FAIR OAKS
WATER DISTRICT

**AGENDA ITEM III.1a**
Regular Board Meeting
Approved Minutes
September 21, 2026

**District Attendees**

| | |
|---|---|
| Randy Marx | Board President |
| Mark Dolby | Board Vice President |
| Misha Sarkovich | Board Member |
| Chris Petersen | Board Member |
| George Babcock | Board Member |
| Tom R. Gray | General Manager |
| Shawn Huckaby | Operations Manager |
| Chi Ha-Ly | Finance Manager |
| Paul Siebensohn | Water Supply Superintendent |
| Nick Kepler | Operations Superintendent |
| Rebecca Simon | Human Resource Administrator |

**Other Attendees**

Margge Woods
Diane Jenkins

**Absent**

## AGENDA ITEMS

### I. CALL TO ORDER

- President Marx called the FOWD Regular Board Meeting to order at 6:30 p.m., noting that all Board Members were present.

### II. PUBLIC COMMENT

- Visitor Diane Jenkins inquired about multiple water main leaks in front of her house and water Main replacement.
- General Manager Gray requested Visitor Jenkins to provide her contact information to Operations Manager Huckaby to work with her, research the issue and report back at the October 2026 Regular Board Meeting.

## III. CONSENT CALENDAR

The following consent calendar items were considered and acted upon as follows:

1. Approval of Minutes
   a. Regular Board Meeting of August 17, 2026
2. Accept and File Treasurer's Report for the month of August 2026
3. File Investment Report for the month of July 2026
4. Accept and File Financial Expense Report for the month of August 2026
5. Approval of Warrants
6. Approval of Cal-Card Statements for the month of August 2026
7. Approval of Board Expense Report for the month of August 2026

Director Petersen moved to approve the consent calendar.

Director Babcock seconded the motion.

Motion carried with the following votes: Babcock – aye, Dolby – aye, Marx – aye, Petersen – aye and Sarkovich – aye.

## IV. PRESENTATIONS AND CORRESPONDENCE

1. None.

## V. DISCUSSION AND ACTION ITEMS: OLD BUSINESS

**1. Discussion and possible action on a proposed new FOWD Policy No. 6005: "Approved Contractors List"**

- General Manager Gray provided an overview of the policy revisions, including modifications requested by the Board.

Director Babcock moved to approve the FOWD Policy No. 6005 "Approved Contractors List."

President Marx seconded the motion.

Motion carried with the following votes: Babcock – aye, Dolby – aye, Marx – aye, Petersen – aye and Sarkovich – aye.

**2. Update and discussion on the New York Avenue Water Main Replacement Project – Phase II (verbal- no written staff report)**

- General Manager Gray provided an overview.

**3. Update and Discussion on the FOWD Fall 2026 Customer Newsletter (verbal- no written staff report)**

- General Manager Gray provided and reviewed a list of newsletter content.

- President Marx requested the draft newsletter be sent to him and Director Petersen for review.
- General Manager Gray stated that staff is committed to distributing the newsletter to customers by the end of September.

**4. Update and Discussion on draft 2027 FOWD Budget**

- General Manager Gray provided an overview of the draft 2027 FOWD budget in workshop format.
- Director Sarkovich asked that capital project descriptions identify the street or location for those projects.
- General Manager Gray suggested deferring the meter replacement project for 2027 and Board Members gave direction to put project on hold. General Manager Gray stated staff would revise the budget to reflect this direction.
- The Board requested clearer separation between the District's financial position at December 31, 2026, and the projected position at December 31, 2027.
- General Manager Gray stated that staff will finish the detailed budget for final comment by Board Members and possible approval at the November 2026 Regular Board Meeting.

**5. Update and Discussion on the FOWD General Manager Recruitment**

- Human Resource Administrator Simon recommended starting recruitment and using a professional recruitment firm.
- Following discussion, the Board directed Human Resource Administrator Simon to provide proposals from professional recruitment firms with clear terms and deliverables for Board consideration at the October 2026 Regular Board Meeting.

## VI. DISCUSSION AND ACTION ITEMS: NEW BUSINESS

**1. Discussion and possible action on 2027 FOWD Employee Salary Ranges**

- General Manager Gray presented the proposed 2027 employee salary-range table developed from the 2026 Total Compensation Study prepared by Bryce Consulting and approved by the Board in July 2026.
- General Manager Gray stated the table would be effective January 1, 2027.

Director Sarkovich moved to approve 2027 FOWD Employee Salary Ranges.

Director Petersen seconded the motion.

Motion carried with the following votes: Babcock – aye, Dolby – aye, Marx – aye, Petersen – aye and Sarkovich – aye.

**2. Discussion on FOWD Water Supply for the month of August 2026**

- Water Supply Superintendent Siebensohn presented the August 2026 water supply report.

3. **Discussion and possible action on additional funding for 2026 expenses**
   - Finance Manager Ha-Ly presented request for additional funding for 2026 expenses.

   Director Sarkovich moved to authorize the General Manager to transfer $9,400 from contingency fund to cover 2026 expenses.

   Director Dolby seconded the motion.

   Motion carried with the following votes: Babcock – aye, Dolby – aye, Marx – aye, Petersen – aye and Sarkovich – aye.

## VII. UPCOMING EVENTS

1. **September 22, 2026 / RWA Executive Committee Meeting / Sacramento**

2. **September 23, 2026 / SJWD Board Meeting / Granite Bay**

3. **October 8, 2026 / SGA Board Meeting / Sacramento**

## VIII. REPRESENTATIVE REPORTS

1. **Sacramento Groundwater Authority (SGA)**
   - None.

2. **Regional Water Authority (RWA)**
   - General Manager Gray stated there was a discussion about federal acknowledgement and FOWD commented that federal acknowledgement is important, it can't be put on the sidelines.

3. **Sacramento Water Forum**
   - None.

4. **Other**
   - None.

## IX. DIRECTORS' REPORTS & COMMENTS

1. **Budget Committee – (Sarkovich, Marx)**
   - None.

2. **Technical Advisory Committee – (Marx, Petersen)**
   - None.

3. **Capital Improvement Committee – (Sarkovich, Petersen)**
   - None.

4. **Personnel Committee – (Babcock, Dolby)**
   - None.

5. **Public Relations Committee – (Babcock, Dolby)**
   - None.

6. **FOWD and SJWD 2x2 Ad-Hoc Committee – (Petersen, Marx)**
   - General Manager Gray stated that after discussions with President Marx, he would be meeting with the SJWD General Manager on September 23, 2026, to set-up dates and times to restart the 2X2 Ad-Hoc Committee directly with FOWD and SJWD.

## X. GENERAL MANAGER'S REPORT

1. **Maintenance Work Report**
   - Report provided.

2. **Capital Projects Status Report**
   - Report provided.

3. **Authorizations of Additional Funding**
   - Report provided.

4. **Water Transfer Status Report**
   - None.

5. **Claims Against the District**
   - Report provided.

6. **Employee Update**
   - Operations Manager Huckaby provided an update on the Water Efficiency Specialist renewing his water audit validator certification that allows FOWD to provide this service in-house for compliance with state reporting and effective water loss management.
   - Staff provided an update on the FOWD employee and family summer picnic that took place in September.
   - The Board acknowledged staff for attending the Fair Oaks Chicken Festival on September 19, 2026, at a FOWD booth.

7. **Water Issues – Update on Regional Involvement**
   - None.

8. **Other**

## XI. PUBLIC COMMENT

- None.

President Marx closed the open session meeting at 7:36 p.m.

President Marx opened the closed session meeting at 7:43 p.m.

## XII. CLOSED SESSION PURSUANT TO GOVERNMENT CODE SECTIONS 54954 AND 54956

1. Conference with legal counsel on existing litigation; Government Code Sections 54954.5 and 54956.9; Citrus Heights Water District & Fair Oaks Water District v. San Juan Water District; Sacramento Superior Court Case No. 23WM000064

2. Conference with legal counsel on existing litigation; Government Code Sections 54954.5 and 54956.9; Corcos & FOVEC v. Fair Oaks Water District; Sacramento Superior Court Case No. 26VVM000022

President Marx closed the closed session meeting at 8:34 p.m.

President Marx reopened the meeting to the public at 8:34 p.m.

## XIII. REPORT FROM CLOSED SESSION

- None.

## XIV. PUBLIC COMMENT

- None.

## XV. ADJOURNMENT

With no further business to come before the Board, President Marx adjourned the meeting at 8:34 p.m.

---

The Board approved the preceding minutes on October 19, 2026

Tom R. Gray
General Manager/Board Secretary

11-05-2026
Date