

County of Monterey

Schilling Government Center
1441 Schilling Place
Salinas, CA 93901



Meeting Agenda - Final

Wednesday, June 3, 2026

10:00 AM

**Saffron Conference Room
1441 Schilling Place, Salinas, CA 93901**

Water Resources Agency Planning Committee

For information on The Ralph M. Brown Act: Open Meetings please click on the link below:

https://leginfo.legislature.ca.gov/faces/codes_displayText.xhtml?division=2.&chapter=9.&part=1.&lawCode=GOV&title=5

COMMITTEE MEMBERS:

Ken Ekelund, Chair

Deidre Sullivan, Vice Chair

Matt Simis

Mark Gonzalez

How to participate in this meeting: In-Person at the address listed above.

Via Zoom: Members of the public may participate in this meeting virtually via computer or smart device. To Join the Zoom Meeting, copy and paste the link into your browser: <https://montereycty.zoom.us/j/92329693521?pwd=vi52WPz8baA3EL2FbIp05wM0awv5fv.1>

Meeting ID: 923 2969 3521 Password: 901221

To Participate via phone, you can call the number below and enter the webinar ID number and password when prompted:

Phone Number: (669) 219 2599 Meeting ID: 923 2969 3521 Password:

901221

Public Comments: The following options are available to any member of the public participating virtually or in person who wishes to make any comments to the Water Resources Advisory Committee.

Before the Meeting via Email: Written comments can be emailed by 5:00 p.m. on the Tuesday prior to the Committee meeting, to WRAPubliccomment@countyofmonterey.gov. Please indicate the Committee name, meeting date and agenda number in the subject. Comments received by the deadline will be distributed to the Committee and placed in the record.

During the Meeting via Oral Comments: When the Chair calls for public comment, attendees can queue to speak by raising their hand in person. On the Zoom application, click the "Raise Hand" button. On the phone, or press *9 on the phone. The Secretary to the Board Committee will call speaker names and unmute speaker mics. You will have 3 minutes to provide your comments.

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The Chair and/or Secretary may set reasonable rules as needed to conduct the meeting in an orderly manner

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Comentarios del público: Las siguientes opciones están disponibles para cualquier miembro del público que participe de forma virtual o en persona y desee hacer comentarios ante el Comité Asesor de Recursos Hídricos.

Antes de la reunión por correo electrónico: Los comentarios escritos pueden enviarse por correo electrónico hasta las 5:00

p. m. del martes previo a la reunión del Comité a: WRAPubliccomment@countyofmonterey.gov

Por favor, indique el nombre del Comité, la fecha de la reunión y el número del punto de la agenda en el asunto del correo electrónico. Los comentarios recibidos antes de la fecha límite serán distribuidos al Comité y archivados como parte del registro oficial.

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El Presidente y/o el Secretario podrán establecer reglas razonables según sea necesario para conducir la reunión de manera ordenada.

Call to Order

Roll Call

Public Comment

Committee Member Comments

Consent Calendar

1. Approved the Action Minutes of the Planning Committee meeting held on May 6, 2026.

Attachments: [Draft Minutes Planning Committee May 6, 2026](#)

Scheduled Items

2. Review and consider receiving a scope of work for Fernando DePaolis, Ph.D. to perform a study of the Economic Value of Groundwater Recharge, Salinas Valley. (Staff: Ara Azhderian)

Attachments: [Board Report](#)
[DePaolis Scope of Work](#)

3. Review and consider receiving the Raftelis Employee Satisfaction Survey Proposal. (Staff: Ara Azhderian)

Attachments: [Board Report](#)
[Raftelis Proposed Employee Satisfaction Survey Scope of Work](#)

4. Consider recommending that the Board of Directors recommend to the Board of Supervisors of the Monterey County Water Resources Agency approve grazing lease forms and a public bid notice for Agency grazing lands located around San Antonio and Nacimiento Reservoirs; and direct the Clerk of the Board of Supervisors to advertise for bids. (Staff: Jessell Fenley)

Attachments: [Board Report](#)

- [1. DRAFT Grazing Lease Agreement and Exhibits](#)
- [2. DRAFT Bidders Prequalification Document](#)
- [3. DRAFT Public Notice - Grazing Land Bid Notice](#)
- [4. DRAFT Maps of Agency Lease Areas](#)

Staff Reports

5. Receive an update on staff's participation in the Salinas Valley Basin Groundwater Sustainability Agency's Advisory Committee. (Staff: Shaunna Murray)

Attachments: [Board Report](#)

6. Receive an update on the Strategic Plan. (Staff: Shaunna Murray)

Calendar

7. Set the next meeting date and discuss future agenda items.

Adjournment



County of Monterey

Item No.1

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: WRAPL 26-033

June 03, 2026

Introduced: 5/26/2026

Current Status: Agenda Ready

Version: 1

Matter Type: WRA Planning Item

Approved the Action Minutes of the Planning Committee meeting held on May 6, 2026.

County of Monterey

*Schilling Government Center
1441 Schilling Place
Salinas, CA 93901*



Meeting Minutes

Wednesday, May 6, 2026

10:00 AM

**Saffron Conference Room
1441 Schilling Place, Salinas, CA 93901**

Water Resources Agency Planning Committee

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Ken Ekelund, Chair
Deidre Sullivan, Vice Chair
Matt Simis
Mark Gonzalez

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WRAPubliccomment@countyofmonterey.gov

La solicitud debe realizarse a más tardar al mediodía del martes previo a la reunión del Comité, para permitir que la Agencia tenga tiempo de atender la solicitud.

El Presidente y/o el Secretario podrán establecer reglas razonables según sea necesario para conducir la reunión de manera ordenada.

Call to Order

The meeting was called to order at 10:00 a.m.

Roll Call

Present: Ken Ekelund, Deidre Sullivan, Matt Simis, Mark Gonzalez

Public Comment

None.

Committee Member Comments

None.

Consent Calendar

Upon the motion made by Matt Simis, seconded by Mark Gonzalez the committee approved the Consent Calendar.

Ayes: Ken Ekelund, Matt Simis, Mark Gonzalez

Noes: None

Absent: None

Abstain Deidre Sullivan

1. Approved the Action Minutes of the Planning Committee meeting held on April 1, 2026.

Attachments: [Draft Meeting Minutes April 1, 2026](#)

Staff Reports

2. Overview of the Outreach and Development of the 2026 Updated Strategic Plan. (Staff: Shaunna Murray)

Attachments: [Strategic Plan Update May 2026](#)

Committee Member Comments: Ken Ekelund

Staff Comments: Shaunna Murray

Public Comments: None

3. Receive an update on staff's participation in the Salinas Valley Basin Groundwater Sustainability Agency's Advisory Committee. (Staff: Shaunna Murray)

Attachments: [Board Report](#)

Committee Member Comments: Ken Ekelund, Mark Gonzalez

Staff Comments: Shaunna Murray

Public Comments: Patrick Breen, Bill Lipe, Christoher Bunn, Nancy Isakson

4. Receive an update on the new Grazing Lease Cycle for November 2026. (Staff: Jessell Fenley)

Attachments: [Board Report](#)

Committee Member Comments: Ken Ekelund, Deidre Sullivan, Mark Gonzalez, Matt Simis,

Staff Comments: Jessell Fenley, Jason Demers, Mallory Roberts

Public Comments: None

Scheduled Items

5. Annual General Manager Performance Evaluation Process. (Staff: Ara Azhderian)

Attachments: [Annual General Manager Performance Evaluation Process](#)

Committee Member Comments: Ken Ekelund, Deidre Sullivan, Mark Gonzalez

Staff Comments: None

Public Comments: None

Calendar

6. Set the next meeting date and discuss future agenda items.
Next scheduled meeting is set for June 3, 2026.

Adjournment

The meeting adjourned at 11:14 a.m.



County of Monterey

Item No.2

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: WRAPL 26-035

June 03, 2026

Introduced: 5/26/2026

Current Status: Agenda Ready

Version: 1

Matter Type: WRA Planning Item

Review and consider receiving a scope of work for Fernando DePaolis, Ph.D. to perform a study of the Economic Value of Groundwater Recharge, Salinas Valley. (Staff: Ara Azhderian)



County of Monterey

Item No.2

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: WRAPL 26-035

June 03, 2026

Introduced: 5/26/2026

Current Status: Agenda Ready

Version: 1

Matter Type: WRA Planning Item

Review and consider receiving a scope of work for Fernando DePaolis, Ph.D. to perform a study of the Economic Value of Groundwater Recharge, Salinas Valley.

RECOMMENDATION:

It is recommended that the Monterey County Water Resources Agency Planning Committee:

Review and consider receiving a scope of work for Fernando DePaolis, Ph.D. to perform a study of the Economic Value of Groundwater Recharge, Salinas Valley.

SUMMARY/DISCUSSION:

The Agency's Historical Benefits Analysis has been the traditional approach to calculate the economic value of groundwater recharge in the Salinas Valley Groundwater Basin. The analytical focus has been upon the avoided costs associated with the effect of the reservoirs on reducing the number of wells needing replacement due to depleted aquifer conditions. To calculate the benefits, data examined included groundwater head elevations and pumping volumes under the "historical", with the reservoirs, and "no project scenarios", without the reservoirs, in addition to well characteristics (e.g., elevation of the top and bottom of the well intake screen) for the 2,356 agricultural and municipal wells in the hydrologic model.

This proposed analysis will examine the specific value of groundwater recharge from the Agency's reservoir operations. Groundwater recharge is vital to the region's economy, but no prior analysis quantifies its value as an independent benefit. The proposed study is organized into three nested analytical levels, each building on the previous one. This structure will allow the Agency to review findings at each stage to consider the potential benefit of a fully integrated, final study. The analysis uses an avoided-cost approach that examines how each acre-foot of water recharged to the Salinas Valley aquifer offsets an equivalent shortage cost. To minimize study costs, the analysis will use the shortage costs from ERA Economics' locally calibrated model of the Salinas Valley agricultural economy and then apply them to measured recharge volumes from the Agency's operations, as documented in the annual Salinas River Series.

OTHER AGENCY INVOLVEMENT:

Salinas Valley Basin Groundwater Sustainability Agency

FINANCING:

This analysis will be funded from Agency Fund 111 with partial funding identified in the approved FY26 budget. The remaining funding is identified in the upcoming FY27 budget.

Prepared and Approved by: Ara Azhderian, General Manager, (831) 755-4860

Fernando DePaolis, Ph.D.

Economic Consultant

To: Monterey County Water Resources Agency (MCWRA)
From: Fernando DePaolis, Ph.D.
Date: May 19, 2026
Re: Scope of Work — Economic Value of Groundwater Recharge, Salinas Valley

Background

The Monterey County Water Resources Agency (MCWRA) operates the Nacimiento and San Antonio Reservoirs to deliver surface water, recharge groundwater, and support the Salinas Valley's \$5 billion agricultural industry. These operations are essential to farming and economic activity across Monterey County.

Existing economic studies have not isolated the specific value of groundwater recharge from MCWRA dam operations. Although recharge is vital to the region's economy, no prior analysis quantifies its value as an independent benefit.

This scope outlines a new economic analysis to directly quantify the annual dollar benefit of MCWRA's groundwater recharge, both basin-wide and by subbasin. The approach uses current data and is designed to be legally defensible for SGMA compliance.

Study Objectives

We will conduct this study to:

- Quantify, in annual dollar terms, the economic benefit of groundwater recharge from MCWRA's Nacimiento and San Antonio reservoir operations, with results presented for the entire basin and for each subbasin.
- Base these benefit values on locally sourced, peer-reviewed economic data and findings from previous reports, eliminating the need for new economic assumptions.
- Produce a clearly documented and defensible economic figure for MCWRA to use in communications with ratepayers, the SVBGSA, and state regulators, ensuring it withstands technical and legal scrutiny.
- Develop a reliable analytical foundation, including an updated, replicated IMPLAN model, to support future economic studies related to MCWRA's operations.

Analytical Approach and Study Levels

The study is organized into three nested analytical levels, each building on the previous one. This structure allows MCWRA to review findings at each stage and benefit from a fully integrated final product.

The analysis uses an avoided-cost approach: each acre-foot of water recharged to the Salinas Valley aquifer offsets an equivalent shortage cost. We use shortage costs from ERA Economics' locally calibrated model of the Salinas Valley agricultural economy and apply them to measured recharge volumes from MCWRA's operations, as documented in the River Series.

Level 1: Analytical Baseline and Initial Estimates

Level 1 establishes the analytical foundation for the study and serves as a standalone deliverable with initial estimates and a documented gap analysis.

Task 1.1 — Document Review and Gap Analysis

We will review all relevant source documents, note key data (such as \$/AF values, loss rates, and water-year classes), and identify gaps that require further data requests from MCWRA.

Task 1.2 — Data Request and Coordination

We will request from MCWRA: (1) annual reservoir releases by dam for at least ten years; (2) typical or actual seasonal release durations; and (3) multi-year average loss ratios to supplement River Series data. We will also begin coordinating with ERA Economics on IMPLAN data access.

Task 1.3 — Reach-to-Subbasin Mapping

We will align River Series measurement sites and reach boundaries with MCWRA subareas and DWR subbasins to ensure hydrologic consistency before calculations.

Task 1.4 — Preliminary Benefit Estimates

Using available data and interim assumptions, we will calculate preliminary recharge volumes by area, apply ERA's \$/AF values to estimate initial benefits, and present low and high ranges. Interim assumptions will be replaced with actual data in Level 2.

Level 1 Deliverables

- Written summary of source documents reviewed, and data gaps identified.
- Formal data request letter to MCWRA staff.
- Reach-to-subbasin mapping table with supporting documentation.
- Preliminary benefit estimate table: basin-wide and by subarea, with low/high range.
- Interim assumptions log documenting all estimates pending the availability of actual data.

Level 2: Integrated Benefit Valuation

Level 2 replaces all interim assumptions from Level 1 with actual MCWRA operational data and provides the study's primary quantitative result: a documented, defensible annual benefit value for groundwater recharge attributable to MCWRA's dam operations.

Task 2.1 — Annual Recharge Volume Calculation

Using reservoir release records from Task 1.2, we will calculate annual release volumes, apply reach-specific loss ratios (River Series 2025-Table 4), and compute annual recharge volumes for each subarea. For each water year, we will average results across wet, dry, and normal-year types per the River Series classification, providing multi-year averages and ranges that reflect hydrologic variability.

Task 2.2 — Subbasin Benefit Calculation

We will combine annual recharge volumes from Task 2.1 with ERA's subbasin-specific per-AF values to estimate annual benefits for each of the three River Series subareas (Upper Valley, Forebay, Pressure/180/400-Foot). Using ERA's 10% and 20% shortage scenarios, we will provide low, central (weighted average based on current SGMA compliance), and high estimates, and sum the subarea estimates to obtain a basin-wide total.

Task 2.3 — Sensitivity Analysis

We will analyze how results change with different release durations, loss ratios, and \$/AF values, and document which inputs have the greatest impact.

Task 2.4 — Seawater Intrusion Supplemental Analysis

Recharge in the lower river reaches benefits the same area targeted by the BGRP. Using the BGRP feasibility study as an independent, infrastructure-based valuation benchmark, we will estimate the supplementary benefits of abating seawater intrusion in the lower basin reaches.

Level 2 Deliverables

- Annual recharge volume table by subarea and water year type, with full data provenance.
- Subbasin benefit value table: low, central, and high estimates for each subarea and basin total.
- Sensitivity analysis table with key assumptions and result ranges.
- Supplemental benefit estimate of seawater intrusion abatement with supporting documentation.
- Consolidated Level 1–2 interim report suitable for MCWRA review and feedback.

Level 3: IMPLAN Replication, Update, and Regional Economic Effects

Level 3 extends the avoided-cost benefit analysis with a full regional economic effects analysis using the IMPLAN input-output framework. We will replicate ERA's published IMPLAN results as a reference baseline, then update them with 2024 data to reflect current economic conditions in Monterey County.

Task 3.1 — IMPLAN Data and Model Specifications

We will request ERA Economics' IMPLAN model specifications through MCWRA, including selected industry sectors, the approach to geographic customization for Salinas Valley agriculture, and the input-shock construction methodology. We will secure IMPLAN 2024 data for Monterey County and document the replication of the 2014 results (for comparability with ERA) and the update to the 2024 data, to ensure current defensibility and future extensions.

Task 3.2 — Replication of ERA IMPLAN Results

Using ERA's published inputs and model specifications, we will independently replicate ERA's IMPLAN analysis using 2014 data. Our purpose is not to audit ERA's work, which is of high quality, but to establish a fixed analytical reference point for tracing this study's results. We will document and resolve any material discrepancies between our replication and ERA's published figures before proceeding.

Task 3.3 — Updated IMPLAN Analysis (2024 Data)

We will apply the IMPLAN analysis using 2024 Monterey County data, with the same industry-sector structure and input-shock methodology as in Task 3.2. The 2024 update captures structural changes in the Salinas Valley economy over the past decade, including shifts in labor costs, supply chain relationships, and the agricultural sector's composition, which inflation-adjusted 2014 figures may not fully reflect.

Task 3.4 — Regional Economic Effects of Recharge

We will use the recharge benefit values from Level 2 as the input shock for the updated IMPLAN model, producing estimates of the direct, indirect, and induced economic effects of groundwater recharge on the Monterey County economy. Outputs will include employment (FTE), labor income, value added, and gross output, consistent with ERA's BGRP analysis presentation for direct

comparison. We will explore the appropriateness of including tax revenues in the task results. We will present results by water-year type (wet, dry, average) to reflect the variability documented in the River Series.

Level 3 Deliverables

- IMPLAN replication memorandum documenting model specifications, inputs, and comparison to ERA published results.
- Updated IMPLAN analysis using 2024 Monterey County data with full methodology documentation.
- Regional economic effects: employment, labor income, value added, output, and fiscal effects attributable to recharge, by subarea and basin total.
- Final integrated report incorporating all Level 1, 2, and 3 findings, with executive summary, methodology, results, and implications for cost recovery and ratepayer communications.
- Presentation deck suitable for MCWRA staff, SVBGSA, and public audiences.

Schedule

We will conduct the study as a dedicated full-time engagement beginning in late May 2026 and deliver an advanced draft of the full integrated report (all three levels) by July 31, 2026. Table 1 shows the anticipated timeline for each task. A final schedule will be provided once the effective start date is set.

Table 1. Proposed Schedule

Task	May 2026	June 2026	July 2026
Task 1.1 — Document Review & Gap Analysis	█		
Task 1.2 — Data Request & Coordination	█	█	
Task 1.3 — Reach-to-Subbasin Mapping	█		
Task 1.4 — Preliminary Benefit Estimates	█		
Level 1 Interim Report		█	
Task 2.1 — Annual Recharge Volume Calculation		█	
Task 2.2 — Subbasin Benefit Calculation		█	
Task 2.3 — Sensitivity Analysis		█	
Task 2.4 — Seawater Intrusion Supplement		█	
Level 1–2 Interim Report (MCWRA Review)		█	
Task 3.1 — IMPLAN Data & Model Specs		█	
Task 3.2 — IMPLAN Replication (2014 data)		█	█
Task 3.3 — Updated IMPLAN Analysis (2024 data)			█
Task 3.4 — Regional Economic Effects			█
Final Integrated Report (Advanced Draft)			█

Note: Level 1 interim report to be submitted to MCWRA in mid-June for early feedback. Level 1–2 interim report to be submitted in late June. Final advanced draft by July 31, 2026.

Budget

Table 2 presents the proposed budget. Dr. Fernando DePaolis provides all professional services at a rate of \$285 per hour. The budget reflects dedicated full-time engagement on this project from late May through July 2026.

Table 2. Proposed Budget

Task	Description	Hours	Cost @ \$285/hr
Level 1: Analytical Baseline and Initial Estimates		62	\$17,670
1.1	Document review and gap analysis	16	\$4,560
1.2	Data request, coordination with MCWRA and ERA	10	\$2,850
1.3	Reach-to-subbasin mapping	10	\$2,850
1.4	Preliminary benefit estimates and assumptions log	16	\$4,560
	Level 1 interim report	10	\$2,850
Level 2: Integrated Benefit Valuation		74	\$21,090
2.1	Annual recharge volume calculation	18	\$5,130
2.2	Subbasin benefit calculation	16	\$4,560
2.3	Sensitivity analysis	14	\$3,990
2.4	Seawater intrusion supplemental analysis	14	\$3,990
	Level 1–2 consolidated interim report	12	\$3,420
Level 3: IMPLAN Replication, Update, and Regional Effects		90	\$25,650
3.1	IMPLAN data acquisition and model specs	12	\$3,420
3.2	Replication of ERA IMPLAN results (2014 data)	24	\$6,840
3.3	Updated IMPLAN analysis (2024 data)	24	\$6,840
3.4	Regional economic effects of recharge	18	\$5,130
	Final integrated report and presentation deck	12	\$3,420
Direct Costs			
	IMPLAN 2024 data — (estimated; see note)		\$10,000
TOTAL LABOR		226	\$64,410

Budget Notes

- Professional services are provided exclusively by Dr. Fernando DePaolis at \$285/hour. No subcontractors or associate staff are included.
- We have estimated the cost of the IMPLAN 2024 data pending confirmation of the appropriate licensing option. A statewide license would provide MCWRA with access to this project and all future related studies that may use IMPLAN.

- We do not anticipate travel expenses; we will conduct all meetings virtually unless MCWRA requests otherwise.
- We may revise the budget following receipt of the data request response (Task 1.2) if the scope of IMPLAN coordination differs materially from current assumptions.

Closing and Authorization

If MCWRA accepts this scope of work, we will commence work within one week of written authorization. We will submit the first deliverable — a written summary of the document review and a formal data request to MCWRA staff — within two weeks of the start date.

We will submit monthly invoices with brief progress summaries. MCWRA may provide written comments on each interim report, and we have included one round of revisions in the budget for each level. We will address additional revisions or scope changes by written amendment.

We look forward to working with MCWRA on this study and delivering analysis that meaningfully advances the agency's ability to communicate the value of its infrastructure investments to stakeholders and the public.

Fernando DePaolis, Ph.D.
Economic Consultant
May 19, 2026

DRAFT



County of Monterey

Item No.3

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: WRAPL 26-036

June 03, 2026

Introduced: 5/26/2026

Current Status: Agenda Ready

Version: 1

Matter Type: WRA Planning Item

Review and consider receiving the Raftelis Employee Satisfaction Survey Proposal. (Staff: Ara Azhderian)



County of Monterey

Item No.3

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: WRAPL 26-036

June 03, 2026

Introduced: 5/26/2026

Current Status: Agenda Ready

Version: 1

Matter Type: WRA Planning Item

Review and consider receiving the Raftelis Employee Satisfaction Survey Proposal

RECOMMENDATION:

It is recommended that the Monterey County Water Resources Agency Planning Committee:

Review and consider receiving the Raftelis Employee Satisfaction Survey Proposal.

SUMMARY/DISCUSSION:

To complement the existing General Manager evaluation process, the Board of Directors has requested development of a staff survey to help bring intra-Agency perspectives to inform the General Manager's annual evaluation. In May, the Planning Committee received a memorandum outlining various considerations and recommendations, including engaging a consultant develop the survey. The Committee agreed with the staff recommendations and further recommended the initial survey, anticipated to be performed in November 2026, be conducted by the consultant. Raftelis is currently engaged by the County of Monterey to perform the annual evaluation of the Agency's General Manager. Given this role, and the consultant's knowledge of the Agency, staff is proposing to engage Raftelis to develop and perform the proposed staff survey. The proposed scope of work is attached for the Committee's review and consideration.

OTHER AGENCY INVOLVEMENT:

County of Monterey Board of Supervisors
Board of Directors

FINANCING:

This proposal will be funded from Agency Fund 111.

Prepared and Approved by: Ara Azhderian, General Manager, (831) 755-4860

May 19, 2026

Ara Azhderian
General Manager
Monterey County Water Resources Agency
1441 Schilling Place, North Building
Salinas, CA 93901

Subject: Employee Satisfaction Survey

Dear Mr. Azhderian:

We appreciate the Monterey County Water Resource Agency's (Agency) interest in having Raftelis conduct an employee satisfaction survey to complement the existing evaluation process for the General Manager. The Board of Directors is interested in a staff survey that can bring intra-Agency perspectives to inform the General Manager's annual evaluation.

Our team has direct experience with this type of work, having designed and conducted staff surveys as part of executives' annual performance evaluations, as well as stand-alone employee satisfaction surveys. Raftelis' team members are knowledgeable about the Agency through our previous work, including the General Manager's annual performance evaluation, which involved working with the Board of Directors, and the Agency's Strategic Plan.

We would be pleased to work with both you and your team. The purpose of this letter is to discuss the potential for this engagement.

Background

Monterey County Water Resource Agency was created by the State of California pursuant to the Monterey County Water Resources Agency Act. The Agency provides services related to the control of flood and storm waters in Monterey County, conservation, protection of water quality, reclamation of water, and the exchange of water. Fundamental to the Agency's mission to sustainably manage water resources while minimizing impacts from flooding, the Agency owns and operates two dams on principal tributaries to the Salinas River (Nacimiento and San Antonio), along with associated reservoirs.

A General Manager is appointed by the Monterey County Board of Supervisors. The Agency is governed by a nine-member Board of Directors, appointed by the Board of Supervisors. The Agency's FY 2025-2026 budget totaled approximately \$43.5 million in expenses. The Agency's FY 2026 budget shows a total of 44 funded positions, which is fewer than the 53 positions funded in FY 2025.

Approach

Raftelis will design, administer, and prepare a report on the results of a confidential employee survey to complement the General Manager’s annual performance evaluation. We will serve as a neutral third-party in gathering structured, anonymous feedback from Agency employees regarding the General Manager, Board of Directors, and organization. Results will be compiled into a formal written report delivered to the Agency. Our work will be conducted remotely for this engagement.

In designing the survey, we will collaborate with appropriate Agency staff in refining the survey categories. In your report to the Board of Directors dated April 28, 2026, you cited several categories as important for consideration: Leadership and Governance; Strategic Planning; Financial Management; Staff Management, Development, and Ethics; Operational Performance; Community Relations; and Emergency Response and Risk Management.

We will refine the categories and create appropriate specific factors for the survey. We will reference the competency framework established by the American Water Works Association (AWWA) Leadership and Workforce Development Program, supplemented by the International City/County Management Association (ICMA) Practices for Effective Local Government Leadership. Together, these frameworks reflect current best practice for water agency executive evaluation and are well-suited to a California public agency of this size and mission.

Scope of Work

We have outlined four key Activities below to carry out this project for the Agency. These are subject to refinement in our first activity.

Activity 1: Project Initiation

In Activity 1, we will conduct a kickoff meeting with designated Agency staff. At this meeting, we will:

- Confirm project scope, timeline, survey population, and intended use of results.
- Confirm who will receive the final report.
- Obtain relevant materials (such as prior surveys, for context).
- Discuss survey categories.

We will also review core practices that are important in employee surveys. These are:

- **Confidentiality:** Responses come directly to Raftelis for consolidation. No comments are attributed to any employee.
- **Clear Purpose:** Purpose of the survey and how the results will be used must be clear for employees to feel confident in participating.
- **Voluntary Participation:** All employees should be encouraged to respond, but not required.
- **Limited Survey Size:** To combat “survey fatigue,” it is important to limit the number of survey factors to 20 – 30, plus no more than two open-ended questions.

Raftelis will also discuss with the Agency whether results should be disaggregated by employee group (e.g., supervisory vs. non-supervisory), subject to anonymity thresholds being met.

Following this kickoff meeting, Raftelis will prepare a memorandum that can go to the Board of Directors regarding the project schedule and scope.

<p>Meetings:</p> <ul style="list-style-type: none"> • Kickoff meeting 	<p>Deliverables:</p> <ul style="list-style-type: none"> • Project schedule • Kick off meeting agenda • Memorandum to Board of Directors
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Activity 2: Design Survey Instrument

In Activity 2, we will design the survey instrument. We will develop a draft online survey instrument tailored to the Agency's organizational context. The instrument will include:

- Scaled rating items for each factor (limit of 30 factors).
- Up to two open-ended comment opportunities.

The total survey length will be designed for completion in approximately 15–20 minutes to support strong participation among field and office staff alike.

Raftelis will share the draft instrument with the designated Agency contact for review and comment. If desired, we will conduct one meeting with a subcommittee of the Board of Directors to review the draft and obtain input.

One round of revisions is included in this scope. The final instrument will require written approval from the Agency before administration begins.

<p>Meetings:</p> <ul style="list-style-type: none"> • Review survey instrument with staff and Board subcommittee 	<p>Deliverables:</p> <ul style="list-style-type: none"> • Draft survey (Word version) • Final survey (Online version)
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Activity 3: Administer Survey

Raftelis will deploy the survey through a secure, web-based platform. The platform will be configured to collect responses anonymously; no personally identifying information, IP addresses, or device data will be recorded or reported. The survey link will be accessible on desktop and mobile devices to accommodate both office-based and field employees.

Employee Email Addresses: The Agency will provide a list of employees and their emails to Raftelis. We will use this information to send out the survey to staff. Alternatively, if the Agency would prefer to send the link out to employees, that is also an option.

Draft Emails from Agency to Employees: Raftelis will prepare a draft email for the Agency to modify as needed and use to communicate with employees. It will include an **invitation to participate**, explaining the survey's purpose, confidentiality protections, how results will be used, and the response deadline.

Raftelis will send a mid-point reminder, and we encourage the Agency to do the same to reinforce its interest in participation midway through the survey response period.

All communications will reinforce anonymity protections, which is the single most important factor in achieving candid and representative responses.

Administration Window: The survey will remain open for two weeks. Raftelis will monitor aggregate response rates throughout the window and advise the Agency if conditions warrant a brief extension.

<p>Meetings:</p> <ul style="list-style-type: none"> • Phone calls, if needed 	<p>Deliverables:</p> <ul style="list-style-type: none"> • Draft communication from Agency to employees about survey • Email with link to survey • Email mid-point reminder
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Activity 4: Conduct Data Analysis and Prepare Report

Raftelis will analyze the results. This will include:

- Response rate summary, including total responses and participation rate.
- Scaled rating responses with mean scores, score distributions, and response frequency by competency domain.
- Systematic thematic analysis of open-ended responses. No direct quotes will be attributed to individuals; qualitative findings will be presented as synthesized themes with illustrative, anonymized language.

Raftelis will prepare a written report which will include:

- **Executive Summary:** Key findings, overall rating, and principal themes from qualitative responses.
- **Methodology:** Survey design, administration approach, response rate, and anonymity protections.
- **Category Analysis:** Summary for each of the categories.
- **Strengths and Development Areas:** Cross-domain synthesis identifying clear areas of strength and areas warranting attention or development.
- **Appendix A / Full Quantitative Data Tables:** Complete response tables for all scaled items.
- **Appendix B / Survey Instrument:** Final survey as administered.

A draft will be provided to the Agency for review before the final version is issued. One round of revisions to the draft is included in this scope.

<p>Meetings:</p> <ul style="list-style-type: none"> • Review draft report 	<p>Deliverables:</p> <ul style="list-style-type: none"> • Draft report • Final report
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Proposed Schedule

Raftelis will prepare a specific schedule once a contract is approved. We have offered estimated timing below based on our experience designing and administering employee surveys.

Activities	Estimated Timing
1 Project Initiation	Weeks 1–2
2 Design Survey Instrument	Weeks 2–4
3 Administer Survey	Weeks 5–6
4 Conduct Data Analysis and Prepare Report	Weeks 7–9

Project Team

Raftelis has an experienced project team. The project manager will be Jan Perkins, who coordinates the firm’s executive performance evaluation practice. Don White, lead facilitator for the Monterey County performance evaluations, is part of the team to add important context. They will be supplemented by a team member who will administer the online survey. Resumes for Jan and Don are attached.

Fee

The services outlined in this proposal will be provided for a fee of \$18,900, which includes all of our expenses. It is our practice to invoice monthly. All services will be provided remotely.

We look forward to the opportunity to serve the Monterey County Water Resources Agency. If you have any questions, please do not hesitate to contact Jan using the following contact information:

Jan Perkins, Vice President / Phone: 949.202.8870 / Email: jperkins@raftelis.com

Sincerely,



Catherine Tuck Parrish, *Senior Vice President*

Monterey County Water Resources Agency accepts the terms of this engagement letter.

Approved: _____	Date: _____
Name of Signatory: _____	Title: _____



Jan Perkins ICMA CM

PROJECT MANAGER
Vice President

PROFILE

Jan has 30 years of management experience in a range of local governments in two states, including as a city manager in two cities. Her years as a consultant serving cities, counties, and special districts enable her to bring strategic and thoughtful approaches to clients. Jan is an expert facilitator and organization development consultant. She helps governing body members and executives create alignment and direction for the future and set the path for effective working relationships.

Jan facilitates performance evaluations for executives with their governing bodies and coordinates Raftelis’ executive coaching practice. Jan has held leadership positions in ICMA, Women Leading Government, and other local government associations. She is a frequent speaker and moderator at professional conferences. Jan has authored many articles on leadership and effective management practices, appearing in ICMA’s PM and Western City Magazine (a publication of the League of California Cities).

KEY PROJECT EXPERIENCE

Jan’s management consulting experience is broad. Key projects include:

- Facilitating performance evaluations for officials appointed by city councils and county boards in multiple local governments. Many of these include 360 surveys of direct reports.
- Providing executive coaching to city managers.
- Facilitating governing body retreats. Examples include the County of Monterey and the cities of Long Beach, Sacramento, Palm Springs, Napa, Garden Grove, Grover Beach, Chino, Chino Hills, Elk Grove, Emeryville, San Leandro, Glendale, Newark, Sunnyvale, Victorville, Rohnert Park, and Stockton.
- Facilitating development of strategic plans. Examples include the County of Monterey’s first Strategic Plan, Placer County Human Resources Department Strategic Plan, the City of Victorville Citywide Strategic Plan, the City of Glendale’s Organizational Strategic Plan, the City of Santa Monica Organizational Roadmap, the City of Pleasanton Citywide Strategic Plan, and the City of Pleasanton Library and Recreation Strategic Plan.

Specialties

- Strategic planning and facilitation
- Executive coaching
- Executive performance evaluation
- Organization assessment
- Change management
- Elected official/executive relationships

Professional History

- Raftelis: Vice President (2023-present)
- Bakertilly: Managing Director (2022-2023) (acquisition of Management Partners)
- Management Partners: Vice President, Senior Partner (2005 – 2022)
- City of Fremont, CA: City Manager and Acting City Manager (1993-2004)
- City of Morgan Hill, CA: City Manager (1990-1993)
- City of Santa Ana, CA: Assistant City Manager (1984-1990)
- City of Grand Rapids, MI: Deputy City Manager (1981-1984); Analyst (1975-1979)
- City of Adrian, MI: Community Development Director/Assistant City Administrator (1979-1981)

Education

- Master of Public Administration – University of Kansas (1976)
- Bachelor of Science/Sociology (1974) – University of Kansas

Certifications

- Certificate from Harvard University’s Program for Senior Executives in State and Local Government
- ICMA Credentialed Manager

Professional Memberships

- International City/County Management Association
- Women Leading Government, Founding Member
- California City Management Foundation, Past President
- National Academy for Public Administration

SAMPLE PUBLICATIONS

- “One on Ones with Your Elected Officials: How to Really Make Them Count,” co-authored with Tamara Letourneau, City Manager, Laguna Niguel, CA, *ICMA’s Public Management*, April 2026
- “How to Maintain Control and Decorum During City Council Meetings,” co-authored with Mayor Caren Ray Russom (Arroyo Grande), Mayor Bobbie Singh-Allen (Elk Grove), and City Manager Jason Behrmann (Elk Grove), *Western City Magazine*, March 2026
- “Beyond the Title: What Makes a Professional City/County Manager,” co-authored with Rod Gould and Frank Benest, *ICMA’s Public Management*, January 2026
- “Building Your Executive Team,” co-authored with Rod Gould and Frank Benest, *ICMA’s Public Management*, November 2025
- “A Disruptive Elected Official: What Can the Chief Executive do to Bring the Outlier into the Fold and Help the Governing Body Function Well?” co-authored with Keith Metzler, City Manager/Victorville, CA; *ICMA’s Public Management*, August 2025
- “A Word About Leadership: Leading Through Uncertainty,” co-authored with Tamara Letourneau, City Manager/Laguna Niguel, CA; *ICMA’s Public Management*, August 2025
- “The Value of Work Plans: Give Yourself Back Some Time,” co-authored with Tamara Letourneau, City Manager/Laguna Niguel, CA; *ICMA’s Public Management*, August 2025
- “The Golden Rules for New Council Members,” co-authored with Barbara Halliday, *Western City Magazine*, January 2025
- “Goal Setting for Traction,” co-authored with Rod Gould and Frank Benest, *ICMA’s Public Management*, December 2024
- “Tips for Effective Governing Body Meetings,” co-authored with Tamara Letourneau, *ICMA’s Public Management*, December 2024
- “Onboarding Beyond Orientation,” co-authored with Julia Novak, *ICMA’s Public Management*, December 2024
- “Defining the Roles of Elected Officials and City/County Managers,” co-authored with Julia Novak, Tanisha Briley, and Dr. John Nalbandian, *ICMA’s Public Management*, December 2024
- “New City/County Manager? Focus on the Fundamentals!” co-authored with Rod Gould, *ICMA’s Public Management*, January 2024
- “Essential Tips for Effective Council Meetings,” co-authored with Dan Keen, *Western City Magazine*, January 2024
- “A Better Way: The Facilitated CAO Performance Review,” co-authored with Dan Keen, *ICMA’s Public Management*, August 2022

Don White

PROJECT ADVISOR Senior Advisor

PROFILE

Don has 40 years of local government experience in two California cities, where he served in numerous capacities and departments, including 26 years as Human Resources Director. He retired as City Manager in 2021.

Since then, he has provided consulting services for several cities. His assignments have included executive coaching, workshop facilitation, team building, goal setting, strategic planning, organizational analysis, and financial sustainability. He also served as an interim Deputy City Manager for Lake Forest, CA, where he oversaw the Community Services Department and the Marketing and Communications Department, conducted an organizational analysis, and assisted in the recruitment of the new Deputy City Manager.

Don’s most recent direct local government experience was with Laguna Hills, California, where he served for 29 years. He started with the newly incorporated city in 1991 as the Director of Administrative Services and was promoted to Assistant City Manager in 1994. From 2018 to 2021, he served as City Manager. Prior to being named City Manager, he managed human resources, finance, risk management, information technology, public information, economic development, and parks and recreation. As Human Resources Director, he oversaw all recruitments, including multiple executive-level recruitments for Finance Director, Community Development Director, Public Works Director, Community Services Director, and City Clerk.

He conducted numerous organizational analyses and was the team lead on strategic and long-term financial planning. He was consistently recognized by the Government Finance Officers Association for award-winning budgets and financial reporting, and navigated the City through the Great Recession and the pandemic.

Before joining Laguna Hills, Don served as Economic Development Director in La Mirada, California, where he managed the City’s Redevelopment Agency. He started his local government career in La Mirada as an Administrative Intern while completing his college studies. During his 11 years with La Mirada, he served in various capacities, including Assistant to the City Manager.



Specialties

- Executive coaching
- Executive recruitment
- Facilitated performance evaluations
- Workshop facilitation
- Organizational analysis
- Strategic planning
- Goal setting and team building
- Fiscal sustainability
- Human resources

Professional History

- Raftelis: Senior Advisor (2024-present)
- Management Partners/BakerTilly: Special Advisor (2022-2023)
- City of Lake Forest: Interim Deputy City Manager (6/2023-9/2023)
- Management Partners: Special Advisor (2022)
- Laguna Hills, California: City Manager (2018-2021); Assistant City Manager (1994-2018); Director of Administrative Services (1991-1994)
- La Mirada, California: Economic Development Director (1989-1991); Redevelopment Manager (1987-1988); Assistant to the City Manager (1986); Various Management Analyst/Intern Positions (1981-1985)

Education

- Bachelor of Arts in Business Administration – Whittier College, Whittier, CA (1981)

Professional Memberships

- International City/County Management Association, 30 Year Service Award Recipient
- Government Finance Officers Association of the United States and Canada
- League of California Cities Revenue and Taxation Policy Committee
- Exclusive Risk Management Authority of California, Chair



County of Monterey

Item No.4

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: WRAPL 26-039

June 03, 2026

Introduced: 5/27/2026

Current Status: Agenda Ready

Version: 1

Matter Type: WRA Planning Item

Consider recommending that the Board of Directors recommend to the Board of Supervisors of the Monterey County Water Resources Agency approve grazing lease forms and a public bid notice for Agency grazing lands located around San Antonio and Nacimiento Reservoirs; and direct the Clerk of the Board of Supervisors to advertise for bids. (Staff: Jessell Fenley)



County of Monterey

Item No.4

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: WRAPL 26-039

June 03, 2026

Introduced: 5/27/2026

Current Status: Agenda Ready

Version: 1

Matter Type: WRA Planning Item

Consider recommending that the Board of Directors recommend to the Board of Supervisors of the Monterey County Water Resources Agency approve grazing lease forms and a public bid notice for Agency grazing lands located around San Antonio and Nacimiento Reservoirs; and direct the Clerk of the Board of Supervisors to advertise for bids

RECOMMENDATION:

It is recommended that the Monterey County Water Resources Agency Board of Directors recommend that the Board of Supervisors of the Monterey County Water Resources Agency:

- a. Approve proposed grazing lease forms and a public bid notice for grazing lands located around San Antonio and Nacimiento Reservoirs; and
- c. Direct the Clerk of the Board of Supervisors to advertise for bids.

SUMMARY/DISCUSSION:

The Monterey County Water Resources Agency (MCWRA or Agency) manages grazing leases on Agency-owned lands surrounding Nacimiento and San Antonio Reservoirs. The Grazing Lease Program supports responsible livestock grazing while promoting watershed protection, vegetation management, wildfire fuel reduction, infrastructure stewardship, and long-term land management objectives. The program encompasses approximately 16,400 acres of Agency-owned rangelands associated with the Nacimiento and San Antonio Reservoir systems. These lands include a mix of open grazing areas, rolling rangelands, oak woodlands, road and utility access corridors, and areas containing Agency infrastructure.

The current grazing leases are set to expire on October 31, 2026. Therefore, Agency staff are seeking the authority to begin and conduct the grazing lease bid process utilizing the following documents and forms. Attachment 1 includes the Grazing Lease, which establishes operational standards, stewardship requirements, monitoring expectations, and lease compliance procedures. Attachment 2 includes the Bidder's Pre-qualification Forms that established the approved bidder's list. Attachment 3 is the resolution to be included in the required public noticing for advertising the grazing leases available for bidding. Attachment 4 includes the maps of the lease areas at Nacimiento and San Antonio Reservoirs. There will be a minimum lease fee bid requirement that will be included in the final bidding documents.

The bidding schedule is still being refined. It is estimated that the bid packet will be released in late June/early July for a minimum of three (3) weeks and results will be certified by the Monterey County Water Resources Agency Board of Supervisors in August. This will support the new leases being effective on November 1, 2026.

The leasing program is statutorily and categorically exempt from CEQA (14 Cal. Code Regs. 15301 (existing facility (including leases)) and 15261 (ongoing project).)

OTHER AGENCY INVOLVEMENT:

County Counsel has reviewed and commented on the grazing lease forms.

FINANCING:

Revenue from the Grazing Lease Program is included in the FY26-27 Recommended Budget and includes current lease rates. In addition, new lease administration fees are proposed to defray certain costs of contract compliance monitoring and enforcement.

Prepared by: Shaunna Murray, Deputy General Manager, (831) 755-4860

Approved by: Ara Azhderian, General Manager, (831) 755-4860

Attachments:

1. DRAFT Grazing Lease
2. DRAFT Pre-Qualification Bidder Form
3. DRAFT Public Notice
4. DRAFT Lease Area Maps: Nacimiento and San Antonio Reservoirs



Grazing Lease

Between

Monterey County Water Resources Agency

Lessor

and

XXXXXX

Lessee

With respect to the following property:

XXXXXX

Effective Date
November 1, 2026

Table of Contents

SUMMARY OF LEASE TERMS	3
GRAZING LEASE AGREEMENT	4
1. PURPOSE AND GRAZING LANDS MANAGEMENT	4
2. PREMISES	4
3. TERM, AMENDMENT AND HOLDOVER	5
4. RENT AND FEES	6
5. USE OF PREMISES	7
6. ENTRY AND ACCESS.....	7
7. GRAZING AND RESOURCE MANAGEMENT	8
8. LESSEE IMPROVEMENTS.....	9
9. MAINTENANCE, REPAIR AND INSPECTIONS.....	10
10. PUBLIC WORKS LAWS	11
11. INSURANCE AND INDEMNIFICATION.....	11
12. TERMINATION AND DEFAULT.....	12
13. ASSIGNMENT AND SUBLETTING.....	14
14. GENERAL PROVISIONS	14
15. MISCELLANEOUS PROVISIONS	14
16. NOTICES.....	16
17. EXHIBIT LIST.....	17

SUMMARY OF LEASE TERMS

This is a summary (“Summary”) of the principal terms and conditions of the Grazing Lease. In the event of any conflict between the information in this Summary and the specific provisions of the Grazing Lease, the Grazing Lease provisions shall control.

LESSOR: Monterey County Water Resources Agency

LESSEE: XXXXX

Grazing Lease No.:

Acres: [Acres] Acres as referenced in Exhibit C

Term: Ten (10) year Term beginning on November 1, 2026 (“Commencement Date”) and ending on October 31, 2036 (“Termination Date”).

Grazing Season: November 1st through October 31st

Permitted Use: Cattle grazing, and authorized adjunct activities as specified in the attached Grazing Lands Management Plan

Rental Rate: \$ [redacted] /year one with a 2.5% flat rate increase each following year.

Rent Payment Due: Annual payments due on November 1st

LESSOR Contact Information:

Grazing Lease Administrator
Monterey County Water Resources Agency
1441 Schilling Pl., N. Bldg.
Salinas, CA 93901

Ph: 831.755.4860
Email: WRAleaseadmin@countyofmonterey.gov

LESSEE Contact Information:

Name
Address
City, State, Zip

Ph: xxxxxx
Email: xxxxxx

GRAZING LEASE AGREEMENT

This Grazing Lease Agreement ("Lease" or "Agreement") is made by and between the Monterey County Water Resources Agency, a public agency created pursuant to the Monterey County Water Resources Agency Act (Cal. Water Code, Appendix Chap. 52) ("LESSOR" or "AGENCY"), and [REDACTED], a [REDACTED] ("LESSEE"). LESSOR and LESSEE (collectively, "Parties") agree as follows:

1. PURPOSE AND GRAZING LANDS MANAGEMENT

1.1 Purpose. LESSOR owns property suitable for cattle grazing and desires to manage those properties in accordance with the LESSOR's mission and vision.

1.2 Grazing Lands Management Plan. LESSOR has prepared a Grazing Lands Management Plan for the Premises ("GLMP"), incorporated herein as **Exhibit A (Grazing Lands Management Plan)**. LESSEE acknowledges receipt of the GLMP and agrees that the primary purpose of this Lease is to implement the objectives set forth therein.

1.3 Start-Up Tasks. Upon Lease Commencement Date, LESSEE shall complete any start-up tasks identified in **Exhibit B (Start-Up Tasks)** per the deadlines outlined at LESSEE's sole cost.

2. PREMISES

2.1 Description. LESSOR leases to LESSEE that certain real property located in the County of [REDACTED], situated at [REDACTED] Reservoir, identified as Grazing Lease No. [REDACTED] (the "Lease Site"), consisting of approximately [REDACTED] acres, as more particularly described in **Exhibit C (Description of Premises)**.

2.2 Excluded Areas. The term "Premises" excludes any land that is submerged by reservoir waters at any given time. LESSEE acknowledges that reservoir water levels are variable and fluctuate seasonally and annually, and therefore the total acreage available for use under this Agreement will correspondingly increase or decrease.

Land located above the high-water mark elevation (the "High Water Mark") shall be considered generally available for use, subject to the terms of this Agreement. The high-water mark at Nacimiento Reservoir is 800 feet and 780 feet at San Antonio. Land located

below the high-water mark, up to the floodage easement elevation of 825 feet, may be intermittently available depending on reservoir levels and shall only be used when not submerged.

3. TERM, AMENDMENT AND HOLDOVER

3.1 Lease Term. The term of this Lease shall be ten (10) years, commencing on November 1, 2026 ("Lease Commencement Date") and ending on October 31, 2036 ("Lease End Date"), unless earlier terminated pursuant to this Agreement.

3.2 Amendment. The LESSOR reserves the right to amend this Lease at any time in response to changes in applicable laws, regulations, ordinances, or policies, whether federal, state, or local, that may affect the terms and conditions of this Lease. Such amendments may also be made to reflect adjustments in building or community rules, safety procedures, or operational policies deemed necessary by the LESSOR in the course of managing the property. The LESSOR shall make such amendments to the Lease by an instrument in writing, and the LESSEE agrees to execute such amendment and comply with any such amendments. Any amendments made under this clause shall be deemed part of the Lease and shall have the same binding effect as the original terms. The LESSEE acknowledges that such changes are necessary for the continued operation, safety, and legal compliance of the property, and agrees to execute any documents required to formalize such amendments.

3.3 Amendment Waiver. Any waiver of any term or condition of this Lease must be in writing and signed by the LESSOR and LESSEE. A waiver of any of the terms and conditions of this Lease shall not be construed as a waiver of any other term or condition in this Lease.

3.4 Holdover. If LESSEE, with LESSOR's written consent, remains in possession of the Premises after the Lease Term, this Lease shall automatically be extended on a one (1) year basis. During the hold over period the annual rent shall be adjusted to reflect the last applicable annual rent plus a 2.5% increase for each holdover year, subject to termination for no cause upon thirty (30) days' written notice by either Party during the holdover period. All other terms and conditions shall remain in full force and effect.

4. RENT AND FEES

4.1 **Annual Rent.** Annual rent shall be \$

4.2 **Payment Schedule.** Rent for the first lease year is due upon execution. Thereafter, annual rent shall be paid on or before November 1st of each year.

4.3 **Late Charges.** LESSEE shall pay a late charge equal to 10% of the overdue amount, for any payments due from the LESSEE to LESSOR under this Lease, for each successive 30-day period or portion thereof during which the amount due remains unpaid.

4.4 **Rent Adjustment.** Rent shall increase at a flat rate of 2.5% annually, beginning in 2027, and shall increase each year thereafter.

4.5 **No Rent Reduction.** Rent shall not be reduced for any reason, including during periods of reduced or suspended grazing, including drought, overgrazing restrictions, or herd reductions, even if livestock numbers are reduced to zero.

4.6 **Lessee Fees and Expenses.** In addition, LESSEE agrees to pay, upon invoice or demand, those costs, fees and expenses provided for in **Exhibit D (Schedule of Fees and Expenses)** to this Agreement, or as may be provided for by a schedule of fees and expenses adopted by the LESSOR from time to time.

4.7 **Possessory Interest Tax.** LESSEE is solely responsible for any possessory interest taxes for lands located in Monterey County. Failure to pay such taxes constitutes a breach of this Agreement.

4.8 **Rent Payments.** Rent payments to LESSOR shall be submitted to:

Monterey County Water Resources Agency
c/o Grazing Lease Administrator/Finance
1441 Schilling Place
Salinas, CA 93901

5. USE OF PREMISES

5.1 Special Conditions. Any special conditions related to the Premises are described in **Exhibit E (Special Conditions of Premises)**.

5.2 Permitted Use. The Premises shall be used solely for cattle grazing, as outlined in the GLMP in accordance with this Agreement. Any other use is prohibited unless expressly authorized in writing by the LESSOR.

5.3 Prohibited Uses. Except as expressly authorized, the following uses are prohibited: camping, sport hunting, boating, fishing, construction, land clearing, timber cutting, storage or release of hazardous substances, discharge of firearms, and any illegal, unlawful, wasteful, or nuisance activities without written approval as outlined in the GLMP.

LESSEE must notify and provide any related documentation to the LESSOR of any communications or actions by or with any local, state, or federal law enforcement agency or authority pertaining to operations on the premises or any illegal activities that may have occurred on LESSOR property.

5.4 Depredation Permit. Predator control activities require prior written approval from LESSOR by contacting the Grazing Lease Administrator, and full compliance with state and federal laws. Depredation permits from the California Department of Fish and Wildlife are required for any hunting on the property under California Fish and Wildlife Code § 4181 *et seq.* and 14 Cal. Code Reg. § 401(a) *et seq.*

Only LESSEES listed on the lease will be approved to hold a depredation permit. Depredation cannot occur during high recreational times, Federal holidays and/or County of Monterey, Public Works Facilities Parks Department special events.

If granted, LESSEE must submit proof of a valid depredation permit from the California Department of Fish and Wildlife to LESSOR. No hunting shall take place on the property prior to filing verification of a validly issued depredation permit.

6. ENTRY AND ACCESS

6.1 Entry by LESSOR. LESSOR and authorized public officials may enter the Premises at reasonable times for inspection, patrol, or lawful purposes.

6.2 Entry by peace officers and LESSOR employees. LESSEE agrees that LESSOR, its employees, County of Monterey or County of San Luis Obispo employees, and any local, state, or federal peace officer may enter the Premises at any time to routinely inspect or patrol the property, investigate any crime, or for any other lawful purpose.

6.3 Unauthorized Access. LESSEE shall notify LESSOR of any unauthorized access observed as soon as practicable.

7. GRAZING AND RESOURCE MANAGEMENT

7.1 Stock Management. LESSEE shall prevent overgrazing or undergrazing and manage livestock in accordance with this Agreement. LESSOR's determination of overgrazing or undergrazing shall be final. LESSEE shall remove any aggressive or dangerous cattle from the premises, as soon as LESSEE learns or has reason to believe that those cattle possess such tendencies.

7.2 Over-grazing Remedies. Upon determination of overgrazing, LESSOR may require herd reduction, removal of stock, or installation of protective fencing. LESSEE shall comply promptly.

7.3 Undergrazing Remedies. Upon determination of undergrazing, LESSOR may require LESSEE to implement reasonable corrective actions, which may include adjustments to stocking levels, grazing timing, or pasture management practices.

7.4 Rangeland Courses. LESSOR may require LESSEE to complete LESSOR approved courses such as Rangeland Management, Soil Erosion Standards and Control, Fuel Management and/or Water Quality Protection courses.

7.5 Water Quality Protection Grazing activities shall be conducted in accordance with the GLMP and in a manner that protects reservoir water quality. Without limitation, LESSEE shall comply with all conservation measures applicable to riparian areas and lands located at or below the High-Water mark identified in Section 2.2, including reduced stocking rates, seasonal or temporary exclusions, and the installation and maintenance of fencing or other protective measures where required by LESSOR.

7.6 Use of reservoir water. LESSEE is authorized to use water properly conveyed from the reservoir for the purpose of watering livestock, subject to the following limitations: water will be used only for the livestock authorized by this Agreement. In using reservoir water, LESSEE shall comply with the GLMP.

7.7 Surveys and Inspections. LESSOR and its agents, employees, and contractors may enter the Premises at any reasonable time to conduct inspections, surveys, monitoring, or studies related to resource management, including but not limited to vegetation, wildlife, sensitive or endangered species, habitat conditions, and water quality.

LESSOR shall make reasonable efforts to minimize interference with LESSEE's operations.

7.8 Protection of Sensitive Resources. LESSOR reserves the right, at its sole discretion, to identify and require temporary and/or permanent protection of sensitive natural resources on the Premises, including but not limited to habitat, vegetation, and environmentally sensitive areas.

LESSEE shall comply with any restrictions, management measures, or access limitations established by LESSOR to protect such resources. LESSEE may receive a prorated rent credit up to the total annual rent amount for significant impacts to grazing activities, depending on the size and duration of time of the impact.

8. LESSEE IMPROVEMENTS

Lease Improvement: "Lease Improvements" mean any alteration, addition, or installation that materially changes or enhances the Premises beyond routine maintenance or repair, including but not limited to new structures, facilities, or infrastructure.

8.1 Approval Required. All Lease improvements, including new fencing and water systems, require prior written approval from LESSOR. Request for improvements shall be submitted by LESSEE as set forth in **Exhibit F (Request for Improvement)**.

LESSOR reserves the right to initiate and complete improvement projects.

Under no circumstances may Lease improvements be removed after installation or construction.

LESSEE shall not offset or deduct any repair costs from rent except as approved by LESSOR.

8.2 Reimbursement. Only Lease improvements expressly approved in advance by LESSOR may be eligible for limited reimbursement as set forth in **Exhibit F (Request for Improvement)**.

8.3 Notice of Completion. Within 30 days of completion of approved Lease improvements, LESSEE shall provide LESSOR with a Notice of Completion.

8.4 Compliance with Laws: LESSEE represents and warrants to LESSOR that any construction performed by, for or on behalf of LESSEE, and LESSEE's current and proposed uses, and the operation of the Premises are in full compliance with applicable building and seismic codes, environmental, zoning and land use laws, and other applicable local, state and federal laws, regulations and ordinances. LESSEE agrees to defend and indemnify LESSOR for any responsibility for any code violations or other deviations from applicable local, state and federal laws, regulations and ordinances related to LESSEE's use, operations or construction.

9. MAINTENANCE, REPAIR AND INSPECTIONS

Maintenance and Repair: "Maintenance" means routine, recurring activities necessary to keep existing improvements in their current condition and function. "Repair" means work performed to restore an existing improvement to its original condition or functionality without materially altering its design, capacity, or useful life.

9.1 Maintenance. LESSEE shall maintain the Premises in a safe, clean, and orderly condition. LESSEE shall promptly notify LESSOR of any damage or conditions requiring repair beyond routine maintenance or affecting public safety, reservoir operations, or natural resources. LESSOR reserves the right to initiate and complete repair and maintenance projects.

9.2 Fence Maintenance. LESSEE shall maintain all fences in a stock-tight condition and complete repairs to contain livestock and protect recreational areas as outlined in the GLMP.

9.3 Reservoir Fencing. LESSEE shall provide temporary fencing extending into the reservoir and shall comply with LESSOR requirements, including removal prior to inundation and marking for public safety. Any fencing in the water at any level must be identified by buoys, visible for a distance of 200 feet to anyone on the reservoir.

9.4 Repair. All non-routine or structural repairs require prior written approval from LESSOR and must be requested in accordance with **Exhibit G (Request for Repair)**. LESSOR retains sole discretion to approve or deny such requests.

In emergencies posing an immediate threat to public safety, property, or natural resources, LESSEE may take reasonable temporary measures to mitigate the threat, provided LESSOR is notified as soon as practicable, but no later than twenty-four (24) hours after such action.

LESSEE shall not offset or deduct any repair costs from rent except as expressly approved by LESSOR.

9.5 Reimbursement. Only repairs expressly approved in advance by LESSOR may be eligible for limited reimbursement as set forth in **Exhibit G (Request for Repair)**.

9.6 Annual Inspection. LESSOR reserves the right to conduct annual inspections to verify compliance.

10. PUBLIC WORKS LAWS

Under Section 1720.2 of the California Labor Code, any construction contract to improve property owned or leased by the LESSOR may be considered a “public work” if certain conditions are met. If applicable, LESSEE shall comply with provisions of law governing public works including, without limitation, Labor Code sections 1773, 1773.2, 1773.3, 1773.8, 1775 (payment of prevailing wages), 1776 (payroll records), and 1777.5 (employment of apprentices), all as amended from time to time.

11. INSURANCE AND INDEMNIFICATION

11.1 Insurance. LESSEE shall, at its sole cost and expense and at all times during the term of this Agreement, maintain insurance covering its use and occupancy of the Premises. Such insurance shall include Commercial General Liability insurance, written on an occurrence form, with limits of not less than \$3,000,000 per occurrence and \$5,000,000 aggregate, and Automobile Liability insurance covering all owned, non-owned, and hired vehicles with a combined single limit of not less than \$1,000,000 per occurrence. LESSEE shall also maintain coverage sufficient to protect against damage to LESSOR’s property arising from LESSEE’s activities, with limits of not less than \$250,000 unless otherwise approved by LESSOR’s Risk Management Division.

All policies shall be issued by insurers authorized to do business in the State of California and having a current A.M. Best rating of not less than A-:VII, and shall name LESSOR, the County of Monterey, and their officers, agents, and employees as additional insureds. Such insurance shall be primary and non-contributory and shall provide at least thirty (30) days' prior written notice of cancellation, non-renewal, or material change (or shall provide such notice in accordance with the policy provisions). LESSEE shall provide certificates of insurance and required endorsements to LESSOR prior to commencement of this Agreement, annually thereafter, and upon request, and shall comply with any additional insurance requirements reasonably established by LESSOR's Risk Management Division.

11.2 Indemnification. To the fullest extent permitted by law, LESSEE shall indemnify, defend, and hold harmless LESSOR, the County of Monterey, and their officers, agents, and employees from and against any and all claims, demands, damages, liabilities, losses, costs, and expenses, including reasonable attorneys' fees and court costs, arising out of or in any way connected with LESSEE's use or occupancy of the Premises, the performance of this Agreement, or the acts or omissions of LESSEE and its officers, employees, agents, contractors, or invitees. This obligation includes, without limitation, claims involving bodily injury, death, property damage, or environmental contamination, including those arising from fires, vehicles or equipment, or the release of fuel or hazardous materials. This obligation shall not apply to the extent such claims arise from the sole negligence or willful misconduct of LESSOR or the County of Monterey.

12. TERMINATION AND DEFAULT

12.1 Termination for Cause. LESSOR may terminate this Lease during the Lease term for any default as described in Sections 12.4 and 12.7 below.

12.2 Termination Without Cause. LESSOR reserves the right to terminate this Lease during the Lease term without cause with a sixty (60) day written notice.

12.3 Destruction of property. If the Premises is completely damaged by fire or other natural disaster, such that LESSOR determines that LESSEE must vacate the Premises, either party may terminate this Lease immediately by giving notice to the other party. Damages and/or destruction caused by LESSEE may be recovered by LESSOR.

12.4 Default. If any of the following events occur, each such event shall constitute a material breach of this Lease, and LESSOR may, at LESSOR's option, exercise any or all rights available to a LESSOR under the laws of the State of California:

- a. A default in the payment of rent or other obligation when such default continues for a period of thirty (30) days after written notice from LESSOR to LESSEE of such default; or
- b. LESSEE fails to faithfully perform or observe any other covenant or undertaking required under this Lease and such failure continues for a period of thirty (30) days after written notice thereof from LESSOR to LESSEE of such default or, if such default is not reasonably curable within such thirty (30) day period, LESSEE fails to commence to cure such default within such thirty (30) day period and thereafter fails to diligently pursue such cure to completion; or
- c. LESSEE is adjudicated bankrupt; or
- d. LESSEE'S lease interest is sold under execution of judgment.

12.5 Notice of default. Notice of default is sufficient if it is in writing, identifies the act, omission, or condition that constitutes the default, and is served upon LESSEE in the manner provided by this Lease for the giving of notice.

12.6 Remedies. If LESSEE fails to cure a prospective default within the time frames outlined above, if any, LESSOR shall have the option to cure the default, if curable, or to terminate this Lease, in addition to any other remedies at law not inconsistent herewith. Should LESSOR elect to cure the default itself, all reasonable costs associated with such cure, including reasonable attorneys' fees (if any), shall be reimbursed by LESSEE to LESSOR, as additional rent, within thirty (30) days of receipt of LESSOR'S invoice for said costs.

12.7 Termination following notice to cure. In the event that LESSEE defaults under any provision of this Agreement the LESSOR may, if such default is not cured within 30 days following written notice given by the LESSOR to LESSEE, elect to terminate this Agreement. Such termination is effective upon the expiration of the 30 day cure period and a written "notice of election to terminate" being served upon LESSEE by the LESSOR.

Such election to terminate in no way absolves LESSEE from any obligations under this Agreement, including the payment of any rent then owing, or the obligation to return the property in substantially similar condition to that at the effective date of this Agreement.

13. ASSIGNMENT AND SUBLETTING

LESSEE has no right to assign this Agreement to any party or entity, or in any manner sublease, transfer, or in any manner encumber, the subject property, without the prior written consent of the LESSOR.

14. GENERAL PROVISIONS

14.1 Time Limit and Prior Tenancy. It shall be the LESSOR's responsibility to remove any prior LESSEE on the Premises at LESSOR's sole cost and expense.

14.2 Mechanic's Liens. LESSEE shall keep the Premises free from any liens arising out of any work performed by, materials furnished to, or obligations incurred by such LESSEE or on its behalf.

14.3 Waiver: The waiver by LESSOR or LESSEE of any term, covenant or condition herein contained shall not be deemed to be a waiver of any other term, covenant or condition of this agreement.

14.4 Quiet possession: LESSEE shall at all times during the term of this Lease peaceably and quietly have, hold and enjoy the Premises, without suit, trouble or hindrance from LESSOR any person claiming under LESSOR, subject to the terms of this Lease.

15. MISCELLANEOUS PROVISIONS

15.1 Time is of the Essence. Time is of the essence as to each and every provision of this Lease.

15.2 Binding Effect. Subject to any provision hereof restricting assignment or subletting by LESSEE, this Lease shall bind the parties, their personal representatives, successors, and assigns.

15.3 Invalidity. The invalidity of any provision of this Lease as determined by a court of competent jurisdiction shall in no way affect the validity of any other provision hereof.

15.4 Authority. Any individual executing this lease on behalf of LESSEE or LESSOR represents and warrants hereby that he or she has the requisite authority to enter into this Lease on behalf of such party and to bind the party to the terms and conditions of this Lease.

15.5 Interpretation of Conflicting Provisions. In the event of any conflict or inconsistency between the provisions of this Lease and the provisions of any addendum or exhibit attached hereto, the provisions of this Lease shall prevail and control.

15.6 Integration: This Lease, including the exhibits and addenda, represents the entire agreement between LESSEE and LESSOR with respect to the subject matter of this Lease and shall supersede all prior negotiations, representations or agreements, either written or oral, between LESSEE and LESSOR as of the effective date of this Lease, which is the date that LESSOR signs this Lease.

15.7 Successors and Assigns. This Lease and the rights, privileges, duties, and obligations of LESSEE and LESSOR under this lease, to the extent assignable or delegable, shall be binding upon and inure to the benefit of the parties and their respective successor, representatives, assigns, and heirs.

15.8 Headings. The headings in this lease are for convenience only and shall not be used to interpret the terms of this Lease.

15.9 Governing Law. This Lease shall be governed by and interpreted under the laws of the State of California.

15.10 Construction of Lease. LESSEE and LESSOR agree that each party has fully participated in the review and revision of this Lease and that any rule of construction to the effect that ambiguities are to be resolved against the drafting party shall not apply in the interpretation of this lease or any amendment to this Lease. The parties agree that they have been afforded an opportunity to have this Agreement reviewed by counsel of their choice. In interpreting this Agreement there shall be no presumption based upon the authorship of this Agreement.

15.11 Counterparts. This Lease may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same Lease.

15.12 Consent to Use Electronic Signatures. The Parties to this Lease consent to the use of electronic signatures via DocuSign to execute this Lease. The Parties understand and agree that the legality of electronic signatures is governed by state and federal law, 15 U.S.C Section 7001 et seq.; California Government Code Section 16.5; and, California Civil Code Section 1633.1 et. seq. Pursuant to said state and federal law as may be amended from time to time, the Parties to this Lease hereby authenticate and execute this Lease, and any and all Exhibits to this Lease,

with their respective electronic signatures, including any and all scanned signatures in portable document format (PDF) which may be delivered by mail, E-Mail, or Facsimile.

15.13 Disputes; consultations by parties. In the event that any problem or issue arises with respect to the implementation or interpretation of the Agreement, the parties mutually agree to meet at the request of either of them to discuss and resolve the issue. In such event, the general manager of LESSEE will meet with the General Manager of LESSOR or his/her designee to reach a mutually satisfactory and reasonable conclusion.

If the parties cannot resolve the dispute pursuant to the preceding paragraph above, the Parties agree to mediate any disagreements in good faith. Should either Party determine the dispute cannot be resolved in mediation, it is agreed that the dispute may be resolved in a court of law competent to hear the matter.

15.14 LESSOR's Lease Administrator. LESSOR's General Manager or designee shall act as the Lease Administrator for LESSOR.

16. NOTICES

16.1 Written notices: All notices, correspondence, and other written communications required or permitted under this Lease shall be deemed effective when provided in writing, whether transmitted electronically via email, personally delivered, or deposited in the United States mail, sent certified with postage prepaid and properly addressed.

16.2 Service of notices: All notices, correspondence, or other written communication related to this Agreement shall be sent to the following:

LESSEE:

Name

Address

City, State, Zip

Email:

LESSOR:

Grazing Lease Administrator

Monterey County Water Resources Agency

1441 Schilling Pl., N. Bldg.

Salinas, CA 93901

Email: WRAl easeadmin@countyofmonterey.gov

16.3 Emergency contact: in the event of an emergency, LESSEE shall contact the LESSOR's emergency contact which will be provided upon lease execution and updated as necessary.

17. EXHIBIT LIST

Exhibit A (Grazing Lease Management Plan)

Exhibit B (Start-up Tasks)

Exhibit C (Description of Premises)

Exhibit D (Schedule of Fees and Expenses)

Exhibit E (Special Conditions of Premises)

Exhibit F (Request for Improvement)

Exhibit G (Request for Repair)

This Section Intentionally left blank.

IN WITNESS WHEREOF, the parties have executed this Lease as of the date last written below.

LESSOR:

Monterey County Water Resources Agency

By: _____

Ara Azhderian, General Manager

Date: _____

Approved as to Form:

County Counsel

By: _____

Chief Assistant County Counsel

Date: _____

Approved as to Fiscal Provisions:

By: _____

County Auditor/Controller

Date: _____

By: _____

Administrative Office

Date: _____

LESSEE:

Lessee Name(s)

By: _____

Name: _____

Date: _____

By: _____

Name: _____

Date: _____

Exhibit A

Grazing Land Management Plan - GLMP

This Grazing Lands Management Plan (“GLMP”) establishes the minimum standards and expectations of the LESSOR for the responsible use, maintenance, and stewardship of LESSOR-owned lands leased for livestock grazing. The purpose of this GLMP is to provide clear guidance to all LESSEEs regarding the following required practices and procedures:

Cattle Grazing Definition.

The controlled use and management of cattle for the consumption of forage and vegetation within a designated area.

Prohibited Uses.

Camping: including any overnight occupancy, lighting of any campfires, events or other activities associated with camping, including but not limited to erecting of tents, parking of recreational vehicles, trailers, or other temporary structures.

Sport Hunting: hunting for sport is strictly prohibited on the property at all times.

Boating: including but not limited to installation of any ramp, dock, slip, or other such boating launch or mooring structures on the reservoir.

Fishing: unless LESSEE is given prior written approval from the LESSOR, no fishing is permitted in the reservoir from the Premises.

Clearing land: LESSEE shall not clear any portion of the land and shall not cut any standing trees on the land, without first obtaining the written approval from LESSOR.

Timber Cutting: LESSEE may only cut and remove dead fallen wood on AGENCY lands under the lease agreement, for the purpose of improving grazing and to reduce fuel levels for fire concerns. The cut wood is for personal use only and not for sale or trade. If LESSEEs are in need of labor assistance to cut wood they may request approval from the AGENCY prior to removal of any wood. All stumps, limbs and branches shall be stacked in a pile when cutting is complete.

Fire Season Limitations: LESSEE shall only cut and remove wood when fire season is over and

no fire concerns are present. The use of a CAL FIRE legal burn permit can be requested by LESSEE to the AGENCY first for approval prior to the issuance of a CAL FIRE burn permit for use on AGENCY lands.

Firearms: the discharge or shooting of any firearm, including but not limited to rifles, handguns, pistols, crossbows, or other projectile weaponry are not permitted on the premises at any time, for any purpose, except as approved in writing by LESSOR.

Trespass: LESSEE must report to the LESSOR any trespass or encroachment onto LESSOR property by an adjoining or neighbouring property owner as soon as LESSEE becomes aware of such activity.

No waste, nuisance, or unlawful use: Lessee shall not commit or permit others to commit waste on the premises. Lessee shall not maintain, commit, or permit the maintenance or commission of any nuisance on the Premises.

Water Quality Protection.

Grazing activities shall be managed to protect reservoir water quality, soil stability, and vegetation health. LESSEE shall adjust stocking rates, timing, and livestock distribution in response to forage conditions, weather, and fluctuating reservoir levels. Lands above the high-water mark (800 feet at Nacimiento Reservoir; 780 feet at San Antonio) are generally available for grazing, while lands below the high-water mark are variable, sensitive, and subject to reduced stocking, seasonal restrictions, or exclusion as directed by LESSOR. Livestock shall be removed from such areas when conditions warrant.

LESSEE shall limit livestock access to shoreline and riparian areas as necessary to prevent erosion, bank destabilization, and sediment or nutrient delivery to the reservoir, including through the use of fencing, herding, or other management practices.

LESSEE shall monitor site conditions and modify operations as needed to prevent water quality degradation. LESSOR may require additional or adaptive management measures, including exclusion areas, to protect reservoir resources.

Use of Reservoir Water.

Use of reservoir water for livestock shall be conducted in a manner that protects water quality, shoreline stability, and overall reservoir resources. Such use must be reasonable and shall avoid or minimize conditions that could degrade water quality, including excessive bank

disturbance, erosion, sedimentation, or concentration of livestock in sensitive shoreline areas. Livestock access shall be limited to designated or approved access points, if any, and managed to reduce impacts to reservoir shoreline and adjacent upland areas, particularly during periods of low water levels or when soils are saturated and more susceptible to damage.

Use of Other Water Sources.

If LESSEE has access to other water sources, that originate off of the Premises, then LESSEE must obtain written approval from LESSOR prior to the use of any external water source.

Standards for fencing.

Standards for installation, inspection, repair, and ongoing maintenance of all perimeter and interior fencing to ensure livestock containment, protection of LESSOR property, and prevention of trespass, shall be followed by LESSEE. The standards include:

Barbwire fencing: Shall be 4 strands barbed wire, bottom wire will be barb-free for animal safety. T-posts that are 1.33 pounds per foot by 6 feet tall shall be placed every 12 feet and driven 24 inches into the ground. Metal brace posts shall be constructed of 2-7/8-inch diameter pipe and must be driven 42 inches into the ground.

Roads.

LESSEE shall be responsible for maintaining roads, so they are passable in a four-wheel drive vehicle throughout lease duration. Vegetation in roadways shall be cleared by LESSEE to prevent fire danger by vehicles and equipment. Trees, limbs, and other woody vegetation encroaching into roadways shall be trimmed or removed as necessary to maintain safe and adequate vehicle access.

Gates.

LESSEE shall keep gates closed at all times. LESSOR shall install and maintain its own separate gate locks for access to Premises. LESSEE shall report any unknown locks or gate access issues to LESSOR immediately.

Signage & Surveillance.

General Signs: LESSEE shall not place signs or advertisements upon the Premises, except for directional, safety, or signs required by this Lease or by applicable law. At the expiration of the term hereof or any renewal or extension of this Lease, LESSEE will remove said signs and will repair any damage caused by such removal.

Grazing livestock notices: LESSOR will at no cost to LESSEE, provide signs regarding presence of grazing livestock in areas of public access. It shall be the responsibility of LESSEE to post and maintain all grazing signage and to notify the LESSOR of any need for replacement of signs.

Cameras/Surveillance: LESSEE shall provide written notice to LESSOR regarding the use and location of any cameras or surveillance devices installed on the leased premises. LESSOR reserves the right to install cameras or surveillance devices on the premises and shall provide notice to LESSEE prior to installation.

Livestock Control and Escapes.

LESSEE shall maintain adequate control of livestock at all times and shall take all reasonable measures to prevent livestock from leaving the Premises. In the event livestock escape or are discovered outside the lease boundaries on adjacent lands, LESSEE shall make immediate efforts to locate and return such livestock and shall notify LESSOR's General Manager or designee within forty-eight (48) hours of becoming aware of the escape.

Designated/Authorized Representative (Ranch Foreman).

LESSEE is required to provide contact information for designated/authorized representative(s) and points of contact responsible for day-to-day grazing management and coordination with LESSOR staff.

Designated/authorized representative(s) must be qualified and experienced individuals in cattle grazing operations and shall be available to LESSOR by phone during regular business hours, and for emergencies after hours and weekends.

All designated/authorized personnel shall sign the GLMP acknowledging and agreeing that they have read, understand, and shall fully comply with the standards, requirements, procedures and terms set forth in the Grazing Lease and GLMP.

Authorized Access List.

Lessee shall annually, at the time rent is due, provide LESSOR a written list of all individuals authorized to access the Premises. Only those listed individuals may enter, and only through LESSOR-approved access points. LESSEE shall ensure compliance and promptly provide written updates for any changes.

Lease subject to recreational use of reservoir.

If any of the Premises is inundated by the waters stored in the reservoir, LESSEE shall allow the boating public free access over the inundated portions of the Premises. The boating public may also use the beaches immediately adjacent to the shoreline, during daylight hours, provided that LESSEE does not provide overland access to those beaches. If recreational use interferes with LESSEE's use of the property, or for other good reason, LESSOR may post any shoreline on the Premises as "off limits" to the general populace and post "No Trespassing" signs on shoreline a distance of no less than fifty (50) feet from the shore at no cost to LESSEE. At LESSEE's request, LESSOR shall provide LESSEE with "No Trespassing" signs, at no cost to LESSEE, citing California Penal Code section 602.

Notification to Lessor.

LESSEE shall maintain timely communication with LESSOR regarding operational activities and any conditions that may affect LESSOR's lands, resources, or infrastructure. Such communication shall include, but not be limited to, maintenance needs, incidents or emergencies, interactions with the public (including recreational patrons), contacts with law enforcement or regulatory agencies (including environmental health), and any other noteworthy events occurring on the Premises. LESSEE shall promptly notify LESSOR of any situation requiring attention or response and provide follow-up information as reasonably requested.

Acknowledgment.

By signing below, LESSEE hereby acknowledges, represents, and agrees that it has read, understands, and shall fully comply with the standards, requirements, and procedures set forth in this Grazing Lands Management Plan. LESSEE further acknowledges and agrees that failure to comply with any provision of this GLMP shall constitute a material breach of the Lease and may result in termination of the Lease and any other remedies available to the AGENCY under the Lease or applicable law.

LESSEE Signature: _____

Date: _____

Printed Name: _____

Representative Signature: _____

Date: _____

Printed Name: _____

Grazing Lease No.: _____

EXHIBIT B

Start-Up Tasks

The following start-up tasks constitute mandatory conditions of this Lease and shall be completed by the LESSEE within the timeframes set forth herein. These requirements are established to ensure compliance with all applicable laws, regulations, and Agency policies, and to facilitate the orderly, safe, and effective implementation of grazing operations on Agency lands. The Agency reserves the right to withhold authorization for livestock operations, restrict access to the leased premises, or take other appropriate administrative action in the event the LESSEE fails to satisfy any of the requirements within the specified timeframes.

1. Mandatory Lease Implementation & Compliance Meeting

The Lessee shall attend an in-person Lease Implementation and Compliance meeting, to be scheduled for **November 2, 2026**, to conduct a review and discussion of lease expectations, applicable rules, policies and related requirements.

2. Rent Payment

Rent payment must be submitted on the day of lease execution.

3. Insurance Certificate

LESSEE is solely responsible for obtaining and submitting the required insurance certificate and all associated endorsements to the Grazing Lease Administrator within thirty (30) days of lease execution.

4. Designated/Authorized Representatives

LESSEE is required to provide contact information for designated/authorized representatives to the Grazing Lease Administrator, upon lease execution as outlined in Exhibit A – Grazing Land Management Plan (GLMP).

Within thirty (30) days of Lease execution, the LESSEE and all designated personnel, including any foreman or individuals responsible for on-site grazing operations, shall review, acknowledge, and execute the GLMP. Execution of the GLMP shall constitute written confirmation that the LESSEE and all designated personnel have read, understand, and agree to comply with all applicable terms, conditions, and operational requirements set forth therein.

5. Lease Access

The LESSEE must provide the Agency with the keys, lock combinations, or codes to all access points associated with the lease as shown in **Exhibit C (Description of Premises)** within thirty (30) days of lease execution.

6. Grazing Land Initial Assessment

LESSEE shall submit any grazing land questions, observations, or concerns in writing to the Grazing Lease Administrator. LESSEE may request an on-site meeting with Agency staff to review grazing operations, management expectations, site conditions, and any questions or concerns related to the Lease or Grazing Lease Management Plan (GLMP) within thirty (30) days of lease execution.

EXHIBIT C
Description of Premises

DRAFT

EXHIBIT C
Description of Premises – San Antonio Lease 1 & 2

Within those portions of property owned by the MONTEREY COUNTY WATER RESOURCES AGENCY adjacent to the SAN ANTONIO RESERVOIR; parcels and/or portions of parcels located within Monterey County or San Luis Obispo County, as depicted on the map attached hereto as Exhibit “C”.

San Antonio Grazing Lease 1

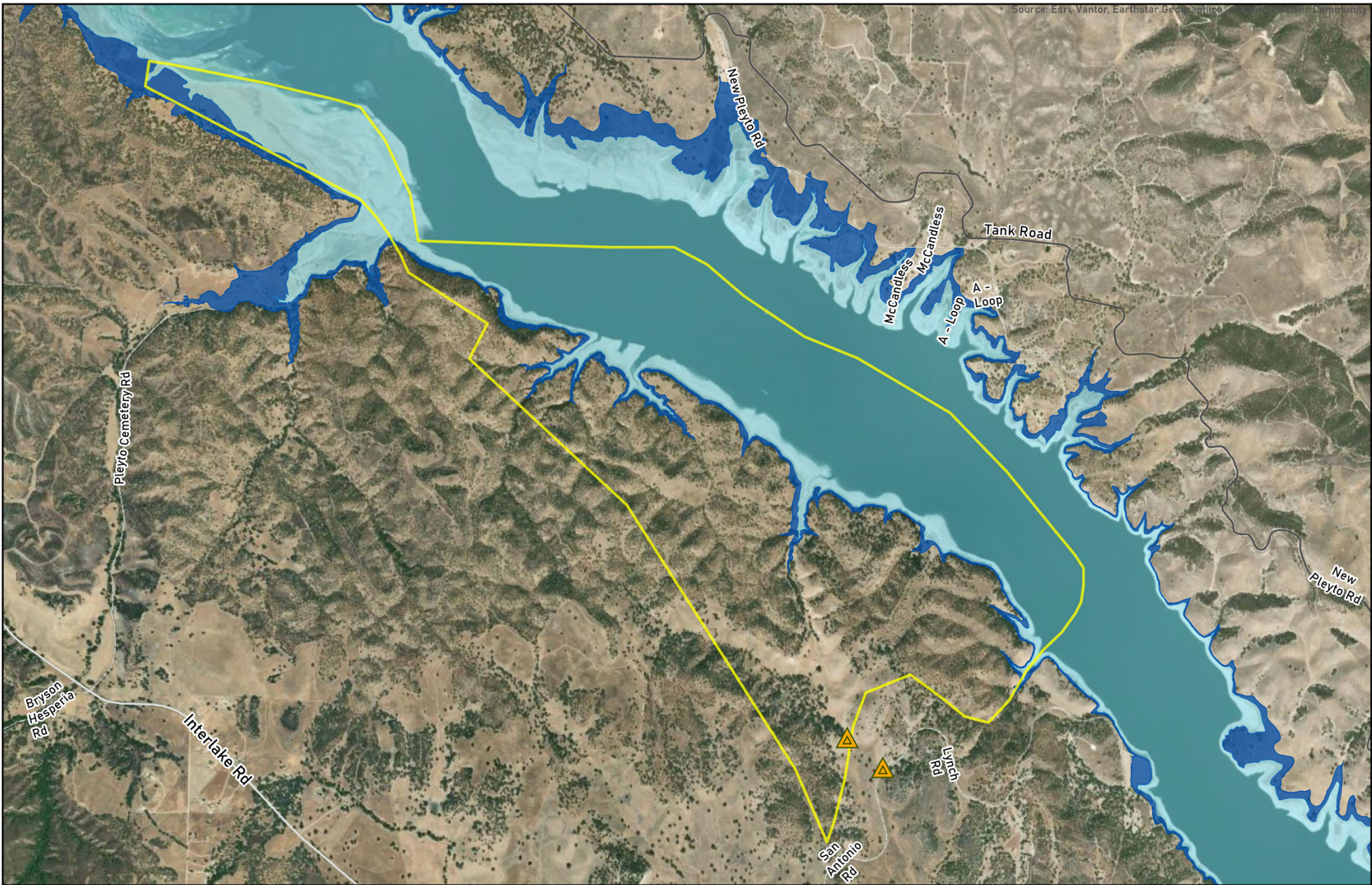
Grazing Lease 1 Contains approximately 2210 total acres, 1290 acres above the high-water line and 920 acres below the high-water line. In case of a discrepancy between words and figures, the words shall prevail.

Monterey County Assessor Parcel Numbers: Parcels and/or portions of parcels; 219-011-004-000 (portion), 219-011-015-000 (portion), 219-021-001-000 (portion), 219-021-002-000 (portion), 219-021-003-000 (portion), 219-021-007-000 (portion)

San Antonio Grazing Lease 2

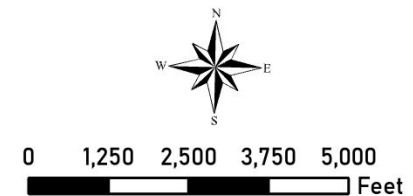
Grazing Lease 2 Contains approximately 1660 total acres, 950 acres above the high-water line and 710 acres below the high-water line. In case of a discrepancy between words and figures, the words shall prevail.

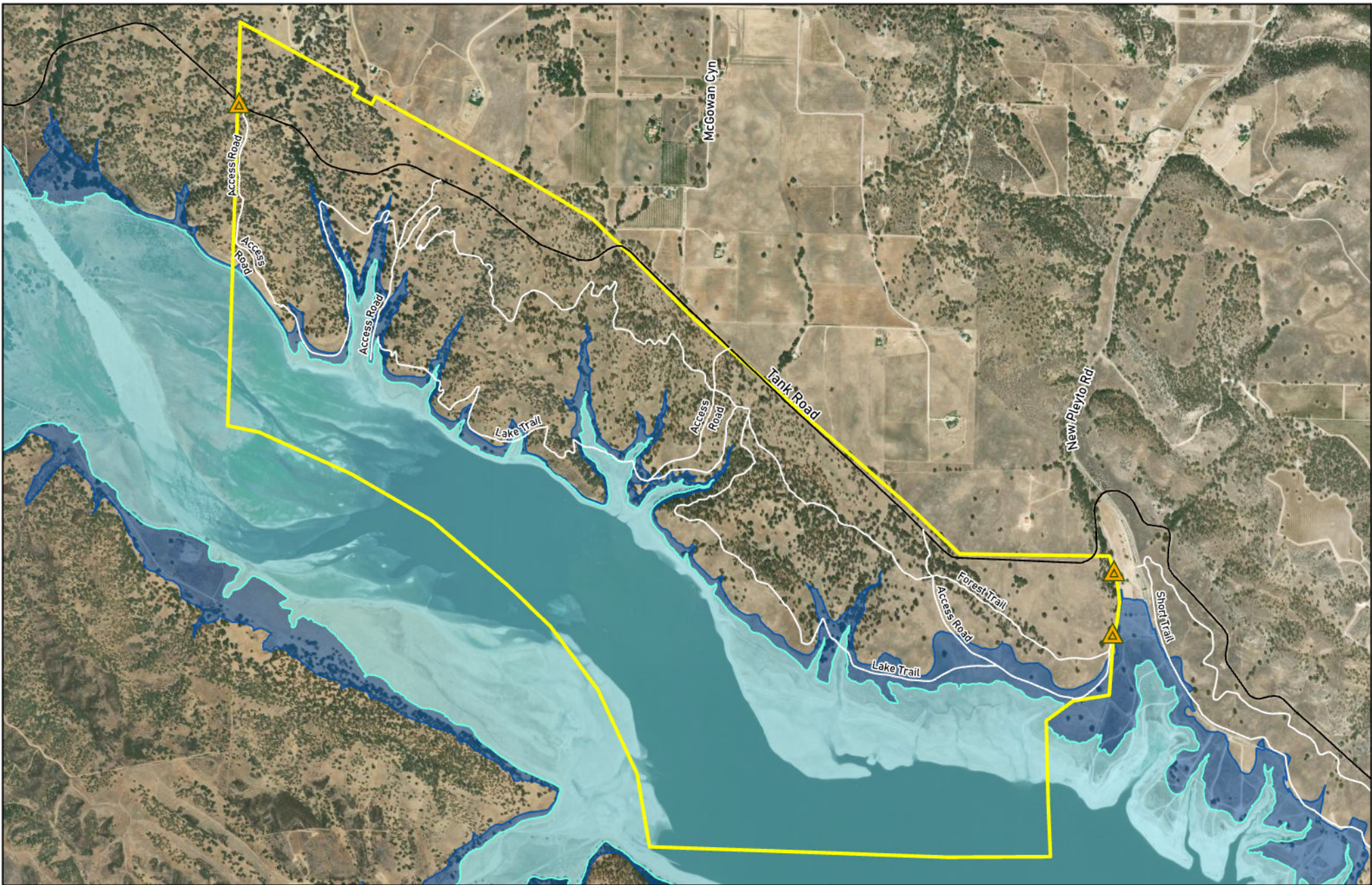
Monterey County Assessor Parcel Numbers: Parcels and/or portions of parcels; 219-011-015-000 (portion), 219-021-001-000 (portion), 424-061-018-000 (portion)



Grazing Lease 1 San Antonio Reservoir L1-SA

- Legend**
- Lease Boundary
 - 800-Foot Floodage Easement
 - Gate Access
 - 780-Foot High Water Mark





**Grazing Lease 2
San Antonio Reservoir
L2-SA**

- | | | | |
|---|----------------|---|----------------------------|
|  | Lease Boundary |  | 800-Foot Floodage Easement |
|  | Gate Access |  | 780-Foot High Water Mark |

Legend

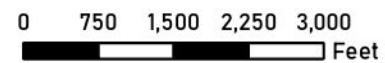


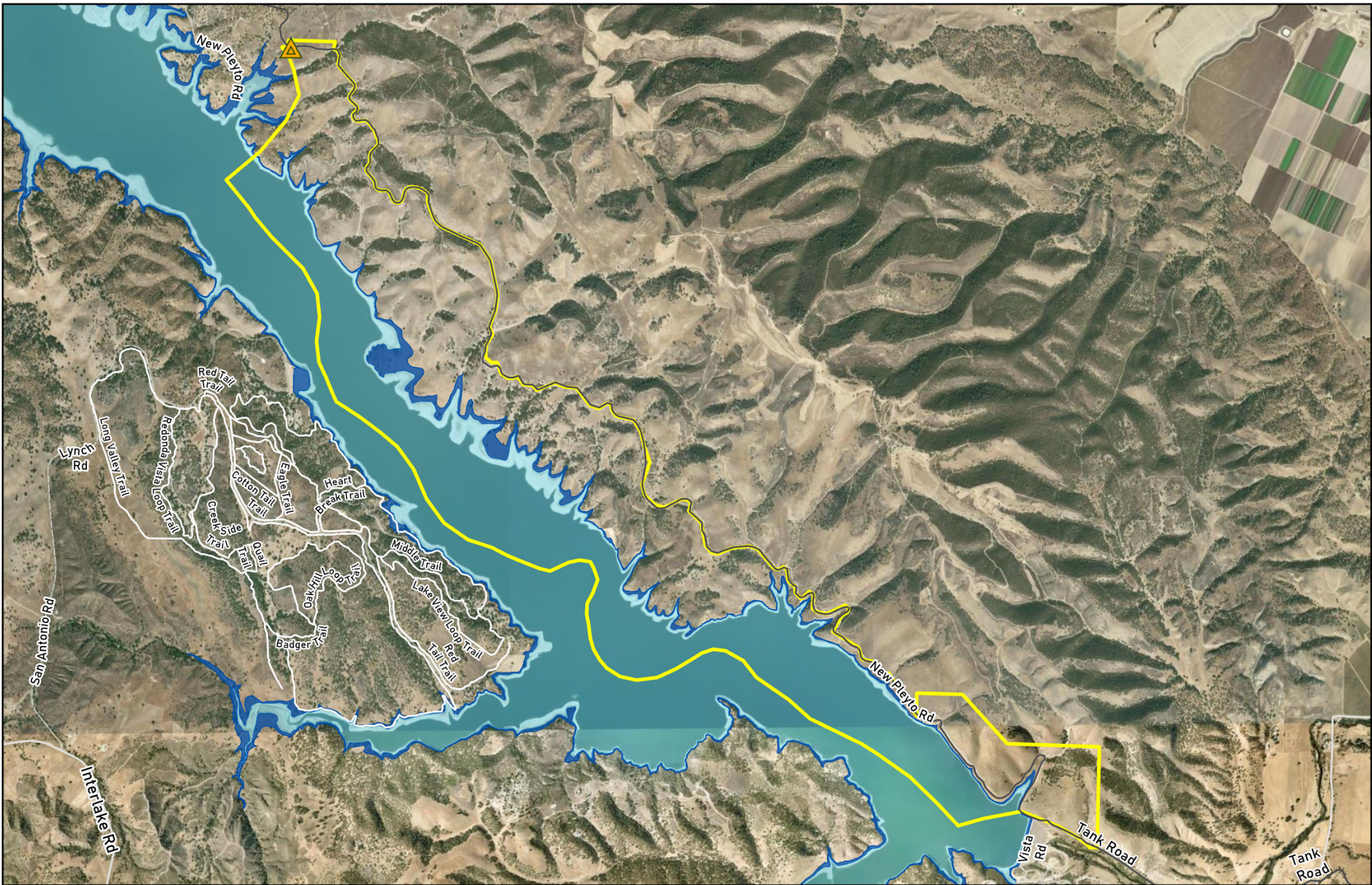
EXHIBIT C
Description of Premises – San Antonio Lease 3

Within those portions of property owned by the MONTEREY COUNTY WATER RESOURCES AGENCY adjacent to the SAN ANTONIO RESERVOIR; parcels and/or portions of parcels located within Monterey County or San Luis Obispo County, as depicted on the map attached hereto as Exhibit “C”.

Grazing Lease 3 Contains approximately 2670 total acres, 1500 acres above the high-water line and 1170 acres below the high water line.

In case of a discrepancy between words and figures, the words shall prevail.

Monterey County Assessor Parcel Numbers: Parcels and/or portions of parcels;
424-061-018-000, 219-021-003-000, 219-021-007-000, 219-021-006-000, 219-021-005-000, 424-091-064-000, 424-091-065-000,



Grazing Lease 3
San Antonio Reservoir
 L3-SA

Legend

- Lease Boundary
- 800-Foot Floodage Easement
- 780-Foot High Water Mark
- Gate Access

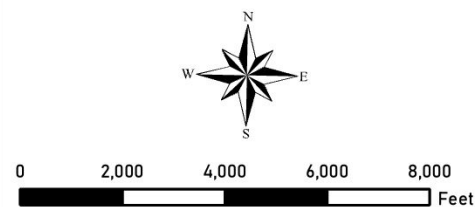


EXHIBIT C

Description of Premises – San Antonio Lease 4 & Nacimiento Lease 1

Within those portions of property owned by the MONTEREY COUNTY WATER RESOURCES AGENCY adjacent to SAN ANTONIO RESERVOIR and NACIMIENTO RESERVOIR; parcels and/or portions of parcels located within Monterey County or San Luis Obispo County, as depicted on the map attached hereto as Exhibit “C”.

San Antonio Grazing Lease 4

San Antonio Grazing Lease 4 Contains approximately 1100 total acres, 680 acres above the high-water line and 420 acres below the high-water line. In case of a discrepancy between words and figures, the words shall prevail.

Monterey County Assessor Parcel Numbers: Parcels and/or portions of parcels; 424-091-065-000 (portion), 424-091-064-000 (portion), 219-021-006-000 (portion), 219-021-005-000 (portion), 424-091-035-000 (portion), 424-091-051-000

San Luis Obispo County Assessor Parcel Number: Parcel and/or portion of parcel; 080-034-003-000, 080-034-018-000 (portion)

Nacimiento Grazing Lease

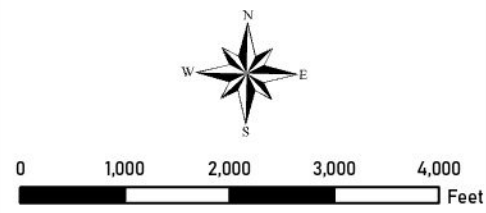
Nacimiento Grazing Lease 1 Contains approximately 335 total acres, 179 acres above the high water line and 156 acres below the high-water line. In case of a discrepancy between words and figures, the words shall prevail.

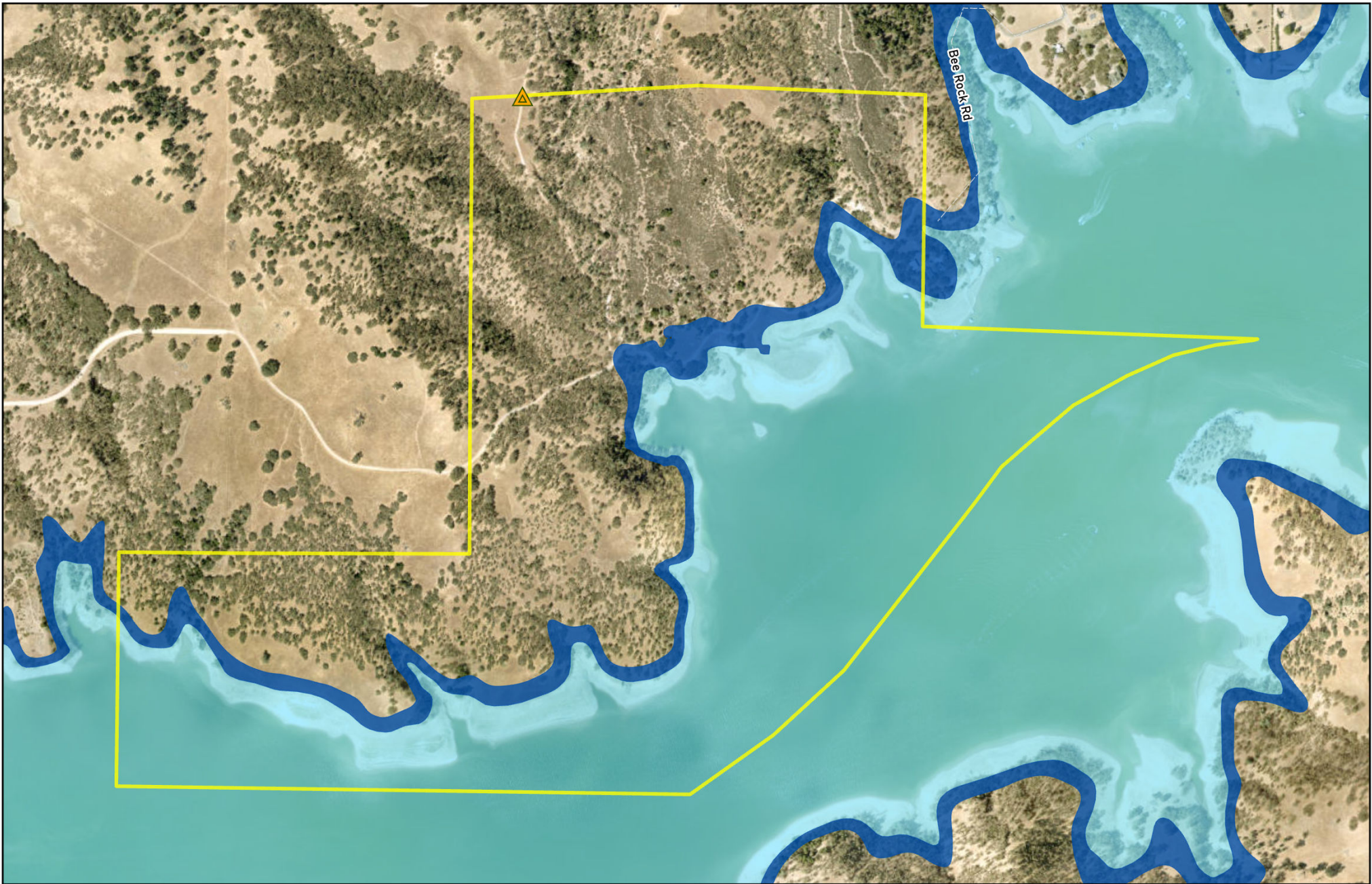
San Luis Obispo County Assessor Parcel Number: Parcel and/or portion of parcel; 080-073-006-000, 080-076-003-000 (portion), 080-077-003-000 (portion), 080-077-002-000 (portion), 080-073-009-000 (portion)



Grazing Lease 4
San Antonio Reservoir
L4-SA

- Legend**
- Lease Boundary
 - 800-Foot Floodage Easement
 - 780-Foot High Water Mark
 - Gate Access

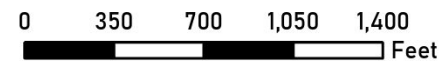




**Grazing Lease 1
Nacimiento Reservoir
L1-NAC**

Legend

- Lease Boundary
- Gate Access
- 825-Foot Floodage Easement
- 800-Foot High Water Mark



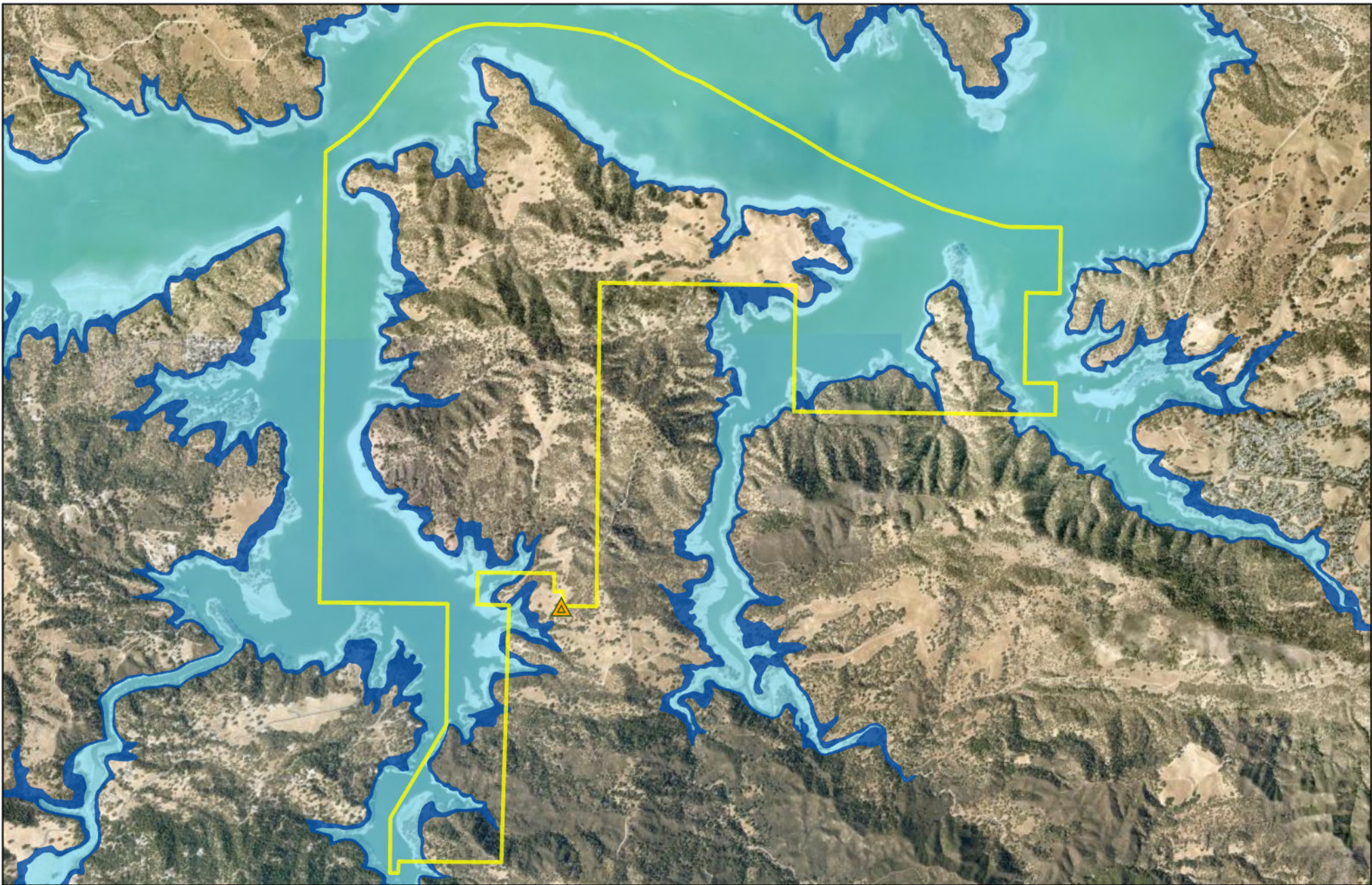
Monterey County
Water Resources Agency
Date : 5/13/2026

EXHIBIT C
Description of Premises – Nacimiento Lease 2

Within those portions of property owned by the MONTEREY COUNTY WATER RESOURCES AGENCY adjacent to the NACIMIENTO RESERVOIR; parcels and/or portions of parcels located within Monterey County or San Luis Obispo County, as depicted on the map attached hereto as Exhibit “C”.

Grazing Lease 2 Contains approximately 2480 total acres, 1202 acres above the high water line and 1278 acres below the high water line. In case of a discrepancy between words and figures, the words shall prevail.

San Luis Obispo County Assessor Parcel Number: Parcels and/or portion of parcels; 080-081-011-000 (portion), 080-121-013-000, 080-081-003-000 (portion), 080-081-010-000, 080-077-001-000, 080-077-002-000 (portion), 080-077-003-000 (portion), 080-081-004-000 (portion), 080-111-001-000 (portion), 080-121-015-000, 080-111-004-000, 080-111-003-000



**Grazing Lease 2
Nacimiento Reservoir
L2-NAC**

Legend

- Lease Boundary
- 825-Foot Floodage Easement
- 800-Foot High Water Mark
- Gate Access

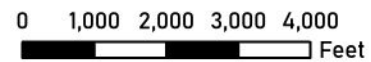
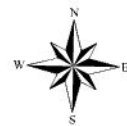


EXHIBIT C
Description of Premises – Nacimiento Lease 3A & 3B

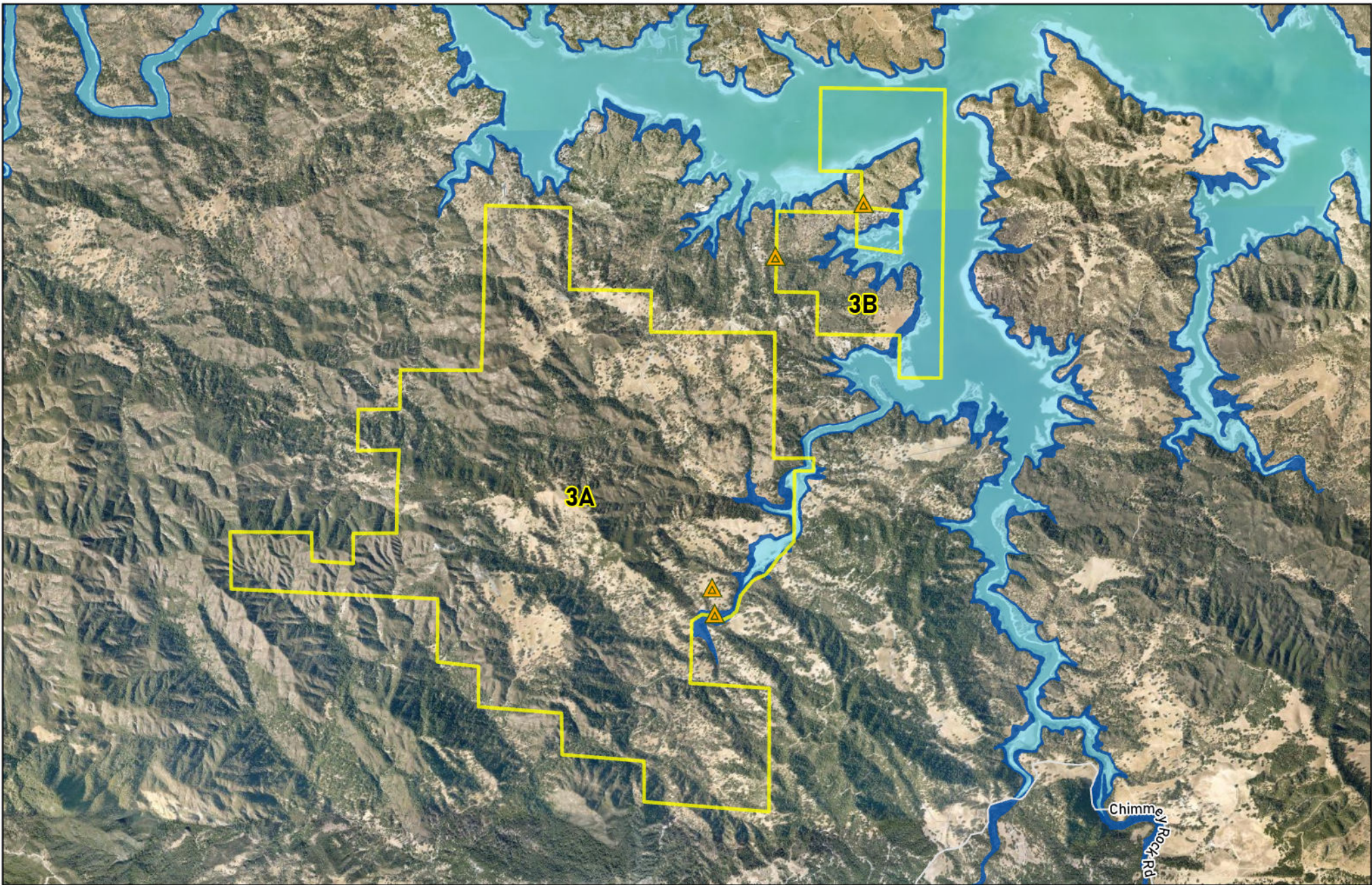
Within those portions of property owned by the MONTEREY COUNTY WATER RESOURCES AGENCY adjacent to the NACIMIENTO RESERVOIR; parcels and/or portions of parcels located within Monterey County or San Luis Obispo County, as depicted on the map attached hereto as Exhibit “C”.

Grazing Lease 3A & 3B Contains approximately 4779 total acres, 4302 acres above the high-water line and 477 acres below the high-water line. In case of a discrepancy between words and figures, the words shall prevail.

San Luis Obispo County Assessor Parcel Number: Parcels and/or portion of parcels;

3A: 080-067-007-000, 080-113-011-000, 080-101-008-000, 080-101-007-000, 080-111-008-000, 080-111-009-000, 014-011-004-000, 014-011-005-000, 080-051-010-000, 080-051-003-000, 080-051-009-000, 080-051-008-000

3B: 080-076-006-000, 080-114-010-000, 080-076-003-000 (portion), 080-077-003-000 (portion),
080-077-002-000 (portion), 080-111-001-000 (portion)



Grazing Lease 3A & 3B
Nacimiento Reservoir
 L3-NAC

Legend

- Lease Boundary
- 825-Foot Floodage Easement
- Gate Access
- 800-Foot High Water Mark

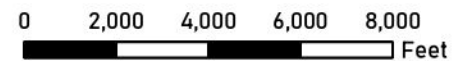


EXHIBIT D
Schedule of Fees and Expenses

Name	Purpose	Amount/Rate
<i>Non-compliance</i>	A fee will be assessed for each additional inspection or follow-up required to address deficiencies, including but not limited to untimely or incomplete LESSEE reporting, failure to meet documentation requirements, or issues identified during an annual inspection.	Flat fee: \$250 per inspection or correspondence required
<i>Late Charge</i>	Assessed on balances 30 days after they come due.	Ten percent (10%) of the overdue amount
<i>Lease Violation (Breach)</i>	A contractual penalty assessed when breaches of lease occur.	First breach: \$500 Second breach: \$1,000 Third breach: Termination
<i>Property Clean-Up Fee</i>	Fee for clean-up, such as pollution, dumping, abandoned Property	Actual costs of clean-up and all staff time, plus ten percent (10%) Administrative Fee

Exhibit E

Special Conditions of Premises

San Antonio Lease 1

No additional lease-specific provisions apply to this Lease. Any future agreements or amendments applicable to this Lease area may be incorporated upon execution by the Parties.

San Antonio Lease 2

1. Access Through North Shore San Antonio Park Campgrounds

LESSEE acknowledges that access to the Premises is provided through North Shore San Antonio Park and shall comply with all applicable Agency and County of Monterey, County Public Works, Facilities, and Parks Department access requirements. Parks Department Administration will be given names of lessee and foreman for access

2. Equestrian Facility and Trail Use.

LESSEE acknowledges the existence of the Los Robles Equestrian Facility and associated trail system located within or adjacent to the Premises. Public and authorized equestrian access through the lease area shall not be obstructed by LESSEE.

3. Fort Hunter Liggett Tank Road Easement.

The Premises are subject to the terms and conditions of the Fort Hunter Liggett Tank Road easement. LESSEE shall not interfere with lawful use of the easement. The road easement begins at the northwest boundary of the lease, spans the entire length of the lease, and ends at the southeast boundary line of the lease.

4. Fence Maintenance Requirements.

LESSEE acknowledges that seasonal and annual fence maintenance may be required to prevent cattle from entering adjacent properties, including the North Shore San Antonio Park and the United States Army property.

San Antonio Lease 3

1. Access Through North Shore San Antonio Park Campgrounds.

LESSEE acknowledges that access to the Premises is provided through North Shore San Antonio Park and shall comply with all applicable Agency and Parks Department access requirements.

2. Fort Hunter Liggett Tank Road Easement.

The Premises are subject to the Hunter Liggett Tank Road easement. LESSEE shall not interfere with lawful use of the easement. The road easement begins at the northwest boundary of the lease, spans the entire length of the lease, and ends at the southeast boundary line of the lease.

3. Existing Water Well.

LESSEE acknowledges the existence of a water well located on the Premises that supplies water to an adjacent private property. LESSEE shall not interfere with the operation, maintenance, or access associated with such well.

4. Reservoir Water Agreement.

LESSEE acknowledges that the Agency maintains an existing agreement authorizing the delivery or use of reservoir water for cattle operations on an adjacent private property. LESSEE shall not interfere with activities authorized under such agreement.

San Antonio Lease 4

1. Shared Private Road Easements.

The Premises are subject to existing road easements providing access to several adjacent private property parcels along the main lease road. LESSEE shall not obstruct or interfere with lawful easement access or use.

Nacimiento Lease 1

1. Shared Private Property Access.

LESSEE acknowledges that the lease is accessed through a road shared with several adjacent private property owners and contains multiple access gates prior to

reaching the lease gate. LESSEE shall not obstruct or interfere with lawful access of this shared roadway.

2. Emergency Egress Road.

The Premises includes the Oak Shores Emergency Egress Road, which is maintained by the County of San Luis Obispo Public Works and intended for emergency use purposes. LESSEE shall not obstruct or interfere with access to or maintenance of the emergency egress road.

Nacimiento Lease 2

1. Private Property Within Lease Area.

LESSEE acknowledges the existence of a private property parcel located within the main gate area of the Premises and shall not interfere with lawful access to such property.

Nacimiento Lease 3A and 3B

1. Running Deer Gate Access.

LESSEE acknowledges that the Premises are located within the locked Running Deer gate area and access may be subject to gate restrictions and coordination requirements.

2. South Nacimiento Road Association Roadway.

Lease Area 3A contains a paved roadway providing access to private lake communities pursuant to agreements with the South Nacimiento Road Association ("SNRA"). LESSEE shall not obstruct or interfere with roadway access or authorized use.

3. Private Dirt Road Easements.

Lease Area 3A is subject to dirt road easements benefiting adjacent private property parcels. LESSEE shall not interfere with lawful easement access or use.

Seasonal Creek Crossing.

LESSEE acknowledges that the main lease road includes a creek crossing that may become impassable during storm events, or periods of high flow, or when reservoir elevations are high. LESSOR makes no guarantee regarding uninterrupted access during such conditions.

EXHIBIT F
Request for Improvement

Only improvements expressly approved in advance by LESSOR may be eligible for reimbursement as set forth.

Lease Improvement Definition: “Lease Improvements” mean any alteration, addition, or installation that materially changes or enhances the Premises beyond routine maintenance or repair, including but not limited to new structures, facilities, or infrastructure.

1. **Reimbursement Eligibility.** Certain improvements are subject to reimbursement. To receive an eligible reimbursement, the proposed improvements AND the maximum amount to be reimbursed must both be approved in writing by the Grazing Lease Administrator prior to commencement of improvement. The amount to be reimbursed will be applied only to permanent improvements.
2. **Improvement Request.** Prior to any improvements commencing, LESSEE shall make an improvement plan(s) request, submitted to the Grazing Lease Administrator via email, and shall include:
 - a. A description of the improvements, standard specifications or typical detail, and location map;
 - b. A complete list of all estimated costs for materials and labor to complete the project;
 - c. Any permits required and whether any other Agency approval is needed in order to complete the project;
 - d. Estimated start and completion dates for the project; and
 - e. Any annual maintenance costs needed after the project is completed.Eligibility for reimbursement will be determined at the time of approval.

3. **Approval.** The Grazing Lease Administrator shall review all requests and will respond in writing whether the request is approved or denied and may include additional requirements.
4. **Completion Notice.** Once the improvements are complete, the LESSEE notifies the LESSOR and provides all necessary documents, including all invoices for services and supplies and photos of completed work.

LESSEE shall not offset or deduct any repair costs from rent except as expressly approved by LESSOR.

5. **Improvements stay with the land.** All improvements approved and reimbursed under this Lease Agreement shall be maintained and stay with the land after lease termination.

DRAFT

EXHIBIT G
Request for Repair

Only repairs expressly approved in advance by LESSOR may be eligible for reimbursement as set forth.

Repair Definition: "Repair" means work performed to restore an existing improvement to its original condition or functionality without materially altering its design, capacity, or useful life.

1. **Reimbursement Eligibility.** Certain repairs are subject to reimbursement. To receive an eligible reimbursement, the proposed repairs AND the maximum amount to be reimbursed must both be approved in writing by the Grazing Lease Administrator prior to commencement of repair. The amount to be reimbursed will be applied only to permanent repairs.
2. **Repair Request.** Prior to any repairs commencing, LESSEE shall make a repair request, submitted to the Grazing Lease Administrator via email, and shall include:
 - a. A description of the repair(s), standard specifications or typical detail, and location map;
 - b. A complete list of all estimated costs for materials and labor to complete the repair;
 - c. Any permits required and whether any other Agency approval is needed in order to complete the repair;
 - d. Estimated start and completion dates for the repair; and
 - e. Any annual maintenance costs needed after the repair is completed. Eligibility for reimbursement will be determined at the time of approval.

3. **Approval.** The Grazing Lease Administrator shall review all requests and will respond in writing whether the request is approved or denied and may include additional requirements.
4. **Completion Notice.** Once the repair(s) are complete, the LESSEE notifies the LESSOR and provides all necessary documents, including all invoices for services and supplies and photos of completed work.

LESSEE shall not offset or deduct any repair costs from rent except as expressly approved by LESSOR.

5. **Repairs Stay With the Land.** All repairs approved and reimbursed under this Lease Agreement shall be maintained and stay with the lands as a fixture after lease termination.

DRAFT

MONTEREY COUNTY WATER RESOURCES AGENCY
SAN ANTONIO & NACIMIENTO RESERVOIR GRAZING LEASES
PRE-QUALIFICATION BIDDER FORM

Section 1 — Bidder Information

Legal Name of Bidder (Individual or Entity): _____

Mailing Address: _____

Phone: _____ Email: _____

Type of Bidder: Individual Partnership Corporation LLC Other: _____

Authorized Representative (if applicable): _____

Title: _____

Distance Between Bidder's / Authorized Representative's Principal Residence and Lease Site (in miles): _____

Section 2 — Financial Information (THIS INFORMATION WILL BE KEPT CONFIDENTIAL)

The purpose of this section is to ascertain the financial strength and stability of the Bidder's current Business Entity.

Please fill out **Attachment 1: Summary Income Statement** and provide the necessary supporting documentation such as one of the following:

- 2024 and 2025 Tax Returns
- Most recent Financial Statement with all Schedules
- Most current Monthly and Year-to-Date Income and Expense Statement

Note: The Financial Statement should include a Balance Sheet, an Income Statement, and a change in Financial Position Statement.

Section 3 — Cattle Grazing Eligibility & Experience

Please complete all sections below and attach any additional information to this packet.

Please check each item to confirm compliance:

A. Legal Eligibility

- Bidder is legally authorized to enter into contracts and hold an agricultural lease in the State of California.
- Bidder (and any affiliated entities) is not debarred, suspended, or otherwise excluded from public contracting in California.

B. Grazing & Land-Use Qualifications

- Bidder has the experience, capacity, and resources to conduct livestock grazing in a manner consistent with the Agency’s land-management objectives.
- Bidder agrees to comply with all applicable federal, state, and local laws, including:
 - California Public Resources Code
 - California Environmental Quality Act (CEQA)
 - Local rangeland, watershed, and fire-prevention requirements
 - Any site-specific grazing management plan adopted by the Agency
- Bidder or responsible party is able to respond to on-site emergencies within 1 hour.

C. Insurance & Financial Requirements

- Bidder can provide proof of liability insurance meeting Agency minimum, prior to lease execution.
- Bidder has no outstanding unpaid obligations to the Agency.
- Bidder has the financial capacity to meet annual rent, fees, and operational costs associated with the lease.

D. Compliance With Lease Terms

- Bidder has reviewed the draft Grazing Lease Agreement and corresponding exhibits, and agrees to comply with all terms if awarded.
- Bidder understands that failure to comply with lease terms may result in termination and forfeiture of payments.
- Bidder has not been found in violation of a grazing lease or land-use agreement, or has disclosed such violations.

E. Grazing Experience

Describe your experience and expertise in managing livestock grazing operations:

List any classes, education, and years of on-the-job training that qualify you as a LESSEE:

What percentage of time is dedicated to the management of grazing cattle?:

Are you currently operating a cattle-grazing lease? If yes, please provide the LESSOR's name, location of operations and lease termination date:

Please provide 3 business references. The Agency reserves the right to contact each business listed below:

Section 4 — Conflict of Interest Disclosure

Bidder affirms that no conflict of interest exists under California Government Code §1090, §87100, or related provisions.

If a potential conflict exists, describe below:

Section 5 — Certification & Signature

By signing this certification, the bidder affirms that they meet all eligibility requirements established by Monterey County Water Resources Agency for participation in the grazing land lease auction for Grazing Leases at Nacimiento and San Antonio Reservoirs.

I hereby certify under penalty of perjury under the laws of the State of California that:

1. All information provided in this certification is true and correct.
2. I am authorized to submit this certification on behalf of the bidder.
3. The bidder meets all eligibility requirements to participate in the grazing land lease auction conducted by Monterey County Water Resources Agency.
4. I understand that providing false or misleading information may result in disqualification, cancellation of award, or other remedies available to the agency.

Signature: _____

Printed Name: _____

Title: _____

Date: _____

Section 6 — AGENCY USE ONLY

Date Received: _____

Reviewed By: _____

Title: _____

Eligibility Determination: Eligible Not Eligible

Notes:

ATTACHMENT 1: SUMMARY INCOME STATEMENT FOR BUSINESS ENTITY*
(THIS INFORMATION WILL BE KEPT CONFIDENTIAL)

Name of Bidder: _____

	ESTIMATES	
	2024	2025
NET SALES		
COST OF SALES		
GROSS PROFIT		
ADMINISTRATIVE EXPENSES		
SELLING EXPENSES		
OTHER EXPENSES		
TOTAL EXPENSES		
PROFIT (LOSS)		
INCOME TAXES (ESTIMATED)		
NET PROFIT (LOSS)		

* Please provide the necessary supporting documentation described in Section 2.

Has the Bidder declared Bankruptcies, insolvency filings, or business reorganizations within the past seven (7) years?

No

Yes. Please describe the past, current, or pending status of these bankruptcy proceedings: _____

*Before the Board of Supervisors of the Monterey County Water Resources Agency
County of Monterey, State of California*

GRAZING LAND BID NOTICE

Resolution No. _____

A Resolution of the Board of Supervisors of the Monterey County)
Water Resources Agency (MCWRA) to:)

Declare its intention to lease certain parcels of)
real property owned by the Monterey County Water)
Resources Agency for grazing purposes and set a)
public meeting for the receipt and consideration of)
sealed proposals.)

WHEREAS, the Board of Supervisors of the County of Monterey, State of California, as the Board of Supervisors of the Monterey County Water Resources Agency, a body politic and corporate of the State of California, desires to lease certain parcels of real property owned by said Agency, said property being described on Attachment “A”, attached hereto and made a part hereof; and this Board having determined and now finding that said parcels of real property are a part of the San Antonio Reservoir and Nacimiento Reservoir areas and that the use of said land for cattle (herein after called “stock”) grazing purposes would not be inconsistent with the use of the land for the purpose of the Agency at the present time, and that the best interests of the Agency would be served by leasing said parcels of real property in the manner prescribed in this resolution.

NOW, THEREFORE, IT IS HEREBY RESOLVED that the Board of Supervisors of the County of Monterey, as the Board of Supervisors of the Monterey County Water Resources Agency, does hereby declare its intention to lease, for cash, the hereinabove described parcels or real property, upon the terms and conditions of the attached Proposed Grazing Lease Agreements.

BE IT FURTHER RESOLVED that the ___ of ___, at the hour of ___ o’clock P.M. of said day, is fixed as the time for a public meeting of the Board of Supervisors in the Board Chambers of the County of Monterey Government Center, located at 168 W. Alisal Street, 1st Floor, Salinas, California 93901, at which time sealed proposals to lease the hereinabove described real property will be received and considered.

BE IT FURTHER RESOLVED that at the time and place fixed in said resolution for the meeting of the Board of Supervisors, all sealed proposals which have been received shall in public session be opened, examined, and declared by the General Manager of the Agency or his designee. Of the proposals submitted which conform to all terms and conditions specified in the Resolution of Intention to lease and which are made by responsible bidders, the proposal which is the highest shall be finally accepted, unless a higher oral bid is accepted or the Board rejects all bids. If, upon the call for oral bidding, and responsible person offers to lease the property upon the terms and conditions specified in the resolution for a rental exceeding by at least five percent (5%) the highest

written proposal which is made by a responsible person, such highest oral bid shall be finally accepted. Each of said parcels shall be bid separately.

BE IT FURTHER RESOLVED that the clerk be, and he is hereby, directed to give notice of the adoption of this resolution and of the time and place of holding the public meeting by posting copies of the resolution in three places in the County not less than fifteen days before the date of the meeting hereinabove set, and by publishing a notice of the adoption of this resolution and the time and place of hearing, once a week for three successive weeks in the Monterey County Weekly.

PASSED AND ADOPTED on this ____ day of _____, 2026, by roll call vote:

AYES:

NOES:

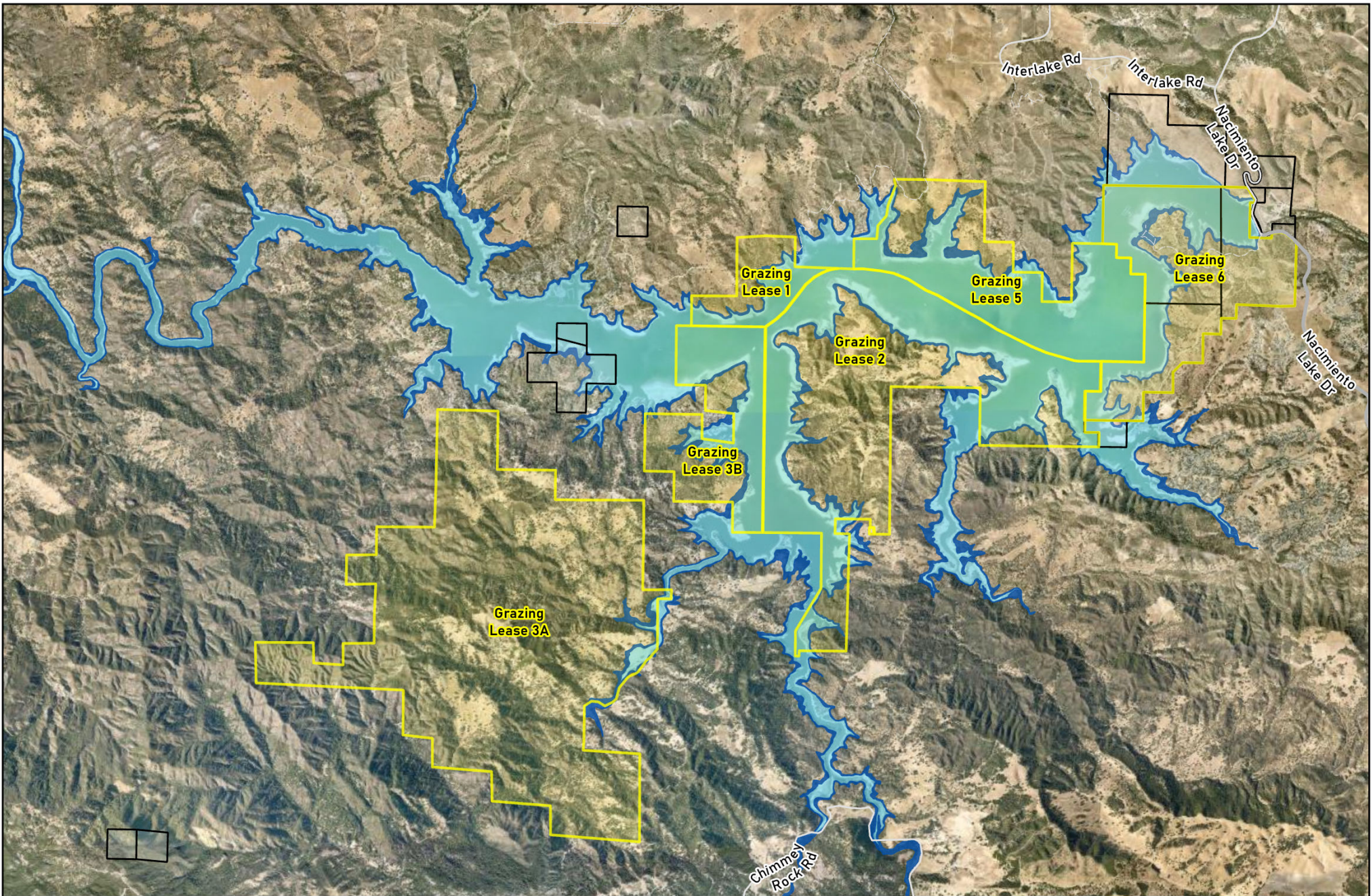
ABSENT:

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original resolution of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book ____ for the meeting on _____.

Dated: _____

Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California

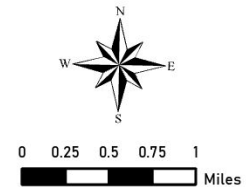
By _____
Deputy

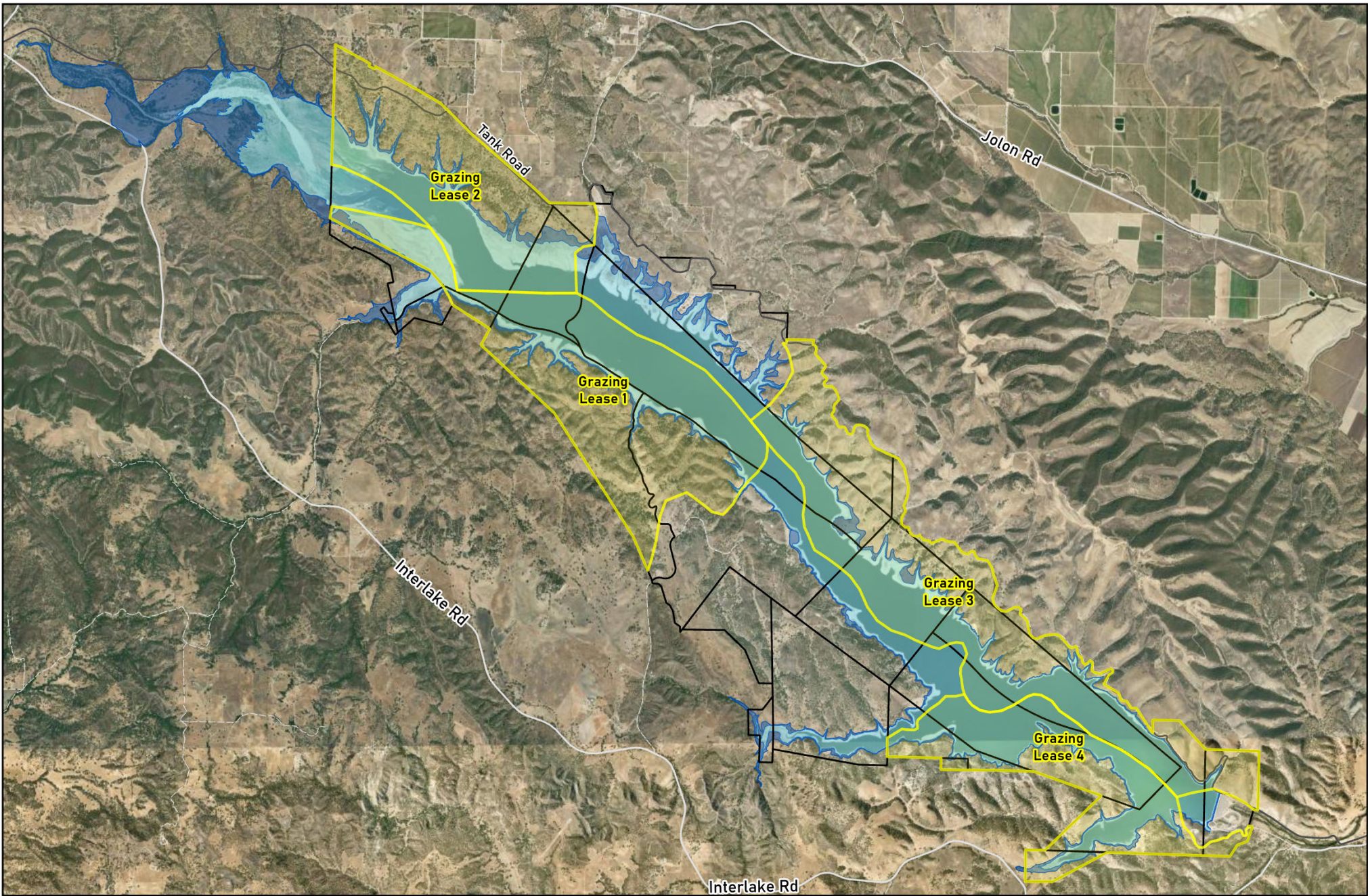


Nacimiento Reservoir
Grazing Leases and
MCWRA Owned Parcels

- Legend**
- Lease Boundary
 - MCWRA Owned Parcels
 - 800-Foot High Water Mark
 - 825-Foot Floodage Easement

Lease	Acres Above HWM 800	Acres Below HWM 800	Total Acres
1	168	141	309
2	1325	1202	2527
3A	3917	32	3949
3B	357	401	758
5	347	874	1221
6	699	534	1233



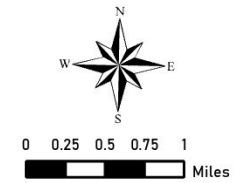


San Antonio Reservoir
Grazing Leases and
MCWRA Owned Parcels

Legend

- Lease Boundary
- MCWRA Owned Parcels
- 780-Foot High Water Mark
- 800-Foot Floodage Easement

Lease	Acres Above HWM 780	Acres Below HWM 780	Total Acres
1	1240	1094	2334
2	999	719	1718
3	1509	1190	2699
4	664	683	1347





County of Monterey

Item No.5

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: WRAPL 26-034

June 03, 2026

Introduced: 5/26/2026

Current Status: Agenda Ready

Version: 1

Matter Type: WRA Planning Item

Receive an update on staff's participation in the Salinas Valley Basin Groundwater Sustainability Agency's Advisory Committee. (Staff: Shaunna Murray)



County of Monterey

Item No. 5

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: WRAPL 26-034

June 03, 2026

Introduced: 5/26/2026

Current Status: Draft

Version: 1

Matter Type: WRA Planning Item

Receive an update on staff's participation in the Salinas Valley Basin Groundwater Sustainability Agency's Advisory Committee.

RECOMMENDATION:

It is recommended that the Monterey County Water Resources Agency's Planning Committee:

Receive an update on staff's participation in the Salinas Valley Basin Groundwater Sustainability Agency's Advisory Committee.

SUMMARY/DISCUSSION:

Background

The Salinas Valley Basin Groundwater Sustainability Agency (SVBGSA) has an Advisory Committee which plays a key role in shaping groundwater management in the Salinas Valley by providing input and consensus-based recommendations to the SVBGSA Board of Directors. The Advisory Committee reflects a broad range of perspectives, representing agencies and groundwater users across the region. Members collaborate to support the implementation of the Sustainable Groundwater Management Act through the integrated execution of six Groundwater Sustainability Plans. The Monterey County Water Resources Agency (Agency) has a seat on the Advisory Committee and will provide periodic updates to the Agency BOD as it affects or is of interest to the Agency.

Summary

Staff participated in the Advisory Committee's special meeting held on May 15, 2026.

The significant topics discussed at the meeting were the Demand Management Overview and the Integrated Implementation Strategy (IIS) Project and Management Action (PMA) Initial Portfolios.

Staff gave context to Demand Management (DM) by reinforcing that projects are the primary goal, but they are not a silver bullet. Management actions, which are changes in water use behavior, are necessary to bridge the gap. DM is the only Management Action that has been proposed by the SVBGSA to address SGMA's Sustainable Management Criteria (SMC). DM alone does not meet the Seawater Intrusion Minimum Thresholds (MTs) by 2040, but it does help in raising groundwater levels. The DM approach includes three phases. The first being the development of a Strategy, which began in 2023 and included a preliminary exploration of concepts. Then was the development of a framework structure that provides a roadmap for future decisions, which was completed in October 2025. Finally, procedures and policies are needed. This phase has not yet begun. Staff then presented DM Groundwater Modeling and

Economic Analysis. The modeling results estimated approximate pumping reductions needed to avoid groundwater level undesirable results and demonstrated the connections between subbasins pumping impacts. The economic analysis included both a direct impact and the regional impacts. The implementation of DM has yet to be determined but it may be an interim solution until project constructed and/or to reduce a project's size.

Staff then provided results from their first round of the Integrated Implementation Strategy (IIS) Project and Management Action (PMA) Initial. No single project meets the SMCs in all four subbasins and therefore a portfolio of projects will be needed to meet them comprehensively. Portfolio 1 included the following PMAs: BGRP Injection Only, C&E 100 cfs Recharge Basins, CSIP Optimization, Ag DM 10% (North Valley), DM Domestic (Corral), and DM Deep Aquifers. The projects were summarized in a table by subbasin and MT. The modeled projects were mapped geographically, and the results were presented in relation to the MT. Portfolio 1 meets the MT for seawater intrusion and meets the MT for groundwater levels partially.

Portfolio 2 included the following PMAs: CSIP Optimization, Max NSIP, C&E Recharge Basins (100 cfs), Ag DM 10% North Valley, MCWD GSA Indirect Potable Reuse (Deep Aquifers), DM Domestic (Corral), DM Deep Aquifers, and drinking water treatment. Not all of these components could be modeled but the table outlining the results was provided as well as a map showing the modeled areas. Portfolio 2 does not move the seawater intrusion line significantly but does have a beneficial impact on groundwater levels.

The Advisory Committee provided extensive feedback and ultimately described two additional portfolios of previously analyzed project components, for the SVBGSA staff and consultants to model. These results will be presented at the June meeting.

Additional information related to the Advisory Committee can be found on the SVBGSA's website: <https://svbgsa.org/about-us/board-and-committees/advisory-committee/>

The Advisory Committee has the next regular meeting scheduled for June 18, 2026.

OTHER AGENCY INVOLVEMENT:

Salinas Valley Basin Groundwater Sustainability Agency

FINANCING:

Staff participation on the SVBGSA's Advisory Committee can be covered with the existing staffing appropriations included in the FY2025-26 Adopted Budget and will not require any additional funding.

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County of Monterey

Item No.6

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: WRAPL 26-038

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Matter Type: WRA Planning Item

Receive an update on the Strategic Plan. (Staff: Shaunna Murray)



County of Monterey

Item No.7

Board Report

Board of Supervisors
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168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: WRAPL 26-037

June 03, 2026

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Version: 1

Matter Type: WRA Planning Item

Set the next meeting date and discuss future agenda items.

Next scheduled meeting is set for July 1, 2026.