



NOTICE OF THE BOARD OF DIRECTORS' REGULAR BI-MONTHLY MEETING

Tuesday, January 20, 2026 at 5:00 PM

AGENDA

LOCATIONS:

Open Session to start at or after 5:00 p.m.

Marin Water Board Room – 220 Nellen Avenue, Corte Madera, CA 94925

Director Jed Smith – 227 Summit Ave., Apt. e405, Brookline, MA 02446

Closed Session to immediately follow Open Session

Marin Water Mt. Tam Conference Room, 220 Nellen Avenue, Corte Madera, CA 94925

Public Participation:

The public may attend this meeting in-person or remotely using one of the following methods:

On a computer or smart device, go to: <https://marinwater.zoom.us/j/88134852296>

By phone, dial: **1-669-444-9171** and use Webinar ID: **881 3485 2296**

HOW TO PROVIDE PUBLIC COMMENT:

During the Meeting: Typically, you will have 3 minutes to make your public comment, however, the board president may shorten the amount of time for public comment due to a large number of attendees. Furthermore, pursuant to Government Code, section 54954.2 (the Brown Act), the Board may not take action or discuss any item that does not appear on the agenda.

-- **In-Person Attendee:** Fill out a speaker card and provide to the board secretary. List the number/letter (ex: 6a) of the agenda item(s), for which you would like to provide a comment. Once you're called, proceed to the lectern to make your comment.

-- **Remote Attendee:** Use the "raise hand" button on the bottom of the Zoom screen. If you are joining by phone and would like to comment, press *9. The board secretary will use the last four digits of your phone number to call on you (dial *6 to mute/unmute).

In Advance of the Meeting: Submit your comments by email in advance of the meeting to boardcomment@marinwater.org. To ensure that your comment is provided to the Board of Directors prior to the meeting, please email your comment 24 hours in advance of the meeting start time. Comments received after this cut off time will be sent to the Board after the meeting. Please do not

include personal information in your comment such as phone numbers and home addresses.

AGENDA ITEMS:

1. Call to Order and Roll Call

2. Adoption of Agenda

3. Public Comment on Non-Agenda Matters

This is the time when any person may address the Board of Directors on matters not listed on this agenda, but which are within the subject matter jurisdiction of the Board.

4. Directors' and General Manager's Announcements (5:10 p.m. – Time Approximate)

5. Board Committee Reports

Each Committee Chair or Vice Chair will provide a report on recent committee meetings. Directors may ask questions or provide brief comments or requests for additional information on an item.

6. Consent Items (5:20 p.m. – Time Approximate)

All Consent Items will be enacted by a single action of the Board, unless specific items are pulled from Consent by the Board during adoption of the agenda for separate discussion and action.

a. January 6, 2026 Board Meeting Minutes

RECOMMENDATION: Accept the minutes of the Board of Directors' Regular Bi-Monthly Meeting on January 6, 2026

b. General Manager's Report December 2025

RECOMMENDATION: Approve Report

c. Third Amendment to the At-Will Employment Agreement of Bennett Horenstein as the General Manager of the Marin Municipal Water District

RECOMMENDATION: Approve the Third Amendment to the At-Will Employment Agreement of Bennett Horenstein as the General Manager of the Marin Municipal Water District extending the term of the Agreement for approximately three (3) additional months

7. Regular Items (5:25 p.m. – Time Approximate)

a. Early Detection Rapid Response Contract

RECOMMENDATION: Approve a professional Services Agreement with PCI Ecological to conduct Early Detection Rapid Response work along 80 miles of fire roads over a two-year period in an amount not to exceed \$195,439 and authorize the General Manager to execute the agreement

b. Approval of the One Tam 2026-2027 Work Plan

RECOMMENDATION: Review and approve the One Tam 2026-2027 Work Plan

c. 2026 Board of Directors Committee Assignments

RECOMMENDATION: Approve the appointment of the Marin Municipal Water District Directors to internal standing committees and to external regional committees as representatives of the District

8. Future Board and Committee Meetings and Upcoming Agenda Items

This schedule lists upcoming board and committee meetings as well as upcoming agenda items for the next month, which may include Board interest in adding future meeting items. The schedule is tentative and subject to change pending final publication and posting of the meeting agendas.

a. Upcoming Meetings

9. Announcement of Closed Session Item(s); Public Comments on Closed Session Item(s)

Following announcement of Closed Session items and prior to recess into Closed Session, the public may speak up to three minutes on items to be addressed in Closed Session. The Board will convene to Closed Session in the Mt. Tam Conference Room after public comment.

a. Conference with Labor Negotiators

(California Government Code §54957.6)

Agency Designated Representatives: Ben Horenstein, General Manager

Employee Organizations: Service Employees International Union, Local 1021; Unrepresented Employees

Adjourn closed session and reconvene to open session in the Board Room and via Zoom.

10. Reconvene to Open Session; Closed Session Report Out

11. Adjournment (7:00 p.m. – Time Approximate)

ADA NOTICE AND HEARING-IMPAIRED PROVISIONS

In accordance with the Americans with Disabilities Act (ADA) and California Law, it is Marin Water's policy to offer its public programs, services, and meetings in a manner that is readily accessible to everyone, including those with disabilities. If you are an individual with a disability and require a copy of a public hearing notice, an agenda, and/or agenda packet in an appropriate alternative format, or if you require other accommodations, please contact the Board Secretary/ADA Coordinator at 415.945.1448, at least two business days in advance of the meeting. Advance notification will enable Marin Water to make reasonable arrangements to ensure accessibility.

Information agendas are available for review at the Civic Center Library, Corte Madera Library, Fairfax Library, Mill Valley Library, Marin Water Administration Building, and marinwater.org.

Posted: 01-16-2026



STAFF REPORT

Meeting Type: Board of Directors
Title: January 6, 2026 Board Meeting Minutes
From: Terrie Gillen, Board Secretary
Through: Ben Horenstein, General Manager
Meeting Date: January 20, 2026

TYPE OF ITEM: X Action Information

RECOMMENDATION: Accept the minutes of the Board of Directors' Regular Bi-Monthly Meeting on January 6, 2026

SUMMARY: The Board of Directors held their regular bi-monthly meeting on January 6, 2026. The minutes of that meeting are attached for your approval.

DISCUSSION: None.

ENVIRONMENTAL REVIEW: Not applicable.

FISCAL IMPACT: None.

ATTACHMENT(S):

1. Draft January 6, 2026 Regular Meeting Minutes

DEPARTMENT OR DIVISION	DIVISION MANAGER	APPROVED
Communications & Public Affairs Department	 Terrie Gillen Board Secretary	 Ben Horenstein General Manager



NOTICE OF THE BOARD OF DIRECTORS' REGULAR BI-MONTHLY MEETING AND MARIN MUNICIPAL WATER DISTRICT FINANCING AUTHORITY BOARD MEETING

Tuesday, January 06, 2026 at 5:00 PM

MINUTES

LOCATIONS:

Open Session to start at or after 5:00 p.m.

Marin Water Board Room – 220 Nellen Avenue, Corte Madera, CA 94925

Public Participation:

The public may attend this meeting in-person or remotely using one of the following methods: on a computer or smart device, <https://marinwater.zoom.us/j/88134852296>, or by phone, 1-669-444-9171, using Webinar ID #: 881 3485 2296.

AGENDA ITEMS:

1. Call to Order and Roll Call

Board President Matt Samson called the meeting to order at 5 p.m.

DIRECTORS PRESENT

Ranjiv Khush

Diana Maier

Larry Russell

Jed Smith

Matt Samson

2. Adoption of Agenda

Director Maier made the motion to adopt the agenda. Director Khush seconded the motion.

Voting Yea: Directors Khush, Maier, Russell, Smith, and Samson

There were no public comments.

Motion passed.

3. Public Comment on Non-Agenda Matters

There was one (1) public comment.

4. Directors' and General Manager's Announcements

- Vice President Smith reported that he toured the Nicasio School and met with some members of the Nicasio community.
- President Samson commended staff for their renowned work on the watershed. He also commended staff for the noticeable improvements to the District's bill pay site.

5. Board Committee Reports

Watershed Committee Chair Ranjiv Khush provided a report of the items discussed at the committee meeting last month.

6. Consent Items

- a. December 16, 2025 Board Meeting Minutes

RECOMMENDATION: Accept the minutes of the Board of Directors' Regular Bi-Monthly Meeting on December 16, 2025

- b. Second Amendment to Miscellaneous Agreement No. 6185 With National Response Team for Water Remediation and Restoration Services

RECOMMENDATION: Authorize the General Manager to execute the Second Amendment to Miscellaneous Agreement No. 6185 to increase the contract amount by one hundred fifty thousand dollars for a total not to exceed amount in the agreement of \$550,000

Director Khush made the motion to approve the Consent Calendar items. Director Maier seconded the motion.

There were no public comments.

Voting Yea: Directors Khush, Maier, Russell, Smith, and Samson

Motion passed.

7. Regular Items

a. Board of Directors Reorganization 2026

RECOMMENDATION: Elect a President and Vice President to the Marin Municipal Water District Board of Directors for 2026, and Recognize the outgoing Board President

Board President Samson asked the directors to make a motion to elect the 2026 Board President.

Director Khush made the motion to elect Director Smith as Board President. Director Russell seconded the motion.

Voting Yea: Directors Khush, Maier, Russell, Smith, and Samson

Motion passed.

Newly elected Board President Smith asked the directors to make a motion to elect the next Board Vice President.

Director Samson made the motion to elect Director Russell as Vice President. Director Khush seconded the motion.

Voting Yea: Directors Khush, Maier, Russell, Samson and Smith

Motion passed.

Board President Smith presented Director Samson with a plaque recognizing his service as the 2025 Board President, and Director Khush also acknowledged Director Samson for his work.

There were no public comments.

The Board moved on to the next agenda item.

b. Reject All Bids for Roads and Trails On-Call Maintenance, Contract No. 2057

RECOMMENDATION: Approve a resolution rejecting all bids for the Roads and Trails On-Call Maintenance Project, Contract No. 2057, and finding bid protest moot (*Resolution No. 8826*)

Watershed Resources Director Horne presented this item.

Discussion ensued

Director Samson made the motion to reject the bids. Director Maier seconded the motion.

There were no public comments.

Voting Yea: Directors Khush, Maier, Russell, Samson, and Smith

Motion passed.

- c. Update on New State Laws, Levine Act Review and Review of Board Handbook, Board Compensation and Board Travel Policies

RECOMMENDATION: Receive an update on changes in State law that take effect in January 2026, Review the Levine Act restrictions for campaign donations and Review the Board Handbook, Board Compensation and Board Travel Policies and provide input regarding possible revisions

General Counsel Molly MacLean presented this item.

Discussion between the Board and staff occurred throughout the presentation and the Directors provided input on possible future policy revisions.

There was one (1) public comment.

This was an information item only. No formal action was taken.

8. Future Board and Committee Meetings and Upcoming Agenda Items

- a. Upcoming Meetings

A list of upcoming meetings were placed in the agenda packet.

9. Announcement of Closed Session Item(s); Public Comments on Closed Session Item(s) - None.

10. Reconvene to Open Session; Closed Session Report Out - Not applicable.

11. Adjournment of Regular Board Meeting and Convene Marin Municipal Water District Financing Authority Board Meeting

Board President Smith adjourned the regular Board meeting at 6:28 p.m. He then convened the Marin Municipal Water District Financing Authority Board Meeting at 6:29 p.m.

12. Roll Call of the Marin Municipal Water District Financing Authority Board

The board secretary performed roll call.

DIRECTORS PRESENT

Ranjiv Khush

Diana Maier

Larry Russell

Matt Samson

Jed Smith

13. Financing Authority Board Regular Item(s)

- a. Minutes of Marin Municipal Water District Financing Authority Meeting of January 7, 2025, Confirmation of Officers, 2025 Financial Report

RECOMMENDATION: Confirm officers for the Marin Municipal Water District Authority Board of Directors, approve the minutes of the Marin Municipal Water District Financing Authority Meeting of January 7, 2025, and receive the 2025 financial report for the Authority

Treasure Bret Uppendahl presented this item.

Brief discussion followed.

Director Samson made the motion to approve the minutes of the Authority from January 7, 2025. Director Khush seconded the motion.

There were no public comments.

Voting Yea: Directors Khush, Maier, Russell, Samson, and Smith

Director Samson made the motion to accept the confirmation of the officers and the 2025 Financial Report. Director Khush seconded the motion.

There were no public comments.

Both motions passed.

14. Adjournment of the Marin Municipal Water District Financing Authority Board Meeting

There being no further business, the Marin Municipal Water District Financing Authority Board Meeting adjourned at 6:30 PM.

Board Secretary



STAFF REPORT

Meeting Type: Board of Directors
Title: General Manager's Report December 2025
From: Ben Horenstein, General Manager
Meeting Date: January 20, 2026

TYPE OF ITEM: X Action Information

RECOMMENDATION: Approve Report

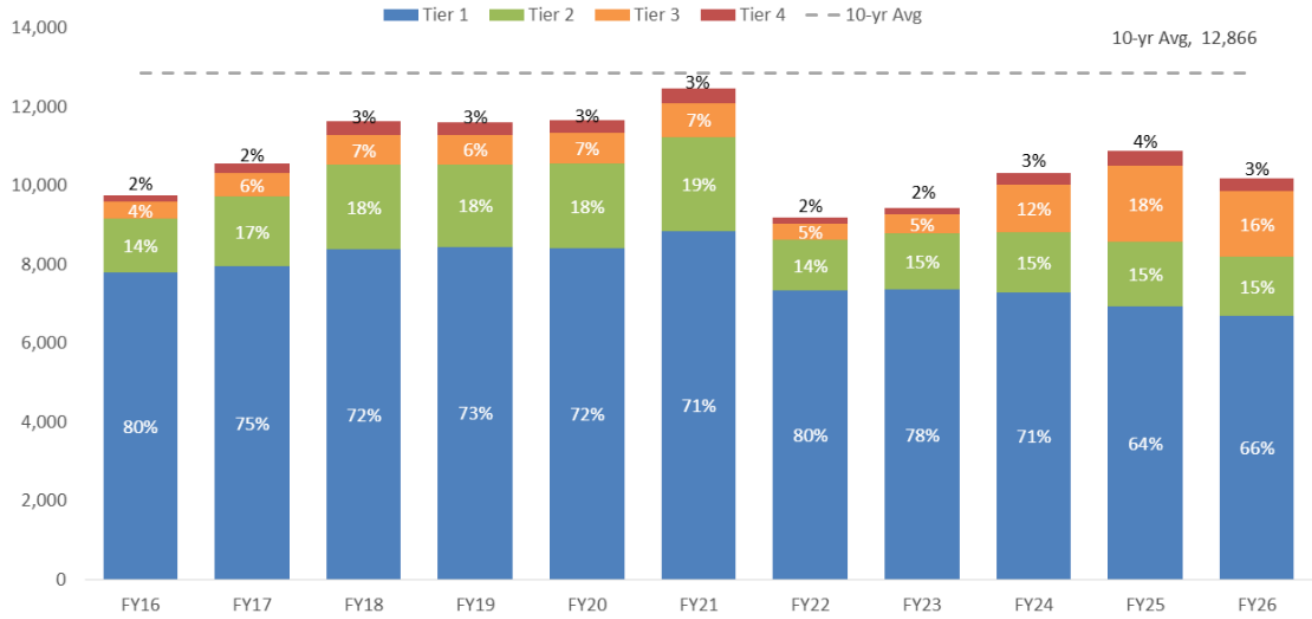
SUMMARY:

A. HIGHLIGHTS:

- The daily average net production for the month of December 2025 was 14.3 MGD compared to 14.5 MGD for the month of December 2024. Typical usage for December is 17.5 MGD.
- The daily average flow from Sonoma County Water Agency for the month of December 2025 was 3.9 MGD compared to 3.4 MGD for the month of December 2024.
- Staff are completing the 100% design package for the Tocaloma Pump Station Rehabilitation Project. Staff will be presenting this item at an upcoming Planning Committee meeting for advertisement for construction. This project will significantly improve system reliability and resiliency against disasters and match the maximum water treatment capacity at the San Geronimo Treatment Plant, ensuring maximum water output from the treatment plant during emergencies.
- Staff have begun design on the Scott Highlands Tank Project, which will incorporate tank seismic improvements as well as interior and exterior coating, ensuring the 250,000-gallon tank remains seismically resilient and protecting and extending the life of the steel tank.
- The Board adopted the supplemental IS/MND for the North Marin Line Stabilization Project and staff have started on the design of the relocated Shafter Valve, installation of 1,800 feet of 36-inch pipe along Sir Francis Drake Blvd that will eliminate one creek crossing and the design of one creek crossing. Once constructed, this project will address two single points of failures in the system, ensuring that the North Marin Line remains seismically resilient and continues to reliably provide water to the San Geronimo Treatment Plant.
- Staff responded to 813 underground service alert tickets and marked out approximately 23,220 feet of pipe in the month of December, helping ensure that District underground infrastructure was not damaged by contractors or homeowners during excavation work.

- Two 18" butterfly valves were replaced at the San Geronimo Treatment Plant. These two valves were replaced because they would not shut off completely during plant backwash operations. The water that would leak through the closed valves complicated filter bed inspections. The new valves will contribute to efficient and safe functioning water treatment filters during backwash operations.
- Staff purchased a new Metrotech Electrical Current Mapper tool that will be used by the Corrosion Department. This tool will be used to find flaws in pipeline outer corrosion protection layers (coating defects), current draw through cathodic protection systems and contact shorts with other utilities which can render cathodic protection systems ineffective.
- Crews completed vegetation management along Nicasio Creek.
- BFFIP work continued on the watershed and included pile burning in the Ross Reservoir area, fuelbreak maintenance work occurred throughout the Fern Canyon Tank Fuelbreak, forest restoration work was completed in Potrero Meadows, and Douglas Fir management occurred along Fish Grade.
- Hosted Cal Fire Forest Health Grant program staff for a site visit on recently completed BFFIP work on the watershed.
- District hosted a guided hike series "Restorative Fire: Rooted in Connection" which brought 25 people together at the recently prescribed burn sites at Bon Tempe on Dec 30. Staff and community discussed how prescribed burns are planned, their benefits, and fire history.
- Fisheries staff continued weekly salmon surveys throughout the Lagunitas Creek watershed, with preliminary results showing a record-high number of Chinook and an average number of Coho.
- The District was notified that our grant application to the Wildlife Conservation Board (WCB) for Lagunitas Creek Phase IIA is recommended for funding in the amount of \$1,108,000. Award is expected in February.

TIER CONSUMPTION AS OF DECEMBER 2025 (Acre Feet)



AWARDED GRANTS							
PROJECT	FUNDER	FUNDER PRIORITIES	FUNDING OPPORTUNITY	MATCHING PROJECT	DESCRIPTION	STATUS	AWARD AMOUNT
Prop.1. Round 2 IRWM Disadvantaged Community	DWR	Water Infrastructure	Prop.1. Round 2 IRWM Disadvantaged Community	Marin City/San Rafael Infrastructure	Replacing aging transmission lines and laterals in Marin City and San Rafael's Canal District	Awarded; in progress and on track. Funding MOU and work plan is executed and in place with Multicultural Center of Marin.	\$6,408,000
Forestry Corps	CCNB	Vegetation Management		Ongoing Forestry work	Workforce development; state funding directly to CCNB to fund crews working on the watershed	Awarded; in progress and on-track.	\$500,000
Fisheries Restoration Grant Program	CDFW	Fisheries	Fisheries Restoration Grant Program (FRGP)	Lagunitas Creek Restoration	Lagunitas Creek Coho Habitat Enhancement Plan - 100% Designs for Phase 2 Sites (7, 8, 9, 10, 11); CEQA	Awarded; in progress and on-track.	\$599,689
Lagunitas Creek Salmonid Spawning Gravel Improvement Project	DWR	Fisheries	Riverine Stewardship Program (RSP)	Lagunitas Creek Restoration	Gravel augmentation for Lagunitas CreekThe Lagunitas Creek Salmon Spawning Gravel Project will inject 1,700 tons of clean river-run gravel just below Peters Dam and Kent Lake at two sites within Lagunitas Creek. This project is part of a larger 13-site project with over 100 large wood structures and gravel to restore 4 miles of Lagunitas Creek to its historical geomorphic condition. This would be the first time that gravel augmentation would be conducted in Lagunitas Creek.	Awarded; in progress and on-track.	\$590,000
Lagunitas Creek Salmonid Spawning Gravel Improvement Project	USBR Environmental Restoration Project	Fisheries		Lagunitas Creek Restoration	Gravel augmentation for Lagunitas Creek Sites 1-3	Awarded; in progress and on-track.	\$1,400,000
Rain Water Harvesting Project	MCSTOPP	Conservation		Conservation	Barells for customers	Awarded; in progress and on-track.	\$15,032
Urban Multi-Benefit Drought Relief (UMDR)	DWR	Water Resources	Urban Multi-Benefit Drought Relief (UMDR)	SWSA	Strategic Water Supply Assessment	Grant ended in November 2025; closed out and final retention payment received	\$2,000,000
Water Conservation: turf rebates	USBR	Conservation	Water and Energy Efficiency Grant (WEEG)	Conservation		Awarded; in progress and on track	\$722,925
Prop 1. Fisheries Restoration Grants Concept Proposals	CDFW	Fisheries	Lagunitas Creek Coho Enhancement Project Phase 1	Lagunitas Creek Restoration	Lagunitas Creek Restoration Sites 1-6	Awarded; in progress and on track	\$4,659,898
Azalea Hill Trail Restoration	California State Parks	Trail Restoration	Recreational Trails Program (RTP)	Watershed	Azalea Hill Restoration	Awarded; in progress and on-track. Working on no-cost extension to wrap up closeout items.	\$952,657
One Tam Regional Forest Health Project	CA WCB	Forestry Restoration		BFFIP Implementation		Awarded; in progress and on-track. MMWD funds have all been spent down.	\$4,260,000
WaterSMART Applied Science	USBR	Water Resources		Advanced Weather Modeling	Funding for weather modeling to inform water resources management	Awarded; in progress. Expect that funds will be entirely spent down by the next reporting period.	\$150,628.00
One Tam Regional Forest Health Project Phase II	CAL FIRE	Forestry Restoration	California Climate Investments Department of Forestry and Fire Protection Forest Health Program 2023-2024	BFFIP Implementation	BFFIP Implementation for 2-3 years	Awarded; in progress and on-track.	\$6,966,078
TOTAL FUNDED:							\$29,224,907

PENDING GRANTS							
PROJECT	FUNDER	FUNDER PRIORITIES	OPPORTUNITY	DATE SUBMITTED	AMOUNT REQUESTED	DESCRIPTION	STATUS
Lagunitas Creek Coho Enhancement Phase 2	Wildlife Conservation Board	Restoration	Full Application	8/27/2025	\$1,109,000	Short pre-application submitted to WCB for review 5/27/25. The District was invited to submit a full proposal on 7/10.	Pending; WCB confirmed that this will be brought to the February 2026 WCB board meeting.
One Tam Block Grant	California Natural Resources Agency	Forestry Restoration	Block/Regional Grant	7/2/2025	\$10,371,070	One Tam block grant request to CNRA to increase the pace and scale of forestry work between FY26 and FY32. Total request across One Tam agencies is \$28,378,435. MMWD's request of \$10,371,070 would enable us to complete an estimated 2,700 additional treatment acres during the project period.	Pending; hosted Assemblymember Connolly on 11/17

UPCOMING GRANTS							
FUNDER	OPPORTUNITY	FUNDER PRIORITIES	PROJECT	DESCRIPTION		STATUS	
Various	Prop. 4 Bond Funding	Various	TBD	Funds have been appropriated for FY2025-26 but disbursement is delayed while various granting agencies complete or update program guidelines.		Monitoring	
Economic Development Agency	Economic	Disaster Recovery	TBD	Federal - \$1.45B in available funds on a rolling (first-come, first served) basis. Staff attended an informational webinar on 11/13 to inform next steps and better understand alignment. This opportunity is primarily focused on funding public-private partnerships that will increase economic output (e.g., building a data center).		On hold	
U.S. Army Corps of Engineers	Water Resources Development Act 2022	Various	TBD	\$2M for Marin Water is written into the current FY26 Army Corps funding bill. We expect the House to vote on this bill the week of 1/5, with a Senate vote following. The bill would be signed into law before 1/30; the Army Corps would then release a FY26 work plan based on the bill ~60 days after being signed into law.		Pending	

DISCUSSION:**B. SUMMARY:**

AF = Acre Feet

Mg/L = milligrams per liter

MPN = most probable number

MPY = mils per year

MG = million gallons

NTU = nephelometric turbidity units

1. Water Production:

	FY 2025/26		FY 2024/25	
	(million gallons)	(acre-feet)	(million gallons)	(acre-feet)
Potable				
Total production this FY	3,711	11,389	4,042	12,403
Monthly production, December	442	1,358	453	1,391
Daily average, December	14.27	43.79	14.63	44.88
Recycled				
Total production this FY	123.76	379.81	158.78	487.26
Monthly production, December	3.83	11.75	17.29	53.06
Daily average, December	0.12	0.38	0.56	1.71
Raw Water				
Total production this FY	34.14	104.76	61.56	188.92
Monthly production, December	0	0	14.13	43.36
Daily average, December	0	0	0.46	1.4
Imported Water				
Total imported this FY	1,483	4,551	1,421	4,361
Monthly imported, December	122	373	104	320
Reservoir Storage				
Total storage, December	23,967	73,552	25,927	79,566
Storage change during December	3,419	10,491	3,054	9,373
Stream Releases				
Total releases this FY	1,627	4,992	1,510	4,633
Monthly releases, December	339	1,040	326	1,000

2. <u>Precipitation:</u>	<u>FY 2025/26 (in.)</u>	<u>FY 2024/25 (in.)</u>
ALPINE	20.97	15.72
BON TEMPE	15.44	11.85
KENT	19.21	14.49
LAGUNITAS	19.03	12.25
NICASIO	11.80	9.33
PHOENIX	17.29	12.31
SOULAJULE	12.69	10.57
Average to date = 19.31 inches		

3. Water Quality:

<u>Laboratory</u>	<u>FY 2025/26</u>	<u>FY 2024/25</u>
Water Quality Complaints:		
Month of Record	17	35
Fiscal Year to Date	84	117
Water Quality Informational Inquiries:		
Month of Record	6	6
Fiscal Year to Date	61	75

The WQ Lab ensured that the water supplied met or surpassed water quality regulations by collecting and analyzing 1,757 analyses on treatment plants and distribution system samples.

Mild steel corrosion rates averaged 2.47 (0.17 – 5.40) MPY. The AWWA has recommended an operating level of <5 MPY with a goal of <1 MPY.

Complaint Flushing: No flushing events were performed for the month on record.

Disinfection Program: 250’ of new pipeline was disinfected during the month of December. Performed chlorination on 17 water storage tanks to ensure compliance with bacteriological water quality regulations.

Tank Water Quality Monitoring Program: Performed 143 water quality-monitoring events on storage tanks for various water quality parameters this month to help ensure compliance with bacteriological water quality regulations.

Summary:

The Lab analyzed 1,757 treatment plant and distribution water samples, and the water quality department treated 17 tanks for low chlorine and checked an additional 143 tanks for low chlorine residual in December 2025.

4. Water Treatment:

<u>Treatment Results</u>	<u>San Geronimo</u>		<u>Bon Tempe</u>		<u>Ignacio</u>	
	Average	Monthly	Average	Monthly	Average	Monthly
	Goal		Goal		Goal	
Turbidity (NTU)	0.06	≤ 0.10	0.04	≤ 0.10	0.04	≤ 0.10
Chlorine residual (mg/L)	2.84	2.75 *	2.79	2.75 *	2.75	2.75 *
Color (units)	0.6	≤ 15	0.1	≤ 15	0.0	≤ 15
pH (units)	7.9	7.8*	7.8	7.8*	8.0	8.1**

- * Set monthly by Water Quality Lab
- ** pH to Ignacio is controlled by SCWA

5. Capital Improvement:

- a. Pine Mountain Tank Phase 2 – New Water Tanks Project (D21043): The Pine Mountain Tunnel Tanks Replacement Project is a multi-year two-phased project that will replace the existing Pine Mountain Tunnel. The current project (Phase 2) will construct two 90-foot inside diameter pre-stressed concrete potable water storage tanks, will install yard piping and control systems, and will then complete final site grading.
 - Project Budget: \$19,142,500
 - Monthly Activities: The Contractor continues to install 24-, 30-, and 36-inch welded steel potable water pipe at the tank site. Additionally, the Contractor continues to manage stormwater protection measures at the project sites. This first year of work is anticipated to continue through January 2026, depending on weather conditions.

- b. San Geronimo Treatment Plant Roof Replacement Project (D21034): The San Geronimo Treatment Plant Roof Replacement Project is a component of the District's Capital Improvement Program. This project will remove and replace the existing leaky roof membrane with a new Class A Fire Rated Thermoplastic Polyolefin (TPO) and add fall protection to the San Geronimo Treatment Plant and North Marin Line Pump Station.
- Project Budget: \$1,495,747.00
 - Monthly Activities: The Contractor continues to install the new roofing system. When the roof has been replaced, the contractor will install fall protection guardrails and access ladders. Project completion is estimated early 2026.
- c. Glenwood Transmission Pipeline Replacement/Fire Flow Improvement Project (F22002): The Glenwood Transmission Pipeline Replacement Project is a component of the District's Fire Flow Improvement Program. This Project will install approximately 6,470 feet of new 18", 16", 12", 8", 6", and 4" welded steel pipe to replace the old, leak-prone, fire flow deficient piping installed as early as 1928.
- Project Budget: \$4,962,000
 - Monthly Activities: The project is complete.
- d. Canal Pipeline Replacement Project (GC25005): The Canal Pipeline Replacement Project will install approximately 3,800 feet of new 12", 8", 6", and 4" welded steel pipe to replace asbestos-cement pipe and leak-prone plastic service laterals installed as early as 1951. The District was awarded a Bay Area Integrated Regional Water Management (IRWM) Proposition 1 Round 2 grant in the amount of \$6,408,000 to implement the Marin City/San Rafael Water Supply Resilience Project. The grant also includes funding for community partners to conduct project-related outreach to support implementation and community-based water education activities.
- Project Budget: \$2,958,870
 - Monthly Activities: The Contractor has completed mainline pipe installation and is currently performing system testing before beginning water service transfers. Project completion is estimated in February 2026.
- e. Bon Tempe Treatment Plant Backwash Valve Replacement Project (D23008): This project is part of the District's Capital Improvement Program and will address the deteriorating condition of the existing backwash system by replacing existing backwash valves, select pipe, and associated appurtenances.
- Project Budget: \$1,200,960
 - Monthly Activities: The contract has been executed and a preconstruction meeting was held on December 4. The contractor has mobilized to the project site and has begun civil work. Project completion is estimated Summer 2026.
- f. Kastania Pump Station Rehabilitation Project Phase II (D21027): This project will install a single, new high efficiency pump and motor and will incorporate various new drainage features at Kastania Pump Station. The project will also install a new 16" pressure relief valve and 8,000-gallon pressure relief discharge tank at Ignacio Treatment Plant.
- Project Budget: \$ 3,733,577

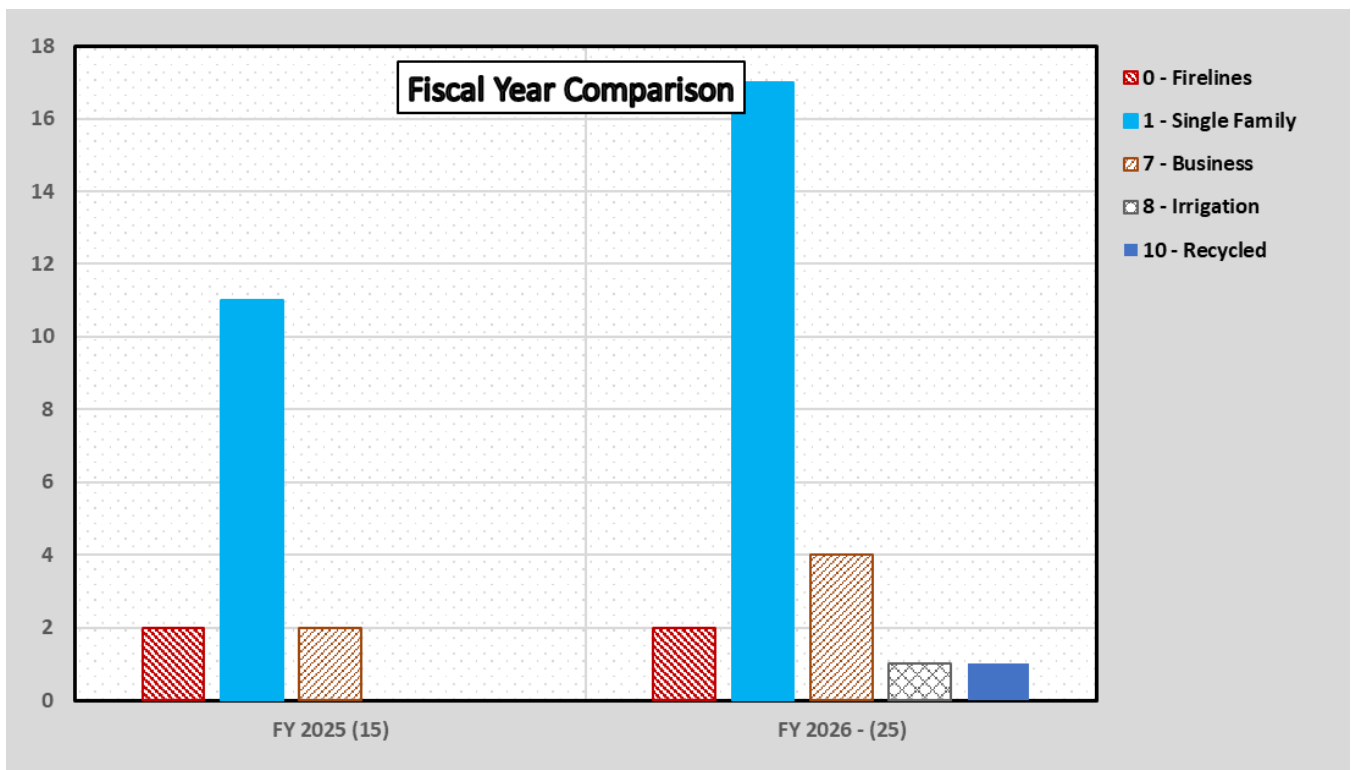
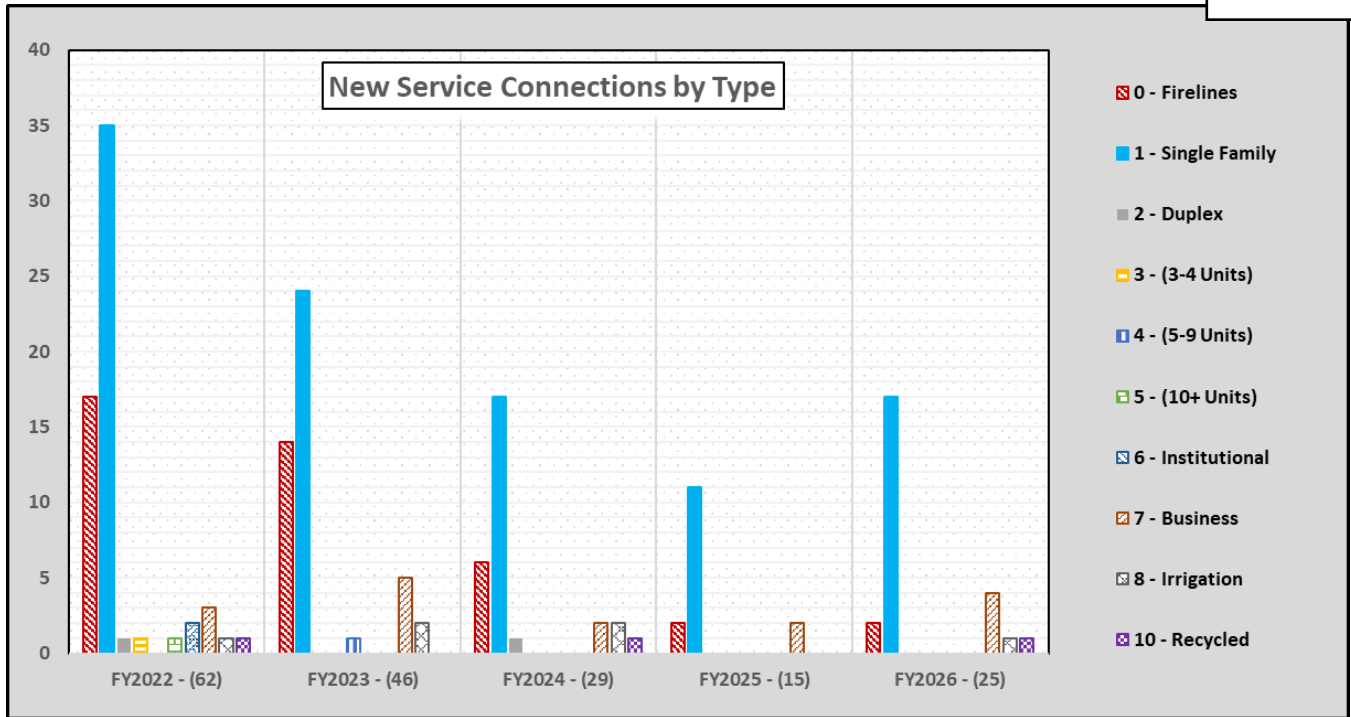
- Monthly Activities: The contract was awarded at the December 9 Board of Directors meeting, and has been executed. A preconstruction meeting is scheduled for January. Project completion is estimated Summer 2027.

g. Marin City Phase II Pipeline Replacement Project (GC25005): Marin City Phase II Pipeline Replacement Project is a component of the District's Capital Improvement Program. The Project will install approximately 10,440 feet of 16, 8, 6 and 4-inch welded steel pipe to replace the old, leak prone, seismic deficient cast iron and asbestos cement piping installed as early as 1961.

- Project Budget: \$5,387,010
- Monthly Activities: The contract was awarded at the December 9 Board of Directors meeting, and the contract is currently being executed. Work is anticipated to begin early 2026 and be completed by October 2026.
- Sleepy Hollow Pipeline Replacement Project (F24002): Sleepy Hollow Pipeline Replacement Project is a component of the District's Fire Flow Improvement Program. This Project will install approximately 4,250 feet of new 12-, 8-, and 6-inch welded steel pipe to replace old, leak-prone, fire flow deficient piping installed as early as 1932.
- Project Budget: \$2,328,132
- Monthly Activities: The contract was awarded at the December 16 Board of Directors meeting, and the contract is currently being executed. Work is anticipated to begin early 2026 and be completed Summer 2026.
- Alpine Barge Anchor and Pipe Float Replacement Project (D24010): This project will install new pipe floats, barge anchoring, connections, and appurtenances at the Alpine Reservoir pump barges located within District Watershed Lands.
- Project Budget: \$262,000
- Monthly Activities: The District has begun preparations for performing this work using the On-Call Capital Construction Contract. A preconstruction meeting was held with the District's Contractor in December and work is anticipated to begin January 2026.

6. Other:

Pipeline Installation	FY 2025/26	FY 2024/25
Pipe installed during December (feet)	1,654	1,855
Total pipe installed this fiscal year (feet)	9,486	15,971
Total miles of pipeline within the District	908*	908*
<i>* Reflects adjustment for abandoned pipelines</i>		
Pipe Locates (813 Responses)	FY 2025/26	FY 2024/25
Month of December (feet)	23,220	27,094
Total this fiscal year (feet)	194,525	228,361
Main Line Leaks Repaired	FY 2025/26	FY 2024/25
Month of December	20	12
Total this fiscal year (7/1/25-5/31/26)	82	85
Services	FY 2025/26	FY 2024/25
Service upgrades during December	10	10
Total service upgrades this FY	90	92
Service connections installed during December	1	2



7. Recruitments and Hires:

The District recruited for the following positions:

1. Administrative Analyst
2. Assistant or Associate Engineer
3. Customer Service Field Inspector
4. Customer Service Representative I/II
5. Water System Technician
6. Watershed Aide (Veg Management)

The District hired new employees for the following positions:

1. Welder/Fabricator

Employees promoted through competitive process:

1. Superintendent of Operations (Water Distribution & Controls)

8. Demand Management:

	Dec-25	FY 25/26 TOTAL	FY 24/25 TOTAL	FY 23/24 TOTAL
WATER-EFFICIENCY PROGRAMS				
Water-Use Site Surveys				
Conservation Assistance Program (CAP) Consultations				
Residential properties resi 1-2 (single-family)	79	475	692	404
Residential properties resi 3-5 (multi-family units)	5	9	10	6
Non-residential properties resi 6-7 (commercial)	0	0	1	0
Dedicated irrigation accounts resi 8-10 (large landscape)	1	3	7	0
Marin Master Gardeners' Marin-Friendly Garden Walks				
Residential garden walks	5	78	147	173
Public Outreach, Education, Customer Service				
Public outreach events (number of people attending)	0	2500	3870	7022
Public education events (number of participants)	0	330	265	425
Department customer calls/emails	349	3167	6124	4485
Outreach to new Marin Water customers (letters sent)	252	844	1483	1908
School Education				
School assemblies				
Number of activities	1	5	19	19
Number of students reached	570	1873	7212	21850
Field trips				
Number of activities	0	3	22	16
Number of students reached	0	60	471	343
Classroom presentations				
Number of activities	0	4	13	14
Number of students reached	0	103	390	457
Other (e.g. Earth Day booth events, school gardens)				
Number of activities	0	0	2	3
Number of students reached	0	0	225	400
Incentives				
Rain Barrel/Cisterns approved	1	3	14	9
Rain Barrel/Cisterns gallons	330	1860	13650	0
Rain Barrel Give-a-way (Gallons)	0	9150	33550	4840
"Cash for Grass" Lawn Replacements total properties approved	7	44	81	61
"Cash for Grass" (Best Practices) square ft. lawn replaced	345	3721	17699	0
"Cash for Grass" (Standard) square ft. lawn replaced	6105	43346	51049	0
"Cash for Grass" (MCSTOPP) square ft. lawn replaced	0	1120	3555	0
Number of Laundry-to-Landscape Systems (kits) approved	0	0	0	1
Hot water recirculating system rebates	1	2	6	11
Pool Cover rebates	0	2	25	35
Number of Smart Home Water Monitor "Flume Direct Distribution" redeemed	23	237	456	544
Number of Smart Controllers MW rebates approved	0	13	37	49
Number of Smart Controllers "Rachio Direct Distribution" approved	15	76	184	219
Custom Rebate - Commercial and Multi-Family	0	0	1	0
Advanced Metering Infrastructure (AMI)				
AMI leak letters sent to customers (>200 GPD)	85	603	1319	1330
ORDINANCES				
Water Waste Prevention				
Water Waste Reports Received	6	61	177	224
Water Waste Notifications Sent	0	9	34	49
Landscape Plan Review				
Plans submitted	9	57	90	117
Plans exempt	5	11	15	23
Plans completed	2	14	23	30
Plans in workflow (pass & fail)	13	103	139	172
Tier 4 Exemption				
Inspections that resulted in a pass	0	0	1	2

9. Watershed Protection:

Ranger Retirement

In mid-December, Park Ranger John McConneloug, who had been with the district since 2006, retired. John began his ranger career in the 1990s and worked for several agencies before joining the district. John served the district as a peace officer, EMT, and initial-response wildland firefighter. John also assisted with the search and rescue of lost and injured hikers and bikers. John started a formal bike patrol program for the Rangers. John spent most of his patrols at the top of the mountain, handling calls for service, responding to visitors, and assisting them. His knowledge and passion for the job will be missed.



Park Ranger Year-End Summary

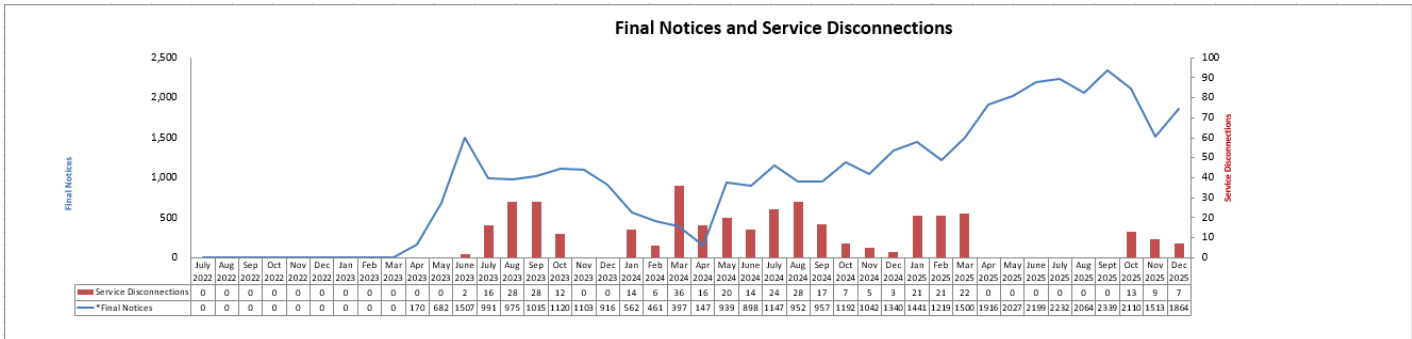
RANGER ACTIVITIES for 2025	
Incidents and Events	
Visitor Assists	2132
Warnings	1821
Dam Checks	991
Citations	763
Assists Other MMWD Work Groups	710
Fish and Game Checks	416
Misc. Law Enforcement Calls	252
Vandalism	148
Medical Aid Calls	68
Fire Service, Including Prescribed Burns	50
Suspicious Circumstances and Welfare Checks	38
Preventive Search and Rescue	32
Search and Rescues	17
Vandalism	148
Illegal Dumping	12
Public Outreach and Education	10
Disputes and Disturbances	9
Thefts and Other Property Crimes	8
LIDAR patrol for Speed Enforcement	53
Foot Patrol Miles	851
Bike Patrol Miles	1432

RANGER ACTIVITIES	
Law Enforcement	#
MMWD Ordinance Violations	
• Cites	40
• Dog off Leash	2
• Bike on Trail	1
• Parking	37
Penal Code Violations	#
• Vandalism	10
• Illegal Dumping	1
• Auto Burglary	1
• Theft	1
Vehicle Code Violations	#
• Parking Violations Cites	2
• Vehicle Code Violation Warnings	3
Fish and Wildlife	#
• License Checks	3
• Warning for Fishing Violations	3
Warnings	#
• All	146
Other	
Assist Other Law Enforcement Agency	3
Misc. Law Enforcement Calls	18
Ranger Callout	1
Medical/Fire	#
Responses	
• Medical Calls	3
• Assist Fire/EMS	2
Search and rescue	#
Search and Rescue	2
Preventive Search and Rescue	5
General	#
Visitor Assists	136
Dam Checks	96
Assist MMWD groups	56
Assist Other Agencies	2
Watershed Observation Reports	#
Received	2
Additional Patrols	
Foot	64 miles
Bike	114 miles
ATV/UTV	18 miles



10. Shutoff Notices and Disconnections:

*Final Notices
Service Disconnections
* Includes 10 day and final notices



FISCAL IMPACT:

None

ATTACHMENT(S):

None

DEPARTMENT OR DIVISION	DIVISION MANAGER	APPROVED
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Office of the General
Manager

Ben Horenstein
General Manager

Ben Horenstein
General Manager



STAFF REPORT

Meeting Type: Board of Directors
Title: Third Amendment to the At-Will Employment Agreement of Bennett Horenstein as the General Manager of the Marin Municipal Water District
From: Vikkie Garay, Human Resources Manager
Through: Ben Horenstein, General Manager
Meeting Date: January 20, 2026

TYPE OF ITEM: X Action Information

RECOMMENDATION: Approve the Third Amendment to the At-Will Employment Agreement of Bennett Horenstein as the General Manager of the Marin Municipal Water District extending the term of the Agreement for approximately three (3) additional months

SUMMARY: This proposed Third Amendment would extend the General Managers at-will employment agreement for approximately additional three (3) months, through March 12, 2027, to allow the General Manager to use accrued leave.

DISCUSSION: The Marin Municipal Water District and Bennett Horenstein entered into the At-will Employment Agreement of Bennett Horenstein as General Manager of the Marin Municipal Water District effective as of December 2, 2018 ("Agreement"). On April 5, 2022, the District Board of Directors approved a First Amendment to the Agreement to extend the term for three (3) additional years, through December 2, 2026. On November 7, 2023, the District Board of Directors approved a Second Amendment to the Agreement to revise the conditions of employment. The proposed Third Amendment to the Agreement would further extend the term of the Agreement through March 12, 2027, to allow the General Manager to use accrued leave.

Staff recommends that the Board of Directors approve the Third Amendment to the Agreement. If approved, the Third Amendment would become effective immediately. All other terms and conditions of employment would remain the same as set forth in the original Agreement, as previously amended.

ENVIRONMENTAL REVIEW: Not Applicable.

FISCAL IMPACT: All personnel costs for FY 26/27 are contained in the approved budget.

ATTACHMENT(S):

1. Draft Third Amendment to the General Manager’s At-Will Employment Agreement

DEPARTMENT OR DIVISION	DEPARTMENT MANAGER	APPROVED
Human Resources Department	 Vikkie Garay Human Resources Manager	 Ben Horenstein General Manager

THIRD AMENDMENT TO AT-WILL EMPLOYMENT AGREEMENT OF BENNETT HORENSTEIN AS GENERAL MANAGER OF THE MARIN MUNICIPAL WATER DISTRICT

This Third Amendment ("Amendment") is made by and between Bennett Horenstein as General Manager ("General Manager") and the Marin Municipal Water District as employer ("District") to amend the At-Will Employment Agreement of Bennett Horenstein as General Manager of the Marin Municipal Water District made effective as of December 2, 2018 ("Employment Agreement") and as previously amended. This third Amendment shall be effective as of January 20, 2026.

RECITALS

- A. The District and the General Manager entered into the Employment Agreement to set forth the terms and conditions of employment for the General Manager in service of the District.
- B. On April 5, 2022, the District Board of Directors approved a First Amendment to the Employment Agreement to extend the term for three (3) additional years, through December 2, 2026.
- C. On November 7, 2023, the District Board of Directors approved a Second Amendment to the Agreement to revise the terms and conditions of the General Manager's employment.
- D. The parties now desire to execute this Third Amendment to the Agreement to extend the contract employment date through March 12, 2027, to allow for the General Manager to exhaust accrued vacation and administrative leave.

AGREEMENT

- 1. Section I of the Employment Agreement is hereby amended so the term of the agreement shall extend to March 12, 2027.
- 2. Except as set forth in section 1 above, all terms and conditions in the Employment Agreement shall remain unchanged and in full force and effect.

WHEREFORE, the parties have entered into this Third Amendment as of the date written above.

MARIN MUNICIPAL WATER DISTRICT

GENERAL MANAGER

By:_____

By:

Jed Smith, Board President

Bennett Horenstein



STAFF REPORT

Meeting Type: Board of Directors
Title: Early Detection Rapid Response Contract
From: Shaun Horne, Director of Watershed Resources
Through: Ben Horenstein, General Manager
Meeting Date: January 20, 2026

TYPE OF ITEM: X Action Information

RECOMMENDATION: Approve a professional Services Agreement with PCI Ecological to conduct Early Detection Rapid Response work along 80 miles of fire roads over a two-year period in an amount not to exceed \$195,439 and authorize the General Manager to execute the agreement

SUMMARY: The District conducts vegetation management work on watershed lands throughout the year under the Biodiversity, Fire, and Fuels Integrated Plan (BFFIP), which was adopted in October of 2019. Vegetation management under the BFFIP aims to reduce fuel loads, maintain fuelbreak infrastructure, preserve defensible space, and reduce invasive weed species. Invasive species, such as French Broom, once established, can degrade natural areas and be costly to manage. The most effective and efficient way to avoid this problem is to locate and treat introduced species while the infestation is small. This is accomplished through regular surveillance of the places where introductions are most likely to occur by practitioners trained in recognition and treatment of problematic species.

In 2016, the District, along with our partners in the One Tam collaborative, started an Early Detection Rapid Response (EDRR) program with the aim of surveying all roads and trails within the District's network over a 3-year cycle. This program has been effective locating and removing many infestations at the early stage. The Golden Gate Parks Conservancy previously implemented this program, but going forward will only have the capacity to conduct EDRR on the District's Mt. Tamalpais Watershed trails network. This contract proposes to fill the gap by providing EDRR work on the District's fire road system by a qualified consultant.

DISCUSSION: The District released a Request for Proposals in November 2025. After reviewing proposals from three qualified firms, staff selected the consulting firm PCI Ecological (Prunuske Chatham Inc.) to conduct EDRR on 80 miles of District fire roads over the course of 2026 and 2027. The firm will conduct an early season and a late season pass each year to ensure that plants with different timing will be found. They will document their findings in the District's group of the Calflora database and will remove all small infestations found. The District will work with the Golden Gate Parks Conservancy to select which roads will be surveyed each year. At the December 18, 2025 Watershed



Committee Meeting, staff presented the BFFIP Annual Report for the sixth year of implementation. As part of the BFFIP Annual Report staff highlighted the 20 miles of EDDR work completed in 2025 and the need for a consultant contract to support EDDR work on the watershed. The proposed scope of work will also include tasks the District approved as part of the E-Bike Pilot Program.

As part of the E-Bike Pilot program initiated in July of 2025, the District committed to conducting EDDR and sharing findings with the public periodically. The District completed EDDR work along 20 miles of fire roads in 2025. To conduct the EDDR work on 80 miles of fire roads over the course of 2026 and 2027 the total cost will be \$195,439. The District and PCI staff will prepare an annual summary report and present findings at public meetings to support the E-Bike pilot program reporting goals and BFFIP Annual Report.

ENVIRONMENTAL REVIEW: The District as the Lead Agency, prepared a Programmatic Environmental Impact Report (PEIR) pursuant to the provisions of CEQA for the Biodiversity, Fire and Fuels Integrated Plan (BFFIP) which was adopted in 2019. The EDDR work is within the scope of the BFFIP EIR and is specifically called for in BFFIP Management Action 22.

FISCAL IMPACT: For Fiscal Year 2026 and 2027 the District budgeted BFFIP implementation costs in the Capital Program AE107 and from Operation Budgets 2044 and 2045. The total not to exceed contract amount is \$195,439 for a two-year period.

ATTACHMENT(S): None.

DEPARTMENT OR DIVISION	DIVISION MANAGER	APPROVED
Watershed	 Shaun Horne Watershed Resources Director	 Ben Horenstein General Manager



STAFF REPORT

Meeting Type: Board of Directors
Title: Approval of the One Tam 2026-2027 Work Plan
From: Shaun Horne, Director of Watershed Resources
Through: Ben Horenstein, General Manager
Meeting Date: January 20, 2026

TYPE OF ITEM: X Action Information

RECOMMENDATION: Review and approve the One Tam 2026-2027 Work Plan

SUMMARY: In 2014, four land management agencies on and around Mt. Tamalpais (Marin Municipal Water District, National Parks Service, California State Parks, Marin County Parks, and the Golden Gate National Parks Conservancy) launched One Tam. The most recent 10-year term MOU was approved by the Board of Director’s in April 2024 and outlines the individual agencies’ responsibilities and the collective responsibilities. It also details the governance structure and process for developing Five Year Strategic Plans and bi-annual work plans that guide the One Tam Collaborative. One Tam develops a two-year Work Plan (Work Plan) that is structured around the six organizational areas of One Tam’s 2024-2028 Strategic Plan. Those six areas include Landscape-Scale Science and Management, Projects, Programs, Partnership and Collective Impact, Philanthropy and Investment, and Communications. The Work Plan includes work related to the District’s Forest Resilience Project, the West Peak Restoration Project, Potrero Meadows Restoration Project, the Azalea Hill Restoration Project, and community science programs and engagement. Staff recommends that the Board of Directors approve the One Tam 2026-27 Work Plan to continue collaboration and important programs with One Tam partners.

DISCUSSION: On March 14, 2024, the Memorandum of Understanding was signed by the Tamalpais Lands Collaborative (One Tam or collaborative) partner agencies. In alignment with the MOU, every five years the One Tam partners develop a Strategic Plan with a “5 Year List” of projects and programs that are compatible with the purpose, vision, and agencies’ interests. The five-year strategic plan and 10-year term MOU were approved by the District Board of Directors in April 2024. To inform the implementation of the Strategic Plan, partner agencies also develop a two-year work plan. The updated Work Plan was developed through a series of meetings guided by the One Tam Steering Committee with input from the various working groups to inform priorities. As One Tam transitions from the first ten years into its next chapter, the collaborative seeks to maintain the spirit of ambition that delivered so many successes. The 2025-2026 Work Plan outlines an ambitious body of work, while also serving as a clear guide to staff across the partnership. The work outlined signals a transition from the startup work of One Tam to a more sustainable model. Staff across the partnership will utilize this

One Tam Work Plan to understand the shared priorities and resource allocation, to support decision making around the delivery of work, and to inform the development of each partner’s individual work plans.



The 2025-2026 work plan stems directly from shared goals articulated in the 5-year Strategy. Some are programmatic, and others are aimed at strengthening the foundations of the collaborative and improving how work occurs across the partnership. The strategic planning process undertaken in 2023 identified the need to refine best practices within the Steering Committee and other working groups to ensure One Tam is successful in implementing the 5-year Strategy and 2-year work plan. The 2026-2027 work plan was refined to provide clarity and focus on what could be achieved within the next two-year period. As part of this effort, the list of projects was revised to be reflective of more realistic goals. Like past work plans, the document centers around stewardship of the mountain and the community in six work areas as a framework for collective impact. Those six areas include Landscape-Scale Science and Management, Projects, Programs, Partnership and Collective Impact, Philanthropy and Investment, and Communications.

ENVIRONMENTAL REVIEW: Each agency will be responsible for conducting any environmental review that may be required for its work under the proposed plan. Much of the District’s work will fall under its existing plans and their respective environmental documents adopted pursuant to the requirements of the California Environmental Quality Act.

FISCAL IMPACT: None

ATTACHMENT(S):

- 1. One Tam 2026-2027 Two-Year Work Plan

DEPARTMENT OR DIVISION	DIVISION MANAGER	APPROVED
Watershed	 Shaun Horne Watershed Resources Director	 Ben Horenstein General Manager



WORK PLAN 2026-2027

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PARTNERSHIP & COLLECTIVE IMPACT /// Page 8

LANDSCAPE-SCALE SCIENCE & MANAGEMENT /// Page 11

PROGRAMS /// Page 15

PROJECTS /// Page 20

COMMUNICATIONS, OUTREACH, & ENGAGEMENT /// Page 25

PHILANTHROPY & INVESTMENT /// Page 28

BUDGET /// Page 32

PURPOSE & PROCESS

Our work is driven by our shared goal of building climate resilience for Mt. Tamalpais and the communities that depend on it.

In 2024, the five One Tam partners adopted a new five-year strategic plan to align our shared body of work with this goal and with our changing context. We define specific deliverables in two-year work plans.

This work plan celebrates what we've accomplished in our first two years under this new direction (2024-2025) and provides a roadmap for our next two years (2026-2027). It reflects a continuation of that first work plan, introducing no new projects or programs while deepening our impact in key focus areas.



COLLECTIVE IMPACT IN FULL SWING

We kick off this 2026-2027 work plan with an incredible amount of momentum. With our sight set on two key focus areas described below, One Tam continues to leverage the talent and resources of its five partners to complete critical work at the landscape and watershed scale that's only possible through collaboration. Like past work plans, we outline an ambitious body of work while also keeping a careful eye on sustaining all that we've built together.

Staff across the partnership should utilize this document to understand our shared priorities and resource allocation, to support decision-making around the delivery of work, and to inform the development of their own individual work plans.



2026-2027 PRIMARY FOCUS AREAS

We will continue advancing our six core work areas (at right). This document reflects highlights in these areas from 2024-2025 and outlines our plans for 2026-2027.

In the next two years, we are also poised to make important strides in two key focus areas:

- Forest health across Marin County
- Redwood Creek Watershed

As we advance all the efforts outlined in this plan, these two throughlines will connect our work areas toward achieving goals many years in the making.



2026-2027 FOCUS AREA: FOREST HEALTH

While maintaining a focus on Mt. Tamalpais, our forest health work stretches county-wide to ensure greatest impact. Our multi-benefit approach includes:

- Leverage agency funds with government grants
- Achieve the long-term goal of treating nearly 9,000 acres by 2030
- Build community understanding and support through multifaceted engagement
- Connect forest health work to ongoing long-term monitoring that tracks the health of the mountain
- Continue to consult and collaborate with the Federated Indians of Graton Rancheria to ensure the Tribe's perspectives and experiences are part of One Tam's forest health and wildfire resilience efforts
- Identify mutually enriching intersections with our programs



2026-2027 FOCUS AREA: REDWOOD CREEK WATERSHED

Since the first articulation of the *Redwood Creek Watershed Vision* over two decades ago, One Tam partners have worked to make a thriving watershed a reality. From restoring Muir Beach to enhancing salmon habitat to shifting trail alignments, we made critical investments toward this shared vision.

Over the next two years, we'll complete more key projects in the watershed, including:

- Continue investment in Muir Woods and Mt. Tamalpais State Park toward creek health and improved visitor access and engagement
- Activate Muir Woods as the primary visitor site for understanding and excitement about mountain-wide conservation





PARTNERSHIP & COLLECTIVE IMPACT



Twelve years and going strong, One Tam remains a model for effective **partnership and collective impact**. We continue to:

- Accomplish shared goals, adding to our proven track record of the power of a collective impact approach
- Steward our partnership through attention to good governance and clear communication and decision-making, ensuring high return on investment for our work
- Maintain connection across agency staff through formal and informal opportunities to accomplish shared goals and to cultivate our community of supportive colleagues and thought partners

In 2024-25, we:

- Strengthened effectiveness of our governance by modifying our working group structure
- Partnered with other key collaboratives to share our work, including:
 - TOGETHER Bay Area annual conference and field trips
 - Governor's Wildfire Task Force meeting and field trips
 - Golden Gate Biosphere Network climate vulnerability report launch

WORK AREA	2026-2027 GOALS & DELIVERABLES
STEWARDING OUR PARTNERSHIP	<ul style="list-style-type: none">❑ Reinvigorate periodic One Tam orientation for staff to foster connection and understanding throughout the partnership❑ Celebrate our work and ensure collaboration through up to three key all-staff events per year
LEVERAGING COLLECTIVE IMPACT	<ul style="list-style-type: none">❑ Articulate a shared strategy and goals for collaborating with our broader network of networks (e.g., California Landscape Stewardship Network, TOGETHER Bay Area, Golden Gate Biosphere Network)❑ Articulate a shared strategy and goals for advancing workforce development as part of how we deliver our work, including internship programs❑ Identify how we'll leverage Prop 4 funds, ideally through piloting larger block grants



LANDSCAPE-SCALE SCIENCE & MANAGEMENT



Landscape-scale Science and Management centers on:

- Cross-boundary vegetation and wildlife management towards ecosystem resilience
- Mountain-wide inventories and monitoring of species and ecosystems to assess the ecological health of the mountain

This work underpins the actions we take to improve the health of the mountain, allows us to make science-based decisions, and enriches our community-facing programs.

In 2024-25, we:

- Completed and presented the latest Peak Health report
- Were awarded \$15M for forest health and wildfire resilience projects
- Completed our third three-year Early Detection Rapid Response program cycle—consistent effort has produced an impressive reduction in several priority weeds and promotion of ecosystem resilience

INITIATIVE	2026-2027 GOALS & DELIVERABLES
PEAK HEALTH	<ul style="list-style-type: none">❑ Adopt a long-term sustainable strategy, including updated program goals, reporting outputs, and recurrence framework❑ Pilot an alternative product to a written report for one or two indicator species
FOREST HEALTH AND WILDFIRE RESILIENCE	<ul style="list-style-type: none">❑ Continue progress toward achieving grant-funded project goals, including completion of 8,495 treatment acres by 2030❑ Complete archeological surveys while also identifying Tribal Cultural Resources in key areas through collaboration with Federated Indians of Graton Rancheria❑ Strengthen partnership with Marin County Fire, Marin Wildfire Prevention Authority, Fire Safe Marin, and other key stakeholders to continue increasing the use of beneficial fire in Marin
BATS	<ul style="list-style-type: none">❑ Update objectives and scale of bat monitoring program using Bat Conservation International summary reporting

INITIATIVE	2026-2027 GOALS & DELIVERABLES
EARLY DETECTION RAPID RESPONSE	<ul style="list-style-type: none">❑ Implement a new sustainable program delivery model based on 2025 outcomes that leverages agency staff and resources, to include an annual cross-agency planning workshop❑ Continue to refine and implement needed trainings to align with capacity and ensure program success
RARE PLANT MONITORING	<ul style="list-style-type: none">❑ Revisit the scope of the Serpentine Endemic Occupancy project to ensure data collection provides information to understand rare plant populations dynamics and vulnerability❑ Continue conducting monitoring for rare plants to inform management and Peak Health objectives❑ Develop a pre- and post-prescribed burn monitoring approach for rare plant surveys and a unified data management protocol/system



PROGRAMS



Programs engage community members including youth in different aspects of our work. They tie into our projects and larger initiatives, bringing these to life and broadening participation for community members. Our focus areas for programs are:

- **Youth programs** engage Marin students from a diversity of backgrounds in the Parks Conservancy's suite of offerings for youth, especially our high school internship programs—in particular, we aim to serve youth from the priority communities of Marin City and the Canal District of San Rafael
- **Community science programs** like Tamalpais Bee Lab and Marin Wildlife Watch serve a broad audience, where community members learn new skills while contributing to agency scientific monitoring needs

In 2024-25, we:

- Found the San Francisco Leaf-cutter Bee, which had not been seen since 1977
- With aid from AI-powered Wildlife Insights, 21 Marin Wildlife Watch volunteers contributed 221 hours to catalog 500k images—an entire year of data
- Supported youth LINC participants through stewardship projects and learning experiences at key sites including Bothin Marsh, Alpine Lake, Stinson Beach, Slide Ranch, and Lake Lagunitas

PROGRAM

2026-2027 GOALS & DELIVERABLES

MARIN WILDLIFE
WATCH

- ☐ Adopt new program structure including updated camera quantity and location to ensure alignment with agency data needs, capacity, and updated program goals
- ☐ Implement volunteer program with an annual cohort of 20-25 volunteers, who will catalog photos collected in the previous 12 months and aim to contribute 200+ hours per year
- ☐ Disseminate key findings in 10-year report through multimedia storytelling and Tam Van content/activities

TAMALPAIS BEE
LAB

- ☐ Implement three-year effort to document the San Francisco Leaf-cutter Bee (*Trachusa gummifera*)
- ☐ Continue implementing California Bumble Bee Atlas through four to eight public events per year, engaging 20-30 volunteers per year

BIOBLITZ

- ☐ Build toolkit to operationalize bioblitzes as an adaptable tool for outreach and engagement around landscape-scale science
- ☐ Identify key areas for capacity-building around crowd-sourced data (e.g., iNaturalist) among both staff and community members, including aligning bioblitz location/content with agency priorities and reporting findings (e.g., species lists)
- ☐ Continue passive, crowd-sourced data collection of key Peak Health species such as California Giant Salamander
- ☐ Identify new avenues for data storytelling

PROGRAM

2026-2027 GOALS & DELIVERABLES

INSPIRING YOUNG
EMERGING LEADERS
(IYEL)

- ☐ Engage 24 youth (Marin and San Francisco cohorts) in recreational, learning, leadership, and service activities in the One Tam footprint and adjacent communities
- ☐ Support Marin IYEL cohort in the development and execution of environmental justice-themed events and community action projects that engage youth in the One Tam footprint and adjacent communities

LINKING INDIVIDUALS
TO THEIR NATURAL
COMMUNITIES (LINC)

- ☐ Engage 24 youth (Marin and San Francisco LINC cohorts) in recreational, learning, leadership and service programs in the One Tam footprint and adjacent communities

URBAN TRAILBLAZERS

- ☐ Engage 48 middle school students from Marin, San Francisco, and other Bay Area counties (including from priority school partnerships) in recreational, learning, leadership, and service programs in the One Tam footprint and adjacent communities

HIGH SCHOOL
PARTNERSHIPS

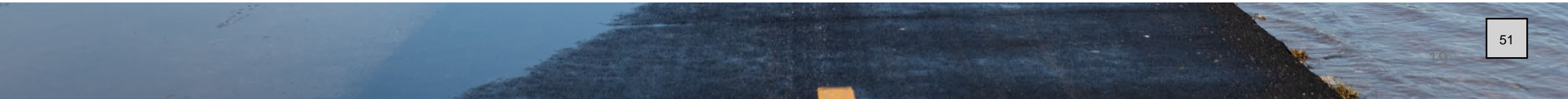
- ☐ Provide hands-on environmental education field trips to multiple high school classes in the One Tam footprint and adjacent communities, including San Rafael High School
- ☐ Establish new partnerships with schools serving Marin City and Canal District youth (e.g., Terra Linda, San Marin, and Tamalpais High Schools)

MIDDLE SCHOOL
PARTNERSHIPS

- ☐ Provide hands-on environmental education field trips to multiple middle school classes in the One Tam footprint and adjacent communities, including MLK Academy
- ☐ Establish new partnerships with schools serving Marin City and Canal District youth (e.g., Davidson and Santa Venetia Middle Schools)



PROJECTS



Projects are thoughtful, multi-agency, science-based efforts to ensure special places on the mountain will be enjoyed for generations to come. These capital projects restore health and function to impacted landscapes. Even though they may occur on one agency's lands, they provide collective benefit to the Mt. Tam region. The collaborative components of each project can vary.

We engage communities in project phases that overlap with community interests. For example, we worked with the San Geronimo community and people with disabilities on design and stewardship at Roy's Redwoods.

In 2024-25, we:

- Completed the restoration of Roy's Redwoods
- Broke ground and completed the construction of the Bolinas Wye restoration project

PROJECT	2026-2027 EXPECTED MILESTONES	LEAD AGENCY
CONSTRUCTION COMPLETE; stewardship in progress		
BOLINAS WYE RESTORATION	<ul style="list-style-type: none">❑ Continue vegetation management including infill planting and invasive species removal (through 2028)❑ Complete road/bridge construction (MCP)	MCP
ROY’S REDWOODS RESTORATION & ACCESS	<ul style="list-style-type: none">❑ Continue monitoring and stewardship	MCP
REDWOOD CREEK TRAIL	<ul style="list-style-type: none">❑ Complete trail rehabilitation and restoration for final access improvements	CDPR

PROJECT	2026-2027 EXPECTED MILESTONES	LEAD AGENCY	COMPONENTS				
HIGH PRIORITY: funding and staff focus for Parks Conservancy and agencies			Engagement	Fundraising	Community Science	Youth	Volunteer
BOTHIN MARSH EVOLVING SHORELINES	<div><input type="checkbox"/> Complete 65% design and compliance</div> <div><input type="checkbox"/> Advance phasing plans and cost estimates</div>	MCP	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
MONARCH BUTTERFLY ENHANCEMENT	<div><input type="checkbox"/> Implement habitat enhancement goals for selected breeding and overwintering sites</div> <div><input type="checkbox"/> Complete site management plans</div>	MCP, NPS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
REDWOOD CREEK HABITAT ENHANCEMENT	<div><input type="checkbox"/> Complete construction documents and permitting in 2026</div> <div><input type="checkbox"/> Implement in 2026-2027</div>	CDPR, NPS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DIPSEA BRIDGE	<div><input type="checkbox"/> Complete design, compliance, and permitting in 2026</div> <div><input type="checkbox"/> Complete construction in 2026-2027</div>	NPS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PROJECT	2026-2027 EXPECTED MILESTONES	LEAD AGENCY	COMPONENTS				
MID-PRIORITY: primarily agency-led and funded, pursue opportunistic funding only			Engagement	Fundraising	Community Science	Youth	Volunteer
AZALEA HILL TRAIL RESTORATION	<input type="checkbox"/> Continue advancing project as funding allows	MW	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DIAS RIDGE EXTENSION	<input type="checkbox"/> Project largely shovel ready pending funding	NPS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
STINSON/BOLINAS REGIONAL PLANNING	<input type="checkbox"/> Coordinate regional efforts	MCP, NPS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/> Implement dune pilot						
	<input type="checkbox"/> Conduct adaptation planning initiative						



COMMUNICATIONS, OUTREACH, & ENGAGEMENT



The **communications, outreach, and engagement** area includes a broad suite of activities with four primary goals:

- Inform the community about One Tam's work across Peak Health, Forest Health, and Climate Resilience initiatives, plus opportunities to get involved such as community science and youth programs
- Empower community members to take an active role in caring for the mountain and its future
- Inspire giving
- Build connections with historically marginalized audiences through culturally responsive programming and strategic community collaboration

This work is informed by:

- Engaging with priority audiences about their interests and needs
- Our projects and programs
- Findings from our science and conservation work

In 2024-25, we:

- Offered almost 200 programs and Tam Van outings that engaged community members from a diversity of backgrounds in our work
- Created toolkits and resources to support community science and forest health news

PROGRAM

2026-2027 GOALS & DELIVERABLES

COMMUNICATION

- ☐ Streamline and increase impact of our communications efforts
- ☐ Create communications toolkits and materials to support fundraising, outreach and engagement efforts

ENGAGEMENT
& OUTREACH

- ☐ Articulate renewed engagement strategy identifying key audiences, tools, and schedule at the intersection of Peak Health, Forest Health, and Climate Resilience
- ☐ Update list of community partners and contacts to aid relationship building
- ☐ Continue implementing effective outreach and engagement toolkit, in part developed as bilingual English/Spanish material and programs delivered by Spanish-speaking staff where possible:
 - Provide suite of five regularly recurring monthly programs created with community partners
 - Participate in community festivals and special events (about eight events annually)
 - Deploy Tam Van, including targeted campaigns that connect to One Tam’s priorities (10 or more outings)
 - Design and host field trips and site tours with partner organizations (about six outings)
 - Host bioblitzes (five or more programs)
 - Provide classroom presentations and activities for high schools (five or more programs)
 - Update self-guided tours for active project sites
 - Design and host virtual events (possible)



PHILANTHROPY & INVESTMENT

One Tam's successful funding model combines **philanthropy** with agency funding to support our critical work. We inspire people to invest in the mountain's care and leverage that investment mountain-wide. It is only through community support that our work is possible.

Opportunities to support the mountain are evolving along with our work. They come in three main ways:

- *Government grants:* large grants available through Prop 4 include funding for forest health and coastal resilience
- *Individual philanthropy through our membership program:* donor relationships and member events cultivate and steward individual giving while building long-lasting community support
- *Major gifts:* securing large donations and building relationships with invested major donors year over year

Our fundraising priorities for 2026-2027 reflect our primary focus areas of forest health and the Redwood Creek watershed, including the Redwood Renewal project.

In 2024-25, we:

- Received \$15M for forest health and wildfire resilience projects
- Hosted our 10th anniversary celebration raising over \$100,000
- Created a new One Tam Advisory Council structure by merging with our ambassador program to increase these dedicated groups' fundraising impact

WORK AREA	2026-2027 GOALS & DELIVERABLES
GOVERNMENT GRANTS	<ul style="list-style-type: none">❑ Continue to advocate for block grant funding to support multi-benefit forest health work, including associated programs, science, and engagement❑ Submit grants for high and mid-level projects❑ Develop grant strategy and priorities to increase government grant funding to science and youth programs
ONE TAM MEMBERSHIP PROGRAM	<ul style="list-style-type: none">❑ Introduce an upgrade campaign to solicit higher giving from current members❑ Increase engagement and stewardship of membership through events and communications:<ul style="list-style-type: none">❑ Host at least four membership events per year❑ Increase digital outreach through social media (one Instagram post/month) and email (one/month)❑ Align One Tam and Parks Conservancy membership benefits and giving levels
ONE TAM CIRCLE	<ul style="list-style-type: none">❑ Grow One Tam Circle to 100+ members❑ Host annual stewardship event❑ Align One Tam Circle membership benefits with Parks Conservancy Leadership Circle (PCLC)
REDWOOD RENEWAL CAMPAIGN	<ul style="list-style-type: none">❑ Leverage the Muir Woods Redwood Renewal Campaign to grow understanding and support for One Tam❑ Secure funding for the Dipsea Bridge

WORK AREA	2026-2027 GOALS & DELIVERABLES
ADVISORY COUNCIL	<ul style="list-style-type: none">❑ Redefine this group’s purpose, goals, and participation to support One Tam philanthropy goals❑ Continue to cultivate and recruit new members with a goal of bringing new perspectives to the group
CULTURE OF PHILANTHROPY	<ul style="list-style-type: none">❑ Engage colleagues across One Tam in donor cultivation and stewardship such as events and tours

This budget comprises funds gifted or awarded directly to One Tam, fundraised by the Parks Conservancy, and shows how they are allocated across our work areas for 2025-2026.

Our work is also made possible by the dedication of staff across our five partners, and the commitment and creativity of our agency partners in leveraging their own funding capacity toward our shared work. For example, among other support, agencies have contributed:

- \$8.1M so far to advancing our forest health work
- \$1M last year to restoring Roy's Redwoods
- Over 1100 hours of staff time per year to supporting Marin Wildlife Watch

Section 7. Item #b.

FY26 BUDGET

	FY2026 Projects	FY2026 Programs	TOTAL
INCOME			
Restricted Carry Forward from Prior Year		389,535	389,535
Contributions	86,175	331,000	417,175
Reimbursable Government Grants	4,312,129	253,206	4,565,334
Parks Conservancy Contributions		40,200	40,200
TOTAL INCOME	4,398,304	1,013,941	5,412,245
EXPENSES			
<u>Programs</u>			
Conservation & Community Science		438,482	438,482
Youth & Internships		134,800	134,800
	0	573,282	573,282
<u>Priority Projects</u>			
Redwood Creek	330,528		330,528
Bothin Marsh	546,227		546,227
Forest Heath & Wildfire Resilience	3,047,317		3,047,317
Roy's Redwoods Restoration & Access	81,661		81,661
Bolinas Wye Restoration	334,558		334,558
Butterfly Enhancement & Stewardship	58,014		58,014
Dipsea Bridge			
	4,398,304	0	4,398,304
<u>Communications & Community Engagement</u>			
Community Engagement		65,355	
Communications		44,304	
	0	109,659	109,659
TOTAL EXPENSES	4,398,304	682,941	5,081,245
NET OPERATING SURPLUS	0	331,000	331,000
Projected Award Grants Remaining Balance for Future Years	10,690,141		

USING THIS WORK PLAN

Work outlined here is implemented by One Tam partner staff through working groups, guided by the Steering Committee.

One Tam partner staff who are advancing this work will check in with the Steering Committee every six months to track progress and tasks toward accomplishing these deliverables.

Changes to this work plan will be discussed with and approved by the One Tam Steering Committee.





STAFF REPORT

Meeting Type: Board of Directors
Title: 2026 Board of Directors Committee Assignments
From: Adriane Mertens, Communications & Public Affairs Manager
Through: Ben Horenstein, General Manager
Meeting Date: January 20, 2026

TYPE OF ACTION: X Action Information

RECOMMENDATION: Approve the appointment of the Marin Municipal Water District Directors to internal standing committees and to external regional committees as representatives of the District

SUMMARY: The District's Board President will assign Directors to internal standing committees and will also appoint directors to represent the District on regional committees and boards.

DISCUSSION: Each year, the District's Board President, with the advice and consent of the District's Board of Directors, assigns directors to the chair and vice chair positions for internal standing committees. The president also appoints directors to represent the District on regional committees and boards. Following these appointments, staff will provide each director with pertinent information pertaining to their individual assigned committees and meetings. As part of their committees and meetings duties, the directors are asked to provide a brief report summarizing what occurred at each committee meeting they chair during Board Committee Reports at regular District Board meetings.

At the Board of Directors meeting on January 6, 2026, the Board of Directors elected Director Jed Smith to serve as Board President for the 2026 calendar year. Per the District's Board Handbook, the Board President appoints committee chairs and vice chairs to each of the District's standing committees as well as selecting representatives to represent the District on regional committees. During the presentation of this item, President Smith will announce his proposed appointments. The Board may discuss and will ultimately vote to approve the slate of assignments.

ENVIRONMENTAL REVIEW: Not applicable.

FISCAL IMPACT: None.

ATTACHMENT(S): None.

DEPARTMENT OR DIVISION	DIVISION MANAGER	APPROVED
Communications & Public Affairs	Adriane Mertens Communications & Public Affairs Manager	 Ben Horenstein General Manager

UPCOMING MEETINGS

This schedule lists upcoming board and committee meetings as well as upcoming agenda items for the next month, which may include Board interest in adding future meeting items. The schedule is tentative and subject to change pending final publication and posting of each meeting agenda.

Internal Meetings		
Meeting Date	Meeting Type	Key Item(s)
Thursday, Jan. 22, 2026 9:30 a.m.	Finance & Administration Committee Meeting	HR Update, and Annual Financial Report Update
Tuesday, Jan. 27, 2026 9:30 a.m.	Planning Committee Meeting/Special Meeting of the Board of Directors with Closed Session to follow	Update to Water Treatment Plant Master Plan
Tuesday, Feb. 3, 2026 5:00 p.m.	Board of Directors' Regular Bi- Monthly Meeting with Closed Session to follow	CIP Update, ARC Update

External Meetings	
Meeting Date	Meeting Type
Wednesday, Jan. 21, 2026 3:00 p.m.	Tomaes Bay Foundation Meeting
Monday, Feb. 2, 2026 9:00 a.m.	Sonoma Water Advisory Committee/Technical Advisory Committee Meeting
Friday, Feb. 6, 2026 9:30 a.m.	North Bay Watershed Association Meeting