NID

The Pipeline

Employee Newsletter

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90-year-old equipment gets a new lease on life

Senior Hydro Electrical Machinist Lance Adams and Hydro Electrical Machinist II Jeff Farmer install and test the new hydraulic actuator system at French Dam.

Their work helped bring a complex rehabilitation project across the finish line, restoring reliable operation to critical equipment that had served French Lake for nearly 90 years. Story on Page 6.



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November Anniversaries

Philip Nedved, Hydroelectric Maintenance Superintendent, 28 years

Robert Page, Senior Water Distribution Operator, 18 years

Gene Presley, Senior Water Distribution Operator, 17 years

Tricia Panock, Business Services Technician I, 12 years

Thomas Kluge, Supervising Electrical Systems Technician, 11 years

Joshua Chambers, Hydroelectric Communications Technician II, 9 years

Melissa Pelton, Customer Service Representative I, 8 years

Joshua Frates, Utility Worker II, 7 years

Shea Hart, Utility Worker II, 7 years

Hunter Hedman, Hydroelectric Water Systems Operator II, 7 years

Greg McCay, Senior Right of Way Agent, 7 years

Andrew Newburn, Equipment Operator, 7 years

Steven Petersen, Utility Worker I, 7 years

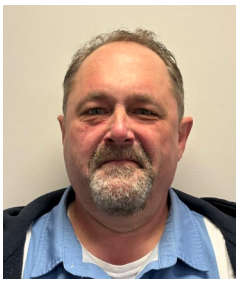
Steve Prosser, Director of Maintenance, 5 years

Patrick Sheehan, Utility Worker I, 4 years

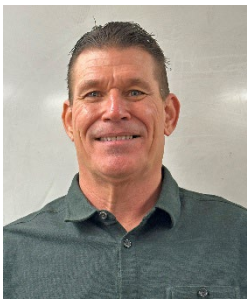
Will Greist, Equipment Service Worker, 3 years

Wyatt Milkey – Utility Worker I, 2 years

Corey Schmitt, Senior Survey Technician, 2 years



Steve Prosser



Ken Hugg



David Villnow

Promotions

Ken Hugg – promoted to Water Treatment Operator II

David Villnow – promoted to Water Distribution Operator II

Open Enrollment for 1/1/2027 for the following plans is now available:

Mutual of Omaha:

- Annual Increase Option for Voluntary Term Life/Voluntary AD&D – this is 100% employee paid
- Annual Open Enrollment for Voluntary Short-Term Disability – the District pays 50% of the premium

Health Equity/Wageworks:

- Flexible Spending Account (FSA) for medical expenses. 2027 limit for FSA is $3,500. The maximum carryover of 2027 healthcare Flexible Spending will be $700.00.
- Dependent Care Flexible Spending (DCFSA) for childcare reimbursement. 2027 DCFSA limit is $7,500

Open enrollment changes must be submitted to HR no later than Wednesday, December 9, 2026. The forms are available in the HR office, or available on the Public drive (F:\Public\HR_Open Enrollment 2027).

15 Years



Lance Adams
Senior Hydro
Electrical Machinist

Sept. 19, 2011

Over 15 years with Nevada Irrigation District, Lance Adams has built a career on hard work, versatility and attention to detail. Having served as a utility worker, welder and hydroelectric machinist, he now holds the position of senior hydroelectric machinist. Known for his easygoing personality and thorough approach, Lance is a valued member of the Hydro team. Most recently, he played a key role in constructing and installing the new hydraulic system at French Lake, helping deliver a successful project. He also tackles complex mechanical challenges throughout NID's hydroelectric facilities. Away from work, Lance trades tools for baking utensils, enjoying the art of fine pastries, gardening, traveling and time with family.



Wayne Giles
Water Treatment
Operator III

Sept. 19, 2011

Wayne Giles has built a 15-year career at Nevada Irrigation District through hard work, quiet determination and a willingness to learn. A Nevada County native, Wayne joined NID in 2011 as a utility worker before moving into water treatment operations. He earned his Grade 4 certification and advanced to senior-level water treatment plant operator, helping ensure communities receive safe, high-quality drinking water. Known as a man of few words, Wayne proves you don't have to say much to accomplish a lot. Outside work, he enjoys camping, fishing, hiking and exploring the high country with his wife and two children. An outdoorsman who lives off the grid, Wayne is always prepared, likely with a backup plan for his backup plan.



Chris Dunn
Utility Worker I

Sept. 19, 2011

For 15 years, Chris Dunn has been a dependable presence at Nevada Irrigation District, spending 14 of those years on the facilities crew. A military veteran, Chris brings a disciplined, no-nonsense approach to maintaining NID's many properties and facilities. From treatment plants and pump stations to reservoir sites and dam faces, he handles vegetation management and grounds maintenance throughout the District. Known for showing up, getting the job done and always having a smile, Chris takes pride in the work that often happens behind the scenes. These days, he's even taken on a new role as a "professional gamer," operating NID's remote-control mower to maintain hard-to-reach areas. His reliability and dedication make him an invaluable part of the team.

10 Years



Randall Pool
Utility Worker II
Aug.22, 2016

Randall Pool has a knack for making people smile. Known for his quick wit and good humor, he brings a little laughter to the workday wherever he goes. Celebrating 10 years with Nevada Irrigation District, Randall's path to NID has included service in the U.S. Navy, EMT certification, resort management and running a handyman business. A Nevada Union High School graduate, he joined the District as a temporary employee and quickly impressed his coworkers enough to earn a permanent position. After working in canal maintenance and treated water maintenance, Randall now serves as NID's USA locator, traveling throughout the District's extensive service area to identify and mark underground infrastructure, helping protect vital water system assets.



Kaycee Margherita
Water Efficiency Technician I
July 11, 2016

Kaycee Margherita brings creativity, enthusiasm and a welcoming smile to everything she does at Nevada Irrigation District. Celebrating 10 years with NID, she joined as a meter reader before becoming the District's water efficiency technician in 2017. She manages important regulatory reporting, including the annual water audit, and leads public education and outreach. Recently, she's put her creative talents to work developing public-facing campaigns for new software implementation. Known for thinking outside the box and tackling whatever comes her way, Kaycee is also deeply involved in her community, supporting youth sports and serving on the Nevada Union Junior Miners football board. A busy mom of four, she brings the same energy and heart to family and community life.



Ashley Vander Meer
Senior Hydrographer
July 11, 2016

Ashley Vander Meer has spent 10 years making waves at Nevada Irrigation District. Joining NID in 2016 as a hydrographer after working with the U.S. Geological Survey, Ashley is known for her independence, tenacity and ability to solve complex problems. She oversees reservoir and stream telemetry, leads annual snow surveys and helps ensure compliance with federal licensing requirements. Always looking for better ways to do things, she recently pioneered radar technology to monitor water levels across the District's system. That same adventurous spirit carries into her life outside work, where she's an avid wakeboarder and snowboarder who loves exploring the outdoors with her husband and three corgis. Fittingly, her Dutch surname means "of the lake."

New Employee Hub coming in 2027



Get ready for a smarter, easier way to find the information you need.

In January 2027, NID will launch a new SharePoint-based Employee Hub, bringing documents, resources, news, and tools together in one central location. The new intranet will help employees quickly access safety information, policies, procedures, forms, department resources, and district announcements, without digging through network drives, folders, or old emails.

The Employee Hub is part of NID's ongoing effort to modernize document management, improve communication, and make better use of the technology tools already available through Microsoft 365. The new platform will also support future digital forms and workflows, helping streamline everyday tasks and improve efficiency across the District.

In short, less searching and more doing.
Additional details, previews, and training opportunities will be shared in the coming months as we prepare to launch this exciting new tool.

What's coming: One hub. Better access. Faster information. Smarter tools.

Board approves 2027 employee compensation agreements

The NID Board of Directors has approved a 2.5% cost-of-living adjustment (COLA) and related changes to wages, hours, and terms and conditions of employment for 2027.

At its Nov. 16 meeting, the Board approved a new Memorandum of Understanding with AFSCME Local 146 covering represented employees, as well as updated Benefits and Compensation Plans for unrepresented employees and department Directors.

The agreements take effect December 28, 2026, and include the 2.5% wage or salary adjustment, updated District medical benefit contributions, and other changes specific to each employee group.

Employees with questions about the AFSCME agreement are encouraged to contact their union representative. Additional information is available through Human Resources.

Click to read the resolutions:

- MOU for AFSCME represented employees
- Unrepresented Employees
- Department Directors

Teamwork brings French Dam Project across the finish line

A unique maintenance project at one of NID's oldest reservoirs has officially wrapped up, restoring reliable operation to critical equipment at French Dam.

The project replaced a hydraulic actuator and hydraulic lines that operate the dam's low-level outlet gate. Installed in 1937, the aging equipment had become increasingly difficult to operate after decades of service.

While commercial divers performed specialized underwater work to remove and replace key components, the project's success depended on employees across multiple departments working together to plan the project, coordinate logistics, install new equipment, connect hydraulic systems, and complete testing.

Hydro crews played a key role throughout the effort. Senior Hydro Electrical Machinist Lance Adams and Hydro Electrical Machinist II Jeff Farmer completed much of the installation work, while Hydro Maintenance Technician II Chad Smith and Hydro Maintenance Technician I Michael Page provided field support.

The project was managed by Senior Engineer Adrian Schneider, with support from Director of Hydropower Peter Wade and Director of Engineering Gabe Aronow. NID also worked closely with consultant Jonathan Meier of GFT, whose expertise helped support the equipment refurbishment and final installation.



Senior Hydro Electrical Machinist Lance Adams prepares components in the field to support installation of the new hydraulic actuator and hydraulic system at French Dam.



The new hydraulic actuator awaits installation at French Lake. The upgrade replaced equipment that had been in service since 1937.



Commercial divers and the NID crew worked together to restore critical equipment used to control water releases from French Lake.

Curb Your Bad Habits

Driving an NID vehicle means you can never hide behind the steering wheel. Your every driving move – especially the bad behavior – is on full display behind that bright blue logo on the side of your truck or SUV. The public recognizes that logo, and people instantly know who to call with complaints. Our customer service and safety office deal with calls every month. The most common complaint is driver speeding.
Here's a reminder to slow down.

Speeding is one of the most dangerous driving behaviors, causing for one out of every three crashes. Plus, the probability of death or serious injury grows with impacts at higher speeds—doubling for every 10 MPH over 50 MPH that a vehicle travels. Here are some reminders of good driving behavior:

- **Slow down**. Speeding won't get you where you're going any quicker – it will only increase your chances of not getting there at all.
- **Come to a full stop at red lights and stop signs**
  Avoid running yellow lights.
- **Don't follow other drivers too closely**
  Allow for some extra space between you and other vehicles, even if they are driving slower than the speed limit.
- **Allow more time to get to your destination**
  If possible, alter your schedule to avoid driving during peak congestion periods.
- **Give others the benefit of the doubt; be polite and forgiving**
  Put your pride in the back seat. Don't challenge an aggressive driver by speeding up or attempting to hold your position in your travel lane.
- **Smile and chill**

  Ignore baiting gestures and name-calling, and do not return them. Show the person that you're not going to give them the response they want. Smiling shows the person that you're not getting angry like they want you to.

- **Stay focused**
  Keep 100% of your attention on driving at all times. That means no multi-tasking. Don't use your phone or any other electronic device while driving.

NID Drives Responsibly

Remember, your actions are a reflection of NID and you personally, thanks to that blue logo and the truck number that can be easily tracked back to you.



NID
NEVADA IRRIGATION DISTRICT

PIPELINE

A Newsletter to the Employees of the Nevada Irrigation District

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Aquatic Weeds

New Product Looks Promising for Spray Crew

Bruce Early, Asst. Maintenance Supt. for Weed Control, is optimistic about a new product he's testing for the control of aquatic weeds.

Early and his crew are trying Sonar, manufactured by SePro of Indianapolis, Indiana, which in August was approved for dry canal use in California.

The chemical has been in use across the nation for many years and California, with its strict regulations, is the last state to approve its use, said **Kevin Naylor**, the Visalia-based local representative for SePro.

Early said he is optimistic the new product will allow a significant reduction in his department's chemical use as well as in the time it takes his crews to control aquatic growth.

Ten or more aquatic weeds have become common in the NID canal system, especially out in the warmer, flatter portions of Placer County, Early said.



With John Brennan piloting the quad, Craig Howe applies Sonar to the Doty South Canal in rural Placer County.

"If this works as expected, we will be able to make one dry canal application after the irrigation season and it will control aquatic growth for a year," he said.

Use of Sonar would allow Early to limit use of Magnacide-H, which is sprayed every four weeks in the growing season.

Sonar carries a "caution" label, the lowest danger level for herbicides, is not toxic to fish, and is approved for use in potable water supplies, said Early. Magnacide carries a stronger "danger" label and is not approved for use in potable water supplies, he noted.

Early said the Spray Crew would treat six miles of the Doty South Canal in Placer County and if the test proves successful he intends to expand the application to other canals.

Meetings

Board of Directors Meeting
Wednesday, December 9, 2026
NID Main Office, Grass Valley

Board of Directors Meeting
Wednesday, January 13, 2027
NID Main Office, Grass Valley

*** Dates subject to change. For updated dates, see nidwater.com*

Happy Thanksgiving

This Thanksgiving, we're grateful for the employees who help keep NID running every day.

Thank you for your dedication, teamwork, and service to our customers and communities.

Wishing you and your family a wonderful Thanksgiving holiday.

