



TO: Board of Directors **FROM:** BPMC
SUBJECT: Board Policy and Monitoring Committee (BPMC) **DATE:** Jan. 13, 2026
December 10, 2025 Special Meeting Summary

This memorandum summarizes discussion and action from the meeting of the Board Policy and Monitoring Committee (BPMC) held on Wednesday, December 10, 2025.

Receive an Update on Valley Water's Hiring Preference for Veteran Applicants.

The Committee discussed the following with staff input including: updates to the Program, continued outreach efforts and the importance of the program.

Director Varela requested a memo from staff relating to number of veterans hired.

The Committee received the information, thanked staff for their efforts and took no formal action.

Receive Information on the 2025 Employee Engagement Survey.

The Committee discussed the following with staff input including: challenges faced by the organization relating to staff safety, dynamics of the Board and staff, how economic and political challenges people face may be reflected in these survey results, and efforts for more staff training opportunities. Staff noted they will bring status of the next steps to the Committee.

The Committee received the information and took no formal action.

Discuss Board Member Roles and Responsibilities When Serving on Joint Powers Authorities (JPAs) and Provide Direction to Staff on Next Steps, if Any.

Staff noted that in the current Valley Water Board Policy Code of Conduct, when serving on JPAs, Valley Water Board members must act consistently with Valley Water Board decisions. The Committee discussed developing a Valley Water Board policy to address direction given to the representative, including authority, boundaries and communication.

Staff raised specific questions, including:

- Should limits be established relating to financial obligations that the representative can commit to or vote for?
- Defining regular reporting requirements to the Valley Water Board, including clarifying issues that need to be escalated, especially when timing is an issue for a decision or project that may relate to a Valley Water staff concern.

The Committee decided to categorize external bodies as the first step and stated efforts will continue relating to defining duties and responsibilities of Board Members on JPAs.

The Committee received the information and took no formal action.

Receive and Discuss the 2025 Board Policy and Monitoring Committee (BPMC) Work Plan, and Provide Feedback on Upcoming Discussion Items, and Next Meeting Date.

The Committee reviewed the Work Plan. Staff noted one item for the January 26, 2026 meeting, and the Committee decided to confirm that meeting at a later date.

Chairperson Hsueh stated that at the December 9, 2025 Board meeting Director Ballard suggested the BPMC review a policy on Board member travel cancellations, that the BPMC item relating to complaints against Board Appointed Officers is on hold until April 2026, and that the BPMC will review potential changes to the Safe Clean Water Program Key Performance Indicators based on the Program audit findings.

The Committee received the information and took no formal action.

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Board member comments and suggestions can be forwarded to Stephanie Simunic, Assistant Deputy Clerk II at (408) 630-2408 or by email to ssimunic@valleywater.org.