

MEETING MINUTES OF SEPTEMBER 4, 2025

THE BOARD OF DIRECTORS AND STAFF OF THE LAS GALLINAS VALLEY SANITARY DISTRICT MET IN OPEN SESSION AT 4:00 PM AT THE DISTRICT OFFICE, 101 LUCAS VALLEY ROAD, SUITE 300 CONFERENCE ROOM, SAN RAFAEL, CA. 94903

BOARD MEMBERS PRESENT: Megan Clark, Nicholas Lavrov (arrived at 4:03 pm), Craig Murray, Gary Robards and Crystal Yezman

BOARD MEMBERS ABSENT: None

STAFF PRESENT: Curtis Paxton, General Manager; Teresa Lerch, Board Secretary; Dale McDonald, District Treasurer; Don Moore, Plant Manager; Mike Cortez, District Engineer (by zoom)

OTHERS PRESENT: Patrick Richardson, District Counsel.

ANNOUNCEMENT: President Robards announced that the agenda had been posted as evidenced by the certification on file in accordance with the law.

1. **PUBLIC COMMENT:** None

CLOSED SESSION:

ACTION:

THE BOARD OF DIRECTORS OF THE LAS GALLINAS VALLEY SANITARY DISTRICT ADJOURNED TO CLOSED SESSION SEPTEMBER 4, 2025, AT 4:01 PM. AT THE DISTRICT OFFICE, 101 LUCAS VALLEY ROAD, SUITE 300, CONFERENCE ROOM, SAN RAFAEL, CALIFORNIA.

Lerch and McDonald left the meeting at 4:01 pm.

2. **CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION – (Paragraph (1) of subdivision (d) of Section 54956.9)** Name of Case: Myers & Sons Construction, LLC v. Las Gallinas Valley Sanitary District et al. Marin County Superior Court Case No. CV0004963

Cortez and Moore left the meeting at 4:10 pm.

3. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION – GENERAL MANAGER:** pursuant to Government Code Section 54957.

ADJOURNMENT:

ACTION:

The Board of Directors of the Las Gallinas Valley Sanitary District reconvened the Regular Session on September 4, 2025 at 4:40 p.m.

BOARD MEMBERS PRESENT: Megan Clark, Nicholas Lavrov, Craig Murray, Gary Robards, Crystal Yezman

STAFF PRESENT: Curtis Paxton, General Manager, Teresa Lerch, Board Secretary; Dale McDonald, District Treasurer; Don Moore, Plant Manager;

OTHERS PRESENT: Patrick Richardson, District Counsel;

PUBLIC COMMENT: None.

REPORT ON CLOSED SESSION: President Robards reported that there was nothing to report.

4. CONSENT CALENDAR:

These items are considered routine and will be enacted, approved, or adopted by one motion unless a request for removal for discussion or explanation is received from the staff or the Board.

- A. Approve the Board Minutes for August 21, 2025
- B. Receive and Ratify the Check Warrant List

ACTION: The Board approved (M/S Murray/Yezman (5-0-0-0) Consent Calendar items A and B.

AYES: Clark, Lavrov, Murray, Robards and Yezman
 NOES: None.
 ABSENT: None.
 ABSTAIN: None.

5. INFORMATION ITEMS:

STAFF / CONSULTANT REPORTS:

- 1. General Manager's Report – Paxton reported.
- 2. Operations Department Report – Moore reported.
- 3. Artificial Intelligence Policy and Manual – McDonald reported. Discussion ensued. This item will be brought back with suggested policy revisions incorporated at the next Board meeting (Consent item).
- 4. Continuation of discussion on Director compensation and benefits – McDonald reported.

6. DESIGNATION OF BOARD REPRESENTATIVE RELATED TO NEGOTIATIONS REGARDING GENERAL MANAGER'S SALARY AND BENEFITS PER THE PERFORMANCE REVIEW.

Discussion ensued. President Robards designated a new General Manager Compensation Ad Hoc committee and appointed Lavrov and Yezman to co-chair that subcommittee.

7. DISCUSSION OF GENERAL MANAGER'S SALARY AND BENEFITS PER THE PERFORMANCE EVALUATION.

This item was not discussed.

8. BOARD REPORTS

- 1. CLARK
 - a. NBWA Board Committee – verbal report
 - b. Operation Control Centers Ad Hoc Committee – no report
 - c. Human Resources Ad Hoc Committee – no report
 - d. Energy Committee Ad Hoc Committee – no report
 - e. CASA Workforce Committee – verbal report
 - f. Other Reports – none
- 2. LAVROV
 - a. Operation Control Centers Ad Hoc Committee – no report

- b. Fleet Management Ad Hoc Committee – no report
- c. McInnis Marsh Ad Hoc Committee – no report
- d. San Francisco Bay Trail Ad Hoc Committee – no report
- e. GM Evaluation Ad Hoc Committee – this committee is no longer needed.
- f. Other Reports – none

3. MURRAY

- a. Marin LAFCO – verbal report
- b. Flood Zone 6 – no report
- c. CASA Energy Committee – report in packet
- d. Biosolids Ad Hoc Committee – no report
- e. Development Ad Hoc Committee – no report
- f. SF Bay Trail Ad Hoc Committee – no report
- g. Energy Ad Hoc Committee – no report
- h. Other Reports – none

4. ROBARDS

- a. Gallinas Watershed Council/Miller Creek – no report
- b. NBWRA – no report
- c. Engineering Ad Hoc Committee – no report
- d. McInnis Marsh Ad Hoc Committee – no report
- e. Development Ad Hoc Committee – no report
- f. Human Resources Ad Hoc Committee – no report
- g. GM Evaluation Committee – this committee is no longer needed.
- h. Other Reports – none

5. YEZMAN

- a. Flood Zone 7– no report
- b. CSRMA – no report
- c. Marin Special District Association – no report
- d. Engineering Ad Hoc Committee – no report
- e. Biosolids Ad Hoc Committee – no report
- f. Fleet Management Ad Hoc Committee – no report
- g. Other Reports – none

9. BOARD REQUESTS:

- A. Board Meeting Attendance Requests – Lavrov requested to attend two AWWA webinars – September 10 – Water 2050: Strengthening Public Trust in Water and September 24 – Water 2050: The Value of Regionalization or Consolidation of Water and Wastewater Services. Written requests to follow.
- B. Board Agenda Item Requests – Murray requested staff look into BCDC (Bay Conservation and Development Commission) Sea Level Rise Climate awareness planning program.

10. VARIOUS INDUSTRY ARTICLES

Discussion ensued.

ADJOURNMENT:

ACTION:

The board approved (M/S Yezman/Clark 5-0-0-0) the adjournment of the meeting at 6:32 p.m.

AYES: Clark, Lavrov, Murray, Robards and Yezman

NOES: None.

ABSENT: None.

ABSTAIN: None.

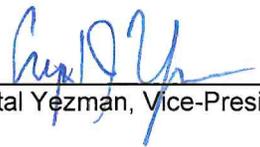
The next Board Meeting is scheduled for Thursday, September 18, 2025 at the District office.

ATTEST:



Teresa Lerch, Board Secretary

APPROVED:



Crystal Yezman, Vice-President