



November 13, 2024

To: Administrative Control Board

From: Andy Garland

Re: 2024 Merit Bonus request

Per the MRW Personnel Policies Manual, The Annual Bonus Program was established by the ACB to potentially provide a bonus to employees based on the evaluation of the district accomplishment of its goals year to year and subject to the availability of funding at year-end.

2024 has been a very busy and productive year; below is a summary of our accomplishments to date.

- Completed the Solar Array
- Broke ground and have gone vertical with our new admin building and shop
- Serviced 1187 fire hydrants (74%) of all hydrants
- Cleaned and rebuilt 11 PRVs in the North Ridge and 26 PRVs in the Colony
- Successfully passed the Sanitary Survey
- Brushed and bailed the Gulch and Summit Park Well 2
- Fenced and paved the Silver Creek Booster Pump Station
- A new nitrogen system was installed at Old Ranch.
- Installed a new 24" gate valve on the pump line
- Removed, repaired, and replaced Pumps 2&4 at Lost Canyon
- Removed and replaced one pump at the intake
- Successfully pigged the Lost Canyon water line
- Continued working on the Treatment Plant expansion, including bench testing
- Replaced the filter media in two GAC vessels
- Collecting missing meters (991) added to GIS
- Completed the lead line service inventory

- Designed the Upper Evergreen pipe replacement (to be completed in 2026)
- Completed the Sage Hills Estate betterment
- Completed the required lead and copper reporting
- Assisted in the removal of 26,351 square feet of grass – saving over two acre-feet of water, reimbursing 12 customers \$79,053 (MRWs portion \$26,351)
- Participated in the rain barrel distribution program
- Eye on Water adoption rate is 58%
- Updated the Districts website
- Implemented SwiftComply to assist with backflow reporting
- Added two Notary Publics
- Laid the groundwork for a new Asset Management program
- Streamlined the Strategic Plan
- Four participants completed the Lead Tech Program
- Transitioned payroll to ADP
- Implemented an Employee Navigator (onboarding and benefits software)
- Launched a successful Wellness Program with high participation
- Completed another Fitch review with an AA rating
- Completed a successful audit with no findings
- Completed the Letter of Intent for WIFIA funding
- Two employees achieved level 4 Treatment certification