RECLAMATION DISTRICT NO. 1000
BOARD OF TRUSTEES
REGULAR BOARD MEETING

FRIDAY, NOVEMBER 20, 2025
8:00 A.M.

MEETING LOCATION

2450 VENTURE OAKS WAY, SUITE 240
SACRAMENTO, CA 95833

Microsoft Teams Meeting:

Join the meeting now

Meeting ID: 265 838 170 969 03
Passcode: Xa92QC3D

Members of the public may participate in this meeting in person. Members of the public will have an opportunity to address the Board during Public Comment. Comments may also be emailed prior to the meeting to jgutierrez@rd1000.org.

1. PRELIMINARY

1.1. Call Meeting to Order
1.2. Roll Call
1.3. Approval of Agenda
1.4. Pledge of Allegiance
1.5. Conflict of Interest

2. PRESENTATIONS

No Presentations

3. PUBLIC COMMENT (NON-AGENDA ITEMS)

Any person desiring to speak on a matter which is not scheduled on this agenda may do so under the Public Comments section. Speaker times are limited to three (3) minutes per person on any matter within RD 1000's jurisdiction, not on the Agenda.

Public comments on agenda or non-agenda items during the Board of Trustees meeting are for the purpose of informing the Board to assist Trustees in making decisions. Please address your comments to the President of the Board. The Board President will request responses from staff, if appropriate. Please be aware the California Government Code prohibits the Board from taking any immediate action on an item which does not appear on the agenda unless the item meets stringent statutory requirements (see California Government Code Section 54954.2 (a)).

Public comments during Board meetings are not for questions and answers. Should you have questions, please do not ask them as part of your public comments to the Board. Answers will not be provided during Board meetings. Please present your questions to any member of the RD 1000 staff via e-mail, telephone, letter, or in person at a time other than during a Board meeting.

4. INFORMATIONAL ITEMS

4.1. GENERAL MANAGER'S REPORT: Update on activities since the September 2025 Board Meeting.

4.2. OPERATIONS MANAGER'S REPORT: Update on activities since the September 2025 Board Meeting.

4.3. DISTRICT COUNSEL'S REPORT: Update on activities since the September 2025 Board Meeting.

5. CONSENT CALENDAR

The Board considers all Consent Calendar items to be routine and will adopt them in one motion. There will be no discussion on these items before the Board votes on the motion, unless Trustees, staff or the public request specific items be discussed and/or removed from the Consent Calendar.

5.1. APPROVAL OF MINUTES: Approval of Minutes:

- September 12, 2025 - Board Meeting
- October 1, 2025 - Special Board Meeting

5.2. TREASURER'S REPORT: Approve Treasurer's Report for September/October 2025.

5.3. EXPENDITURE REPORT: Review and Accept Report for September/October 2025.

5.4. BUDGET TO ACTUAL REPORT: Review and Accept Report for September/October 2025.

5.5. INVESTMENT REPORT: Review and Accept Report for September/October 2025.

6. SCHEDULED ITEMS

6.1. GENERAL MANAGER RECRUITMENT: Update on Consultant-Led Efforts (Abby Ackers, from CPS HR Consulting)

6.2. RESULTS OF COMPENSATION STUDY (Receive and File)

6.3. MATRIX CONSULTING – STAFF OVERHEAD RATE PRESENTATION AND Q&A; BOARD CONSIDERATION AND APPROVAL OF UPDATED RATES (PRESENTER: Courtney Ramos)

6.4. APPROVAL OF DEVELOPMENT FUNDING AGREEMENTS AND POLICY REGARDING PRIOR OVERHEAD RATES BILLING

6.5. AMEND DISTRICT EMPLOYEE HANDBOOK – USE OF DISTRICT VEHICLES

6.6. STATUS OF CURRENT DISTRICT AGREEMENTS (INFORMATIONAL)

6.7. SPONSORSHIP OPPORTUNITY- NATOMAS CHAMBER HOLIDAY TREE LIGHTING EVENT (DECEMBER 5, 2025)

7. BOARD OF TRUSTEES' COMMENTS/REPORTS/ACTIVITY

7.1. BOARD ACTIVITY:

Committee Meetings Since Last Board Meeting

- Executive Committee (Lee Reeder & Gilbert) – November 5, 2025
- Finance Committee Meeting (Gilbert, Avdis, Hill) – November 12, 2025
- Finance Committee Meeting (Gilbert, Avdis, Hill) – November 17, 2025

Upcoming Meetings

- SAFCA Board Meeting – November 20, 2025 @ 3:00 pm
- RD 1000 Finance Committee Meeting – December 3, 20245 @ 8:00 am
- RD 1000 Executive Committee Meeting – December 3, 2025 @ 9:00 am
- RD 1000 Board Meeting – December 20, 2025 @ 8:00 am

8. CLOSED SESSION

8.1. SIGNIFICANT EXPOSURE TO LITIGATION (Brookman Security) pursuant to Government Code §54956.9(d)(2)

9. RECONVENE TO OPEN SESSION

9.1. REPORT ON CLOSED SESSION

10. ADJOURN