



AGENDA MATERIALS

TRI-DAM PROJECT



TRI-DAM POWER AUTHORITY



BOARD MEETING

November 15, 2018

REGULAR BOARD MEETING
AGENDA
TRI-DAM PROJECT
of THE OAKDALE IRRIGATION DISTRICT and
THE SOUTH SAN JOAQUIN IRRIGATION DISTRICT
NOVEMBER 15, 2018
9:00 A.M.

CALL TO ORDER: Oakdale Irrigation District
1205 East F Street
Oakdale, CA 95361

PLEDGE OF ALLEGIANCE

ROLL CALL: John Holbrook, Bob Holmes, Dave Kamper, Dale Kuil, Ralph Roos,
Gail Altieri, Brad DeBoer, Herman Doornenbal, Tom Orvis, Linda Santos

PUBLIC COMMENT: The Joint Board of Directors encourages public participation at Board meetings. Matters affecting the operation of the Tri-Dam Project and under the jurisdiction of the Joint Districts and not posted on the Agenda may be addressed by the public. California law prohibits the Board from taking action on any matter that is not on the posted Agenda unless the Board determines that it is a situation specified in Government Code Subsection 54954.2.

ACTION CALENDAR

ITEMS 1 – 8

1. Review and approve the regular board meeting minutes of October 18, 2018
2. Review and approve October 2018 financial statements and statement of obligations
 - a. Investment portfolio and reserve fund status
3. Review and consider approval of 2019 budget
4. FishBio presentation and review and consider approval of 2019 budget proposal
5. Review and consider approval Conflict of Interest Code amendments and initiation of public comment period
6. Review and consider approval of amendments to the Tri-Dam Project employee handbook
7. Presentation and consider approval of Resolution TDP 2018.07 Tulloch Planned Development Application
8. Purchase Authorizations
 - a. 2018.11.01 Snow Plow Quote – Pape Machinery

DISCUSSION**ITEM 9**

9. Discussion and update on the Stanislaus River Basin Plan
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COMMUNICATIONS**ITEMS 10 - 13**

10. Staff reports as follows:
a. General Manager Report
b. Maintenance Report
c. Operations Report
d. Compliance Report
11. Generation Report
12. Fisheries studies on the Lower Stanislaus River
13. Directors' Comments
-

CLOSED SESSION**ITEM 14**

14. a. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION
Potential Initiation of Litigation
Government Code § 54956.9(d)(4)
Two (2) Cases
- b. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION
Significant Exposure to Potential Litigation
Government Code § 54956.9(d)(2)
One (1) Case
- c. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE
Government Code section 54957(b)
-

ADJOURNMENT**ITEM 15**

15. Adjourn to the next regularly scheduled meeting
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- Items on the Agenda may be taken in any order.
- Action may be taken on any item listed on the agenda.
- Writings relating to an open session agenda item that are distributed to members of the Board of Directors will be available for inspection at the Tri-Dam Project office, excluding writings that are not public records or are exempt from disclosure under the California Public Records Act.
- ADA Compliance Statement: In compliance with the Americans with Disability Act, if you need special assistance to participate in this meeting, please contact the Clerk at (209) 965-3996 ext. 110. Notification 48 hours prior to meeting will enable the Project to make reasonable arrangements to ensure accessibility to this meeting.
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MEETING

MINUTES

**TRI-DAM PROJECT
MINUTES OF THE JOINT BOARD
OF DIRECTORS REGULAR MEETING**

October 18, 2018
Manteca, California

The Joint Boards of Directors of the Oakdale Irrigation District and the South San Joaquin Irrigation District met in joint session at the office of Oakdale Irrigation District located in Oakdale, California on the above date for the purpose of conducting business of the TRI-DAM PROJECT, pursuant to the resolution adopted by each of the respective Districts on July 29, 1955.

President Kuil called the meeting to order at 9:00 a.m.

OID DIRECTORS

SSJID DIRECTORS

DIRECTORS PRESENT:

HERMAN DOORNENBAL
LINDA SANTOS
TOM ORVIS
GAIL ALTIERI

BOB HOLMES
RALPH ROOS
DALE KUIL
DAVE KAMPER (*arrived 9:10am*)
JOHN HOLBROOK

DIRECTORS ABSENT:

BRAD DE BOER

Also, Present:

Ron Berry, General Manager and Secretary, Tri-Dam Project; Rick Dodge, Finance Manager, Tri-Dam Project; Genna Modrell, Finance Asst., Tri-Dam Project; Susan Larson, License Compliance Coordinator, Tri-Dam Project; Troy Hammerbeck, Maintenance Supervisor, Tri-Dam Project; Brian Belitz, Operations Supervisor, Tri-Dam Project; Steve Knell, General Manager, OID; Mia Brown, Counsel, SSJID

PUBLIC COMMENT

None.

ITEM #1 Review and approve the minutes from the September 20, 2018 Regular Meeting

President Kuil presented the September 20, 2018 minutes of the Regular Board meeting. Director Roos moved to approve the September 20, 2018 minutes of the Regular Board meeting. Director Santos seconded the motion. The motion passed OID 4-0, SSJID 4-0.

ITEM #2 Financial Matters

a) Review and Approve the Financial Statements

Finance Manager Dodge reviewed the September 2018 financial statements, noting net revenue of \$370,000 for the month.

b) Review Investment Portfolio and Reserve Fund Status

Finance Manager Dodge presented the monthly activity and securities held in each of the Project's reserve funds.

c) Review and Approve the Statement of Obligations

Finance Manager Dodge reviewed the monthly statement of obligations and responded to questions.

FM Dodge also advised that the Donnell's business interruption claim for \$5.3 million has been submitted.

Director Doornenbal moved to approve the financial statements and statement of obligations as presented. Director Holbrook seconded the motion. The motion passed OID 4-0, SSJID 5-0.

ITEM #3 Discussion and update on the Stanislaus River Basin Plan

GM Knell stated that data provided is currently being analyzed and will be used as decision-making tool.

ITEM #4 Staff Reports

In addition to the written reports, GM Berry advised the Board that Donnell's has been online since the evening of September 24. The current outage scheduled for October 22 – November 4 was rejected on October 17 by CAISO due to resource adequacy.

Maintenance Supervisor Hammerbeck stated the spill gates were open at Donnell's and not at Lake Tulloch as indicated in his report.

Operations Supervisor Belitz advised the Board that confined space training is scheduled and will be complete by year-end.

GM Berry invited the Board to attend the FERC required annual training on December 6.

ITEM #5 Generation Report

No discussion.

ITEM #6 Fisheries Studies on the Lower Stanislaus River

No discussion.

ITEM #7 Directors Comments

None.

Recess to Tri-Dam Power Authority

President Kuil recessed to the Tri-Dam Power Authority Board of Commissioners meeting at 9:46 a.m.

The Tri-Dam Project meeting resumed at 9:49 a.m. after the Tri-Dam Power Authority meeting adjourned.

ITEM #8 Closed Session

GM Berry announced before closed session that the following items would be discussed:

- a. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION
Potential Initiation of Litigation
Government Code § 54956.9(d)(4)
Three (3) Cases
- b. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION
Significant Exposure to Potential Litigation
Government Code § 54956.9(d)(2)
One (1) Case
- c. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE
Government Code section 54957(b)

President Kuil announced out of closed session that no reportable action was taken.

ADJOURNMENT

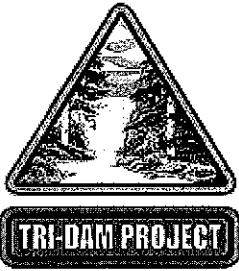
President Kuil adjourned the meeting at 10:50 p.m.

The next regular board meeting is scheduled for November 15, 2018, at Oakdale Irrigation District in Oakdale, California beginning at 9:00 a.m.

ATTEST:

Ron Berry
Secretary, Tri-Dam Project

FINANCIAL MATTERS



Tri-Dam Project
Balance Sheets
(unaudited)

	October 31, 2018	September 30, 2018	October 31, 2017
1 Assets			
2 Cash	\$ 3,881,706	\$ 3,532,672	\$ 12,678,077
3 Investment Securities & Money Market	13,051,099	13,062,415	12,102,105
4 Accounts Receivable	2,826,738	1,611,513	3,415,089
5 Prepaid Expenses	293,882	342,135	282,302
6 Capital Assets	106,277,549	106,206,035	105,135,354
7 Accumulated Depreciation	(48,999,803)	(48,877,748)	(47,346,275)
8 Intangible Assets	8,213,938	8,213,938	8,213,938
9 Accumulated Amortization - Intangibles	(1,869,655)	(1,850,194)	(1,636,123)
10 Other Assets	51,203	29,700	38,929
11 Deferred Outflows	4,807,851	4,807,851	1,525,404
12 Total Assets & Deferred Outflows	88,534,508	87,078,316	94,408,800
13			
14			
15 Liabilities			
16 Accounts Payable	297,665	322,332	47,525
17 Other Current Liabilities	425,592	431,689	423,801
18 Long-Term Liabilities	6,164,420	6,164,420	5,302,736
19 Deferred Inflows	277,700	277,700	296,517
20 Total Liabilities & Deferred Inflows	7,165,377	7,196,141	6,070,578
21			
22 Net Position			
23 Net Position - Beginning of Year	89,349,897	89,349,897	85,852,439
24 Contributed Capital - Districts	602,963	602,963	602,963
25 Distributions	(21,119,000)	(21,119,000)	(32,773,000)
26 YTD Net Revenues	12,535,271	11,048,315	34,655,820
27 Total Net Position	81,369,131	79,882,175	88,338,222
28			
29			
30 Total Liabilities and Net Position	\$ 88,534,508	\$ 87,078,316	\$ 94,408,800



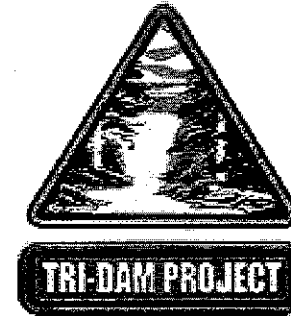
Tri-Dam Project
Statement of Revenues and Expenses
 Month Ending October 31, 2018

	Current Month	YTD Actual	YTD Budget	YTD Budget Variance	2018 Budget	Percent of 2018 Budget Remaining
1 Operating Revenues						
2 Power Sales	\$ 2,308,251	\$ 19,455,967	\$ 26,394,900	\$ (6,938,933)	\$ 31,673,880	39%
3 Headwater Benefit	-	261,000	290,672	(29,672)	348,806	25%
4 Total Operating Revenues	2,308,251	19,716,967	26,685,572	(6,968,605)	32,022,686	38%
6 Operating Expenses						
7 Salaries and Wages	160,178	1,733,126	1,945,593	(212,468)	2,334,712	26%
8 Benefits and Overhead	146,017	1,245,518	1,518,469	(272,951)	1,822,163	32%
9 Operations	20,884	118,711	129,858	(11,147)	155,830	24%
10 Maintenance	97,337	1,003,192	3,081,283	(2,078,091)	3,697,540	73%
11 General & Administrative	246,451	2,883,017	4,231,104	(1,348,087)	5,077,325	43%
12 Depreciation & Amortization	173,155	1,692,769	1,682,220	10,549	2,018,664	16%
13 Total Operating Expenses	844,021	8,676,334	12,588,528	(3,912,194)	15,106,234	43%
14						
15 Net Income From Operations	1,464,230	11,040,633	14,097,043	(3,056,411)	16,916,452	35%
16						
17 Nonoperating Revenues (Expenses)						
18 Investment Earnings	17,641	227,950	191,407	36,543	229,688	1%
19 Change in Market Value of Investments	(2,787)	(132,956)	-	(132,956)	-	NA
20 Water Sales	-	84,000	93,720	(9,720)	112,464	25%
21 Equipment Rental	2,200	22,000	22,000	-	26,400	17%
22 Gain/(Loss) on Asset Disposal	5,200	11,159	-	11,159	-	NA
23 Reimbursements	4,336	131,164	167,028	(35,865)	200,434	35%
24 Other Nonoperating Revenue	(3,864)	1,151,321	68,128	1,083,193	81,754	-1308%
25 Total Nonoperating Revenues (Expenses)	22,727	1,494,638	542,283	952,355	650,740	-130%
26						
27 Net Revenues	\$ 1,486,956	\$ 12,535,271	\$ 14,639,327	\$ (2,104,056)	\$ 17,567,192	29%
28						
29						
30						
31 Memo:						
32 Capital Expenditures	\$ 103,153	\$ 1,231,806	\$ 1,595,833	\$ (364,027)	\$ 1,915,000	
33 Major Repairs - Hells Half Acre & 4700 Roads	\$ 2,524	\$ 20,866	\$ 237,500	\$ (216,634)	\$ 285,000	
34 Major Repairs - Tulloch Unit 3 Access Rd	\$ -	\$ -	\$ 750,000	\$ (750,000)	\$ 900,000	
35 Donnells Extended Repair	\$ -	\$ 187,521	\$ -	\$ 187,521	\$ -	

General Ledger

Expense vs Budget with Encumbrances by Fund

User: rdodge
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 Period 10 - 10
 Fiscal Year 2018



Fund	Description	Budget	Period Amt	End Bal	Variance	Encumbered	Available	% Available
1	Corporate							
1	Bank Fees & Charges	18,000.00	983.55	12,054.10	5,945.90	0.00	5,945.90	33.03
1	Performance Incentive Exp	43,200.00	0.00	83.18	43,116.82	0.00	43,116.82	99.81
1	Corporate	61,200.00	983.55	12,137.28	49,062.72	0.00	49,062.72	80.17
1	Operations							
1	Labor Exp ME	1,258,729.00	84,745.99	927,430.86	331,298.14	0.00	331,298.14	26.32
1	Oper Super & Engin OH	940,871.20	45,046.49	446,189.86	494,681.34	0.00	494,681.34	52.58
1	Interconnection Exp 3rd Unit	2,000.00	168.28	1,682.80	317.20	0.00	317.20	15.86
1	Power House & Dam Util	19,600.00	6,439.61	36,496.11	-16,896.11	0.00	-16,896.11	-86.20
1	Dam Monitoring	5,500.00	0.00	3,650.00	1,850.00	5,000.00	-3,150.00	-57.27
1	Operations Office Supplies	2,540.00	465.64	3,547.38	-1,007.38	0.00	-1,007.38	-39.66
1	Dam Supplies	10,300.00	153.51	2,269.67	8,030.33	0.00	8,030.33	77.96
1	Furnishings & Misc. Equipment	15,000.00	2,479.62	3,676.43	11,323.57	0.00	11,323.57	75.49
1	Safety Supplies & Related	18,090.00	1,963.72	17,651.35	438.65	880.66	-442.01	-2.44
1	Site Utilities	31,800.00	7,084.30	30,296.19	1,503.81	0.00	1,503.81	4.73
1	Resource Mgmt USFS Beardsley	108,000.00	0.00	97,852.00	10,148.00	0.00	10,148.00	9.40
1	Travel & Conference	31,000.00	1,946.60	18,050.80	12,949.20	284.80	12,664.40	40.85
1	Schools & Training	18,000.00	0.00	1,150.00	16,850.00	4,312.50	12,537.50	69.65
1	Trustee Fees Operations	2,000.00	166.66	1,666.60	333.40	0.00	333.40	16.67
1	Small Tools	2,000.00	182.56	240.43	1,759.57	627.41	1,132.16	56.61
1	Depreciation	1,785,131.88	153,694.15	1,498,159.26	286,972.62	0.00	286,972.62	16.08
1	FERC Relicence Amortization	83,099.88	6,924.99	69,249.90	13,849.98	0.00	13,849.98	16.67
1	Beardsley Recreation Amort	150,432.24	12,536.02	125,360.20	25,072.04	0.00	25,072.04	16.67
1	Operations	4,484,094.20	323,998.14	3,284,619.84	1,199,474.36	11,105.37	1,188,368.99	26.50
1	Maintenance							
1	Comms & Security Labor	1,056,347.99	74,618.05	796,451.91	259,896.08	0.00	259,896.08	24.60
1	Comms & Security OH	823,230.00	29,354.91	339,042.89	484,187.11	0.00	484,187.11	58.82
1	Maintenance Office Supplies	1,500.00	257.41	1,019.25	480.75	0.00	480.75	32.05
1	Safety Supplies & Related	17,500.00	0.00	6,393.90	11,106.10	0.00	11,106.10	63.46
1	Maint & Repairs - Structures	153,699.70	1,502.03	11,814.06	141,885.64	0.00	141,885.64	92.31
1	Maint & Repairs - Facilities	841,000.00	12,065.76	235,961.87	605,038.13	67,100.14	537,937.99	63.96
1	Maint & Repairs - Plant	340,000.01	6,756.54	115,308.29	224,691.72	8,999.92	215,691.80	63.44
1	Electronic Exp	50,200.00	535.84	9,742.44	40,457.56	0.00	40,457.56	80.59
1	Site Improvements	7,000.00	0.00	19.89	6,980.11	0.00	6,980.11	99.72
1	Misc Hydro Expense	95,999.99	3,468.15	20,396.63	75,603.36	3,679.30	71,924.06	74.92
1	ComputerMicro Repair Replace	15,300.00	510.66	3,959.33	11,340.67	0.00	11,340.67	74.12

Fund	Description	Budget	Period Amt	End Bal	Variance	Encumbered	Available	% Available
1	Radio Repair & Replace	10,000.00	0.00	44,663.89	-34,663.89	0.00	-34,663.89	-346.64
1	Power Line Repair & Maint	15,000.00	0.00	0.00	15,000.00	0.00	15,000.00	100.00
1	Comms & Security Sys	84,140.00	4,523.83	37,298.48	46,841.52	0.00	46,841.52	55.67
1	Routine Road Maintenance	609,000.00	0.00	14,410.49	594,589.51	0.00	594,589.51	97.63
1	Donnells Extended Repair	0.00	0.00	187,520.76	-187,520.76	51,858.00	-239,378.76	0.00
1	Donn Ext Repair #3	0.00	48,343.94	49,886.57	-49,886.57	4,316.65	-54,203.22	0.00
1	Travel & Conference	14,700.00	0.00	1,571.10	13,128.90	0.00	13,128.90	89.31
1	Schools & Training	23,200.00	0.00	0.00	23,200.00	4,312.50	18,887.50	81.41
1	Reservoir Management	6,200.00	0.00	57,761.92	-51,561.92	0.00	-51,561.92	-831.64
1	Rolling Stock MaintRepair	70,000.00	4,346.22	59,174.46	10,825.54	15,436.36	-4,610.82	-6.59
1	Shop Supplies	15,000.00	2,251.16	17,807.27	-2,807.27	0.00	-2,807.27	-18.72
1	Small Tools	15,000.00	410.87	8,784.80	6,215.20	0.00	6,215.20	41.43
1	Miscellaneous Equipment	11,900.00	200.00	16,997.87	-5,097.87	0.00	-5,097.87	-42.84
1	Disposal Expense	6,000.00	483.77	5,535.98	464.02	0.00	464.02	7.73
1	Fuel and Fuel Tax	95,000.00	4,434.39	69,372.08	25,627.92	0.00	25,627.92	26.98
1	Equipment Operation & Maint	15,200.00	4,722.59	6,925.05	8,274.95	0.00	8,274.95	54.44
1	Major Road Repairs	285,000.00	2,523.75	20,865.91	264,134.09	19,624.01	244,510.08	85.79
1	Tulloch Spillway Road Repairs	900,000.00	0.00	0.00	900,000.00	0.00	900,000.00	100.00
1	Maintenance	5,577,117.69	201,309.87	2,138,687.09	3,438,430.60	175,326.88	3,263,103.72	58.51
1	Administrative							
1	Administrative Labor	19,635.00	813.58	9,242.93	10,392.07	0.00	10,392.07	52.93
1	Administrative OH	14,861.80	71,615.31	460,202.50	-445,340.70	0.00	-445,340.70	-2,996.55
1	Office & Administrative Expens	26,600.00	3,521.54	30,426.82	-3,826.82	300.00	-4,126.82	-15.51
1	Prof. Organizations & Subscrip	7,200.00	4,332.95	10,257.85	-3,057.85	749.00	-3,806.85	-52.87
1	Utilities Straw	33,500.00	9,182.37	31,400.98	2,099.02	0.00	2,099.02	6.27
1	Travel & Conference	35,500.00	930.40	19,329.04	16,170.96	0.00	16,170.96	45.55
1	Meals	3,000.00	197.35	3,246.29	-246.29	0.00	-246.29	-8.21
1	Drug Testing & Physicals	1,500.00	52.00	1,208.00	292.00	0.00	292.00	19.47
1	Computer Supplies & Support	20,500.00	31.98	5,341.27	15,158.73	0.00	15,158.73	73.95
1	Schools & Training	5,500.00	0.00	0.00	5,500.00	780.72	4,719.28	85.81
1	Telephone Expense	20,000.00	2,098.70	17,095.33	2,904.67	0.00	2,904.67	14.52
1	Data Communications Services	3,100.00	499.00	5,303.00	-2,203.00	0.00	-2,203.00	-71.06
1	Website Internet & Network	28,300.00	2,195.50	23,798.50	4,501.50	8,525.72	-4,024.22	-14.22
1	Legal Fees	118,500.00	-27,757.55	58,667.00	59,833.00	0.00	59,833.00	50.49
1	Reservoir Management	55,500.00	0.00	40,191.52	15,308.48	3,447.88	11,860.60	21.37
1	Auditing Services	14,260.00	0.00	14,410.00	-150.00	0.00	-150.00	-1.05
1	Accounting & PR Software & Svc	9,400.00	797.38	7,973.71	1,426.29	7,500.00	-6,073.71	-64.61
1	FERC Part 12 Inspections	55,000.00	0.00	100,865.06	-45,865.06	11,325.45	-57,190.51	-103.98
1	Stategic Communication PR	36,000.00	550.00	16,400.00	19,600.00	70,050.00	-50,450.00	-140.14
1	License Condition Implement	35,000.00	0.00	0.00	35,000.00	15,349.60	19,650.40	56.14
1	Shoreline Erosion Mgmt Plan	500,000.00	0.00	4,431.25	495,568.75	53,896.00	441,672.75	88.33
1	Tulloch Rec Plan - Article 409	325,000.00	7,790.05	8,683.05	316,316.95	6,111.95	310,205.00	95.45
1	Tulloch Shoreline Mgmt Plan	57,500.00	0.00	0.00	57,500.00	0.00	57,500.00	100.00
1	Mussel Risk, Insp & Monitor	15,500.00	0.00	1,097.00	14,403.00	0.00	14,403.00	92.92
1	FERC Cultural Resource Tulloch	25,500.00	0.00	0.00	25,500.00	0.00	25,500.00	100.00
1	FERC Cultural Res - DonnBeard	170,500.00	0.00	3,641.25	166,858.75	155,652.47	11,206.28	6.57
1	Fish Study Publications	100,000.00	5,135.00	53,700.00	46,300.00	46,300.00	0.00	0.00
1	USBR Pin of Opr & SWRCB	420,000.00	60,000.00	319,583.35	100,416.65	0.00	100,416.65	23.91
1	Lower River Non-native Investi	1,000,000.00	-25,000.00	555,924.17	444,075.83	0.00	444,075.83	44.41

Fund	Description	Budget	Period Amt	End Bal	Variance	Encumbered	Available	% Available
1	Adult Chinook Life Cycle	550,000.00	40,000.00	406,250.00	143,750.00	0.00	143,750.00	26.14
1	Reliability Consulting	40,000.00	0.00	9,700.00	30,300.00	26,470.00	3,830.00	9.58
1	Labor Relations Negotiation Co	30,000.00	32,620.80	32,620.80	-2,620.80	0.00	-2,620.80	-8.74
1	Haz Mat Business Plan	15,000.00	0.00	0.00	15,000.00	0.00	15,000.00	100.00
1	Legal Fees Fish Studies	100,000.00	0.00	18,256.99	81,743.01	81,743.01	0.00	0.00
1	Liability Insurance	420,025.00	29,496.04	313,698.61	106,326.39	0.00	106,326.39	25.31
1	Property and Use Taxes	13,000.00	8,460.11	26,450.34	-13,450.34	0.00	-13,450.34	-103.46
1	Legal-Stan River Basin Plan	0.00	455.00	3,760.00	-3,760.00	0.00	-3,760.00	0.00
1	Stanislaus River Basin Plan	0.00	21,344.90	51,804.81	-51,804.81	834,106.19	-885,911.00	0.00
1	Dam Safety Fees	160,100.00	15,829.92	152,058.66	8,041.34	0.00	8,041.34	5.02
1	State Water Rights Fees	15,000.00	0.00	0.00	15,000.00	0.00	15,000.00	100.00
1	FERC Admin & Land Fees	195,000.00	18,519.40	167,038.80	27,961.20	0.00	27,961.20	14.34
1	Streamgaging	74,400.00	0.00	55,800.00	18,600.00	17,850.02	749.98	1.01
1	Streamgaging Cert USGS	49,540.00	4,351.73	42,901.02	6,638.98	0.00	6,638.98	13.40
1	FERC USBR HWB Tulloch	90,400.00	7,643.00	76,430.00	13,970.00	0.00	13,970.00	15.45
1	USFS Permit Fees	11,000.00	983.51	9,835.10	1,164.90	0.00	1,164.90	10.59
1	FERC EAP PMF Security Plan	58,500.00	0.00	6,000.00	52,500.00	3,000.00	49,500.00	84.62
1	Legal - District Water Rights	0.00	10,935.59	23,187.02	-23,187.02	0.00	-23,187.02	0.00
1	Washington Advocacy & PR	0.00	10,103.96	40,244.25	-40,244.25	0.00	-40,244.25	0.00
1	Relicense Special Consultants	5,000.00	0.00	2,433.75	2,566.25	0.00	2,566.25	51.33
1	Administrative	4,983,821.80	317,729.52	3,240,890.02	1,742,931.78	1,343,158.01	399,773.77	8.02
1	Capital Exp Fixed Asset							
1	Repl Micro Link to SP Labor	71,100.00	0.00	0.00	71,100.00	0.00	71,100.00	100.00
1	Repl Micro Link to SP OH	47,400.00	0.00	0.00	47,400.00	0.00	47,400.00	100.00
1	300kW Diesel Generator	72,000.00	0.00	0.00	72,000.00	0.00	72,000.00	100.00
1	Rebuild pressure relief valve	50,000.00	0.00	0.00	50,000.00	0.00	50,000.00	100.00
1	Low Level Valve Actuator	0.00	0.00	0.00	0.00	16,408.00	-16,408.00	0.00
1	16000# Tilt Trailer	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1	One Ton Truck	55,000.00	0.00	0.00	55,000.00	0.00	55,000.00	100.00
1	Tech All Wheel Van	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1	Technician Trailer	12,000.00	0.00	0.00	12,000.00	0.00	12,000.00	100.00
1	Res inductor for pwr factor eq	21,000.00	0.00	0.00	21,000.00	0.00	21,000.00	100.00
1	Operator Truck	66,500.00	0.00	0.00	66,500.00	0.00	66,500.00	100.00
1	Excavator	178,000.00	0.00	0.00	178,000.00	0.00	178,000.00	100.00
1	Grader	274,000.00	0.00	0.00	274,000.00	0.00	274,000.00	100.00
1	34 ton maint truck	34,500.00	0.00	0.00	34,500.00	0.00	34,500.00	100.00
1	Loader	163,000.00	0.00	0.00	163,000.00	0.00	163,000.00	100.00
1	Repl Micro Link to SP	120,000.00	0.00	0.00	120,000.00	67,992.38	52,007.62	43.34
1	Replace DVR's (9)	85,500.00	0.00	0.00	85,500.00	0.00	85,500.00	100.00
1	Dell 720R Server	25,000.00	0.00	0.00	25,000.00	0.00	25,000.00	100.00
1	5' x 10' EZ Dock	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1	Upg phone system CPUsoftware	7,000.00	0.00	0.00	7,000.00	0.00	7,000.00	100.00
1	DVR replacement	9,500.00	0.00	0.00	9,500.00	0.00	9,500.00	100.00
1	Megger Infrared Tester	9,000.00	0.00	0.00	9,000.00	0.00	9,000.00	100.00
1	Battery Test Set Equip	10,000.00	0.00	0.00	10,000.00	0.00	10,000.00	100.00
1	Office Remodel - designrain	50,000.00	0.00	0.00	50,000.00	0.00	50,000.00	100.00
1	Repeater (voice radio)	40,000.00	0.00	0.00	40,000.00	0.00	40,000.00	100.00
1	Flag & Flag Pole	7,000.00	0.00	0.00	7,000.00	0.00	7,000.00	100.00
1	60kW propane gen - gate house	19,500.00	0.00	0.00	19,500.00	0.00	19,500.00	100.00

Fund	Description	Budget	Period Amt	End Bal	Variance	Encumbered	Available	% Available
1	2.4Ghz radio replacement	15,000.00	0.00	0.00	15,000.00	0.00	15,000.00	100.00
1	Skimmer Gate Actuator	55,000.00	0.00	0.00	55,000.00	0.00	55,000.00	100.00
1	Install radio link BPH to SPH	30,000.00	0.00	0.00	30,000.00	0.00	30,000.00	100.00
1	Upgrad GenTrans Protect 1 & 2	178,000.00	0.00	0.00	178,000.00	36,150.40	141,849.60	79.69
1	Upgrade SCADA RTURTAC	50,000.00	0.00	0.00	50,000.00	3,850.00	46,150.00	92.30
1	Major Road Repairs - Donnells	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1	ISO Metering DonnBeards	70,000.00	0.00	0.00	70,000.00	14,114.46	55,885.54	79.84
1	Fire Suppression Sys Unit 1&2	30,000.00	0.00	0.00	30,000.00	0.00	30,000.00	100.00
1	Fire Suppression System Beards	60,000.00	0.00	0.00	60,000.00	0.00	60,000.00	100.00
1	Capital Exp Fixed Asset	1,915,000.00	0.00	0.00	1,915,000.00	138,515.24	1,776,484.76	92.77
Expense		17,021,233.69	844,021.08	8,676,334.23	8,344,899.46	1,668,105.50	6,676,793.96	0.39
Total								
1	Tri Dam Project	<u>17,021,233.69</u>	<u>844,021.08</u>	<u>8,676,334.23</u>	<u>8,344,899.46</u>	<u>1,668,105.50</u>	<u>6,676,793.96</u>	<u>39.23</u>
Expense		17,021,233.69	844,021.08	8,676,334.23	8,344,899.46	1,668,105.50	6,676,793.96	0.39
Total								



Tri-Dam Project
Reserve Funds / Investment Portfolio
October 31, 2018

1. Revenue / Operating Fund

CUSIP	Issue Date	Description	Moody's Rating	Purchase Date	Maturity Date	Purchase Price	Face Amount	Principal	Market Value	Gain/(Loss)	Coupon	Yield to Maturity	Average Life	
3134G8JT7	2/24/2016	FHLMC Bullet	US Agency	8/29/2017	2/24/2020	100.063	400,000	400,253	393,208	(7,045)	1.50%	1.47%	1.32	
3130ADN32	2/9/2018	FHLB Bullet	US Agency	3/15/2018	2/11/2020	99.651	210,000	209,267	208,167	(1,100)	2.13%	2.31%	1.28	
3133EFBF3	8/27/2015	FFCB Bullet	US Agency	8/17/2017	8/27/2020	100.188	610,000	611,147	596,446	(14,701)	1.65%	1.59%	1.82	
313376XN0	2/8/2012	FHLB Bullet	US Agency	10/12/2017	2/8/2021	101.144	610,000	616,978	598,538	(18,440)	2.10%	1.74%	2.28	
313378JP7	3/5/2012	FHLB Bullet	US Agency	10/12/2017	9/10/2021	101.959	610,000	621,950	599,386	(22,564)	2.38%	1.85%	2.86	
3135GOS38	1/9/2017	FNMA Bullet	US Agency	10/26/2017	1/5/2022	99.911	600,000	599,465	581,598	(17,867)	2.00%	2.02%	3.18	
3130AC5A8	8/15/2017	FHLB Bullet	US Agency	8/17/2017	8/15/2022	99.862	610,000	609,160	584,411	(24,750)	1.85%	1.88%	3.79	
3135GOT94	1/23/2018	FNMA Bullet	US Agency	3/21/2018	1/19/2023	98.278	610,000	599,497	593,701	(5,796)	2.38%	2.76%	4.22	
							4,260,000	4,267,717	4,155,454	(112,263)	2.01%	1.94%	2.78	
31846V203	NA	First Am Govt Obligation MMF	AAAm	NA	NA	100.000	1,940,748	1,940,748	1,940,748	-	1.73%	1.73%	0.00	
Total - Revenue / Operating Fund								\$6,200,748	\$6,208,465	\$6,096,202	(\$112,263)	1.92%	1.88%	1.91

2. Maintenance Fund

CUSIP	Issue Date	Description	Moody's Rating	Purchase Date	Maturity Date	Purchase Price	Face Amount	Principal	Market Value	Gain/(Loss)	Coupon	Yield to Maturity	Average Life	
3130AAPV4	1/24/2017	FHLB Bullet	US Agency	9/14/2017	2/15/2019	99.965	590,000	589,791	588,094	(1,697)	1.32%	1.35%	0.29	
3133EHUK7	8/14/2017	FFCB Bullet	US Agency	8/16/2017	8/14/2019	99.955	600,000	599,729	594,222	(5,507)	1.40%	1.42%	0.79	
3134G8JT7	2/24/2016	FHLMC Bullet	US Agency	8/29/2017	2/24/2020	100.063	600,000	600,379	589,812	(10,567)	1.50%	1.47%	1.32	
3133EFBF3	8/27/2015	FFCB Bullet	US Agency	8/17/2017	8/27/2020	100.188	600,000	601,128	586,668	(14,460)	1.65%	1.59%	1.82	
3133EJHD4	3/22/2018	FFCB Bullet	US Agency	3/22/2018	3/22/2021	100.000	625,000	625,000	617,725	(7,275)	2.48%	2.48%	2.39	
313378JP7	3/5/2012	FHLB Bullet	US Agency	10/12/2017	9/10/2021	101.959	600,000	611,754	589,560	(22,194)	2.38%	1.85%	2.86	
3135GOS38	1/9/2017	FNMA Bullet	US Agency	10/26/2017	1/5/2022	99.911	600,000	599,465	581,598	(17,867)	2.00%	2.02%	3.18	
3130AC5A8	8/15/2017	FHLB Bullet	US Agency	8/17/2017	8/15/2022	99.862	600,000	599,174	574,830	(24,344)	1.85%	1.88%	3.79	
3135GOT94	1/23/2018	FNMA Bullet	US Agency	3/21/2018	1/19/2023	98.278	625,000	614,239	608,300	(5,939)	2.38%	2.76%	4.22	
3133EJSD2	6/19/2018	FFCB Bullet	US Agency	10/5/2018	6/19/2023	98.989	700,000	692,923	692,902	(21)	2.89%	3.12%	4.64	
							6,140,000	6,133,582	6,023,711	(109,871)	2.00%	2.02%	2.58	
31846V203	NA	First Am Govt Obligation MMF	AAAm	NA	NA	100.000	925,300	925,300	925,300	-	1.73%	1.73%	0.00	
Total - Maintenance Fund								\$7,065,300	\$7,058,882	\$6,949,011	(\$109,871)	1.97%	1.98%	2.24

Total - Both Funds

							\$13,266,048	\$13,267,347	\$13,045,213	(\$222,134)	1.95%	1.93%	2.08
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Other Monthly Activity - Revenue / Operating Fund:

3130AAPV4	1/24/2017	FHLB Bullet	US Agency	9/14/2017	2/15/2019	99.972	610,000	609,829	607,664	(2,166)	1.32%	1.34%	<i>Sold</i>
3133EHUK7	8/14/2017	FFCB Bullet	US Agency	8/16/2017	8/14/2019	99.955	610,000	609,725	603,601	(6,124)	1.40%	1.42%	<i>Sold</i>

Other Monthly Activity - Maintenance Fund:

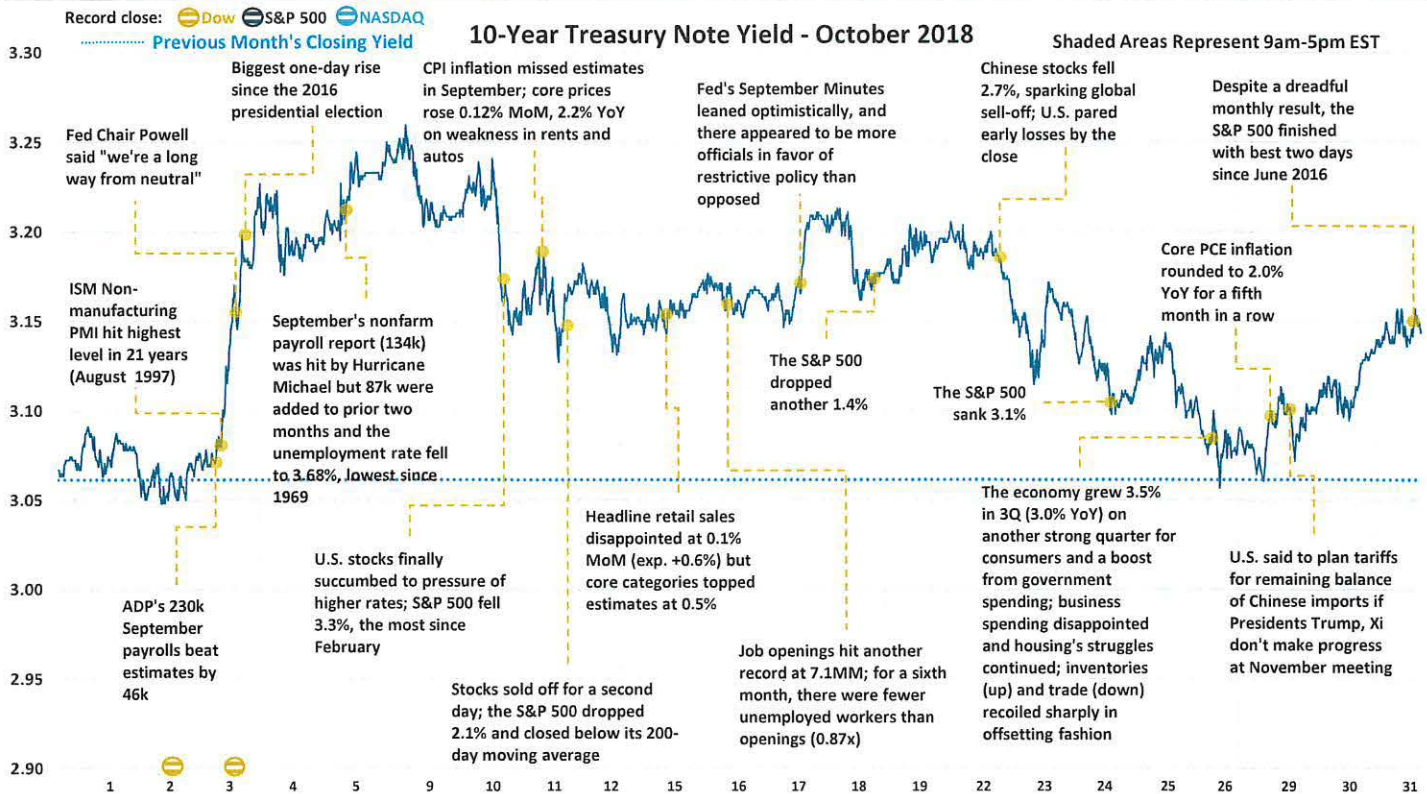
None

Market values provided by U.S. Bank

Monthly Review

October 2018

Another Episode of Higher Rates Hurting Stock Prices Sent S&P 500 to Worst Month Since September 2011



Higher Rates Sparked another Equity Sell-Off, Compounded by Concerns of Slower Global Economic Activity and Further Escalation of the U.S.-China Trade Dispute

Markets: Reminiscent of February's episode, surging interest rates sparked a stock market sell-off that made October the worst month for the S&P 500 since September 2011. Treasury yields jumped sharply on October 3 after a couple of surprisingly strong economic reports preceded Fed Chair Powell saying policy was "a long way from neutral." Equities initially ignored the spike but came under notable pressure within days. The weakness was compounded by concerns of slowing growth, stirred by several major companies posting disappointing quarterly results and sounding cautious about the outlook, and fears of further escalation in the U.S.-China trade dispute. The White House said tariffs are planned for the remaining balance of Chinese imports if no progress is made when Presidents Trump and Xi meet in November. The Nasdaq plunged 9.2%, the S&P 500 tumbled 6.9%, and the Dow dropped 5.1%. The flight-to-quality caused by the turmoil in equity markets cut into the sharp, early spike in Treasury yields. After rising as much as 9.4 bps, the 2-year yield finished up 4.8 bps. The 10-year yield rose as much as 19.8 bps but ended October just 8.2 bps higher.

Consumer: Consumer spending remained strong in September, leading the broader economy to another solid quarter of growth. Adding 3Q's 3.5% growth to 2Q's 4.2% pace, the economy closed out its best back-to-back stretch since 2014 and the YoY growth rate accelerated for a record ninth quarter in a row. By almost every measure, the labor market remained hot. The unemployment rate fell to 3.68%, the lowest since 1969, and there was less than one worker per job opening for a sixth month in a row. Average hourly earnings grew 2.8% YoY and wages within the employment cost index were up 2.9%, the fastest of the cycle. However, spending outpaced income growth for a seventh consecutive month, dropping the savings rate to its lowest level since 2013 and raising questions about the durability of the recent trend. Still, consumers remained confident. The University of Michigan reported a slightly weaker sentiment index but the Conference Board's was the best since 2000.

Private Investment: Housing's struggles are well known by now and September's data was no antidote. Residential investment contracted in 3Q for a fifth time in the last six quarters and September's data showed another disappointing month for the sector. Despite a huge quarter for inventories, which added 2.1% to 3Q GDP, business fixed investment was disappointing and the capital goods data failed to stir excitement about a near-term boost to equipment spending. The trend in orders was roughly as expected but shipments were weak. However, business confidence remains steady. Small business optimism was the second strongest on record and the ISM non-manufacturing index rose to a 21-year high. Despite a monthly pullback, the manufacturing PMI was the fourth best since 2004.

External Trade: As expected, the trade deficit widened notably in 3Q and dragged 1.8% from overall GDP. The threat of a trade war between the U.S. and China was blamed for wild swings in trade flows in recent months as buyers and sellers tried to avoid being caught in the crossfire.

Inflation: Consumer Price Inflation (CPI) was softer than expected (2.2% Core YoY) but the Fed's preferred measure rounded to 2.0% for a fifth month in a row. Still, there are few signs of significant inflation pressures.

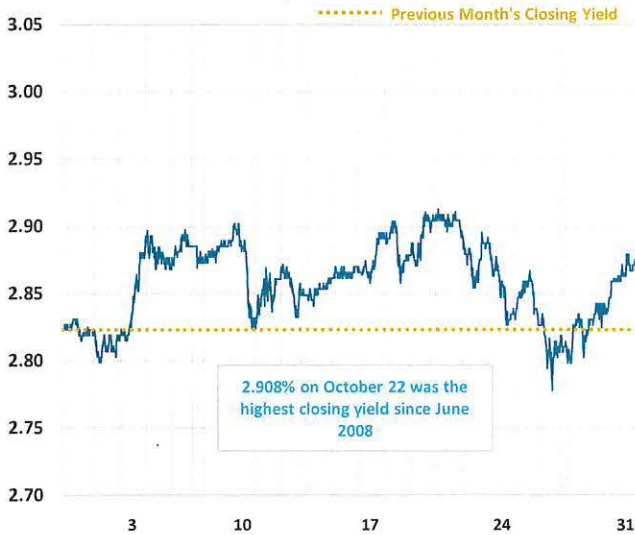
Monetary Policy: The Fed's calendar didn't include an October meeting, but the September Minutes were released during the month and made headlines. Overall, the tone was slightly more hawkish than expected and showed more officials seemed in favor of restrictive policy than opposed. Most Fed officials who made public remarks during the month said the monthly market volatility had not yet affected their outlook. The ECB confirmed they expect to end net asset purchases after December and kept their risk assessment as roughly balanced despite some weakness in the recent economic data. The BoJ made no policy changes but trimmed their inflation forecast.

Monthly Review

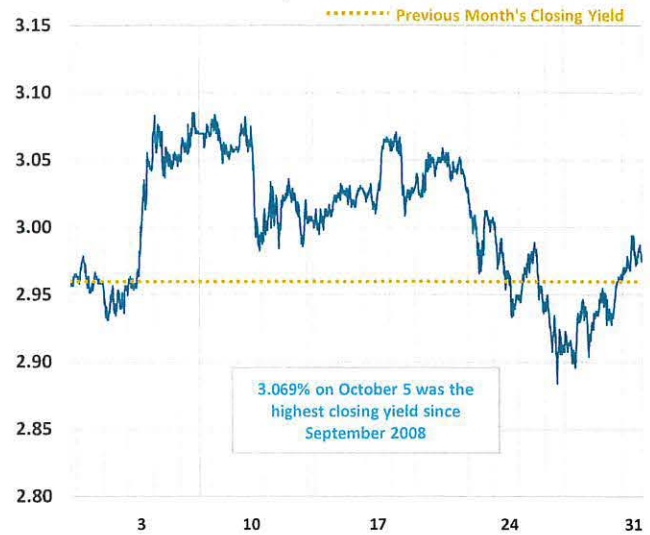
October 2018

Another Episode of Higher Rates Hurting Stock Prices Sent S&P 500 to Worst Month Since September 2011

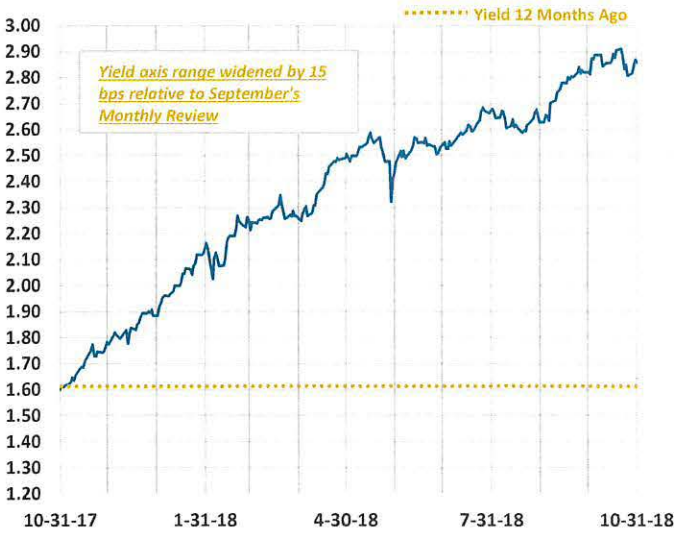
2-Year Treasury Note Yield - October 2018



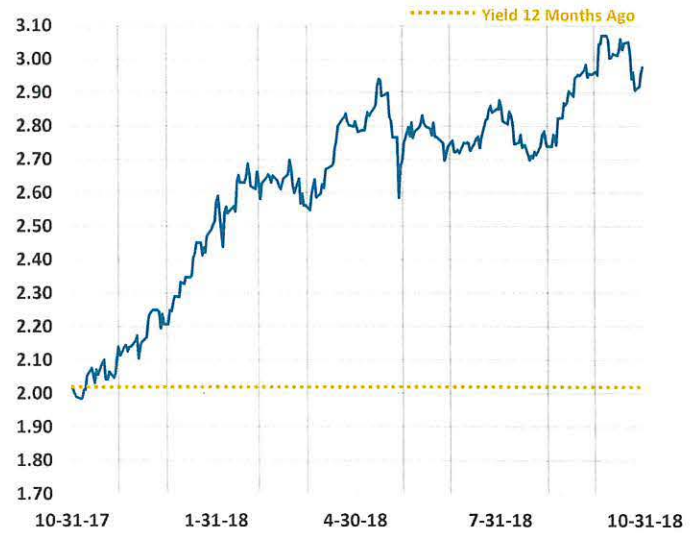
5-Year Treasury Note Yield - October 2018



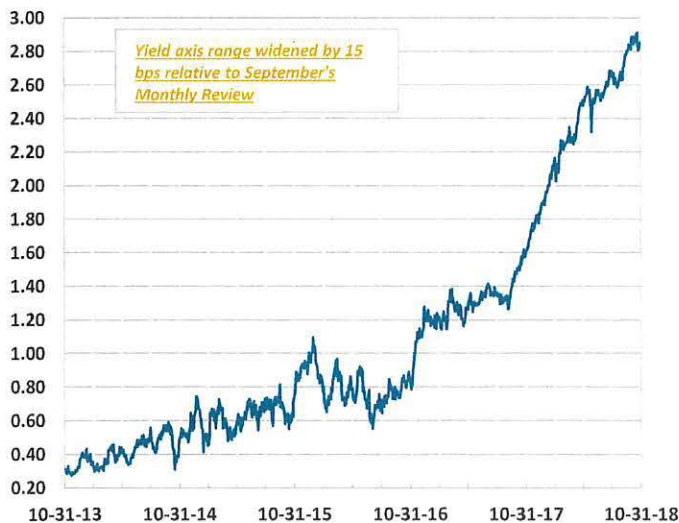
2-Year Treasury Note Yield - Last 12 Months



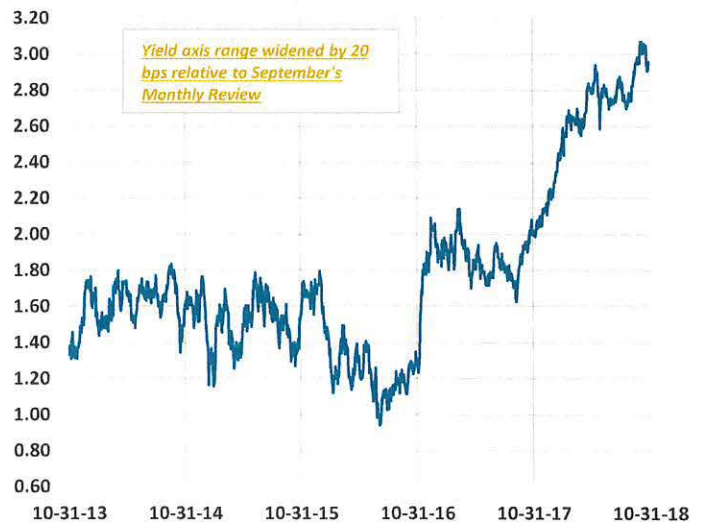
5-Year Treasury Note Yield - Last 12 Months



2-Year Treasury Note Yield - Last 5 Years



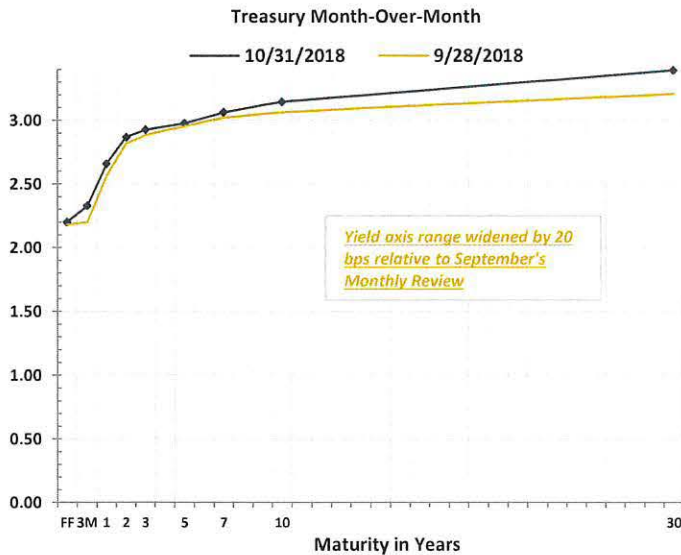
5-Year Treasury Note Yield - Last 5 Years



Monthly Review

October 2018

Another Episode of Higher Rates Hurting Stock Prices Sent S&P 500 to Worst Month Since September 2011



Global Stock Performance				
Value	MTD Change	QTD Change	YTD Change	
Dow Jones	25,116	-5.07% ↓	-5.07% ↓	1.60% ↑
S&P 500	2,712	-6.94% ↓	-6.94% ↓	1.43% ↑
Nasdaq	7,306	-9.20% ↓	-9.20% ↓	5.83% ↑
Stoxx Europe 600	362	-5.63% ↓	-5.63% ↓	-7.08% ↓
China CSI 300	3,154	-8.29% ↓	-8.29% ↓	-21.76% ↓
Nikkei 225	21,920	-9.12% ↓	-9.12% ↓	-3.71% ↓

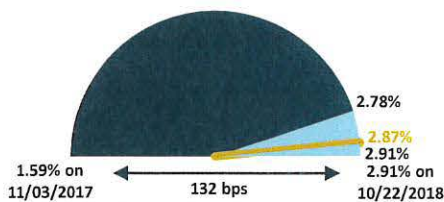
Global Sovereign Debt Performance				
Yield	MTD Change	QTD Change	YTD Change	
	(in bps)	(in bps)	(in bps)	
U.S. 2-year	2.87%	4.8 ↑	4.8 ↑	98.4 ↑
U.S. 5-year	2.97%	2.2 ↑	2.2 ↑	76.9 ↑
U.S. 10-year	3.14%	8.2 ↑	8.2 ↑	73.8 ↑
German 10-year	0.39%	-8.5 ↓	-8.5 ↓	-4.2 ↓
U.K. 10-year	1.44%	-13.6 ↓	-13.6 ↓	24.7 ↑
French 10-year	0.75%	-5.3 ↓	-5.3 ↓	-3.4 ↓
Italian 10-year	3.43%	28.0 ↑	28.0 ↑	141.1 ↑
Japanese 10-year	0.13%	-0.3 ↓	-0.3 ↓	7.9 ↑



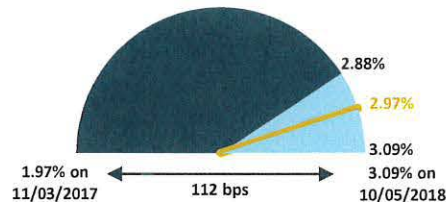
Commodity Performance			
Value	MTD Change	QTD Change	YTD Change
\$ 65.31	-10.84% ↓	-10.84% ↓	8.09% ↑
97.13	2.10% ↑	2.10% ↑	5.43% ↑
1,215	1.87% ↑	1.87% ↑	-6.78% ↓
83.19	-2.36% ↓	-2.36% ↓	-5.65% ↓

Treasury Notes Intraday Ranges: 52-Week Yield Range / Monthly Yield Range / Last Traded Yield

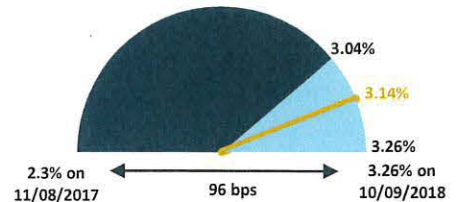
2-Year Treasury



5-Year Treasury



10-Year Treasury



Nonfarm Payrolls

September 134k

Impacted by Hurricane Michael; +87k in prior revisions

Unemployment Rate

September 3.7%

Down 0.2%
3.68% is the lowest since Dec. 1969

Existing Home Sales MoM

September -3.4%

Housing's struggles were reinforced by larger-than-expected declines in sales of both new (expected -0.6%) and existing (-0.9%) homes

New Home Sales MoM

September -5.5%

Core Retail Sales

September 0.5%

Consumer Confidence

October 137.9

Up 2.6 pts
Highest since September 2000

ISM Non-Manufacturing

September 61.6

+3.1 pts

Non-manufacturing jumped to 21-year high; Manufacturing fell to its fourth best since 2004

ISM Manufacturing

September 59.8

-1.5 pts

Manufacturing Production

September 0.2%

Core Capital Goods Orders

September -0.1%

Better than expected when combined with prior revisions

Trade Balance

August -53.2B

-3.2B

Core PCE YoY

September 2.0%

Up 0.01%
Rounded to 2.0% for a sixth month in a row

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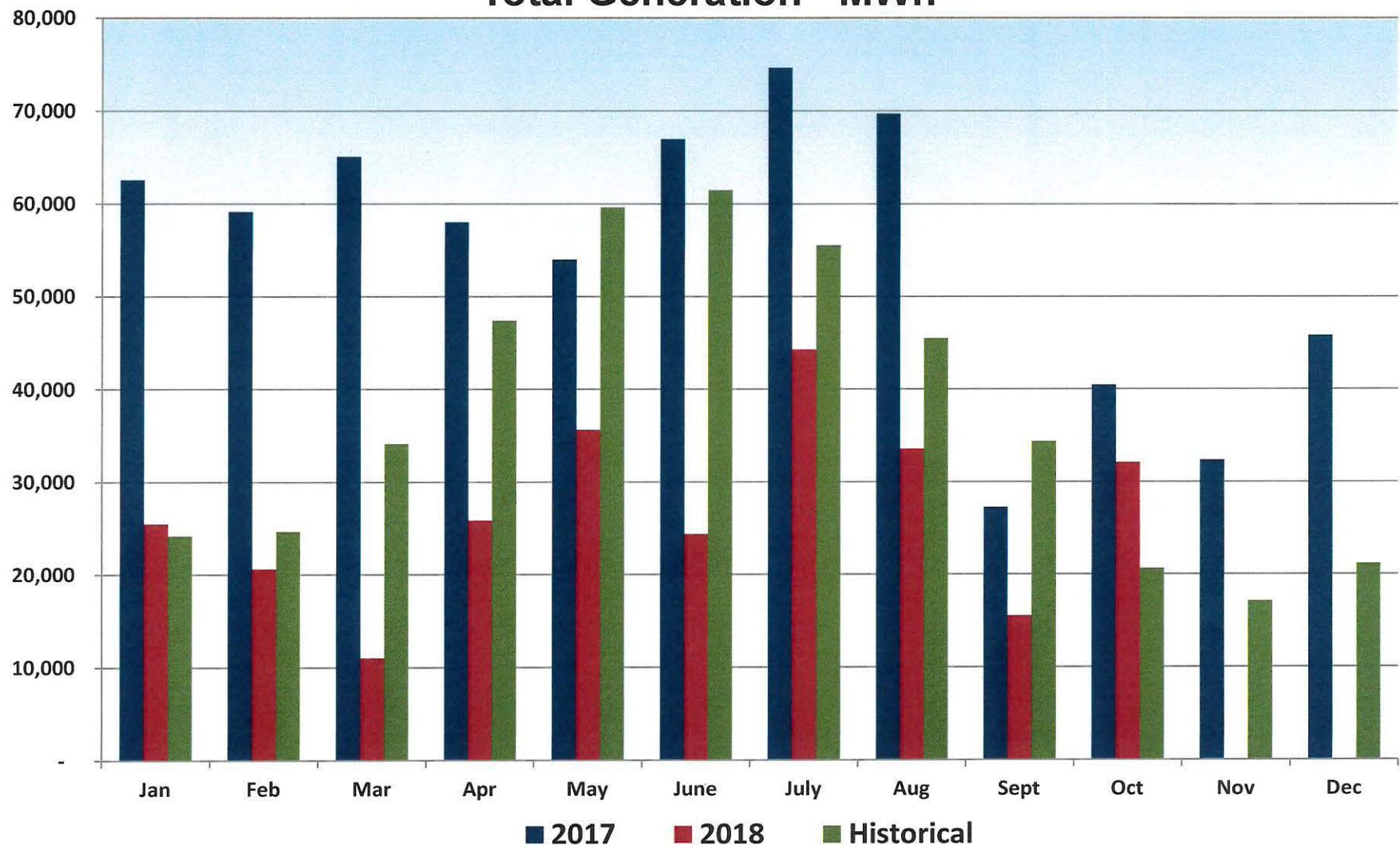
Tri-Dam Project

Statement of Cash Flows

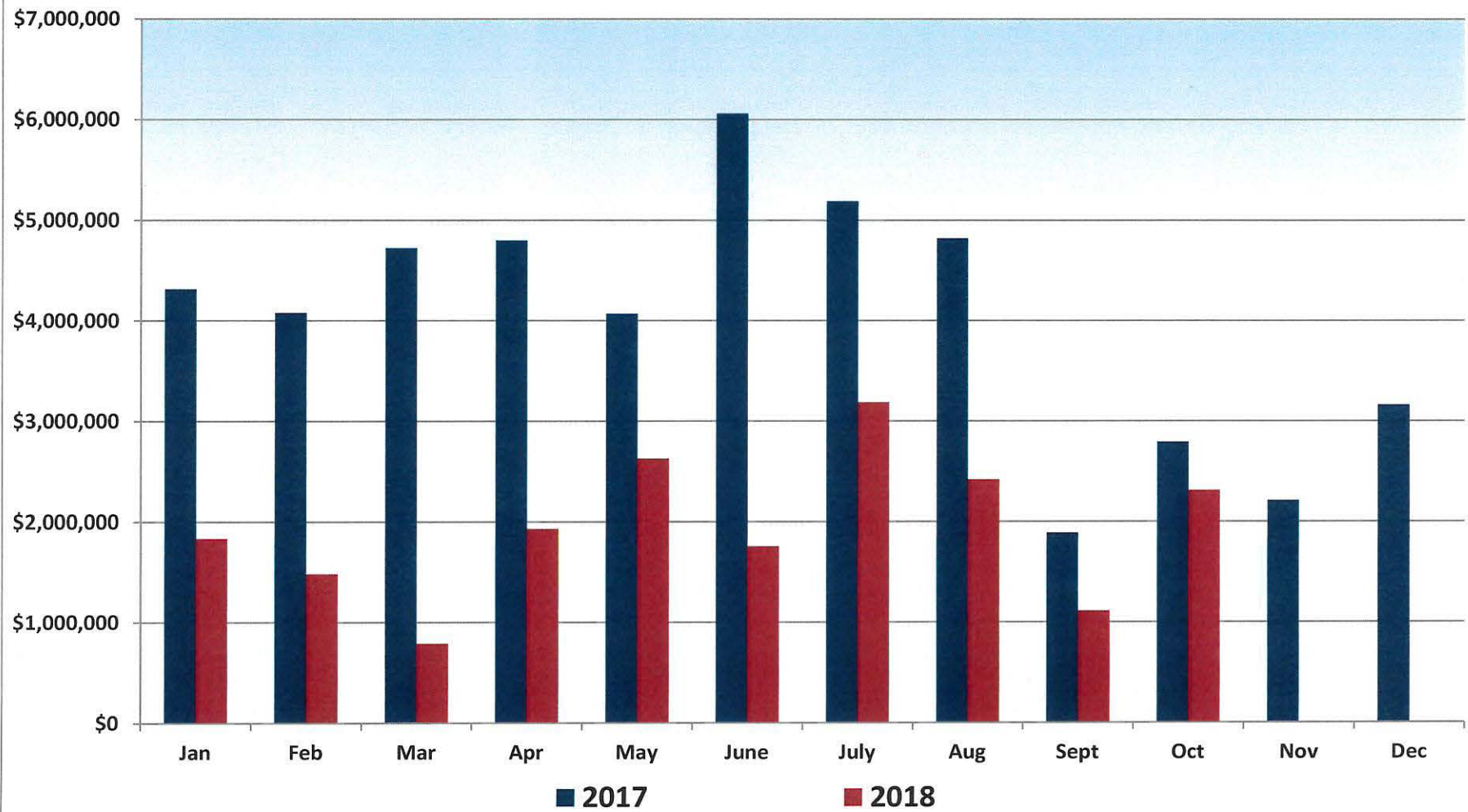
Period Ending October 31, 2018

		Current Month	Year to Date
1	Net Income	\$ 1,486,956	\$ 12,535,271
2	Depreciation & Amortization	173,155	1,692,769
3	Decrease / (Increase) in Generation Receivables	(1,192,344)	853,829
4	Decrease / (Increase) in Other Receivables	(22,881)	158,612
5	Decrease / (Increase) in Market Value Securities	2,787	132,956
6	Decrease / (Increase) in Prepaid Expense	48,253	(86,708)
7	Decrease / (Increase) in Capital Assets	(103,153)	(1,231,807)
8	Decrease / (Increase) in Other Assets	(21,503)	(3,290,711)
9	Increase / (Decrease) in Accounts Payable	(24,667)	(378,098)
10	Increase / (Decrease) in Other Current Liabilities	(6,097)	(36,981)
11	Increase / (Decrease) in Long-Term Liabilities	-	-
12	(District Distributions)	-	(21,119,000)
13	Net Change in Cash & Investments	\$ 340,506	\$ (10,769,868)
14			
15	Cash & Investments 10/31/18		\$ 17,154,940
16	Cash & Investments 12/31/17		27,924,807
17	YTD Net Change in Cash & Investments		\$ (10,769,868)
18			
19			
20	Net Change in Cash & Investments - 2018		
21	January	\$ (11,423,192)	
22	February	1,604,361	
23	March	1,242,655	
24	April	4,009	
25	May	1,406,986	
26	June	1,554,581	
27	July	(6,665,070)	
28	August	2,472,549	
29	September	(1,307,253)	
30	October	340,506	
31	November	-	
32	December	-	
33	Total	\$ (10,769,868)	

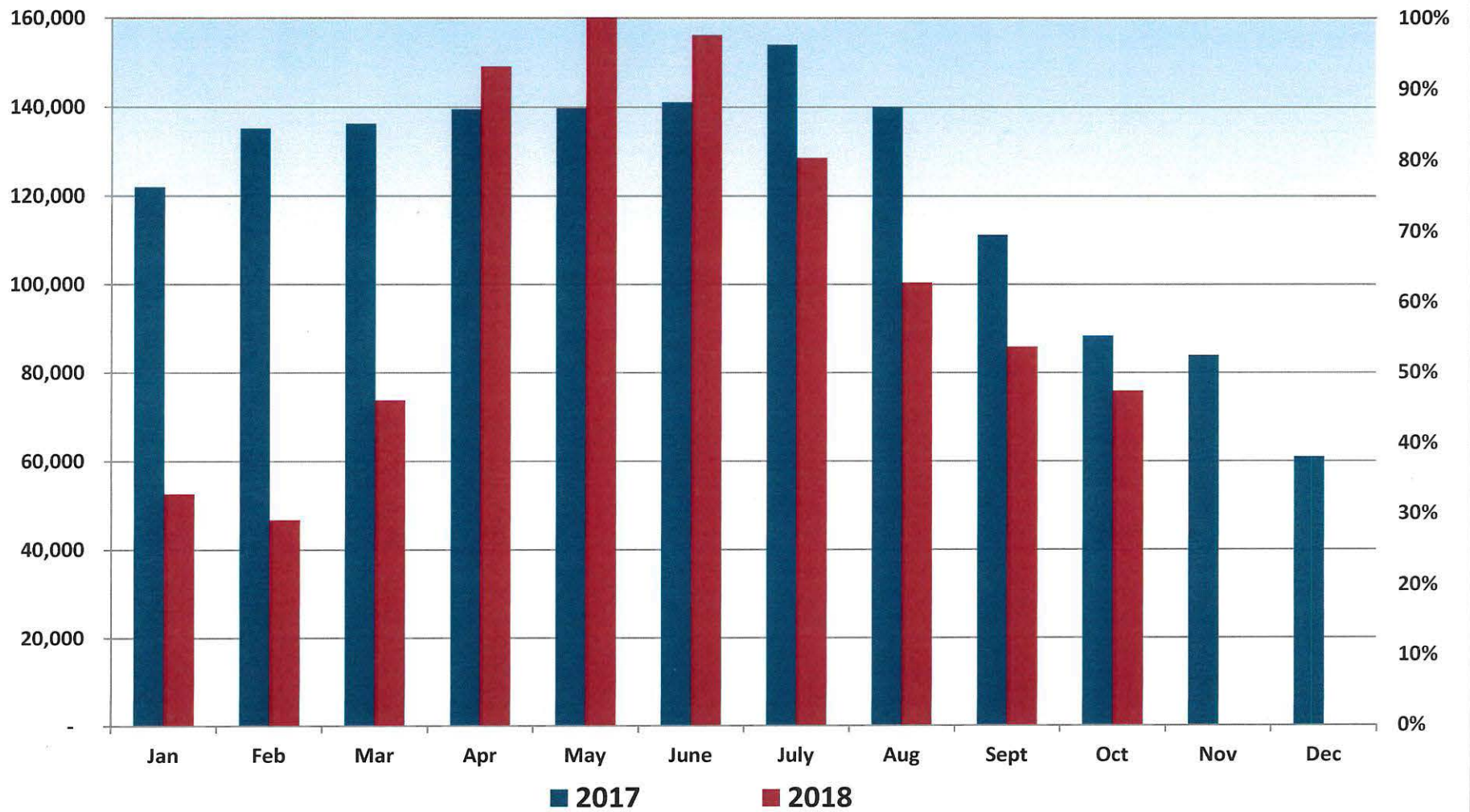
Tri-Dam Project Total Generation - MWh



Tri-Dam Project Generation Revenue



Tri-Dam Project Storage AF - Donnell's & Beardsley



Tri-Dam Project

Statement of Obligations

Period Covered

October 1, 2018 to October 31, 2018

TRI-DAM PROJECT
STATEMENT OF OBLIGATIONS
 Period Covered
October 1, 2018 to October 31, 2018

One-Half Oakdale Irrigation District	\$ 386,526.16
One-Half South San Joaquin Irrigation District	\$ 386,526.16
Total Obligations	\$ 773,052.32

CERTIFICATION

OAKDALE IRRIGATION DISTRICT

SOUTH SAN JOAQUIN IRRIGATION DISTRICT

Tom D. Orvis

John Holbrook

Gail Altieri

Robert A. Holmes

Linda Santos

Dave Kamper

Herman Doornenbal

Ralph Roos

Brad DeBoer

Dale Kuil

Each of the undersigned certifies that he is President or Secretary of his respective District;
 That the amounts designated above have been properly incurred as an obligation of the Tri-Dam Project; that
 checks for payment of said amounts have been drawn on a Tri-Dam Project account at Oak Valley Community
 Bank, Sonora, California.

OAKDALE IRRIGATION DISTRICT
PRESIDENT,

SOUTH SAN JOAQUIN IRRIGATION DISTRICT
PRESIDENT,

Tom D. Orvis

Dale Kuil

SECRETARY,

SECRETARY,

Steve Knell Date

Peter M. Rietkerk Date

Tri Dam Project Statement of Obligations

Period Covered

From To

October 1, 2018 to October 31, 2018

	<u>No. Chks.</u>	<u>Amount</u>
<u>Vendor Check Register Report</u> (Please see attached Check Listing)	108	\$547,305.57

Payrolls - Net Charges

<u>Pay Date</u>	<u>Type</u>	<u>Payroll Amount</u>	
4-Oct-18	Regular	\$ 121,140.32	
18-Oct-18	Regular	\$ 104,606.43	
		\$ -	
Total Net Payroll		\$ 225,746.75	\$ 225,746.75

Total Disbursements for the Period	\$773,052.32
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Distribution Between Districts ~

Oakdale Irrigation District	\$ 386,526.16
South San Joaquin Irrigation District	\$ 386,526.16
Total Districts	\$ 773,052.32

Project

October Checks by Amount



Check Number	Vendor Nt	Vendor Name	Check Date	Description	Amount
124863	10501	O'Laughlin & Paris	10/18/2018	Legal Matters	75,329.34
124860	10294	FISHBIO Environmental LLC	10/18/2018	Fish Studies	70,941.15
124851	10813	ACWA Joint Powers Insurance Authority	10/17/2018	Health Benefits	62,611.44
124898	11194	Nokia of America Corporation	10/26/2018	Microwave System Replacement	55,338.27
124904	10699	TCB Industrial	10/26/2018	Donnells extended repair	26,578.00
124857	10882	CH2M HILL Engineers, Inc.	10/18/2018	Engineering - Stanislaus River Basin Plan	21,344.90
124864	11074	Sage Engineers	10/18/2018	Tulloch Generator Relay Replacement	18,906.25
124800	10815	Cal PERS System	10/03/2018	EE/ER Retirement Plan	17,698.15
124853	10815	Cal PERS System	10/17/2018	EE/ER Retirement Plan	17,640.77
124849	10699	TCB Industrial	10/12/2018	Donnells Outlet Valve Design	13,592.00
124858	10202	Condor Earth Technologies	10/18/2018	Beardsley Abay Seepage Investigation	11,866.54
124826	11170	Van De Pol Petroleum	10/05/2018	Oil - Donnells Extended Repair	11,283.03
124877	10417	Kingsbury Inc.	10/19/2018	Donnells extended repair	10,150.00
124865	11204	VNF Solutions	10/18/2018	Jasan Larrabee - Consulting Services	10,103.96
124806	10111	Breshears Inc. W. H.	10/05/2018	Fuel	8,276.77
124873	10900	Chase Cardmember Service	10/19/2018	File cabinets, fuel, meals, travel, 2000 watt inverter	7,424.24
124871	10151	Calaveras Co Treas & Tax Collector	10/19/2018	Property Taxes	7,135.20
124819	10514	Pacific Gas & Electric Co.	10/05/2018	Utilities	5,491.01
124906	10514	Pacific Gas & Electric Co.	10/26/2018	Utilities	5,442.86
124848	10991	State Compensation Insurance Fund	10/12/2018	Workers Compensation	4,705.67
124846	10575	Rocky Mountain Power Services Inc.	10/12/2018	Beardsley Panelmate Replacment	4,502.47
124888	10066	ACWA-Assn of Calif Water Agencies	10/26/2018	Annual Dues - 4Q only	4,207.50
124861	10347	HDR Engineering, Inc.	10/18/2018	Tulloch Rec Drawings	4,195.05
124867	10028	All-Cal Equipment Service	10/19/2018	Annual Crane Inspections	4,110.00
124899	11011	Pacific Gas & Electric	10/26/2018	Utilities	3,891.96
124847	11108	c/o MKI Reps SEL Engineering Services, Inc.	10/12/2018	RTAC Programming	3,850.00
124887	11223	Calaveras County Planning Dept.	10/22/2018	Tulloch Day Use Planned Development Permit	3,595.00
124799	10183	Cal PERS S457 Plan	10/03/2018	EE Supl Retirement Plan	3,022.00
124852	10183	Cal PERS S457 Plan	10/17/2018	EE Supl Retirement Plan	3,022.00
124832	11212	Doug's Dockworks	10/12/2018	Tulloch Performanc Deposit Refund	3,000.00
124815	10439	McMaster-Carr Supply Co.	10/05/2018	Small tools, steel pipe flange, thread scalant, hose coupling, elbow plug	2,867.44
124883	10666	Star Microwave Service Corp.	10/19/2018	Transmitter for Telegraph Hill, repair transmitter & subboard	2,431.22
124894	10402	Kamps Propane	10/26/2018	Utilities	2,368.03
124831	10935	datapath	10/12/2018	Network Support	2,195.50
124802	10812	Nationwide Retirement Solution	10/03/2018	EE Supl Retirement Plan	2,150.00
124855	10812	Nationwide Retirement Solution	10/17/2018	EE Supl Retirement Plan	2,150.00
124875	10225	Debeo Automotive Supply Inc.	10/19/2018	Batteries, hoses, clamps, shop supplies	2,077.71
124868	10067	AT&T - SBC - Pac Bell	10/19/2018	Telephone	1,974.62
124856	10663	Standard Insurance Co.	10/17/2018	Long/Short Disability	1,408.48
124882	10665	Staples	10/19/2018	Office Supplies	1,307.91
124885	10735	Tuolumne Co. Tax Collector	10/19/2018	Property Taxes	1,234.16
124801	10811	IBEW	10/03/2018	EE Union Dues	1,188.88
124854	10811	IBEW	10/17/2018	EE Union Dues	1,188.88
124880	10439	McMaster-Carr Supply Co.	10/19/2018	Terminal blocks, pipe fittings & valves, gen heaters	1,169.50
124812	10846	H & S Parts & Service	10/05/2018	Generator repair - Strawberry	1,152.74
124809	10225	Debeo Automotive Supply Inc.	10/05/2018	Vehicle Maintenace - batteries, hoses etc.	1,145.34
124840	10402	Kamps Propane	10/12/2018	Utilities	1,105.95
124841	11209	Lee & Associates Rescue, Inc.	10/12/2018	Standby Resuce Service Consult	1,050.00
124835	10319	General Plumbing Supply Co Inc.	10/12/2018	Misc Parts Donnells Maint.	1,033.02
124879	10024	Mark Alderson Enterprises, Inc.	10/19/2018	Fence @ New Propane Tank - Beardsley	1,022.55
124889	10225	Debeo Automotive Supply Inc.	10/26/2018		948.96
124859	10250	Downey Brand Attorneys LLP.	10/18/2018		948.00

124881	10831	Mangan Meticulous	10/19/2018	750.00
124833	11048	Fastenal (Vending)	10/12/2018	748.94
124830	10204	Consolidated Electrical Dist.	10/12/2018	731.58
124817	11194	Nokia of America Corporation	10/05/2018	719.58
124813	10887	Thomas Hardie	10/05/2018	665.91
124810	10227	Del Oro Water Co. Inc.	10/05/2018	567.56
124807	11010	Calaveras County Water District	10/05/2018	566.46
124862	11028	MHD Group, Inc.	10/18/2018	550.00
124834	10288	Fastenal Co.	10/12/2018	524.43
124824	10666	Star Microwave Service Corp.	10/05/2018	486.53
124869	10111	Breshears Inc. W. H.	10/19/2018	405.65
124845	10536	Pitney Bowes Purchase Power Inc.	10/12/2018	402.50
124895	10439	McMaster-Carr Supply Co.	10/26/2018	369.52
124821	10618	Sierra Motors	10/05/2018	363.51
124811	11177	ES West Coast, LLC	10/05/2018	359.60
124837	10938	Great America Financial Svcs.	10/12/2018	358.42
124808	11215	Data Systems Plus, Inc.	10/05/2018	292.05
124827	10776	Waste Mgmt of Cal Sierra Inc.	10/05/2018	260.84
124816	10466	Mountain Oasis Water Systems & Btl Co LLC	10/05/2018	253.25
124822	10933	Smile Business Products	10/05/2018	251.26
124805	10068	AT&T Corp - Data Link	10/05/2018	249.50
124905	10068	AT&T Corp - Data Link	10/26/2018	249.50
124886	10997	WESCO Distribution, Inc.	10/19/2018	243.71
124844	11216	Pan-Pacific Supply Company	10/12/2018	232.00
124820	10535	Pitney Bowes GFS LLC	10/05/2018	227.59
124823	10904	Sonora Ford	10/05/2018	227.27
124838	10395	J.M. Equipment Co. Inc.	10/12/2018	220.41
124897	10485	Newark element14	10/26/2018	218.61
124803	10044	American Valley Waste Oil Inc.	10/05/2018	200.00
124902	10933	Smile Business Products	10/26/2018	185.47
124901	10618	Sierra Motors	10/26/2018	172.37
124843	10513	Pacific Gas & Elec - Non Util	10/12/2018	168.28
124874	10184	Clark Pest Control - Pest	10/19/2018	154.00
124896	10450	Mikes Mowers	10/26/2018	137.23
124842	10485	Newark element14	10/12/2018	130.75
124836	10320	General Supply Co.	10/12/2018	120.90
124903	11005	Sonora Lumber Company	10/26/2018	113.19
124890	11048	Fastenal (Vending)	10/26/2018	113.06
124828	11086	Benefit Resource, Inc.	10/12/2018	100.00
124829	10154	Calaveras Telephone Co.	10/12/2018	98.99
124872	10829	Centro Print Solutions	10/19/2018	89.96
124892	10846	H & S Parts & Service	10/26/2018	86.47
124876	11219	Graybar	10/19/2018	84.24
124825	10749	United Parcel Service	10/05/2018	60.75
124891	10288	Fastenal Co.	10/26/2018	60.04
124866	10648	Adventist Health Sonora	10/19/2018	52.00
124804	10681	ARC	10/05/2018	51.48
124814	10879	Lowe's	10/05/2018	44.95
124884	10696	T & C Signs	10/19/2018	40.91
124893	10339	Haidlen Ford-Mercury Inc.	10/26/2018	40.52
124850	10749	United Parcel Service	10/12/2018	32.47
124878	10428	M C I	10/19/2018	25.09
124870	10986	Cal-Waste Recovery Systems, LLC	10/19/2018	22.93
124900	11147	Pacific Gas & Electric	10/26/2018	22.77
124818	11147	Pacific Gas & Electric	10/05/2018	15.64
124839	10399	JS West Propane Gas	10/12/2018	10.51

EE Travel Reimbursement

Report Total:

\$ 547,305.57

2019 BUDGET



Tri-Dam Project 2019 Budget Summary

	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)
	2016	2017	2018			2019 Average Year Scenario				
	Actual	Actual	Budget	Estimated	\$ Change vs. Budget	Budget	% Change vs 2018 Budget	\$ Change vs 2018 Budget	% Change vs 2018 Estimate	\$ Change vs 2018 Estimate
Revenue										
Sale of Energy & Capacity	\$ 33,465,809	\$ 48,114,763	\$ 31,673,880	\$ 21,190,509	\$ (10,483,371)	\$ 33,919,455	7.1%	\$ 2,245,575	60.1%	\$ 12,728,946
Headwater Benefits & Other Revenue	1,004,341	976,123	999,545	2,674,827	1,675,282	1,019,811	2.0%	20,266	-61.9%	(1,655,015)
Total Revenue	\$ 34,470,150	\$ 49,090,886	\$ 32,673,425	\$ 23,865,336	\$ (8,808,089)	\$ 34,939,267	6.9%	\$ 2,265,842	46.4%	\$ 11,073,931
Expense										
L/OH - Operations & Administrative	\$ 2,093,245	\$ 2,321,883	\$ 2,104,812	\$ 1,975,935	\$ (128,877)	\$ 2,133,641	1.4%	\$ 28,829	8.0%	\$ 157,706
L/OH - Maintenance	1,241,684	1,714,094	1,823,695	1,701,713	(121,982)	1,864,165	2.2%	40,470	9.5%	162,452
L/OH - Goodwin Dam	227,460	186,684	228,367	171,487	(56,880)	176,631	-22.7%	(51,736)	3.0%	5,145
Labor & Overhead Expense	3,562,389	4,222,661	4,156,874	3,849,135	(307,739)	4,174,437	0.4%	17,563	8.5%	325,302
Operations & Administrative	1,542,949	1,826,319	2,918,120	1,830,335	(1,087,785)	3,035,068	4.0%	116,948	65.8%	1,204,733
Maintenance	632,247	3,090,025	3,688,640	1,144,072	(2,544,568)	4,426,050	20.0%	737,410	286.9%	3,281,978
Goodwin Dam	87,719	88,075	102,935	92,591	(10,344)	108,360	5.3%	5,425	17.0%	15,768
Depreciation & Amortization	2,491,781	1,907,147	2,018,664	2,039,079	20,415	2,077,860	2.9%	59,196	1.9%	38,781
Operating Expense	4,754,696	6,911,566	8,728,359	5,106,078	(3,622,281)	9,647,338	10.5%	918,979	88.9%	4,541,260
Other Nonoperating Expense	1,191,330	1,686,200	2,221,000	1,810,949	(410,051)	3,136,490	41.2%	915,490	73.2%	1,325,541
Capital Expense	737,412	3,041,950	1,915,000	1,431,806	(483,194)	1,486,331	-22.4%	(428,669)	3.8%	54,525
Total Expense	\$ 10,245,828	\$ 15,862,377	\$ 17,021,233	\$ 12,197,967	\$ (4,823,266)	\$ 18,444,596	8.4%	\$ 1,423,363	51.2%	\$ 6,246,629
Total Expense - excl Capital Exp	\$ 9,508,416	\$ 12,820,427	\$ 15,106,233	\$ 10,766,161	\$ (4,340,072)	\$ 16,958,265	12.3%	\$ 1,852,032	57.5%	\$ 6,192,104
Income - incl Capital Exp	\$ 24,224,322	\$ 33,228,509	\$ 15,652,192	\$ 11,667,369	\$ (3,984,823)	\$ 16,494,671	5.4%	\$ 842,479	41.4%	\$ 4,827,302
Net Income - excl Capital Exp	\$ 24,961,734	\$ 36,270,459	\$ 17,567,192	\$ 13,099,175	\$ (4,468,017)	\$ 17,981,002	2.4%	\$ 413,810	37.3%	\$ 4,881,827
Labor/OH Financial Statement			\$ 4,156,874	\$ 3,849,135	\$ (307,739)	\$ 4,174,437	0.4%	\$ 17,563	8.5%	\$ 325,302
Labor/OH Capitalized			118,500	60,000	(58,500)	100,000	-15.6%	(18,500)	66.7%	40,000
Labor/OH Allocated to TDPA			548,037	394,365	(153,672)	548,037	0.0%	-	39.0%	153,672
Total Labor/OH TDP & TDPA			\$ 4,823,411	\$ 4,303,500	\$ (519,911)	\$ 4,822,474	0.0%	\$ (937)	12.1%	\$ 518,974
Net Income including Capex			\$ 15,652,192	\$ 11,667,369	\$ (3,984,823)	\$ 16,494,671	5.4%	\$ 842,479	41.4%	\$ 4,827,302
Depreciation/Amortization			2,018,664	2,039,079	20,415	2,077,860	2.9%	59,196	1.9%	38,781
Cash Flow Estimate			\$ 17,670,856	\$ 13,706,448	\$ (3,964,408)	\$ 18,572,531	5.1%	\$ 901,675	35.5%	\$ 4,866,083

Tri-Dam Project
2019 Budget
Operations and Administration

Acct No.	Category	2018 Budget	Jan - Oct Actual	Nov - Dec Estimated	2018 Estimated Expense	2019 Budget	2019 Budget vs. 2018 Estimated
1	OPERATIONS						
2	53730 Interconnection Expense 3rd Unit	2,000	1,683	337	2,019	2,000	-19
3	53740 Powerhouse & Dam utilities	19,600	36,496	3,754	40,250	19,500	-20,750
4	53750 Dam Monitoring / Surveying	5,500	3,650	1,350	5,000	5,000	0
5	53930 Operations Office Supplies	2,540	3,547	200	3,747	3,650	-97
6	53940 Powerhouse & Dam Supplies	10,000	2,252	450	2,702	6,700	3,998
7	53941 Furnishings & Misc Equipment	15,000	3,676	500	4,176	12,200	8,024
8	53950 Safety Supplies & Training	18,090	17,651	10,000	27,651	59,075	31,424
9	53970 Site Utilities - (ME,SP,DP only)	29,200	27,066	6,904	33,970	31,300	-2,670
10	59750 Small Tools	2,000	240	0	240	2,000	1,760
11	59230 Travel & Conference - Ops	31,000	18,051	2,000	20,051	32,000	11,949
12	59255 Tuition - Schools and Training - Ops	18,000	1,150	100	1,250	24,365	23,115
13	TOTAL OPERATIONS EXPENSE	152,930	115,463	25,595	141,058	197,790	56,732
14							
15	ADMINISTRATION						
16	52000 Bank Fees	18,000	12,137	2,427	14,565	13,500	-1,065
17	58338 Resource Management - USFS Beardsley	108,000	97,852	0	97,852	108,000	10,148
18	59210 Office & Administrative	26,600	30,427	2,000	32,427	33,300	873
19	59215 Professional Dues & Subscriptions	7,200	10,258	1,000	11,258	25,200	13,942
20	59220 Utilities - Strawberry	33,500	31,401	6,280	37,681	36,500	-1,181
21	59230 Travel & Conference - Admin & Districts	35,500	19,329	2,000	21,329	34,500	13,171
22	59255 Tuition - Schools and Training - Admin	5,500	0	0	0	5,500	5,500
23	59240 Meals	3,000	3,246	800	4,046	3,750	-296
24	59245 Drugtesting & Physicals	1,500	1,208	0	1,208	1,500	292
25	59250 Computer Supplies & Support	20,500	5,341	1,068	6,410	5,200	-1,210
26	59260 Telephone	20,000	17,095	3,419	20,514	21,550	1,036
27	59261 ISO Communications	3,100	5,303	494	5,797	3,464	-2,333
28	59265 Website & Network Operation & Maint	28,300	23,799	4,760	28,558	33,300	4,742
29	59335 Accounting & Payroll Software	9,400	7,974	9,094	17,068	10,000	-7,068
30	59640 Streamgaging	29,760	22,320	7,140	29,460	28,650	-810
31	59645 Streamgaging Certification	35,420	30,674	5,500	36,174	37,300	1,126
32	59328 Reservoir Management	55,500	40,192	1,000	41,192	4,500	-36,692
33	59410 Insurance Premiums	413,000	307,989	57,910	365,899	413,000	47,101
34	59670 USFS Permit Fees	11,000	9,835	1,974	11,809	12,000	191
35	59430 Property and Use Taxes	13,000	26,450	1,000	27,450	20,000	-7,450
36	59337 FERC Part 12 Inspections	55,000	100,865	135,485	236,350	37,000	-199,350
37	59610 Dam Safety Fees (State)	144,600	132,183	31,658	163,841	194,696	30,855
38	59615 Water Rights Fees	15,000	0	13,788	13,788	15,000	1,212
39	59620 FERC Fees (Admin & Land Use)	195,000	167,039	37,038	204,077	0	-204,077
40	59650 FERC Headwater Benefit Assessment	90,400	76,430	13,970	90,400	90,400	0
41	59690 EAP, PSP, Security Plan	58,500	6,000	0	6,000	46,900	40,900

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Tri-Dam Project
2019 Budget
Operations and Administration

Acct No.	Category	2018 Budget	Jan - Oct Actual	Nov - Dec Estimated	2018 Estimated Expense	2019 Budget	2019 Budget vs. 2018 Estimated
42	59310 Legal Fees - General Matters	111,000	58,667	11,733	70,400	188,000	117,600
43	59320 Investments Custody Fees	2,000	1,667	333	2,000	2,000	0
44	59331 Auditor Services	11,910	13,412	0	13,412	12,268	-1,144
45	59358 Data Analysis / Publications	100,000	53,700	46,300	100,000	100,000	0
46	59368 Lower River Non-native Investigation	1,000,000	555,924	-150,000	405,924	1,000,000	594,076
47	59369 Caswell Rotary Screw Trap	0	0	0	0	0	0
48	59370 Life Cycle Monitoring	550,000	406,250	143,750	550,000	550,000	0
49	59377 Fish Studies Legal Support / Consulting	100,000	18,257	15,000	33,257	36,000	2,743
50	59932 Special Consultants / Resource Plans	5,000	2,434	1,000	3,434	5,000	1,566
51	59346 License Compliance / Condition Implement	35,000	0	1,500	1,500	25,000	23,500
52	59347 Tulloch Shoreline Erosion Plan	500,000	4,431	0	4,431	500,000	495,569
53	59348 Tulloch Recreation Plan	325,000	8,683	0	8,683	550,000	541,317
54	59349 Tulloch Shoreline Management Plan	57,500	0	0	0	22,500	22,500
55	59350 Mussel Risk Assessment, Inspection & Monitoring	15,500	1,097	219	1,316	6,100	4,784
56	59351 Cultural Resources - Tulloch	25,500	0	17,155	17,155	57,700	40,545
57	59353 Cultural Resources - Beardsley Donnels	170,500	3,641	13,065	0	201,500	201,500
58	59339 Strategic Communications (Save-the-Stan)	36,000	16,400	6,000	22,400	60,000	37,600
59	59367 Legal - USBR / SWRCB / Water Issues	420,000	319,583	120,000	439,583	360,000	-79,583
60	59371 Reliability Consulting (NERC/WECC/OSHA)	40,000	9,700	13,260	22,960	45,000	22,040
61	59373 Labor Relations Negotiator / Consulting	30,000	32,621	0	32,621	0	-32,621
62	59375 Haz Mat Business Plan	15,000	0	0	0	2,500	2,500
63	59510 Stanislaus River Basin Plan - Legal	0	3,760	2,000	5,760	36,000	30,240
64	59515 Stanislaus River Basin Plan	0	51,805	75,000	126,805	738,490	611,685
65	59710 District Water Rights - Legal	0	23,187	30,000	53,187	120,000	66,813
66	59810 Washington DC Advocacy & PR	0	40,244	20,000	60,244	121,000	60,756
67	TOTAL ADMINISTRATIVE EXPENSE	4,986,190	2,810,810	706,122	3,500,226	5,973,768	2,473,542
68							
69	TOTAL OPERATIONS & ADMINISTRATIVE	5,139,120	2,926,273	731,717	3,641,284	6,171,558	2,530,274
70							
71	LABOR & OVERHEAD						
72	53510 Payroll - Labor	1,180,189	860,037	225,248	1,085,285	1,218,982	133,697
73	53520 Payroll - Overhead & Nonproductive Wages	924,624	677,270	213,380	890,650	914,659	24,009
74	TOTAL LABOR & OVERHEAD	2,104,812	1,537,307	438,628	1,975,935	2,133,641	157,706

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**Tri-Dam Project
2019 Budget
Maintenance**

Acct No.	Category	2018 Budget	Jan - Oct Actual	Nov - Dec Estimated	2018 Estimated Expense	2019 Budget	2019 Budget vs. 2018 Estimated	
1	54230	Maintenance & Repairs to Structures	153,700	11,814	2,363	14,177	282,900	268,723
2	54330	Maintenance & Repairs to Other Facilities	838,500	235,831	47,166	282,997	1,908,500	1,625,503
3	54430	Maintenance & Repairs to Plant	340,000	352,716	25,000	377,716	130,000	(247,716)
4	54550	Miscellaneous Hydro Expense	96,000	20,397	4,079	24,476	34,000	9,524
5	54460	Electrical & Electronic Expense	50,200	9,742	1,948	11,691	221,150	209,459
6	54560	Computer Repair & Replacement	13,300	3,959	792	4,751	9,800	5,049
7	54570	Radio Repair & Replacement	10,000	44,664	8,933	53,597	3,300	(50,297)
8	54540	Site Improvements - DP,SP,ME	7,000	20	4	24	5,000	4,976
9	54630	Power Line Repairs	15,000	-	-	-	15,000	15,000
10	54730	Communications & Security System	82,140	37,210	7,442	44,652	49,700	5,048
11	54810	Routine Road Maintenance	609,000	14,410	2,882	17,293	504,000	486,707
12	69101	Major Road Repairs	285,000	20,866	4,173	25,039	60,000	34,961
13	69500	Tulloch Spillway Road Repairs	900,000	-	-	-	900,000	900,000
14	59230	Travel & Conference	14,700	1,571	314	1,885	9,700	7,815
15	59255	Schools & Training	23,200	-	-	-	19,800	19,800
16	53930	Maintenance Office Supplies	1,500	1,019	204	1,223	1,500	277
17	53950	Safety Supplies & Related	17,500	6,394	1,279	7,673	16,000	8,327
18	59328	Reservoir Management	6,200	57,762	-	57,762	18,500	(39,262)
19	59730	Rolling Stock Maintenance & Repair	70,000	59,174	11,835	71,009	75,000	3,991
20	59740	Shop Supplies	15,000	17,807	3,561	21,369	20,000	(1,369)
21	59750	Small Tools	15,000	8,785	1,757	10,542	12,000	1,458
22	59755	Miscellaneous Equipment	9,500	14,998	3,000	17,997	14,000	(3,997)
23	59760	Disposal Fees	6,000	5,536	1,107	6,643	6,000	(643)
24	59770	Fuel and Fuel tax	95,000	69,372	13,874	83,246	95,000	11,754
25	59790	Equipment Operation & Maintenance	15,200	6,925	1,385	8,310	15,200	6,890
26		TOTAL MAINTENANCE EXPENSE	3,688,640	1,000,973	143,099	1,144,072	4,426,050	3,281,978
27								
28		LABOR & OVERHEAD						
29	53510	Payroll - Labor	1,027,505	788,609	206,540	995,149	1,058,868	63,719
30	53520	Payroll - Overhead & Nonproductive Wages	796,190	532,975	173,589	706,564	805,297	98,733
31		TOTAL LABOR & OVERHEAD	1,823,695	1,321,584	380,129	1,701,713	1,864,165	162,452

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**Tri-Dam Project
2019 Budget
Goodwin Dam**

Acct No.	Category	2018 Budget	Jan - Oct Actual	Nov - Dec Estimated	2018 Estimated Expense	2019 Budget	2019 Budget vs. 2018 Estimated
1	OPERATIONS						
2	53940 Dam Supplies	300	18	0	18	300	282
3	53970 Utilities	2,300	3,230	400	3,630	3,000	-630
4	GOODWIN OPERATIONS EXPENSE	2,600	3,248	400	3,648	3,300	-348
5							
6	MAINTENANCE						
7	54330 Maintenance & Repairs to Facilities	2,500	131	0	131	2,500	2,369
8	54560 Microwave / Computer Repair & Replacement	2,000	0	0	0	2,000	2,000
9	54730 Communications & Security System	2,000	88	18	106	2,000	1,894
10	59755 Equipment Rental from Tri-Dam Project	2,400	2,000	400	2,400	2,400	0
11	GOODWIN MAINTENANCE EXPENSE	8,900	2,219	418	2,637	8,900	6,263
12							
13	ADMINISTRATION						
14	59310 Legal Fees	7,500	0	0	0	7,500	7,500
15	59331 Auditing Services	2,300	998	0	998	2,420	1,422
16	59410 Insurance Premiums	6,959	5,710	1,081	6,791	7,470	679
17	59610 Dam Safety Fees	14,800	19,876	0	19,876	20,870	994
18	59640 Streamgaging	44,235	33,480	10,710	44,190	43,000	-1,190
19	59645 Streamgaging Certification - USGS	15,521	12,227	2,225	14,452	14,900	448
20	GOODWIN ADMINISTRATIVE EXPENSE	91,315	72,291	14,016	86,307	96,160	9,853
21							
22	TOTAL OPERATIONS, MAINTENANCE & ADMIN	102,815	77,758	14,834	92,591	108,360	15,768
23							
24	LABOR & OVERHEAD						
25	53510 Payroll Labor - Operations & Administration	98,175	76,636	20,071	96,707	99,609	2,901
26	53510 Payroll Labor - Maintenance	28,843	7,842	2,054	9,896	10,193	297
27	53520 Payroll Overhead - Operations & Administration	74,309	32,468	8,504	40,972	42,201	1,229
28	53520 Payroll Overhead - Maintenance	27,040	3,100	20,812	23,912	24,629	717
29	TOTAL LABOR & OVERHEAD	228,367	120,046	51,441	171,487	176,631	5,145
30							
31	TOTAL GOODWIN EXPENSE	331,182	197,804	66,274	264,078	284,991	20,913
32							
35	CAPITAL EXPENDITURES						
36	DVR replacement	9,500	0	0	0	9,500	9,500
37	TOTAL CAPITAL EXPENDITURES	9,500	0	0	0	9,500	9,500
38							

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Tri-Dam Project
2019 Budget
Capital Expense

	PROJECT	LOCATION	ESTIMATED COST	TRI-DAM LABOR & OH	TOTAL EXPENDITURE
1	Upgrade microwave link (radio, dish, waveguide, etc.) SP to DDM	Strawberry Peak	160,000		160,000
2	New exciter	Beardsley Powerhouse	115,000		115,000
3	Cooling system upgrade, including engineering	Donnells Powerhouse	110,000		110,000
4	Upgrade DVRs (10 @ \$9,500)	various locations	95,000	-	95,000
5	Siemens SCADA modernization hardware	Operations Center	88,000		88,000
6	300kW diesel generator	Tulloch Powerhouse	75,000	-	75,000
7	Upgrade microwave link (radio, dish, waveguide, etc.) SP to Sand Bar	Strawberry Peak	70,000	-	70,000
8	1 ton maintenance truck	Strawberry	57,000	-	57,000
9	Skimmer gate actuator	Tulloch Dam	55,000	-	55,000
10	Upgrade SCADA RTU / RTAC	Donnells Powerhouse	50,000	-	50,000
11	Remodel office - design and drain work	Strawberry Admin	50,000	-	50,000
12	Engineering assessment on rebuild of pressure relief valve	Beardsley Powerhouse	50,000	-	50,000
13	3/4 ton maintenance truck	Strawberry	50,000	-	50,000
14	Remaining upgrade on generator/transformer protection scheme	Tulloch Powerhouse Units 1&2	36,831	-	36,831
15	Rock breaker, 48" bucket, & ripper shank for JD 135 excavator	Rolling Stock Equipment	36,000	-	36,000
16	New required ISO metering	Donnells Powerhouse	35,000	-	35,000
17	Telemetry Upgrade	various locations	30,000		30,000
18	Low level power drive, actuator & catwalk	Donnells Dam	30,000		30,000
19	Radio link, Beardsley Powerhouse to Sand Bar intake	Beardsley Powerhouse	30,000	-	30,000
20	50kW propane generator	Mt. Elizabeth	25,500	-	25,500
21	New Dell R730 Server	Strawberry Admin	25,000	-	25,000
22	New repeater	Mt. Elizabeth	20,000		20,000
23	Upgrade CO2 fire suppression system	Donnells Powerhouse	15,000	-	15,000
24	Upgrade CO2 fire suppression system	Beardsley Powerhouse	15,000	-	15,000
25	Upgrade CO2 fire suppression system	Tulloch Powerhouse Units 1&2	15,000	-	15,000
26	Upgrade SCADA RTU / RTAC	Goodwin Dam	12,000	-	12,000
27	Fuel Convault	Donnells Powerhouse	10,000		10,000
28	Battery test set equipment	various locations	10,000	-	10,000
29	Parts washer cabinet with timer	Strawberry shop	9,000	-	9,000
30	Lighted flag pole and U.S. flag	Strawberry Admin	7,000	-	7,000
43		Total Capital Expenditures	1,386,331	100,000	1,486,331

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Tri-Dam Project 2019 Budget

	2012	2013	2014	2015	2016	2017	Estimated 2018	Budget 2019
Tri-Dam Expense Trend								
Labor & Overhead, excl Goodwin L/OH	2,740,399	2,941,937	2,923,160	2,858,974	3,334,930	4,035,977	3,677,648	3,997,806
Other Operating Costs	2,436,879	4,527,260	2,240,479	3,221,522	2,175,196	4,916,345	2,974,408	7,461,118
Non-Operating Costs, incl Goodwin L/OH	1,011,876	1,350,630	1,209,744	1,722,181	1,506,509	1,960,959	2,075,026	3,421,481
Shell Fees	898,975	1,005,860	30	-	-	-	-	-
Depreciation	1,658,328	1,889,624	1,918,103	1,923,981	2,491,781	1,907,147	2,039,079	2,077,860
Total Expense	8,746,457	11,715,311	8,291,516	9,726,659	9,508,416	12,820,427	10,766,161	16,958,265
Total Expense excluding Depreciation	7,088,129	9,825,687	6,373,413	7,802,678	7,016,635	10,913,280	8,727,082	14,880,405
Percentage Increase vs. Prior Year	-4.6%	38.6%	-35.1%	22.4%	-10.1%	55.5%	-20.0%	70.5%
Compound Annual Growth Rate Since 2009	3.2%	11.1%	-0.3%	3.2%	1.2%	6.8%	3.4%	8.7%
Total Expense excl Depreciation & Shell	6,189,154	8,819,827	6,373,383	7,802,678	7,016,635	10,913,280	8,727,082	14,880,405
Percentage Increase vs. Prior Year	-2.0%	42.5%	-27.7%	22.4%	-10.1%	55.5%	-20.0%	70.5%
Compound Annual Growth Rate Since 2012	0.0%	42.5%	1.5%	8.0%	3.2%	12.0%	5.9%	13.4%

	2012	2013	2014	2015	2016	2017	Estimated 2018	Budget 2019
Nonoperating Costs								
Fishbio - Outmigration & Life Cycle Monitoring	417,367	601,288	531,352	527,159	554,701	644,600	550,000	550,000
Fishbio - O.mykiss Census	75,432	-	-	-	-	-	-	-
Fishbio - Data Analysis / Publications	-	-	-	100,000	52,954	81,046	100,000	100,000
Fishbio - Legal Support / Consulting	36,251	99,658	101,773	90,382	71,562	112,156	33,257	36,000
Fishbio - Lower River Non-native Investigation	-	-	-	-	-	318,523	405,924	1,000,000
Geomorphologist	-	164,817	17,030	3,388	-	-	-	-
OLP - USBR / SWRCB / Water Issues	193,696	201,298	242,250	512,730	416,114	480,387	439,583	360,000
Public Relations Consulting / Districts	75	-	-	201,781	82,211	35,700	22,400	60,000
Stanislaus River Basin Plan	-	-	-	-	-	-	132,565	774,490
Washington DC Advocacy	-	-	-	-	-	-	60,244	121,000
SWRCB Water Rights Fees & Legal	13,525	13,788	14,788	14,788	13,788	13,788	66,975	135,000
Sub Total	736,346	1,080,849	907,193	1,450,228	1,191,330	1,686,200	1,810,949	3,136,490
Total Goodwin Expenses	275,530	269,781	302,551	271,953	315,179	274,759	264,078	284,991
Total Non-Operating Costs	1,011,876	1,350,630	1,209,744	1,722,181	1,506,509	1,960,959	2,075,026	3,421,481
Total Operating Revenue	20,489,380	22,500,866	15,460,554	15,302,362	33,800,302	48,458,414	21,541,755	34,277,726
Core Operating Costs								
Labor & Labor-Related Overhead	2,740,399	2,941,937	2,923,160	2,858,974	3,334,930	4,035,977	3,677,648	3,997,806
Other Core Operating Costs	2,436,879	4,527,260	2,240,479	3,221,522	2,175,196	4,916,345	2,974,408	7,461,118
Total Core Operating Costs	5,177,278	7,469,197	5,163,639	6,080,496	5,510,126	8,952,321	6,652,056	11,458,924
Operating Costs, % of Operating Revenue	25.3%	33.2%	33.4%	39.7%	16.3%	18.5%	30.9%	33.4%
Other Operating Costs								
Shell Service Fees	898,975	1,005,860	30	-	-	-	-	-
Depreciation	1,658,328	1,889,624	1,918,103	1,923,981	2,491,781	1,907,147	2,039,079	2,077,860
Total Operating Costs	7,734,581	10,364,681	7,081,772	8,004,477	8,001,907	10,859,468	8,691,135	13,536,784
Total Operating & Nonoperating Costs	8,746,457	11,715,311	8,291,516	9,726,659	9,508,416	12,820,427	10,766,161	16,958,265

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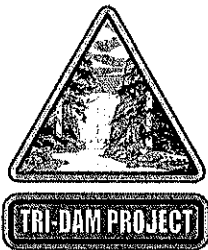
FISHBIO 2019

BUDGET

PROPOSAL

Notes:

CONFLICT OF INTEREST CODE



TRI-DAM PROJECT

of the South San Joaquin & Oakdale Irrigation Districts

Telephone: (209) 965-3996 • Fax: (209) 965-4235

November 15, 2018

To: Tri-Dam Project Board of Directors
Tri-Dam Power Authority Board of Commissioners

From: Rick Dodge
Finance & Administrative Manager

Subject: Conflict of Interest Code

An amendment to Tri-Dam's conflict of interest code is necessary to reflect changes in Tri-Dam's organizational structure, the duties of designated positions, and the specific interests that must be disclosed on Form 700 (disclosure categories). Tri-Dam's conflict of interest code also needs to be amended to reflect Government Code Section 87200 filers, which are individuals that manage public investments.

Tri-Dam is a multi-county agency; therefore, the Fair Political Practices Commission is the code reviewing body for Tri-Dam. The FPPC has reviewed the draft code, and the draft reflects their requested revisions. Upon approval of the Tri-Dam Board of Directors, a 45-day notice and comment period will be provided to the public and all Tri-Dam employees. At the end of the comment period, any comments received from the public or Tri-Dam employees will be forwarded to the FPPC for possible incorporation into the code. The amended code will then become effective 30 days from the FPPC's final approval.

**CONFLICT OF INTEREST CODE FOR THE
TRI-DAM PROJECT/POWER AUTHORITY**

November 15, 2018

The Political Reform Act (Government Code § 81000, et seq.) requires state and local government agencies to adopt and promulgate conflict of interest codes. The Fair Political Practices Commission has adopted a regulation (2 California Code of Regulations § 18730) that contains the terms of a standard conflict of interest code, which can be incorporated by reference in an agency's code. After public notice and hearing, the standard code may be amended by the Fair Political Practices Commission to conform to amendments in the Political Reform Act. Therefore, the terms of 2 California Code of Regulations § 18730 and any amendments to it duly adopted by the Fair Political Practices Commission are hereby incorporated by reference. This regulation and the attached Appendices, designating positions and establishing disclosure categories, constitute the conflict of interest code of the **Tri-Dam Project/Power Authority** (**Tri-Dam Authority**).

Individuals holding designated positions shall file their statements of economic interests with **Tri-Dam Authority**, which will make the statements available for public inspection and reproduction. (Gov. Code Sec. 81008.) All original statements will be retained by **Tri-Dam Authority**.

**CONFLICT OF INTEREST CODE FOR THE
TRI-DAM PROJECT/POWER AUTHORITY**

APPENDIX A

DESIGNATED POSITIONS

DISCLOSURE CATEGORIES

Tri-Dam Board Members/Commissioners	<u>1, 2, 3</u>
General Counsel	<u>1, 2, 3</u>
License Compliance Coordinator	<u>1, 2, 3</u>
Operations Supervisor	<u>2</u>
Maintenance Supervisor	<u>2</u>
Consultants/New Positions	*

*Consultants and new positions shall be included in the list of designated positions and shall disclose pursuant to the broadest disclosure category in the code subject to the following limitation:

The General Manager may determine in writing that a particular consultant or new ~~position~~~~persons~~, although a "designated position," is hired to perform a range of duties that is limited in scope and thus is not required to fully comply with the disclosure requirements in this section. Such written determination shall include a description of the consultant's or new ~~position's~~~~person's~~ duties and, based upon that description, a statement of the extent of disclosure requirements. The General Manager's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code. (Gov. Code Section 81008)

Officials Who Manage Public Investments

The following positions are NOT covered by the code because they must file under Gov. Code Sec. 87200 and, therefore, are listed for informational purposes only:

General Manager/Executive Secretary
Finance & Administrative Manager

An individual holding one of the above-listed positions may contact the Fair Political Practices Commission for assistance or written advice regarding their filing obligations if they believe that their position has been categorized incorrectly. The Fair Political Practices Commission makes the final determination whether a position is covered by Gov. Code Sec. 87200.

**APPENDIX B
DISCLOSURE CATEGORIES**

Category 1: Designated positions assigned to this category must report:

- a) Interests in real property within the boundaries of Tri-Damthe JPA that are used by Tri-Damthe JPA or are of the type that could be acquired by Tri-Damthe JPA as well as real property within two miles of the property used or the potential site.
- b) Investments and business positions in business entities, and sources of income (including receipt of gifts, loans, and travel payments) from entities of the type that engage in the purchase or sale of real property or are engaged in building construction or design.
- c) Investments and business positions in business entities and sources of income, (including the receipt of gifts, loans, and travel payments,) from entities of the type that engage in land development, construction, or the acquisition, sale, lease or rental of real property (including, but not limited to, real estate firms, title companies, escrow companies, appraisal services, survey firms, engineering services, and consulting firms).

Category 2: Designated positions assigned to this category must report:

Investments and business positions in business entities and sources of income, including the receipt of gifts, loans, and travel payments, from entities,

- a) that provide services (including, but not limited to, consulting services), supplies, materials, machinery or equipment of the type utilized by Tri-Damthe Authority.
- b) that are public or private electric utility companies or other companies which supply power to Tri-Damthe Authority.
- c) that are energy consultants, research firms, engineering firms or entities that design, build, manufacture, sell, distribute or service equipment of the type that is either presently utilized by electric power suppliers or that is used by the federal, state, or local government or by private industry in research designed to refine or develop new methods of electrical power generation.

Category 3: Designated positions assigned to this category must report:

Investments and business positions in business entities and sources of income (including receipt of gifts, loans, and travel payments) if the business entity or source is subject to Tri-Dam'sthe Authority's regulatory, permit or licensing authority.

~~**Category 4:** Designated positions assigned to this category must report:~~

~~Investments and business positions in business entities, and sources of income, including the receipt of gifts, loans, and travel payments, from entities or persons who have filed a claim, or have a claim pending, against the Authority.~~

**EMPLOYEE
HANDBOOK
AMENDMENTS**

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1.0 Welcome Statement

It is with pleasure that Tri-Dam Project and Tri-Dam Power Authority (together referred to as "Tri-Dam") introduce this Handbook of Tri-Dam Personnel Rules and Regulations ("Handbook"). Like any successful organization, we are comprised of different people from different backgrounds fulfilling different roles. These differences make us a stronger organization.

This Handbook is intended to provide you with a general understanding of Tri-Dam's human resource policies, benefits, and rules. It is also intended to familiarize you with important information about Tri-Dam. It will also give you information about your own privileges and responsibilities. Although it is not an employment contract or legal document, it is important that all employees read, understand, and follow the provisions of this Handbook. It may be changed from time to time by Tri-Dam. You will be notified in writing of any amendments and additions to these policies and procedures. Keep this Handbook, additions, and revisions for your reference.

The information and policies that comprise this employee Handbook are also intended to strengthen Tri-Dam. One important message embodied in this Handbook is that to succeed, we must respect the laws, regulations, and policies that govern our personal actions, our industry, and Tri-Dam.

This Handbook contains Tri-Dam's internal policies, many of which are new. It is not practical to have a policy to address every conceivable issue that may occur at work. If you feel an important issue is not addressed in this Handbook, please bring this issue to the attention of your supervisor, the Finance and Administrative Manager, or the General Manager. For purposes of this Handbook, a supervisor is considered to be 1) the Maintenance Supervisor, 2) the Operations Supervisor, or 3) the Finance and Administrative Manager.

Finally, all great teams are built on respect for the organization and all workers. Tri-Dam is built on that same respect. By respecting what each person brings to Tri-Dam, we will remain successful.

Ron Berry
General Manager
December 14, 2015

1.1 About This Handbook

This Handbook is meant to accomplish several goals:

- It describes your relationship with us, your employer.
- It lists our benefits, your eligibility for those benefits, and the procedures for accessing those benefits.
- It tells you whom to contact if you have questions or concerns.
- It contains our policies and procedures regarding your responsibilities as an employee.

Finally, we hope it can answer many of the questions you may have as an employee.

Limitations

Please note there are also some things that this Handbook does not do.

First, this Handbook does not create a contract of employment between you and Tri-Dam. In addition, this Handbook does not address every circumstance that may occur while you are performing your duties. It cannot list every act you are permitted or not permitted to do while employed, nor can it answer every question you may have. Consequently, we ask that you talk with your supervisor before acting on matters that you do not understand or that this Handbook does not address. If something is not addressed in this Handbook, Tri-Dam management will act at its discretion as the law and the current memorandum of understanding (MOU) permit.

Tri-Dam also reserves the right to modify, supplement, or rescind any provision of this Handbook without prior notice. You should use this Handbook as a source of reference regarding Tri-Dam's policies, procedures, guidelines, and rules.

Please note that only Tri-Dam can make changes to this Handbook and that those changes must be in writing and signed by the General Manager. No person, regardless of title or position, can change the substantive terms or conditions of your employment, including what is written in this Handbook, unless those changes are made in writing and signed by the General Manager.

Open Door Policy

Tri-Dam promotes an atmosphere in which you can talk freely with management. You are encouraged to discuss any problems or issues openly with your immediate supervisor. If your supervisor cannot help you, you can consult with the General Manager.

IBEW Represented Employees

This Handbook is written with the intent that all policies, procedures, guidelines, and rules shall not conflict with the memorandum of understanding currently in effect. Nonetheless, conflicts may arise. In the case of a conflict with the MOU, the MOU will override the provisions of this Handbook for IBEW represented employees. For situations governed by applicable federal or state law (e.g., provisions relating to discrimination), Tri-Dam will follow the applicable law.

Reporting a Violation of any Policy in this Handbook

If you suspect a violation of any policy or provision in this Handbook, whether the violation pertains to yourself, another employee, or other workplace participant, you should immediately report the conduct according to Tri-Dam's Reporting Discrimination procedure (see Section 3.1) so the complaint can be resolved quickly. must report it immediately to your supervisor. Other workplace participants include contractors, vendors, suppliers, consultants or visitors. If you do not feel comfortable reporting to your supervisor or if you did report and are not satisfied with the response, then you should bring your concerns to the General Manager.

~~Please note that you are not required to confront the person or persons that have given you reason to report a violation. Discussing or reporting violations of any policy or provision in this Handbook to anyone other than your supervisor or the General Manager does not constitute a report.~~

Also see Section 3.4, Whistleblower Protection

Retaliation Prohibited ~~MOVED TO SECTION 3.4~~

~~Tri-Dam is a "retaliation-free" workplace. If you believe you are being subjected to retaliation for reporting a violation of any provision in this Handbook, or for participating in an investigation of a violation of any provision in this Handbook, you should report the retaliation immediately in the manner provided above. Please note that you do not have to confront the person that is the source of the retaliation before reporting it, but to help prevent retaliation from continuing, you must report it.~~

~~Any employee that retaliates against another employee or workplace participant for making a good faith complaint of a violation of any provision in this Handbook, or for assisting in an investigation of a complaint of a violation, is subject to disciplinary action, up to and including termination of employment. Retaliation can include, but is not limited to, harassment, discrimination, bullying or any other unfair treatment or abuse of power.~~

Workplace Investigations

If warranted, Tri-Dam will investigate credible allegations of violations of any provision in this Handbook. Tri-Dam may use third parties to investigate suspected violations. All employees have a responsibility to cooperate fully with any investigation. Unreasonable refusal to participate in an investigation may lead to disciplinary action, up to and including termination of employment.

False Claims Prohibited

Any employee that makes a knowingly false claim of workplace wrongdoing, such as a knowingly false claim of discrimination or harassment, or makes a knowingly false claim of violation of any provision in this Handbook is subject to disciplinary action, up to and including termination of employment.

Questions about This Handbook

If you have questions, suggestions, or concerns about this Handbook or any of the notices, policies, rules, or procedures included in this Handbook, you should first direct them to your supervisor. If you are uncomfortable discussing your questions, suggestions, or concerns with your supervisor, you may direct them to the Finance and Administrative Manager or the General Manager.

2.0 Worker Classifications

Each employee represented by Local Union 1245, International Brotherhood of Electrical Workers AFL-CIO (referred to as the "IBEW") will serve a probationary period of twelve (12) months at the beginning of their employment with Tri-Dam. During the probationary period, represented employees are employed in an "at-will" status. Non-represented employees and temporary employees are, at all times, employed in an "at-will" status.

"At-will" employment means the employee is free to resign at any time, just as Tri-Dam is free to end the employment relationship, demote, promote, or transfer the employee, ~~with or without cause or prior notice~~ and without the right to appeal. Tri-Dam is also free to change the terms and conditions of the employee's employment, ~~with or without prior notice~~, including compensation, benefits, duties, location of work, etc. Tri-Dam may make these changes so long as there is no violation of applicable laws or Tri-Dam policies.

Any employment decision by Tri-Dam pertaining to any non-represented, temporary or probationary employee shall be without the right of review of any kind.

Nothing in this Handbook shall limit Tri-Dam's "at-will" employment status for non-represented, temporary or probationary employees. This "at-will" employment status cannot be changed orally or by conduct. No supervisor, manager, or other organization representative, other than the Tri-Dam Board of Directors, has the authority to enter into any employment agreement or contract for employment for any specified duration.

For employees represented by the IBEW who have completed their introductory period, termination of employment and other employment decisions are made pursuant to the Memorandum of Understanding between Tri-Dam and the IBEW. Tri-Dam will meet and confer in good faith with the recognized employee organizations ~~regarding matters~~ regarding matters that directly and significantly affect and primarily involve the wages, hours and other terms and conditions within the scope of employment of employees in appropriate

units. Any Memorandum of Understanding between Tri-Dam and a recognized employee organization entered into after the effective date of this employee Handbook may affect this section.

For employees with written employment agreements, Tri-Dam will comply with the contractual terms regarding termination of employment, promotion, demotion, and other changes to the employee's status.

There are some points to note when reviewing these classifications:

All participants contribute differently to our workplace. We have different job duties, skills, and experiences. Despite our differences, our workplace will provide equal opportunity to each employee and workplace participant, regardless of his or her classification.

Today's workplace is dynamic. Tri-Dam must address changes and circumstances to keep us competitive and operating properly. Therefore, Tri-Dam reserves the right to change this Handbook, including the employee classifications listed below, as it sees fit and without prior notice.

There are five employee classifications at Tri-Dam. Unless notified in writing, you should assume that your classification is full-time, non-exempt.

The classifications are:

1. **Full-Time Non-Exempt Employees:** Full-time non-exempt employees are scheduled to work 80 hours during a two-week period. Full-time non-exempt employees report to the Maintenance Supervisor, the Operations Supervisor, or the Finance and Administrative Manager.
2. **Full-Time Exempt Employees:** Full-time exempt employees are paid on a salary basis for work performed with no overtime pay. Such employees are expected to work those hours necessary to complete their duties and responsibilities. Full-time exempt employees report to the General Manager.
3. **Part-Time Non-Exempt Employees:** Part-time non-exempt employees are scheduled to work fewer than 40 hours per week. Part-time employees may report to the Maintenance Supervisor, the Operations Supervisor, or the Finance and Administrative Manager.
4. **Temporary Employees:** Temporary employees are considered non-exempt and work no more than six months or 1000 hours (including overtime) during the 12-month period ending June 30th. Temporary employees may report to the Maintenance Supervisor, the Operations Supervisor, or the Finance and Administrative Manager.
5. **Contract Employees:** Contract employees work according to the requirements of a written agreement between Tri-Dam and the contract employee. Contract employees report to the General Manager or directly to the Board of Directors.

Non-Exempt or Exempt

Non-exempt, Hourly Employees: Non-exempt, hourly employees may be full-time, part-time, or temporary employees that are paid an hourly wage based on the amount of time spent working. Non-exempt, hourly employees are required to "clock in" when beginning work and "clock out" when their shift ends. Non-exempt, hourly employees are due overtime wages should they exceed ~~eight hours in one day or 40 hours~~ actually worked in one workweek, per week.

If an alternative work schedule has been arranged, whereby a non-exempt, hourly employee's regular work schedule is such that the employee will normally work four ~~10-hour days in a week or a 9/80 schedule,~~ overtime shall be owed for all hours actually worked in excess of 40 hours in one workweek. ~~days of 10 hours in a week, or a 9/80 schedule, the employee is due overtime wages should the employee's hours worked exceed 9 or 10 hours in one day, respectively, or 40 hours in one week.~~

For purposes of computing the number of hours worked, only actual hours worked and time off for jury and holidays shall be considered as time worked by the employee. Vacation, sick, ETO, and other time off shall not be considered as hours worked and shall not be included in the computing of hours worked. Additional rules apply to alternative workweeks unless specifically negotiated by the IBEW on behalf of represented employees.

If an employee requests time off for a personal obligation and wishes to make up the time during the same workweek, the employee must provide a written request for each occasion that makeup time is desired. Makeup time is limited to three hours per day. The time must be made up within the same workweek. Makeup time is paid at the regular rate of pay.

Additional rules regarding overtime apply to IBEW represented employees. Refer to the current MOU for additional information.

Exempt, Salaried Employees: Exempt, salaried employees are full-time employees that are paid a pre-determined wage and are not required to either "clock in" or "clock out". Exempt, salaried employees are not entitled to overtime wages.

3.0 Equal Employment Opportunity

Teamwork and success are built on a foundation of commitment, equality and shared values. For these and other reasons, Tri-Dam strives to provide equal opportunity for all employees and applicants, and is committed to providing a work environment free of discrimination and harassment on any basis protected by law.

3.1 Discrimination Prohibited

~~Preventing discrimination begins with respect for and adherence to the law. Therefore,~~ Tri-Dam has zero tolerance for any harassment or discrimination strictly prohibits discrimination against individuals on the basis of: race; color; religion; genetic characteristics or information; sex; sexual orientation; gender identity; gender-related appearance or behavior, whether or not the appearance or behavior is different from that traditionally associated with the individual's sex at birth; pregnancy; national origin; ancestry; age; marital status; military and veteran status; physical or mental disability; medical condition; perceptions that any employee or applicant has characteristics of any protected class; the employee's or applicant's association with any person who has, or is perceived to have characteristics of any protected class; or any other characteristic protected under state or federal law, except where any of the foregoing are bona fide occupational qualifications. All employment decisions will be based upon policies and practices that further the principles of equal employment opportunity.

Tri-Dam will administer and conduct all personnel practices and procedures including employment, compensation, benefits, evaluations, promotions, demotions, assignments, transfers, recruitment, layoffs and terminations, training, education, recreational and social activities, and safety and health programs without regard to an employee's or applicant's protected classification.

Tri-Dam will make reasonable accommodations for an employee's religious beliefs and observances, including religious dress or grooming practices and the need to take time off for religious observances, unless undue hardship would result.

Every member of management is held responsible for assuring non-discrimination in employment opportunities. In addition, all staff members, regardless of position, share in the responsibility of maintaining a discrimination-free work environment.

Reporting Discrimination

If you believe you have been or are being discriminated against or if you know or suspect discrimination against another employee or workplace participant, you must report it immediately to your supervisor, the Finance and Administrative Manager, or the General Manager. If you do not feel comfortable reporting to these individuals, your supervisor, or if you did report and are not satisfied with the response, then you should bring your concerns to the board presidents of both Districts, General Manager. You may make any such report or complaint verbally or in writing.

Please note that you are not required to confront the person or persons that have given you reason to report. However, if you experience wrongdoing, such as discrimination or harassment, you must make a reasonable effort to make the wrongdoing known as soon as you experience or discover it. Discussing or reporting acts of discrimination or harassment to any person other than your supervisor, the Finance and Administrative Manager, -and/or- the General Manager, or the board presidents of both Districts does not constitute a report.

3.2 Equal Employment Opportunities for People with Disabilities Reasonable Accommodations

~~Tri-Dam provides employment-related reasonable accommodations to qualified individuals with disabilities within the meaning of the California Fair Employment and Housing Act and the Americans with Disabilities Act, strives to provide equal opportunity for disabled employees and other workplace participants, and is committed to providing an environment free of discrimination. Tri-Dam prohibits discrimination against persons with disabilities that work for, visit or interact with Tri-Dam. Disability means a physical or mental impairment that substantially limits one or more major life activities; a record of such an impairment; or being regarded as having such an impairment. Major life activities can include caring for one's self, walking, seeing, speaking, working, breathing, learning, concentrating, standing, lifting, or bending.~~

Workplace Equality

~~Tri-Dam will administer and conduct in~~ all personnel practices and procedures including employment, compensation, benefits, evaluations, promotions, demotions, assignments, transfers, recruitment, layoffs and terminations, training, education, recreational and social activities, and safety and health programs, ~~without regard to an employee or applicant's disability,~~ except when a bona fide occupational qualification applies or when an accommodation of a disability will create an undue hardship.

This policy applies to every employee regardless of his or her authority, position, or classification. Violators of this policy are subject to investigation and disciplinary action, up to and including termination.

Accommodations

If you need an accommodation to perform your job, please advise your supervisor. Upon reasonable notice you need an accommodation, an appropriate Tri-Dam representative will meet with you to discuss and identify the precise job functions affected by the disability and any potential accommodations that Tri-Dam might provide to enable you to perform your job functions. In accordance with the law, Tri-Dam may require additional information, such as reasonable documentation of the existence of a disability or a fitness for duty examination.

On a case-by-case basis, Tri-Dam will determine, in its sole discretion, the feasibility of the requested accommodation, considering various factors, including the nature and cost of the accommodation, financial resources, and the impact of the accommodation on the operation of the organization, including the impact on the ability of other employees to perform their duties. Tri-Dam will inform you of the decision on the accommodation request and, if the accommodation is agreed to, when appropriate steps for making the accommodation will be implemented.

3.3 Harassment Prohibited

Tri-Dam will make every effort to provide employees with a workplace free from harassment. Tri-Dam defines *harassment* as behavior or comments that create a hostile work environment for another person because of: race; color; religion; genetic information; sex; sexual orientation; gender identity; gender-related appearance or behavior, whether or not the appearance or behavior is different from that traditionally associated with the individual's sex at birth; pregnancy; national origin; ancestry; age; marital status; veteran status; physical or mental disability; perceptions that any employee has characteristics of any protected class; the employee's association with any person who has, or is perceived to have characteristics of any protected class; or any other characteristic protected under state or federal law. Bullying, verbal or physical harassment or any other form of harassment that belittles or demeans any individual on the basis of any of these characteristics is strictly prohibited.

Tri-Dam does not tolerate and expressly prohibits harassment or any acts (physical, verbal or otherwise) that create a hostile or intolerable working environment for any employee or workplace participant. All such harassment is unlawful and will not be tolerated. Tri-Dam will investigate all claims of harassment and will

take appropriate disciplinary and corrective action when and if the facts show that harassment occurred.

This policy applies to every person in the workplace and everyone who participates in work-sponsored activities, regardless of his or her authority, position or classification.

Sexual Harassment

Sexual harassment is generally defined as unwanted sexual advances, requests for sexual favors, or visual, verbal, or physical conduct of a sexual nature when: (1) submission to the conduct is made a term or condition of employment; (2) submission to or rejection of the conduct is used as a basis for employment decisions affecting the individual; or (3) the conduct has the purpose or effect of unreasonably interfering with the employee's work performance or creating an intimidating, hostile, or offensive working environment. This definition includes many forms of offensive behavior. The following is a partial list:

- Sexual advances or propositions, whether verbal or otherwise;
- Offering employment benefits in exchange for sexual favors;
- Making or threatening reprisals after a negative response to sexual advances;
- Visual conduct such as leering, making sexual gestures, or displaying sexually suggestive objects, pictures, cartoons, or posters;
- Verbal conduct such as making or using derogatory comments, epithets, slurs, sexually explicit jokes, or comments about any employee's body or dress;
- Verbal abuse of a sexual nature, graphic verbal commentary about an individual's body, sexually degrading words to describe an individual, or suggestive or obscene letters, notes, or invitations;
- Physical conduct such as touching, assault, or impeding or blocking movements; and
- Retaliation for reporting harassment or threatening to report harassment.

It is unlawful for males to sexually harass females or other males, and for females to sexually harass males or other females. Sexual harassment on the job is unlawful whether it involves coworker harassment, harassment by a supervisor, or by persons doing business with or for Tri-Dam.

Other Types of Harassment

Prohibited harassment on the basis of race, color, national origin, ancestry, religion, physical or mental disability, marital status, medical condition, sexual orientation, age, or any other protected basis, includes behavior similar to sexual harassment, such as:

- Verbal conduct such as threats, epithets, derogatory comments, or slurs;
- Visual conduct such as derogatory posters, photographs, cartoons, drawings, or gestures;
- Physical conduct such as assault, unwanted touching, or blocking normal movement; and
- Retaliation for reporting harassment or threatening to report harassment.

Tri-Dam's Complaint Procedure

Tri-Dam's complaint procedure provides for an immediate, thorough, and objective investigation of any claim of unlawful or prohibited harassment, appropriate disciplinary action against anyone found to have engaged in prohibited harassment, and appropriate remedies for any victim of harassment.

If you believe you have been harassed on the job, or if you are aware of the harassment of others, you should provide a written or oral complaint to your supervisor, to the Finance and Administrative Manager, or to the General Manager as soon as possible. If you do not feel comfortable reporting to any of these individuals, or if you did report and are not satisfied with the response, you should bring your concerns to the board presidents

of both Districts. Your complaint should be as detailed as possible, including the names of individuals involved, the names of any witnesses, direct quotations when language is relevant, and any documentary evidence (notes, pictures, cartoons, etc.).

Applicable law prohibits retaliation against any employee for bringing a complaint of harassment, or for testifying, assisting, or participating in any manner in any investigation, proceeding, or hearing conducted by a governmental enforcement agency. Tri-Dam will not knowingly permit any retaliation against any employee who complains of prohibited harassment or who participates in an investigation.

Tri-Dam will investigate all complaints of prohibited harassment that it receives. Tri-Dam will immediately undertake or direct an effective, thorough, and objective investigation of the harassment allegations. Tri-Dam will complete the investigation and make a determination regarding the reported harassment. Tri-Dam will communicate its determination to the employee who complained and to the accused harasser(s).

If Tri-Dam determines that prohibited harassment has occurred, Tri-Dam will take effective remedial action commensurate with the circumstances. Tri-Dam will also take appropriate action designed to deter any future harassment. If a complaint of prohibited harassment is substantiated, Tri-Dam will take appropriate disciplinary action, up to and including termination of employment.

Liability for Harassment

Any Tri-Dam employee or supervisor who engages in prohibited harassment is subject to disciplinary action, up to and including termination of employment. Any employee who engages in prohibited harassment may also be personally liable for monetary damages. Tri-Dam considers conduct in violation of this policy to be outside the course and scope of employment and not a consequence of the discharge of an employee's duties. Accordingly, to the extent permitted by law, Tri-Dam reserves the right not to provide a defense or pay damages assessed against employees for conduct in violation of this policy.

Additional Enforcement Information

In addition to Tri-Dam's internal complaint procedure, the federal Equal Employment Opportunity Commission (EEOC) and the California Department of Fair Employment and Housing (DFEH) investigate and prosecute complaints of unlawful harassment in employment. Employees who believe that they have been unlawfully harassed may file a complaint with either of these agencies. Both the EEOC and the DFEH serve as neutral fact finders and attempt to help the parties voluntarily resolve disputes.

3.4 Whistleblower Protection

A whistleblower as defined by this policy is a Tri-Dam employee who reports an activity that he or she reasonably believes to be illegal, dishonest, fraudulent or in violation of any Tri-Dam policy or provision of this Handbook. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities. Examples of illegal or dishonest activities are violations of federal, state or local laws; billing for services not performed or for goods not delivered; and other fraudulent financial transactions or reporting.

If you know of or are concerned about possible illegal, dishonest, or fraudulent activity, please bring your concerns to your supervisor, the Finance and Administrative Manager, ~~or~~ the General Manager, or the board presidents of both Districts. You should exercise sound judgment to avoid baseless allegations. An employee who intentionally files a false report of wrongdoing will be subject to discipline up to and including termination of employment.

Whistleblower protections are provided in two important areas -- confidentiality and protection against retaliation. Insofar as possible, Tri-Dam will maintain the confidentiality of the whistleblower. However, the whistleblowers' identity may have to be disclosed to conduct a thorough investigation, to comply with the law, and to provide accused individuals their legal rights of defense.

Tri-Dam will not retaliate against a whistleblower. Any whistleblower who believes he or she is being retaliated against should bring those concerns to their supervisor, the Finance and Administrative Manager, or the General Manager immediately. If you do not feel comfortable reporting to any of these individuals, or if you did

report and are not satisfied with the response, you should bring your concerns to the board presidents of both Districts. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

All reports of illegal and dishonest activities will be promptly submitted to the General Manager who is responsible for assuring that the concerns are investigated and that appropriate corrective action is taken.

3.5 Retaliation Prohibited MOVED FROM SECTION 1.1

Tri-Dam is a "retaliation-free" workplace. If you believe you are being subjected to retaliation for reporting a violation of any provision in this Handbook, or for participating in an investigation of a violation of any provision in this Handbook, you should report the retaliation immediately in the manner provided above. Please note that you do not have to confront the person that is the source of the retaliation before reporting it, but to help prevent retaliation from continuing, you must report it.

Any employee that retaliates against another employee or workplace participant for making a good faith complaint of a violation of any provision in this Handbook, or for assisting in an investigation of a complaint of a violation, is subject to disciplinary action, up to and including termination of employment. Retaliation can include, but is not limited to, harassment, discrimination, bullying or any other unfair treatment or abuse of power.

Tri-Dam encourages all employees to report immediately any incidents of discrimination, harassment, or any other type of unlawful conduct in the workplace so that complaints can be quickly and fairly resolved. Tri-Dam will not retaliate against any employee for making or filing a complaint, or for offering evidence, statements, or testimony in support of any complaint. In addition, Tri-Dam will not knowingly tolerate or permit retaliation by management, employees, or co-workers.

All incidents of prohibited retaliation that are reported will be investigated. Tri-Dam will immediately undertake or direct an effective, thorough, and objective investigation of the retaliation allegations. The investigation will be completed and a determination regarding the reported retaliation will be made and communicated to the employee who complained and to the accused retaliator(s).

If Tri-Dam determines that prohibited retaliation has occurred, Tri-Dam will take effective remedial action commensurate with the circumstances. Appropriate action will also be taken to deter any future retaliation. If a complaint of prohibited retaliation is substantiated, Tri-Dam will take appropriate disciplinary action, up to and including immediate termination of employment.

The employee who complained will be advised whether Tri-Dam has substantiated the complaint and taken remedial measures. The employee who complained will not, however, be advised of the specific action taken.

4.0 Employee Benefits

Tri-Dam offers a broad, comprehensive range of employee benefit programs to supplement your regular wages. These benefits are provided by either an outside source or provided directly by Tri-Dam. Tri-Dam periodically reviews its benefit programs for changes or improvement, dependent upon regulations, laws or other agreements approved by the Tri-Dam Board of Directors.

SEE EXHIBIT A FOR THE CURRENT YEAR BENEFIT SPECIFICS AND COSTS

4.1 Group Insurance Plans

Tri-Dam provides major medical, dental, vision, disability and life insurance at reduced or no cost to eligible employees and eligible dependents. You will receive additional information regarding coverage and costs during your new employee orientation and periodically as benefit programs change.

Eligible employees are defined as regular full-time employees.

Eligible dependents are defined as the following:

- Spouse;
- Registered domestic partner; and
- Children up to their 26th birthday, including adopted children, step-children, and children of a registered domestic partner.

It is the employee's responsibility to notify the Finance and Administration Department upon divorce, termination of registered domestic partnership, dependent child reaching 26 years of age, or any other event that changes the status of dependency.

4.2 Deferred Compensation

Tri-Dam provides full-time employees the opportunity to enroll in a 457 deferred compensation plan. All contributions to this plan are made by the employee on a voluntary basis through payroll deductions. These deductions are excluded from taxable income, thus providing significant tax savings. Contributions are subject to limits as established from time-to-time by the Internal Revenue Service.

4.3 Cafeteria 125 (Flexible Spending Account)

A Flexible Spending Account (FSA) is an IRS-approved account that allows you to pay for eligible medical and dependent care expenses on a tax-free basis.

4.4 Educational Assistance

In addition to industry-specific training, Tri-Dam will provide reasonable reimbursement for tuition, books, and related material for full-time employees who complete job-related courses from recognized colleges and trade schools. To be eligible for reimbursement, the courses and costs must be approved in advance by the General Manager and the employee must receive at least a "C" ("average") grade for each course taken. The General Manager has sole discretion to determine if the courses requested are job-related, necessary, and reasonable in cost.

4.5 Vacation Leave

Rest and recreation outside of work are important for lowering stress and making our workplace better. For this and other reasons, Tri-Dam provides paid vacation to eligible employees in recognition of their service.

Vacation leave begins to accrue at the rate of 80 hours per year when you start employment with Tri-Dam. However, you must complete 12 months of continuous service before you are eligible to use or be compensated for any accrued vacation.

Vacation shall accrue at the following rates:

Years of Employment	Vacation Earned
Zero to 5 years	80 hours per year
Greater than 5 years up to 8 years	88 hours per year
Greater than 8 years up to 15 years	128 hours per year
Greater than 15 years	168 hours per year

Vacation time will accrue on a pro-rata basis and be reported each pay period. Unused vacation time may be accumulated subject to a maximum of no more than twice your annual accrual rate. If you begin to exceed twice your annual accrual, no additional vacation leave will accrue and you will be paid for any additional vacation time earned each pay period during which your vacation leave exceeds twice your annual accrual.

To request vacation, provide notice to your supervisor, complete a vacation request form, and forward a signed copy, approved by your supervisor, to the Finance and Administration Department. Vacation should be requested as far in advance as possible to assist with scheduling.

4.6 Holidays

All regularly scheduled full and part-time employees are entitled to the following holidays off and receive a normal day's pay at their base hourly rate ~~normal hourly rate~~ for the following holidays:

- New Year's Day
- Martin Luther King Day
- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

If any of the above holidays falls on a Saturday or Sunday, the Monday following will be observed as the holiday, with the exception of roving operators, emergency relief operators and shift operators, for which the actual holiday will be observed.

When any of the above holidays falls on a non-work day, a work day in conjunction with the holiday will be observed as the holiday, as determined by the General Manager.

If an employee is absent from work on either the work day before the holiday or the work day after the holiday without permission or a bona fide reason, the employee will not receive pay for the holiday.

When a holiday falls on an employee's non-work day, that employee will receive eight (8) hours additional pay for that pay period. IBEW represented employees have the option of taking eight (8) hours of Equivalent Time Off in Lieu of Overtime (ETO) at a later date instead of eight (8) hours of additional pay, provided the employee selects the option prior to the end of the then current pay period.

For IBEW represented employees, any overtime worked on a holiday may be taken later as ETO at the option of the employee, provided the employee selects the option prior to the end of the then current pay period.

Notwithstanding the foregoing, employees may be scheduled to work on holidays, in which event any such employee will, in addition to their holiday pay, be compensated therefore at the overtime rate of pay for all time worked on such days.

When a holiday is shifted by Management from the normal day of observance, all employees of the Project will observe the selected day as the holiday.

4.7 Illness, Injury and Recovery Leave (Sick Leave)

Tri-Dam provides paid time off for use during illness or injury. Tri-Dam requests that, if you are ill or injured, you take the time reasonably necessary to recover. Tri-Dam also understands that there are times when employees may need time away from work to recover from elective medical procedures, other health conditions, or to care for an ill or injured family member.

Paid ~~sick illness, injury and recovery~~ leave is available to all employees for all uses permitted by law. Sick leave accrues at the rate of 96 hours a year (3.69 hours per pay period) beginning on the first day of employment. Your sick leave balance will be reported each pay period on your pay stub. Unless otherwise stated in a more recently implemented policy or negotiated memorandum of understanding, employees are eligible to use accrued paid sick leave after their ~~For unrepresented employees, sick leave is available to use beginning with the 90th day of employment.~~

Unused accrued sick leave may be accumulated without any cap. ~~However, accrued, unused sick leave is not paid out at the end of your employment unless you permanently retire.~~ Upon permanent retirement, a regular employee shall be entitled to either a) having 100 percent of accumulated unused sick leave reported to CalPERS as additional service credit, or b) receiving a cash payout of up to 25 percent of unused sick leave with the remaining unused sick leave balance reported to CalPERS as additional service credit. Upon

termination, resignation, or other separation from employment from Tri-Dam, no employee will receive compensation for unused accrued sick leave. If Tri-Dam rehires such employee within one year of the date of separation, previously accrued and unused paid sick leave hours shall be reinstated. However, if the rehired employee has not yet worked the requisite 90 days of employment to use paid sick leave at the time of their separation, the employee must first satisfy the 90 days of employment requirement collectively over the periods of employment before any paid sick leave may be used. There is no cap to accrued and accumulated sick leave.

Accumulated sick leave may also be paid as a supplement to any disability insurance payments for which the premium is paid by Tri-Dam. Accumulated sick leave may be used for each work day for which disability insurance payments are paid, provided that in no event may the combination of sick leave payments and any disability insurance payments (measured on a gross wage basis) exceed the amount of the employee's gross wages at the employee's ~~regular~~-straight-time base hourly rate of pay in their regular classification.

~~You may use any accrued sick leave for your own injury, illness, or recovery.~~ If you need time off to care for a family member during his or her illness, injury, or recovery, you may use accrued sick leave up to 48 hours each calendar year to provide that care. A family member is defined as a child, parent, legal guardian or ward, sibling, grandparent, grandchild, spouse or registered domestic partner. These relationships include not only biological relationships, but also relationships resulting from adoption, step-relationships, and foster care relationships.

If you are eligible for illness, injury and recovery leave, Tri-Dam will provide information to you regarding the amount of illness, injury and recovery leave to which you are eligible.

Employees who are ill or injured, whether eligible for paid leave or not, are required to provide notice to their supervisor as soon as possible, preferably before the start of the scheduled work day. Tri-Dam reserves the right to have a signed, written statement from the employee's physician to verify an illness or injury. Tri-Dam also reserves the right to have a signed, written statement from the employee's physician to verify the ability to return to work. If you take time off to care for a family member, Tri-Dam reserves the right to have a signed, written statement from the family member's physician to verify both the illness or injury and the need for you to provide care. Abuse of sick leave may result in disciplinary action, up to and including termination.

Additional rules regarding sick leave apply to IBEW represented employees. Represented employees should refer to the current MOU for additional information.

4.8 Meal and Rest Periods

Notwithstanding the inapplicability of the provisions regarding rest and meal periods in the California Wage Orders and Labor Code to public entities such as Tri-Dam, non-exempt employees are allowed a paid 10-minute rest period (break) in the morning and another rest period in the afternoon. A rest period shall be scheduled, with the supervisor's approval and at the supervisor's discretion, in accordance with the requirements of the nature of the work assignment and to assure that all activities conducted by Tri-Dam are adequately staffed at all times. Off-duty rest periods are not provided to shift operators due to the nature of their work. Rest periods may neither be combined with meal breaks nor used to allow an employee to come in 10 minutes late or leave 10 minutes early. During a paid rest period, employees are not allowed to leave the premises.

Supervisors will endeavor to schedule unpaid meal breaks in the middle of the employee's work shift, preferably no more than five (5) hours after the beginning of the workday. Unpaid meal breaks shall be 30 minutes long. During an unpaid meal break employees are relieved of all duties and are free to leave the premises. Due to the nature of their work, shift operators are required to stay on site and complete work during his or her meal period; therefore, shift operators are compensated during their meal period. Meal breaks may not be used to allow an employee to come in later or leave earlier. Employees are expected to observe their assigned working hours and the time required for meal and rest periods.

4.9 Pregnancy-Related Disability Leave

Pregnancy, childbirth, or related medical conditions will be treated like any other disability, and an employee on pregnancy leave will be eligible for temporary disability benefits in the same amount and degree as any other employee on disability leave.

You should advise the Finance and Administration Department of your intent to take pregnancy disability leave as soon as possible. Also please note the following:

- If you request and it is recommended by your physician, your work assignment may be changed as required to protect your health and safety and the health and safety of your child.
- Requests for transfers of job duties will be reasonably accommodated only if the job and security rights of others are not breached.
- Temporary transfers due to health considerations will be granted where possible. However, you will receive the pay that accompanies the job, as is the case with any other temporary transfer due to temporary health reasons.
- Pregnancy disability leave will usually begin when ordered by your physician. You must provide Tri-Dam with a certification from a health care provider.
- Leave returns will be allowed only when your physician sends a release.
- You will be allowed to use accrued vacation during a pregnancy disability leave.

The duration of leave will be determined upon the advice of your physician, but disabled employees may take up to four months of unpaid time off.

Compensation during Leave

Pregnancy disability leave is unpaid. Tri-Dam requires you to use accrued vacation and sick leave to cover some or all of your pregnancy disability leave. The use of vacation does not extend the length of a pregnancy disability leave.

Benefits during Leave

Tri-Dam will maintain, for up to a maximum of 4 months, any group health insurance coverage that you were provided before the leave on the same terms as if you had continued to work. If you make contributions for your own group health insurance or for health insurance for your family members, you will need to make arrangements to pay those contributions during the time that you are on pregnancy disability leave.

If you are on pregnancy disability leave but you are not entitled to continued paid coverage, you may continue your group health insurance coverage through Tri-Dam in conjunction with federal COBRA guidelines by making monthly payments to Tri-Dam for the amount of the relevant premium. Please contact the Finance and Administration Department for further information.

When you return from a pregnancy disability leave, you will be offered the same position that you held at the time of leaving, unless the job no longer exists, or the job has been filled in order to avoid undermining Tri-Dam's ability to operate safely and efficiently, or you are not capable of performing the job responsibilities. If your former position is not available, a substantially similar position will be offered unless there is no substantially similar position available, or your filling the available position would substantially undermine Tri-Dam's ability to operate safely and efficiently, or you are not capable of performing the job responsibilities.

4.10 Lactation Accommodation

In accordance with applicable laws, Tri-Dam will provide a reasonable amount of time and sufficiently private location, other than a restroom, to accommodate lactation needs. Discuss any need for lactation accommodation with your supervisor or the Finance and Administrative Manager.

4.11 Leave for Victims of Violent Crime

If you or a family member is a victim of a violent or serious felony, you may take time off from work under the following circumstances:

- The crime must be a violent or serious felony, as defined by law; and
- You must be the victim of a crime, or be an immediate family member of a victim, a registered domestic partner of a victim, or the child of a registered domestic partner of a victim.

An immediate family member is defined as: a spouse, child, stepchild, brother, stepbrother, sister, stepsister, mother, stepmother, father or stepfather. A registered domestic partner means a domestic partner who is registered in accordance with California State Law.

The absence from work must be in order to attend judicial proceedings related to a violent or serious felony.

Before you are absent for such a reason, you must provide documentation of the scheduled proceeding. Such notice is typically given to the victim of the crime by a court or government agency setting the hearing, a district attorney or prosecuting attorney. If advance notice is not possible, you must provide appropriate documentation within a reasonable time after the absence.

Any absence from work to attend a judicial proceeding will be unpaid, unless you choose to take paid time off, such as accrued vacation.

4.12 Leave for Victims of Domestic AbuseViolence

Any employee who is a victim of domestic violence, sexual assault, or stalking, as defined by law, may take time off from work to obtain or attempt to obtain any relief, including, but not limited to, a temporary or permanent restraining order, or other injunctive relief, to help ensure the health, safety, or welfare of the domestic violence victim or his or her child. An employee who is a victim of any of these offenses may also take time off to attend any of the following: (1) to seek medical attention for injuries caused by the offense; (2) to obtain services from a domestic violence shelter, program, or rape crisis center as a result of the offense; (3) to seek psychological counseling related to the offense, or (4) to participate in safety planning and take other actions to protect against future offenses, including relocation.

In order to take time off to obtain relief from domestic violenceabuse, you must give Tri-Dam reasonable advance notice of your intention to take time off, unless the advance notice is not feasible.

If you are absent due to domestic violenceabuse, Tri-Dam will not take any action against you if, within a reasonable time after the absence, you provide appropriate certification of the need for domestic-violence-time off. The certification may be in any of the following forms:

- A police report indicating that you were a victim of domestic abuseviolence;
- A court order protecting or separating you from the perpetrator of an act of domestic abuseviolence;
- Other evidence from the court or prosecuting attorney that you appeared in court; or
- Documentation from a medical professional, domestic violence advocate, health care provider, or counselor that you were undergoing treatment for physical or mental injuries or abuse resulting in victimization from an act of domestic violenceabuse.

To the extent allowed by law, Tri-Dam will maintain the confidentiality of any request for domestic abuseviolence time off.

Employees may use vacation, make up time, or other compensated time off that is otherwise available to the employee for domestic abuseviolence time off.

4.13 Voting Leave

Employees are encouraged to vote before or after work if polling hours permit. However, if polls are open only during work hours or you are unable to vote before or after work, employees may take time to vote at the beginning or end of the workdayduring work so long as the time taken does not exceed two hours. If you wish time off from work to vote, you must provide 48 hours' notice to your supervisor.

4.14 Jury and Witness Leave

Tri-Dam encourages all employees to perform their civic duty and participate when called to jury duty or summoned as a witness for a judicial proceeding. All employees are granted leave to perform jury duty or if summoned as a witness by a recognized court. Paid jury and witness leave is available up to the amount provided under the MOU in effect for IBEW represented employees, and up to 80 scheduled hours for non-represented employees. Beyond these available hours, jury or witness leave is unpaid.

Employees shall give notice two (2) weeks in advance of the date on which they are to report for jury duty or within not more than three (3) days after notice of jury duty is received by them, whichever is later.

Any sum, exclusive of reimbursement for mileage, received by the employee as jury or witness fees will be subtracted from the amount that they would have received as their regular wages for that period.

While serving on jury duty, all employees are required to report to their supervisor about their availability for work each day. Upon release from jury duty on any day for which they have been called for jury duty employees shall report to their supervisor (or the General Manager if their supervisor cannot be reached), either in person or by telephone. If, in the judgment of their supervisor or the General Manager, there is sufficient time left in the day for the employee to return to work, they shall return to work for the remainder of the day. Proof of jury service is required.

4.15 Military Leave

Military leave will be granted to those employees who are members of a reserve component of the Armed Forces of the United States or National Guard.

If regular, full-time employees are called to active military training as members of the Armed Forces, Reserves, or National Guard, they shall be entitled to receive the difference between their regular rate of pay and their military rate of pay for up to ten (10) working days per calendar year.

If regular, full-time employees are called to active duty during national or state emergencies, as members of the Armed Forces, Reserves, or National Guard, they shall be entitled to receive the difference between their regular rate of pay and their military rate of pay for the duration of their active duty call. Military orders should be presented to your supervisor and the Finance and Administration Department as early as possible before departure.

Employees who either voluntarily or involuntarily leave their employment to serve in the armed services shall be entitled to reinstatement according to state and Federal law in effect at the time of the employee's release from active service.

Tri-Dam prohibits discrimination against employees on the basis of military duty, affiliation or status and requires reinstatement of an employee following military leave to the same position or a position of like seniority, status and pay, as dictated by state and Federal laws. Generally, an employee will be reinstated if he or she is still qualified to perform the applicable job duties.

4.16 Volunteer Firefighters and Emergency Service Providers

Employees will be granted leave to perform emergency duty as a volunteer firefighter or other qualified emergency service provider. If you are participating as a volunteer firefighter or other emergency service provider, please alert your supervisor so that he or she may be aware of the fact that you may have to take time off for emergency duty. In the event that you need to take time off for emergency duty, please alert your supervisor before doing so where possible.

Time off to serve as volunteer firefighter or emergency service provider is unpaid. You may, however, use accrued vacation time to be paid for your time off.

4.17 School Visits

If you are the parent or legal guardian of a child, Tri-Dam will provide you with time off to visit your child's school in response to a request made under Section 48900.1 of the California Education Code, which covers suspensions from schools. You must notify your immediate supervisor or manager of your need for time off to visit the school as soon as you receive the Section 48900.1 notice. You should provide Tri-Dam with a copy of the Section 48900.1 notice. Tri-Dam expects you to return to work for the remainder of your work schedule before and/or after your school visit. Your time off will be unpaid. You may, however, use accrued vacation time to be paid for your time off. Please notify your supervisor if you wish to use accrued vacation.

If you are the parent, legal guardian, or grandparent having custody of a child in licensed day care, kindergarten, or grades 1 through 12, Tri-Dam will provide you with up to forty (40) hours each year to take time off to participate in activities at your child's school or licensed day care facility. You may not take more than eight (8) hours off for school activities in any calendar month. You must notify your immediate supervisor or manager of your need for school activity time off as soon as you know about the need for time off. You should provide Tri-Dam with documentation from the school or day care facility confirming your participation in the activities. If you have accrued vacation benefits, you may use it to cover any time off to participate in activities at your child's school or licensed day care facility. If you do not use accrued vacation benefits, time off for school visits will be unpaid.

4.18 Bone Marrow Donation Leave

Employees will be granted up to five (5) days of time off to donate bone marrow. Employees wishing to take time off to donate bone marrow must provide written certification from a health care provider stating that the employee is a bone marrow donor and that there is a medical necessity for the donation.

Employees will be required to use accrued sick leave and/or vacation leave during bone marrow donation time off. If your accrued sick leave and/or vacation leave is not sufficient to provide pay for your bone marrow donation leave, you must exhaust any other accrued paid time off. You will be paid for all remaining bone marrow donation leave, up to a maximum of five (5) days.

4.19 Organ Donor Leave

Employees will be granted up to thirty (30) days of time off for organ donation. Employees wishing to take time off for organ donation must provide written certification from a health care provider stating that the employee is an organ donor and that there is a medical necessity for the donation.

Employees will be required to use fifteen (15) days of accrued sick leave and/or vacation during organ donation leave. If you do not have fifteen (15) days of accrued sick leave and/or vacation leave, you must exhaust any other available accrued paid time off. Tri-Dam will pay you for all remaining organ donor leave, up to a maximum of thirty (30) days.

4.20 Short-Term Disability

For those eligible employees that become temporarily disabled because of a covered sickness, injury, or pregnancy, Tri-Dam provides short-term disability insurance. Short term disability benefits begin no later than seven days after the occurrence of the covered event and last no longer than 180 days.

Short-term disability insurance is available to full-time employees who have worked more than one year of continuous service with Tri-Dam. If you are eligible for short-term disability, the Finance and Administration Department will provide information to you regarding the amount of short-term disability leave for which you are eligible.

4.21 Long-Term Disability

If short-term disability benefits expire, Tri-Dam provides long term disability insurance to all full-time eligible employees. If you are eligible for long-term disability, the Finance and Administration Department will provide information to you regarding the amount of long-term disability leave for which you are eligible.

Long-term disability benefits start no earlier than 181 days after the occurrence of the covered event.

4.22 Workers' Compensation

California workers' compensation laws govern work-related illnesses and injuries. Tri-Dam maintains full compliance with these laws at all times. It is every employee's right to claim workers' compensation benefits for work-related illnesses and injuries.

Employees are responsible for reporting work-related illnesses or injuries as soon as possible to their supervisor, but in no event no later than the end of the shift during which the illness or injury occurred.

Tri-Dam provides workers' compensation coverage if you are injured or disabled while on the job. Workers' compensation insurance provides medical, surgical, and hospital treatment, in addition to payment for loss of earnings that result from work-related injuries. Compensation payments begin from the first day of your hospitalization or after the third day following the injury if you are not hospitalized.

The cost of this coverage is completely paid for by Tri-Dam. Accumulated sick leave may be used for the three-day waiting period, and to bring your compensation up to, but not greater than, your regular gross pay. Employees needing follow-up medical appointments will be provided paid time off.

If you are injured while working, you must immediately report such injury to your supervisor, regardless of how minor the injury might be. If you have any questions regarding workers' compensation coverage, you should contact the Finance and Administration Department.

4.23 State Disability Insurance

Employees at Tri-Dam are covered under the State of California's Disability Insurance Program, which provides payments to employees who become unable to work because of non-occupational illness or injury. Each employee contributes to the State of California to provide disability insurance pursuant to the California Unemployment Insurance Code. Contributions are made through a payroll deduction. Disability insurance is payable when you cannot work because of illness or injury not caused by employment at Tri-Dam or when you are entitled to temporary workers' compensation at a rate less than the daily disability benefit amount. Specific rules and regulations governing disability are available from the Finance and Administration Department.

The SDI claim forms needed to request California disability benefits are available online at www.edd.ca.gov. It is the employee's responsibility to file a claim for benefits.

4.24 State Paid Family Leave

Employees who take time off from work to care for family members may be eligible to receive a portion of their usual wages. All employees covered by California State Disability Insurance are also eligible for Paid Family Leave benefits. Paid Family Leave benefits are payable when the employee is required to take time off work to care for a parent, spouse, or registered domestic partner who has a serious health condition, for the birth of a child of the employee, employee's spouse, or the employee's registered domestic partner, the placement of a child with an employee in connection with the adoption or foster care placement of the child by the employee, employee's spouse, or registered domestic partner, or the serious health condition of a child of the employee, spouse or registered domestic partner.

~~You will have a seven-day waiting period before you begin receiving Paid Family Leave benefits.~~ The SDI claim forms needed to request Paid Family Leave benefits are available online at www.edd.ca.gov. It is the employee's responsibility to file a claim for benefits. Receiving Paid Family Leave benefits does not necessarily protect your job.

4.25 Unemployment Compensation

Tri-Dam contributes to the California Unemployment Insurance Fund on behalf of its employees. California unemployment insurance provides financial benefits for workers who become unemployed through no fault of their own, are able to, available for, and actively seeking work. Eligibility for receiving benefits is set by law and the program is administered by the California Employment Development Department. Employees are responsible for seeking benefits through the California EDD.

4.26 Pension Benefits

Each regular employee shall be enrolled in the Public Employees Retirement System plan (CalPERS). The plan shall be 2.5% at 55 formula based on the "single highest year" formula for Classic members and 2% at 62 formula based on "three highest year" formula for PEPRA members.

The Classic member's CalPERS contribution rate is 8%. The employee share is 2.286%. The PEPRA member's CalPERS contribution rate is 6.25%. The employee share is 6.25%.

4.27 Social Security

Social Security is an important part of every employee's retirement benefit. Tri-Dam pays a matching contribution to each employee's Social Security taxes. Eligibility for receiving benefits is set by law and the program is administered by the United States Social Security Administration. Employees are responsible for seeking benefits through the Social Security Administration.

4.28 Paid and Non-Paid Status

During the time an employee is in "paid status" while absent from work by reason of injury or illness for any reason, all health benefits will continue to be paid by Tri-Dam in the same proportion as if the employee were not on disability, and vacation leave and sick leave will continue to accrue. If a holiday occurs while an employee is on disability but still in paid status, the number of holiday hours to be paid will be equal to the number of hours of sick leave used to supplement any disability benefits during the immediately preceding work day.

For the purposes of this section, "paid status" shall include that period of time during which Tri-Dam coordinates and continues to pay for benefits, and during which vacation and/or sick leave is being used to supplement earnings up to the employee's regular straight-time rate of pay while on short-term disability. Once vacation and sick leave balances are depleted, health, dental, vision, and life insurance premiums are to be 100 percent paid by the employee.

If an employee is absent from work due to disability for more than 180 consecutive calendar days, or a total of more than 180 calendar days during any consecutive 12-month period, the employee shall be considered to be on long-term disability and therefore in a "non-accrual" status. While in non-accrual status, all benefits will cease to be paid by Tri-Dam, and all holiday, vacation leave and sick leave will cease to accrue. The employee may request that any remaining accrued vacation or sick leave be used to pay premiums normally paid by Tri-Dam for the continuation of health, dental and vision coverage.

5.0 Ethics and Standards of Conduct - General

Tri-Dam expects all employees to practice ethical principles of integrity and to respect the rights of others. We expect honesty, integrity, respect for others, and adherence to the law. Being ethical includes not only following the law but also choosing the right or ethical path in your choices and actions.

For that reason, Tri-Dam does not tolerate and prohibits wrongful, illegal, unethical, or harmful behavior from its employees or any person that interacts with Tri-Dam. Prohibited wrongdoing includes, but is not limited to:

- Stealing, theft or embezzlement, whether from Tri-Dam, contractors, vendors, suppliers, coworkers, or any other participant to Tri-Dam's workplace;
- Fraud, including, but not limited to, providing false or misleading information on time sheets, account sheets, or expense forms, and making false claims under Tri-Dam's insurance or benefits policies;
- Intentional destruction of property belonging to Tri-Dam, another employee, or any other visitor to Tri-Dam's workplace;
- Using abusive, profane or vulgar language;
- Causing disruption to the work place or to fellow employees or visitors;
- Improper use or expenditure of Tri-Dam resources including, but not limited to, using Tri-Dam personnel for projects, tasks, or work outside the scope of Tri-Dam business during working hours, using Tri-Dam computers, Internet and telephone resources and privileges for personal or financial gain. Note: also see Computer Usage Policy;
- Illegal gambling, including placing or taking illegal bets during work hours on Tri-Dam property or by using Tri-Dam resources, including computer resources, for gambling;
- Using Tri-Dam resources or personnel to conduct a business separate and distinct from Tri-Dam;
- Illegal or unethical accounting or business practices including, but not limited to, misleading statements or reports of Tri-Dam's financial condition;
- Improper interaction with other employees or workplace participants, including, but not limited to, sexual, racial, and other forms of illegal harassment, bullying, and other disrespectful behavior meant to degrade others;
- Illegal billing practices, including submitting false statements or invoices, overcharging or undercharging for products or services, mischaracterization of products or services, or any other billing practice prohibited by local, state, or federal law;
- Illegal or improper practices that can harm the public, contravene public policy or the public good, or harm Tri-Dam in any manner;
- Unprofessional behavior that is demeaning or that threatens the reputation of Tri-Dam or those people or companies that interact with Tri-Dam;
- Improper or illegal disclosure of confidential information of Tri-Dam or the medical, financial, or other confidential information of Tri-Dam employees or dependents of employees;
- Making knowingly false claims, bearing false witness, or creating false light against other employees, management, or others that interact with Tri-Dam or giving false or misleading information during the employment application or selection process;
- Insubordination, refusing to follow a manager's directions, or other disrespectful conduct toward a manager;

- Improper or illegal retaliation, including the denial of employment opportunities to employees for filing or making a complaint, reporting a violation of this Handbook, or blowing the whistle or acting as a witness to any illegal activity;
- Failure to report involvement in an accident occurring on Tri-Dam property or involving Tri-Dam equipment, or giving false information on accident or insurance reports;
- Reporting to work under the influence of drugs and/or alcohol;
- Non-compliance with safety rules or practices or engaging in conduct that creates a safety or health hazard; or
- Intentional violations of the policies in this Handbook.

5.1 Conflicts of Interest

Tri-Dam requires that employees make decisions based on what is in the best interests of the organization. Therefore, it is important that employees avoid situations that create, potentially create, or give the appearance of creating a conflict with the mission or objectives of Tri-Dam or could cast doubt upon the objectivity between the employee's personal interests and the interests of Tri-Dam.

Financial Conflicts of Interest

Tri-Dam prohibits you or your immediate family from having any financial or other business interest (directly or indirectly) in any of Tri-Dam's suppliers or other organizations with whom Tri-Dam has significant business dealings. This includes any activity that interferes with an employee's ability to legitimately put Tri-Dam's interests ahead of the interests of the supplier or other organization. Tri-Dam is considered to have a significant business dealing with a supplier or other organization if Tri-Dam has purchased supplies, material, equipment or services in excess of \$5,000 during the prior 12 months, or if it is otherwise reasonable to conclude that Tri-Dam's dealings with the supplier or organization is ongoing and significant. This requirement applies regardless of whether you have any direct business dealing with the supplier or vendor in question. Note: Ownership of stock in a publicly owned company whose shares are traded through nationally recognized markets or exchanges is permissible in most cases.

Business with Relatives

Performing Tri-Dam business with relatives, at a minimum, creates the appearance of a conflict of interest. Tri-Dam permits an employee to engage in business with relatives on its behalf so long as the business relationship is fully disclosed and the dealings are in the best interest of Tri-Dam.

Relatives under this policy include:

- Spouse or registered domestic partner;
- Parent/Step-Parent/Parent in-law;
- Sibling/Step-Sibling/Brother or Sister in-law;
- Child/Step-Child; or
- Grandchild/Step-Grandchild.

Employees are required to report immediately any Tri-Dam business relationship that may exist with relatives or organizations that employ or are owned by relatives. Failure to report a relative or familial relationship or failure to report a relationship in a timely fashion can lead to disciplinary action, up to and including termination of employment. At the discretion of the General Manager, if employees have complied with this policy and the business relationship is in the best interests of Tri-Dam, as determined by the General Manager, Tri-Dam may enter the business relationship. The employee should make all reasonable effort to avoid making any decisions with regard to the business relationship, including terms of any contract, approving invoices, issuing payment, ordering or approving goods or services, and terminating or renewing any contract.

Acceptance of Gifts

Accepting certain types or forms of gifts is viewed as an actual or potential conflict of interest. Tri-Dam expects to receive the best value from its contractors, vendors, and suppliers, and to avoid any perception that your decisions are made for personal gain.

Consequently, Tri-Dam prohibits the acceptance of gifts of significant value from contractors, vendors, or suppliers. Significant value is any gift with a market value of \$50 or more or any combination of gifts totaling \$50 or more during a 12-month period.

Employees and their immediate family shall not request, accept, or direct others to request or accept gifts, gift certificates, discounts, gratuities, or any other item of significant value (including services of any nature) from any contractor, vendor, supplier, or other resource that has an existing or likely business relationship with Tri-Dam.

If you know of or suspect a potential conflict of interest of another employee or workplace participant, you must report it immediately to the General Manager. If you do not feel comfortable reporting to the General Manager, or if you did report and are not satisfied with the response, then you should bring your concerns to the board presidents of both Districts to the Tri-Dam Board of Directors.

5.2 Employment of Relatives

Tri-Dam's policy is to hire and promote employees on the basis of individual merit and to avoid any appearance of favoritism or discrimination in making such decisions. Accordingly, Tri-Dam will allow the employment of relatives only under limited circumstances.

Relatives under this policy include:

- Spouse or registered domestic partner;
- Parent/Step-Parent/Parent in-law;
- Sibling/Step-Sibling/Brother or Sister in-law;
- Child/Step-Child; or
- Grandchild/Step-Grandchild.

Tri-Dam may employ an employee's relative if the relative in question is qualified and will contribute to the betterment of the organization and the employment does not create a conflict of interest, real or perceived, or create conflict with other employees.

Generally, relatives are not permitted to supervise each other or to be in a position to influence the other's employment, including issuing performance evaluations or making decisions regarding compensation, hiring, discipline, termination, or other terms or conditions of employment.

The General Manager is the only person that can authorize the employment of relatives. Employees are required to disclose to the General Manager before an offer for employment is made to a relative. Knowingly withholding knowledge that an applicant is a relative can lead to disciplinary action, up to and including termination of employment.

5.3 Personal Relationships with Other Employees

Tri-Dam understands that working relationships can turn into personal relationships. Tri-Dam also understands that personal relationships can create a conflict of interest as well as undermine the confidence of other employees.

Personal relationship includes dating, engagement to be married, cohabitation within the same household, and living in a romantic partnership (does not include roommates sharing living expenses), having a romantic or sexual relationship, or once having had a romantic or sexual relationship.

An employee may not supervise, hire, or promote any employee with whom he or she is having (or has had) a personal relationship.

If the listed circumstances exist, employees that are having a personal relationship are required to report the relationship immediately. Failure to report the relationship or failure to report the relationship in a timely fashion can lead to disciplinary action, up to and including termination of both parties' employment.

Notwithstanding this policy, employees involved in a personal relationship are under no obligation to report the relationship unless one of the employees involved supervises, hires, promotes, or has any influence as to the other employee's job or career with Tri-Dam, or works in the same department. If two employees become involved in a personal relationship: (1) have a direct or indirect supervisory relationship (e.g., direct supervision or indirect power to hire, promote, or influence the other's job or career); (2) work in the same department; (3) have job duties which require performance of shared duties on the same or related work assignment; or (4) which would potentially result in creating an adverse impact on supervision, safety, security, morale, or efficiency that is greater for the employees in a relationship than for those not in the relationship, Tri-Dam has discretion to transfer one of the employees to a similar position in another department. Although the wishes of the employees in question will be given consideration, Tri-Dam retains sole discretion to determine which employee is to be transferred based upon Tri-Dam's needs, operations, or efficiency. If continuing employment of both employees cannot be accommodated in a manner that Tri-Dam finds to be consistent with its interests, Tri-Dam retains sole discretion to separate one employee from employment. Absent the resignation of one employee, the less senior employee will be separated.

5.4 Outside Employment

A conflict of interest may arise if an employee works for another employer, particularly one of Tri-Dam's contractors, vendors, or suppliers.

Employees are required to disclose if they receive wages or any compensation from another employer or act as a director, officer, consultant, or volunteer for one of Tri-Dam's contractors, vendors, or suppliers. Failure to report the relationship or failure to report the relationship in a timely fashion can lead to disciplinary action, up to and including termination of employment. At the discretion of Tri-Dam, if employees have complied with this policy, employees may be permitted to continue working for Tri-Dam and providing services to the contractor, vendor, or supplier. Tri-Dam reserves the right to impose conditions upon the continued employment, including restricting the employee's duties or authority or transferring the employee to a position where there is no possibility of an actual or potential conflict of interest. The General Manager is the only person that can authorize employees to work, volunteer, or otherwise serve other contractors, vendors, or suppliers that do business with Tri-Dam in any capacity.

The General Manager is also the only person that can authorize employees to work for any organization if such work:

- Conflicts with the employee's work schedule, duties, and responsibilities;
- Creates a conflict of interest or is incompatible with the employee's employment with Tri-Dam;
- Impairs or has a detrimental effect on the employee's work performance with Tri-Dam; or
- Requires the employee to conduct work or related activities on Tri-Dam's property or use Tri-Dam facilities and/or equipment.

5.5 Disclosure of Confidential Information

Tri-Dam requires that you not disclose to anyone, or use in any manner outside of your job duties or functions, confidential information relating to Tri-Dam unless such disclosure is specifically authorized in advance by the General Manager. Disclosure of confidential information to other Tri-Dam employees strictly for purposes of conducting Tri-Dam business is acceptable.

Moreover, you are admonished not to disclose non-public information for your or another person's financial advantage, including friends, acquaintances or relatives.

Confidential Information shall include all confidential and proprietary information of Tri-Dam, whether in written, oral, electronic, magnetic, photographic, optical, or any other form now existing or created or developed, including, but not limited to, the following:

- Information relating to Tri-Dam's planned or existing computer systems, system architecture, computer hardware, computer software, documentation, program libraries, program listings, processing methods, technical processes, and operational methods;
- Information regarding Tri-Dam's existing or planned organizational restructuring, business affairs, and capital projects;
- Information regarding Tri-Dam's contractors, vendors, suppliers, employees, or directors;
- Information regarding employees, including, but not limited to, health and financial information and social security information;
- Trade secrets, including any inventions, innovations, processes, techniques, works of authorship, developments, contributions, enhancements, copyrights, patents, trademarks, and any other intellectual property right and modifications, as well as any copies, adaptations, documentation, algorithms, notes, or records thereof, including, but not limited to, computer programs, including both source and object versions thereof, and attendant specifications and source code listings, authored, made, developed, or conceived of and reduced to practice by or under the direction of Tri-Dam during your employment; and,
- Any other information relating to Tri-Dam which is not generally known to the public or within the industries and trades in which Tri-Dam operates or which may otherwise be protected by trade secret law.

Confidential Information shall not include information that is:

- Generally known to the public, not as a result of an act, omission, or disclosure by the Tri-Dam;
- Rightfully in the possession of the employee prior to employment; or
- Received by the employee in good faith and without restriction from a third party that is not under a confidentiality obligation to either Tri-Dam or the third party.

The General Manager is the only person that can authorize the release of confidential information.

Employees may be required to sign a Confidentiality Agreement before receiving any *Confidential Information*. However, *Confidential Information* is to be protected in accordance with this policy even if the employee has not signed a Confidentiality Agreement.

Employees are required to report to the General Manager if they have or suspect they have disclosed confidential information. Failure to report a disclosure of confidential information in a timely fashion can lead to disciplinary action, up to and including termination of employment.

5.6 Insubordination

Teamwork requires everyone at Tri-Dam to work together to accomplish common goals. To do this, your supervisor or manager must have your cooperation and willingness to work under his or her leadership.

Insubordination is a form of wrongdoing that undermines leadership.

Insubordination includes, but is not limited to:

- Refusing to follow these policies in bad faith or without good cause;
- Refusing to follow other rules and regulations of Tri-Dam in bad faith or without good cause;
- Knowingly defying management in bad faith or without good cause;
- Knowingly disobeying a request of management in bad faith or without good cause; or
- Knowingly disrespecting Tri-Dam or its management in bad faith or without good cause.

Any employee that is insubordinate is subject to discipline, including termination of employment.

Good Faith Refusal

It is not insubordination for refusing a demand or request in good faith and for good cause. Whether or not a refusal is in good faith and good cause is determined by the General Manager and/or the Tri-Dam Board of Directors and is reviewed on a case-by-case basis.

Refusing a request or defying policy simply because you disagree with a request or policy or do not want to perform the request or comply with the policy for reasons not exempted under this policy is not considered reasonable or "in good faith and for good cause."

Refusing or defying an unlawful demand or request from a superior is not insubordination. Employees that are subjected to such unlawful demands or requests should refuse to perform what is requested and immediately contact the General Manager. If you feel uncomfortable reporting to the General Manager, you should take your concerns to the board presidents of both Districts, a member of the Tri-Dam Board of Directors.

6.0 Safety - General

Tri-Dam is committed to providing a safe workplace for employees as well as contractors, vendors, suppliers, and visitors. Employees are required to do their part including participating in safety training, wearing safety equipment, following the safety guidelines of Tri-Dam and equipment manufacturers, and relying on common sense. Employees should report safety incidents and concerns, including any injury or near injury, to their supervisor as soon as possible.

Note: Safety training is beyond the scope of this employee Handbook, and is instead addressed within Tri-Dam's safety program.

6.1 Preventing and Reporting Workplace Violence

Preventing workplace violence begins with the awareness that violence can occur anywhere and at any time. Consequently, every person that interacts within Tri-Dam's workplace is responsible for helping prevent violence.

Workplace violence can include:

- Verbal, written or physical threats of violence;
- Assault and battery;
- Attempted murder or murder;
- Plots to damage a facility or to intimidate, hurt or kill employees or others that interact with the workplace; and

- Other violent actions or crimes at work or during work-related events or directed toward an employee or workplace participant while performing his or her job duties.

Tri-Dam prohibits all forms of violence. Any employee that threatens, plots to commit, or commits a violent act is subject to disciplinary action, up to and including termination of employment.

If life-threatening violence occurs in the workplace or at a work event or anywhere you are performing your job duties, you should call 911 and take yourself away from the threat immediately.

If you have witnessed an act of violence or have reasonable suspicion that an act of violence is about to occur, you should call 911 and, if possible, immediately inform your supervisor so long as you can do so without placing yourself or other workplace participants at risk.

If you have concerns that an employee or other workplace participant may commit an act of violence or if you have heard rumors of potential violence from employees or others that interact with your workplace, you should contact your supervisor as soon as possible.

6.2 Weapons

Tri-Dam prohibits weapons on its property, including inside Tri-Dam vehicles, unless the employee or workplace participant has received specific prior approval from the General Manager.

Prohibited weapons include, but are not limited to, firearms of any sort, air guns, stun guns, illegal knives, explosive material, brass knuckles, or any other fighting instruments or weaponry. This ban includes concealed weapons even if the employee or participant has a license or permit to carry a concealed weapon. Employees that are found to have violated this policy will be subject to disciplinary action, up to and including termination of employment.

If you know of a violation of this policy or reasonably suspect a violation of this policy and you have reasonable suspicion that potential imminent violence could occur, you should call law enforcement immediately and, if possible, inform the General Manager at once.

If you know of or have heard of a violation of this policy, but you do not reasonably believe that violence is imminent, you should inform your supervisor.

6.3 Substance Abuse

Tri-Dam is committed to safety. Therefore, the abuse of drugs or alcohol by employees and others that interact with Tri-Dam's workplace is prohibited.

Tri-Dam prohibits

- The use, possession or selling of any illegal drugs on Tri-Dam premises, in Tri-Dam vehicles, or at any time while performing your job duties;
- The abuse or improper consumption of alcohol on Tri-Dam premises, in Tri-Dam vehicles, or at any time while performing your job duties;
- The *improper* use, illegal possession or selling of any drug, including prescription or over-the-counter medication, on Tri-Dam premises, in Tri-Dam vehicles, or at any time while performing your job duties; and
- Being under the negative influence of drugs (legal or otherwise) or alcohol on Tri-Dam premises, in Tri-Dam vehicles, or at any time while performing your job duties.

Prescription and Over-the-Counter Medications

Employees are permitted proper use of prescription or over-the-counter medications so long as their use does not impair their work or create a safety risk to the employee and others that interact with the employee. Employees who are taking prescription drugs that may affect their performance or have adverse side effects should immediately discuss their situation with their supervisor and obtain written permission before reporting to work. Employees taking prescription or over-the-counter medications are responsible for disclosing the possible side effects of the medication(s) on work performance and the expected duration of its use. Tri-Dam will then evaluate whether a reasonable accommodation is necessary under the circumstances.

Alcohol Consumption

Employees may not drink alcohol during the employee's working hours (including during rest or meal breaks), or on Tri-Dam premises unless specifically permitted by the General Manager as part of a unique Tri-Dam related function hosted by Tri-Dam. Employees that drink alcohol at work-related events or functions must do so responsibly. Intoxication, driving under the influence, and other acts that are a result of alcohol abuse while at a work-related event or performing a work-related function are strictly prohibited and can lead to discipline, including termination of employment.

Substance Abuse Testing

To ensure safety, Tri-Dam may test employees for drugs or alcohol at the following times:

- Pre-employment, after acceptance of employment in a safety-sensitive position, but before work begins; or
- If an employee has tested positive for substance abuse in the past and management has reasonable cause to believe that the employee is in violation of Tri-Dam's Substance Abuse policy.

Tri-Dam may require that an employee be immediately tested for drugs or alcohol under the following circumstances:

- After work-related accidents that give rise to a reasonable suspicion that the employee was impaired at the time of the accident;
- Upon any report that creates reasonable cause to believe that the employee has used or consumed or is in violation of Tri-Dam's Substance Abuse policy or is using or is consuming drugs or alcohol while on Tri-Dam premises, in Tri-Dam vehicles, or while performing a job duty; or
- If Tri-Dam management has other reasonable cause to suspect that an employee is impaired because of drug or alcohol use in violation of Tri-Dam's Substance Abuse policy.

Employees that refuse testing will be subject to disciplinary action, up to and including termination of employment.

Employees that test positive for alcohol or drug abuse may request a second test at their own expense, if circumstances permit. If a second test proves that the first test was incorrect, Tri-Dam will reimburse the employee the cost of the test.

6.4 Smoking

Employees are not permitted to smoke within Tri-Dam buildings or in Tri-Dam vehicles. Because Tri-Dam does not have designated smoking areas, employees are allowed to smoke only in areas safely away from any building or flammable material. Employees that do smoke are required to be respectful of others.

To lower the risk of fires and to keep Tri-Dam property clean, employees that smoke must extinguish their smoking waste and properly dispose of it.

6.5 Vehicle Use and Safe Driving

This policy applies to employees who drive Tri-Dam vehicles and employees who are authorized to use personal vehicles in the performance of Tri-Dam business. When an employee is authorized to use a personal vehicle for Tri-Dam business, they will be reimbursed for mileage at the current IRS standard mileage rate.

Authorized drivers must possess a valid California driver's license in the class required by their job description, and must be insurable by Tri-Dam's insurance carrier. On a regular basis, employees authorized to operate Tri-Dam vehicles will have their DMV driving records reviewed.

For privately owned or leased vehicles used for Tri-Dam business, owners/drivers must maintain auto liability insurance with minimum limits required by state law. Tri-Dam will not be responsible for providing casualty coverage for employees' personal vehicles or personal assets.

To prevent accidents, Tri-Dam prohibits the following acts while driving Tri-Dam vehicles or while driving any vehicle while performing your job duties:

- Driving under the influence of alcohol or drugs
- Operating any vehicle without a proper license,
- Speeding or driving aggressively, including tailgating,
- Texting or using a cellular telephone or other personal communications device in a manner that violates applicable law;
- Distracted driving, including use of a telephone in hands-free mode;
- Operating a vehicle carelessly, negligently, improperly, illegally, or outside recommended safety protocols;
- Driving a vehicle without using a seat belt, shoulder belt or other safety harness;
- Turning off or dismantling vehicle safety devices, such as airbags; and
- Driving with animals in the vehicle. Animals are strictly prohibited within Tri-Dam vehicles.

Any decision requiring whether or not a vehicle has been driven carelessly is at the sole discretion of Tri-Dam. Being ticketed by law enforcement will generally be considered operating a vehicle carelessly and in violation of Tri-Dam's safe driving policy.

It is not considered careless to drive and speak using a hands-free device for a cellular phone as long as the driver is not distracted while using that device, both hands are on the steering wheel, and eyes are focused on the road. Driving a vehicle carelessly could result in disciplinary action, up to and including termination of employment.

If you are involved in an accident while on Tri-Dam business that requires assistance from law enforcement, the fire department, or ambulance, call 911 immediately. All accidents or damage to Tri-Dam vehicles, regardless of severity, shall be reported to your supervisor as soon as possible. If you witness an accident involving a Tri-Dam employee and the employee involved in the accident is unable to report the accident, you should report the accident yourself as soon as possible.

6.6 Assigned Vehicles

In order to improve emergency response time for public safety or plant outages, and to reduce costs or

improve overall efficiency, the General Manager may require an employee to take home a Tri-Dam vehicle. An employee may be authorized or required to take home a vehicle based on any of the following criteria:

- The employee is assigned to call-out for emergency response and has specific expertise requiring a response with a specially equipped vehicle;
- The employee will pick up parts, materials, or equipment, or attend a meeting at the beginning or end of a shift. The use of a Tri-Dam-owned vehicle may therefore improve efficiency due to the remote location of the Tri-Dam's main office in Strawberry;
- The distance between the employee's home and the location of a temporary assignment is significantly closer than the distance between the employee's home and Strawberry;
- The employee must quickly assess dam safety concerns and lives a significant distance from Strawberry, thus making vehicle transition (personal-Tri-Dam-personal) logistically difficult; or
- The employee is a management employee who is assigned a Tri-Dam vehicle as a component of his or her employment agreement.

Appropriate Use

Tri-Dam vehicles are easily recognizable. The general public may not understand the nature of the Tri-Dam's business and may form inaccurate perceptions that the employee is conducting personal business in a Tri-Dam vehicle on Tri-Dam time. Accordingly, it is important that employees exercise proper discretion to minimize inaccurate or negative public perceptions.

The appropriate use of an assigned vehicle includes:

- Transportation from the employee's place of residence to work and back;
- Transportation to lunch during work hours, provided the take-home vehicle is the employee's only source of transportation;
- Transportation between work locations;
- Transportation to attend meetings, seminars, conferences or dinners that have been appropriately authorized;
- Transportation to procure supplies, equipment or other materials for the Tri-Dam; or
- Transportation to make deliveries on behalf of Tri-Dam.

Inappropriate Use

Inappropriate use of an assigned vehicle includes:

- After-hours use of the vehicle for purposes other than Tri-Dam business, unless authorized by the General Manager; or
- Transporting of individuals for non-Tri-Dam related purposes, including giving non-Tri-Dam employees rides to work.

Securing Vehicles

Tri-Dam vehicles must be locked and the keys removed from the vehicle anytime an employee exits the vehicle when not in a Tri-Dam owned and secured yard. Employees should not leave personal or Tri-Dam equipment (e.g., purses, cell phones, laptop computers) in plain sight when the vehicle is left unattended.

Vehicle Modification

Modifications to Tri-Dam vehicles are prohibited without the General Manager's approval. An employee who is assigned a take-home vehicle may not install unauthorized equipment on or in a Tri-Dam-owned vehicle. In addition, Tri-Dam markings and equipment may not be removed from Tri-Dam vehicles. Other markings such as bumper stickers, signage, placards, license-plate frames and antenna balls are not permitted on Tri-Dam-owned vehicles.

Qualified Non-personal Use Vehicles

Tri-Dam may assign a "Qualified Non-personal Use Vehicle" to an employee who must be available on call-out for emergency responses and who has specific expertise requiring a response with a specially equipped vehicle. A Qualified Non-personal Use Vehicle encompasses specialized utility repair trucks, specifically designed work vehicles, and certain other vehicles specified by IRS regulations.

If an employee is assigned to take home a Qualified Non-personal Use Vehicle, all use of that vehicle, including commuting, will be excludible from the employee's taxable income in accordance with IRS rules. Further, the employee will not be required to maintain records or otherwise substantiate the use of a Qualified Non-personal Use Vehicle.

The remainder of this section applies only to Tri-Dam vehicles that are *not* Qualified Non-personal Use Vehicles. You will be notified if you have been assigned a vehicle that is not a Qualified Non-personal Use Vehicle, along with the corresponding reporting requirements.

1. Commuting Valuation Rule

Tri-Dam may require an employee to commute to and from work in a Tri-Dam vehicle. Tri-Dam may make this determination based on the remote location of Strawberry versus the location of the employee's temporary assignment, the need for employees to assess dam or other safety concerns, or cases where employees must work over and miss any ride sharing arrangement. The employee *may not* use the vehicle for personal purposes, other than commuting or for de minimis reasons (e.g., performing a personal errand on the normal commute route).

As required by a tax rule known as the Commuting Valuation Rule, the value of the commuting use will be included in the employee's wages and reported on the employee's Form W-2. The current IRS value of that use is \$1.50 each way. If more than one Tri-Dam employee commutes in a Tri-Dam vehicle, the \$1.50 each-way rule will apply to each employee.

The Commuting Valuation Rule cannot be used if any employee is a "control employee" under the tax laws, or if an employee's personal use of a Tri-Dam vehicle extends beyond commuting or de minimis use. In either case, the Lease Valuation Rule will apply.

2. Lease Valuation Rule

If Tri-Dam provides a control employee with a vehicle for business use, the value of all personal use of that vehicle will be included in the employee's wages and reported on the employee's Form W-2 using the lease valuation rule. The lease valuation rule requires that the value of the employee's personal use be determined by reference to the cost of leasing the vehicle. You will be notified if you are subject to the lease valuation rule, along with the personal use reporting requirements.

Responsibility

Supervisors will monitor the business-related need for an employee to have an assigned take-home vehicle.

Where such a need ceases to exist, the authorization for the take-home vehicle shall be terminated.

Each employee assigned a take-home vehicle is responsible for complying with this policy, including the proper reporting requirements. In addition, each employee assigned a take-home vehicle shall operate the vehicle in a safe and courteous manner and in accordance with all motor vehicle laws and Section 6.5 of this Handbook. Employees assigned a take-home vehicle are also responsible for periodically inspecting their vehicles to ensure they are in safe condition. Any irregularities or defects should be reported to the mechanic shop immediately for evaluation and repair.

A valid California driver's license, pertinent to the employee's job classification and an acceptable driving record must be maintained at all times. The employee is responsible for all fines incurred as a result of any driving, parking or traffic violation. Only a Tri-Dam employee may operate a Tri-Dam-owned vehicle without approval of the General Manager. The employee's authorization for an assigned take-home vehicle may be revoked at any time.

6.7 Carelessness

Tri-Dam expects employees to act to protect their own safety and wellbeing as well as the safety and wellbeing of other employees and other workplace participants.

To prevent accidents, employees must work safely including:

- Following the instructions, procedures, and guides of all machinery, chemicals, materials, and anything else that can cause bodily injury or harm;
- Using machinery in a safe manner and as intended;
- Using proper lifting techniques, especially when lifting heavy items;
- Asking for assistance from others before handling oversized or heavy material, equipment, furniture, or supplies;
- Driving safely and abiding by all driving laws, regulations and Tri-Dam driving policies;
- Using proper ladders and scaling equipment when climbing;
- Never overstuffing, improperly stacking, or climbing upon file cabinets;
- Extinguishing all open flames;
- Turning off any machinery that creates a fire risk; and
- Making safety a priority and using common sense.

Tri-Dam strictly prohibits intentional acts that are meant to cause or could reasonably be expected to cause harm or embarrassment to other employees or workplace participants including practical jokes, fighting, tripping, wrestling or other rough play.

Engaging in careless activities is not permitted and could result in discipline, up to and including termination of employment.

7.0 Attendance

Attending work when you are scheduled is an essential job function and an essential requirement of every position. Tri-Dam relies on good attendance to achieve its objectives and considers attendance an indicator of effective and professional employee performance. Tri-Dam recognizes, however, that there are times when you may need to be absent for illness or personal matters. We have provided the following attendance

guidelines to direct employees and supervisors. Please note that these guidelines are subject to management discretion to allow flexibility in addressing individual attendance situations.

Tardiness and Absenteeism

If you do not meet your start time to begin work, you will be considered tardy. If you are unable to meet the start time to begin work or if you are going to miss your scheduled work period, it is your responsibility to provide notice to your supervisor as soon as you know that you will be tardy or absent. You should provide a reason why you will be tardy or absent, and, if tardy, the time you expect to arrive at work. Your supervisor has discretion to ask for proof of the reason for your tardiness or absence.

Excused and Unexcused Tardiness or Absence

All employees are required to make an effort to avoid unexcused tardiness and absence. Failure to provide notice of tardiness or to provide notice of your absence before you are scheduled to start work will result in Tri-Dam classifying your tardiness or absenteeism as unexcused and may lead to disciplinary action. Being absent for two consecutive scheduled work days without reporting to your supervisor will be job abandonment for failure to report to work, and, unless reasonable justification exists for such absence which prevented notification, may be considered a voluntary resignation of your employment.

Whether tardiness or absenteeism is excused or unexcused is at the discretion of your supervisor, and is considered on a case-by-case basis.

7.1 Overtime

Tri-Dam does not want non-exempt employees to work overtime, unless the overtime is approved in advance by your supervisor. However, the nature of Tri-Dam's business sometimes requires overtime work. Your supervisor will notify you when you are required to work overtime. Tri-Dam expects and appreciates your cooperation.

If you are a non-exempt employee, not represented by the IBEW, you will be paid overtime in accordance with state and federal overtime requirements. For all hours actually worked in excess of ~~eight (8) hours in one day or~~ forty (40) hours in one workweek, or for the first eight (8) hours on the seventh day in the same workweek, you will be paid at ~~twice one and one-half times~~ your base hourly rate of pay, regular rate of pay. You will be paid double-time for hours worked in excess of twelve (12) in any workday or in excess of eight (8) on the seventh day of the workweek. ~~If you have an alternative normal work schedule, then any work in excess of 10 hours per day or 80 hours during a two-week pay period is considered overtime.~~ There may be exceptions to these standards where allowed by law and/or by Tri-Dam's status as a public agency.

For purposes of computing the number of hours worked, only actual hours worked and time off for jury and holidays shall be considered as time worked by the employee. Vacation, sick, ETO, and other time off shall not be considered as hours worked and shall not be included in the computing of hours worked

For IBEW represented non-exempt employees, overtime shall be paid in accordance with the bargaining unit's Memorandum of Understanding. ~~is paid at two (2) times the regular pay rate.~~

Exempt employees are not eligible for overtime pay.

Please remember you are not allowed to work overtime unless it has been authorized in advance by your supervisor. Please contact your supervisor if you have questions regarding your overtime eligibility.

Notice to Work Overtime

Overtime hours are provided "as needed" by Tri-Dam and are not guaranteed. Your supervisor will attempt to provide reasonable notice to you if you are needed to work overtime. However, situations may arise when making reasonable notice may not be possible.

An unreasonable refusal to work overtime may lead to discipline and will be taken into consideration during performance reviews and allotting overtime hours in the future.

Approval to Work Overtime

Tri-Dam pays for all overtime that is worked and approved. However, working overtime without prior approval or knowledge from your supervisor is generally prohibited, and may lead to an investigation as to why overtime was worked. Working overtime without prior approval or management's knowledge may lead to curtailing future opportunities to work overtime and/or disciplinary action.

Additional rules regarding overtime apply to IBEW represented employees. Refer to the current MOU for additional information.

7.2 Background Checks

A background check is a process whereby Tri-Dam gathers information from third party sources regarding an applicant's work history. Background checks can include reviewing driving records, criminal convictions, prior employment history, academic history, credit history, and sex offender registries, as well as conducting interviews of persons that know your past.

Background checks help determine an applicant's ability to perform a job specific job function or whether an applicant or employee poses a risk to others that interact with our workplace. Tri-Dam reserves the right to investigate the backgrounds of all applicants, when permitted by applicable law. Tri-Dam also reserves the right to use third parties to perform these investigations.

Please note that Tri-Dam may use information you have previously provided to perform a background check, including, but not limited to, your application for employment, your driver's license, and your social security information.

7.3 Employee References

All inquiries regarding a current or former Tri-Dam employee must be referred to the Finance and Administration Department. Should you receive a request for a reference, whether in writing or orally, you must refer the request to the Finance and Administration Department for handling. You may not issue a reference letter to any current or former employee without the permission of the General Manager.

In response to an outside request for information regarding a current or former Tri-Dam employee, the Finance and Administration Department will verify only an employee's name, dates of employment, and job title. No other data regarding any current or former employee will be released unless the employee authorizes the release of such information in writing. Even with the employee's authorization, Tri-Dam may choose not to release information about any employee.

If, however, you are contacted to give a *personal* reference regarding a current or former Tri-Dam employee, you are permitted to do so but must emphasize to the inquirer that the reference is personal only and not on behalf of Tri-Dam.

7.4 Discipline

When an employee's actions or inactions detract from the success of Tri-Dam, management may invoke disciplinary measures.

Management reserves the right and discretion to determine whether disciplinary measures are invoked, and the level of discipline. Below are some of the disciplinary measures management has the option to choose from when it believes discipline is necessary. Management may choose to use any or none of the steps at its discretion. Management will also endeavor to include coaching and counseling in all instances where disciplinary action is considered necessary. Coaching and counseling may also be a stand-alone form of non-punitive communication to improve job performance or eliminate future questionable behavior.

Warning

A disciplinary warning is a form of discipline and notice that you should discontinue some action or take action immediately. For example, should you fail to follow your supervisor's instructions or violate a provision of this Handbook, you may receive a disciplinary warning. More than one disciplinary warning can lead to a

reprimand, negative evaluation, or even termination.

Supervisors have discretion to offer two types of disciplinary warnings: oral and written. Oral disciplinary warnings are issued orally from a supervisor, without providing a written notice to the employee. However, at his or her discretion, a supervisor can record a verbal warning into writing and place it in your employee file without presenting it to you.

Written disciplinary warnings are warnings that are put into writing and signed by your supervisor. You will have the opportunity to review a written warning and to sign it to acknowledge that you understand it. Written disciplinary warnings are placed in your employment file for future reference.

Note that disciplinary warnings are not a pre-requisite before issuing a reprimand, suspension, or terminating your employment.

Reprimand

A reprimand is a form of discipline that is more serious than a disciplinary warning. A reprimand is a written admonishment for an action taken or not taken. It is signed by management. You will have the opportunity to review a reprimand and to sign it to acknowledge that you understand it. Reprimands are placed in your employment file for future reference.

Whether or not a reprimand is issued is at the discretion of management. No counseling or warning is required on the part of management before a reprimand is issued.

Reprimands are reviewed for determining an employee's contribution to Tri-Dam during evaluations and other important employer decisions.

Suspension without Pay

At management's discretion, employees may be suspended without pay for a period of time as a consequence for an action taken or not taken. During this time, an employee is not permitted to work for Tri-Dam and no wage or salary is provided for the time the employee is suspended. In addition to suspension without pay, a reprimand is placed in the employee's employment file.

Whether or not a suspension without pay is levied is at the discretion of management. No counseling, disciplinary warning or other form of discipline is required on the part of management before a suspension without pay is issued.

In most cases, if an exempt employee is suspended without pay, Tri-Dam will suspend that employee for a full work week.

Suspensions without pay are reviewed for determining an employee's contribution to Tri-Dam during evaluations and other important employer decisions.

Reporting Unfair Discipline

If you believe that you are being disciplined unfairly or in a discriminatory manner, or that your discipline constitutes abuse, including abuse of power, you should report your concerns immediately to the General Manager. You do not have to confront the person who has disciplined you to report unfair discipline.

Good faith reports of abuse of discipline will be managed with the attention they deserve, including investigation of the charges. False reports of abuse can lead to more disciplinary action, up to and including termination of employment.

Note: ~~IBEW~~—Represented employees shall follow the [disciplinary procedures detailed in their current MOU](#). ~~grievance procedure detailed in the current MOU.~~

If you do not feel comfortable reporting to the General Manager, or if you did report and are not satisfied with the response, then you should direct your concerns to the board presidents of both Districts, the Tri-Dam Board of Directors.

7.5 Termination of Employment

Tri-Dam hopes that its relationship with its employees is mutually beneficial for both parties. However, circumstances may occur that require your employment to end. The following are the different termination classifications:

Resignation

A resignation occurs when an employee terminates his or her employment on his or her own accord, and provides reasonable notice to Tri-Dam of his or her intent to resign. Reasonable notice is defined as a written notice of intent to resign as an employee two weeks prior to the date of departure.

Employees that provide two weeks written notice of their resignation may be considered for re-employment with Tri-Dam, so long as their employment record with Tri-Dam is satisfactory. Management has sole discretion in determining whether an employee's record with Tri-Dam is satisfactory.

Layoff

Situations or conditions, economic or otherwise, may require Tri-Dam to lay off employees. Rehiring after a layoff is not guaranteed.

For unrepresented employees, management reserves discretion to select which employees are rehired, and rehiring decisions are generally determined by the needs of Tri-Dam, past record of employment, and seniority. For IBEW represented employees, rehiring decisions are made according to the provisions of the current MOU.

Voluntary Termination

A voluntary termination is when an employee terminates his or her employment without two weeks' notice.

For example, employees who walk off the job without notice will be classified as a voluntary ~~termination.resignation~~. Similarly, employees who do not work when scheduled after two work days, and do not provide reasonable cause for their absenteeism, are considered to have voluntarily terminated their employment.

7.6 Employee Files

Tri-Dam maintains files on present and past employees and applicants. These files are the property of Tri-Dam and are confidential. Access to employee files is limited to 1) Finance and Administration staff as needed during the normal course of their duties, 2) an employee's direct supervisor for purposes of performance reviews or disciplinary action, and 3) other supervisors considering an employee for promotion or transfer into their department. It is strictly prohibited for any other person to review the file of a present or past employee, or an applicant, without first receiving approval from the General Manager.

Reviewing Your File

Employees may review their own file by request to the General Manager. Employees wishing to review their file must review the file in the Administration office and in the presence of a Finance and Administration Department employee. At no time shall any document in an employee's file leave the Finance and Administration Department.

You may request a copy of your file or information within your file. Tri-Dam will provide you with a copy of anything in your employee file that you have signed. Tri-Dam reserves sole discretion to decide whether to provide you with copies of other documents within your employee file.

8.0 Computer Equipment, Internet and Network Usage

To remain competitive, Tri-Dam provides our employees with computers, internet access, and related tools for work. Tri-Dam makes available to our workforce access to computers, e-mail, telephones, voicemail, fax machines, and the Internet.

Tri-Dam encourages the use of these media and associated services for work because they can make communication more efficient and effective, and because they are valuable sources of information about vendors, technology, and new products and services. However, all employees and everyone connected with the organization should remember that electronic media and services provided by Tri-Dam remain the property of Tri-Dam, and are provided only to facilitate Tri-Dam business. All computer users are expected to use these resources in a professional, ethical, and lawful manner.

All Tri-Dam computers, computer related devices, and data are Tri-Dam's property. This includes computer hardware and software, telephones, electronic communication devices, and any and all information received or transmitted through or on Tri-Dam computer equipment, electronic communication devices, systems or accounts, including, but not limited to email, texts, voice mail messages, and stored data. It also includes systems and equipment owned by Tri-Dam and information transmitted using services paid by Tri-Dam.

Limited, occasional, or incidental use of electronic media for personal, non-business purposes is understandable and acceptable; however, all such use should be done in a manner that does not negatively affect system use for business purposes. Employees are expected to demonstrate a sense of responsibility and not abuse this privilege. Tri-Dam reserves the right to review all communications and data transmitted using its systems and to take reasonable steps to regulate the use of systems, including stopping excessive personal use and all inappropriate use.

Electronic Communications

The term "Electronic Communications" refers to any message created or received on an electronic mail system, including, but not limited to, attached text or word processing documents, photographs, spreadsheets, or other data compilations transmitted through a computer or computer system. Electronic device communications include texts, voicemail or other data compilations, including digital images created or received on an electronic communication device. Any email or other electronic device stored on, transferred through, or utilizing Tri-Dam property is considered property of Tri-Dam.

Monitoring and Privacy

Generally, electronic information created and/or communicated by an employee using email, word processing, utility programs, spreadsheets, voicemail, telephones, Internet and similar electronic media is not reviewed by the company. However, Tri-Dam reserves the right to monitor, review, inspect and access all employee electronic files, Internet, email and other electronic communication device activities to determine that the usage is related to the organization's purposes and complies with all policies, practices, and procedures, including policies prohibiting harassment and discrimination.

Employees and persons who interact with Tri-Dam employees should not expect information stored, saved, deleted or transmitted through Tri-Dam's computers or electronic communication devices to be private, including, but not limited to, email messages, text messages, voice mail, digital images, attachments and electronic communications. Employees should expect that Tri-Dam is monitoring or auditing all such communications at any time.

Please note that the use of a password does not ensure employee privacy and confidentiality of any communication.

Harassment and Other Wrongful Behavior

Tri-Dam does not tolerate the transmitting of discriminatory, offensive or unprofessional messages or accessing any Internet sites that are discriminatory, offensive or explicit in nature, including, but not limited to, pornography sites, sites that encourage violence, promote hate or other forms of improper or illegal activities.

Employees and users of Tri-Dam's computers, electronic communication devices, and Internet system are encouraged to notify the General Manager should you need to access questionable sites for organizational purposes.

Employees are responsible for the publication of all emails, texts and other communications to employees including those created on and transmitted on personally-owned devices.

Any violation of the above policy may result in discipline, up to and including termination.

8.1 Information Security

Keeping Tri-Dam's network secure is a priority. To prevent computer viruses from being transmitted through the company's computer system, unauthorized downloading of any unauthorized software, including, but not limited to instant message and remote control programs, is strictly prohibited. Only software registered and/or approved through Tri-Dam may be downloaded. Employees should contact a Tri-Dam technician if they have any questions.

As part of its security, Tri-Dam management may audit its information systems, including reviewing emails, email attachments, websites visited and all other electronic communications. In addition, Tri-Dam requires that every employee:

- Use his or her Tri-Dam computer, other Tri-Dam electronic communication devices, and the Tri-Dam network for business purposes only (with the exception of limited, occasional use discussed in Section 8.0);
- Not copy, sell or distribute any software program without the consent of the General Manager;
- Not download software or add attachments onto Tri-Dam's computer network, electronic communication devices, or database without the consent of the General Manager;
- Not register their Tri-Dam email address with other organizations unless it furthers a business purpose;
- Not forward jokes, lists, attachments or anything else not related to Tri-Dam business, to other employees or to anyone else;
- Not use Tri-Dam's computer, electronic communication devices, or internet system to solicit donations without prior approval;
- Not provide email addresses of fellow employees to persons outside the organization unless for a legitimate business purpose;
- Not disclose or share usernames or passwords except to Tri-Dam's authorized personnel. If a username and/or password is disclosed, you are required to establish a new username and/or password immediately;
- Not open or forward attachments from unknown senders; and
- Not respond to email requests for sensitive information of Tri-Dam, such as credit card numbers, financial information, social security numbers, plans or other confidential information, without first seeking approval from the General Manager, even if the request appears to come from a known outside source.

In addition, employees must respect the confidentiality of other individuals' electronic communications. Except in cases in which explicit authorization has been granted by Tri-Dam management, employees are prohibited from engaging in, or attempting to engage in:

- Monitoring or intercepting the files or electronic communications of other employees or third parties;
- Hacking or obtaining access to systems or accounts they are not authorized to use;
- Using other employee's log-ins or passwords; and
- Breaching, testing, or monitoring computer or network security measures.

No email or other electronic communications can be sent that attempt to hide the identity of the sender or represent the sender as someone else.

Electronic media and services should not be used in a manner that is likely to cause network congestion or significantly hamper the ability of other people to access and use the system.

Anyone obtaining electronic access to other companies' or individuals' materials must respect all copyrights and cannot copy, retrieve, modify or forward copyrighted materials except as permitted by the copyright owner.

Encryption

Employees can use encryption software supplied to them by Tri-Dam technicians for purposes of safeguarding sensitive or confidential business information. Employees using encryption software must provide their supervisor with a sealed hard copy record (to be retained in a secure location) of all of the passwords and/or encryption keys necessary to access the files.

Restriction on Use and Confidentiality

Tri-Dam intends to maintain control over all access to its equipment, systems and information. A user's access to some of Tri-Dam's confidential and proprietary information does not assume the user is authorized to access other information, systems and equipment. Tri-Dam will impose and pursue all disciplinary measures including termination, and pursue all legal recourse, including criminal prosecution, against users who exceed authorized access to information, systems and equipment.

Tri-Dam will seek recourse under The Computer Fraud and Abuse Act (CFAA), 18 U.S.C. 1030 and any other applicable law against any user who accesses Tri-Dam's equipment, systems and information without authorization or who exceeds authorization with the intent to commit fraud.

8.2 Physical Information Security

Tri-Dam requires that employees with Tri-Dam laptop computers and other information storage devices, including cell phones, take certain precautionary measures to secure them from theft.

Prior authorization from the General Manager is required to store confidential or sensitive information (as defined in this Handbook) or private or confidential information about employees or other workplace participants.

When you take any Tri-Dam information storage device outside of the normal Tri-Dam work places, Tri-Dam requires that:

- You maintain proper physical security of the information device at all times. In particular, computers and other information storage devices should not be left in an unattended vehicle;
- You do not allow any unauthorized persons access to the information storage device;
- You do not share your username or password with any person, with the exception of Tri-Dam management or a Tri-Dam technician, or store your username or password on the information storage device;

- You do not dismantle, erase or program a “work around” of any hardware, software or programmed security or authorized protocol of your information storage device; and
- You do not download, upload or install any hardware, software or information security device without authorization and approval from a Tri-Dam technician.

8.3 Cell Phones

Tri-Dam does not discourage cell phone use. However, situations exist in the workplace that requires their prohibition.

For safety, Tri-Dam prohibits the use of cell phones for any reason, including text messaging, during the following work-related activities:

- While operating a moving vehicle unless a voice-operated and hands-free device is used;
- While operating or being in close proximity of heavy, dangerous, or moving machinery; or
- Where use of a cell phone may place yourself or others at risk of injury.

If you receive a call on your cell phone while driving, you are required to safely pull off the road before accepting the call, unless the vehicle is equipped with an approved voice-operated and hands-free device conforming to California vehicle code.

When using your cell phone, please be courteous and speak in an area away from other persons interacting within the workplace.

If your cell phone stores email addresses, phone numbers or other work or private information about other employees or other workplace participants, or if your cell phone contains any other confidential workplace information and is stolen or lost, please report the theft or loss to your supervisor.

Violation of Tri-Dam’s cell phone policy is grounds for disciplinary action, up to and including termination.

8.4 Digital Imaging or Photographic Equipment

For security reasons, Tri-Dam restricts the taking or recording of digital or photographic images for other than Tri-Dam business reasons. Strictly prohibited is the taking of any image (digital or otherwise) of any confidential or proprietary document.

Also strictly prohibited is the taking of any image (digital or otherwise) of employees and other workplace participants while on Tri-Dam property or during the scope of your employment without the consent of Tri-Dam and the person or persons whose image you are taking or photographing. Violation of Tri-Dam’s imaging and photographic policy is grounds for disciplinary action, up to and including termination.

8.5 Social Media

Tri-Dam does not discourage self-expression, including expressing oneself to others via letters to the editor, postings on Internet sites or blogs, videos such as YouTube, social or photography networks such as Facebook, posting on open forums, or speaking during public events (collectively, “Social Media”). Social Media includes interacting with Tri-Dam through Tri-Dam’s website. Your Social Media communications reflect on you and Tri-Dam. Ultimately, you are solely responsible for what you say or post online. Before creating online content, consider some of the risks that are involved. Keep in mind that any of your conduct that adversely affects your job performance, the performance of fellow employees or otherwise adversely affects vendors, suppliers, and other people who work with or on behalf of Tri-Dam may result in disciplinary action, up to and including termination.

Social Media for Personal Purposes

Refrain from using Social Media for personal purposes while on work time. Also, at any time, do not use Tri-

Dam equipment for personal Social Media purposes. Do not use Tri-Dam's email addresses to register on Social Media networks, blogs or other online tools for personal use.

Social Media for Work-related Purposes

You may share information about your work for Tri-Dam such as would be shared in a typical social exchange such as your employer's name, your job title, or your responsibilities.

Additional responsibilities regarding Social Media:

- Do not post inappropriate discriminatory remarks, sexual or other harassment, or threats of violence or similar inappropriate or unlawful conduct. Such content will not be tolerated and may subject you to disciplinary action, up to and including termination;
- Be fair and courteous to fellow employees, vendors, or other people who work on behalf of or with Tri-Dam;
- Make sure you are always honest and accurate when posting information or news, and if you make a mistake, correct it quickly;
- Do not post confidential or proprietary information about Tri-Dam, employees, contractors, vendors, suppliers, or any other person associated with Tri-Dam;
- Do not create a link from your blog, website or other social networking site to Tri-Dam's website without identifying yourself as an employee of Tri-Dam;
- Do not post Tri-Dam's logo, images of co-workers, vendors, or third parties who participate in the workplace, or images of Tri-Dam's premises, property, or equipment, unless prior written authorization is first obtained from the General Manager;
- Do not post anything on the Internet in the name of Tri-Dam or in a manner that could reasonably be attributed to Tri-Dam without prior written authorization from the General Manager; and
- Never represent yourself as a spokesperson for Tri-Dam. If Tri-Dam is a subject of the content you are creating, be clear and open about the fact that you are an employee and make it clear that your views do not represent those of Tri-Dam.

Nothing in this policy shall be interpreted or applied as limiting an employee's right to engage in protected concerted activity as provided by the [Meyers-Milias-Brown Act](#). [National Labor Relations Act](#).

Misinformation Correction

If you become aware of misinformation about Tri-Dam in any form of media, you should communicate that information to the General Manager for a determination of the best response. You are not authorized to correct the misinformation without first discussing the issue with the General Manager.

Employees should not speak to the media on Tri-Dam's behalf without prior authorization from the General Manager. All media inquiries should be directed to the General Manager. Violation of Tri-Dam's social media policy is grounds for disciplinary action, up to and including termination.

8.6 Travel and Expense Policy

The following are Tri-Dam's policies when traveling on official Tri-Dam business:

Conference or Training Registration

Attendance at conferences or training classes must be pre-authorized. Reservations should be arranged through the Finance and Administration Department.

Transportation Expenses

Unless otherwise stated, employees may travel by Project vehicle, personal vehicle and/or commercial airlines in carrying out Project related business.

1. Vehicles:

- Project vehicles should be used for conducting Project business whenever possible. If there are no Project vehicles available or if it is not feasible for a Project vehicle to be used, the employee may use a personal vehicle.
- Employees using personal vehicles shall be reimbursed at the current IRS rate for actual miles driven on Project related business. Employees using personal vehicles must maintain insurance on such vehicle in accordance with applicable laws. Such insurance shall be considered the *primary* carrier.

2. Commercial Air Travel:

- The Project may provide commercial air transportation when air travel is necessary for Project business. Airfare will be provided at coach rates for all employees. Airline reservations should be placed through the Finance and Administration Department. Refundable tickets should be purchased.
- Air transportation must be properly authorized by your immediate supervisor.

3. Local Transportation

- Employees shall be reimbursed for the actual expenses of taxis, buses, rapid transit, and parking fees. The most reasonable form of local transportation should be utilized.
- Depending upon the circumstances, car rentals may be authorized for use while attending overnight long distance business-related events. Car rentals must be authorized in advance and reservations arranged through the Finance and Administration Department when other travel arrangements are made. Collision coverage shall not be purchased. Medical coverage is provided by the Project's benefit plans and should not be purchased through the car rental agency, unless the employee is not covered by the Project's benefit plans.

Lodging Expenses

Actual lodging expenses will be paid or reimbursed by the Project at the single occupancy rate. Lodging reservations should be made by the Finance and Administration Department. Whenever possible, the Project will prepay lodging in order to guarantee reservations.

If travel to and from an event necessitates traveling before 6:00 a.m., the prior night's lodging will be paid or reimbursed. Lodging will be paid or reimbursed for conference-event hotels listed by the conference organizer.

Incidental Expenses

The Project will not reimburse for incidental expenses, such as snacks, movies, laundry, etc.

Telephone

Business related telephone expenses will be reimbursed. The Project will reimburse up to \$5.00 per day for personal telephone expenses when traveling on Project business.

Tips / Gratuities

Employees should follow generally accepted guidelines when tipping (approximately 15 to 17.5 percent). Tip expenses will be reimbursed with a receipt or notation on credit card receipt.

Meals

Meals shall be paid or reimbursed at the following limits while an employee is traveling on Project-related business:

Breakfast	up to \$10.00
Lunch	up to \$15.00
Dinner	up to \$30.00

Meal rates are limits, not allowances, employees are to claim the actual amount spent up to the limit. There is no per diem allowance for meals. Special circumstances will be required to justify reimbursement of amounts exceeding the above.

In order to be eligible for meal reimbursement, the following criteria must be met:

- For Breakfast – you must have started traveling prior to 7 a.m. or have stayed overnight.
- For Lunch – you must have started traveling prior to 11 a.m. or have stayed overnight. If travel ends prior to noon, lunch expenses will not be eligible for reimbursement.
- For Dinner – you must have started traveling prior to 4 p.m. or have stayed overnight. If travel ends prior to 6 p.m., dinner expenses will not be eligible for reimbursement.

The Project does not pay for or reimburse for alcoholic beverages at any time.

Cancellation of Scheduled Activity

In the event of cancellation of a business activity that affects scheduled commercial travel, pre-registered hotel reservations and seminar registrations, the General Manager's office must be notified immediately so that cancellation and the return of fees can be processed.

Employees will be responsible to reimburse the Project for non-refundable commercial travel, pre-registered hotel reservations and seminar registrations as a result of non-emergency circumstances.

Spousal expense

Spouses who attend authorized seminars and conventions may have their travel reservations booked by the Project. The employee of the spouse will be invoiced immediately for the cost of spouse travel. The Project does not reimburse for employee spouse expenditures.

Promotional awards (frequent flyer miles, vouchers, travel awards, etc.)

Free airline vouchers or other awards for free travel, free hotel stays, or free rental car awards shall be turned into the Project for future Project business related trips. Please note that this list is not all-inclusive, but merely the more common promotional awards.

Substantiation Requirements

Upon completion of travel, employees must complete an expense reimbursement form and submit it to their supervisor for approval. Only approved expenses will be reimbursed.

All expenditures submitted for reimbursement must be documented with an itemized receipt (a credit card signature slip is not an itemized receipt). If a receipt is requested from a vendor and the vendor cannot provide a receipt (i.e. taxi or bus fare), a document must be provided and signed by the employee showing vendor name, date and amount of purchase.

END OF HANDBOOK

Acknowledgment

I have read, understand, and agree to comply with the foregoing policies, rules, and conditions contained in this employee Handbook. I understand that I have no expectation of privacy when I use any of Tri-Dam's telecommunication equipment or services. I am aware that violation of any of the policies contained in this Handbook may subject me to disciplinary action, including termination from employment, legal action and criminal liability. I further understand that this handbook can be amended at any time.

~~The handbook was also reviewed with HR during my new hire orientation, including a detailed review of:~~

- ~~3.1 — Discrimination~~
- ~~3.2 — Tri-Dam's Harassment and Complaint Procedure~~
- ~~4.6 — Illness, Injury and Recovery Leave (Sick Leave)~~
- ~~4.20 — Short Term Disability~~
- ~~4.21 — Long Term Disability~~
- ~~4.22 — Workers Compensation~~
- ~~4.23 — State Disability Insurance~~
- ~~4.24 — State Paid Family Leave~~

Dated: _____

[Printed name of employee] _____

[Signature of employee] _____

RESOLUTION

TDP 2018.07

Tri-Dam Project Meeting

Date: November 15, 2018

To: Board of Directors

From: Susan Larson

Re: Tulloch Day Use Recreation Site

Staff is working on obtaining the development approvals to construct the Tulloch Day Use Recreational site located at 7430 O'Byrnes Ferry Road. The County has requested that Tri-Dam submit a Planned Development application given that the subject property is zoned (C2-PD) General Commercial-Planned Development. A marina/park is a permitted use within this zone, and the Planned Development combining zone would allow the County to review the design elements of the proposed day use recreation facility.

The County accepted the application for filing, but given that Tri-Dam is a public agency, and not a private party, they have asked that the Board approve a resolution authorizing Tri-Dam Staff, specifically General Manager Ron Berry to sign the application and to perform related tasks associated with obtaining the approvals.

Action:

Discussion and possible action to approve Resolution 2018-07 authorizing staff to proceed with the County's application process and development of the O'Byrnes Ferry Road Tulloch Recreation site.

**TRI-DAM PROJECT
RESOLUTION NO. TDP 2018-07**

**RESOLUTION OF THE JOINT BOARD OF DIRECTORS OF THE
OAKDALE IRRIGATION DISTRICT AND THE SOUTH SAN JOAQUIN
IRRIGATION DISTRICT CONDUCTING BUSINESS OF THE TRI-DAM
PROJECT**

**RESOLUTION REGARDING PLANNED DEVELOPMENT APPLICATION
FOR THE TULLOCH RESERVOIR DAY USE RECREATION SITE**

WHEREAS, Oakdale Irrigation District and South San Joaquin Irrigation District, operating as the Tri-Dam Project ("Tri-Dam"), are the owners of hydro-electric power generation facilities, including dams, penstocks, spillways, reservoirs and related facilities; and

WHEREAS, part of the Federal Energy Regulatory Commission's license for the Tulloch Project includes an approval to install a public access day-use recreational facility on the north shore of Tulloch Reservoir; and

WHEREAS, the County of Calaveras has indicated that processing of a Planned Development Application is desired for the project; and

WHEREAS, the Federal Energy Regulatory Commission has adopted an order approving a reservoir recreation plan for a public day-use recreational facility at this location and has directed Tri-Dam to proceed with the implementation of the day-use facility.

NOW, THEREFORE, BE IT HEREBY RESOLVED THAT:

1. The Joint Board of Directors of the Oakdale Irrigation District and the South San Joaquin Irrigation District, conducting business of the Tri-Dam Project hereby authorizes and directs General Manager Ron Berry to sign the County's Planned Development Application and all related documents and do all things necessary and proper to complete the application process.

2. This resolution and its directives shall be effective upon the date of its adoption.

PASSED AND ADOPTED this 15th day of November 2018 by the Joint Board of Directors of the Oakdale Irrigation District and the South San Joaquin Irrigation District, conducting business of the Tri-Dam Project by the following vote:

OAKDALE IRRIGATION DISTRICT

AYES:

NOES:

ABSENT:

OAKDALE IRRIGATION DISTRICT

Thomas D. Orvis, President

Steve Knell, Secretary

SOUTH SAN JOAQUIN IRRIGATION DISTRICT

SOUTH SAN JOAQUIN IRRIGATION DISTRICT

Dale Kuil, President

Peter M. Rietkerk, Secretary

**PURCHASE
AUTHORIZATIONS**

PURCHASE AUTHORIZATION

Date: November 15, 2018
Item Number: 2018.11.01

SUBJECT: REVIEW AND APPROVE PAPÉ MACHINERY QUOTE FOR SNOW PLOW

RECOMMENDED ACTION: Approve attached Papé Machinery quote for hydraulic angle snow plow blade
(first line item only)

BACKGROUND AND/OR HISTORY:

In the past snow has been plowed using the 1988 Ford L8000 dump truck which is now being sold as surplus due to noncompliance with the State of California Air Carb Laws. This snowplow would be used on the new John Deere 444 loader purchased earlier this year to plow the Beardsley Road 5N01. By purchasing this quick change plow unit for the new loader, Tri-Dam is saving the cost of replacing the 1988 Ford L8000.

FISCAL IMPACT:

- Not budgeted

ATTACHMENTS:

- See quote from Papé Machinery

Board Motion:

Motion by: _____ **Second by:** _____

Action(s) to be taken:

11-7-18 Good for 30 Days



Tri – Dam Project

10 ft Henke Helper hydraulic angle snow plow With JRB 416 quick tach for a JD 444K loader Estimated lead time 30-45 days	\$ 15,782.00
PSM 60 X 72 inch tine Forks with JRB 416 QC for JD 444K loader Estimated lead time 1-2 weeks	\$ 4,561.00
Single Ripper Shank with pins for a JD 135 excavator Lead time is 8-10 Weeks	\$ 4,664.00
48 inch dig bucket with pins for a JD 135 excavator 8-10 weeks lead time	\$ 5,470.00

All estimates include shipping and are without tax

Albert Bogetti
Papé Machinery,
(209) 944-1002

www.papemachinery.com
Phone 209-983-8122
Fax 209-983-1105

Papé Machinery, Inc.
8621 S El Dorado St
French Camp Ca 95231



HITACHI

Air Burners, LLC • Breaker Technology, Inc.
Dynapac • Tigercat • Trail King Industries • Morbark

STANISLAUS RIVER BASIN PLAN

STAFF REPORTS

GENERAL MANAGER'S REPORT
TRI-DAM PROJECT
of the
Oakdale & South San Joaquin Irrigation Districts
Board of Directors Meeting
November 15, 2018

Safety

- 1153 Days without a lost time or disabling injury or avoidable auto accident.

Project Activities

- Staff has been preparing the 2019 draft budget to present to the board in November.
- GM Berry and Finance Manager Dodge continue to work on our Donnells generator thrust bearing insurance claim.
- GM Berry and staff met with PG&E and NCPA to discuss 2018 transmission outages and schedule 2019 outages.
- GM Berry and Finance Manager Dodge are working with counsel reviewing, revising Tri-Dam's Employee Handbook, and other policies for discussion and acceptance at the board in November.
- GM Berry and staff will be assessing Goodwin Dam gates and operators on the Northside. TDP has contacted SEWD with the hope of utilizing their dive team to evaluate the Northside gates and slide channels while TDP and Bay Valve assess the gate operators.

Tulloch Reservoir

- GM Berry and Ms. Larson are working with HDR on completing and submitting Tulloch Recreation Day Use plans to Calaveras County as part of the permitting process.
- GM Berry is reviewing the current permitting process for docks.
- Susan Larson continues to report to GM Berry with updates to FERC required conditions of our license.
- GM Berry and Susan Larson are working with attorneys concerning the house on Lake Tulloch with the slide.
- Staff continues to process permits as they are received.

FERC and Related Proceedings

- Staff continues to submit reports and respond to FERC information requests to meet compliance requirements in FERC license conditions at Donnells, Beardsley, and Tulloch.

Other Noteworthy Activities

- Next Advisory Committee meeting scheduled for Monday **December 3, 2018**
- Operations staff continues close coordination with Silicon Valley Power (SVP) and PG&E concerning generation scheduling and water management.

- 2018 Annual Hydro Related Conferences:
California Cooperative Snow Survey meeting November 13-15, 2018
ACWA fall conference in San Diego November 27- 30, 2018
Tri-Dam annual training December 6, 2018

Tri-Dam Project Meeting

Date: November 15, 2018
To: Board of Directors
From: Troy Hammerbeck
Re: Maintenance Report

Tulloch

- Weekly tree inspections per FERC.
- Yard work cottage #1.
- Remove gate actuators #1 & #2 on upper joint main for rebuild.

Beardsley

- Started annual maintenance.

Donnells

- Completed standby generator install.

Sandbar

- Started annual maintenance.

Misc.

- Completed services to all standby generators.
- Service vehicles and equipment.

Tri-Dam Project Meeting

Date: November 15, 2018
To: Board of Directors
From: Brian Belitz
Re: Operations Report

Reservoir Data (A/F)

<u>Facility</u>	<u>Storage</u>	<u>Storage Change</u>	<u>Acre-Feet Used</u>	<u>Spill/Bypass</u>
Donnells	33,156	-17,278	18,892	1,474
Beardsley	42,643	7,327	12,062	1,103
Tulloch	55,228	-4,996	59,803	0
New Melones	1,756,323	-28,580	55,503	0

Operations Report

Donnells generator remained online for the entire month of October. (744 hours, 0 minutes).

Beardsley generator separated from the grid at 0801 on 10/21/18 for annual maintenance. (488 hours, 1 minutes).

Sandbar generator separated from the grid at 0801 on 10/21/18 for annual maintenance. (488 hours, 1 minutes).

Tulloch generators stayed online the entire month of October (744 hours, 0 minutes).

New Melones Inflow:

The total inflow to New Melones as of October 31st was 32,117 A/F.

District Usage:

Total District usage for the water year 2018/19 through October 31st was approximately 19,042 A/F.

Precipitation:

Total for the month was 0.00 inches.

Other Activities:

- Completed Dam Deflections Surveys for BDM, DDM and the A-bay
- PG&E line outage to construct ring bus at Miwuk from 10/21/18 to 11/2/18 was disapproved by CAISO
- OID finished irrigation season on 10/31/18

BEARDSLEY PRECIPITATION

YEAR	JUL	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	TOTAL
1958-59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.40	1.39	1.40	1.04	0.00	11.23
1959-60	0.00	0.03	3.09	0.00	0.00	1.92	5.74	8.38	4.68	2.45	0.35	0.00	26.64
1960-61	0.05	0.00	0.44	0.63	5.33	2.43	1.60	3.04	4.96	1.49	1.84	0.29	22.10
1961-62	0.21	1.12	0.77	0.70	3.39	2.98	2.04	15.32	6.13	1.12	1.04	0.02	34.84
1962-63	0.30	0.16	0.35	2.98	1.05	2.66	5.91	8.37	6.08	8.24	3.70	0.74	40.54
1963-64	0.00	0.44	0.59	2.63	7.81	0.81	5.84	0.21	3.02	2.01	2.44	1.64	27.44
1964-65	0.00	0.00	0.34	2.08	7.40	17.93	5.90	1.34	2.44	5.27	0.32	0.29	43.31
1965-66	0.00	1.47	0.60	0.47	12.38	4.59	1.68	2.33	1.00	2.39	0.43	0.10	27.44
1966-67	0.13	0.00	0.28	0.00	7.55	8.48	8.77	0.67	10.02	10.25	2.04	1.05	49.24
1967-68	0.00	0.39	0.90	0.54	2.47	3.35	4.94	4.81	3.48	0.73	1.44	0.02	23.07
1968-69	0.10	0.65	0.00	2.12	6.22	8.28	19.45	8.35	1.88	3.39	0.21	0.39	51.04
1969-70	0.00	0.00	0.55	3.41	2.98	6.46	17.06	3.11	3.43	2.50	0.00	3.17	42.67
1970-71	0.00	0.00	0.00	0.91	10.71	8.44	2.83	1.16	4.87	1.49	1.80	0.77	32.98
1971-72	0.00	0.02	0.29	1.22	6.22	10.31	2.39	2.78	1.01	4.03	0.10	1.62	29.99
1972-73	0.00	0.58	0.17	1.85	6.27	5.57	12.08	12.06	5.31	1.11	0.72	0.74	46.46
1973-74	0.05	0.18	0.07	3.65	9.88	9.10	5.08	1.84	8.18	5.15	0.02	0.07	43.27
1974-75	2.57	0.10	0.00	2.82	2.38	4.95	4.25	10.16	9.90	5.41	0.84	0.63	44.01
1975-76	0.03	2.02	0.15	6.75	2.04	0.74	0.49	3.03	2.66	2.42	0.91	0.05	21.29
1976-77	0.10	2.43	1.00	0.93	1.54	0.24	2.50	2.68	2.06	0.25	4.65	0.38	18.76 RECORD LOW
1977-78	0.00	0.00	0.58	0.24	4.76	9.72	10.85	8.31	8.67	7.97	0.19	0.23	51.52
1978-79	0.08	0.00	3.98	0.07	3.17	4.43	8.45	7.60	6.05	1.86	2.88	0.02	38.59
1979-80	0.17	0.03	0.00	4.66	4.63	5.22	14.62	13.03	3.61	3.09	4.33	0.77	54.16
1980-81	0.43	0.02	0.03	0.71	0.58	3.04	8.05	2.69	6.26	1.67	1.42	0.00	24.90
1981-82	0.06	0.00	0.15	5.27	8.76	8.39	6.08	8.08	11.23	8.19	0.12	1.34	57.67
1982-83	0.03	0.02	4.02	8.78	11.30	7.32	10.83	14.34	12.86	6.29	0.74	0.12	76.65 RECORD HIGH
1983-84	0.01	0.09	3.86	1.35	16.44	12.75	0.27	5.51	3.56	2.70	0.84	1.31	48.69
1984-85	0.00	0.05	0.73	3.97	10.28	2.58	1.52	3.13	5.84	0.86	0.07	0.28	29.31
1985-86	0.30	0.12	2.64	3.09	7.71	4.52	4.70	21.98	8.43	2.37	1.58	0.00	57.44
1986-87	0.02	0.00	2.18	0.00	0.49	0.73	3.42	5.89	5.21	0.79	1.63	0.15	20.51
1987-88	0.00	0.00	0.00	2.19	2.22	5.79	5.42	0.88	0.73	3.15	1.66	0.79	22.83
1988-89	0.00	0.00	0.05	0.07	6.96	4.29	1.45	2.73	10.08	1.41	0.74	0.02	27.80
1989-90	0.00	0.33	3.28	4.30	3.02	0.00	4.75	3.40	2.75	1.66	3.46	0.21	27.16
1990-91	0.00	0.11	0.59	0.41	1.62	1.30	0.40	1.79	16.08	1.74	2.54	1.54	28.12
1991-92	0.17	0.10	0.32	5.54	2.32	3.10	1.97	7.68	4.58	0.45	0.45	1.66	28.34
1992-93	3.26	0.35	0.00	3.05	0.44	9.61	12.19	8.74	6.29	2.07	1.24	2.43	49.67
1993-94	0.00	0.00	0.00	1.25	2.11	1.97	2.93	7.08	0.86	3.71	2.22	0.00	22.13
1994-95	0.00	0.00	0.77	2.82	7.92	3.68	18.32	1.14	18.76	6.98	6.72	1.02	68.13
1995-96	0.05	0.00	0.00	0.00	0.35	9.13	10.32	11.17	6.81	3.94	5.51	1.24	48.52
1996-97	0.05	0.01	0.23	2.55	7.14	16.19	18.16	0.80	0.53	0.82	0.51	1.24	48.23
1997-98	0.17	0.00	0.33	1.39	4.99	3.70	12.86	16.30	6.69	4.94	6.46	1.35	59.18
1998-99	0.00	0.00	2.84	0.49	5.12	3.13	8.93	9.71	2.63	3.03	1.28	1.03	38.19
1999-00	0.00	0.13	0.18	1.05	3.51	0.51	11.68	14.13	2.58	3.70	2.72	1.06	41.25
2000-01	0.00	0.07	0.96	3.17	1.01	1.59	4.69	4.70	3.08	5.39	0.00	0.07	24.73
2001-02	0.02	0.00	0.60	1.17	6.97	9.75	2.56	2.13	6.88	2.29	2.02	0.00	34.39
2002-03	0.00	0.00	0.09	0.00	7.42	11.17	1.12	3.50	3.81	9.36	2.69	0.00	39.16
2003-04	0.09	1.32	0.06	0.00	2.88	9.97	2.79	8.52	1.07	0.17	0.55	0.02	27.44
2004-05	0.02	0.00	0.19	7.66	2.93	6.67	10.52	6.95	9.35	3.35	5.76	0.80	54.20
2005-06	0.00	0.11	0.71	1.70	3.34	17.72	7.75	5.26	10.14	10.55	1.97	0.10	59.35
2006-07	0.08	0.00	0.01	1.53	3.56	5.25	2.08	8.70	1.30	2.61	1.33	0.10	26.55
2007-08	0.01	0.17	0.34	1.02	0.95	5.01	10.15	6.69	0.87	0.26	2.85	0.00	28.32
2008-09	0.00	0.00	0.00	1.65	6.17	5.08	5.88	6.98	6.78	1.97	3.37	0.79	38.67
2009-10	0.00	0.10	0.00	4.37	1.31	5.89	7.97	5.86	4.92	6.66	3.65	0.06	40.79
2010-11	0.00	0.00	0.00	8.67	7.15	14.21	2.15	5.76	15.22	1.94	2.94	3.21	61.25
2011-12	0.00	0.00	1.56	3.13	1.77	0.00	6.25	1.62	5.96	4.76	0.37	0.92	26.34
2012-13	0.00	0.00	0.00	1.27	5.78	12.56	0.64	0.93	3.26	1.11	1.48	0.80	27.83
2013-14	0.00	0.00	0.72	0.56	1.80	1.22	1.59	9.23	6.17	3.43	0.98	0.05	25.75
2014-15	0.52	0.03	1.03	0.15	3.72	7.25	0.13	4.49	0.43	3.08	2.75	0.80	24.38
2015-16	0.39	0.00	0.11	2.26	5.36	9.74	9.53	1.74	9.19	3.13	1.82	0.34	43.61
2016-17	0.00	0.00	0.00	7.26	3.19	8.30	22.25	20.47	5.49	8.06	0.59	0.46	76.07
2017-18	0.00	0.09	1.44	0.50	7.34	0.42	5.20	0.76	14.50	3.70	1.02	0.00	34.97
2018-19	0.00	0.00	0.00	1.92									1.92 Current Year
Average	0.16	0.21	0.74	2.25	4.82	5.97	6.61	6.27	5.77	3.47	1.84	0.65	38.84
2017-18 +/-	(0.16)	(0.21)	(0.74)	(0.33)	(4.82)	(5.97)	(6.61)	(6.27)	(5.77)	(3.47)	(1.84)	(0.65)	(36.92)

ANNUAL AVERAGE 38.84

INCHES +/- ANNUAL AVERAGE (36.92)

Tri-Dam Project Meeting

Date: November 15, 2018
To: Board of Directors
From: Brian Belitz
Re: Safety and Environmental Report

SAFETY:

- Scheduled Confined Space Rescue Training for 11/27/18, 12/4/18 & 12/5/18
- Provided site specific Compressed Gas and Electrical Safety training
- Attended a Preseason Flood Coordination meeting on 10/11/18

SAFETY DATA	MONTHLY TOTALS	YTD/TOTALS	12 MONTH ROLLING AVERAGE
Recordable Injury Rate	0	0.00	0.00
Recordable Injuries	0	0	0
Days Worked Since Last Recordable Injury	31	1143	N/A
Day Worked Without a Lost Time Accident	31	1148	N/A
Employee Hours Worked (Plant + Temp)	4082.25	41129.50	50414.50
Number of Safety Event Reports Submitted	0	0	N/A
% of Online Training Completed	0.00%	0.00%	N/A
% of Site-Specific Training Completed	22.00%	48.84%	N/A

ENVIRONMENTAL:

- Completed two day fish population survey on 10/23/18
- Verified all environmental inspections are being performed
- Started pulse flows on 10/16/18 and they will end on 11/14/18 in accordance with Appendix 2E

ENVIRONMENTAL DATA	MONTH	YTD TOT/AVG	LIMIT/GOAL
Notice of Violation (NOVs)	0	0	0
Deviation from Regulatory Requirements	0	0	0
Environmental Incidents (e.g., non-reportable spill)	0	0	0

Tri-Dam Project Meeting

Date: November 15, 2018
To: Board of Directors
From: Susan Larson
Re: Regulatory Affairs/Compliance Report

FERC Compliance

- Working on FERC Tulloch Recreation public day use site. Submitted Planned Development permit application to Calaveras County.
- Continuing follow up with DSOD on Beardsley A-bay maintenance project, finalizing the Notice of Exemption for filing with Tuolumne County and OPR (State Office of Planning & Research). Also working on submittal applications for the US Army Corps of Engineers, Regional Water Quality Control Board and California Department of Fish & Wildlife with consultants.
- Continuing work on Beardsley cultural resources project with HDR, and on the required 2018 monitoring for all facilities required by license provisions.

Permit and Other Assignments

- Working on the Tulloch surplus property follow up, and agency notification.
- Tyler litigation coordination and review/update documents as needed.
- Work on permits, site review and compliance questions for various properties at Tulloch. Respond to daily inquiries from the public.
- Coordination of information with landowners regarding reservoir levels.
- Permits, inspections and file documentation.
- FEMA reimbursement follow-up.
- Working on permit file updates, cataloging and document organization.

GENERATION REPORT



Tri-Dam Project Generation & Revenue Report 2018

	Donnells				Beardsley			Tulloch			Project Total		
	Average Generation (1958-2017)	2018 Net Generation (kWh)	Avoided Generation (kWh)	2018 Energy Revenue	Average Generation (1958-2017)	2018 Net Generation (kWh)	2018 Energy Revenue	Average Generation (1958-2017)	2018 Net Generation (kWh)	2018 Energy Revenue	Average Generation (1958-2017)	2018 Net Generation (kWh)	2018 Energy Revenue
JAN	17,405,814	16,440,507	-	\$1,183,717	3,143,628	3,535,221	\$254,536	4,251,358	5,503,490	\$396,251	24,800,800	25,479,217	\$1,834,504
FEB	17,340,980	10,547,315	-	\$759,407	2,941,779	2,086,227	\$150,208	4,975,579	7,984,954	\$574,917	25,258,337	20,618,496	\$1,484,532
MAR	23,385,784	4,163,145	-	\$299,746	3,602,497	2,490,886	\$179,344	7,634,665	4,342,220	\$312,640	34,622,946	10,996,251	\$791,730
APR	32,148,154	4,009,493	1,019,220	\$362,067	4,681,257	6,889,911	\$496,074	10,742,874	14,900,224	\$1,072,816	47,572,285	25,799,628	\$1,930,957
MAY	41,746,950	9,368,103	871,870	\$737,278	5,758,684	8,254,094	\$594,295	12,032,967	18,015,440	\$1,297,112	59,538,601	35,637,637	\$2,628,685
JUN	43,239,822	1,467,881	-	\$105,687	6,311,532	7,808,578	\$562,218	12,034,298	15,116,011	\$1,088,353	61,585,652	24,392,470	\$1,756,258
JUL	36,662,848	23,341,553	-	\$1,680,592	6,603,124	8,212,895	\$591,328	12,607,319	12,720,498	\$915,876	55,873,291	44,274,945	\$3,187,796
AUG	27,789,309	14,334,606	-	\$1,032,092	6,268,321	6,355,411	\$457,590	11,852,234	12,831,793	\$923,889	45,909,864	33,521,810	\$2,413,570
SEP	20,385,274	3,664,763	-	\$263,863	5,266,138	2,666,569	\$191,993	8,567,790	9,167,368	\$660,051	34,219,203	15,498,699	\$1,115,906
OCT	12,572,067	23,031,600	-	\$1,658,275	3,788,231	1,591,593	\$114,595	4,617,929	7,435,845	\$535,381	20,978,227	32,059,037	\$2,308,251
NOV	12,061,580	-	-	\$0	2,814,056	-	\$0	2,484,366	-	\$0	17,360,002	-	\$0
DEC	14,472,739	-	-	\$0	3,747,474	-	\$0	3,319,982	-	\$0	21,540,195	-	\$0
Total	299,211,320	110,368,964	1,891,090	\$8,082,724	54,926,721	49,891,383	\$3,592,180	95,121,361	108,017,844	\$7,777,285	449,259,403	268,278,191	\$19,452,188

Note: 2018 Price per MWh is \$72.00

2019 Price per MWh is \$75.00

Tri-Dam Power Authority - Sand Bar

	Average Generation (1987-2017)	2018 Net Generation (kWh)	2018 Energy Revenue	PG&E Coordination Payment	Total Revenue
JAN	4,653,080	4,991,459	\$359,385	\$0	\$359,385
FEB	4,005,658	2,115,982	\$152,351	\$0	\$152,351
MAR	5,357,317	3,203,619	\$230,661	\$0	\$230,661
APR	6,779,865	9,786,475	\$704,626	\$0	\$704,626
MAY	7,955,373	11,469,502	\$825,804	\$0	\$825,804
JUN	8,800,176	10,807,607	\$778,148	\$0	\$778,148
JUL	9,123,143	11,554,681	\$831,937	\$0	\$831,937
AUG	8,508,340	8,593,318	\$618,719	\$0	\$618,719
SEP	7,163,815	2,752,517	\$198,181	\$0	\$198,181
OCT	5,054,929	1,619,540	\$116,607	\$0	\$116,607
NOV	3,164,291	-	\$0	\$0	\$0
DEC	5,701,490	-	\$0	\$0	\$0
Total	76,267,477	66,894,701	\$4,816,418	\$0	\$4,816,418

WESTERN PRICE SURVEY

[9] BC Natural Gas Flows Ramping Up

The return of Canadian natural gas imports to the Northwest resulted in lower energy prices throughout the region.

Enbridge announced repairs were completed Oct. 31 on its 36-inch transmission pipeline near Prince George, British Columbia that ruptured Oct. 9, and it is returning the line to service.

The TSouth system, which will operate at 80 percent of its normal pressure, will deliver between 820 and 900 MMcf/day of natural gas into British Columbia and the Pacific Northwest, according to Enbridge. Deliveries to northwest Washington power plants have been roughly 200 MMcf/d since the incident, according to the U.S. Energy Information Administration.

Sumas natural gas values fell \$3.46 in Oct. 25 to Nov. 1 trading, ending at \$4.09/MMBtu. The hub had reached a high of \$14.12/MMBtu Oct. 29.

Warmer weather didn't lend support for energy prices, according to the EIA. Western natural gas values dropped between 2 cents and as much as \$3.46 in trading. SoCal CityGate fell \$1.05 to \$4.67/MMBtu and El Paso-San Juan Basin lost \$1.13, ending up at \$2.20/MMBtu.

Meanwhile, Western daytime power values dropped between \$2.35 and as much as \$15.55 in Oct. 25 to Nov. 1 trading. Mid-Columbia lost the most value, falling 31 percent week over week to \$37.50/MWh.

Off-peak prices generally followed suit, with Northwest hubs losing the most value. Mid-C nighttime power fell \$11.15 to end at \$27/MWh. South of Path 15 was the exception, adding \$3.95 to end at \$41.30/MWh.

California Independent System Operator demand reached 29,927 MW Oct. 26, which should be the week's high. Total renewables on the CAISO grid reached 12,309 MW Oct. 29, supplying roughly 42 percent of demand. Solar generation reached 8,981 MW Oct. 26, fulfilling roughly 30 percent of demand.

In October, average natural gas prices were generally higher compared with prices in October 2017 (see "Price Trends," next page). The average high peak price at Henry Hub was \$3.37/MMBtu, 36 cents more than in 2017.

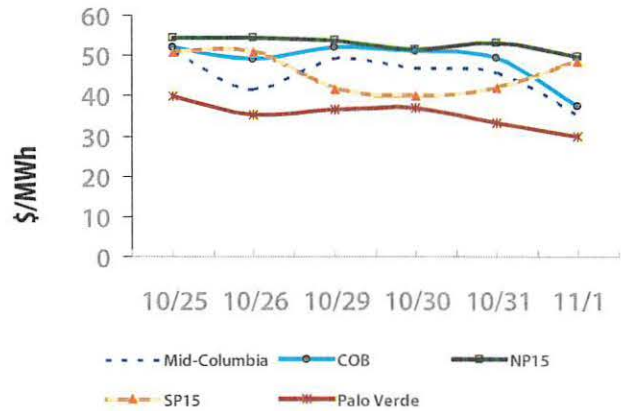
Western hub prices in October were roughly a dollar more year over year, save for Southern California Border natural gas, which was 50 cents less at \$3.49/MMBtu.

Average Western power prices in October 2017 were propelled by heat extremes, which sent SP15 daytime power to \$120.90/MWh. In 2018, values at California hubs were between \$50.30 and as much as \$70.25 less than the average prices recorded in 2017. Northwest power prices in 2018 following gas-import supply disruptions. California-Oregon Border prices were \$41.25 higher, at \$110/MWh, and Mid-C was \$72.74 higher than 2017 at \$109.20/MWh.

-Linda Dailey Paulson

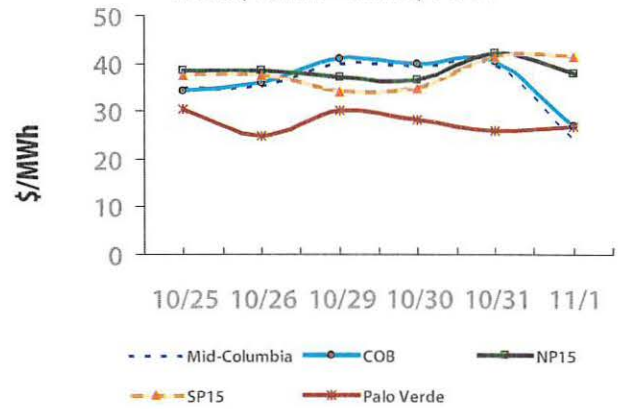
Average Peak Power Prices

Thurs., 10/25 - Thurs., 11/01



Average Off-Peak Prices

Thurs., 10/25 - Thurs., 11/01



Average Natural Gas Prices (\$/MMBtu)

	Th., 10/25	Tue., 10/30	Th., 11/01
Henry Hub	3.31	3.22	3.32
Sumas	7.55	7.35	4.09
Alberta	0.45	0.53	0.43
Malin	3.22	3.12	3.00
Opal/Kern	3.17	3.07	2.96
Stanfield	3.18	3.07	2.96
PG&E CityGate	4.01	3.87	3.69
SoCal Border	3.25	2.97	3.05
SoCal CityGate	5.72	4.51	4.67
EP-Permian	1.99	1.59	1.57
EP-San Juan	3.33	1.58	2.20

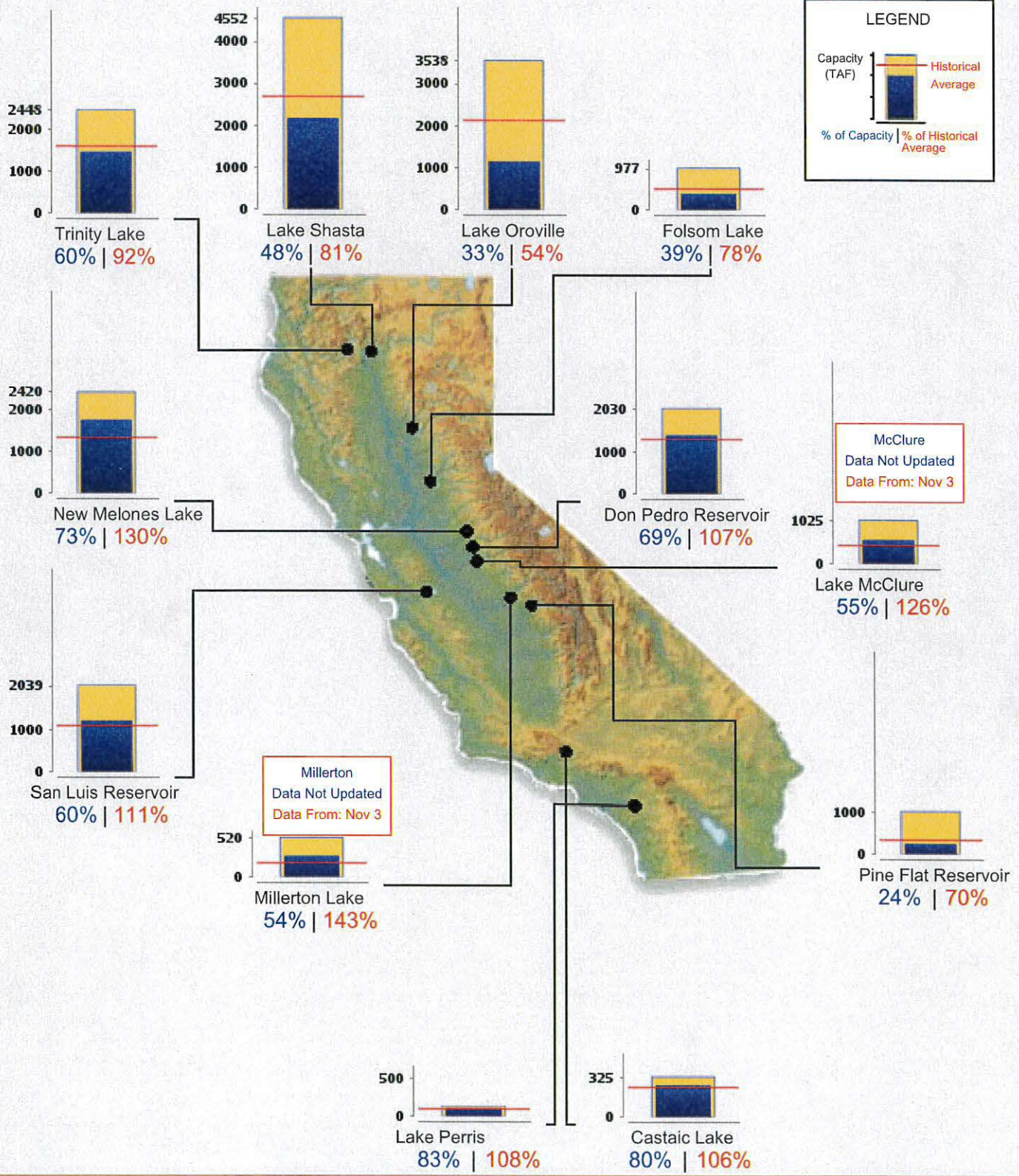
Power/gas prices courtesy Enerfax



Reservoir Conditions

Ending At Midnight - November 4, 2018

CURRENT RESERVOIR CONDITIONS



FISHBIO



November 5, 2018

Tri Dam Project
Ron Berry
P.O. Box 1158
Pinecrest, CA 95364

Re: October 2018 Invoices

Dear Mr. Berry:

Enclosed are invoices for consulting services provided by FISHBIO during October. Services provided for each project are summarized below.

Lifecycle monitoring

Weir monitoring continued through October, and more than 3,000 salmon have migrated through the weir so far this season. More information is provided in the enclosed San Joaquin Basin Field Report.

Redd surveys were conducted opportunistically during October during brief periods between peaks in pulse flows. Peak spawning typically occurs in mid-November.

Publications

During October we completed edits to the outmigration manuscript based on comments received during peer review, and the manuscript was re-submitted for publication. We also resumed work on the *O. mykiss* abundance manuscript.

Non-Native Investigation/ Predator Study

During October we conducted additional analyses requested by CDFW to support our recommendation for minor changes to the sampling design to estimate predator abundance during 2019. These results and the proposed sampling modification were discussed during a call with the technical team on October 24. Leading up to this meeting CDFW had internal discussions regarding predator removal and decided that removed individuals must be re-located. CDFW Region 4 staff are completing a long questionnaire that is required to permit this activity and are reaching out to us as needed for information that may not have already been made available. Woodward Reservoir has been identified as the primary target for relocation given its proximity to the Stanislaus River, isolation from other waterbodies, and interest of the local Fish and Game Commission in stocking bass in the reservoir for recreational angling.



Consulting

During October we provided a tour of the Stanislaus River weir for the Acting Administrator of the EPA (Andrew Wheeler), the Regional Director of EPA (Michael Stoker), and Representative Jeff Denham. Discussion during the tour was focused on key findings from the Districts' research and monitoring program relative to current and proposed management actions.

Budget Summary

2018	<i>Life-cycle Monitoring</i>	<i>Publications</i>	<i>Consulting</i>	<i>Non-natives</i>	TOTAL
<i>Jan</i>	\$46,281.69	\$9,165.00	\$15,005.00	\$19,365.00	\$89,816.69
<i>Feb</i>	\$36,205.17	\$18,890.00	\$235.00	\$8,213.61	\$63,543.78
<i>Mar</i>	\$51,978.42	\$7,225.00	\$1,160.00	\$2,788.92	\$63,152.34
<i>Apr</i>	\$30,030.53	\$3,940.00	\$165.00	\$19,187.73	\$53,323.26
<i>May</i>	\$34,864.56	\$-	\$780.00	\$44,757.55	\$80,402.11
<i>Jun</i>	\$17,524.79	\$1,085.00	\$-	\$144,853.57	\$163,463.36
<i>Jul</i>	\$38,828.40	\$6,160.00	\$911.99	\$31,153.51	\$77,053.90
<i>Aug</i>	\$55,345.90	\$2,100.00	\$-	\$43,220.33	\$100,666.23
<i>Sep</i>	\$36,670.90	\$5,135.00	\$-	\$29,135.25	\$70,941.15
<i>Oct</i>	\$102,498.89	\$3,685.00	\$3,505.90	\$9,429.24	\$119,119.03
TOTAL	\$450,229.25	\$57,385.00	\$21,762.89	\$352,104.71	\$881,481.85
<i>Estimated 2018</i>	\$550,000.00	\$100,000.00	\$100,000.00	\$1,000,000.00	\$1,750,000.00
<i>Remaining</i>	\$99,770.75	\$42,615.00	\$78,237.11	\$647,895.29	\$868,518.15

Sincerely,

Andrea Fuller

SJB October Field Report

Fall-run Adult Migration Monitoring

A total of 2,601 Chinook salmon were observed in the Stanislaus River during October, increasing the season total to 2,734 (Figure 1). A total of 1,989 Chinook salmon were observed in the Tuolumne River, increasing the season total to 2,003 (Figure 2). To date, 22% and 16% of all Chinook passing through the Stanislaus and Tuolumne weirs, respectively, have a clipped adipose fin (indicating hatchery origin). As approximately 25% of hatchery production is adipose fin clipped, this suggests that the majority of the fish migrating into both the Stanislaus and Tuolumne rivers this year are of hatchery origin. A similar trend has been observed during the last couple of years at both sampling locations.

The 2018 fall attraction flows occurred simultaneously with similar magnitude on the Stanislaus and Tuolumne rivers to measure fish response at both weir locations. The month-long pulse flows began on October 16 and were shaped to simulate natural run-off events. Fall attraction flows consisted of a series of pulse flows with a maximum of 1,500 cfs. Passage peaked at 429 Chinook on the Stanislaus River and 213 Chinook on the Tuolumne River. Timing of peak passage was similar among rivers occurring on October 24 (Stanislaus) and October 25 (Tuolumne).

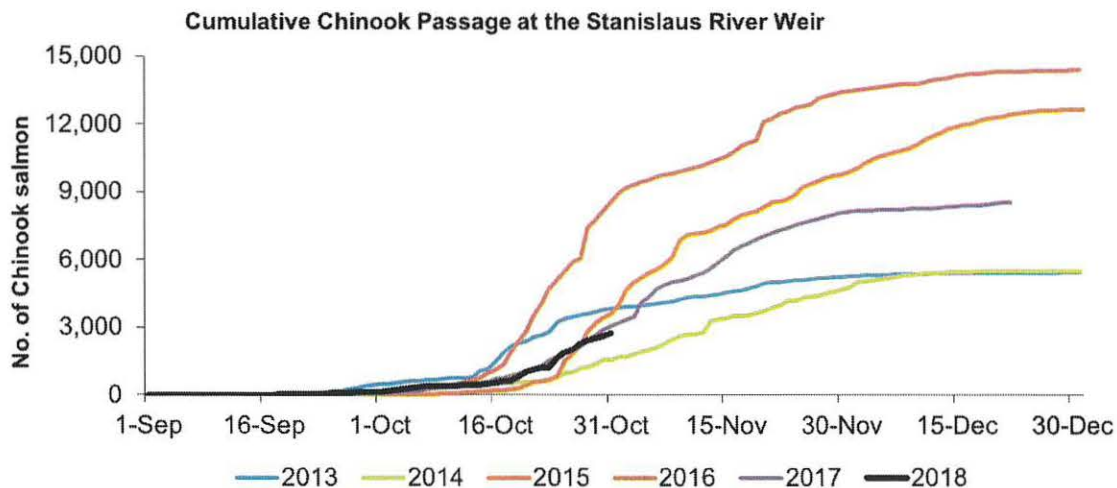


Figure 1. Cumulative Chinook salmon passage at the Stanislaus River weir, 2013-2018.

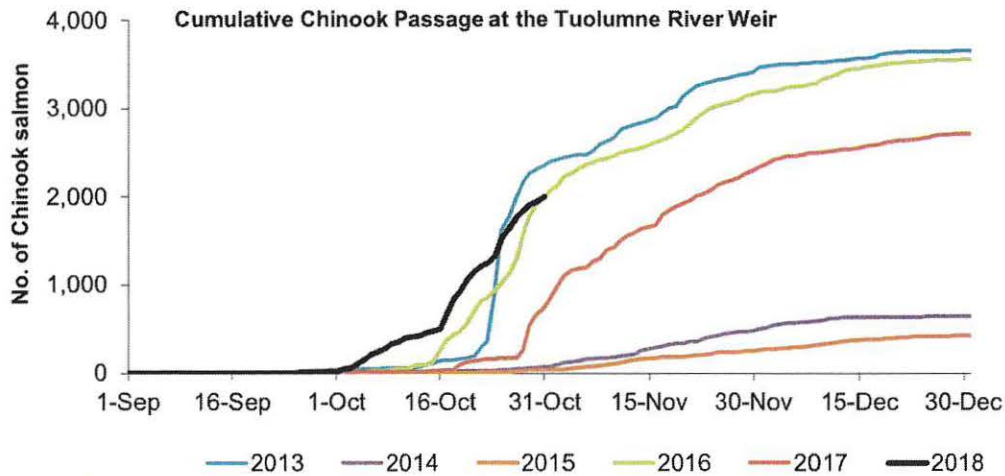


Figure 2. Cumulative Chinook salmon passage at the Tuolumne River weir, 2013-2018.

Escapement to the Mokelumne River is on track for another stellar year with 10,930 Chinook salmon migrating past the Woodbridge Dam as of October 30 (Figure 3). The season total for 2017 was an impressive 19,828 Chinook. The first of a series of pulse flows on the Mokelumne River occurred a couple of weeks prior to the start of the Stanislaus and Tuolumne river fall migration pulse flows.

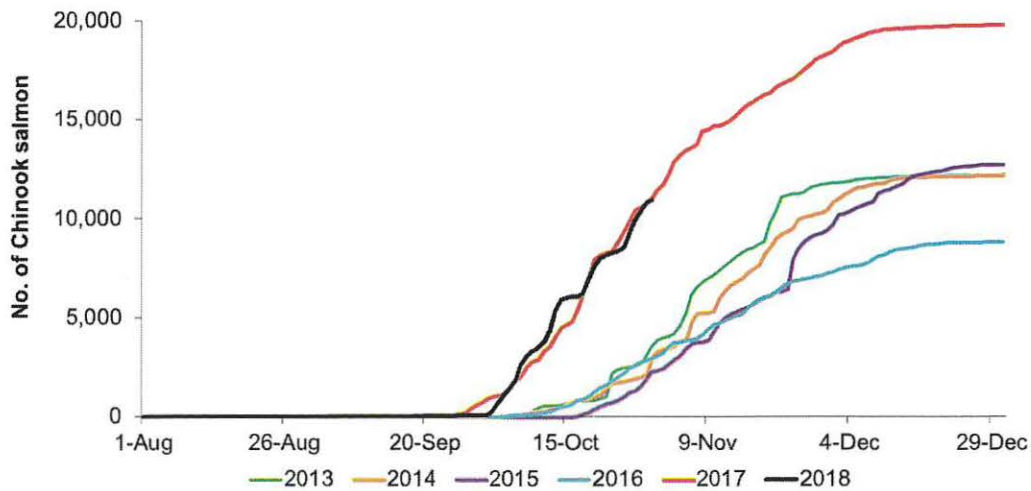


Figure 3. Cumulative Chinook salmon passage at the Mokelumne River fish ladder, 2013-2018.

**CLOSED
SESSION**

TRI-DAM

POWER

AUTHORITY

REGULAR BOARD MEETING
AGENDA
TRI-DAM POWER AUTHORITY
of THE OAKDALE IRRIGATION DISTRICT and
THE SOUTH SAN JOAQUIN IRRIGATION DISTRICT

NOVEMBER 15, 2018

Start time is immediately following the Tri-Dam Project meeting
which begins at 9:00 AM

CALL TO ORDER: Oakdale Irrigation District
1205 East F Street
Oakdale, CA 95361

ROLL CALL: John Holbrook, Bob Holmes, Dave Kamper, Dale Kuil and Ralph Roos
Gail Altieri, Brad DeBoer, Herman Doornenbal, Tom Orvis, Linda Santos

PUBLIC COMMENT: The Joint Board of Commissioners' encourages public participation at Board meetings. Matters affecting the operation of the Tri-Dam Power Authority and under the jurisdiction of the Joint Districts and not posted on the Agenda may be addressed by the public. California law prohibits the Board from taking action on any matter that is not on the posted Agenda unless the Board determines that it is a situation specified in Government Code Subsection 54954.2.

ACTION CALENDAR

ITEMS 1 – 4

1. Review and approve the regular board meeting minutes of October 18, 2018
2. Review and approve October 2018 financial statements & statement of obligations
3. Review and consider approval Conflict of Interest Code amendments and initiation of public comment period
4. Commissioners' Comments

ADJOURNMENT

ITEM 5

5. Adjourn to the next regularly scheduled meeting

-
- Items on the Agenda may be taken in any order.
 - Action may be taken on any item listed on the agenda.
 - Writings relating to an open session agenda item that are distributed to members of the Board of Commissioners will be available for inspection at the Authority office, excluding writings that are not public records or are exempt from disclosure under the California Public Records Acts.
 - ADA Compliance Statement: In compliance with the Americans with Disability Act, if you need special assistance to participate in this meeting, please contact the Clerk at (209) 965-3996 ext. 110. Notification 48 hours prior to meeting will enable the Authority to make reasonable arrangements to ensure accessibility to this meeting.
-

MEETING

MINUTES

**TRI-DAM POWER AUTHORITY
MINUTES OF REGULAR MEETING**

October 18, 2018
Manteca, California

The Commissioners of the Tri-Dam Power Authority met at the offices of the South San Joaquin Irrigation District located in Manteca, California, on the above date for conducting business of the Tri-Dam Power Authority, pursuant to the resolution adopted on October 14, 1984.

Vice President Holbrook called the meeting to order at 9:46 a.m.

COMMISSIONERS PRESENT:

OID COMMISSIONERS

TOM ORVIS
HERMAN DOORNENBAL
LINDA SANTOS
GAIL ALTIERI

SSJID COMMISSIONERS

BOB HOLMES
RALPH ROOS
DALE KUIL
DAVE KAMPER
JOHN HOLBROOK

COMMISSIONERS ABSENT:

BRAD DE BOER

ALSO PRESENT:

Ron Berry, General Manager and Secretary, Tri-Dam Project; Rick Dodge, Finance Manager, Tri-Dam Project; Genna Modrell, Finance Asst., Tri-Dam Project; Susan Larson, License Compliance Coordinator, Tri-Dam Project; Troy Hammerbeck, Maintenance Supervisor, Tri-Dam Project; Brian Belitz, Operations Supervisor, Tri-Dam Project; Mia Brown, General Counsel, SSJID; Tim O'Laughlin, O'Laughlin & Paris, Water Counsel

PUBLIC COMMENT

None

ITEM #1 Approve Minutes of the September 20, 2018 Regular Meeting

Vice President Holbrook presented the September 20, 2018 regular meeting minutes. Commissioner Altieri moved to approve the September 20, 2018 minutes. Commissioner Orvis seconded the motion. The motion passed OID 4-0, SSJID 5-0.

ITEM #2 Financial Matters

a) Review and Approve Financial Statements

Finance Manager Dodge reviewed the September 2018 financial statements, noting net revenue of \$121,000 for the month.

b) Review and Approve Statement of Obligations

Finance Manager Dodge reviewed the statement of obligations with the Commissioners.

c) Review Cash Flow Report

Finance Manager Dodge reviewed the cash flow report with the Commissioners.

Commissioner Kuil moved to approve the financial statements and the statement of obligations as presented. Commissioner Orvis seconded the motion. The motion passed OID 4-0, SSJID 5-0.

ITEM #3 Commissioner's Comments

None.

ADJOURNMENT

Commissioner Santos moved to adjourn the Tri-Dam Power Authority Board of Commissioner's meeting. Commissioner Kamper seconded the motion. The motion passed OID 4-0, SSJID 5-0.

Vice President Holbrook adjourned the meeting at 9:48 a.m.

The next Board of Commissioners meeting will be November 15, 2018 at the offices of Oakdale Irrigation District, Oakdale, California immediately following the Tri-Dam Project meeting, which commences at 9:00 a.m.

ATTEST:

Ron Berry
Secretary
Tri-Dam Power Authority

FINANCIAL MATTERS



Tri-Dam Power Authority
Balance Sheets
(unaudited)

	<u>October 31, 2018</u>	<u>September 30, 2018</u>	<u>October 31, 2017</u>
1 Assets			
2 Cash	\$ 5,367,311	\$ 5,165,249	\$ 7,317,889
3 Short-Term Investments	1,041,235	1,035,608	1,023,788
4 Accounts Receivable	116,607	197,301	546,093
5 Prepaid Expenses	57,835	66,097	60,199
6 Capital Assets	45,330,766	45,330,766	45,330,766
7 Accumulated Depreciation	(21,011,461)	(20,969,518)	(20,507,346)
8 Intangible Assets	-	-	-
9 Other Assets	1,493	5,217	561
10 Total Assets	<u>30,903,785</u>	<u>30,830,721</u>	<u>33,771,951</u>
11			
12			
13 Liabilities			
14 Accounts Payable	105,987	83,106	200,064
15 Other Current Liabilities	2,304	2,304	2,716
16 Long-Term Liabilities	-	-	-
17 Total Liabilities	<u>108,291</u>	<u>85,410</u>	<u>202,781</u>
18			
19 Net Position			
20 Net Position - Beginning of Year	33,820,203	33,820,203	28,037,311
21 Additional Paid in Capital	385,873	385,873	385,873
22 Distributions	(7,383,000)	(7,383,000)	(1,384,000)
23 YTD Net Revenues	3,972,418	3,922,235	6,529,987
24 Total Net Position	<u>30,795,494</u>	<u>30,745,311</u>	<u>33,569,170</u>
25			
26			
27 Total Liabilities and Net Position	<u>\$ 30,903,785</u>	<u>\$ 30,830,721</u>	<u>\$ 33,771,951</u>



Tri-Dam Power Authority
Statement of Revenues and Expenses
 Month Ending October 31, 2018

	Current Month	YTD Actual	YTD Budget	YTD Budget Variance	2018 Budget	Percent of 2018 Budget Remaining
1 Operating Revenues						
2 Power Sales	\$ 116,607	\$ 4,822,289	\$ 4,453,920	\$ 368,369	\$ 5,344,704	10%
3 Other Operating Revenue	-	-	-	-	-	NA
4 Total Operating Revenues	116,607	4,822,289	4,453,920	368,369	5,344,704	10%
5						
6 Operating Expenses						
7 Salaries and Wages	14,377	172,957	260,048	(87,091)	312,057	45%
8 Benefits and Overhead	6,504	75,596	196,650	(121,054)	235,980	68%
9 Operations	302	9,455	11,342	(1,887)	13,610	31%
10 Maintenance	(2,236)	32,563	233,167	(200,604)	279,800	88%
11 General & Administrative	9,222	167,183	229,964	(62,781)	275,957	39%
12 Depreciation & Amortization	41,944	419,437	425,000	(5,563)	510,000	18%
13 Total Operating Expenses	70,113	877,190	1,356,170	(478,980)	1,627,404	46%
14						
15 Net Income From Operations	46,494	3,945,099	3,097,750	847,349	3,717,300	-6%
16						
17 Nonoperating Revenues (Expenses)						
18 Investment Earnings	3,690	27,320	25,000	2,320	30,000	9%
19 Interest Expense	-	-	-	-	-	NA
22 Total Nonoperating Revenues (Expenses)	3,690	27,320	25,000	2,320	30,000	9%
23						
24 Net Revenues	\$ 50,183	\$ 3,972,418	\$ 3,122,750	\$ 849,668	\$ 3,747,300	-6%
25						
26						
27 Memo:						
28 Capital Expenditures	\$ -	\$ -	\$ 162,083	\$ (162,083)	\$ 194,500	100%

General Ledger
Expense vs Budget with
Encumbrances by Fund



User: rdodge
Printed: 11/05/18 12:52:22
Period 10 - 10
Fiscal Year 2018

Fund	Description	Budget	Period Amt	End Bal	Variance	Encumbered	Available	% Available
2	Operations							
2	New Resource Impl Labor	140,582.25	10,029.63	116,137.78	24,444.47	0.00	24,444.47	17.39
2	New Resource Impl OH	105,738.75	4,255.37	48,060.10	57,678.65	0.00	57,678.65	54.55
2	Powerhouse Supplies	800.00	0.00	313.50	486.50	0.00	486.50	60.81
2	Furnishings & Misc. Equipment	800.00	0.00	46.75	753.25	0.00	753.25	94.16
2	Powerhouse Utilities	6,000.00	302.44	2,934.82	3,065.18	0.00	3,065.18	51.09
2	Streamgaging	6,010.00	0.00	6,160.00	-150.00	0.00	-150.00	-2.50
2	Depreciation	510,000.00	41,943.67	419,436.57	90,563.43	0.00	90,563.43	17.76
2	Operations	769,931.00	56,531.11	593,089.52	176,841.48	0.00	176,841.48	22.97
2	Maintenance							
2	Comms & Security Labor	124,614.00	1,054.71	19,449.49	105,164.51	0.00	105,164.51	84.39
2	Comms & Security OH	94,995.00	373.69	8,471.06	86,523.94	0.00	86,523.94	91.08
2	Safety Supplies	300.00	0.00	66.00	234.00	0.00	234.00	78.00
2	Maint & Repairs to Facility	41,000.00	0.00	10,797.65	30,202.35	0.00	30,202.35	73.66
2	Maint & Repairs to Plant	70,000.00	-5,469.75	251.27	69,748.73	17,268.83	52,479.90	74.97
2	Electronic Expense	5,000.00	0.00	100.00	4,900.00	0.00	4,900.00	98.00
2	Misc Hydro Expense	500.00	488.88	602.75	-102.75	0.00	-102.75	-20.55
2	ComputerMicro Repair Replace	2,500.00	0.00	0.00	2,500.00	0.00	2,500.00	100.00
2	Power Line Repair & Maintainanc	100,000.00	0.00	0.00	100,000.00	0.00	100,000.00	100.00
2	Communications & Security	2,500.00	0.00	0.00	2,500.00	0.00	2,500.00	100.00
2	Routine Road Maintenance	30,000.00	0.00	0.00	30,000.00	0.00	30,000.00	100.00
2	Shop Supplies	500.00	0.00	0.00	500.00	0.00	500.00	100.00
2	Equipment Rental TDP	24,000.00	2,000.00	20,000.00	4,000.00	0.00	4,000.00	16.67
2	Fuel and Fuel Tax	3,000.00	0.00	0.00	3,000.00	0.00	3,000.00	100.00
2	Equipment Operation & Maintena	500.00	745.00	745.00	-245.00	0.00	-245.00	-49.00
2	Maintenance	499,409.00	-807.47	60,483.22	438,925.78	17,268.83	421,656.95	84.43
2	Administrative							
2	Administrative Labor	46,860.75	3,292.55	37,369.67	9,491.08	0.00	9,491.08	20.25
2	Administrative OH	35,246.25	1,874.71	19,064.39	16,181.86	0.00	16,181.86	45.91
2	Office Expense	500.00	0.00	0.00	500.00	0.00	500.00	100.00
2	APPA & NHA Dues	7,000.00	0.00	7,130.05	-130.05	0.00	-130.05	-1.86
2	Legal Fees General Matters	30,000.00	960.00	5,230.00	24,770.00	0.00	24,770.00	82.57
2	Auditing Services	10,207.00	0.00	10,207.00	0.00	0.00	0.00	0.00
2	General Consulting	50,000.00	0.00	0.00	50,000.00	18,980.00	31,020.00	62.04
2	Liability & Property Insurance	115,750.00	8,262.18	84,310.47	31,439.53	0.00	31,439.53	27.16
2	Property and Use Taxes	500.00	0.00	144.00	356.00	0.00	356.00	71.20

Fund	Description	Budget	Period Amt	End Bal	Variance	Encumbered	Available	% Available
2	FERC Admin & Land Fees	30,000.00	0.00	27,899.65	2,100.35	0.00	2,100.35	7.00
2	USFS Campground Fee	32,000.00	0.00	32,262.00	-262.00	0.00	-262.00	-0.82
2	Administrative	358,064.00	14,389.44	223,617.23	134,446.77	18,980.00	115,466.77	32.25
2	Capital Exp Fixed Asset							
2	Repl Trans Line Caution Balls	15,000.00	0.00	0.00	15,000.00	0.00	15,000.00	100.00
2	Repl aging line struc & insul	130,000.00	0.00	0.00	130,000.00	0.00	130,000.00	100.00
2	Repl DVR	9,500.00	0.00	0.00	9,500.00	0.00	9,500.00	100.00
2	Repl. wicket gate bushings	40,000.00	0.00	0.00	40,000.00	0.00	40,000.00	100.00
2	Capital Exp Fixed Asset	194,500.00	0.00	0.00	194,500.00	0.00	194,500.00	100.00
Expense Total		1,821,904.00	70,113.08	877,189.97	944,714.03	36,248.83	908,465.20	0.50
2	Tri Dam Power Authority	<u>1,821,904.00</u>	<u>70,113.08</u>	<u>877,189.97</u>	<u>944,714.03</u>	<u>36,248.83</u>	<u>908,465.20</u>	<u>49.86</u>
Expense Total		1,821,904.00	70,113.08	877,189.97	944,714.03	36,248.83	908,465.20	0.50



Tri-Dam Power Authority Cash Flow 2018

Month	Power Sales	Other Receipts	Cash Outflow	Monthly Net Cash Flow	YTD Net Cash Flow
Jan	\$ 630,007	\$ 5,396	\$ 7,392,279	\$ (6,756,876)	\$ (6,756,876)
Feb	359,385	380	1,375	358,389	(6,398,486)
Mar	152,351	522	9,039	143,834	(6,254,653)
Apr	230,661	4,382	34,913	200,129	(6,054,523)
May	704,626	733	8,145	697,214	(5,357,310)
June	825,804	969	271,724	555,049	(4,802,261)
July	778,148	6,099	102,323	681,924	(4,120,336)
Aug	831,937	1,417	29,912	803,442	(3,316,894)
Sept	618,719	1,571	6,423	613,867	(2,703,027)
Oct	197,301	12,884	2,496	207,689	(2,495,338)
Nov	-	-	-	-	(2,495,338)
Dec	-	-	-	-	(2,495,338)
Total	\$ 5,328,939	\$ 34,353	\$ 7,858,630		\$ (2,495,338)
Budget	\$ 5,344,704	\$ 30,000	\$ 1,311,904		\$ 4,062,800

Budget	
\$ -	Debt Payments (P&I)
1,117,404	O&M Payments
194,500	Capital Payments
\$ 1,311,904	

Tri-Dam Power Authority

Statement of Obligations

October 1, 2018 to October 31, 2018

**TRI-DAM POWER AUTHORITY
STATEMENT OF OBLIGATIONS**

**Period Covered
October 1, 2018 to October 31, 2018**

Total Obligations: 4 checks in the amount of \$2,496.32
(See attached Vendor Check Register Report)

CERTIFICATION

OAKDALE IRRIGATION DISTRICT

SOUTH SAN JOAQUIN IRRIGATION DISTRICT

Tom D. Orvis

John Holbrook

Gail Altieri

Robert A. Holmes

Linda Santos

Dave Kamper

Herman Doornenbal

Ralph Roos

Brad DeBoer

Dale Kuil

To: Ron Berry, Secretary of the Tri-Dam Power Authority:

THE UNDERSIGNED, EACH FOR HIMSELF, CERTIFIES THAT HE IS PRESIDENT OR SECRETARY OF THE TRI-DAM POWER AUTHORITY; THAT THE AMOUNTS DESIGNATED ABOVE HAVE BEEN ACTUALLY, AND NECESSARILY AND PROPERLY EXPENDED OR INCURRED AS AN OBLIGATION OF THE TRI-DAM POWER AUTHORITY FOR WORK PERFORMED OR MATERIALS FURNISHED FOR OPERATIONS AND MAINTENANCE OF THE SAND BAR PROJECT; THAT WARRANTS FOR PAYMENT OF SAID AMOUNTS HAVE BEEN DRAWN ON THE SAND BAR PROJECT O & M CHECKING ACCOUNT AT OAK VALLEY COMMUNITY BANK, SONORA, CALIFORNIA.

TRI-DAM POWER AUTHORITY
PRESIDENT,

TRI-DAM POWER AUTHORITY
SECRETARY,

Brad DeBoer, President Date

Ron Berry, Secretary Date

Authority

October Checks by Amount



Check	Vendor No	Vendor	Date	Description	Amount
207959	10501	O'Laughlin & Paris	10/18/2018		960.00
207961	10028	All-Cal Equipment Service	10/19/2018		745.00
207962	10225	Debeco Automotive Supply Inc.	10/26/2018		488.88
207960	10516	Pacific Gas & Electric Co.	10/18/2018		302.44
Report Total:					\$ 2,496.32

CONFLICT OF INTEREST CODE

**CONFLICT OF INTEREST CODE FOR THE
TRI-DAM PROJECT/POWER AUTHORITY**

November 15, 2018

The Political Reform Act (Government Code § 81000, et seq.) requires state and local government agencies to adopt and promulgate conflict of interest codes. The Fair Political Practices Commission has adopted a regulation (2 California Code of Regulations § 18730) that contains the terms of a standard conflict of interest code, which can be incorporated by reference in an agency's code. After public notice and hearing, the standard code may be amended by the Fair Political Practices Commission to conform to amendments in the Political Reform Act. Therefore, the terms of 2 California Code of Regulations § 18730 and any amendments to it duly adopted by the Fair Political Practices Commission are hereby incorporated by reference. This regulation and the attached Appendices, designating positions and establishing disclosure categories, constitute the conflict of interest code of the **Tri-Dam Project/Power Authority** (**Tri-Dam Authority**).

Individuals holding designated positions shall file their statements of economic interests with **Tri-Dam Authority**, which will make the statements available for public inspection and reproduction. (Gov. Code Sec. 81008.) All original statements will be retained by **Tri-Dam Authority**.

**CONFLICT OF INTEREST CODE FOR THE
TRI-DAM PROJECT/POWER AUTHORITY**

APPENDIX A

DESIGNATED POSITIONS

DISCLOSURE CATEGORIES

Tri-Dam Board Members/Commissioners	<u>1, 2, 3</u>
General Counsel	<u>1, 2, 3</u>
License Compliance Coordinator	<u>1, 2, 3</u>
Operations Supervisor	<u>2</u>
Maintenance Supervisor	<u>2</u>
Consultants/New Positions	*

*Consultants and new positions shall be included in the list of designated positions and shall disclose pursuant to the broadest disclosure category in the code subject to the following limitation:

The General Manager may determine in writing that a particular consultant or new position persons, although a "designated position," is hired to perform a range of duties that is limited in scope and thus is not required to fully comply with the disclosure requirements in this section. Such written determination shall include a description of the consultant's or new position person's duties and, based upon that description, a statement of the extent of disclosure requirements. The General Manager's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code. (Gov. Code Section 81008)

Officials Who Manage Public Investments

The following positions are NOT covered by the code because they must file under Gov. Code Sec. 87200 and, therefore, are listed for informational purposes only:

General Manager/Executive Secretary
Finance & Administrative Manager

An individual holding one of the above-listed positions may contact the Fair Political Practices Commission for assistance or written advice regarding their filing obligations if they believe that their position has been categorized incorrectly. The Fair Political Practices Commission makes the final determination whether a position is covered by Gov. Code Sec. 87200.

**APPENDIX B
DISCLOSURE CATEGORIES**

Category 1: Designated positions assigned to this category must report:

- a) Interests in real property within the boundaries of Tri-Damthe JPA that are used by Tri-Damthe JPA or are of the type that could be acquired by Tri-Damthe JPA as well as real property within two miles of the property used or the potential site.
- b) Investments and business positions in business entities, and sources of income (including receipt of gifts, loans, and travel payments) from entities of the type that engage in the purchase or sale of real property or are engaged in building construction or design.
- c) Investments and business positions in business entities and sources of income; (including the receipt of gifts, loans, and travel payments;) from entities of the type that engage in land development, construction, or the acquisition, sale, lease or rental of real property (including, but not limited to, real estate firms, title companies, escrow companies, appraisal services, survey firms, engineering services, and consulting firms).

Category 2: Designated positions assigned to this category must report:

Investments and business positions in business entities and sources of income, including the receipt of gifts, loans, and travel payments, from entities,

- a) that provide services (including, but not limited to, consulting services), supplies, materials, machinery or equipment of the type utilized by Tri-Damthe Authority.
- b) that are public or private electric utility companies or other companies which supply power to Tri-Damthe Authority.
- c) that are energy consultants, research firms, engineering firms or entities that design, build, manufacture, sell, distribute or service equipment of the type that is either presently utilized by electric power suppliers or that is used by the federal, state, or local government or by private industry in research designed to refine or develop new methods of electrical power generation.

Category 3: Designated positions assigned to this category must report:

Investments and business positions in business entities and sources of income (including receipt of gifts, loans, and travel payments) if the business entity or source is subject to Tri-Dam'sthe Authority's regulatory, permit or licensing authority.

~~**Category 4:** Designated positions assigned to this category must report:~~

Investments and business positions in business entities, and sources of income, including the receipt of gifts, loans, and travel payments, from entities or persons who have filed a claim, or have a claim pending, against the Authority.