



# TCPUD

## QUARTERLY

# NEWS

A Report to Our Community

July 2010

## Roadwork for a Cleaner Lake Tahoe

Road improvements are happening all around Lake Tahoe this summer. But all this work isn't just for taking care of the roads. Caltrans is protecting water quality by building 10 storm drain collection areas with over 120 inlets and paved shoulders on highways throughout the Tahoe Basin. The new drainage system will capture stormwater runoff and filter out dirt, oil and litter before it gets to the Lake.

The effort is part of an Environmental Improvement Program to sustain and enhance the environmental quality of Lake Tahoe. Caltrans is responsible for projects that address water quality treatment, soil conservation, and vegetation to reduce transportation impacts on the Tahoe Basin environment.

The water quality improvement projects planned will affect almost every mile of the highway system in the Tahoe Basin, so traffic delays are likely between June and October. Plan ahead by allowing a few extra minutes of travel time to get to your destination. It's a small price to pay to protect Lake Tahoe for decades to come... so relax and enjoy the view.

Thank you for your cooperation in helping to keep Lake Tahoe water clean, blue and beautiful. For more information visit [TahoeRoads.com](http://TahoeRoads.com).

## WATER CONSERVATION: Saving Water, Saving Money

With the implementation of water meters and customers paying closer attention to their own consumption, TCPUD's production of water has been reduced by an astounding 21%. The amount of water saved could serve an additional 1,900 homes or 5,200 people!!! This is a huge benefit to our environment and to reducing your costs. It saves all ratepayers in the direct, immediate expenses of pumping and treatment. It saves much, much more by reducing the need to develop new water supplies and expand or upgrade water facilities to meet peak day demands.

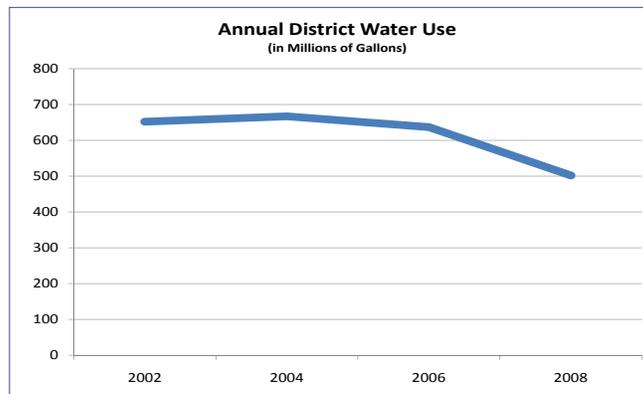
To continue this outstanding accomplishment, TCPUD encourages you to read the following tips and take advantage of the District's rebate program. Easy ways to save water at home include:

- Check for water leaks (including checking your toilet)
- Take shorter showers
- Don't let the faucet run when washing dishes or vegetables
- Water your yard/garden only when it needs it and when it is not windy or hot

For more information about conserving water, call the District or check out [www.wateruseitwisely.com](http://www.wateruseitwisely.com).

The Water Conservation Cash Rebate Program is available for efficient irrigation systems, high-efficiency toilets, and Energy Star® clothes washers. If you haven't applied for your rebate yet, call 530-583-3796, x32. The District is also offering FREE Water Conservation Kits which are available at the TCPUD main office, or call 530-583-3796, x32.

Learn more about water conservation, and see the award-winning documentary "TAPPED" - Free at Commons Beach, Tuesday, August 3, at dusk.



# SAVING YOUR MONEY: REDUCING EMPLOYEE BENEFITS & COSTS

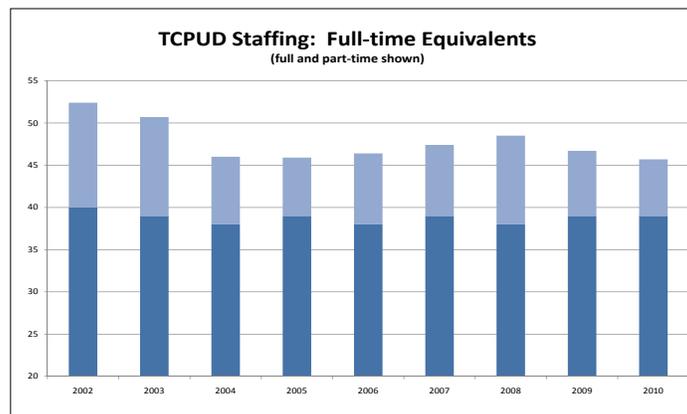
Government agencies are service driven and unlike manufacturing or other industries, personnel is the highest cost factor. Beginning in 2002, before the current economic crisis, TCPUD's Board began actively addressing these escalating costs.

Unlike many public agencies that increased staffing significantly during the "boom" years, TCPUD's staffing level has actually been reduced despite increased facilities and regulatory requirements. The use of technology, training, and privatization has streamlined processes and increased efficiencies which has reduced the growth in personnel costs. In addition, salary increases have been performance-based and have remained under the other comparable agencies in the region.

Benchmarking studies conducted by water and sewer agencies across the country indicate that TCPUD is staffed very conservatively, far below the averages of comparable

agencies. The following chart illustrates the overall trend in staffing over the last decade.

Throughout the country, costs of insurance premiums and retirement pensions have escalated. As a member of CalPers (California Public Employees Retirement System) the costs of these programs are not under the direct control of our Board and management. Beginning in 2002, negotiated changes in employee contracts have provided for savings both in the annual budgets as well as the long-term liabilities. These changes have saved the District's taxpayers,



ers, millions of dollars.

- 2002 – Reductions in the medical plan for all employees.
- 2004 – Reductions in the performance-based merit increases
- 2007 – Caps on post-retirement medical contributions. (These were done ahead of changes in California law that would have significantly increased the District's long-term liability.)
- 2010 – No salary increases; mandated employee contributions to the pension fund.

## THE FUTURE:

Further cuts and changes in employee benefits appear to be a prime issue for the State during the 2010-2011 budget process, and will have an effect on the District's benefits as well.

The Board and management continue to aggressively pursue cost-savings in all areas including: use of new technological applications, programs to reduce fuel and energy consumption, electronic public information, webinars for employee training, alternative work schedules to reduce overtime, increased cost-recovery in operating contracts, and many others.

## GETTING TO KNOW THOSE WHO SERVE YOU - TWO PROMOTIONS, TWO NEW FACES



**Michelle Martland, Human Resources Administrator**

After eight years with TCPUD as Account Clerk III, Michelle was promoted to the position of Human Resources Administrator effective 2/15/10. The position had been vacant for four years, but with the increased responsibility of compliance with HR laws and requirements, TCPUD management and legal counsel strongly recommended refilling the position. Michelle's on-the-job training, dedication, knowledge of the District, and abilities made her the best choice out of a group of very experienced professionals who applied for the position.



**Dan Lewis, Utilities Field Supervisor - Underground**

Dan joined TCPUD in 1996 as a seasonal employee. His outstanding performance and dedication to improvement has been demonstrated by the progression in his career with TCPUD. He was offered a full time position in May 2000 as Operations Specialist I, was promoted to Operations Specialist II in December 2003, and again promoted to a Specialist III, in December 2004. Each of these promotions required additional training and certifications. In March of this year Dan was promoted to Utilities Field Supervisor. The position was previously held by Mark Scutt who retired at the end of 2009.



**Jill MacGregor, Account Clerk II**

Jill comes to the TCPUD as the Account Clerk II, previously Jill worked at Teichert Aggregates as their payroll and AP clerk. Jill has been a resident in the Tahoe Truckee area for 30 years.



**Sean Barclay, Engineering Technician**

Sean recently joined our team as an Engineering Technician and is responsible for assisting the Engineering Department and developing the District's Geographic Information System. Sean is a Professional Land Surveyor, licensed in both California and Nevada.