NOTICE OF PUBLIC HEARING

The public is hereby notified that **DOUGLAS COUNTY LAKE TAHOE SEWER AUTHORITY** will hold a Public Hearing to review and approve the Tentative Budget for Fiscal Year 2026/2027 on Wednesday, May 20, 2026 at 9:30 a.m. in the conference room of the Wastewater Reclamation Plant, Highway 50 and Sewer Plant Road in Zephyr Cove, Douglas County, Nevada. A Regular Meeting of the Board of Trustees of the Authority will begin immediately following the public hearing.

The Public Hearing and Regular Meeting will concurrently be conducted via Zoom Teleconference for those who wish to participate via that option using the link, or phone number and passcode below.

https://us06web.zoom.us/j/85614839253?pwd=wyHb4qj1kkb7wbWhIQ8KqR3A6fVfXi.1

Meeting ID: **856 1483 9253**
Passcode: **060324**
Phone: **+1 669 444 9171**

The tentative budget for Douglas County Lake Tahoe Sewer Authority has been prepared in such detail and on appropriate forms as required by the Nevada Department of Taxation.

Copies of the tentative budget will be on file and available for public inspection with the County Clerk, Minden, Nevada; the Accountant of the Authority, Administration Building, Wastewater Reclamation Plant, Zephyr Cove, Douglas County, Nevada; and at the office of the Nevada Department of Taxation.

In accordance with NRS 241.020, this notice has been posted in the following locations:

(1) Douglas County Lake Tahoe Sewer Authority
Wastewater Reclamation Plant Administration Building
Highway 50 and Sewer Plant Road
Zephyr Cove, Nevada

(2) Stateline Post Office
Kingsbury Grade
Stateline, Nevada

(3) Lake Village Homeowners Association
Lake Village Club House
Stateline, Nevada

(4) Douglas County Administration Building
175 Highway 50
Stateline, Nevada

DOUGLAS COUNTY LAKE TAHOE SEWER AUTHORITY
PUBLIC HEARING AND REGULAR MEETING AGENDA
WEDNESDAY, MAY 20, 2026

Action may be taken on any agenda item unless noted "for discussion only."

Items on the agenda may be taken out of order.

Two or more agenda items may be combined for consideration.

An item may be removed from the agenda or discussion relating to an item may be delayed at any time.

Public comment will be taken on any item on this agenda on which action may be taken, before action is taken on the item.

Every meeting of the Board of Trustees will provide at least two public comment periods in compliance with the minimum requirements of the Open Meeting Law prior to adjournment. In addition, it is the Board's goal to also provide for item-specific public comment. No action may be taken on a matter raised under public comment unless the item has been specifically included on the agenda as an item upon which action may be taken. The Chair also retains discretion to limit comment to three minutes per person and only provide for the Open Meeting Law's minimum public comment.

Copies of supporting material, if any, may be requested from Ying Johnson by mail at P.O. Box 578, Zephyr Cove, NV 89448 or by telephone at (775) 588-3558. Copies of supporting material, if any, are also available on the Douglas County Lake Tahoe Sewer Authority website: https://www.dcltsa.org .

1. Call Meeting to Order – 9:30 a.m.
2. Roll Call
3. Recognition of Others in Attendance
4. Public Comment – for discussion only
5. Approval of Agenda – **for possible action.**
6. Minutes of Prior Meeting of the Board of Trustees (April 15, 2026) – **for possible action.**
7. **PUBLIC HEARING** on the Final Budget for Fiscal Year 2026-2027 – **for possible action.**

8. Manager's Report (Mr. Rob Hopkins)

    a. General Status Report

    b. Consideration of the character, conduct and/or professional competence of Mr. Rob Hopkins, Authority Manager (Annual Performance Review) – **for possible action.**

9. Engineer's Report

    a. General Projects Status Report.

10. Accountant's Report

    a. General Status Report

    b. Investment Report

11. Approval of Claims – **for possible action.**

12. Reports/updates from Board Trustees concerning the areas or districts they represent – for discussion only.

13. Final Public Comment

14. Adjournment

CERTIFICATE OF POSTING

I hereby certify that, prior to 9:00 A.M. on this date, I personally posted a copy of the foregoing Notice of Public Hearing and Agenda for the Regular Meeting of the Board of Trustees of the Douglas County Lake Tahoe Sewer Authority at the following locations:

Douglas County Lake Tahoe Sewer Authority
Wastewater Reclamation Plant
Highway 50 and Sewer Plant Road
Zephyr Cove, Nevada

U.S. Post Office
Kingsbury Grade
Stateline, Nevada

Lake Village Homeowners Association
Lake Village Clubhouse
Stateline, Nevada

Douglas County Administration Building
175 Highway 50
Stateline, Nevada

DATE this 15th day of May, 2026.

Print Name: Ying H. Johnson
Title: DCLTSA Accountant II

MINUTES OF REGULAR MEETING OF
THE BOARD OF TRUSTEES OF
DOUGLAS COUNTY LAKE TAHOE SEWER AUTHORITY
April 15, 2026

CALL TO ORDER:

A Meeting of the Board of Trustees of the Douglas County Lake Tahoe Sewer Authority (DCLTSA) was duly convened at 9:30 a.m. on Wednesday, April 15, 2026, at the Wastewater Treatment Plant, Stateline, Douglas County, Nevada.

ROLL CALL:

Trustees, John McLaughlin, Sara Nelson, Marge Hauge and Keith Fertala were present. Trustee Wes Rice was absent.

RECOGNITION OF OTHERS IN ATTENDANCE:

Present were Authority Manager, Rob Hopkins, Authority Accountant, Ying Johnson, Authority Accounting Clerk, Tanya Lakhtina, Eric Heffernon, Authority IT specialist, Authority Engineer, Rob Anderson, and the Authority's legal counsel, Jim Cavilia. Bradley Oneto of the Elk Point Sanitation District (EPSD) was also in attendance. In addition, on the Zoom link provided in order that the meeting could be accessed remotely, an individual identified as Michael G appeared. When "Michael G" was asked if he could hear what was taking place and if they wished to identify themselves, there was no response. Accordingly, the Board was unable to verify it this person could, in fact, hear what was taking place at the meeting.

PUBLIC COMMENT:

None.

APPROVAL OF AGENDA:

It was moved by Trustee Fertala, seconded by Trustee Hauge and carried unanimously (4-0) that the meeting agenda as presented be approved.

MINUTES OF PRIOR MEETING:

It was moved by Trustee Fertala, seconded by Trustee Nelson and carried unanimously (4-0) that the minutes of the Meeting of the Board of Trustees of DCLTSA, dated March 18 2025, be approved as presented.

MANAGER'S REPORT:

A. General Status Report

Mr. Hopkins presented the Board with a written summary of various general matters related to the Authority and briefly summarized some items in the written report. The written report is incorporated in these minutes by this reference.

Mr. Hopkins reported that dewatering activities related to Phase III of the Tahoe Beach Club (TBC) have been completed and the billing has been sent.

Also related to the TBC, Mr. Hopkins indicated that the Phase III plans have been submitted to the Authority and are being reviewed by the Authority Engineer.

Mr. Hopkins stated that Authority Engineer, Rob Anderson and his staff are continuing to work with KGID in their efforts to abandon their Market Street pump station and allow sewage to flow directly to the Authority's Beach Pump Station.

Mr. Hopkins expressed his appreciation to Mr. Anderson and his staff in renewing the Authority's treatment plant discharge permit. In conjunction with that activity, Mr. Hopkins explained that the Authority is also seeking permission to terminate the regular groundwater monitoring at the Authority's Buckeye Creek Reservoir that has not been used in many years.

With regard to a residential construction project in Lake Village, Mr. Hopkins reported that Mr. Anderson and the Authority's legal counsel were working with the property owner to ensure that that the appropriate easements are in place to protect the Authority's sewer line in the area.

Mr. Hopkins stated that that Wilson Engineers was continuing it work with the Authority Accountant, Ying Johnson, to finalize the 2025 flow report.

Mr. Hopkins informed the Board that Authority staff recently completed construction and installation of a new programable logic control center for the Authority's Main Pump Station. Mr. Hopkins indicated that the project took over a year to complete and likely saved the Authority as much as $400,000.

Mr. Hopkins provided each Board member with an annual performance review form and requested that the members complete the form and return it to Ms. Johnson in order that Mr. Hopkins' annual performance review can be conducted at an upcoming Board meeting.

Finally, Mr. Hopkins indicated that unless it was not convenient for the Board, the June Board meeting was being scheduled for second Wednesday of the month (June 10th) rather than the third (June 17th).

Chairman McLaughlin opened the floor to public comment regarding the matter. There was no public comment.

ENGINEER'S REPORT

A. General Projects Status Report

In addition to his participation in the Manager's Report, Authority Engineer, Rob Anderson of Wilson Engineers presented correspondence dated April 13, 2026, briefly summarizing various issues that Wilson Engineering has been involved with on behalf of the Authority. The April 13, 2026, correspondence is incorporated in these minutes by this reference.

Mr. Anderson stated that he and his staff have provided data to Kingsbury General Improvement District (KGID) regarding the Authority collection system upstream of the Beach Pump Station.

Mr. Anderson reported that with the assistance of Ms. Johnson the Authority's 2025 Flow Report has been completed.

With regard to the planned paving work at the plant, Mr. Anderson indicated that he and his staff are continuing to work with the Tahoe Regional Planning Agency (TRPA) to resolve concerns related to the Authority's discharge permit with the Nevada Division of Environmental Protection. Mr. Anderson reported that the relevant information has been provided to the TRPA in order that the TRPA review can be completed. Based on the anticipated review time, Mr. Anderson remains hopeful that the project can begin sometime in July of this year.

Finally, Mr. Anderson provided the Board with a summary of influent flow data and emphasized that correlation of data from the various meters remains excellent and that flows are generally consistent with last year.

Chairman McLaughlin opened the floor to public comment regarding the matter. There was no public comment.

ACCOUNTANT's REPORT:

A. General Status Report

The Authority Accountant, Ying Johnson, presented the Accountant's Report, indicating that operating expenses were approximately 10% under budget through the end of February, with salaries and benefits being approximately 8% under budget. Ms. Johnson stated that the Authority has not yet been billed by the Nevada Department of Transportation (NDOT) for manhole replacement work completed last summer and that electricity rates have remained steady, each of which had contributed to expenses being under budget.

Ms. Johnson reported that billing statements were issued on April 1, 2026 for fourth-quarter sewer fees.

With regard to influent flows, Ms. Johnson stated that flows in March compared to last March were up approximately 5.76% with RHGID seeing an increase of approximately 2%, the Beach Pump station being up approximately 1.3%, KGID being down approximately 2% and TDD about the same.

Finally, Ms. Johnson reported that the final fiscal year 2026-2027 budget will be presented to the Board for review and approval at the May 20, 2026 Board meeting.

Chairman McLauglin opened the floor to public comment regarding the matter. There was no public comment.

B. Discussion and possible adoption of the Authority's Capital Development Plan for Fiscal Year 2027 through 2031

Initially, Ms. Johnson expressed her gratitude to the Authority's previous Controller, Paula East-Janicki, for Ms. East-Janicki's assistance in preparing the Authority's updated Capital Development Plan for review by the Board. Ms. Johnson presented the Board with copies of the proposed Capital Development Plan, explaining that the Authority currently has three ongoing projects. Ms. Johnson added that the Plant switchgear replacement project was anticipated to be complete in the upcoming fiscal year. The export pipeline replacement project will be ongoing for several years with approximately $2 million expected to be spent in fiscal year 2026-2027. As a follow-up to Ms. Johnson's summary, Mr. Hopkins provided the Board with a brief explanation of the United States Forest Service (USFS) permitting delays related to the export pipeline replacement project. Finally, Ms. Jonson indicated that the Plant paving and concrete project is anticipated to be completed in fiscal year 2026-2027 at a cost of $1,325,000.

Following a brief discussion among the Trustees, **it was moved by Trustee Fertala, seconded by Trustee Nelson and carried unanimously (4-0) that the Capital Development Plan for Fiscal Year 2027 through 2031 be approved as presented.**

Chairman McLauglin opened the floor to public comment regarding the matter. There was no public comment.

C. Investment Report

Ms. Johnson provided the Board with a written summary of the Authority's investments and reported that the Authority has total investments of approximately $19.4 million, with approximately $14.9 million in the Local Government Investment Pool (LGIP). Ms. Johnson also indicated that the only change in Authority investment balances is the addition of interest.

Chairman McLauglin opened the floor to public comment regarding the matter. There was no public comment.

APPROVAL OF CLAIMS:

The claims, along with the Authority's check register, were provided to the Board.

The claims were signed off by Trustee Fertala.

Chairman McLauglin opened the floor to public comment regarding the matter. There was no public comment.

Reports/updates from Board of Trustees concerning the areas or districts they represent

Trustee Nelson reported that Kingsbury General Improvement District (KGID) is planning for a water rate increase of 5% and a sewer rate increase of 10%. Additionally, Trustee Nelson indicated that the KGID Board has agreed to have a salary study completed in the hopes of increasing the employee retention rate.

Trustee Hauge reported that the TRPA is considering Tahoe Douglas District (TDD) for an environmental award for its efforts in removing the sewer main on the beach at Marla Bay. Trustee Hauge also stated that the TDD Board has approved its tentative budget and conducted a lengthy discussion regarding the Zephyr Cove Homeowners Association. Finally, Trustee Hauge reported that the TDD's legal counsel has sent a letter to the Skylan Homeowners Association regarding dogs on the TDD beach.

Trustee Fertala reported that Round Hill General Improvement District (RHGID) Board meeting for April would be taking place the following week and that work on RHGID's new Supervisory Control and Data Acquisition (SCADA) system is being finalized.

Chairman McLaughlin reported that he recently participated in a tour of the ongoing renovations at Caesar's Republic and stated that a lot of work remains to be completed in order to be done in July as they have anticipated. Chairman McLaughlin stated that NBC and the American Century Championship are continuing negotiations with all of the interested parties with the hope of getting agreements in place through 2030 for the celebrity golf tournament at Edgewood. Chairman McLaughlin indicated that the Golden Nugget is moving forward with approximately $250 million in renovations to be completed with a new steak house set to open in May. Finally, Chairman McLaughlin reported that, weather permitting, Edgewood Golf Course is scheduled to open on April 24th.

PUBLIC COMMENT:

Bradley Oneto of EPSD reported that the EPSD Board recently approved their budget for the upcoming fiscal year and that EPSD is now waiting for TRPA approval of its system upgrade project with the hope of beginning construction this year. On behalf of EPSD, Mr. Oneto expressed appreciation for the patience and cooperation of the Authority throughout this process.

ADJOURNMENT:

There being no further business, the meeting was adjourned at 10:15 a.m.

APPROVED

_____

_____

Meeting Date: May 20th, 2026

DOUGLAS COUNTY LAKE TAHOE SEWER AUTHORITY
Staff Report

Subject / Title:

Authority Manager's Monthly Report: May 2026
A. General Status Report

Staff Recommendation:

None. This is an informational item only.

Discussion/Report:

This item serves to afford the Authority General Manager the opportunity to update the DCLTSA Board of Trustees on select activities over the previous month.

1. First, I'd like to congratulate DCLTSA employee Ian Wrenn on obtaining his Wastewater Treatment Operator Grade III certification. The test is rigorous, and we are very proud of this accomplishment!

2. Our 2026 Hazardous Materials Permit has been renewed this month.

3. The Quarter 1 2026 Discharge Monitoring Report data for the DCLTSA treatment plant has been submitted to the NDEP.

4. We have approved a sewer connection permit for Barton Urgent Care. The permit was requested as part of an existing I.T. Room upgrade project Barton is working on.

5. Tahoe Beach Club continues moderate dewatering flows to DCLTSA as part of the ongoing Phase III project.

6. Mr. Cavilia and Mr. Anderson have been diligently working on a sewer easement adjustment requested by a property owner in Lake Village. Mr. Cavilia and / or Mr. Anderson may provide details.

7. Work on updating the DCLTSA Wastewater Reclamation Plant Discharge Permit continues.

8. We are continuing to work closely with the Nevada Tahoe Conservation District to submit a permit request to the U.S. Forest Service for the DCLTSA Export Force Main Replacement Project Phase II.

9. We have been told to expect further fuels reduction / tree removal work to begin in the area adjacent to the Plant Road in the next several weeks.

10. We gave the Incline Village General Improvement District Treatment Plant a 30,000 gallon "transfusion" of our Mixed Liquor to try and jump-start their plant biology. Transfusions of this nature are not uncommon, particularly coming into high-flow summer months, when extra biology is needed to enhance the wastewater treatment process.

11. Staff detected a slow leak on one of the high-pressure effluent pipes in the Export building. The leaking pipe and fittings have been replaced.

12. Installation and survey work on the warranty repair of the DCLTSA / STPUD Intertie Pipeline is nearing completion. Many thanks to Wilson survey staff and Mr. Anderson for staying on top of the critical survey needs for this. Mr. Anderson may provide further details. (Photo attached)

13. DCLTSA staff successfully replaced the Return and Waste Activated Sludge flowmeters, Staff also built and installed new controls and paneling for the same. Another fine job done in-house! (Photo attached.)

14. Our staff completed a spot repair on slumping pavement on Ferris Court. Work was necessary around a past sewer line repair where the road base had sluffed in a bit.

15. Both effluent tanks were cleaned and inspected this month. Some pitting on the coating on the base of the tank is becoming evident. Recoating the base may need to be scheduled in the next few years.

16. Aeration Train #2 diffusers were cleaned and the #2 Train placed in service in advance of the summer peak-flow season. (Photo attached.)

17. Staff replaced failing pump discharge piping for the Emergency Storage Basin. The existing pipe was not adequately restrained to the side of the vault, leading to its accelerated failure. New pipes and upgraded restraints were installed by staff. (Photo attached.)

18. Finally, I would like to thank the Board for their thoughtful comments on my 2025-26 performance evaluation. You all are a real pleasure to work for, and I, as a manager, could not ask for a more supportive governing body. DCLTSA is a truly unique and innovative organization, and I am proud to be a part of it!



Survey work on DCLTSA / STPUD Intertie at Edgewood.



DCLTSA staff replace Return Activated Sludge magnetic flowmeters.



Cleaning Aeration Train #2 fine-air diffusers.



Staff replacing failed ESB discharge pump piping.

Board Meeting: May 20, 2026

Report to the Board Regarding

Authority Manager, Rob Hopkins'

Annual Evaluation and Merit Raise

The evaluations completed by each Board member are attached for your review.

- Following the evaluations are two charts taken from the Salary Study adopted by the Board in January 2024. The highlighted areas on the first chart titled *Recommended Salary Ranges per Classification,* show the Authority Manager's Salary Range. The second chart titled *Permanent Salary Range Table Illustrative Merit Increase Guide*, outlines how to determine the percentage amount of a merit increase based on the employee's average evaluation score and the percent ratio (compa-ratio), which compares the employee's current salary to the midpoint of their salary range.

- Following the Salary Study charts are two potential raise calculation sheets for Mr. Rob Hopkins. Based on the evaluation results, the average score was 4.49 out of 5. Rob's current annual salary is $240,202.30, which is 101.43% of the midpoint of his salary range. The two calculation sheets illustrate potential merit increases of 3% and 4%, respectively.

- This calculation is based on the Salary Study presented to the Board in January 2024. As of the date of this report, the updated Salary Study has not yet been completed and is expected to be presented to the Board at the June meeting. Any necessary adjustments will be made following the Board's adoption of the updated Salary Study.

Douglas County Lake Tahoe Sewer Authority Manager Performance Evaluation

Employee Name: Robert Hopkins **Date:** May 20, 2026

Rating Period: From: June 1, 2025_____ To: May 31, 2026_____

Rating Scale Definitions (1-5)

(1) Unsatisfactory — The employee's work performance is inadequate and inferior to the standards of performance required for the position. Shows little or no initiative or urgency to improve performance despite repeated coaching and/or retraining. Continued employment is in immediate jeopardy.

(2) Improvement Needed — The employee's work performance demonstrates weakness in accomplishing performance expectations and does not consistently meet the standards of the position. Serious effort is needed to improve performance if employee is to retain employment.

(3) Meets Job Standard — The employee's work performance consistently meets the standards of the position. Employee demonstrates knowledge and ability to meet performance expectations. Errors are generally minimal and self-corrected by employee with limited degree of instruction or assistance. Employee demonstrates effective leadership skills and motivates staff.

(4) Exceeds Job Standard — The employee's work performance is consistently above the level of "meets" job standard performance. Demonstrates strong knowledge and ability to perform essential functions of position and seeks for ways to improve.

(5) Outstanding — Employee demonstrates substantial knowledge and consistent ability in performance of essential functions of position. Employee continually demonstrates willingness to assume additional responsibilities, makes significant contributions beyond normal expectations. Is respected by others and demonstrates strong productive leadership skills.

I. PERFORMANCE EVALUATION AND ACHIEVEMENTS

1.	Governing Board Relationships	1	2	3	4	5	N/A
A.	Effectively implements policies and programs approved by the Board.				X		
B.	Reporting to the Board is timely, clear, concise and thorough.				X		
C.	Accepts direction/instructions in a positive manner.				X		
D.	Keeps the Board informed of current plans and activities of the Douglas County Lake Tahoe Sewer Authority.				X		
E.	Provides the Board with clear report of anticipated issues that could come before the Board.				X		

Comments: _____

2.	Communication	1	2	3	4	5	N/A
A.	Oral communication is clear, concise, and articulate.				X		
B.	Written communications are clear, concise, and accurate.				X		
C.	Listens effectively and responds appropriately.				X		

Comments: _____

3.	Professional Job-Related Competencies	1	2	3	4	5	N/A
A.	**Decision Making**: *Reasons, analyzes, and evaluates; looks beyond short-term results; accurately assesses; and knows when to ask for assistance. Uses good judgment and common-sense approach; anticipates situations; capable of embracing change and recognizes when circumstances dictate a change is necessary.*				X		
B.	**Personal Behavior**: *Behavior is positive example for others; consistent and timely at work and meetings; dress and grooming is appropriate to position; shows good judgment; interactions with others are of the highest level of integrity and ethical conduct; is fair and impartial in dealing with others; and sets strong personal example by demonstrating respect for others and their ideas.*				X		
C.	**Leadership**: *Ability to get others to work together effectively and see "big picture"; takes ownership for own activities; interacts with others objectively; and utilizes resources effectively in assessing situations prior to taking action.*				X		
D.	**Technical Knowledge**: *Maintains current technical knowledge and ability to sufficiently manage and complete tasks/projects; actively pursues expanded mastery of knowledge and abilities in responsibilities of position; and combines technical knowledge with creativity to produce value-added results.*				X		

Comments: _____

III. SUMMARY RATING

Overall Performance Rating – Considering the results obtained against established performance standards as well as overall job performance, the following rating is provided:

Unsatisfactory 1	Improvement Needed 2	Meets Job Standards 3	Exceeds Job Standards 4	Outstanding 5
			X	

Comments: _____

IV. BOARD MEMBER FEEDBACK / DESIRED FUTURE GOALS AND OBJECTIVES

Feedback to the Manager from the Board Member / goals and objectives to be achieved in the next evaluation period: _____

Marge Lugo Hauge
Board Member Signature

4-15-26
Date

IV. DCLTSA MANAGER COMMENTS & SIGNATURE

_____

Manager Signature

_____
Date

Douglas County Lake Tahoe Sewer Authority Manager Performance Evaluation

Employee Name: Robert Hopkins **Date:** May 20, 2026

Rating Period: From: June 1, 2025 To: May 31, 2026

Rating Scale Definitions (1-5)

(1)	Unsatisfactory	The employee's work performance is inadequate and inferior to the standards of performance required for the position. Shows little or no initiative or urgency to improve performance despite repeated coaching and/or retraining. Continued employment is in immediate jeopardy.
(2)	Improvement Needed	The employee's work performance demonstrates weakness in accomplishing performance expectations and does not consistently meet the standards of the position. Serious effort is needed to improve performance if employee is to retain employment.
(3)	Meets Job Standard	The employee's work performance consistently meets the standards of the position. Employee demonstrates knowledge and ability to meet performance expectations. Errors are generally minimal and self-corrected by employee with limited degree of instruction or assistance. Employee demonstrates effective leadership skills and motivates staff.
(4)	Exceeds Job Standard	The employee's work performance is consistently above the level of "meets" job standard performance. Demonstrates strong knowledge and ability to perform essential functions of position and seeks for ways to improve.
(5)	Outstanding	Employee demonstrates substantial knowledge and consistent ability in performance of essential functions of position. Employee continually demonstrates willingness to assume additional responsibilities, makes significant contributions beyond normal expectations. Is respected by others and demonstrates strong productive leadership skills.

I. PERFORMANCE EVALUATION AND ACHIEVEMENTS

1.	Governing Board Relationships	1	2	3	4	5	N/A
A.	Effectively implements policies and programs approved by the Board.					✓	
B.	Reporting to the Board is timely, clear, concise and thorough.					✓	
C.	Accepts direction/instructions in a positive manner.					✓	
D.	Keeps the Board informed of current plans and activities of the Douglas County Lake Tahoe Sewer Authority.					✓	
E.	Provides the Board with clear report of anticipated issues that could come before the Board.					✓	

Comments: ROB CONTINUES TO BE A GREAT MANAGER, CLEAR CONCISE AND ACCURATE REPORTING TO THE BOARD EACH MONTH.

2.	Communication	1	2	3	4	5	N/A
A.	Oral communication is clear, concise, and articulate.					✓	
B.	Written communications are clear, concise, and accurate.					✓	
C.	Listens effectively and responds appropriately.					✓	

Comments: BOB IS GREAT AT EXPLAINING COMPLEX ISSUES TO THE BOARD IN AN EASY TO UNDERSTAND WAY. HE IS ALWAYS FAR AHEAD WITH HIS PLANNING AND RARELY NEEDS TO BRING UP EMERGENCY ISSUE SINCE THEY ARE DEALT WITH AHEAD OF TIME

3.	Professional Job-Related Competencies	1	2	3	4	5	N/A
A.	**Decision Making**: *Reasons, analyzes, and evaluates; looks beyond short-term results; accurately assesses; and knows when to ask for assistance. Uses good judgment and common-sense approach; anticipates situations; capable of embracing change and recognizes when circumstances dictate a change is necessary.*					✓	
B.	**Personal Behavior**: *Behavior is positive example for others; consistent and timely at work and meetings; dress and grooming is appropriate to position; shows good judgment; interactions with others are of the highest level of integrity and ethical conduct; is fair and impartial in dealing with others; and sets strong personal example by demonstrating respect for others and their ideas.*					✓	
C.	**Leadership**: *Ability to get others to work together effectively and see "big picture"; takes ownership for own activities; interacts with others objectively; and utilizes resources effectively in assessing situations prior to taking action.*					✓	
D.	**Technical Knowledge**: *Maintains current technical knowledge and ability to sufficiently manage and complete tasks/projects; actively pursues expanded mastery of knowledge and abilities in responsibilities of position; and combines technical knowledge with creativity to produce value-added results.*					✓	

Comments: STRONG LEADER WITH COMPLETE RESPECT OF HIS TEAM. VERY KNOWLEDGABLE IN ALL ASPECTS OF DISTRICT RESPONSIBILITIES. LEADS BY EXAMPLE OF CALM, PLANNED EXECUTION OF RESPONSIBILITIES.

III. SUMMARY RATING

Overall Performance Rating – Considering the results obtained against established performance standards as well as overall job performance, the following rating is provided:

Unsatisfactory 1	Improvement Needed 2	Meets Job Standards 3	Exceeds Job Standards 4	Outstanding 5
			✓	

Comments: EXCELLENT ON ALL LEVELS.

IV. BOARD MEMBER FEEDBACK / DESIRED FUTURE GOALS AND OBJECTIVES

Feedback to the Manager from the Board Member / goals and objectives to be achieved in the next evaluation period: _____

Board Member Signature

4/20/26
Date

IV. DCLTSA MANAGER COMMENTS & SIGNATURE

Manager Signature

Date

Douglas County Lake Tahoe Sewer Authority Manager Performance Evaluation

Employee Name: Robert Hopkins **Date:** May 20, 2026

Rating Period: From: June 1, 2025_____ To: May 31, 2026_____

Rating Scale Definitions (1-5)

(1)	Unsatisfactory	The employee's work performance is inadequate and inferior to the standards of performance required for the position. Shows little or no initiative or urgency to improve performance despite repeated coaching and/or retraining. Continued employment is in immediate jeopardy.
(2)	Improvement Needed	The employee's work performance demonstrates weakness in accomplishing performance expectations and does not consistently meet the standards of the position. Serious effort is needed to improve performance if employee is to retain employment.
(3)	Meets Job Standard	The employee's work performance consistently meets the standards of the position. Employee demonstrates knowledge and ability to meet performance expectations. Errors are generally minimal and self-corrected by employee with limited degree of instruction or assistance. Employee demonstrates effective leadership skills and motivates staff.
(4)	Exceeds Job Standard	The employee's work performance is consistently above the level of "meets" job standard performance. Demonstrates strong knowledge and ability to perform essential functions of position and seeks for ways to improve.
(5)	Outstanding	Employee demonstrates substantial knowledge and consistent ability in performance of essential functions of position. Employee continually demonstrates willingness to assume additional responsibilities, makes significant contributions beyond normal expectations. Is respected by others and demonstrates strong productive leadership skills.

I. PERFORMANCE EVALUATION AND ACHIEVEMENTS

1.	Governing Board Relationships	1	2	3	4	5	N/A
A.	Effectively implements policies and programs approved by the Board.				✓		
B.	Reporting to the Board is timely, clear, concise and thorough.					✓	
C.	Accepts direction/instructions in a positive manner.				✓		
D.	Keeps the Board informed of current plans and activities of the Douglas County Lake Tahoe Sewer Authority.					✓	
E.	Provides the Board with clear report of anticipated issues that could come before the Board.					✓	

Comments: _____

_____

_____

2.	Communication	1	2	3	4	5	N/A
A.	Oral communication is clear, concise, and articulate.					✓	
B.	Written communications are clear, concise, and accurate.					✓	
C.	Listens effectively and responds appropriately.					✓	

Comments: _____

3.	Professional Job-Related Competencies	1	2	3	4	5	N/A
A.	**Decision Making**: *Reasons, analyzes, and evaluates; looks beyond short-term results; accurately assesses; and knows when to ask for assistance. Uses good judgment and common-sense approach; anticipates situations; capable of embracing change and recognizes when circumstances dictate a change is necessary.*					✓	
B.	**Personal Behavior**: *Behavior is positive example for others; consistent and timely at work and meetings; dress and grooming is appropriate to position; shows good judgment; interactions with others are of the highest level of integrity and ethical conduct; is fair and impartial in dealing with others; and sets strong personal example by demonstrating respect for others and their ideas.*				✓		
C.	**Leadership**: *Ability to get others to work together effectively and see "big picture"; takes ownership for own activities; interacts with others objectively; and utilizes resources effectively in assessing situations prior to taking action.*				✓		
D.	**Technical Knowledge**: *Maintains current technical knowledge and ability to sufficiently manage and complete tasks/projects; actively pursues expanded mastery of knowledge and abilities in responsibilities of position; and combines technical knowledge with creativity to produce value-added results.*					✓	

Comments: _____

III. SUMMARY RATING

Overall Performance Rating – Considering the results obtained against established performance standards as well as overall job performance, the following rating is provided:

Unsatisfactory 1	Improvement Needed 2	Meets Job Standards 3	Exceeds Job Standards 4	Outstanding 5
				✓

Comments: _____

IV. BOARD MEMBER FEEDBACK / DESIRED FUTURE GOALS AND OBJECTIVES

Feedback to the Manager from the Board Member / goals and objectives to be achieved in the next evaluation period:

ROB HAS A GOOD UNDERSTANDING OF THE CURRENT AND FUTURE OPERATIONAL NEEDS OF THE AUTHORITY AND HAS ASSEMBLED A GOOD TEAM THAT HAS INCREASED SOME OPERATIONAL EFFICIENCIES AS A RESULT OF IN-HOUSE TECHNICAL PROFICIENCY.

John McLaughlin

Board Member Signature

4/20/2026

Date

IV. DCLTSA MANAGER COMMENTS & SIGNATURE

Manager Signature

Date

Douglas County Lake Tahoe Sewer Authority Manager Performance Evaluation

Employee Name: Robert Hopkins **Date:** May 20, 2026

Rating Period: From: June 1, 2025 To: May 31, 2026

Rating Scale Definitions (1-5)

(1)	Unsatisfactory	The employee's work performance is inadequate and inferior to the standards of performance required for the position. Shows little or no initiative or urgency to improve performance despite repeated coaching and/or retraining. Continued employment is in immediate jeopardy.
(2)	Improvement Needed	The employee's work performance demonstrates weakness in accomplishing performance expectations and does not consistently meet the standards of the position. Serious effort is needed to improve performance if employee is to retain employment.
(3)	Meets Job Standard	The employee's work performance consistently meets the standards of the position. Employee demonstrates knowledge and ability to meet performance expectations. Errors are generally minimal and self-corrected by employee with limited degree of instruction or assistance. Employee demonstrates effective leadership skills and motivates staff.
(4)	Exceeds Job Standard	The employee's work performance is consistently above the level of "meets" job standard performance. Demonstrates strong knowledge and ability to perform essential functions of position and seeks for ways to improve.
(5)	Outstanding	Employee demonstrates substantial knowledge and consistent ability in performance of essential functions of position. Employee continually demonstrates willingness to assume additional responsibilities, makes significant contributions beyond normal expectations. Is respected by others and demonstrates strong productive leadership skills.

I. PERFORMANCE EVALUATION AND ACHIEVEMENTS

1.	Governing Board Relationships	1	2	3	4	5	N/A
A.	Effectively implements policies and programs approved by the Board.					X	
B.	Reporting to the Board is timely, clear, concise and thorough.					X	
C.	Accepts direction/instructions in a positive manner.					X	
D.	Keeps the Board informed of current plans and activities of the Douglas County Lake Tahoe Sewer Authority.				X		
E.	Provides the Board with clear report of anticipated issues that could come before the Board.					X	

Comments: His Reports are always clear and concise.

2.	Communication	1	2	3	4	5	N/A
A.	Oral communication is clear, concise, and articulate.				X		
B.	Written communications are clear, concise, and accurate.					X	
C.	Listens effectively and responds appropriately.					X	

Comments: HE IS ALWAYS RECEPTIVE OF BOARD COMMENTS AND SUGGESTIONS.

3.	Professional Job-Related Competencies	1	2	3	4	5	N/A
A.	**Decision Making**: *Reasons, analyzes, and evaluates; looks beyond short-term results; accurately assesses; and knows when to ask for assistance. Uses good judgment and common-sense approach; anticipates situations; capable of embracing change and recognizes when circumstances dictate a change is necessary.*				X		
B.	**Personal Behavior**: *Behavior is positive example for others; consistent and timely at work and meetings; dress and grooming is appropriate to position; shows good judgment; interactions with others are of the highest level of integrity and ethical conduct; is fair and impartial in dealing with others; and sets strong personal example by demonstrating respect for others and their ideas.*					X	
C.	**Leadership**: *Ability to get others to work together effectively and see "big picture"; takes ownership for own activities; interacts with others objectively; and utilizes resources effectively in assessing situations prior to taking action.*					X	
D.	**Technical Knowledge**: *Maintains current technical knowledge and ability to sufficiently manage and complete tasks/projects; actively pursues expanded mastery of knowledge and abilities in responsibilities of position; and combines technical knowledge with creativity to produce value-added results.*				X		

Comments: NO TIE DOES THIS THING HROUGH!

III. SUMMARY RATING

Overall Performance Rating – Considering the results obtained against established performance standards as well as overall job performance, the following rating is provided:

Unsatisfactory 1	Improvement Needed 2	Meets Job Standards 3	Exceeds Job Standards 4	Outstanding 5
				X

Comments: EXCELLENT EMPLOYEE!

IV. BOARD MEMBER FEEDBACK / DESIRED FUTURE GOALS AND OBJECTIVES

Feedback to the Manager from the Board Member / goals and objectives to be achieved in the next evaluation period: No Suggestions For This Section. Well Done!

Board Member Signature

April 16, 2026
Date

IV. DCLTSA MANAGER COMMENTS & SIGNATURE

Manager Signature

Date

Douglas County Lake Tahoe Sewer Authority Manager Performance Evaluation

Employee Name: Robert Hopkins **Date:** May 20, 2026

Rating Period: From: June 1, 2025_____ To: May 31, 2026_____

Rating Scale Definitions (1-5)

(1)	Unsatisfactory	The employee's work performance is inadequate and inferior to the standards of performance required for the position. Shows little or no initiative or urgency to improve performance despite repeated coaching and/or retraining. Continued employment is in immediate jeopardy.
(2)	Improvement Needed	The employee's work performance demonstrates weakness in accomplishing performance expectations and does not consistently meet the standards of the position. Serious effort is needed to improve performance if employee is to retain employment.
(3)	Meets Job Standard	The employee's work performance consistently meets the standards of the position. Employee demonstrates knowledge and ability to meet performance expectations. Errors are generally minimal and self-corrected by employee with limited degree of instruction or assistance. Employee demonstrates effective leadership skills and motivates staff.
(4)	Exceeds Job Standard	The employee's work performance is consistently above the level of "meets" job standard performance. Demonstrates strong knowledge and ability to perform essential functions of position and seeks for ways to improve.
(5)	Outstanding	Employee demonstrates substantial knowledge and consistent ability in performance of essential functions of position. Employee continually demonstrates willingness to assume additional responsibilities, makes significant contributions beyond normal expectations. Is respected by others and demonstrates strong productive leadership skills.

I. PERFORMANCE EVALUATION AND ACHIEVEMENTS

1.	Governing Board Relationships	1	2	3	4	5	N/A
A.	Effectively implements policies and programs approved by the Board.				X		
B.	Reporting to the Board is timely, clear, concise and thorough.				X		
C.	Accepts direction/instructions in a positive manner.				X		
D.	Keeps the Board informed of current plans and activities of the Douglas County Lake Tahoe Sewer Authority.				X		
E.	Provides the Board with clear report of anticipated issues that could come before the Board.				X		

Comments: I appreciate Rob's communication with the Board. He is excellent at keeping the Board up to date and also giving us advance notice if a problem is coming down the pipe.

2.	Communication	1	2	3	4	5	N/A
A.	Oral communication is clear, concise, and articulate.				X		
B.	Written communications are clear, concise, and accurate.				X		
C.	Listens effectively and responds appropriately.				X		

Comments: _____

3.	Professional Job-Related Competencies	1	2	3	4	5	N/A
A.	**Decision Making**: *Reasons, analyzes, and evaluates; looks beyond short-term results; accurately assesses; and knows when to ask for assistance. Uses good judgment and common-sense approach; anticipates situations; capable of embracing change and recognizes when circumstances dictate a change is necessary.*				X		
B.	**Personal Behavior**: *Behavior is positive example for others; consistent and timely at work and meetings; dress and grooming is appropriate to position; shows good judgment; interactions with others are of the highest level of integrity and ethical conduct; is fair and impartial in dealing with others; and sets strong personal example by demonstrating respect for others and their ideas.*					X	
C.	**Leadership**: *Ability to get others to work together effectively and see "big picture"; takes ownership for own activities; interacts with others objectively; and utilizes resources effectively in assessing situations prior to taking action.*				X		
D.	**Technical Knowledge**: *Maintains current technical knowledge and ability to sufficiently manage and complete tasks/projects; actively pursues expanded mastery of knowledge and abilities in responsibilities of position; and combines technical knowledge with creativity to produce value-added results.*					X	

Comments: Rob has extensive knowledge and it shows in his decision making and his leadership. He conducts himself in a professional manner.

III. SUMMARY RATING

Overall Performance Rating – Considering the results obtained against established performance standards as well as overall job performance, the following rating is provided:

Unsatisfactory 1	Improvement Needed 2	Meets Job Standards 3	Exceeds Job Standards 4	Outstanding 5
			X	

Comments: _____

IV. BOARD MEMBER FEEDBACK / DESIRED FUTURE GOALS AND OBJECTIVES

Feedback to the Manager from the Board Member / goals and objectives to be achieved in the next evaluation period:

Rob, thank you for your hard work this year. Your dedication to the Authority and to your employees does not go unnoticed. You have cultivated an amazing culture for your employees, and it shows in their work ethic.

Sara Nelson

Board Member Signature

5/5/26

Date

IV. DCLTSA MANAGER COMMENTS & SIGNATURE

Manager Signature

Date

Douglas County Lake Tahoe Sewer Authority
FY 2024 Salary Plan
Table 2 - Recommended Salary Ranges per Classification

Occupational Job Families and Job Classes	Proposed			
	Range	Minimum	Midpoint	Maximum
	105%			
Administration Group				
* Authority Manager	50	$189,455	$236,818	$284,182
* Authority Controller	44	$141,374	$176,717	$212,061
* Accountant	29	$68,003	$85,004	$102,005
* Accounting Clerk	24	$53,282	$66,603	$79,924
Maintenance and Operations Group				
* Maintenance and Operations Superintendent	41	$122,124	$152,655	$183,186
Automation, Instrumentation and Controls Specialist (same as IT Specialist?)	36	$95,687	$119,609	$143,531
Senior Maintenance Mechanic/Operator Grade 3	36	$95,687	$119,609	$143,531
Maintenance Mechanic/Operator Grade 2	31	$74,974	$93,717	$112,460
Maintenance Mechanic/Operator Grade 1	30	$71,403	$89,254	$107,105
* Maintenance Mechanic	29	$68,003	$85,004	$102,005
* Maintenance Technician	25	$55,946	$69,933	$83,920

Permanent Salary Range Table
Illustrative Merit Increase Guide – FY 2024

	ACHIEVEMENT LEVEL				
COMPA-RATIO	**1**	**2**	**3**	**4**	**5**
80.0 – 89.9	0%	0%	4%	5%	6%
90.0 – 99.9	0%	0%	3%	4%	5%
100.0 – 109.9	0%	0%	2%	3%	4%
110.0 – 120.0	0%	0%	1%	2%	3%

NOTES: No increase to exceed Maximum of salary range; Compa-ratio is the % relationship of an incumbent's salary amount to the Midpoint of the salary range for their position's job class.

Illustrative Achievement Levels

1 Unacceptable
2 Needs Improvement
3 Standard Performance
4 Above Standard Performance
5 Excellent Performance

May 2026

RAISE CALCULATIONS
Rob Hopkins

Rating	#	Cumulative
5	32	160
4	33	132
3		0
Total	65	292
Avg		**4.49**

Current	Midpoint	Compa-Ratio
$ 240,202.30	$ 236,818.00	**101.43%**

Current	Raise per Chart	Raise Amt Per Year
$ 240,202.30	4.00%	**$ 9,608.09**

Monthly Raise
$ 800.67

May 2026

RAISE CALCULATIONS
Rob Hopkins

Rating	#	Cumulative
5	32	160
4	33	132
3		0
Total	65	292
Avg		**4.49**

Current	Midpoint	Compa-Ratio
$ 240,202.30	$ 236,818.00	**101.43%**

Current	Raise per Chart	Raise Amt Per Year
$ 240,202.30	3.00%	**$ 7,206.07**

Monthly Raise
$ 600.51

May 20, 2026

DOUGLAS COUNTY LAKE TAHOE SEWER AUTHORITY

Accountant's General Status Report

- The Budget to Actual spreadsheet in your packet shows that, at the end of March, operating expenses were 12% under budget.
    - Salaries and Benefits were 10% below budget.
    - Once again, no budgeted amount has been applied to manhole replacement work, which continues to be a key factor in keeping overall operating expenses below budget.
    - In addition, utility expenses continue to come in lower than expected, which has helped keep overall expenses well under budget.
    - Legal and Engineering services were over budget. As I mentioned previously, Legal service rates have increased 14% since August. Some Engineering costs were related to the Tahoe Beach Club Phase III plan review and a sewer easement adjustment for one property at Lake Village. We will request reimbursement once the work is completed.
    - Fuel expense is currently well under budget due to lower-than-anticipated usage; however, the cost per gallon continues to rise steadily.
- After sending out the fourth quarter billing statements, we have received payments from all large commercial accounts. All participating Districts have also paid their fees. Our billing receivables are just over $9,000.
- We received the March dewatering service payment from Tahoe Beach Club and have also sent the April dewatering invoice.

- Influent flow in April was 5% higher than the same time last year. Looking at the breakdown, Round Hill GID saw a slight increase of 1.47%, and Beach Pump Station was up about 1.48%. On the other hand, KGID decreased by 1.89%, and there was no significant change in TDD.

Investment Report

The Authority's investments total more than $19.6 million, with more than $15 million of that amount being held in the Local Government Investment Pool (LGIP).

- The LGIP's April interest rate is 3.79%.
- In April, we earned $7,961 in interest income from our bank Sweep Program.
- In early May, one CD matured at 4.9%. We reinvested the funds in a 3-year CD at an interest rate of 4.0%.
- The average CD interest rate is 3.98%.
- A list of current CDs is included in the Board packet.

Claims and Check Register

The check register and wires transfers since the last meeting have been included in the Board packet for review. If there are no questions, I will ask the Board Treasurer to sign them and return them to me for our records.

_____R.H.

DOUGLAS COUNTY LAKE TAHOE SEWER AUTHORITY

JULY - MARCH 2025-2026 BUDGET VS. ACTUAL

	March	Budgeted	Variance	Comments
Salaries	$ 942,153.91	$ 1,076,530.50	$ 134,376.59	
OT/Callback	$ 39,472.23	$ 32,295.75	$ (7,176.48)	Installation of MCC @ MPS
Holiday	$ 460.00	$ 10,287.75	$ 9,827.75	10 Holidays of 12
Longevity	$ 3,990.00	$ 3,007.50	$ (982.50)	Paid Annually in DECEMBER, will smooth
Stand-By Pay	$ 14,680.75	$ 14,742.00	$ 61.25	
Health Insurance	$ 236,036.62	$ 254,357.25	$ 18,320.63	
State Retirement (PERS)	$ 329,364.17	$ 365,552.25	$ 36,188.08	
SIIS (Workers Comp)	$ 14,238.00	$ 15,271.50	$ 1,033.50	
Medicare Tax	$ 16,079.93	$ 16,484.25	$ 404.32	
Unemployment Insurance	$ 70.00	$ 37.50	$ (32.50)	Ann.Fee - EMRB
Contract Svcs	$ -	$ -	$ -	
OPEB Expense	$ -	$ -	$ -	
Salaries/Benefits	**$ 1,596,545.61**	**$ 1,788,566.25**	**$ 192,020.64**	

JULY - MARCH 2025-2026 BUDGET VS. ACTUAL

	March	Budgeted	Variance	Comments
Electric Power	$ 209,503.64	$ 265,228.50	$ 55,724.86	
Electric Power - BPS	$ 10,756.38	$ 13,537.50	$ 2,781.12	
Electric Power - MPS	$ 55,316.46	$ 63,693.75	$ 8,377.29	
Natural Gas	$ 5,867.53	$ 12,375.00	$ 6,507.47	
Natural Gas - BPS	$ 269.93	$ 1,162.50	$ 892.57	Base rate - No usage
Natural Gas - MPS	$ 268.18	$ 273.75	$ 5.57	Base rate - No usage
Water	$ 7,621.54	$ 8,550.00	$ 928.46	
Water - BPS	$ 1,742.71	$ 2,250.00	$ 507.29	
Water - MPS	$ 24.60	$ 262.50	$ 237.90	
Solid Waste Removal	$ 8,263.10	$ 11,250.00	$ 2,986.90	
Utilities	**$ 299,634.07**	**$ 378,583.50**	**$ 78,949.43**	
Chemicals	$ 68,127.19	$ 86,250.00	$ 18,122.81	Polymer 5% increase/Chlorine 30% increase
Lab Supplies	$ 6,886.56	$ 11,062.50	$ 4,175.94	
Supplies	$ -	$ -	$ -	
Chemicals/Supplies	**$ 75,013.75**	**$ 97,312.50**	**$ 22,298.75**	

JULY - MARCH 2025-2026 BUDGET VS. ACTUAL

	March	Budgeted	Variance	Comments
Legal Services	$ 43,785.00	$ 35,625.00	$ (8,160.00)	Elk Point Agreement
Accounting	$ 47,036.94	$ 37,500.00	$ (9,536.94)	$42,000 audit fees - will smooth
Legal/Accounting	**$ 90,821.94**	**$ 73,125.00**	**$ (17,696.94)**	
Engineering	$ 51,793.75	$ 42,750.00	$ (9,043.75)	TBC Phase III Plan Review
Engineering - BPS	$ -	$ -	$ -	
Engineering - MPS	$ -	$ -	$ -	
Engineering - In-District	$ 15,174.00	$ 15,000.00	$ (174.00)	HDR Collection Line Study Final w/Smooth
Consulting	$ 7,310.00	$ 6,750.00	$ (560.00)	
Engineering/Consulting	**$ 74,277.75**	**$ 64,500.00**	**$ (9,777.75)**	
Maintenance Export Line	$ -	$ 22,125.00	$ 22,125.00	
Maintenance Collection System	$ 50,614.99	$ 56,250.00	$ 5,635.01	
Repairs Collection System	$ -	$ 37,500.00	$ 37,500.00	Haven't been billed yet for manholes on Hwy 50
Computer Maintenance/Supplies	$ 23,563.48	$ 7,500.00	$ (16,063.48)	$9,000 IT Annual Fee will be billed against all year.
SCADA Support	$ -	$ 2,625.00	$ 2,625.00	
Repairs - Vehicles	$ 9,875.66	$ 15,037.50	$ 5,161.84	
Repairs - Mechanical	$ 24,743.51	$ 42,750.00	$ 18,006.49	
Repairs - Mechanical BPS	$ 8,783.29	$ 3,000.00	$ (5,783.29)	Wet Well Cleaning during Grinder Install & Generator Svcs
Repairs - Mechanical MPS	$ 23,628.53	$ 1,500.00	$ (22,128.53)	Generator Svcs & Extensive Repairs during MCC Updgrade

JULY - MARCH 2025-2026 BUDGET VS. ACTUAL

	March	Budgeted	Variance	Comments
Emergency Repairs	$ -	$ -	$ -	
Repairs Bldg & Grounds	$ 2,797.33	$ 3,412.50	$ 615.17	
Repairs Bldg & Grounds - BPS	$ -	$ 1,875.00	$ 1,875.00	
Repairs Bldg & Grounds - MPS	$ -	$ -	$ -	
Repairs Heating	$ 690.28	$ 731.25	$ 40.97	
Repairs Heating	$ -	$ 187.50	$ 187.50	
Repairs Heating	$ -	$ -	$ -	
Repairs Electrical	$ 673.05	$ 2,568.75	$ 1,895.70	
Repairs Electrical	$ -	$ 150.00	$ 150.00	
Repairs Electrical	$ 135.50	$ 187.50	$ 52.00	
Repairs Instruments	$ 8,901.33	$ 8,625.00	$ (276.33)	SmartCover Annual/ Will Smooth
Repairs Instruments	$ -		$ -	
Equipment Rental	$ -	$ 1,500.00	$ 1,500.00	
Maintenance Supplies	$ 5,955.90	$ 10,950.00	$ 4,994.10	
Safety & Safety Equipment	$ 6,392.35	$ 15,000.00	$ 8,607.65	
Odor Control System Maintenance	$ 75.99	$ 1,875.00	$ 1,799.01	
Repairs/Maintenance	**$ 166,831.19**	**$ 235,350.00**	**$ 68,518.81**	

JULY - MARCH 2025-2026 BUDGET VS. ACTUAL

	March	Budgeted	Variance	Comments
Casualty Insurance	$ 79,967.79	$ 91,660.50	$ 11,692.71	
Pollution Liability Insurance	$ -	$ -	$ -	
Insurance	**$ 79,967.79**	**$ 91,660.50**	**$ 11,692.71**	
Telephone	$ 13,541.26	$ 16,125.00	$ 2,583.74	
Telephone	$ 662.00	$ 1,050.00	$ 388.00	
Telephone	$ -	$ -	$ -	
Small Tools & Equipment	$ 6,146.91	$ 14,643.75	$ 8,496.84	
Annual Software Licenses	$ 19,841.96	$ 15,000.00	$ (4,841.96)	Pre-Paid - Will Smooth
Laundry and Linen	$ 2,285.19	$ 1,875.00	$ (410.19)	Uniforms - Annual
Forest Svc. Fee	$ 299.47	$ 375.00	$ 75.53	Annual Fee
Training, Dues & Subscriptions	$ 2,771.10	$ 6,750.00	$ 3,978.90	
Office Expenses	$ 10,853.61	$ 6,187.50	$ (4,666.11)	Job advertising in newspaper & File shredding svcs. & PC Equip for New EE
Travel	$ -	$ -	$ -	
Sample Testing	$ 64,448.68	$ 73,597.50	$ 9,148.82	
Operating Lease	$ -	$ -	$ -	

JULY - MARCH 2025-2026 BUDGET VS. ACTUAL

	March	Budgeted	Variance	Comments
Biosolids Disposal	$ 32,721.50	$ 36,904.50	$ 4,183.00	
Underground Service Alert	$ 397.85	$ 825.00	$ 427.15	Annual Fee
Permit Fees	$ 8,998.79	$ 11,812.50	$ 2,813.71	NDEP Annual / Will smooth
Misc Exp and Bank Fees	$ -	$ -	$ -	
Other Operating Expenses	**$ 162,968.32**	**$ 185,145.75**	**$ 22,177.43**	
Fuels and Lubricants	$ 15,713.58	$ 26,145.00	$ 10,431.42	
Fuels & Lubricants	**$ 15,713.58**	**$ 26,145.00**	**$ 10,431.42**	
Total Operating Expenses Thru FEBRU	**$ 2,561,774.00**	**$ 2,940,388.50**	**$ 378,614.50**	
			12.88%	

CURRENT BROKERED CD MATURITY DATES

	Date	Rate	Amount	Fund	
FY '25 - '26					
GOLDMAN SACHS BK USA NEW YORK	5/7/2026	4.90%	$ 245,000	PR	MATURED
MORGAN STANLEY PRIVATE BK	5/22/2026	5.05%	$ 245,000	PR	
TOTAL FY '25-'26			**$ 490,000**		
FY '26-'27					
BLUE RIDGE BANK, NA	7/20/2026	4.10%	$ 245,000	GF	
REGIONS BK BIRMINGHAM	8/21/2026	3.95%	$ 245,000	CF	
CROSS RIVER BK	11/5/2026	4.00%	$ 245,000	GF	
SAFRA NAT'L BANK	11/6/2026	3.65%	$ 245,000	PR	
BANK HAPOALIM NY	11/16/2026	4.05%	$ 245,000	PR	
BNY MELLON	2/22/2027	3.85%	$ 245,000	PR	
FIRSTBANK PUERTO RICO	3/27/2027	3.70%	$ 245,000	CF	
TOTAL FY '26 -'27			**$ 1,715,000**		
FY '27-'28					
SALLIE MAE BANK, SALT LAKE	7/26/2027	4.50%	$ 245,000	CF	
OPTUM BK DRAPER	8/20/2027	3.85%	$ 245,000	CF	
TOYOTA FINANCIAL	8/24/2027	3.95%	$ 245,000	PR	
MORGAN STANLEY BANK, N.A.	5/8/2028	4.10%	$ 245,000	CF	
1ST FINANCIAL BK USA	5/15/2028	3.55%	$ 245,000	PR	
TOTAL FY '27 - '28			**$ 1,225,000**		
FY '28-'29					
BMW BANK NA	8/22/2028	3.80%	$ 245,000	PR	
TEXAS EXCHANGE BK	8/28/2028	3.75%	$ 245,000	CF	
UBS BK USA SALT LAKE	2/26/2029	3.80%	$ 245,000	CF	
MANUFACTURES & TRADERS TRCD	5/11/2029	4.00%	$ 245,000	PR	PURCHASED
TOTAL FY '28 - '29			**$ 980,000**		
			$ 4,165,000		
		3.98%			

Douglas County Lake Tahoe Sewer Auth.

AP Check Register (Current by Bank)

Check Dates: 041526 to 5/20/2026

Check No.	Date	Status*	Vendor ID	Payee Name	Amount
BANK ID: WFCHK - WELLS FARGO CHECKING					**101.1000**
14164	04/23/26	P	WEBB	ALEXANDER WEBB	$150.00
14165	04/23/26	P	ATT01	AT&T MOBILITY	$191.89
14166	04/23/26	P	ATT02	AT&T MOBILITY-CC	$2.00
14167	04/23/26	P	BE15	BENTLY FAMILY LTD PARTNERSHIP	$434.70
14168	04/23/26	P	CA12	CARSON VALLEY OIL CO., INC.	$1,041.40
14169	04/23/26	P	CH15	CHARTER COMMUNICATIONS	$296.27
14170	04/23/26	P	CONWAY	CONWAY COMMUNICATIONS INC	$23.37
14171	04/23/26	P	FREDH	FRED HOWARD	$282.21
14172	04/23/26	P	GR13	GRAINGER	$144.99
14173	04/23/26	P	HDR01	HDR, ENGINEERING, INC.	$12,295.23
14174	04/23/26	P	HOMEDE	HOME DEPOT	$386.45
14175	04/23/26	P	BOU11	BOULDER EXTERMINATORS, INC	$150.00
14176	04/23/26	P	KI11	KINGSBURY GENERAL IMP. DIST.	$1,017.81
14177	04/23/26	P	MET11	METLIFE - GROUP BENEFITS	$1,901.39
14178	04/23/26	P	LA11	NAPA AUTO PARTS	$178.95
14179	04/23/26	P	NEW1	NEW GEN AUTOMOTIVE	$6,164.75
14180	04/23/26	P	OREILL	O'REILLY AUTOMOTIVE, INC.	$31.69
14181	04/23/26	P	OFFICE	OFFICE 1	$195.94
14182	04/23/26	P	ESP	ROBERT & SANDRA ESPINOLA	$156.00
14183	04/23/26	P	NE42	STATE OF NV. P.E.B.P.	$1,532.52
14184	04/23/26	P	AB01	SUMMIT FIRE & SECURITY, LLC	$578.25
14185	04/23/26	P	SU13	SUMMIT PLUMBING CO., LLC	$3,384.99
14186	04/23/26	P	WE12	Western Envir. Testing Lab	$714.24
14187	05/07/26	P	AL01	ALLISON MACKENZIE, Ltd.	$6,880.00
14188	05/07/26	P	AZUL01	AZUL ELECTRIC SUPPLY LLC	$1,611.49
14189	05/07/26	P	BE15	BENTLY FAMILY LTD PARTNERSHIP	$209.44
14190	05/07/26	P	SE45	BRADLEY SEALS	$251.42
14191	05/07/26	P	CA12	CARSON VALLEY OIL CO., INC.	$848.91
14192	05/07/26	P	CITI	CITI CARDS	$254.79
14193	05/07/26	P	GI20	DOUGLAS GIBSON	$404.50
14194	05/07/26	P	ESC01	E SQUARED C, INC.	$37.80
14195	05/07/26	P	FASTEN	FASTENAL COMPANY	$1,100.02
14196	05/07/26	P	GR13	GRAINGER	$352.48
14197	05/07/26	P	HOMETO	HOMETOWN HEALTH	$19,001.21
14198	05/07/26	P	WRENN	IAN WRENN	$140.00
14199	05/07/26	P	PH12	JOHN PHILLIPS	$482.86
14200	05/07/26	P	IKE01	KELVIN IKEHARA	$272.27
14201	05/07/26	P	PR02	LINDE GAS & EQUIPMENT INC.	$166.92
14202	05/07/26	P	AGUILA	MANNY AGUILAR	$202.90
14203	05/07/26	P	NV01	NV ENERGY	$26,267.83
14204	05/07/26	P	PRIM01	PRIMO BRANDS	$73.95
14205	05/07/26	P	VAN1	RICK VAN HORN	$272.46
14206	05/07/26	P	SIL4	SILVER STATE ANALYTICAL LAB	$292.00
14207	05/07/26	P	SO10	SOUTH TAHOE REFUSE, INC.	$753.66
14208	05/07/26	P	SO13	SOUTHWEST GAS	$60.20
14209	05/07/26	P	ST09	STANDARD INSURANCE COMPANY	$665.11
14210	05/07/26	P	NE42	STATE OF NV. P.E.B.P.	$1,555.51
14211	05/07/26	P	SU13	SUMMIT PLUMBING CO., LLC	$4,725.00
14212	05/07/26	P	US12	USABLUEBOOK / HD SUPPLY, INC.	$1,278.79
14213	05/07/26	P	VI12	VISION SERVICE PLAN - (AT)	$261.12
14214	05/07/26	P	WE10	BORDER STATES INDUSTRIES, INC.	$3,498.85
14215	05/07/26	P	WF01	WELLS FARGO	$1,229.58
14216	05/07/26	P	WE12	Western Envir. Testing Lab	$2,397.12
14217	05/07/26	P	WE18	WESTERN NEVADA SUPPLY CO.	$1,595.18
14218	05/07/26	P	WILS01	WILSON ENGINEERS	$15,117.50
14219	05/07/26	P	JOHN	YING H. JOHNSON	$357.17

*** Check Status Types: "P" - Printed ; "M" - Manual ; "V" - Void (Void Date); "A" - Application; "E" - EFT**
**** Denotes broken check sequence.**

Douglas County Lake Tahoe Sewer Auth.
AP Check Register (Current by Bank)
Check Dates: 041526 to 5/20/2026

Check No.	Date	Status*	Vendor ID	Payee Name	Amount
				BANK WFCHK REGISTER TOTAL:	**$123,873.08**
				GRAND TOTAL :	**$123,873.08**

*** Check Status Types: "P" - Printed ; "M" - Manual ; "V" - Void (Void Date); "A" - Application; "E" - EFT**
**** Denotes broken check sequence.**

Douglas County Lake Tahoe Sewer Auth.

GL Entry Report - Batch Order

Year: 2026 / Date: 4/15/2026 - 5/20/2026

Entry #	Date	Document	Job	Account	Description	Debits	Credits	Balance
BATCH: 9491	**JOURNAL: B**		**STATUS: Posted**	**PERIOD: 2026 - 11**	**CREATED: 04/21/26 by TLK**			
159343	05/14/26			414.1100	APRIL PERS CONTRIBS	$16,034.71	$0.00	$16,034.71
159344	05/14/26			415.1100	APRIL PERS CONTRIBS	$16,034.72	$0.00	$32,069.43
159345	05/14/26			101.1000	APRIL PERS CONTRIBS	$0.00	$32,069.43	$0.00
					BATCH 9,491 TOTALS:	**$32,069.43**	**$32,069.43**	**$0.00**
BATCH: 9494	**JOURNAL: B**		**STATUS: Posted**	**PERIOD: 2026 - 10**	**CREATED: 04/22/26 by TLK**			
159350	04/21/26			417.1100	Q3 FY25-26 WORKERS' COMP	$4,746.00	$0.00	$4,746.00
159351	04/21/26			101.1000	Q3 FY25-26 WORKERS' COMP	$0.00	$4,746.00	$0.00
					BATCH 9,494 TOTALS:	**$4,746.00**	**$4,746.00**	**$0.00**
					TOTAL OF ALL JOURNAL(S):	**$36,815.43**	**$36,815.43**	