



1902 - Serving Our Community for over 120 Years - 2025

**WEST BAY SANITARY DISTRICT
AGENDA OF BUSINESS**

REGULAR MEETING OF THE DISTRICT BOARD

WEDNESDAY, DECEMBER 10, 2025 AT 7:00 P.M.

**RONALD W. SHEPHERD ADMINISTRATION BUILDING,
500 LAUREL STREET, MENLO PARK, CALIFORNIA 94025**

Board Members

Fran Dehn, President
David Walker, Secretary
Roy Thiele-Sardiña, Treasurer
Edward P. Moritz, Member
George Otte, Member

General Manager

Sergio Ramirez

District General Counsel

Anthony Condotti, Esq.

AGENDA OF BUSINESS

To participate by telephone or Zoom meeting, public comments can be made by joining Zoom meeting at:

<https://us06web.zoom.us/j/81139127390?pwd=VEScjPa4nl7ssj9z6Fk8203YJMAD1W.1>

Meeting ID: 811 3912 7390 Passcode: 931560

1. Call to Order and Roll Call
2. Communications from the Public
3. Consent Calendar
Matters listed under this item are considered routine and will be enacted by one motion. The motion, seconds, and vote are applicable to any included resolutions and recorded accordingly. There will be no separate discussion of these items unless specifically requested by a member of the Board.
 - A. Approval of Minutes for Regular meeting November 19, 2025 Pg. 5A-1
 - B. Approval of the Financial Activity Report Authorizing Payment of Certain Bills and Salaries and Consideration of Other Financial Matters thru November 30, 2025 Pg. 5B-1
 - C. WBSD Operations and Maintenance Report – November 2024 Pg. 5C-1
 - D. Town of Los Altos Hills Operations and Maintenance Report for Work Performed by WBSD – November 2025 Pg. 5D-1
 - E. Town of Woodside Operations and Maintenance Report for Work Performed by WBSD – November 2025 Pg. 5E-1
 - F. East Palo Alto Sanitary District (EPASD) Operations and Maintenance Report for Work Performed by WBSD – November 2025 Pg. 5F-1
4. Presentation and Discussion on Recycled Water Rates Pg. 4-1
5. Discussion and Direction on the Proposed Recycled Water Code and Set a Public Hearing to Adopt the Code Pg. 5-1
6. General Manager's Report Pg. 6-1

7. Consider Adopting the District's Audited Financial Statements for the Year Ended June 30, 2025 Pg. 7-1
8. Consider Adopting Resolution Establishing Rates of Pay and Related Compensation Provisions Pg. 8-1
9. Presentation and Discussion on ADA Website Requirements Pg. 9-1
10. Authorize the General Manager to Enter into Amendment One for Engineering Design and Construction Support Services with Freyer & Laureta, Inc. (F&L) for the Laurel Avenue-Hwy 101 Crossing Improvements Project No. 1773.0 for \$314,603 with up to 10% Contingency Pg. 10-1
11. Consider Resolution to Elect President and Secretary to the District Board, Appoint a Treasurer, and Consider Appointment of Committee Appointees and Alternates Pg. 11-1
12. Discussion and Direction on Sharon Heights Recycled Water Facility Pg. 12-1
13. Discussion and Direction on Bayfront Recycled Water Project and Status Update Pg. 13-1
14. Report and Discussion on South Bayside Waste Management Authority (SBWMA) including Solid Waste Franchise Re-Assignment Pg. 14-1
15. Report and Discussion on Silicon Valley Clean Water (SVCW) Plant Pg. 15-1
16. Closed Session
 - A. PUBLIC EMPLOYMENT
Title: Finance Manager
 - B. PUBLIC EMPLOYEE PERFORMANCE EVALUATION/CONF. WITH LABOR NEGOTIATORS
Agency designated representatives: Board President/Legal Counsel
Unrepresented employee: General Manager
17. Consider Approving the End-of-Year Goals and Objectives Performance Compensation for the General Manager Pg. 17-1
18. Comments or Reports from Members of the District Board and Consider Items to be Placed on Future Agenda
19. Adjournment

The West Bay Sanitary District does not discriminate against persons with disabilities. Upon request, the agenda and agenda packet can be provided in a format to accommodate special needs. If you require a copy of the agenda or related materials in an alternative format to accommodate a disability, or if you wish to attend this public meeting and will require special assistance or other special equipment, please call the District at (650) 321-0384 at least five days in advance and we will make every reasonable attempt to provide such an accommodation.