



*A healthy watershed
that meets the water
needs of all users*

CARSON WATER SUBCONSERVANCY DISTRICT Administrative Committee

NOTICE OF PUBLIC MEETING

DATE: June 9, 2026
TIME: 2 pm
LOCATION: CWSD Conference Room or via Zoom
777 E. William Street, Ste. 209
Carson City, NV 89701

Via Zoom: Use this [Zoom Link](#) or call (669)900-9128. ID: 897 4683 7978; Passcode: 607640

AGENDA

Please Note: The Carson Water Subconservancy District (CWSD) Board may: 1) take agenda items out of order; 2) combine two or more items for consideration; and/or 3) remove an item from the agenda or delay discussion related to an item at any time. All votes will be conducted by CWSD Board of Directors. Reasonable efforts will be made to assist and accommodate individuals with limited ability to speak, write, or understand English and/or to those with disabilities who wish to join the meeting. Please contact Catrina Schambra at (775)887-7450 or email: catrina@cwsd.org at least 3 business days in advance so that arrangements can be made.

1. Call to Order the CWSD Administrative Committee
2. Roll Call
3. For Discussion Only: Public Comment - Action may not be taken on any matter brought up under public comment until scheduled on the agenda for action at a later meeting.
4. For Possible Action: Approval of Agenda
5. For Possible Action: Approval of General Manager 2026 Annual Review
6. For Discussion Only: Public Comment - Action may not be taken on any matter brought up under public comment until scheduled on the agenda for action at a later meeting.
7. Adjournment

Supporting material for this meeting may be requested from Catrina Schambra at 775-887-7450 (catrina@cwsd.org) and is available on the CWSD website at <https://www.cwsd.org>

AFFIDAVIT OF POSTING

The undersigned affirms that on or before 8 am on June 4, 2026, a copy of the *Notice of Public Meeting and Agenda* for the June 9, 2026 meeting of the Carson Water Subconservancy District Administrative Committee, per NRS 241.020 was posted at the following locations: CWSD, 777 E. William St., Ste. 209, Carson City, NV 89701; the CWSD website: <https://www.cwsd.org> and the Nevada Public Notice Website: <https://notice.nv.gov/>



Catrina Schambra, Office Manager, CWSD

6/4/2026 8 am

Date & Time of Posting

CARSON WATER SUBCONSERVANCY DISTRICT
Administrative Committee

TO: Administrative Committee Members

FROM: Reed Cozens

DATE: June 9, 2026

SUBJECT: Agenda Item #5 – For Possible Action: Approval of General Manager
2026 Annual Review

DISCUSSION: The General Manager provided Board Members with a Self-Assessment Review Form and has been meeting in person to discuss his performance. Board Members were provided a link to anonymously complete their evaluations online. Thirteen evaluations were submitted and a summary is attached.

STAFF RECOMMENDATION: Recommend the Board approve Reed Cozen's 2026 Annual Review as presented.

Reed Cozens 2026 Annual Review

PERFORMANCE CRITERIA:

5 = Outstanding

4 = Exceeds Expectations

3 = Meets Expectations

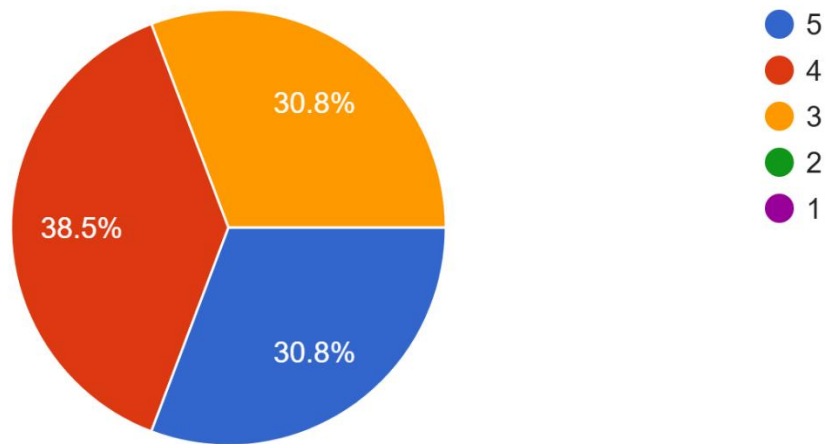
2 = Below Expectations

1 = Unsatisfactory

Organizational Skills

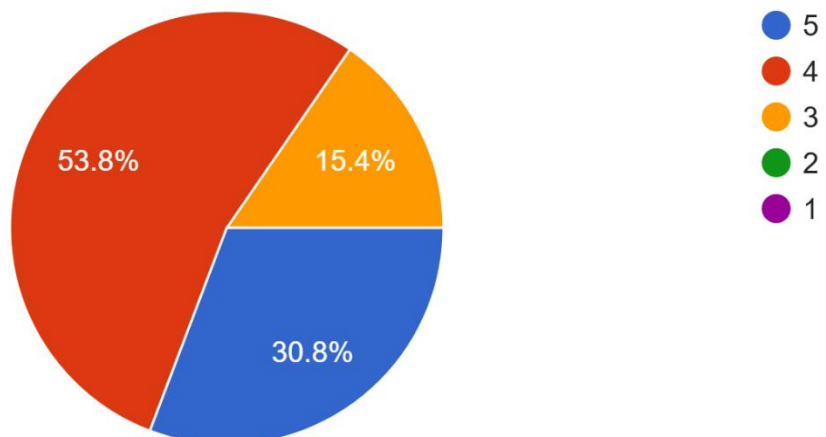
Decision quality:

13 responses



Presentation skills:

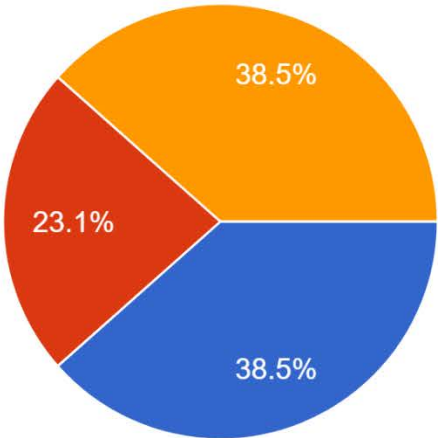
13 responses



Operating Style

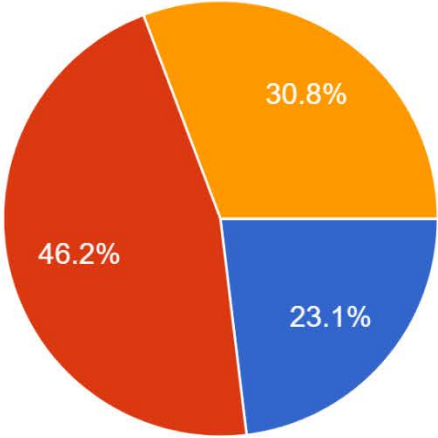
Communication:

13 responses



Delegation of work to be done:

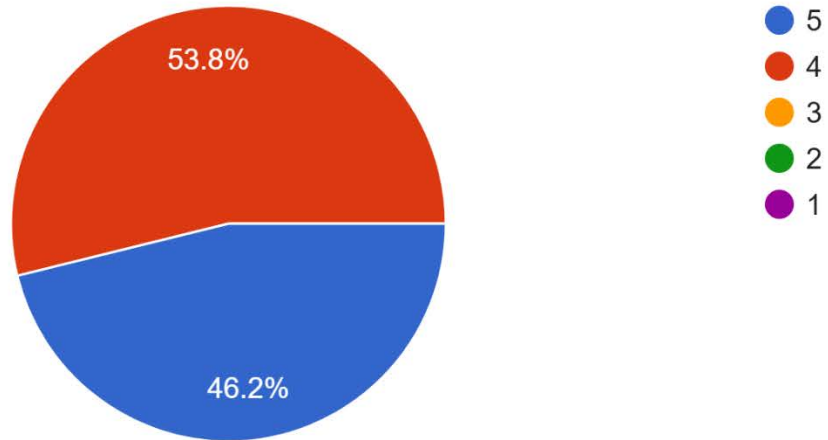
13 responses



Personal/Interpersonal Skills

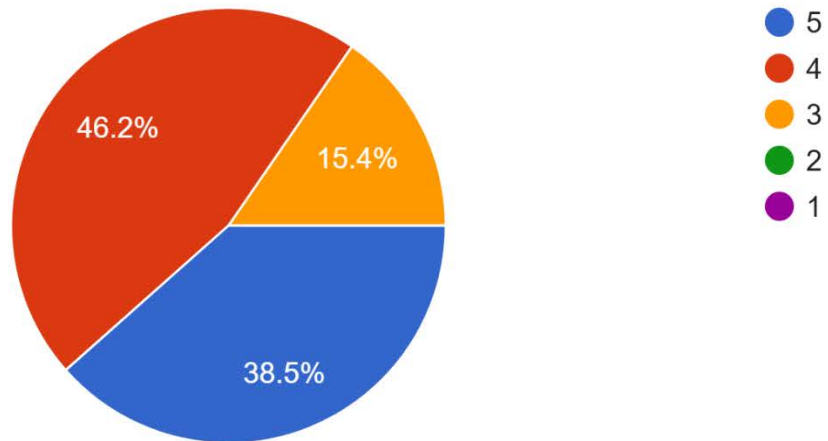
Being open and receptive:

13 responses



Demonstrates flexibility to work with varying groups:

13 responses



General comments:

11 responses

- Reed stepped into some big shoes. He is making the job his own and changing things that he believes can be done better. He is doing so in an open communicative way. He's not heavy-handed about it. I am pleased with how the transition is going.
- I have not had much interaction with Reed to give an honest evaluation
- Reed came on board during a time of challenge - personnel, fiscal, operational. I believe Reed has exceeded expectations and, in many ways, has delivered outstanding performance for his first 6 months. I believe the learning curve will continue to be steep, but I have full confidence that Reed will overcome obstacles that arise and perform at high levels. Ed left big shoes to fill, and Reed jumped right into them. In my opinion the organization has moved forward with energy and purpose, which is a testament to Reed's confident integration with staff and board. I look forward to many good things to come.
- Given the relatively short period that this evaluation covered and the fact that the first few months revolved around transition, I'm reluctant to score Mr. Cozens higher than 3 in most categories. This is not a reflection of my confidence in his ability, rather a lack of inputs which I feel I'd need in order to rate any higher. I have a deep belief that Mr. Cozens will excel in this role and have full faith and confidence in his ability to manage the position and improve the staff and organization as a whole.
- He is looking into day to day operations and seeing if there are any ways to improve. The fresh eyes are very useful. This is a big role to fill and I think he is thriving
- I think Reed has done exceptionally well for the short time he has been in District Manager Position. He has been easy to work with, likable, and has good communication skills.
- I look forward to working with you, Reed. Your background knowledge and commitment to CWSD's mission, strategic planning, and the overall health of the watershed is appreciated.
- The fairly low scores of three are simply because there hasn't been time for Reed to fully put his stamp on things and for me to give a more insightful evaluation. It is not meant as a criticism.
- The short time for observation makes it hard to do a proper evaluation.
- Since Reed has only been with CWSD a short period of time, it is tough to accurately rate his performance in each category. I am extremely pleased that Reed is our General Manager and am pleased with his performance. He came into the job during a period of short staffing and budget season. From my perspective he has done a great job so far.
- Very impressed with first six months.

Goals you would like to see accomplished by CWSD in FY 2026-27:

9 responses

- I would like to see more communication between staff and the Boards of the counties involved in CWSD.
- Clear strategic vision, it sounds like a good plan is coming together to achieve that goal
- Assessment and pursuit of Grant opportunities to augment budget constraints; evaluation and assessment of programs to best challenge staff while ensuring the primary mission of CWSD is pursued; relationship building with key contacts within the counties and watershed constituents to make sure project priorities are appropriate and beneficial; and, communication to board members regarding opportunities to support the General Manager's efforts with state & federal agencies and watershed partners.
- As a board, we are charged with setting direction and providing policy guidance. However, given the fact that we have a new GM, I'm very interested in hearing and listening to his input on what he feels CWSD is doing well, what needs to be better and what opportunities exist. Typically, a SWOT analysis is done by a group of individuals and perhaps that should be an exercise we undertake at a future meeting. I'd be very interested to see and hear what the GM and staff input would be on a SWOT.
- I like his approach to refine and identify our items of emphasis to be on those things that are necessary and important in case we only have ad velarium revenues to operate on.
- Continue our community education and outreach regarding Carson River watershed. Clarify priorities so that limited dollars can be put to best use. Commit to ensuring long term health of the watershed through application of best practice methodologies.
- A tightly focused strategic plan with emphasis on what we need to concentrate on in the event of a funding drought and a very short list of what we can reasonably implement in the near to medium term. This should include SMART (Specific, Measurable, Achievable, Relevant and Time-bound) objectives and the metrics that will be tracked to determine if we are advancing them. The previous strategic plan was more of a smorgasbord of aspirations than a strategic plan.
- A. Continue to lead and develop the team. Work to smooth out any related issues that may arise during this first year recognizing that stepping into the organization after such a long term GM can be a challenge. B. Work with staff & the Board to develop a revised list of Core Functions. C. Track grant recipients project status to make sure they are keeping on task, budget & schedule.
- We have discussed it!