



# The Pipeline

Employee Newsletter

Volume 45~ Number 11 November 2024



NID all-hands photo 2024, taken at the Chili Cook-off on November 20. More than 180 employees attended.

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... and more

# Chili Cook-off 2024: Tasty Team Building

The competition was delicious at the NID Chili Cook-off on Nov. 20. Despite the downpour outside, there was nothing soggy and dull about the event. In the mechanic shop at the Grass Valley headquarters, about 180 employees gathered to socialize, taste and vote on the best chilis crafted by their colleagues.

To start, everyone got the chance to sport the team colors with new blue hoodies and the NID logo in white.

By a random draw, employees broke into “families” with a Thanksgiving food theme. Appropriately, the teams squared off with a friendly competition of Family Feud. The winning team - Mac & Cheese - earned the grand prize of taking the rest of the day off.

A dozen employees crafted home-made chilis, and cornbread, and put them to the test. Everyone had the chance to taste and judge which was their favorite in three categories: traditional, white, and vegetarian. On the side, there was a cornbread contest to round out the competition.

General Manager Jennifer Hanson: “It was such a joy to have everyone in one room for the Chili Cook-off. It is always nice to get together with everyone and to have the chance to mingle between departments. Congratulations to the winners of the cook-off!”

A huge thank you to the following for assisting with the event: Naomi Schmitt, Kris Stepanian, Kathryn Schwartz, Safety Cindy, Joan Tortorici, Greg Jones, and Cameron Price. A special call-out to the entire Maintenance Team for getting the shop sparkling for the cook-off.



# Chili Cook-off 2024



Ken Hugg shows off his tasting technique

This year's chili cook-off was amazing. A dozen colleagues prepared their own special recipe for chili in various styles.

Competition was intense; all of the chilis were exceptional!

We'd never say NID employees are judgmental, but that day they took the judging role to heart. The line was long to taste then vote for their favorites.



Morgan Mooers—White chili

## Chili Champs



Chris Thompson—Traditional chili



Katie Kemp—Cornbread



Chris Dunn—Vegetarian chili

### November Anniversaries

**Philip Nedved**, Hydroelectric Maintenance Superintendent, 26 years, 11/25

**Doug Roderick**, Director of Engineering, 20 years, 11/22

**Chad Garvey**, Senior Utility Worker, 16 years, 11/3

**Gus Gramm**, Senior Hydroelectric Plant Operator, 16 years, 11/3

**Robert Page**, Senior Water Distribution Operator, 16 years, 11/3

**Gene Presley**, Senior Water Distribution Operator, 15 years, 11/17

**Tricia Panock**, Business Services Technician I, 10 years, 11/10

**Thomas Kluge**, Supervising Electrical Systems Technician, 9 years, 11/23

**Joshua Chambers**, Hydroelectric Communication Technician II, 7 years, 11/17

**Melissa Pelton**, Cashier, 6 years, 11/19

**Shea Hart**, Utility Worker II, 5 years, 11/18

**Hunter Hedman**, Hydroelectric Water Systems Operator I, 5 years, 11/18

**Greg McKay**, Senior Right of Way Agent, 5 years, 11/12

**Andrew Newburn**, Equipment Operator, 5 years, 11/4

**Steven Petersen**, Utility Worker I, 5 years, 11/4

**Steve Prosser**, Director of Maintenance, 3 years

**Patrick Sheehan**, Utility Worker I, 2 years

**Will Greist**, Equipment Service Worker, 1 year

### New Hires

**Wyatt Milkey** – Utility Worker I



Dou Roderick



Gene Presley



Greg McKay

### Flexible Spending Account Open Enrollment

Flexible Spending Account Open Enrollment - Employees may now enroll in voluntary Flexible Spending or Dependent Care Spending accounts effective 1/1/2025.

Please call or visit Human Resources for more information. Changes must be submitted to HR no later than Friday, December 20, 2024.

## NID looks to recognize stand-out employees

A new annual award will honor employees who consistently demonstrate exceptional performance or have made a significant contribution to their team. The District values the strength in our teams and will continue to encourage and support efforts in building a team environment. This work ethic is what drives NID and takes our district to new heights.

Every year department supervisors will nominate employees. You can get involved by making recommendations. Do you work with someone who constantly goes beyond the call of duty and has an infectious positive attitude? Spread the word so they can receive the recognition they deserve.

The employees that are chosen will be recognized at the annual “All Hands” meeting (usually in October or November). Those employees will receive a paid day off.

This year’s recipients were honored at the recent Chili Cook-off.

### 2024 Recipients:

**Bob Page**, Senior Water Distribution Operator

**Greg McKay**, Senior Right of Way Agent

**Mike McClusky**, Equipment Mechanic

**Ted Blank**, Hydro Compliance/Protection System Specialist



Ted Blank, Hydro Compliance/Protection System Specialist



Greg McKay, Senior Right of Way Agent, and General Manager Jennifer Hanson



Senior Water Distribution Operator Bob Page (left) shakes hands with Chip Close, Director of Operations.



Equipment Mechanic Mike McClusky (right) shakes hands with Steve Prosser, Director of Maintenance

## NID Holiday Schedule 2025

Full-time employees will receive eight (8) hours of pay at their straight-time rate for each of the following holidays:

- \* New Year's Day - Wednesday, January 1
- \* Martin Luther King, Jr. Day – Monday, January 20
- \* President's Day- Monday, February 17
- \* Memorial Day - Monday, May 26
- \* Juneteenth - Thursday, June 19
- \* Independence Day - Friday, July 4
- \* Labor Day - Monday, September 1
- \* Veterans Day - Tuesday, November 11
- \* Thanksgiving - Thursday, November 27
- \* Day after Thanksgiving - Friday, November 28
- \* Christmas Day - Thursday, December 25

### Observed Holidays

If the holiday falls on a Sunday, the Monday following is observed as the holiday. Employees (other than operational field staff) who work on the holiday will receive a holiday premium of half their regular rate of pay for each hour worked.

If the holiday falls on a Saturday, the Friday preceding is observed as the holiday.

Employees required to work on an observed holiday will receive an additional halftime for all hours worked on the holiday



Bob Page

## Thanks from a customer ...

Nov. 1, 2024

A customer in Penn Valley called because he “wanted management to know that he had the pleasure of working with Bob Page this week where he had the best experience. Bob came out, helped diagnose his problem and helped getting his water pressure back.”

The customer also wanted to recognize the customer service team, stating “Every time he calls, everyone is so nice, knowledgeable and makes sure he feels like his call/problem matters. He went on about our departments’ (Customer Service & Operations) exceptional customer service and says it’s nice to know he can call and get an actual person to help.”

### IT works to keep the bad guys out

#### *Multi-Factor Authentication starts on December 9*

Over the next few weeks, the IT Department will roll out Multi-Factor Authentication (MFA) to improve our Cyber Security and protect your user account.

This means that we add an extra verification step to make sure that you are who you say you are!

After you register, you will be able to add a safe and secure two-step verification method for your online credentials from a range of authentication options (such as text message or mobile app notification) to access your applications.

Look for the next email to register for MFA! More to come from the NID IT Department

**Action Required on or before December 9<sup>th</sup>**  
Register for Multi-Factor Authentication - Link to be sent soon



**Happy Thanksgiving**

# NID hydrographers attend state conference

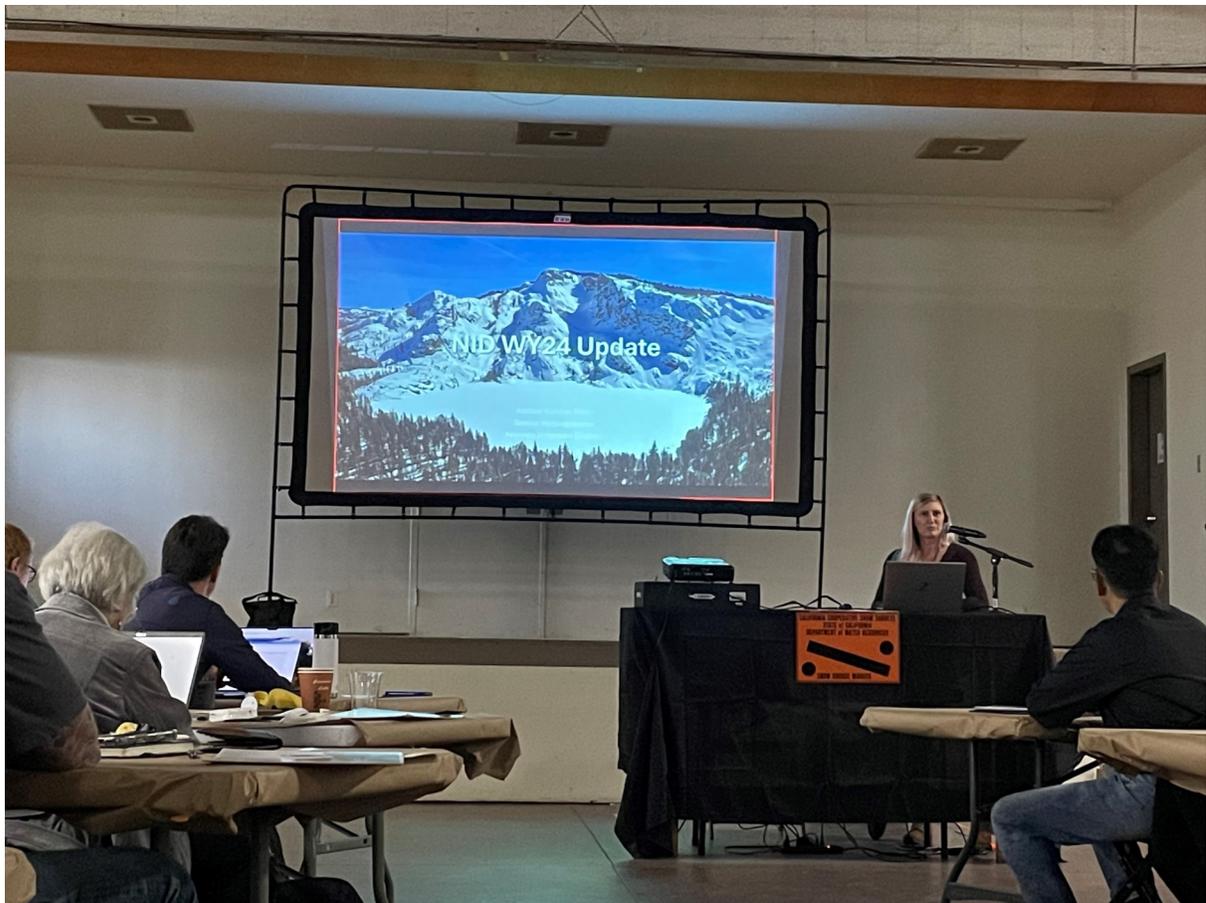
## *Snow Fox technology showcased*

NID Hydrographers Ashley Vander Meer, Carter Hatch, and Maurice Ledoyen recently attended the 70<sup>th</sup> Annual California Cooperative Snow Surveys Snow Conference in Auburn, CA. They actively engaged in discussions on advancements in snow data acquisition, research, and water management.

During the event, Ashley presented a brief update on NID's snow sampling program for the last water year. She also discussed the innovative Snow Fox snow sensor, highlighting its capabilities, data processing, and accuracy. The Snow Fox measures ambient neutrons in the atmosphere, and that neutron count has an inverse relationship with snow water content (SWE). If operating properly, it provides a continuous SWE measurement, giving NID valuable input for forecasting in between monthly snow surveys.

NID is pioneering the use of this technology and has had a Snow Fox sensor installed at the Findley Peak Snow Course near Jackson Lake since 2020.

This upcoming winter, NID will be joining other local agencies to work with the Desert Research Institute in pilot testing snow temperature surveys to measure the snowpack's cold content, a parameter necessary for many forecasting models.



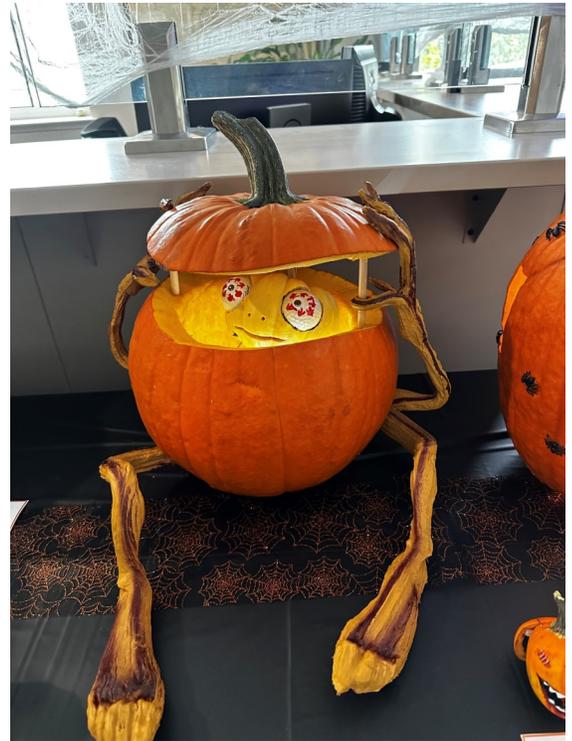
Hydrographer Ashley Vander Meer makes a presentation about NID's snow sampling program during the recent state conference.

## Pumpkin Contest: winners get creative

*These aren't your childhood jack 'o lanterns*



Winner Non-Carved: Kaycee Strong, Water Efficiency Technician



Winner Carved: Barbara Wibberley, Customer Service Representative

This year's pumpkin carving/non-carving contest drew more than eight entries. These ranged from Ms Pac-Man and scary-face, to a bright blue NID tribute gourd. Employees voted - one vote per employee - and ballots tallied.

The winners are:

- Carved: Barbara Wibberley, Customer Service Representative
- Non-carved: Kaycee Strong, Water Efficiency Technician



### NID Board appoints Earl Stephens new director to serve Division 4

NID's Board of Directors announced the appointment of Earl Stephens of Lincoln to serve as director for Division 4, which includes portions of North Auburn and the Lincoln areas.

The Board unanimously approved the appointment of Stephens during its Nov. 6 meeting. His term will expire in December 2026.

Stephens is a third generation Californian with a deep history in agriculture, engineering and geology.

He grew up in the rural Lincoln area, participated in 4-H and FFA. He attended grade school and high school in Lincoln, attended Sierra College, received a Bachelor of Science in Civil Engineering from San Diego State University and a Master of Science in Civil Engineering from California State University, Long Beach with an emphasis in water resources, hydrogeology and environmental engineering.



Earl Stephens

After earning his engineering degrees, Stephens returned to the Lincoln area and operated an engineering company for 31 years. The majority of his work was related to water resources and hazardous materials

### Brad Fowler to be sworn in as Division 3 Director

The NID Board of Directors will swear in another new member at the next regular meeting on Dec. 11. Longtime rancher and NID customer Brad Fowler will replace Karen Hull as the Division 3 director.

On his campaign website, Fowler wrote: "I am a lifelong generational stakeholder and resident of the Nevada Irrigation District. I am running for the NID Board because I believe water should be affordable and reliable. I've been actively engaged with NID for over 15 years, attending board meetings and community workshops. I am a water customer with a long-term interest in the health of the agency."

Division 3 includes Alta Sierra and Lake of the Pines in Nevada County, as well as a small portion of northern Placer County.



**NID Board of Directors Meeting—December 11 at 9 am**

Check the NID website and meeting agenda for information about the Zoom webinar link

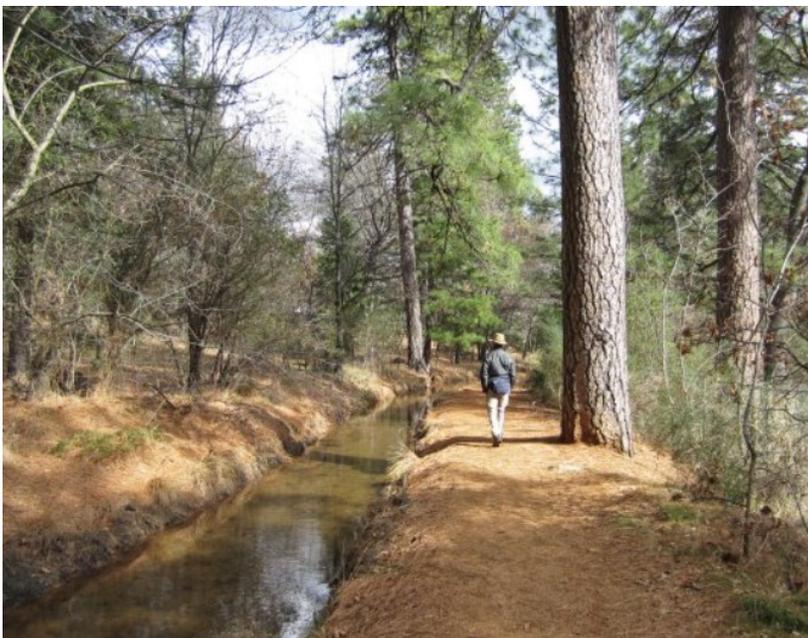
## NID is honored to receive “Partner of the Year” award from the Bear Yuba Land Trust

The Bear Yuba Land Trust (BYLT) recognized the 2024 Conservation Award Recipients at its annual Conservation Awards & Gratitude Breakfast on Nov. 16. NID is honored to receive “Partner of the Year” recognition for working with BYLT on certain trails, investing in the community to make this area a better place to live.

BYLT exists to conserve and protect the natural, working, and cultural lands in the Bear and Yuba River watersheds. Over the past few years, NID's encroachment staff has helped BYLT with encroachment permitting for the Bailey Trail, Deer Creek Tribute Trail, and Adam Ryan Preserve.

Bailey Trail -- BYLT is in the process of connecting two separate trail systems, Bailey and Wildflower trail systems, in order to accomplish this they needed to traverse an NID owned property and construct a foot bridge over the Rough and Ready Canal. Through NID approval, they completed the permitting and constructed a very nice bridge over the canal.

Deer Creek Trail -- BYLT is constructing a new trail had that is accessed from an NID easement and partially constructed within the easement. This is a very steep trail location.



Bailey Trail along Alison Ranch Canal. Photo courtesy of BYLT



BYLT Stewardship Manager Shaun Clarke (center) presents the “Partner of the Year” conservation award to NID Directors Ricki Heck and Rich Johansen.

Adam Ryan Preserve -- BYLT is in the process of improving the parking lot for this recreation zone. NID has a siphon pipe and canal in the area. BYLT reached out with plans, and we proceeded with the permitting process and developed a plan that would work for both parties.

BYLT has built and maintains more than 45 miles of local trails for all trail users. Trails preserve the rural and scenic quality of life in this community while contributing positively to the local economy. They provide a link between people and their natural environment.

# PIPELINE

A Newsletter to the Employees of the Nevada Irrigation District

Volume 24 Number 11 November, 2003

## Policy Update

### Zero Tolerance on Drugs and Alcohol

In order to provide a safe work environment and to comply with state and safety laws, the Board of Directors on Oct. 8 adopted a new policy that calls for a drug and alcohol free workplace. The new 12-page policy replaces a less detailed two-page policy in effect since 1994.

The policy allows for termination of employees who abuse drugs or alcohol in the workplace. At the same time, it offers assistance to employees who come forward and say they need help.

Human Resources Manager **Lynda Durand** said the policy emphasizes zero tolerance but provides an "open door" to those who want help by paying up to 50 percent of rehabilitation costs ( up to \$1000) to a maximum of \$2000 on a one-time basis.

The district is considering adding the rehab element to employee health insurance coverage, Durand added.

As part of the new policy, the board amended requirements for



### Tree Huggers

Concrete protective rings are being built to protect trees along the alignment of the current Rattlesnake Canal rehabilitation project. Pictured here, Ron Skewes and Joe Flury assemble and anchor a new ring.

employees who hold commercial drivers licenses. The amendment includes the same zero tolerance and assistance provisions.

#### Training Under Way

**Janice Knight** of Knight Line Consulting, who helped the dis-

trict develop the new policy, has also conducted training for employees. Supervisors and managers had a half-day of training Oct. 23-24. Four sessions for other employees were scheduled for Oct. 29-30.

# Meetings & Events



**Board of Directors Meeting**  
Wednesday, December 11, 2024  
NID Main Office, Grass Valley

\*\* Dates subject to change. For updated dates, see [nidwater.com](http://nidwater.com)

## Past Pipeline Editions

[October 2024](#)

[September 2024](#)

[August 2024](#)

[July 2024](#)

[June 2024](#)

[May 2024](#)

[March/April 2024](#)

[February 2024](#)

[January 2024](#)

[December 2023](#)

## Short Videos featuring employees



- \* [E. George Treatment Plant tour \(5:02 minutes\)](#)
- \* [NID Rex Canal automated main gate \(1:55 min.\)](#)
- \* [NID Cascade Canal orifice change \(2:16 min.\)](#)
- \* [South Yuba Canal repairs \(2:52 min.\)](#)
- \* [Anatomy of a Powerhouse \(1:41 min.\)](#)
- \* [Surveying Dams for Safety \(2:07 min.\)](#)
- \* [Dutch Flat Flume Repair \(2:26 min.\)](#)