



AGENDA

Special Meeting of the Board of Directors
3021 Fullerton Road
Rowland Heights, CA 91748
November 25, 2025 -- 6:00 PM

Agenda materials are available for public review at <https://www.rwd.org/agendas-minutes/>. Materials related to an item on this Agenda submitted after distribution of the Agenda packet are available for public review at the District office located at 3021 Fullerton Road, Rowland Heights, CA 91748.

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL OF DIRECTORS

John Bellah, President
Vanessa Hsu, Vice President
Robert W. Lewis
Anthony J. Lima
Szu Pei Lu-Yang

ADDITION(S) TO THE AGENDA

PUBLIC COMMENT ON NON-AGENDA ITEMS

Any member of the public wishing to address the Board of Directors regarding items not on the Agenda within the subject matter jurisdiction of the Board should do so at this time. With respect to items on the agenda, the Board will receive public comments at the time the item is opened for discussion, prior to any vote or other Board action. A three-minute time limit on remarks is requested.

Any person may make a request for a disability-related modification or accommodation needed for that person to be able to participate in the public meeting by telephoning Gabriela Palomares, Executive Services Manager at (562) 383-2323, or writing to Rowland Water District, at 3021 Fullerton Road, Rowland Heights, CA 91748. Requests must specify the nature of the disability and the type of accommodation requested. A telephone number or other contact information should be included so that District staff may discuss appropriate arrangements. Anyone requesting a disability-related accommodation should make the request with adequate time prior to the meeting in order for the District to provide the requested accommodation.

Any member of the public wishing to participate in the meeting, who requires a translator to understand or communicate in English, should arrange to bring a translator with them to the meeting.

1. DISCUSSION ITEMS

This portion of the Agenda is for staff presentations and Board discussion.

1.1 Cost of Living Increase Adjustment (COLA) for all Employees Based on Merit

Recommendation: For Board discussion only.

1.2 Employee-Paid Holidays and Office Closure

Recommendation: For Board discussion only.

1.3 Board of Directors Committee Assignments for 2026

Recommendation: For Board discussion only.

2. CLOSED SESSION

a. PUBLIC EMPLOYEE MANAGER PERFORMANCE EVALUATION - [§54957]

Title: General Manager

b. CONFERENCE WITH LABOR NEGOTIATORS

Agency Designated Representatives: General Counsel

Unrepresented Employee: General Manager

3. RECONVENE/REPORT ON CLOSED SESSION

General Manager's and Directors' Comments

Future Agenda Items

Late Business

No action shall be taken on any items not appearing on the posted agenda, except upon a determination by a majority of the Board that an emergency situation exists, or that the need to take action arose after the posting of the agenda.

ADJOURNMENT

President John Bellah, Presiding

Next Regular Board Meeting: December 9, 2025