

INVERNESS PUBLIC UTILITY DISTRICT

FIRE DEPARTMENT  WATER SYSTEM

50 INVERNESS WAY NORTH • P.O. BOX 469 • INVERNESS CA 94937 • (415) 669-1414

Board of Directors

AGENDA

Special Meeting

June 2, 2023

9:00 a.m.

Inverness Firehouse

1. **Call to Order; Attendance Report**
2. **Public Expression:** Opportunity for members of the public to address the Board on matters under the Board's jurisdiction but not on the posted agenda. Directors or staff "*may briefly respond to statements made or questions posed*" during Public Expression, but "*no action or discussion shall be undertaken on any item not appearing on the posted agenda*" (Gov. Code §54954.2(a)(3)). Members of the public may comment on any item listed on the posted agenda at the time the item is considered by the Board.

The Business of the District

3. **Approve and Adopt Fiscal Year 2023-2024 Budget**
4. **Employee Pay Rates for FY 2023/24:** Approve the proposed pay rates for FY 2023/24, which reflect the 4.88% annual change in the San Francisco Bay Area Consumer Price Index for All Urban Consumers (CPI-U).
5. **Ordinance 108-2023:** Setting General Manager Compensation for Fiscal Year 2023-2024
6. **Closed Session:** Public Employee Performance Evaluation (General Manager) pursuant to Gov. Code Sec. 54957
7. **Committee Meetings/Reports**
8. **Adjournment**

Posted: May 25, 2023

Material provided in the meeting packet is available on the District's website, www.invernesspubd.org, or by contacting the District office.

Items may not be taken up in the order shown on this Agenda.

For assistance in participating in this event due to a disability as defined under the ADA, please call in advance to (415) 669-1414.

THE PUBLIC IS CORDIALLY INVITED TO ATTEND AND TO COMMENT ON AGENDA ITEMS

BOARD OF DIRECTORS: KENNETH J. EMANUELS, PRESIDENT • DAKOTA WHITNEY, VICE PRESIDENT
KATHRYN DONOHUE, TREASURER • BRENT JOHNSON • DAVID PRESS



SHELLEY REDDING, GENERAL MANAGER/CLERK OF THE BOARD
JAMES K. FOX, CHIEF OF OPERATIONS (FIRE CHIEF, WATER SYSTEM SUPERINTENDENT)



Inverness Public Utility District
Board Meeting June 2, 2023

Agenda Item No. 1

Call to Order;
Attendance Report



Inverness Public Utility District
Board Meeting June 2, 2023

Agenda Item No. 2

Public Expression

Opportunity for members of the public to address the Board on matters under the Board's jurisdiction but not on the posted agenda.

Directors or staff “*may briefly respond to statements made or questions posed*” during Public Expression, but “*no action or discussion shall be undertaken on any item not appearing on the posted agenda*” (Gov. Code §54954.2(a)(3)).

Members of the public may comment on any item listed on the posted agenda at the time the item is considered by the Board.



Inverness Public Utility District
Board Meeting June 2, 2023

Agenda Item No. 3

Approve and Adopt Fiscal Year

2023-2024 Preliminary Budget



Inverness Public Utility District

Board Agenda Item Staff Report

Subject: Proposed Budget for FY 2023/2024
Meeting Date: June 2, 2023
Date Prepared: May 30, 2023
Prepared by: Shelley Redding, General Manager
Attachments: Proposed Budget FY 2023/2024 DRAFT; FY 2023/2024 Personnel budget detail, Salary Schedule

Recommended Action: Approve Proposed Budget for FY 2023/2024

Staff prepared the draft budget for FY 2023/2024 by utilizing the amended 2022/2023 budget amendment presented at the last board meeting on May 24, 2023, and taking into consideration proposed staff pay-rates presented to your Board for approval at this meeting,

The budget reflects increases in Ad Valorem Taxes, including excess ERAF, a modest increase of the Special Fire Tax revenue, and an increase of the restricted funds from Measure C (Transitory Occupancy Tax). Additionally, the water system revenue reflects the approved rates increase based on the regional CPI data presented at last month's board meeting, and the anticipation of higher usage due to the end of the declared drought emergency and the return of vacation occupancy after the end of the pandemic. As a reminder, the drought surcharge ends on June 30, 2023 and as a result, there is an anticipated net loss of \$177,000 revenue for the water system.

The proposed 2023/2024 budget personnel costs include current staffing payrate increases of 4.88%, as proposed at this meeting with some position changes as follows:

Chief of Operations: Shift expense allocations to 50% District, 25% Water Ops, 25% Fire Ops
Fire Services Officer: Promote from Fire Services Officer to Assistant Fire Chief with increased salary.
Admin Assistant: Promote from Administrative Assistant to Grants and Projects Coordinator with increased salary.
Water Operators: A new Salary Schedule has been created to account for level of certifications, which is reflected in the proposed pay rates.

At the time of this budget preparation, the Chief of Operations has indicated that he plans to maintain his employment until the right candidate for the position of Water Superintendent is hired and trained. With his role as Chief of Operations, his work overseeing the water system operations is shared with the Senior Water Operator and therefore will have his time allocation reduced from 50% to 25% for the water system. The time allocation for the Fire Department will also be reduced from 50% to 25%, which allows for the continued incremental training of the Fire Services Officer (who is recommended for promotion to Assistant Fire Chief with a pay scale increase). With these changes, the position of Chief of Operations is going to be assuming more administrative duties under the District budget at 50% cost allocation. The Assistant Fire Chief will be assuming more lead roles in volunteer safety training, drills and reporting as well as representing the District at regional meetings with Chief Fox.

The Administrative Assistant has shifted her duties to the specific area of grant research and applications for the District. In this role, she is representing the District in meetings and conferences with Federal and State representatives as well as with community groups and members to better select the appropriate potential funding sources for the District for programs meant to address drought adaptation, resilience, and wildfire mitigation. Along with these changes, she will be assuming the role of coordinating outreach and resource activities with Fire staff with respect to the MWPA projects. She will be preparing a monthly

summary report of activity for the Board each month. With the changes to her job title and responsibilities, her compensation reflects the work she performs and the value she brings to the District and is comparable for her field of work.

The water operators will have a salary schedule that reflects their years of service along with their level of required certifications. The water system requires minimum levels of certification by the State, but the complexity of the Inverness Water system also requires hands-on training to understand the water system and anticipate areas of maintenance or repair. The salary schedule reflects the pay rates based on those factors and are comparable to similar sized systems in Sonoma and Marin County.

Anticipated costs for Property and Liability Insurance have been increased 15% to approximately \$41,000 based on preliminary notices received from the insurance company SDRMA. There are also increased expenses for the new Administrative Offices including the monthly lease expense, utilities, and supplies; and one-time fees for establishing the District computer network. The CalPERS Retirement rates have increased over 2% for both Classic Miscellaneous and Safety and less than .20% for PEPRM Miscellaneous and Safety. The Unfunded Accrued Liability amounts are only for the Classic Miscellaneous and Safety, totaling approximately \$34,500. The operations costs for the District are not anticipated to substantially increase from last year.

Staff recommends approval of this preliminary budget, which will be tracked with quarterly updates and comparisons for an anticipated adjustment based on actual activities of the District.

**Inverness Public Utility District
Proposed Preliminary Budget
FY 2023/2024**

5/31/2023

				COMBINED	District (General Fund) 52101	Fire 53101	Water (Enterprise Fund) 57101
INCOME							
Taxes Income							
	41101	Ad Valorem Property Taxes		613,530	613,530		
	41121	Special Fire Assessment (Restricted)		77,000		77,000	
	41122	Excess ERAF		140,000	140,000		
	Total Taxes Income			830,530	753,530	77,000	-

Restricted Revenue							
	42131	TOT Taxes (Meas. W) Restricted		150,000		150,000	
	42132	MWPA		21,719		21,719	
	42133	MWPA		21,719		21,719	
	Total Restricted Revenue			193,438	-	193,438	-

Water Charges							
	45101	Basic Charge		488,950			488,950
	45102	Usage Charges		90,000			90,000
	45103	Cross Connection Fees		1,510			1,510
	45104	Misc Charges		2,000			2,000
	45107	Uncollectibles		-			
	Total Water Revenue			582,460	-	-	582,460

Miscellaneous Income							
	45109	Customer Work Overhead		1,000			1,000
	47291	Other Income		3,000	1,000	500	1,500
	42134	WMES (Burton Funds) (Restricted)		7,490		7,490	
	47114	Merchandise Sales		5,000		5,000	
	45113	New Service Connection Fee		9,600			9,600
	47211	Interest Income		20,000	20,000		
		CERBT OPEB Reimbursement		36,477	36,477		
		WMCS Grant for IDC		1,000		1,000	
	Total Miscellaneous Income			83,567	57,477	13,990	12,100
	TOTAL INCOME			1,689,995	811,007	284,428	594,560

EXPENSES							
Personnel Costs							
	60101	Management		330,106	171,084	30,187	128,835
	60102	Operations Personnel		327,808	-	48,560	279,248
	60103	Administrative Personnel		147,275	98,670	15,392	33,213
	60210	Employer Payroll Taxes		61,597	20,636	7,202	33,759
	60104	Staff Volunteer Wages		2,000	-	2,000	-
	60105	Duty Officer		1,000	-	1,000	-
	60220	Health Insurance Premiums		116,151	25,924	20,981	69,246
	60251	Retirement Premiums		117,895	36,144	19,425	62,326
	60255	Employee Training Tax		47	10	7	30
	60271	Unfunded Accrued Liability		37,396	-	14,360	23,036
	60254	Workers Comp Insurance		22,755	1,218	3,700	17,837
	60221	Retiree Health Benefits		29,270	23,520	3,464	2,286
	Total Personnel Costs			1,193,300	377,206	166,278	649,816

**Inverness Public Utility District
Proposed Preliminary Budget
FY 2023/2024**

5/31/2023

			COMBINED	District (General Fund) 52101	Fire 53101	Water (Enterprise Fund)
Dispatch & Communications						
	63111	Radio/Pager Repair	1,000		500	500
	63112	Commo Supplies	2,300		2,000	300
	63113	MERA Operations	13,460		13,460	-
	Total Dispatch & Communications		16,760	-	15,960	800
Collection & Treatment						
	62221	Chemicals	6,500			6,500
	Total Collection & Treatment		6,500	-	-	6,500
Lab & Monitoring						
	62222	BaT & Raw Samples	4,000			4,000
	62223	Periodic Samples	6,000			6,000
	62224	Lead & Copper	700			700
	Total Lab & Monitoring		10,700	-	-	10,700
Maintenance & Utilities						
	62311	Equipment Maint	8,500	1,500	3,000	4,000
	62312	Building Maint	3,500	-	3,000	500
	62313	Grounds Maint	1,250	250	1,000	
	62321	Tank Maintenance	1,000	-		1,000
	62322	Collection & Treatment Maintenance	5,000	-		5,000
	62323	Distribution System Maintenance	6,000	-		6,000
	62324	Collection & Treatment Utilities	20,000	-		20,000
	62325	Distribution System Utilities	13,000	-		13,000
	62328	Firehouse Utilities	3,500	-	3,500	
	62329	District Office Utilities	3,000	3,000		
	62326	SCADA Maintenance	6,000	-		6,000
	Total Maintenance & Utilities		70,750	4,750	10,500	55,500
Fire Prevention						
	63311	Public Education and Awareness	1,000	-	1,000	
	63331	MWPA Defensible Space	21,172		21,172	
	63332	MWPA Local Projects	21,172		21,172	
	Total Fire Prevention		43,344	-	43,344	-
Storage & Distribution						
	62231	Telemetry	2,000			2,000
	62327	Cross Connect Maintenance	1,000			1,000
	68112	Miscellaneous	500			500
	Total Storage & Distribution		3,500	-	-	3,500
Supplies and Inventory						
	62211	Supplies and Inventory	19,000	2,000	4,000	13,000
	62241	Personal Protective Equipment	7,990	-	7,490	500
	63314	Resale Merchandise	8,500	5,000	3,000	500
	62242	Uniforms	1,750	250	1,000	500
	Total Supplies and Inventory		37,240	7,250	15,490	14,500
Training						
	63811	Volunteer Training	3,000	-	3,000	
	63821	Certification and Courses	2,000	500	1,000	500
	63812	Volunteer Appreciation	1,750	-	1,750	
	63813	Volunteer Stipends	2,000	-	2,000	
	63814	Volunteer Insurance	4,402	-	4,402	
	Total Training		13,152	500	12,152	500

**Inverness Public Utility District
Proposed Preliminary Budget
FY 2023/2024**

5/31/2023

			COMBINED	District (General Fund) 52101	Fire 53101	Water (Enterprise Fund)
860 Vehicle Operations						
	62411	Gas & Oil	15,000	-	6,000	9,000
	62412	Repairs and Service	9,000	-	5,000	4,000
Total Vehicle Operations			24,000	-	11,000	13,000
Administration						
	63400	Administrative Office Lease	14,500	14,500		
	63421	Telephone, Internet, Cable	7,780	5,000	1,080	1,700
	63312	Dues & Publications	3,000	1,500	500	1,000
	65111	Insurance	41,307	3,042	19,172	19,093
	63531	Financial Reporting/Audit	12,500	5,500	3,500	3,500
	62212	Office Supplies, Postage	13,500	12,000	500	1,000
	65541	Banking Charges	4,000	4,000		
	63521	Legal and Attorneys	5,500	5,000		500
	63361	Board & Election Expenses	500	500		
	63731	Travel, Meetings, Training	2,000	500	500	1,000
	63362	Public Relations & Outreach	3,600	3,600		
	63551	IT Support	5,000	5,000		
	63541	Billing & Collections	5,000	-	-	5,000
	63364	Disaster Council	3,000	-	3,000	
	68112	Miscellaneous	1,500	500	500	500
	63532	Other Agency Assessments	6,900	1,200	700	5,000
	65554	Property Tax Admin Fees	9,500	8,500	1,000	
		Debt Service (Tenney Tank Loan)				25,494
Total Administration			139,087	70,342	30,452	63,787
TOTAL EXPENSES			1,558,333	460,048	305,176	818,603
Ordinary Net Income/Loss			106,168	350,959	(20,748)	(224,043)
		Transfer out of District to Fire		(20,748)	20,748	
		Transfer out of District to Water		(224,043)		224,043
		Transfer out of District to Reserves		(106,168)		
				<u>0</u>	<u>0</u>	<u>(0)</u>

Inverness Public Utility District
Proposed Preliminary
Budget FY 2023-2024
Attachment #1

5/31/2023

IPUD Proposed Staff Budget July 2023 - June 2024						Wages		Fringe				Retirement		Allocation Summary		
District	Distribution Formula:	Employee	Classification	Proj Hours / Week	Proj Hours FY2023-2024	Total Gross Wages	Total Fringe	Payroll Taxes 7.65%	Workers Comp	Health Ins	Ancillary	CalPERS Retirement Classification	Proj Retirement Contribution	Water	Fire	District
								7.65%								
Redding (D)	100% District	General Mgr	FT / Salary	40	2,080	110,711	15,089	8,469	500		6,120	26451 - Misc	15,976			141,776
J Fox (D)	50% District	Ops Manager	FT / Salary	20	1,040	60,373	11,215	4,619	273	6,324		3055 - Misc	10,324			81,912
TBD	100% District	Office Assist.	FT / Hourly	24	1,248	37,440	12,475	2,864	169	9,441		26451 - Misc	5,403			55,317
J Nicolas	66% District	Grant&Proj. Coord.	FT / Hourly	16	832	30,784	6,533	2,355	139	-	4,039	26451-Misc	4,442			41,759
Holland (D)	34% District	GM Emeritus	PT / Hourly RA	6	312	16,607	2,523	1,270	75	1,178		N/A	-			19,130
K Gann (D)	100% District	GM Emeritus	PT / Hourly RA	10	260	13,839	4,585	1,059	63	3,464		N/A	-			18,424
McMorrow (D)	Retired District	Retiree	Retired		-	-	18,878	-	-	18,878	-	N/A	-			18,878
						269,754	71,299	20,636	1,218	39,285	10,159	-	36,144			377,197
Fire																
J Fox (F)	25% Fire	Fire Chief	FT / Salary	10	520	30,187	6,863	2,309	1,392	3,162		3056-Safety	7,079		44,128	
D Briggs (Cpt)	100% Fire	Asst Fire Chief	PT / Salary	24	1,248	48,560	18,227	3,715	2,239	12,274		25404-Safety	10,125		76,912	
J Nicolas	25% Fire	Grant&Proj. Coord.	PT / Hourly	8	416	15,392	3,328	1,177	70		2,081	26451 - Misc	2,221		20,941	
Meszaro (F)	Retired Fire	Retiree	Retired				3,464	-	-	3,464		N/A	-		3,464	
						94,139	31,882	7,202	3,700	18,900	2,081	-	19,425		145,446	
Water																
J Fox (W)	25% Water	Water Super	FT / Salary	10	520	30,187	6,691	2,309	1,220	3,162		3055-Misc	5,162	42,040		
K. Fox (W)	100% Water	Senior Water Op	FT / Salary	40	2,080	98,648	30,416	7,547	3,987	18,883		3055 - Misc	16,869	145,933		
C Russell (W)	100% Water	Water Operator	FT / Hourly	32	1,664	61,418	16,622	4,698	2,482	9,441		26451 - Misc	8,863	86,903		
J. Leyva (W)	100% Water	Water Operator	FT / Hourly	40	2,080	76,773	27,855	5,873	3,103	18,878		26451 - Misc	11,078	115,706		
McBeth (W)	100% Water	Water Operator	FT / Hourly	32	1,664	57,857	16,206	4,426	2,339	9,441		26451 - Misc	8,349	82,412		
TBD	100% Water	Water Manager	FT / Hourly	40	2,080	83,200	19,169	6,365	3,363	9,441		26451 - Misc	12,006	114,375		
Holland (W)	66% Water	GM Emeritus	PT / Hourly RA	12	624	33,213	6,169	2,541	1,342	2,286		N/A	-	39,383		
						441,296	123,129	33,759	17,837	71,533	-	-	62,326	626,751		
						Totals	805,189	226,240	61,597	22,755	129,718	12,240	117,895	626,751	145,446	377,197
						GT							1,149,324			1,149,394

7/1/23 - 6/30/24

Position		Longevity (Perm Hire)							
		1.5 yrs	2 yrs	2.5 yrs	3 yrs	3.5 yrs	4 yrs	4.5 yrs	5+ yrs
Water Operator Trainee		31.28	31.28						
Water Operator D1	JM* & ***					34.77			
Water Operator T1***	JL* & ***					34.77			
Water Operator T2 **	CR			36.91					
Water Operator T2/D1	JL					36.91			
Water Operator T2/D2	CR		37.61						
Water Operator T3/D2				38.30					
Senior Water Operator/Treatment (Req T2/D2)	KF								47.427
Water Superintendent (Req T2/D2)	JF								58.051

Water On Call-Night									
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Fire Chief	JF								58.051
Asst Fire Chief	DB		38.91						

Volunteer On Call-Day	VL	75							
Volunteer On Call-Night	VL	100							

Grant & Project Specialist	JN				37.00				
Office Assistant					30.00				
Water Admin Assistant	WH				53.23				
Admin Accounting	KG				53.23				
General Manager	SR				53.23				

*Covid Pandemic delayed certification testing at SWRCB.

**IPUD Policy: Water Positions are required to attain certification of T2/D1 by end of 2nd year of employment.

***Final Minimum of T2/D1 certification is required by 4th year anniversary.



Inverness Public Utility District
Board Meeting June 2, 2023

Agenda Item No. 4

Employee Pay Rates for Fiscal Year 2023-2024

**Inverness Public Utility District
Proposed
PAY RATES FOR FY 2023/2024
4.88% CPI Increase, Effective 7/1/2023**

<i>Position (2023/24)</i>	<i>Employee</i>	<i>2022/2023 Rate</i>	<i>2023/2024 Proposed</i>
General Manager	Shelley L. Redding	\$8,796.67/mo., 40 hrs.	\$9,226.53/Mo. 40 hrs./wk
Bookkeeper	Kaaren S. Gann*	\$50.75/hr., 8 hrs./wk	\$53.23/hr., 8 hrs./wk
Admin. Assistant	Jenna Nicolas	\$31.80/hr., 24 hrs/wk	
Grants/Projects Coord.	Jenna Nicolas		\$37.00/Hr., 24 hrs/wk
Admin & Water A/R	Wade B. Holland*	\$50.75/hr., 16 hrs./wk	\$53.23/hr., 16 hrs/wk
Chief of Operations	James K. Fox	\$9593.68/mo., 40 hrs.	\$10,062.00/Mo. 40 hrs./wk
Sr. Water Operator	Kenneth J. Fox	\$7394.40/mo., 40 hrs.	\$8,221.20/Mo. 40 hrs./wk
Water Operations Mgr.	TBD		\$40.00/hr., 40 hrs/wk
Fire Operations Asst.	David Briggs	\$3,858.40/Mo. 24 hrs/wk	
Assistant Fire Chief	David Briggs		\$4,046.64/Mo. 24 hrs/wk
Water Operator	Jeff McBeth	\$33.15/hr., 32 hrs wk	\$34.77/hr., 32 hrs/wk
Water Treatment Op.	Jacob Leyva	\$33.15/hr., 40 hrs wk	\$36.91/hr., 40 hrs/wk
Water Operator	Cassidy Russell	\$33.15/hr., 40 hrs wk	\$36.91/hr., 32 hrs./wk

Retirement: Retirement contribution is offered on a pro-rata basis for PERS-eligible employees. The district pays both employer and employee retirement costs.

Health Benefits: Employees who work 24 hours and over per week (or more than 1,000 hours in a fiscal year), the District pays 100% of Healthcare Benefits for Employee and their Dependents, up to the cost of Western Health Advantage for Healthcare (\$760.17 Employee, \$1,520.34 Employee & 1 Dependent, \$1,976.44 Employee & 2+ Dependents). If an employee chooses coverage above the cost of Western Health Advantage, the employee pays the difference in the premium cost by payroll deduction. If an employee opts-out of health coverage and can annually demonstrate they have coverage through their spouse, or by other means, they are paid a taxable amount monthly through a Cafeteria Section 125 plan equal to 50% of the Subscriber Premium Average offered through CalPERS.

Ancillary Benefits:

- Paid sick leave accrued on a pro rata basis depending upon the number of hours worked (24 hours per calendar year is pre-loaded at the beginning of each calendar year) to a maximum equivalent to 80 hours per calendar year.
- Paid vacation (0-3 months: no accrual), 3 months through 5 years: 10 days per year or 80 hours); 6 years and thereafter: 15 days per year or 120 hours); accrued on a pro rata basis depending upon the number of hours worked; can be carried over into the next calendar year; up to a maximum of 240 hours.
- 11 paid holidays.

** As a retired annuitant, cannot work more than 960 hours in a fiscal year. The hours and wages are reported to CalPERS, and cannot be paid for holidays, sick time, vacation, or bonus compensation. The pay rate must be the same as that of the General Manager.*



Inverness Public Utility District
Board Meeting June 2, 2023

Agenda Item No. 5

Ordinance 108-2023

Setting General Manager Compensation for Fiscal Year 2023-2024

ORDINANCE 108-2023

**AN ORDINANCE PROVIDING FOR THE COMPENSATION OF THE
GENERAL MANAGER OF THE INVERNESS PUBLIC UTILITY DISTRICT**

BE IT ENACTED by the Board of Directors of the Inverness Public Utility District as follows:

SECTION 1. The salary of the General Manager of the Inverness Public Utility District shall be Nine Thousand Two Hundred Twenty-Six and 53/100s Dollars (\$9,226.53) per month, effective July 1, 2023.

SECTION 2. The General Manager shall be classified as an exempt employee.

SECTION 3. The General Manager salary shall be allocated each month by the following method:

- a. Time attributable to work on capital projects and reimbursable projects shall be allocated to each applicable project at the General Manager’s calculated hourly rate, which shall be the monthly salary divided by 173.333 (or \$53.23 per hour), times the number of hours attributable to the project.
- b. What remains shall be allocated to District General Fund expenses.

SECTION 4. This Ordinance shall be and hereby is declared to be in full force and effect as of thirty (30) days from and after the date of its adoption. The Clerk of the Board shall cause this Ordinance to be published in a newspaper of general circulation in the District at least one (1) week before the expiration of said thirty (30) days and shall also cause copies of this Ordinance to be posted in at least three (3) public places in the District for thirty (30) days, and said publication and said posted copies shall show the names of the Directors voting for and against adoption of this Ordinance.

PASSED AND ADOPTED at a special meeting of the Board of Directors of the Inverness Public Utility District on the 2nd day of June 2023, by the following vote, to wit:

AYES: Directors

NOES:

ABSTAINING:

ABSENT:

Kenneth J. Emanuels, President

ATTEST:

Shelley Redding, Clerk of the Board

I hereby certify that the foregoing instrument is a true and correct copy of the original of Ordinance 108-2023 on record in this office, and that subsequent to its adoption no provision of Ordinance 108-2023 has been amended, modified, or revoked by the governing body.

_____, Clerk of the Board, Inverness Public Utility District, County of Marin,
State of California.

By _____ Date _____



Inverness Public Utility District
Board Meeting June 2, 2023

Agenda Item No. 6

Closed Session:

Public Employee performance evaluation
(General Manager) pursuant to Gov. Code Sec.
54957



Inverness Public Utility District
Board Meeting June 2, 2023

Agenda Item No. 07

Committee Meetings/Reports



Inverness Public Utility District
Board Meeting June 2, 2023

Agenda Item No. 08

Announcements,

Next Meeting,

Adjournment