OFFICERS
Jason Burke, President
Kathleen McIntyre, Vice President
Harold Singer, Treasurer
DIRECTORS
Martin Goldberg, Director
Thea Graybill, Director

TAHOE RESOURCE CONSERVATION DISTRICT
BOARD OF DIRECTORS MEETING
Tuesday, December 9, 2025
Location: Tahoe RCD Conference Room
870 Emerald Bay Road
South Lake Tahoe, CA 96150
10:00 AM – 1:00 PM

AGENDA

Agenda Posted: TRCD Administrative Office and https://www.tahoercd.org/
Members of the public who require special accommodations or assistance at the meeting are requested to telephone the Tahoe RCD Administrative office at (530) 543-1501 no later than one (1) business day prior to the meeting

AGENDA

		RECOMMENDATION	PAGE
I.	**CALL TO ORDER**		
II.	**DIRECTORS' ROLL CALL**		
III.	**COMMUNICATIONS FROM AUDIENCE**		

This is an opportunity for members of the public to address the Board on any short non-agenda items that are within the subject matter jurisdiction of the District. No discussion or action can be taken on matters not listed on the agenda, per the Brown Act. Each member of the public who has submitted a comment shall be allotted five minutes.

IV.	**CHANGES OR ADDITIONS TO THE AGENDA**		
V.	**APPROVAL OF THE AGENDA**	Action/Approve	
VI.	**FINANCIALS**		
	1. Financials through October 2025	Discussion Only	4-12
	2. Invoice Transmittals • Accounts Payable 8/6/25 8/8/25 8/18/25	Action/Approve	13-31

8/22/25
8/25/25
9/2/25
9/8/25
9/11/25
9/19/25
9/22/25
9/29/25
10/3/25
10/6/25
10/14/25
10/17/25
10/20/25
10/31/25
11/3/25
11/6/25
11/14/25
11/19/25

- Partners Payable
  8/6/25
  8/18/25
  8/25/25
  9/2/25
  9/8/25
  10/6/25
  10/14/25
  11/3/25
  11/17/25
- Credit Card
  8/5/25 x2
  9/22/25
  10/20/25

3. Bank Reconciled Cash Balance — Discussion Only — 32-73
   - El Dorado County – August, September and October 2025
   - Chase – August and September 2025
   - LAIF – August, September and October 2025

VII. NRCS (Bulleted items will be discussed however no action will be taken)

1. General Update — Discussion Only — 74

VIII. CONSENT AGENDA — Action/Approve — 75-76

(All items under consent agenda may be approved in one motion. Any Director may have any item on the consent agenda removed and considered separately under consent forward upon request)

1. July 29, 2025 Special Board Meeting Minutes
2. September 18, 2025 Special Board Meeting Minutes

IX. CONSENT FORWARD

X. REPORTS (Bulleted items will be discussed however no action will be taken)

1.	Executive Director November 2025 Activity Report – Mike Vollmer	Discussion Only	77
2.	California Association of Resource Conservation Districts (CARCD) Update – Harold Singer	Discussion Only	

XI. NEW BUSINESS

1.	Compensation Study Presentation and Tahoe RCD Updated Salary Ranges for All Classifications ****time sensitive at 10:05 a.m***.	Action/Approve	78-84
2.	Resolution 2025-02 to Approve Proposal to California Tahoe Conservancy Grant Program for Aquatic Invasive Species Control Project	Action/Approve	55-25
3.	Increase Tahoe RCD Health Insurance Contribution for Employees to 80% and Provide Eligible Staff with $30,000 Term Life Insurance	Action/Approve	91-55
4.	Potentially Create Ad Hoc Committee to Establish Procedures to Monitor and Adjust Total Compensation	Action/Approve	85-92
5.	Resolution 2025-03 to Set a Time and Place for Regular Meetings	Action/Approve	55-241
6.	Memorandum of Understanding Between Tahoe RCD and Tahoe Regional Planning Agency in the Amount of $1,063,749.87 to Conduct Planning and Oversight of Aquatic Invasive Plant Removal Services on National Forest System Lands	Action/Approve	45-255
7.	California Association of Resource Conservation Districts Delegate Vote	Action/Approve	255-45

XII. OLD BUSINESS

XIII. CLOSING STATEMENTS (Statements from the Board and Staff no discussion is permitted)

XIV. ADJOURNMENT