

CARSON WATER SUBCONSERVANCY DISTRICT

Administrative Committee

DRAFT June 9, 2026, 2 pm

Minutes

Committee Members Present:

Stacey Giomi (via Zoom)
David Griffith (via Zoom)
Cassi Koerner (via Zoom)
Mike Workman (via Zoom)

CWSD Staff Present:

Reed Cozens (via Zoom)
Catrina Schambra (via Zoom)

Vice Chairperson Koerner called the meeting of the CWSD Administrative Committee to order at 2:01 pm via Zoom. Roll call determined a quorum of the committee was present.

Item #3 – Discussion Only: Public Comment - None

Item #4 - For Possible Action: Approval of Agenda

Committee Member Griffith made a motion to approve the Agenda as presented. The motion was seconded by Director Workman and unanimously approved.

Item #5 - For Possible Action: Approval of General Manager 2026 Annual Review

Mr. Cozens thanked everyone for their responses and comments. Vice Chairperson Koerner noted that he received mostly 3, 4, and 5 in his scoring (meets/exceeds/outstanding respectively) but in comments it was mentioned that it seems too soon to evaluate his performance hence the 3 score. Director Workman asked Mr. Cozens if he has been able to meet with individual Board members. Mr. Cozens stated he has met with only four Board members so far and has more meetings are planned. There was discussion of the timing of the review and Ms. Schambra clarified that it is a requirement of his employment contract that annual reviews be conducted in June each year, at the same time all Staff are evaluated. Step/Merit and COLA adjustments are effective July 1 every year which accounts for the timing. Committee Member Griffith commented he was happy to see that the majority of the Board participated, which is an increase over last year.

Director Workman made a motion to recommend Board approval of the General Manager's 2026 Annual Review as presented including the annual merit increase. The motion was seconded by Director Giomi and unanimously approved.

Item # 6 – For Discussion Only: Public Comment –

Vice Chairperson Koerner thanked Mr. Cozens and stated it has only been 5 months, but she thinks he is doing great! She is looking forward to her meeting with him and hopes he will meet with all the Board members so they can get to know him better.

There being no further business to come before the Administrative Committee, Vice Chairperson Koerner adjourned the meeting at 2:16 pm.

Respectfully submitted,

Catrina Schambra
Secretary to the Board