  
Melissa Zoba, MBA, MPA – Chief Information Officer

Kristeen Farlow, MPA – Strategic Communications Manager  
Anthony Flordelis – Business Systems Analyst  
Adekunle Ojo, MPA – Water Resources Manager  
Karen Resendez, MA – Human Resources / Risk Manager

Bradley Neufeld, Varner & Brandt

Members of the Public Present:

Nyles O'Harra, Yucaipa Valley Water District  
Melody McDonald, San Bernardino Valley Water Conservation District  
David E. Raley, San Bernardino Valley Water Conservation District  
Richard Babbe, PFM Asset Management  
Robert Stewart, San Bernardino Valley Water Conservation District  
Elizabeth Touns, IE Works  
Scott Goodell, IE Works

## **1. Introductions**

Chief Executive Officer/General Manager Heather Dyer introduced staff members.

## **2. Public Comment**

Chair Botello invited public comment. There was none.

## **3. Summary of Previous Meeting**

The meeting notes from the April 14, 2022, Board of Directors Workshop – Policy were accepted with no corrections.

### **4.1 Quarterly Investment Portfolio Update with PFM Asset Management and Review of the District's Investment Policy**

Deputy General Manager/Chief Financial Officer Cindy Saks introduced Richard Babbe to present the quarterly investment portfolio report and explained the requirement under California Government Code for the Board to perform an annual review of the District's investment policy.

District financial advisor Richard Babbe from PFM Asset Management reviewed the quarterly investment portfolio activity. Mr. Babbe reported on the Fed's change in the interest rate to address elevated inflation, market trends, and the current composition and performance of the District's portfolio.

Mr. Babbe also reported PFM has reviewed the District's Investment Policy and noted there were no changes to the relevant Code sections, effective January 1, 2022, that would require any updates to the Policy. The Board reviewed the District's investment policy as required by the California Government Code.

Director Longville encouraged the Board to consider re-examining the Investment Policy objective after completion of the Climate Adaptation and Resiliency Policy.

**Action Item(s):** Receive and File

## 4.2 Update on IE Works Program Participation

Chief Executive Officer/General Manager Heather Dyer reviewed the \$1.1 million IE Works grant program for water and wastewater workforce development. It is a collaborative effort to develop a career pathway in the Inland Empire, she explained. Valley District signed on as a charter member in 2021. Partners pay in based on the size of the organization, and Valley District has been participating at different levels throughout the year. Ms. Dyer has served on an interim Board for startup of the nonprofit, Kristeen Farlow and Karen Resendez have also been engaged via a committee at the staff level.

Ms. Dyer advised she has heard many good things about the high-caliber candidates coming out of this program who have gone on to be hired at agencies. The program is working at the apprentice and job level, she stated. Valley District wants to stay engaged and develop the program and apprenticeships, which has benefits to the District and the people in the community entering the industry.

Ms. Dyer presented options on continued participation in IE Works. The organization will become a nonprofit and Valley District can continue to participate in the governance structure, with a Board member serving on the nonprofit, she said. Right now, the effort is led by West Valley Water District (WVWD) which obtained the grant and brought Elizabeth Tibbs and Scott Goodell on board. Alternatively, participation would continue at the technical level as a “customer” of IE Works for apprenticeships, Ms. Dyer explained.

Ms. Dyer pointed to the organization bylaws which have been reviewed by District legal counsel Brad Neufeld and advised that Valley District does not typically serve on nonprofit boards.

Mr. Neufeld stated that if it is the Board’s pleasure to continue in the governance structure, there are some concerns about the bylaws, and legal would want to do some significant work on the language. However, if the Board just wishes to be a customer, he continued, the discussion is not needed.

President Kielhold said he remembered signing on to the program, but not the inclusion of providing staff. Ms. Dyer responded that at the time, it was expected that someone would represent Valley District on the IE Works Board, and said she believed the Board assigned the general manager. Ms. Dyer recalled discussion about staff serving on a technical advisory committee.

Director Harrison pointed to the letter from Best, Best and Krieger and asked legal counsel to comment. Mr. Neufeld said there are shared concerns and detailed some provisions of

the bylaws. He expressed support for the concept of the apprenticeship program and recommended some language in the bylaws be tightened before taking a governance role.

At the request of Director Harrison, Neufeld elaborated on some bylaw's sections. Mr. Scott Goodell provided clarification regarding the inclusion of collective bargaining units in membership. He reminded that IE Works is from the workforce development world. Labor is an important voice on a board, and in the objective in development of the first group of stakeholders, resources, and structure. He pointed to bylaws section 5.02 and the composition of the board with eight seats reserved for water and wastewater agencies. Labor participates on local workforce development boards with one or two votes, so this is in alignment with that model, he advised.

Director Longville asked if the annual commitment of \$765 remains the same whether participating in the governance structure; Ms. Dyer said the \$765 would remain as the annual dues, plus there would be an additional cost associated with taking on apprentices.

Director Harrison expressed concern about inclusion of the bargaining units and asked under which category the bargaining unit member would fall. Mr. Goodell said it would be the one seat reserved for student / alumnus or worker representative.

President Kielhold asked how much staff the District would be obligated to provide. Mr. Goodell explained the role of the Board in strategic planning and fundraising. Below that, IE Works is made up of a Leadership Committee with agency participation, Goodell noted. Ms. Dyer indicated that there is no requirement for staff; participation is at the discretion of the agency and Valley District is transitioning that role from Kristeen Farlow to Karen Resendez.

Ms. Dyer recommended that if the Board chooses to proceed as part of the governance structure and the board, that the Board President appoint a Valley District Director to sit on the nonprofit board, as her time is now limited and there are other elected officials on that board and the structure will work better with an elected official.

Director Botello reminded of his strong workforce background and expressed concern about the bargaining unit member. He also pointed out that the District is not a small business and said that the ex-officio determinations represent a red flag for him and seem odd. He stated that things need to be ironed out and as a District, the Board must be prudent and calculated in its participation. Supporting the effort as a customer would be safe for the District, he noted. He said he hoped that if the bylaws went back to District legal counsel it would be a deeper dive. Mr. Neufeld said they would have some recommendations to tighten up the language and remove some of the ambiguities. If it is the pleasure of the Board, legal would also look at the Articles of Incorporation, he stated.

Director Botello questioned whether it was proper for the Board to be full participants on a nonprofit.

In response to Ms. Dyer, Ms. Elizabeth Tibbs of IE Works assured there would be an opportunity to review and revise the bylaws.

Director Harrison suggested continuing the matter, and in the meantime have legal counsel look more deeply. He also volunteered to review the document.

**Action Item(s):** The Board of Directors directed legal counsel to further review the bylaws and directed staff to continue this item to a future meeting by the following roll-call vote:

There was no formal motion or second.	APPROVED: 5-0
AYES:	Botello, Harrison, Hayes, Kielhold, Longville
NOES:	None
ABSTAIN:	None
ABSENT:	None

## 5.1 State and Federal Legislative Report

Strategic Communications Manager Kristeen Farlow introduced the written report.

Director Longville suggested adding SB 852 (Dodd) to the list of watched legislation.

Director Harrison noted he would be in Sacramento next week and asked if there were any items of current concern that should be addressed with the elected officials.

Ms. Farlow said nothing is apparent, as the State Water Contractors are keeping good tabs on some items.

Mr. Neufeld suggested mentioning to Senator Roscilie Ochoa-Bogh AB 1944 and AB 2449 the two bills related to relaxing some of the Brown Act requirements to ease the more onerous videoconferencing regulations.

**Action Item(s):** Receive and File

## 6. Future Business

None added.



Director Botello thanked staff and guests.

Director Harrison thanked Melody McDonald of the San Bernardino Valley Water Conservation District for a wonderful 90<sup>th</sup> anniversary celebration on May 11 and noted the incredible job done by retiring General Manager Daniel Cozad over the years

## **7. Adjournment.**

Chair Botello adjourned the meeting at 2:50 p.m.

## **Staff Recommendation**

Receive and file.



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**DATE:** June 9, 2022  
**TO:** Board of Directors Workshop – Policy  
**FROM:** Kristeen Farlow, Strategic Communications Manager  
**SUBJECT:** State and Federal Legislative Update

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**Staff Recommendation**

Receive and file.

**Summary**

Staff is providing the Board of Directors with an update on current significant legislation from the state and federal legislatures.

**Background**

Each month, staff provides the Board of Directors with a summary of State and Federal Legislative highlights. This information is provided by the District's lobbying firms and supplemented by District Staff. The Gualco Group, Inc., is the District's State lobbyist in Sacramento; Innovative Federal Strategies is the District's Federal lobbyist in Washington D.C. This month, Innovative Federal Strategies will participate in the workshop to provide an update on the federal legislation.

*State Legislative Update*

The last day for bills to pass out of house of origin was May 27 and there was a lot of movement last week, with many bills being heard on the floor. The last day for policy committees to meet and report bills is July 1. The last day for each house to pass bills is August 31.

- AB 1944 (Lee): Local government: open and public meetings. This will would allow Directors to participate in meetings remotely without identifying each teleconference location and without making these locations accessible to the public; proposed sunset date of 1/1/2028. *This bill is now being heard in the Senate.*
- AB 2142 (Gabriel): Income tax exclusions for turf replacement. This bill is sponsored by the Association of California Water Agencies. *It is moving through the legislative process and is now in the Senate.*
- AB 2387 (E. Garcia): bond proposal. *This proposal did not move forward, likely because the State has a budget surplus and there is not a need to add additional debt.*
- AB 2419 (Bryan): Environmental justice: federal Infrastructure Investment and Jobs Act. This bill would require 40% of funds received through the Infrastructure Investment and Jobs Act by the State be allocated to projects that provide direct benefits to disadvantaged communities and other requirements. Opponents would like to see this as a “goal” and not a mandate. *This bill is now being heard in the Senate.*
- AB 2639 (Quirk): San Francisco Bay/Sacramento-San Joaquin Delta Estuary: water quality control program. This bill would change deadlines for Bay Delta Plan related to the State Water Resources Control Board. *This bill failed to pass as a majority vote was required.*
- AB 2449 (Blanca Rubio): Open meetings: local agencies: teleconferences. This will would allow Directors to participate in meetings remotely without identifying each teleconference location and without making these locations accessible to the public; proposed sunset date of 1/1/2030. This bill is sponsored by Three Valleys Municipal Water District. *This bill is now being heard in the Senate.*
- SB 230 (Portantino): State Water Resources Control Board and Constituents of Emergency Concern in Drinking Water program. This bill would require the State Board to establish, maintain, and direct a dedicated CEC Program to assess the information received and recommend areas for further study. This bill is sponsored by the Metropolitan Water District of Southern California. *It is now being heard in the Assembly.*
- SB 1020 (Laird): Clean Energy, Jobs, and Affordability Act of 2022. This bill establishes interim targets to reach SB 100 clean energy goals and requires state agencies to purchase 100% zero carbon electricity by 2030. Establishes a non-profit organization to help fund various electric utility-related programs and activities. The State Water Contractors have expressed concerns over the cost of such a program, the accelerated timeline to achieve these goals, and the restrictions on renewables that qualify. *This bill is now being heard in the Assembly.*
- SB 1157 (Hertzberg): Urban Water Use Objectives. This bill would change the standards for indoor residential water use beginning 2025 to 47 gpcd and beginning 2030 to 40

gpcd. Several industry associations and water agencies are opposed to this bill. *This bill is being heard in the Assembly.*

The May Revision to the Governor's Budget for 2022-23 proposes spending \$300.6 billion in total state funds, consisting of \$227.3 billion from the General Fund, \$68.9 billion from special funds, and \$4.4 billion from bond funds. The legislature must pass the budget bill by midnight on June 15. The Governor must sign the budget into law before July 1, 2022.

### *Federal Legislative Update*

The Senate Environment and Public Works Committee advanced biennial legislation to authorize water resources projects. The Water Resources Development Act (WRDA) of 2022 would authorize much-needed investments in projects and programs of the U.S. Army Corps of Engineers (Corps) across the country. This year's reauthorization of WRDA would authorize the modification of existing and construction of new, critical Army Corps projects. It also authorizes 36 new Corps feasibility studies and authorizes or modifies 21 projects for construction. The legislation also includes authorizations to study modifications to existing projects.

The House advanced their version of the bill out of their Transportation and Infrastructure Committee on May 18. The House's bill authorizes 72 feasibility studies for water resources development projects, including those identified through the public review process. The Legislation directs the Corps to expedite the completion of 15 feasibility studies currently underway. It also authorizes critical water and wastewater infrastructure assistance for community driven projects carried out by the Corps throughout the nation.

Both the House and Senate are expected to consider their versions of the legislation in coming months. Once both chambers have passed their respective bills, the legislation will be conferenced, and a final conference report will be sent to both chambers for adoption. Congress has successfully enacted four consecutive WRDA bills on a biennial basis going back to 2014.

The Department of the Interior announced the funding of 46 water infrastructure projects across 11 states. The approximately \$240.4 million comes from the Bipartisan Infrastructure Law and includes projects such as canal lining repairs and upgrades, and replacements to water pipelines.

### **District Strategic Plan Application**

The District's state and federal legislation program aligns with the District's mission of *working collaboratively to provide a reliable and sustainable water supply to support the changing needs of our region's people and environment*. By staying active and engaged in legislative issues, the District can establish a presence and build relationships with our State and Federal legislators. We have positioned ourselves to best represent our region on issues of concern regarding ensuring a reliable and sustainable water supply.

### **Fiscal Impact**

There is no fiscal impact related to this update.

### **Attachments**

State Priority Legislative Tracking Report June 1, 2022  
Federal Legislative Matrix May 2022



**San Bernardino Valley  
Municipal Water District  
Priority Bills  
Legislative Tracking Report  
June 1, 2022**



**Provided by: The Gualco Group, Inc.**

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**Top Ten/Priority**

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**[AB 2313](#) (Bloom D) Water: judges and adjudications.**

**Current Text:** Amended: 4/27/2022 [html](#) [pdf](#)

**Status:** 5/24/2022-In Senate. Read first time. To Com. on RLS. for assignment.

**Location:** 5/24/2022-S. RLS.

**Summary:** Current law authorizes the Judicial Council to conduct institutes and seminars for the purpose of orienting judges to new judicial assignments, keeping them informed concerning new developments in the law, and promoting uniformity in judicial procedure, as specified. This bill would require the Judicial Council, on or before January 1, 2025, to establish a program that provides training and education to judges in specified actions relating to water, as defined. The bill would provide that the program may be funded by an appropriation from the General Fund in the annual Budget Act or another statute, or by using existing funds for judicial training.

**Position**

Support

**[AB 2362](#) (Mullin D) Publicly and environmentally beneficial projects: interagency coordination: permits.**

**Current Text:** Amended: 5/19/2022 [html](#) [pdf](#)

**Status:** 5/27/2022-In Senate. Read first time. To Com. on RLS. for assignment.

**Location:** 5/27/2022-S. RLS.

**Summary:** Current law requires the Natural Resources Agency, by July 1, 2017, and every 3 years thereafter, to update the state's climate adaptation strategy to identify vulnerabilities to climate change by sectors and priority actions needed to reduce the risks in those sectors. Current law requires the agency to explore, and authorizes the agency to implement, options within the agency's jurisdiction to establish a more coordinated and efficient regulatory review and permitting process for coastal adaptation projects that use natural infrastructure. This bill would require the agency, on or before July 1, 2023, to evaluate existing state interagency collaborations functioning at the regional level to gain applicant and agency staff perspective on process and outcome efficiencies for issuing permits for proposed environmentally beneficial projects, as defined. The bill would require the agency to provide, at the request of an applicant for a permit for a proposed environmentally beneficial project, a voluntary preapplication consultation to the applicant that includes permit analysts from all state agencies with permitting authority over the proposed project, as provided.

**Position**

Support

**[SB 559](#) (Hurtado D) Department of Water Resources: water conveyance systems: Water Conveyance Restoration Fund.**

**Current Text:** Amended: 8/30/2021 [html](#) [pdf](#)

**Status:** 9/10/2021-Failed Deadline pursuant to Rule 61(a)(15). (Last location was INACTIVE FILE on 9/8/2021)(May be acted upon Jan 2022)

**Location:** 9/10/2021-A. 2 YEAR

**Summary:** Would establish the Water Conveyance Restoration Fund in the State Treasury to be administered by the Department of Water Resources in consultation with the State Water Resources Control Board and the Department of Fish and Wildlife. The bill would require all moneys deposited in the fund to be expended, upon appropriation by the Legislature, in support of subsidence repair costs, including environmental planning, permitting, design, and construction and necessary road and bridge upgrades required to accommodate capacity improvements. The bill would require the Director of Water Resources to apportion money appropriated from the fund, subject to specified requirements, for the Friant-Kern Canal, Delta-Mendota Canal, San Luis Field Division of the California Aqueduct, and San Joaquin Division of the California Aqueduct.

**Position**

Support

**[SB 852](#) (Dodd D) Climate resilience districts: formation: funding mechanisms.**

**Current Text:** Amended: 5/18/2022 [html](#) [pdf](#)

**Status:** 5/27/2022-Referred to Coms. on L. GOV. and NAT. RES.

**Location:** 5/27/2022-A. L. GOV.

**Summary:** Current law authorizes the legislative body of a city or a county to establish an enhanced infrastructure financing district to finance public capital facilities or other specified projects of communitywide significance, including projects that enable communities to adapt to the impacts of climate change. Current law also requires the legislative body to establish a public financing authority, defined as the governing board of the enhanced infrastructure financing district, prior to the adoption of a resolution to form an enhanced infrastructure district and adopt an infrastructure financing plan. This bill would authorize a city, county, city and county, special district, or a combination of any of those entities to form a climate resilience district, as defined, for the purposes of raising and allocating funding for eligible projects and the operating expenses of eligible projects. The bill would deem each district to be an enhanced infrastructure financing district and would require each district to comply with existing law concerning enhanced infrastructure financing districts, unless the district is specified as otherwise. The bill would require a district to finance only specified projects that meet the definition of an eligible project. The bill would define "eligible project" to mean projects that address sea level rise, extreme heat, extreme cold, the risk of wildfire, drought, and the risk of flooding, as specified.

**Position**

**SB 1020 (Laird D) Clean Energy, Jobs, and Affordability Act of 2022.**

**Current Text:** Amended: 5/23/2022 [html](#) [pdf](#)

**Status:** 5/27/2022-In Assembly. Read first time. Held at Desk.

**Location:** 5/26/2022-A. DESK

**Summary:** The California Global Warming Solutions Act of 2006 requires the State Air Resources Board to prepare and approve a scoping plan for achieving the maximum technologically feasible and cost-effective reductions in greenhouse gas emissions and to update the scoping plan at least once every 5 years. The act requires the state board to conduct a series of public workshops to give interested parties an opportunity to comment on the plan and requires a portion of those workshops to be conducted in regions of the state that have the most significant exposure to air pollutants, including communities with minority populations, communities with low-income populations, or both. This bill instead would modify, with respect to the provision that a portion of the workshops be conducted in regions of the state that have the most significant exposure to air pollutants, the above-described included communities as additionally being areas designated as federal extreme nonattainment.

**Position**

**SB 1157 (Hertzberg D) Urban water use objectives: indoor residential water use.**

**Current Text:** Introduced: 2/17/2022 [html](#) [pdf](#)

**Status:** 5/5/2022-Referred to Com. on W.,P., & W.

**Location:** 5/5/2022-A. W.,P. & W.

**Summary:** Current law requires the Department of Water Resources, in coordination with the State Water Resources Control Board, and including collaboration with and input from stakeholders, to conduct necessary studies and investigations and authorizes the department and the board to jointly recommend to the Legislature a standard for indoor residential water use. Current law, until January 1, 2025, establishes 55 gallons per capita daily as the standard for indoor residential water use. Existing law establishes, beginning January 1, 2025, the greater of 52.5 gallons per capita daily or a standard recommended by the department and the board as the standard for indoor residential water use, and beginning January 1, 2030, establishes the greater of 50 gallons per capita daily or a standard recommended by the department and the board as the standard for indoor residential water use. This bill would eliminate the option of using the greater of 52.5 gallons per capita daily and the greater of 50 gallons per capita daily, as applicable, or a standard recommended by the department and the board as the standard for indoor residential water use.

**Position**



Bill Number	Sponsors	Title and/or Summary	Summary/Status	Latest Action
Not Yet Introduced	Various	FY23 Appropriations Bills	The House and Senate Appropriations Committee Deadlines have all passed as of the end of May for lawmakers to submit programmatic, language, and Community Project Funding / Congressionally Directed Spending Requests.	<p>The House Appropriations Committee is scheduled to markup all twelve of its FY23 Appropriations bills during the month of June. Subcommittee markups will be held during the weeks of June 12 and June 20. Full Committee markups will be held the week of June 20 and 27.</p> <p>The Senate Appropriations Committee has not yet scheduled markups, though the Professional Staff expect markups to begin in late July.</p>
H.R.5376	President Joe Biden / Congressional Democrats	Build Back Better Act	The Build Back Better Act proposes spending nearly \$2 trillion over a 10-year period, with certain programs expiring after only a year or two to keep the total cost of the bill down.	<p>Congressional Democrats hope to use the budget reconciliation process to pass elements of the administration's American Families Plan.</p> <p>Efforts to pass the legislation in 2021 were unsuccessful even after the House passed a modified version of the legislation.</p> <p>Senator Joe Manchin came out in opposition to the legislation in late-2021, though he has recently expressed a willingness to pass a scaled-back version of the legislation that is paid for through tax increases. He has indicated that the scope of the legislation would need to be limited to do a few things permanently rather than create several new programs for a short period of time.</p> <p>There is no current timeline or legislative language for a package that may be considered in the Senate.</p>

S. 29 / H.R. 2008	Sen. Amy Klobuchar (D-MN) / Rep. Angie Craig (D-MN)	Local Water Protection Act	A bill to amend the Federal Water Pollution Control Act to reauthorize certain programs relating to nonpoint source management, and for other purposes.	The Senate legislation was introduced on January 22, 2021 and referred to the Committee on Environment and Public Works.  The legislation in the House was introduced on March 18, 2021 and passed the House under suspension of the rules on June 15.
H.R 1563	Rep. Mike Garcia (R-CA)	To extend the authorities under the Water Infrastructure Improvements for the Nation Act of 2016 providing operational flexibility, drought relief, and other benefits to the State of California	The legislation would extend the authorities under the Water Infrastructure Improvements for the Nation Act of 2016 providing operational flexibility, drought relief, and other benefits to the State of California. The legislation would extend 4007 authorities through January 1, 2028.	Introduced on March 3, 2021 and was referred to the House Committees on Natural Resources and Science, Space, and Technology.
S.984 / H.R.2238	Sen. Jeff Merkley (D-OR) / Rep. Alan Lowenthal (D-CA)	Break Free from Plastic Pollutions Act	The comprehensive legislation would require corporations to take responsibility for pollution, incentivize corporations to make reusable products and items that can be recycled, create a nationwide beverage container refund program, and other items to promote recycling and other investments in U.S. domestic recycling.	Introduced on March 25, 2021 and referred to the House Committees on Energy and Commerce, Ways and Means, Transportation, and Foreign Affairs.
H.R 866	Rep. Ken Calvert (R-CA)	FISH Act	This bill gives the Fish and Wildlife Service (FWS) the sole authority to protect endangered or threatened species that are anadromous species (species of fish that spawn in fresh or estuarine waters and that migrate to ocean waters) or catadromous species (species of fish that spawn in ocean waters and migrate to fresh waters). Currently, the FWS shares this authority with the National Marine Fisheries Service.	Introduced on February 5, 2021 and referred to the House Committee on Natural Resources.

H.R.1881	Rep. John Garamendi (D-CA)	To amend the Federal Water Pollution Control Act with respect to permitting terms, and for other purposes.	The legislation would extend permit terms for publicly owned water infrastructure projects under the National Pollutant Discharge Elimination System (NPDES) from 5 years to a maximum of 10 years.	Introduced on March 12, 2021 and referred to the Committee on Transportation and Infrastructure.
H.R. 1015	Rep. Grace Napolitano (D-CA)	Water Recycling Investment and Improvement Act	This bill makes permanent, and otherwise revises, the Bureau of Reclamation's grant program for the funding of water recycling and reuse projects. Specifically, the bill removes priority under the program for projects in areas that, in the preceding four-year period, have been (1) identified as experiencing severe, extreme, or exceptional drought; or (2) designated as a disaster area by a state. Additionally, the bill increases through FY2025 the authorization of appropriations for the program and otherwise revises provisions related to program funding.	Introduced on February 11, 2021 and referred to the House Committee on Natural Resources.
S.4231	Sens. Dianne Feinstein (D-CA), Mark Kelly (D-AZ), and Krysten Sinema (D-AZ)	Support To Rehydrate the Environment, Agriculture, and Municipalities Act or "STREAM" Act	This legislation would authorize additional funding for water infrastructure; expedites recycling, desalination and non-federal storage projects with less than \$250 million in federal funding by allowing Interior to approve projects; eliminates the WIIN Act requirement that the Appropriations Committee must not only appropriate storage, recycling, and desal funding but approve funding awards for specific projects; and expedites future federal storage projects where Reclamation notifies Congress of completed feasibility studies each year to set up an orderly process to authorize projects.	Sens. Feinstein, Kelly, and Sinema introduced the legislation on May 17, 2022.  The Senate Energy and Natural Resources Subcommittee on Water & Power held a hearing on the legislation on Wednesday, May 25.

H.R. 737	Rep. David Valadao (R-CA)	RENEW WIIN Act	Extends the authorities under the WIIN Act of 2016 providing operational flexibility, drought relief, and other benefits to the State of California.	Introduced on February 2, 2021 and referred the House Committee on Natural Resources. 10 members of the CA delegation have cosponsored the legislation.
H.R. 2515	Rep. Garret Graves (R-LA)	Building U.S. Infrastructure through Limited Delays and Efficient Reviews (BUILDER) Act	The legislation modernizes the National Environmental Policy Act (NEPA) and aims to make infrastructure project reviews more efficient, reduce project costs, and spur economic recovery.	Introduced on April 14, 2021 and was referred to the House Committee on Natural Resources.  The legislation's 46 cosponsors are all Republican, including members of GOP leadership.
H.R. 939	Rep. Doug LaMalfa (R-CA)	Combustion Avoidance along Rural Roads (CARR) Act	The bill exempts wildfire mitigation activities conducted within 300 feet of a road from all laws governing environmental review of proposed agency actions or protection of endangered or threatened species.	Introduced on February 8, 2021 and was referred to the House Committees on Natural Resources and Agriculture.
H.R.3267	Rep. Brendan Boyle (D-PA)	Protect Drinking Water from PFAS Act	The bill amends the Safe Drinking Water Act to require the Administrator of the Environmental Protection Agency to publish a maximum contaminant level goal and promulgate a national primary drinking water regulation for total per- and polyfluoroalkyl substances.	The legislation was introduced on May 17, 2021 and referred to the House Committee on Energy and Commerce.
H.R.3293	Rep. Lisa Blunt Rochester (D-DE)	Low-Income Water Customer Assistance Programs Act	The legislation would amend the Safe Drinking Water Act and the Federal Water Pollution Control Act to establish programs to assist low-income households in maintaining access to drinking water and wastewater services.	The legislation was introduced on May 18, 2021 and referred to the relevant committees. The legislation has passed out of the House Energy and Commerce Committee by a vote of 32-24 and now moves on to consideration on the House floor.

S. 953	Sen. Ron Wyden (D-OR)	Water for Conservation and Farming Act	The legislation would create a Reclamation fund of \$300M to support water recycling projects, water-use efficiency projects and dam safety projects; the WaterSMART program to increase water supply reliability by funding infrastructure and conservation projects; establishes a grant program for any Reclamation States, Tribes, nonprofit conservation organizations, irrigation or water districts, and regional and local authorities to complete habitat restoration projects that improve watershed health and mitigate climate change; among other actions.	Introduced on March 24, 2021 and referred to the Committee on Energy and Natural Resources.
H.R. 3286	Rep. Raul Ruiz (D-CA)	Emergency Order Assurance, Safety, and Inspection of water Systems (Emergency OASIS Act)	The legislation would require the EPA to establish regulations to flush a drinking water system if contaminants were present in the system for longer than six months, or if water stood motionless in the system for longer than six months.	Introduced on May 17, 2021 and referred to the House Committee on Energy and Commerce.
H.R. 3622 / S. 1907	Rep. Chris Pappas (D-NH) / Sen. Kirsten Gillibrand (D-NY)	Clean Water Standards for PFAS Act	The legislation would require the Administrator of the Environmental Protection Agency to develop effluent limitations guidelines and standards and water quality criteria for PFAS under the Federal Water Pollution Control Act, to provide Federal grants to publicly owned treatment works to implement such guidelines and standards	Introduced in the House on May 28, 2021, and in the Senate on May 27, 2021.  The legislation in the House is bipartisan.

S. 2168 / S.2567	Sen. Mike Braun (R-IN) / Sen. Shelley Moore Capito (R-WV)	Define WOTUS Act / Navigable Waters Protection Act of 2021	The legislation would amend the Federal Water Pollution Control Act to modify the definition of navigable waters, and to make the definition of the "waters of the United States" permanent.	These bills were introduced in June and July of 2021 in response to the EPA's announcement earlier in June of its intent to rewrite the Navigable Waters Protection rule.
H.R. 3814 / S. 717	Rep. Liz Cheney (R-WY) / Sen. Mike Lee (R-UT)	Undoing NEPA's Substantial Harm by Advancing Concepts that Kickstart the Liberation of the Economy Act (UNSHACKLE Act)	The legislation combines the following five stand-alone NEPA reform bills on agency process, state expansion, legal changes, and data reporting into one comprehensive text. - NEPA Agency Process Accountability Act - NEPA Accountability and Enforcement Act - NEPA State Assignment Expansion Act - NEPA Legal Reform Act - NEPA Data Transparency Act	The Senate legislation was introduced on March 11, 2021 and referred to the Committee on Environment and Public Works.  The House legislation was introduced on June 11, 2021 and referred to the House Committees on Natural Resources; Judiciary; Transportation and Infrastructure; and Energy and Commerce.
H.R. 4647 / S. 2430	Rep. Jared Huffman (D-CA) / Sen. Dianne Feinstein (D-CA)	Water Conservation Rebate Tax Parity Act	The legislation would amend federal tax law so that homeowners wouldn't pay income tax on rebates from water utilities for water conservation and water runoff management improvements	The House legislation was introduced on July 22, 2021 and referred to the House Committee on Ways and Means. The legislation in the Senate was introduced on July 22, 2021 and referred to the Senate Committee on Finance.
S.2454	Sen. Alex Padilla (D-CA)	Water Reuse and Resiliency Act	The legislation would authorize \$1 billion over five years for the EPA's Pilot Program for Alternative Water Source Projects grants program. This is an increase from the \$125 million over five years authorized for the program in the Drinking Water and Wastewater Infrastructure Act passed by the Senate in April.	The legislation was introduced on July 22, 2021 and referred to the Senate Committee on Environment and Public Works.

H.R. 1352	Rep. Brenda Lawrence (D-MI)	Water Affordability, Transparency, Equity, and Reliability Act of 2021	The bill would create a trust fund to support drinking water and clean water infrastructure. Additionally, the bill provides \$34.85 billion a year to drinking water and wastewater improvements; creates a water trust fund; creates up to nearly 1 million jobs across the economy and protect American workers; prioritizes disadvantaged communities with grants and additional support; expands funding for technical assistance to small, rural, and indigenous communities; funds projects to address water contamination from PFAS; requires US EPA to study water affordability, shutoffs, discrimination, and civil rights violations by water providers; upgrades household wells and septic systems; helps homeowners replace lead service lines; and provides more than \$1 billion a year to update water infrastructure in public schools.	<p>The legislation was introduced on February 25, 2021 and was referred to the relevant committees.</p> <p>The legislation has 86 cosponsors, including 14 members of the California delegation.</p>
H.R.4915	Rep. Tom McClintock (R-CA)	Water Supply Permitting Coordination Act	The legislation would authorize the Secretary of the Interior to coordinate Federal and State permitting processes related to the construction of new surface water storage projects on lands under the jurisdiction of the Secretary of the Interior and the Secretary of Agriculture and to designate the Bureau of Reclamation as the lead agency for permit processing.	The legislation was introduced on August 3, 2021 and referred to the House Committee on Natural Resources.
H.R. 4976	Rep. Elissa Slotkin (D-MI)	Ensuring PFAS Cleanup Meets or Exceeds Stringent Standards Act	The legislation directs the Secretary of Defense to ensure that removal and remedial actions relating to PFAS contamination result in levels meeting or exceeding certain standards.	The legislation was introduced in the House on August 6, 2021 and was referred to the House Committees on Armed Services, Transportation and Infrastructure, and Energy and Commerce.

<p>S.2372 / H.R.2773</p>	<p>Sen. Heinrich, Martin (D-NM) / Representative Debbie Dingell (D-MI)</p>	<p>Recovering America's Wildlife Act of 2021</p>	<p>The legislation would fund conservation efforts for more than 12,000 species of wildlife and plants in need of assistance by providing \$1.3 billion in dedicated annual funding for proactive, on-the-ground efforts across the country, ensure wildlife recovery efforts will be guided by the Congressionally-mandated State Wildlife Action Plans, which identify specific strategies to restore the populations of species of greatest conservation need, accelerate the recovery of 1,600 U.S. species already listed as threatened or endangered under the Endangered Species Act, and include improvements to ensure funds are appropriately targeted to the areas of greatest need and facilitate additional investments in protecting at-risk plant species.</p> <p>In the Senate, RAWA also directs fees and penalties assessed for environmental violations to help fund RAWA, using fee and penalty amounts that aren't already targeted for existing environmental funds.</p>	<p>The legislation was introduced on July 15, 2021 and referred to the Committee on Environment and Public Works. It was reported favorably out of Committee on April 27 and placed on the Senate calendar.</p> <p>The House bill was introduced on April 22. The House Natural Resources Subcommittee on Water, Oceans, and Wildlife held a hearing on the legislation on July 29, 2021. On January 19, the legislation passed out of the House Natural Resources Committee by a vote of 29-15 and now moves on to consideration on the House floor.</p>
<p>H.R.4602 / S.3956</p>	<p>Rep. Alan Lowenthal (D-CA) / Rep. Lisa McClain (R-MI) and Sen. Jeff Merkley (D-OR) / Sen. Susan Collins (R-ME)</p>	<p>WIPPES Act</p>	<p>The legislation would direct the Federal Trade Commission to issue regulations requiring certain products to have "Do Not Flush" labeling</p>	<p>The legislation was introduced on July 21, 2021 and referred to the Committee on Energy and Commerce.</p> <p>Rep. Lowenthal introduced the stand-alone bill after introducing a similar amendment to the House's infrastructure bill.</p> <p>The Senate bill was introduced on March 30, 2022.</p>



H.R.6591	Rep. Lisa McClain (R-MI) / Rep. Alan Lowenthal (D-CA)	PIPES Act	The legislation would require the Administrator of the Environmental Protection Agency to publish a rule that establishes standards for the flushability of disposable nonwoven wipes.	The legislation was introduced on February 3, 2022 and was referred to the House Committee on Energy and Commerce.
S. 2806 / H.R. 3534	Sen. Dianne Feinstein (D-CA) / Rep. Jimmy Panetta (D-CA)	Wildfire Emergency Act of 2021	Amongst other things, the legislation authorizes \$250 million over 5 years for up to 20 Forest Service projects of 100,000 acres or greater; Establish a new \$100 million grant program to assist critical facilities like hospitals and police stations become more energy efficient and better adapted to function during power shutoffs; Establishes one or more Prescribed Fire Centers to coordinate research and training of foresters and forest managers in the western United States in the latest methods and innovations in prescribed fire (controlled burns) practices.	The Senate legislation was introduced on September 22, 2021 and referred to the Committee on Energy and Natural Resources.  The House bill was introduced on May 25, 2021 and was referred to the Subcommittee on Conservation and Forestry.
S. 3011 / H.R. 5735	Sen. John Cornyn (R-TX) / Rep. Dusty Johnson (R-SD)	State, Local, Tribal, and Territorial Fiscal Recovery, Infrastructure, and Disaster Relief Flexibility Act	The legislation provides additional flexibility for States, Tribes, and units of local government to spend their allocations of the COVID Relief Funds on certain infrastructure projects, including water, wastewater, and broadband infrastructure projects. The bill also allows these funds to be used to provide emergency relief from natural disasters. There is a cap—the greater of \$10 million or 30% of the funds—on how much of the COVID money can be spent on these new purposes.	The legislation was introduced on October 19, 2021 and passed the Senate by unanimous consent that day.  Senator Alex Padilla (D-CA) is an original cosponsor of the legislation.  The act was introduced in the House on October 26 and referred to the House Committee on Oversight and Reform.

<p>H.R. 6461 / S. 3531</p>	<p>Rep. Scott Peters (D-CA) / Sen. Chris Coons (D-DE)</p>	<p>National Climate Adaptation and Resilience Strategy Act</p>	<p>The legislation creates a Chief Resilience Officer, among other positions, that will assist the President to streamline the federal response to climate hazards that threaten human health, safety, and critical infrastructure.</p> <p>The act also calls for a Climate Adaptation and Resilience Strategy that outlines the federal government's response to climate hazards such as sea level rise, drought, biodiversity loss, and coastal bank erosion.</p>	<p>The legislation was introduced in the House on January 20, 2022 and referred to the Committee on Energy and Commerce.</p> <p>The legislation was introduced in the Senate on January 20, 2022, read twice, and referred to the Committee on Homeland Security and Government Affairs.</p>
<p>H.R. 6396</p>	<p>Rep. Earl Blumenauer (D-OR)</p>	<p>Climate RESILIENCE Act</p>	<p>The act amends FEMA's disaster definition to include extreme temperature events, like heat waves and freezes; changes FEMA's definitions and cost share eligibility requirements for disadvantaged communities and underserved communities; includes a focus on resiliency planning and investments; provides both financial and non-financial technical assistance for hazard mitigation planning, as well as for grant applications for small impoverished and disadvantaged communities; and expands Pre-Disaster Mitigation Assistance funding to address FEMA's oversubscription issues.</p>	<p>The legislation was introduced in the House on January 13, 2022 and referred to the Committee on Transportation and Infrastructure.</p> <p>The legislation has 32 cosponsors, including 8 members of the California delegation.</p>

H.R.6492	Rep. Pramila Jayapal (D-WA)	Climate Resilience Workforce Act	<p>The bill establishes a climate resilience workforce in communities most affected by the climate crisis. It also funds the development of regional, state, local, and community-based climate resilience action plans.</p> <p>The legislation creates an Office of Climate Resilience within the White House, starts new workforce development programs, and removes barriers to employment in climate resilience jobs based on immigration status and prior involvement with the criminal justice system.</p>	<p>The legislation was introduced in the House on January 25, 2022 and referred to the Subcommittee on Conservation and Forestry.</p> <p>The legislation has 38 cosponsors, including 9 members of the California delegation.</p>
H.R. 6989	Rep. Ted Lieu (D-CA)	Housing for All Act of 2022	<p>This legislation would address critical affordable housing shortages in California and across the country by investing in hotel and motel conversions to permanent supportive housing with supportive services; investing in the Eviction Protection Grant Program; investing in mobile crisis intervention teams to help those with medical or psychological needs avoid the criminal justice system; investing in libraries that support people experiencing homelessness; investing in programs that offer a safe place to park overnight and facilitate access to rehousing services and essential services; and investing in inclusive, transit-oriented development and infill development</p>	<p>The legislation was introduced in the House on March 8, 2022 and referred to the Subcommittee on Highways and Transit.</p> <p>The legislation has 14 cosponsors, including 12 members of the California delegation.</p>
S. 623	Sen. Marco Rubio (R-FL)	Sunshine Protection Act of 2021	<p>This bill makes daylight saving time the new, permanent standard time, effective November 5, 2023.</p>	<p>The legislation passed the Senate on March 15, 2022 and sent to the House.</p>

S. 4081	Sen. Tammy Baldwin (D-WI)	Healthy H2O Act	The bill provides grants for water testing and treatment technology directly to individuals, non-profits and local governments in rural communities. Grants, provided by the USDA, would allow the purchase and installation of point-of-use or point-of-entry water quality improvement systems that remove or significantly reduce contaminants from drinking water.	The legislation was introduced in the Senate on April 26, 2022 and referred to the Senate Committee on Agriculture, Nutrition, and Forestry.
H.R. 7696 / s. 4161	Rep. Chris Pappas (D-NH) / Sen. Kirsten Gillibrand (D-NY)	Clean Water Standards for PFAS 2.0 Act of 2022	The bill would further regulate PFAS by setting deadlines for the EPA to develop water quality criteria and limits on industrial PFAS discharges into water and to water treatment plants. The bill would also authorize \$200 million per year in grants to assist Publicly Owned Treatment Works with program implementation, which would be appropriated through Fiscal Years 2022-2026.	The legislation was introduced in the House on May 10, 2022 and referred to the Subcommittee on Water Resources and Environment.  The legislation was introduced in the Senate on May 9, 2022 and referred to the Committee on Environment and Public Works.
S.1179 / H.R.2552	Sen. Dianne Feinstein (D-CA)	Canal Conveyance Capacity Restoration Act	This bill authorizes the Bureau of Reclamation to provide financial assistance for various projects in California to mitigate the sinking or settling of the ground (i.e., subsidence mitigation), specifically for projects related to the Friant-Kern Canal, the Delta-Mendota Canal, and certain parts of the San Luis Canal/California Aqueduct.	This legislation was introduced on April 15, 2021 in the Senate. The House Companion bill was introduced the same day.  The Senate Energy and Natural Resources Subcommittee on Water & Power held a hearing on the legislation on Wednesday, May 25.  The House Natural Resources Committee has not yet considered the legislation.



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**DATE:** June 9, 2022

**TO:** Board of Directors Workshop – Policy

**FROM:** Heather Dyer, CEO/General Manager  
Karen Resendez, Human Resources and Risk Manager

**SUBJECT:** Human Resources and Risk Management Activities Update

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The Human Resources and Risk Manager position was authorized on September 7, 2021, and the position was filled on January 24, 2022. This is Valley District’s first Human Resources professional role since the founding of Valley District in 1954. Previously the duties were distributed amongst various staff members, including the CEO/General Manager.

The following is an update on the status of various activities under the Human Resources and Risk Management functional area:

**I. Employee Handbook Update**

The Employee Handbook is currently under revision. The biggest changes will be to the tone and structure of the Handbook. Employees should feel welcomed upon reviewing the handbook – to that end, language throughout the Handbook is being updated to reflect a more inclusive culture, and to reflect our values of collaboration, trustworthiness, innovation and driving for results. Additional sections are being added such as a CEO/GM welcome message and inclusion of our Mission/Vision/Values, as well as other language which aligns with our Strategy #5 of our Strategic Plan, *“Attract and support top talent and promote a rewarding culture of growth and opportunity.”*

The structure and organization of the Handbook was updated to make navigation of the material easier and more intuitive. Like items were grouped together under a larger section (e.g., all leaves together in one section, benefits, reimbursements, etc.), and placing general employment policies in an appendix versus being the first thing that an employee sees upon reviewing the handbook.

Additionally, various sections were revised to provide additional checks and balances, and structure, such as expense reimbursements and educational assistance. To ensure employees are fully aware of all elements of employment, additional provisions were added to codify current practices, to update for legal changes, and/or to include provisions or language suggested by staff.

We anticipate bringing the updated Handbook to the board this summer for approval and adoption. Any items which may be new or may contain a cost will be accounted for in the budget.

## **II. Safety Program**

When we joined JPIA, their insurance and safety experts stated there was a critical need for a formal Risk Management and Safety Program to be established. This is currently underway, and with the hire in March of a new Lead Water Systems Operator with extensive safety program experience, we are making strides toward developing and implementing a comprehensive safety program.

The Safety Team, which is currently comprised of the Human Resources and Operations staff, has begun assessing training and safety equipment needs, developing policies and procedures, and assessing process/procedures/practices to streamline. All Valley District staff have been enrolled in and are actively using TargetSolutions, the training platform for safety and related trainings provided by JPIA, which allows ease of assignment and tracking of completions. Trainings include, driver safety, fleet driving safety, confined space and fall protection. Staff continue to be scheduled for mandated training and/or refresher training as needed and as recommended for best practice.

Traffic control equipment has been acquired and staff trained so Valley District will be able to do our own traffic control set ups in house versus paying a contractor for this knowledge and skill. Other safety equipment such as snake guards for Operations staff have been purchased to further protect our staff.

The Operations team is holding weekly safety meetings and the team is very motivated to create and participate in a safety program that is top notch. Paper forms have been converted to fillable PDF so all forms can be completed and filed digitally, ensuring access to the information at any time.

### **III. Human Resources and Risk Management Webpage Development**

A main page, with several subpages on the Valley District website dedicated to Human Resources and Risk Management is under development to ensure information is available and transparent for our employees and for those interested in our open roles.

A Job Opportunities landing page to showcase the work we do; our benefits and our work culture will be included as one of the subpages – this information is attractive to applicants to determine if they are interested in us and if they would fit with our culture.

### **IV. Performance Review and Professional Development Plan**

A new format for competency-based performance reviews, which includes professional development planning, has been developed and reviewed with the executive management team; an employee group is currently providing feedback.

We expect to complete baseline assessments using these tools later this summer. Training will be provided to all staff to effectively use the tools. Additional tools will be developed that can be accessed at anytime by all employees related to these tools.

### **V. Succession Planning**

Over the past few months, meetings with senior staff have occurred and continue to discuss current needs, future needs, skill gaps, and gaining an understanding of estimated retirements in the next 10 years (e.g., within next 3 years, 5 years, 10 years, etc.) based on CalPERS retirement plan, years of service, age and any notifications made by the employees to their manager. Part of this process is identifying successors within the agency and determining what support to provide related to their individual development needs to ensure a successful transition into these successor roles.

### **VI. Classification and Compensation**

We have a current list of Comparator Agencies, which was developed during the 20/21 study conducted by Public Sector Personnel Consultants (PSPC). Comparator agencies include State Water Contractor agencies, regional partners, other agencies we compete with to recruit a qualified and skilled workforce, and agencies with similar services and missions. Following is the list used in the study and which we use today as appropriate:

- Antelope Valley-East Kern Water Agency
- Chino Basin Water Conservation District
- Coachella Valley Water District
- Desert Water Agency
- East Valley Municipal Water District
- Eastern Municipal Water District
- Inland Empire Utilities Agency
- Metropolitan Water District of Southern California
- Mojave Water Agency
- Municipal Water District of Orange County
- Western Municipal Water District

This is currently our standard list, however, depending on the role of a new position or a position we are studying, various factors may impact which agencies we would use, such as the specialization of the role and our competitors for the same candidates, and we may need to expand or reduce the list and/or include agencies not listed. This practice was true of the PSPC study as well – for example, some of our roles were more unique and specialized so had fewer comparables than other more common roles.

Class Specifications for several classifications have been updated, and the effort continues to create and/or update class specifications for all Valley District jobs based on the job studies conducted by PSPC in 2021, and to incorporate Valley District competencies into the knowledge, skills and abilities section.

### **Engineering**

The Principal Engineer classification was approved on June 1, 2021. A recruitment was conducted and remained open for approximately two (2) months; however, it did not yield the quality and level of candidates we are seeking. The description of the job reflects managerial responsibilities. A title change and salary adjustment would better assist us in finding a qualified candidate, as well finding a candidate suitable for succession planning. We will bring a proposal to the budget workshop for consideration related to this position.

### **VII. Building in Checks and Balances**

With the Handbook update and assessment of other processes, we are building in checks and balances where necessary. For example, payroll has transitioned to HR to perform the initial collection, review and data entry, with the CFO reviewing prior to submission; this is the process followed for all related payroll submissions such as CalPERS, 457, etc.



**District Strategic Plan Application**

Valley District Strategy #5: Attract and support top talent and promote a rewarding culture of growth and opportunity.

**Staff Recommendation**

Receive and file Human Resources and Risk Management report of activities.



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**DATE:** June 9, 2022

**TO:** Board of Directors Workshop – Policy

**FROM:** Heather Dyer, Chief Executive Officer/General Manager

**SUBJECT:** San Bernardino Valley Municipal Water District Name Change Discussion

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### **Staff Recommendation**

Staff recommends the Board of Directors discuss the District’s potential name change options and provide recommendations on how to move forward.

### **Summary**

Over the last few months, the Board of Directors has participated in several meetings with Staff and consultants to consider whether to proceed with a formal name change or to consider using a common name such as Valley District or SBVMWD for our branding and strategic communications efforts while keeping the District’s legal name in place, as is. This item is intended to continue the discussion and potentially resolve if the Board of Directors would like to continue consideration of a name change or not. Staff will present additional considerations regarding this topic and make recommendations on how we might best proceed with our branding and communications initiatives.

### **Background**

The District is in the midst of completing a Strategic Communications and Engagement Plan, which not only includes a communications and engagement discussion, but also outreach, audiences, and refining the District’s brand presence. At a workshop on December 9, 2021, the Board of Directors requested Staff investigate whether a formal District name change was

feasible. After extensive research, Staff reported that there are several paths forward to accomplish a formal name change, should the Directors decide to pursue it.

On January 4, 2022, the Board of Directors approved an amendment to an Agreement with Water Systems Consulting, Inc. (WSC), to perform a District brand update, referred to as a “Brand Revive,” along with the Strategic Communications and Engagement Plan work. The Brand Revive was to be completed in parallel with an investigation on the opportunities and constraints related to a District name change.

On February 9, 2022, the Directors held a special workshop to discuss the District’s name change opportunities and constraints. At this workshop, Staff presented the research results on the feasibility of a name change. WSC led the Directors through a discussion on the considerations of a name change.

The Directors provided several perspectives, including consideration of the District’s history in the region, public misconceptions of who the District is, and past negative views of the District’s name. WSC led a discussion about why the District might change its name, including to avoid confusion with other similarly named agencies, and growth of the organization into other than a single purpose organization serving one valley.

With the District’s recent completion of the Strategic Plan, the affirmation of the District’s Mission, Vision and Values, and the continued progress on the Strategic Communications and Engagement Plan, a final name change decision needs to be made in the near future.

Staff performed further research about the region and perhaps the intent behind the District’s formal name. Interestingly, the name “San Bernardino Valley” most accurately represents the geographic distribution of the area we serve as a regional leader in terms of the upper Santa Ana River watershed. Based on research from *The Illustrated History of Southern California*, the term “San Bernardino Valley” was first used to describe the vast area included in the Rancho San Bernardino land grant in the early-mid 1800’s:

*“In 1842, the Rancho de San Bernardino was granted by the Governor to a number of men totaling 37,000 acres in the central portion of the Valley. Boundaries extended from “Sierra de Yucaipa on the east, Arroyo del Cajon on the west, the Lomerias on the south and the Faldos de la Sierras (skirts of the Sierras) to the north.”*

*“The “San Bernardino Valley” was described as being about 60 miles long, encompassing San Bernardino, Old San Bernardino, Colton, Riverside, Lugonia, Redlands, Highlands,*

*Crafton, Ontario, Arlington, San Geronio, Rialto, Mentone, Cucamonga, Etiwanda and other flourishing towns and settlements.”*

While this description does not perfectly represent our entire service area – it does reflect the geography of both the San Bernardino and Yucaipa valleys while also incorporating the vast alluvial floodplain downstream of the San Bernardino mountains all the way to what is now the Prado basin area in Chino and Ontario. The term San Bernardino Valley also predates the City of San Bernardino which was incorporated in 1853 and then again in 1886.

Other things to take into consideration and for discussion is, as a reminder, the term “municipal” within our legal name is derived from the Municipal Water Act of 1911, from which we were formed rather than the current common use of the term municipal which is commonly used to mean “a city, town or its governing body.” Although this does cause confusion at times it is not an inaccurate reference to our agency or our purpose. Finally, staff recommends that the Board consider potential additional activities that may come under the umbrella of Valley District’s responsibilities in the future (e.g. power generation) which may necessitate a formal name change in the future.

At this time, based on extensive thought and analysis of the benefits and risks associated with formally changing our name, in addition to future opportunities that may necessitate a name change, it is staff’s view that we should decide on a common name for everyday public use in our branding and communications while keeping our legal name of San Bernardino Valley Municipal Water District for the time being.

### **Fiscal Impact**

The fiscal impact of this item is currently undetermined. Once the direction of the Board is determined, an estimate of the fiscal impact will be developed.