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MINUTES OF REGULAR MEETING Work Session Tuesday, September 16, 2025

William R. Condit Auditorium
1285 Broadway Avenue
El Centro, CA 92243

Division 1—Alex Cardenas

Division 2—JB Hamby, *Vice Chairman*

Division 3—Gina Dockstader, *Chairwoman*

Division 4—Lewis Pacheco

Division 5—Karin Eugenio

Jamie L. Asbury, *General Manager*

Geoffrey Holbrook, *General Counsel*

Raquel Najera, *Secretary to the Board*

CALL TO ORDER— 1:03 p.m.

All directors were present in the El Centro Boardroom, with Director Eugenio arriving at 1:07 p.m.

Chairwoman Dockstader requested a moment of silence in memory of Charlie Kirk. She also called for prayers for his family, for the United States, and for the protection of free speech.

PLEDGE OF ALLEGIANCE

Chairwoman Dockstader led the Pledge of Allegiance.

APPROVAL OF AGENDA

General Manager Asbury reported an urgent item that needs to be added to the closed session agenda. This item concerns the performance evaluation of a public employee under California Government Code Section 54957(b)(1), titled General Counsel. She became aware of this matter after the agenda was posted and requires immediate action from the Board.

Additionally, Director Cardenas requested moving Consent Item No. 1: Acknowledge receipt of IID's 2024 Power Source Disclosure Annual Report to the action agenda.

Moved by Vice Chairman Hamby, seconded by Director Cardenas, that the Board approve adding the urgent matter to the closed session agenda, and moving Consent Item No. 1 to the action agenda, as noted above.

Motion carried 4-0, with Director Eugenio absent.

PUBLIC COMMENTS

- Tony Ramos from El Centro expressed his concerns about a non-working 800 phone number for customers to make payment arrangements. He also discussed free speech issues and a complaint he filed.
- Nate Fairman from IBEW Local 465 talked about IID rates, investing in workers, and the pay structure for Line Clearance Tree Trimming crews. He mentioned that he submitted his comments to the board.
- Denise Torres, the new IBEW Local 465 representative, has 11 years of experience at IID's Call Center. She acknowledged the dedication of IID employees and looks forward to working together on solutions that benefit everyone.
- Mary Helen McCombs from El Centro emphasized the importance of accountability. She called for more involvement from stakeholders in IID issues, especially regarding water resources and electricity generation.

CONSENT

1. Acknowledge receipt of IID's 2024 Power Source Disclosure Annual Report
Director Cardenas requested that this consent item be moved to the action agenda.

ACTION

1. Acknowledge receipt of IID's 2024 Power Source Disclosure Annual Report
Tim Hamilton, Assistant Manager of Power Supply and Trading Administration, presented the 2024 Power Source Disclosure Annual Report, which is required by the California Energy Commission. This report requires retail electricity providers to disclose accurate, reliable, and understandable information to consumers about their power sources.

Mr. Hamilton reviewed the annual data spreadsheets by facility, fuel type, and IID's power mix. He apologized for the difficulty in reading the spreadsheets but noted they follow the California Energy Commission's format and cannot be changed.

Director Cardenas asked a question about the sources of power and the reporting process. Mr. Hamilton explained that all power sources are included under the same air permit, and everything covered by that permit is combined for reporting to California.

Public Comment

Mary Helen McCombs from El Centro withdrew a comment she had submitted to General Counsel after receiving an answer to her question. She also voiced concerns about the readability of the spreadsheets related to this matter in the agenda packet, leading to a suggestion to improve the presentation format for better clarity.

Moved by Director Cardenas, seconded by Vice Chairman Hamby, that the Board acknowledge receipt of the 2024 Energy Annual Report in support of IID's Power Source Disclosure.

Motion carried, 5-0.

2. Change board meeting of October 7, 2025:

Chairwoman Dockstader proposed rescheduling the October 7 board meeting to October 3, 2025, because of conflicts with meetings in Washington, DC, during that period.

Director Cardenas mentioned he may attend the board meeting on October 3rd via WebEx, as he will be out of town.

Moved by Chairwoman Dockstader, seconded by Vice Chairman Hamby, that the Board approve moving the October 7, 2025, board meeting to Friday, October 3, 2025, at 11 a.m.

Motion carried 5-0.

Public Comment

Mary Helen McCombs of El Centro requested that the Board and management, upon their return, provide a report on their visit to Washington, DC, and what was accomplished.

POLICY MONITORING

3. GP-5: Election of the Board Chairperson and Vice Chairperson

Chairwoman Dockstader initiated the discussion on the policy survey results and ratings for GP-5: Election of the Board Chairperson and Vice Chairperson.

Director Eugenio shared her opinion on the election process for the Chairperson and Vice Chairperson, which currently requires a vote of four or more directors. She suggested that a three-fourths majority would be more appropriate; therefore, she recommended that the board review this policy more thoroughly and consider potential actions at the next board meeting.

A discussion ensued regarding this matter, including a review of the six-month terms for the Chairperson and Vice Chairperson, as well as considerations for policy modifications. After hearing input from the Board members and General Counsel Holbrook, it was agreed that the Board is substantially in compliance with Policy GP-5 regarding the election of the Board Chairperson and Vice Chairperson. There was a consensus to revisit this policy as an informational item at the first October meeting, then again as an action item at the second October meeting or in November 2025, prior to the board reorganization in early December.

Moved by Director Cardenas, seconded by Director Pacheco, that the Board accept the policy monitoring report and find that the Board is substantially in compliance with Board Policy GP-5: Election of the Board Chairperson and Vice Chairperson, and that this policy be presented as an action item in October 2025.

Vice Chairman Hamby clarified the desired action and other comments. He recommended discussing this policy at the first October meeting to decide the best course of action. He also suggested adding it to the agenda for the second October meeting or in November 2025 as an action item.

Based on the suggested comments, Director Cardenas amended his motion accordingly.

Moved by Director Cardenas, seconded by Director Eugenio, that the Board accept the policy monitoring report and find that the Board is substantially in compliance with Board Policy GP-5: Election of the Board Chairperson and Vice Chairperson. This matter will be revisited and discussed as an informational item at the first October meeting and as an action item at the second October meeting.

Motion carried, 5-0.

4. GP-6: Role of the Board Chairperson

Chairwoman Dockstader initiated the discussion on the policy survey results and ratings for GP-6: Role of the Board Chairperson.

A brief discussion ensued, and Chairwoman Dockstader was praised for her exceptional leadership.

Moved by Director Pacheco, seconded by Director Eugenio, that the board accept the policy monitoring report and find that the Board is substantially in compliance with Board Policy GP-6: Role of the Board Chairperson.

Motion carried, 5-0.

5. GP-7: Board Committee Principles

Chairwoman Dockstader initiated the discussion on the policy survey results and ratings for GP-7: Board Committee Principles.

Based on the survey results, Chairwoman Dockstader believed that the Board is partially in compliance, with Vice Chairman Hamby noting that the Board needs to work together and move forward; however, he believed that the Board is substantially in compliance.

Moved by Vice Chairman Hamby, seconded by Director Pacheco, that the board accept the policy monitoring report and find that the Board is substantially in compliance with Board Policy GP-7: Board Committee Principles.

Motion carried, 5-0.

6. GP-10: Board Compensation and Benefits

Chairwoman Dockstader initiated the discussion on the policy survey results and ratings for GP-10: Board Compensation and Benefits, which showed that the Board is substantially in compliance.

Public Comment

Nate Fairman from IBEW Local 465 believes that the Board's salaries are significantly lower than those at other agencies and utilities. He stressed that IID needs to offer competitive pay to attract and keep a skilled workforce. He pointed out that the salaries and benefits for directors are insufficient. Additionally, he called for a review of pay for the Line Clearance Tree Trimming groups, which earn less than similar roles in other parts of California.

Moved by Vice Chairman Hamby, seconded by Director Pacheco, that the board accept the policy monitoring report and find that the Board is substantially in compliance with Board Policy GP-10: Board Compensation and Benefits.

Motion carried, 5-0.

7. GP-11: Board Travel and Expense

Chairwoman Dockstader initiated the discussion on the policy survey results and ratings for GP-11: Board Travel and Expense, which showed that the Board is substantially in compliance.

Moved by Director Cardenas, seconded by Vice Chairman Hamby, that the board accept the policy monitoring report and find that the Board is substantially in compliance with Board Policy GP-11: Board Travel and Expense.

Motion carried, 5-0.

REPORTS

8. Board of Directors

Board of Directors Committee Reports:

Chairwoman Dockstader reviewed the list of external and Local Agency Two-on-Two appointments, and directors gave a brief report on current/upcoming activities to the following listed appointments:

External Appointments	Appointees
American Public Power Association Policy Makers Council	Cardenas
California Farm Water Coalition	Dockstader
Coachella Valley Association of Governments — Coachella Valley Conservation Commission	Cardenas/Hamby
Coachella Valley Association of Governments — Energy and Sustainability	Eugenio/Hamby
Family Farm Alliance	Dockstader

Imperial County Transportation Commission	Eugenio
Salton Sea Authority	Dockstader/Cardenas

- Director Cardenas thanked Chairwoman Dockstader and General Manager Asbury for allowing him to represent the Imperial Irrigation District during the state of economic emergency on Tuesday, September 9, due to the closure of the Spreckels Sugar plant. He expressed hope about establishing a new sugar quota for California and reintroducing some sugar beets to the Imperial Valley.
- Vice Chairman Hamby had no updates to share.
- Director Pacheco attended the 9/11 mass for the Fire Department and EMT staff who work there.
- Director Eugenio attended the Mobility 21 Summit in Anaheim on September 12, 2025, and the 9-11 Memorial dinner with Chairwoman Dockstader.
- Chairwoman Dockstader reported on the following matters:
 - She shared updates on the meetings she attended:
 - She and Director Cardenas attended a meeting with Nathan White of AGESS, Inc., regarding the Tres Mares Project at the Salton Sea and Laguna Salada. State Treasurer Fiona Ma was also in attendance.
 - 9/11 memorial dinner in Imperial Valley with Director Eugenio.
 - Local working group meeting with USDA and Farm Bureau, primarily focusing on grants and how they can incorporate input and improve applications.
 - CV Link meeting with the Salton Sea Authority.
 - California 440 meeting at Metropolitan Water District.
 - 2025 All Valley Mayor's, County and Tribal Chairpersons Luncheon with Vice Chairman Hamby in Indian Wells.
 - She went to the retirement luncheon for Water Master Merlon Kidwell. He was honored for his 50 years of service with the district.
 - She shared an interesting Fun Fact from the Farm Bureau about the Air Pollution Control District's regulations for burning fields in the Imperial Valley. They allow the burning of 6,000 acres a year, which is down from 20,000 acres.

Public Comment

Mary Helen McCombs from El Centro referred to the internal committee appointments that were removed from the Board of Directors' reports. She suggested that, considering current events, it would be beneficial to include issues related to infrastructure and electrification, as well as matters at both the federal and state levels, to create a more comprehensive list for public awareness.

RECESS— 2:11 p.m.

WORK SESSION— 2:26 p.m.

9. Review work session calendar for the month of September 2025:
 - a) Discuss Vehicle Electrification
 - General Services Manager Jennifer Goodsell and Officer of Government Affairs & Communications Antonio Ortega provided a summary outlining Advance Clean Fleets, ZEV transition 2019-2023, electric vehicles pilot program, and infrastructure, and discussed long-term plan development with cost estimate scenarios for parking locations and layout at IID facilities.
 - b) Methods to Improve Employee Survey Results
 - Human Resources Manager Marcia Rivera provided a summary of 2025 employee survey results and strategic directives to improve efficiency
 - c) Presentation on Reservoir Planning
 - Water Resources Planner Sr. Justina Gamboa-Arce provided a summary of IID's operational storage solutions for small and mid-sized reservoirs and discussed potential contributors to delays.
 - d) Imperial County Local Agency Formation Commission (LAFCO)
 - General Manager Asbury emphasized the importance of having independent Special District representation on LAFCO. IID's participation in the Imperial County LAFCO would give it a voice in decisions affecting regional growth and service delivery. However, this also involves balancing resources. The Board was asked for guidance on whether IID should seek special district representation on the Imperial County LAFCO.

Director Cardenas requested that the Eminent Domain Policy be added to the work session board meeting agenda in October 2025.

ANNUAL WORKPLAN REVIEW

10. Review Board of Directors 2025 Annual Work Plan

The 2025 annual plan was reviewed, and after discussion, the following items will be added to the Rolling 12-month Work Session Calendar for October:

 - Local Agency Formation Commission
 - GP-5 - Election of the Board Chairperson and Vice Chairperson
 - Eminent Domain Policy
 - IID 2026 Milestone Celebration

CONVENE CLOSED SESSION— 3:55 p.m.

1. CONFERENCE WITH LEGAL COUNSEL — ANTICIPATED LITIGATION
(Cal. Gov. Code sec. 54956.9(d)(2) & (e)(1))
(two items)
2. THREAT TO PUBLIC SERVICES (Cal. Gov. Code sec. 54957(a)).

Vice Chairman Hamby left the meeting at 5:37 p.m.

RECONVENE REGULAR SESSION— 5:39 p.m.

REPORT ACTIONS TAKEN IN CLOSED SESSION, IF ANY

General Counsel Holbrook noted that, regarding one item of anticipated litigation, Chairwoman Dockstader recused herself and left the room. Concerning the entire closed session items, guidance was provided, but no final action was taken.

ADJOURNMENT— 5:37 p.m.

(The regular meeting was livestreamed and is available for public viewing on the IID website for those wanting to access a full recording of the proceedings. The work session part of the meeting was not livestreamed.)