

**MINUTES OF THE REGULAR MEETING OF THE
FLORIN RESOURCE CONSERVATION DISTRICT
BOARD OF DIRECTORS**

Tuesday, November 18, 2025

The regular meeting of the Florin Resource Conservation District Board of Directors was called to order at 6:30 p.m. by Chair Tom Nelson at 9829 Waterman Road, Elk Grove, CA.

Call to Order, Roll Call, and Pledge of Allegiance.

Directors Present:	Joshua Green, Paul Lindsay, Lisa Medina Elliot Mulberg, Tom Nelson
Directors Absent:	None
Staff Present:	Bruce Kamilos, General Manager; Patrick Lee, Finance Manager/ Treasurer; Stefani Phillips, Human Resources Administrator/Board Secretary; Donella Murillo, Finance Supervisor; Travis Franklin, Program Manager; Ben Voelz, Associate Engineer; Amber Kavert, Human Resources Technician
Staff Absent:	None
Associate Directors Present:	Robert Stresak
Associate Directors Absent:	Kim Martin
General Counsel Present:	Josh Horowitz, BKS Law
Consultants Present:	Ahmed Badawi, Badawi & Associates

Public Comment

Nothing to report.

Director Elliot Mulberg asked that agenda item 5 – Senate Bill 707 (Brown Act Revisions) be moved to after agenda item 7 – Longevity Pay Revision. The Florin Resource Conservation District (FRCD) Board of Directors moved the agenda accordingly.

1. Proclamations and Announcements

General Manager Bruce Kamilos recognized Ben Voelz for obtaining his Professional Engineering license in Civil Engineering and informed the Board that he has been promoted from Associate Engineer to Associate Civil Engineer.

2. Consent Calendar

- a. Minutes of Regular Board Meeting of October 21, 2025
- b. Accounts Payable Check History – October 2025
- c. Board and Employee Expense/Reimbursements – October 2025
- d. Active Accounts – October 2025
- e. Bond Covenant Status for FY 2025-26 – October 2025
- f. CASH - Detail Schedule of Investments– October 2025
- g. Consultants Expenses – October 2025
- h. Major Capital Improvement Projects – October 2025

Item b was pulled for a question and answered.

MSC (Medina/Lindsay) to approve Florin Resource Conservation District Consent Calendar items a-h with amendments. 5/0: Ayes: Nelson, Lindsay, Green, Medina and Mulberg.

3. Annual Comprehensive Financial Report for the Fiscal Years Ending June 30, 2025 and 2024

Finance Manager Patrick Lee presented the item to the Board before handing it over to Ahmed Badawi from Badawi & Associates to present a PowerPoint with the audit findings.

Vice-Chair Paul Lindsay thanked staff for a great report.

MSC (Lindsay/Medina) to accept and file the Annual Comprehensive Financial Report for the fiscal years ending June 30, 2025 and 2024. 5/0: Ayes: Nelson, Lindsay, Green, Medina and Mulberg.

4. Year to Date Revenues and Expenses Compared to Budget – October 2025

Mr. Lee presented the item to the Board and asked that after review and discussion the Board consider returning the Year to Date Revenues and Expenses Compared to Budget report back under Consent Calendar.

After discussion, the Board directed staff to place the report back under Consent Calendar for future meetings.

6. Proposed Reorganization to a County Water Agency

Mr. Kamilos presented the item to the Board. He started by explaining the background work staff has completed up to this point regarding detaching the portion of the FRCD that lies outside of the Elk Grove Water District (EGWD) boundaries, which includes an application and Municipal Services Review (MSR). He then informed the Board that the Sacramento Local Agency Formation Commission (LAFCo) recommended the FRCD/EGWD (District) instead pursue a reorganization to dissolve FRCD and make EGWD the successor district organized under the County Water District Law.

Mr. Kamilos explained this option was considered before, but the Board chose not to pursue the option based on previous legal advice that the reorganization would trigger new California Public Employees' Retirement System (CalPERS) enrollment requirements under Public Employees' Pension Reform Act (PEPRA) and that all employees under the Classic 2% at 55 retirement formula would move to PEPRA 2% at 62 retirement formula. With the recommendation from LAFCo, staff consulted with General Counsel Josh Horowitz, who has extensive experience with LAFCo matters, and Isabel Safie from Best, Best, and Krieger, LLP, specializing in CalPERS matters, both of which mentioned that the contract could be transferred to EGWD as a successor district, without reducing the Classic benefit to the employees who currently have the Classic members formula. Mr. Kamilos also explained the other benefits that becoming a County Water Agency could provide for EGWD, including the reduction of election costs from \$460,000 to \$67,000.

Director Lisa Medina asked if there is any guarantee other than the email received from Ms. Safie that states the employees will not lose their Classic status. Mr. Kamilos informed her that this will be a process and that there will need to be something in writing from CalPERS. Mr. Horowitz explained there is no guarantee at this time, but the statute says what it says and the District can work it into the process with LAFCo that if the classic formula cannot be continued, the District can pull out of the reorganization.

Mr. Kamilos informed the Board that he learned current sitting board members who live outside of the boundaries could finish out their term.

Director Mulberg asked to see the email communication received from LAFCo stating the recommendation. Staff will provide the Board the email correspondence.

Board members had a discussion regarding the benefits of becoming a County Water Agency. Some board members felt that having the Board of Directors selected directly from EGWD customers is a huge benefit. This discussion led to another discussion amongst the Board members and General Counsel regarding the different types of water districts the District could become (i.e. California Water District, Municipal Water District, County Water District) and the pros and cons of each one.

Director Mulberg shared his concern with the timeline if the District shifted to going forward with looking into becoming a County Water Agency. A discussion ensued.

Majority of the Board gave direction to move forward with LAFCo's recommendation.

The Board asked that staff provide a matrix describing a timeline and next steps at the next board meeting. In the interim, staff will keep the board updated and will work with General Counsel to do so without any Brown Act violations.

7. Longevity Pay Revision

Board Secretary Stefani Phillips presented the item to the Board, providing background on the history of longevity pay and how it will look moving forward.

Longevity Pay was established on July 1, 2014, to recognize and reward employees for their long-term service to the District. The intent of the program has been to provide an additional financial incentive that acknowledges employee loyalty and institutional knowledge, fostering retention and organizational stability. Under the original provision, Longevity Pay was paid as a lump-sum amount on each employee's anniversary date based on their total years of service. While this method recognized long-term service, it created an administrative burden and reporting complexities as CalPERS requires Longevity Pay to be reported as special compensation within each pay period. The proposed revision restructures Longevity Pay to be annualized and paid in each bi-weekly pay period, rather than as an annual lump-sum payment, effective January 1, 2026. Employees will remain eligible after completing five (5) full years of continuous service, with payments beginning in the sixth (6th) year. The Longevity Pay rate, which begins at one-half percent (0.5%) of base compensation, will increase by one-half percent (0.5%) for each additional completed year, up to a maximum of five percent (5%) beginning in the 15th year of service.

MSC (Medina/Mulberg) to adopt Resolution No. 11.18.25.01, amending the 2019 Elk Grove Water District Employee Policy Manual, Section 4.2.12 Longevity Pay. 5/0: Ayes: Nelson, Lindsay, Green, Medina and Mulberg.

5. Senate Bill 707 (Brown Act Revisions)

General Counsel Josh Horowitz explained Senate Bill (SB) 707 to the Board through a PowerPoint presentation. In the presentation, Mr. Horowitz went over the changes to the Brown Act that affect the District. He stated that the Board will need to adopt an accommodations policy.

Director Mulberg left the Board Meeting.

8. General Manager's Report

Mr. Kamilos presented the item to the Board before turning it over to staff to provide information on the items presented in the report.

Mr. Lee explained the deadline for the Utility Billing module of Springbrook has been pushed to the end of January.

Mr. Kamilos informed the Board that the Information Technology (IT) technician that was onsite with the District has separated from the District's contracted IT services company, Solutions by BG. The District met with Thomas Dainat, CEO of Solutions by BG, and there will be no interruptions in IT support with this change. He explained that in the long run this will decrease IT support costs as the District will only be funding one (1) IT technician moving forward.

Lastly, Mr. Kamilos informed the Board that the District held a dedication ceremony for the Sophia Scherman Garden on Friday, November 14, 2025.

9. Elk Grove Water District Operations Report – October 2025

Mr. Kamilos provided the EGWD Operations Report for October 2025.

Mr. Kamilos mentioned to the Board that the District has received its first order of AMI Smart Point meters and will be receiving more over the next few months.

10. Directors Comments

Director Green reminded the Board and staff that he will not be attending the December Board meeting.

Adjourn to Regular Board Meeting on December 16, 2025.

Respectfully submitted,



Stefani Phillips, Board Secretary

AK/SP